**INTERVIEW TRANSCRIPT**

**DEMOGRAPHIC INFORMATION**

Union Position: Shop steward

Age: 41

Gender: Male

|  |  |
| --- | --- |
| **INTERVIEW TRANSCRIPT** | |
| **SPEAKER** | **DIALOGUE** |
| **INTERVIEWER** | Hi, how are you? |
| **PARTICIPANT** | I’m good thanks and you. |
| **INTERVIEWER** | Good thanks. Before we get started I’d just like to confirm that you are aware that this interview will be recorded for academic purposes? |
| **PARTICIPANT** | Yes. |
| **INTERVIEWER** | Great! Can you please introduce yourself and what you do? |
| **PARTICIPANT** | My name is Mr C, I’m working at an automotive company and I am a shop steward under NUMSA. |
| **INTERVIEWER** | Alright so the topic of our discussion is going to be around sustainability and trade unions. So I wanted to ask you, what is the level of importance given to green transitioning or sustainability in the automotive sector? |
| **PARTICIPANT** | My understanding is that the level of sustainability in the business is that it doesn’t look so good up to so far. The way I see it is sometimes it’s up and sometimes it’s down. |
| **INTERVIEWER** | Okay and can you please tell me what specific green strategies or practices are currently being implemented by the union to promote environmental sustainability |
| **PARTICIPANT** | In the automotive industry, it’s only if as a representative and employer we come to the board and agree on certain issues to make sure employees are productive. |
| **INTERVIEWER** | Alright, so it's just discussions are they any strategies or practices that are currently happening to become green? What are the current strategies and practices because I know now we just touched on discussions. |
| **PARTICIPANT** | It’s only if something is going down that the employer comes down to talk us the employees so that we can understand the nature of the business so that we can understand and come up which such ideas to make sure that there is sustainability. |
| **INTERVIEWER** | Okay, and moving on to challenges and barriers. What would you say are the main challenges or barriers faced by the unions? In the automotive industry in implementing green transition strategies? |
| **PARTICIPANT** | I’m going to ask you to repeat yourself cause I couldn’t hear you. |
| **INTERVIEWER** | Okay, no problem. So, what are the main challenges or barriers faced by unions in the automotive industry in implementing sustainability strategies. |
| **PARTICIPANT** | Can you repeat yourself again please? |
| **INTERVIEWER** | What are the main challenges or barriers faced by unions in the automotive industry in implementing green strategies? |
| **PARTICIPANT** | The challenge that we are facing in the automotive industry is the cars are not being bought and people cannot afford the cars due to the unemployment and economic crisis in our country.  So obviously we are employed under the automotive industry they are not going to be able to perform to pick the car, to sell the car because no one can afford to buy it. |
| **INTERVIEWER** | Okay and would you say those are the only challenges, the economic ones that is present in becoming green? |
| **PARTICIPANT** | Yes economical ones and then for instance maybe these big automotive companies want to bring the technology into our country, how are they going to do it?  For instance in South Africa there’s a crisis of loadshedding, it’s going to be a challenged. If we can’t wok, our jobs are going to be taken by this technology that these people want to bring in. |
| **INTERVIEWER** | Okay, thank you so much and are there any collaborative efforts between trade unions, automotive companies and other stakeholders to drive green transitioning in the industry? |
| **PARTICIPANT** | Yes, yes, yes. |
| **INTERVIEWER** | Alright who are these partners or stakeholders that are collaborating or working together? |
| **PARTICIPANT** | Who are? |
| **INTERVIEWER** | Who are the parties who are working together to drive sustainability? |
| **PARTICIPANT** | It’s a union called Eco-Metal, which is a union which represents the workers from Europe and Africa. It’s an umbrella for the business of automotives in South Africa so those two work together to make sure that we do some stuff to achieve under this country in this industry. |
| **INTERVIEWER** | Alright, can you please repeat the name of the Union for me sorry. I struggled to hear it? |
| **PARTICIPANT** | The union, the one I mentioned it now? |
| **INTERVIEWER** | Yes. |
| **PARTICIPANT** | Its IG Metall. IGM. |
| **INTERVIEWER** | And how effective would you say has the collaboration been between these parties? Being in achieving sustainability? |
| **PARTICIPANT** | Can you repeat that one please? |
| **INTERVIEWER** | How effective has the collaboration been between the parties in achieving sustainability? |
