**INTERVIEW TRANSCRIPT**

**DEMOGRAPHIC INFORMATION**

Union Position: Shop steward

Age: 40

Gender: Male

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| **INTERVIEW TRANSCRIPT** | |
| **SPEAKER** | **DIALOGUE** |
| **INTERVIEWER** | Good day, how are you doing? |
| **PARTICIPANT** | I’m well thanks and you? |
| **INTERVIEWER** | Good thank you, um before we start with the interview, I’d just like to disclose that you are aware that the interview will be recorded for transcription purposes. |
| **PARTICIPANT** | Yes, I don't have a problem with that we can continue. |
| **INTERVIEWER** | Okay, great. Before we start, I’d just like to ask if you could please provide a introduction for yourself in terms of union position, age and gender. |
| **PARTICIPANT** | Thank you for your question. So just to introduce myself, I’m Mr.M and a shop steward representing the employees and I’m 40 years old, and I enjoy what I'm doing. |
| **INTERVIEWER** | Okay, great. My first question is, what is the level of importance given to green transitioning and sustainable practices in the automotive sector? |
| **PARTICIPANT** | Thank you for your question. So just to give a background, at the end of the day, life is evolving, things are changing and then even in the motor industry, we having a situation where you know that we are also the big stakeholders polluting the air. So it's very important that we move and we change with times in terms of OSHA, eliminating these emissions and then we are also being more pressed by the legislations and the government, other stakeholders that play a vital role. So that even in terms of reducing this issue of pollution, so that we can be able to comply with green transition. |
| **INTERVIEWER** | Okay, thank you, based off your previous answer, what would you say are the specific green strategies or practices that are currently being implemented by unions to promote environmental sustainability? |
| **PARTICIPANT** | Okay, the transformations and what we have actually introduced, it's not something that we're doing it alone. We're doing it in collaborations with the employers, because at the end of the day it is the employees they are under the employers. So what we do is just to support the companies in terms of making the employees also understand the requirements that companies have to comply with.  And then in terms of strategy, we see it with the employers and engage with them. And then when they bring all the changes to us, we also make our employees, our guys, the union guys to also understand that the changes that they want to come and how they're gonna impact them. And if they get paniced in terms of maybe being replaced by technologies, we also ensure that we can settle those matters and put them at ease and show them in terms of the changes that are coming, how it can also still create new opportunities. |
| **INTERVIEWER** | Okay, so from your answer in short, education and training, |
| **PARTICIPANT** | Yes. |
| **INTERVIEWER** | Okay. Now I'm going to move on to challenges and barriers. What are the main challenges or barriers faced by unions in the automotive industry, in implementing green transitioning strategies? |
| **PARTICIPANT** | Change is something that when we speak about it, it sounds more easy but human beings sometimes they are resistant to change, especially if it has not been introduced gently. So what happened is that one of the things that we find that most us as union we face, we are facing a situation where when we are moving maybe from one way of doing things maybe into introducing technology and maybe moving into solar, kind of backup that has been going to be introduced.  Bringing new machines that are going to be used, many people always feel that they are going to be replaced by those technologies. And then when they come to us, those are some of the things that we try to bring a change. We tried to explain to them how they were going to not affect them badly.  Second, is issues of remuneration because it's affecting the employees because remember, if someone is working on a vehicle or vehicles maybe for a certain specific period, when you bring certain technology into the employment side, then what happens is that sometimes some of the employees are being affected by the rate which is attached to their salaries and when we're supposed to do such kind of topics, it becomes a complex matter where now we need to even try to ease the situation, and also try to push the employer not to affect our employees negatively because of the changes. |
| **INTERVIEWER** | Okay, just a follow up on what you said, if possible, what are the specific factors that hinder the adoption of most sustainable practices within the automotive industry? |
| **PARTICIPANT** | What can hinder most of the time is just that resistance where you find that the employer maybe doesn't run out of the options but where you want to maybe cut out or reduce the capacity of the employees, and then now the employees end up embarking on a strike.  Then when they are embarking on the strike, the negotiation that comes on that. Those are some of the things that we end up now finding it very becoming very, very challenging. And then the reductions, consists more of introduction of the new technologies. |
| **INTERVIEWER** | Okay, I'm now going to move on to collaboration and partnerships. So my next question is, are there any collaborative efforts between trade unions, automotive companies and other stakeholders to drive green transitioning within the industry? |
| **PARTICIPANT** | Yes, yes, yes. To answer your question. Yes, there are other stakeholders because there are many stakeholders affected here.  Firstly, there is a government which is a huge role player because it's the one that is pushing for the policies and legislations and the employer also have to adhere to that.  And then at the same time as the employers executing or implementing those, which are directly affecting the employees and then employees, they're also having their own household. And then at the same time, the employees don't want to find themselves in a situation where they are in an unfavorable situation due to the issue of moving into transforming into these green transmissions. |
| **INTERVIEWER** | Okay, how effective would you say have these collaborations been in achieving sustainability goals? |
| **PARTICIPANT** | They are resulting into positives because so far, maybe just to give classic example. The government is also trying to bring more benefits that actually can encourage even other companies to buy into these transformations.  Because for an example, if you look at now, there are many companies that from a legality point of view, especially from a tax point of view way, there are introductions of sanctions that actually give the benefit to say, if now companies invest into green, they move from this thing of pollution and go into the green transmission, then the government has a way of incentivising those companies that are focusing on that.  As more of capital injections into companies, which actually end up making companies be able to move with the transformation without even affecting their employees negatively because of the support of the government and the legislation that they put into place. |
