**INTERVIEW TRANSCRIPT**

**DEMOGRAPHIC INFORMATION**

Union Position: Shop steward

Age: 42

Gender: Male

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| **INTERVIEW TRANSCRIPT** | |
| **SPEAKER** | **DIALOGUE** |
| **INTERVIEWER** | Alright, so good day Mr A, thank you so much for joining me today. Before we start, I’d just like to confirm that you are aware that this interview will be recorded and transcribed for academic purposes. |
| **PARTICIPANT** | Yes, I’m aware. |
| **INTERVIEWER** | Alright, great. So before we get into it, I was wondering can you just introduce yourself for me? |
| **PARTICIPANT** | Okay my name is Mr A, I work for an automotive company and I’m a shop steward. |
| **INTERVIEWER** | Alright, great. Thank you so much. Let's start with our questions. I wanted to know from your perspective, what is the level of importance given to green transitioning or sustainability practices in the automotive sector? |
| **PARTICIPANT** | I’d say it’s given a high level- an important role. The juncture that we are at, it’s evident that all the auto companies are in support of that even though some are still reluctant but unfortunately what comes of the signs from those who are leading. This sector is uh … concrete policies that directs all of us to that direction. |
| **INTERVIEWER** | Alright, and why would you say it's such a such an important initiative? |
| **PARTICIPANT** | I believe if anything is about saving our planet, it’s saving ourselves as well, not us destroying ourselves so it is important that we look at what we have done to pollute this earth and what we can do to reverse that pollution. That's important for not only the present, but the future as well. |
| **INTERVIEWER** | Alright. Moving on to our next session section. Can you please tell me if you do know, what specific green strategies or practices are currently being implemented by the union to promote environmental sustainability? |
| **PARTICIPANT** | Well I know, that there are no strategies yet implemented, but there are- there is research being done as to what we can do as the union to promote this ourselves and our members. |
| **INTERVIEWER** | Alright. So I just wanted to touch on the research, how do you see this evolving into strategies in the future? |
| **PARTICIPANT** | Hm that’s a, that’s a difficult one.  I would say we are challenged in that regard because remember, we do not have the detail they will have and finances. So it's tricky for the unions to do research and secondly, how then that information or what is needed to influence the members in society becomes very tricky from that point.  Even getting hold of the membership so seeing how that plays out. It could be from a … how would I put … as a … we will be following the leaders or the policymakers, so to speak, in terms of being.  Your industry leaders and now the government will in now in that sense be playing second fiddle, so to speak. Yeah, because without the guidance from government and industry leaders, we are really not that empowered as unions. |
| **INTERVIEWER** | I completely understand. So I just want to follow up with the challenges. I noted you stated that finances would be a barrier, what other main challenges or barriers would be faced by the unions specifically in the automotive industry in implementing these potential green sustainability strategies? |
| **PARTICIPANT** | Information or education, so to speak, because to implement any strategy, you need to educate people.  The people must understand the reasons for why behind the objectives so that would be one major obstacle because the unions in their central structures are sort of informed to a certain level and whereas the membership, the lower ground level, had they sort of have none of that information that is dealing with this structure.  Then to sort of take that information down to the to the workforce or to the workshop, work floor, becomes very something very, very challenging, tricky to do. |
| **INTERVIEWER** | Okay. |
| **PARTICIPANT** | And as of to date we are really struggling as to how, how do we drive that? |
| **INTERVIEWER** | So is it just collaboration, I guess, from all parties? |
| **PARTICIPANT** | Correct. |
| **INTERVIEWER** | Alright. So speaking of collaboration, besides government, I want to know are there any other collaborative efforts between the trade unions, automotive companies and other stakeholders trying to drive the sustainability in the industry? |
| **PARTICIPANT** | Yes, there are but just not, how do I say … we need all hands on deck, we need all stakeholders to be embracing this but there's some reluctance from some other quarters. But we were happy that some industry leaders are embracing this and they see the need for collaboration of all structures to put together but in terms of other unions, I would say we are mostly a collaborating with external unions instead of internal unions but your other international unions that we are collaborating with, there is that work going on. |
| **INTERVIEWER** | All right. Um, you spoke about industry leaders, would you mind giving me a few examples? |
| **PARTICIPANT** | I would use my company as an example, which is embracing the same, to say we need to innovate. We need to partner, we need to hold each other's hands and drive this and address the challenges. |
| **INTERVIEWER** | All right. Thank you. I want to move on to training and skills development because, as you previously mentioned, education and awareness amongst the rest of the union is also a pressing topic. So I want to know, how is the union supporting its members in adapting to the changing industry requirements. |
