ETUI WORKSHOP

"FACING THE CHALLENGES OF A FAST TRACK TRANSITION TO ELECTROMOBILITY"

8 JUNE 2021
OUR DATA

# Syndex is a chartered accounting firm that works exclusively for employee representatives, works councils and trade unions in France and in Europe.

# French companies are obliged by law to issue social reviews for each site, and to present the results to the works council.

# Through our work for employee representatives in the automotive sector, we have been able to collect and aggregate these data in a unique database.

Automotive sector

Powertrain industry

- 136 sites in the powertrain industry
- 70 000 employees (2018) in production, R&D and services

Services

- Inspection & repair

# In addition, we have conducted a number of expert interviews to estimate the impact of changes in powertrain technologies on employment.
THE DOWNWARD TREND IN AUTOMOTIVE EMPLOYMENT IS AN ONGOING PROCESS...

Even during the recent years with booming sales figures and sufficient workload for production sites, employment in the French automotive industry has decreased. In addition to automatization and delocalisation, companies increasingly use flexible forms of employment (agency workers) and subcontracting.
We estimated that the need for manual labour for electric cars will be ~40% lower than for current diesel engines. New employment opportunities in batteries and electronics, all other activities will decrease.
Emploi - Impact des différents scénarios

Scénario 1 : Désindustrialisation continue
Scénario 2 : Support politique et politique pro-industrielle
Scénario 3a : Volonté politique forte pour favoriser l’automobilité électrique (a) avec une possible baisse des volumes et une focalisation sur les chaînes de valeur locales (b)
Scénario 3b : Volonté politique forte pour favoriser l’automobilité électrique, les chaînes de valeur locales et une tendance vers moins de voitures et plus légères

L’impact sur l’emploi varie significativement dans les différents scénarios.
TECHNOLOGICAL CHANGE, DEINDUSTRIALISATION AND DELOCALISATION

- Electrification will drive employment trends in the car industry in the years to come, but...
  - ... the expected employment effects overlap with other trends that precede and are somehow independent from electrification (delocalisation, automatization, use of flexible employment...)
  - ... the expected employment effects are not carved in stone, but there is significant room to manoeuvre for both political actors and companies.

- We have shown that an ambitious policy to foster e-mobility combined with a strong focus on local value chains has a less negative impact on employment than a laissez-faire approach of continuous deindustrialisation.

- All ambitious scenarios would require a strong shift in industrial policy at national and European level.

- At national level, public support mechanisms would combine stricter emission standards and other legal requirements with tax incentives and other public support instruments to foster investment in new green technologies.

- European policy would increasingly focus on strengthening the industry’s competitiveness though stronger regulation of carbon emissions and more ambitious emission targets.

- Companies would have to invest massively in new technologies and develop a network of local value chains, notably through the introduction of environmental criteria in choosing suppliers.
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Employment trends - S1

Employment trends - S2

Employment trends - S1

Employment trends - S2