| **INTERVIEWER** | Alright, now I'm gonna move onto training and skills development. So my question is, how is the union supporting its members in terms of adapting to the changing industry requirements? |
| **PARTICIPANT** | The Union works together with the employees because firstly, in terms of us as a union to say we will support with the issue of what we need to know to have training we just need to know firstly with the position of the employer because as the employer come and bring changes or want to implement changes, it means that majority of things that changes they require our employees to upskill themselves, and then for them to ask people themselves, then we sit with the employer, they tell us their plan, and then we ensure that our employees knows like each and every year there will be a first meeting where we're doing our own orientations.  And then after orientations, we'll have the training sessions and program of training sessions that will be coming for the year and then we ensure that all our employees, our union members, all also make sure that they attend and they also give feedback during our own union meetings so that we can be able to take their consent and then align with the employees.  So far, the trainings that we do, we did manage to have around the issue of transformations, we can see positive results within the union. |
| **INTERVIEWER** | Okay, great. Now, I want to ask about government policies and regulations. So my question is, how do government policies and regulations influence the adoption of green practices within the automotive industry? |
| **PARTICIPANT** | The question is supposed to be more directed to the government but I can only see or answer it from the angle of where we are seeing it as union because remember, when coming to legislation, there are two ways on the legislation, what the government is playing.  Government realised, okay, internationally speaking, they were already having pressure to align in terms of emission and pollution regulations that comes with that. Now the government has come up with policies that they have designed, which actually have benefit and also penalties. Because should you be required as a company maybe to eliminate certain emissions by a certain percentage, if you're not adhering to that, there will be penalties that will be imposed on the companies which will affect the company and when you affect the company directly, it will end up resulting in affecting the union.  However, so far, we have seen a transformation but there are few challenges that sometimes the companies meeting will find that maybe in some way, the issue of the new investment into the element or the resources or the equipment that are required for us to transform. It's not a something that moves so fast but is surely moving slowly, and companies sometimes find that may be due to the economic crisis that we face, certain transformations, projects, can’t be fast-tracked due to … you know, the economic climate. |
| **INTERVIEWER** | Okay, um, just to follow up on that I want to know specifically, can you please tell me what role does the trade union play in advocating for the sustainable policies? |
| **PARTICIPANT** | At the end of the day, we want the companies to comply and we want the companies to make sure that it sustains and creates more jobs, so that we can have more employees. However, the companies are also having their own challenges in terms of doing the transformation because on our side, we have employees.  We say to the employer here are the challenges, however, we are not the biggest driver of those transformations, but in terms of maybe where the company comes with the legislation to say okay, maybe to not do this. We should not pull it, we should ensure that our machines are being safe, are not aging today negatively, or we are not adding to the problem that we're already having.  Those are some of the things that we do, to make sure that all our members do comply with them, with those policies, but we are not the biggest drivers of those transformations. We are also supporting them and ensuring that we are aligned with the employees. |
| **INTERVIEWER** | Okay. My next set of questions are focused on innovation and technological advancements. So my question to you is, are there any specific technologies that trade unions see as critical for a sustainable future in the automotive sector? |
| **PARTICIPANT** | Yes so far, one of the external factors that really is just challenging all of us, is the issue of the electricity because in our plant when we work we rely on the electricity, this load shedding that keeps on just hitting our countries affects us very negatively.  Whereas the union, we are also now finding that our employees are availing themselves coming into the plant and then when there’s load-shedding they find themselves not working, which ends up bringing the topic of no work-no pay, and we don't want those kinds of situations.  So we require more transformation to happen on this and then one of the things is that the government needs to start investing more on issue of solars. And then also, one of the things, just even the options of maybe looking at Nuclear, they can have an alternative plan that can also help, in terms of having alternatives to say if we switch off this, if during load shedding we only going to ban generators using generators because the generators that we start using now are the ones that are more higher, the highest propeller of the issue of emissions which we are trying to transport from that kind of an environment. So I hope I've answered you. |
| **INTERVIEWER** | Yes, you have. I just have a follow up question on that. If you can what technological advancements or innovations are currently being integrated into green transitioning strategies. |
| **PARTICIPANT** | The first one I think is going to be a solar. |
| **INTERVIEWER** | Okay. |
| **PARTICIPANT** | Moving into this solar environment because there we are just relying on the sun. And then when you rely on the sun, there is no any emission that you're going to incur in care. So which actually, especially in the areas where there's more investment on solars, and we are keeping them on top of our roofs the entire plat right now as we speak, is being covered by the solar technology. Which is actually just pumping more power that actually is just adding to the reduction of emission. |
| **INTERVIEWER** | Okay, we've come to the end of our interview. I just have one more question for you. |
| **PARTICIPANT** | Sure. |
| **INTERVIEWER** | Which is from your perspective, what can be done to enhance transitioning and sustainability within the automotive industry? |
| **PARTICIPANT** | The best answer I can give you to you is just to work together because all the stakeholders that are involved the government has got it’s own mission, it's own goal. The employers got it’s own goal, mission, us as union we also but all of us if we check, we are serving the same purpose but we just have to align and then be able to listen to each other. Not listen to each other in order to respond to each other, listen to each other and all facts being put on the table. And that will help us to transform. |
| **INTERVIEWER** | All right, thank you. We've come to the end of our interview. I just want to thank you once again for taking time out of your day to participate. |
| **PARTICIPANT** | Thank you I really, really appreciate your time. |
| **INTERVIEWER** | Thank you. |