| **PARTICIPANT** | As I’ve mentioned, that we- the challenge that the unions are facing is the fact that unions are non-profit making organisations and in terms of education, there needs to be some funds that are going into pushing for that.  And we always, even in instances where we could source funds, it becomes now a problem to get our members to come and attend such trainings. So because you understand our cars, our members, our workers, so most of the times to go and work and produce for this economy. |
| **INTERVIEWER** | So is it safe to say it is a bit of hesitance or reluctance on their side? |
| **PARTICIPANT** | I won’t really say hesitance and reluctance, but then I would just go there's some … how can I best put it. Let me just give you a scenario here where we are sitting here today and then you asking a worker we working shifts in the company, to say please from your own time you're going to work night shift today, at least before you go to night shift come early and come in and do training on your own time unpaid.  That becomes challenging because you understand that for the better part of the day, the time that is saved is to go and produce. So you are now asking that person to go an extra mile, go above and beyond that time to come and do their work, produce and then to go after work and do training and all that- that is something that is very taxing to the workforce. |
| **INTERVIEWER** | Okay, I think it's just a matter of time then. |
| **PARTICIPANT** | Yes, it would be both time and hence I’ve said if even the employers who’d give that space for workers to go on such trainings it would assist a lot but in an environment where the priority is just production, production and production. It becomes conflicting. |
| **INTERVIEWER** | Alright. I completely understand. Moving on to government policies and regulations. I want to know because government is a big stakeholder in dealing with trade unions. How do government policies and regulations influence the adoption of green practices or sustainability within the automotive industry? |
| **PARTICIPANT** | It’s a great deal, they drive a great deal because you would remember in terms of policies, the changes that we are undergoing currently, a lot of investors would have shied away, in fact some are still holding back in terms of investment because we are not done yet.  We have not completed the policy around your energy- electric vehicles. So they play a very important part because central to this is your incentives from government because without these incentives, the businesses are not really making a profit. So they say. |
| **INTERVIEWER** | Okay, um off the top of your head, can you perhaps name some policies that drive sustainability within the automotive industry? |
| **PARTICIPANT** | Eh … what’s that policy? Your APDP. |
| **INTERVIEWER** | Okay. |
| **PARTICIPANT** | It’s a production incentive. Yeah in a nutshell, it’s a production incentive where in the automotive the OEMs if they commit to producing a certain number of vehicles, 50 000 plus, and then they get your tax rebates from business. They're then exempt from your import export duty. |
| **INTERVIEWER** | All right, well, that's very interesting. I did not know that, till today. |
| **PARTICIPANT** | Yeah, they're benefiting. |
| **INTERVIEWER** | Okay, so I know government has a big part to play with regards to policies but I also wanted to know like from the trade unions perspective, how much of a party they play in advocating for sustainable policies as well. |
| **PARTICIPANT** | I would say a great deal but depending on who you're speaking to,I'm saying as to who is in government at that point because what was our rule back then and what is our rules now, that has shifted, you see. Back then when we were friends to the ruling party, at least we had a say but now because we are no longer friends I would say it’s sort have been minimised, so to speak. |
| **INTERVIEWER** | I see. Alright, so moving on to innovation and technological advancements. Can you please tell me if there are any specific technologies that trade unions see as critical for a sustainable future? In the automotive sector? |
| **PARTICIPANT** | Hm … I would be, as a particular skill, I would be lying but if at the top of my head, I would speak from the multiple discussions we had in this union. We would say we will, we've been like advocating that coding becomes part of our mainstream education setting. So as to develop a lot of innovators from that thinking. |
| **INTERVIEWER** | Okay, so apart from a coding wanting to be implemented, what current technological advancements are being presently integrated into the sustainability movement? Do you know of any? |
| **PARTICIPANT** | I’m not really sure. |
| **INTERVIEWER** | Okay, no problem. Alright, so yeah, we've come to the end of our interview. I just have one last question for you, which is, from your perspective, what can be done to enhance transitioning and sustainability within the automotive industry? |
| **PARTICIPANT** | What can be done, that's such a tricky question.  So what we're seeing is, the problem is that stakeholders are pulling to different directions and that is a problem in itself, in addressing the change that is happening now. What can be done is stakeholders supporting each other with one vision. Coming together, formulating that and then supporting each other in terms of taking, going one direction, all of them, all of us.  Does that answer that question because that questions full of questions itself? |
| **INTERVIEWER** | Yeah I just wanted your personal perspective on it. Okay, but yeah we've come to the end of our interview I really want to thank you again, for taking time out of your day to share some of these valuable insights with me. I really, really appreciate it and I think it'll be very beneficial for me as well. I learned something new as well today. |
| **PARTICIPANT** | No problem. |