**INTERVIEW TRANSCRIPT**

**DEMOGRAPHIC INFORMATION**

Union Position: Shop steward

Age: 49

Gender: Female

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| **INTERVIEW TRANSCRIPT** | |
| **SPEAKER** | **DIALOGUE** |
| **INTERVIEWER** | Good day, before we begin can you please introduce yourself. |
| **PARTICIPANT** | I am a shop steward working for an automotive company, specifically logistics. |
| **INTERVIEWER** | Alright and before we continue any further, I just want to confirm that you are aware that the interview will be recorded and transcribed for academic purposes. |
| **PARTICIPANT** | Yes I am aware. |
| **INTERVIEWER** | Alright, great, no problem! Then let's move on to the first question. How important would you say is the transition to green practices and sustainability in the automotive sector? |
| **PARTICIPANT** | There’s not much that I can tell you but I found out that this thing that they implement these days … it makes us suffer as employees. |
| **INTERVIEWER** | Why does it make you guys suffer? |
| **PARTICIPANT** | Because, remember, maybe two years back, they told us about the implementation of the robots into the companies and most of the companies that are motor industry … the people are suffering because they lose jobs because of this. |
| **INTERVIEWER** | Okay, so, taking from what you’ve said, can I say that the robots is a green strategy currently being used to promote environmental sustainability? |
| **PARTICIPANT** | Yes, I can say that. |
| **INTERVIEWER** | Alright do you know of other green strategies or practices that are currently being used? |
| **PARTICIPANT** | No, other than the robots … I’m not quite sure. |
| **INTERVIEWER** | Alright, no problem. Do you mind telling me a little bit more about the robots? |
| **PARTICIPANT** | Since they introduced the robots in the companies, all I can say is yes they can make the work much easier for us because most of the work is done by them. They’re doing it like, what can I say … they’re doing it automatically but with people, you’re doing it manually.  So those robots they make it easy for us and they are fast but they also make us suffer because we lose our jobs because of them. |
| **INTERVIEWER** | Okay, so the robots result in an ease but at the same time, it's the sacrifice of the jobs at the end of the day. |
| **PARTICIPANT** | Yes because we can say that with one robot, is equal to let’s say 5 people in 1 job. It’s hard for us. |
| **INTERVIEWER** | I'm sorry to hear that but I do want to move on to challenges. Can you please tell me what challenges do unions in the automotive industry face when implementing these green strategies or in this case, what challenges are being faced when implementing the robots? |
| **PARTICIPANT** | The challenge that we are facing is only of the people losing their jobs. It’s the main challenge, that one we are facing as a union. |
| **INTERVIEWER** | Okay, is there also a bit of hesitancy and resistance to the robots |
| **PARTICIPANT** | Yes. |
| **INTERVIEWER** | Okay, do you mind explaining a bit more on the resistance? I know it's because they're scared to lose their jobs but is there another factor at play? |
| **PARTICIPANT** | Come again? |
| **INTERVIEWER** | So I know the union people are a bit hesitant and scared with the robots but I want to know is there something else that's making them less accepting? |
| **PARTICIPANT** | I don’t think there’s something besides being scared of the people who are going to lose jobs. |
| **INTERVIEWER** | Okay so I know when transitioning to a more sustainable future, there's many parties involved. So there's the trade union, the automotive companies and other stakeholders.  I want to know what would you say is the relationship between the trade union and the automotive company. |
| **PARTICIPANT** | The relationship is … because as the union, we are under automotive union NUMSA. They are falling under motor because it’s called motor industry, they fall under motor industry. I think the relationship is okay with them. |
| **INTERVIEWER** | Okay, and how effective would you say is the relationship between the union and the automotive companies in driving these green practices? |
| **PARTICIPANT** | I can’t explain more … |
| **INTERVIEWER** | Would you say they're pushing for the green transition? |
| **PARTICIPANT** | Yeah. |
| **INTERVIEWER** | Okay and next question. How would you say does the union support its members in adapting to the changing industry requirements? |
| **PARTICIPANT** | Yeah they are supporting them but they don’t have a choice because the robots are being implemented so there’s nothing that they can do. They are only supporting them by saying no this is what is supposed to be but with us as a union, there’s nothing that we can do. Only to see ourselves lose the job. |
| **INTERVIEWER** | Okay, so there's no training given no other efforts done to help you guys? |
| **PARTICIPANT** | No there’s nothing. If they are saying that in this company, you are going to implement this, there’s nothing that you can do. So they have to retrench them or they have to tell them this is what’s going to happen. You are going to lose your job because of 1,2,3. |
| **INTERVIEWER** | Alright. So I want to move on to our next question.  So I want to ask you, how do government policies and regulations influence the adoption of green practices within the industry? |
| **PARTICIPANT** | Can you please repeat that? |
| **INTERVIEWER** | Alright, so how do government policies and regulations drive the adoption of green practices in the industry? |
| **PARTICIPANT** | What I can say is that the government and the union, they are supporting each other on this way because when they implemented those robots, I think even the government was involved because there’s stakeholders from other countries. They came and told us about this so even the government knows. |
| **INTERVIEWER** | Do you know of any policies that are being used to drive the green transition? |
| **PARTICIPANT** | Unfortunately, no I don’t. |
| **INTERVIEWER** | No, it's fine, don't worry. Okay and our next question is, do you know, besides the robots, are there any other specific technologies that trade unions consider critical for a sustainable future in the industry? |
| **PARTICIPANT** | Uh I think it’s only the robots because it’s the one that they introduced 2 years back but I was not think that this was near and it’s about to happen because the time when they introduced they said, it’s coming on 2024.  At that time I was thinking of it being far, seeing that it’s going to take long before they can do it but now here is 2024 and they did it. |
| **INTERVIEWER** | So it is a bit sudden? |
| **PARTICIPANT** | Yeah. |
| **INTERVIEWER** | Okay. I've got one more question so from your perspective and opinion, what can be done to improve transitioning and sustainability in the automotive industry? |
| **PARTICIPANT** | What can improve that is the union has to work hand-in-hand with the stakeholders, including the companies’ managers for us maybe to familarise ourselves with what is going to happen maybe in the next 2-3 years from now because I can see that most of the people they lose their jobs because of this. |
| **INTERVIEWER** | Okay, so basically, you want a bit more collaboration to happen so you guys can be better prepared. |
| **PARTICIPANT** | Yeah. |
| **INTERVIEWER** | All right. Yeah, that was it. I went through all of my questions. Once again, thank you so much for your time. And I hope you enjoy the rest of your evening. |
| **PARTICIPANT** | Thank you. Thank you very much. My pleasure talking to you. |
| **INTERVIEWER** | I really appreciate it, thank you. |
| **PARTICIPANT** | Thanks, bye. |