



# Change Management

Our Future Workplace - Digital Transformation in the Chemical Industry

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- What does digitalization mean for the social partners at national level (Sweden in this case)?

## What does digitalization imply?

- New business models
- New production models/methods
- New ways of working/new roles/new skills requirements
- Rapid change in the coming years

## Where do we come from as social partners

- Our companies have always developed and changed their business.
- Speed and scope/magnitude in digitalization
- The social partner model works well and is well suited for handling digitalization
- Our collective agreements have developed over a long time and reflect the "old analogue" industry
- We tend to protect the achievements and gains that we have made

## Which are the challenges?

- Support our companies and employees on skills (up- /re-skilling)
- Influence politics to change/improve the educational system – lifelong learning etc
- Develop our collective agreements and our co-operation to support, not hinder digitalization
  - Working time
  - Mobile work
  - Work/ life balance
  - Occupational safety – Shift from physical safety to mental health
  - Etc
- Remain relevant!

What our members do with regard to change management on digitalization?

- Changes to the business model/production
- Union/employee participation through co-determination at the workplace (MBL and collective agreements)