| **PARTICIPANT** | I’m lost can you please explain it again. |
| **INTERVIEWER** | No problem, I’ll explain it to you again. Would you say that this union, the one you described to me now; would you say what they have been doing has been promoting sustainability or has it been bit of a slow rise to achieving sustainability. |
| **PARTICIPANT** | Yes, what they did to us, it was last of last year in December they called us as a South African union which is NUMSA, as they know that this union it’s automotive industry. So German people or European people and all these companies call us in South Africa and tell us to say look this is what’s underway globally so since what we’re using that side, we also want to use in South Africa under automotive industry.  They also want us to express ourselves and they take us to the plants. We as NUMSA we’ve been stating to them that many of us it seems we are in a production level -like people who are in Plant level so these German people they want to implement the technology.  Like too many robots in the plant so that they can save money as saving for them in that side. You see but we will say it’s going to affect our jobs, we’re going to lose our jobs because we don’t know how to operate those robots or how to program it. You see so we just give them our position to say maybe it can work for the new generation but for now since we have acts of loadshedding so it will be a problem. For instance if they want to do a car that’s gonna do with battery, it’s gonna do air pollution. |
| **INTERVIEWER** | Okay, thank you and I want to know from your opinion, how is the union supporting its members in adapting to the changing industry requirements? |
| **PARTICIPANT** | Our union is just making us aware of the technology that is announced and since we’ve been employed they’re saying we can’t run away from something we are going to implement. So the union just explains to us to be aware to make sure we can prepare ourselves and become familiar with the technology and the company takes us to school so that we learn how to use this technology that they want to implement. |
| **INTERVIEWER** | Okay. My other question is so how does government policies and regulations influenced the adoption of green practices within the automotive industry? |
| **PARTICIPANT** | Obviously our government is gonna go with it because our government needs investment to come in our country but we’re also pleading to the government to say ‘Look government, we want you to come to the ball’. Assist the people of South Africa by giving them the learnerships, by giving them workshops so that they can learn themselves with the new technology. So it’s only if government cannot run away from all this, to give all these companies responsibility to come to the ball. |
| **INTERVIEWER** | Okay, and what would you say is the role of trade unions in advocating for sustainable policies? |
| **PARTICIPANT** | It’s the union to go to the government, to ensure that government is implementing this workshop along with the employers. |
| **INTERVIEWER** | Okay and moving on to technological advancements because they know you did mention it earlier. Are there any specific technologies that the trade unions use as critical for a sustainable future in the automotive sector? |
| **PARTICIPANT** | They manage the logistics in that industry. As I saw went to the plant there were too many robots, human beings just come to assemble these parts but the machines and robots are there. Obvious if they bring more technology, they will reduce more people because they have more technology. |
| **INTERVIEWER** | Okay, and apart from robots, what technology can you say is currently being used in green strategies? |
| **PARTICIPANT** | So we only saw the robots and big machines at the Plant to produce the cars and it’s a big plant and they got too many people so technology is there and we need to align ourselves with it. |
| **INTERVIEWER** | Okay and we've come to the end of our interview, and I have just one more question for you. So, from your perspective what can be done to promote sustainability within the automotive industry? |
| **PARTICIPANT** | Sustainability is only possible if our economy is stable so that we cannot have this high of an unemployment rate so that people can be able to buy the car and maintain the car to service it. It’s only if we can shed the high unemployment, it’s too high so it makes this industry suffer also because people cannot afford and sometimes to service it, it can become a little bit difficult. So it makes the industry go down. |
| **INTERVIEWER** | Okay thank you so much for your time, and yeah, I don't have any questions at this point in time, but if I do, I think I'll just reach out over email. |
| **PARTICIPANT** | All right, thank you. |