



UPT 4.0

Designing digital transition of work as social partners

ÖPNV 4.0

Den digitalen Wandel der Arbeit sozialpartnerschaftlich gestalten





UPT 4.0



Applicant:

ver.di- United Services Union (North Rhine-Westphalie)



Research partnership:

Institut für Sozialwissenschaftliche Forschung e.V.



Transfer partner:

Verband Deutscher Verkehrsunternehmen (VDV)

VDV-Akademie e.V.

ver.di Federal Administration - Transport Industries' Department



Participating companies:

Bochum-Gelsenkirchener Straßenbahn AG, Kölner Verkehrs-Betriebe AG,
MVG Märkische Verkehrsgesellschaft GmbH, Aktiv Bus Flensburg GmbH,
WSW Wuppertaler Stadtwerke mobil GmbH, Rheinbahn AG



UPT 4.0

ver.di

Project term: 24 months

Financing: European Social Fund Project
489.000 € total volume
20 percent own resources by ver.di – United Services Union

Steering Committee:

ver.di – regional and federal unity, VDV and VDV Akademie, research partners

Standing Working Group:

Steering Committee

2 participants from every involved company (1 person send by management, 1 person send by works council)



The aim of the project

...Digitalisation...

Exploiting opportunities

Meeting challenges

Shaping the digital transition
in the urban public transport
in a sustainable way

**>>This is not a research but rather an
implementation project<<**



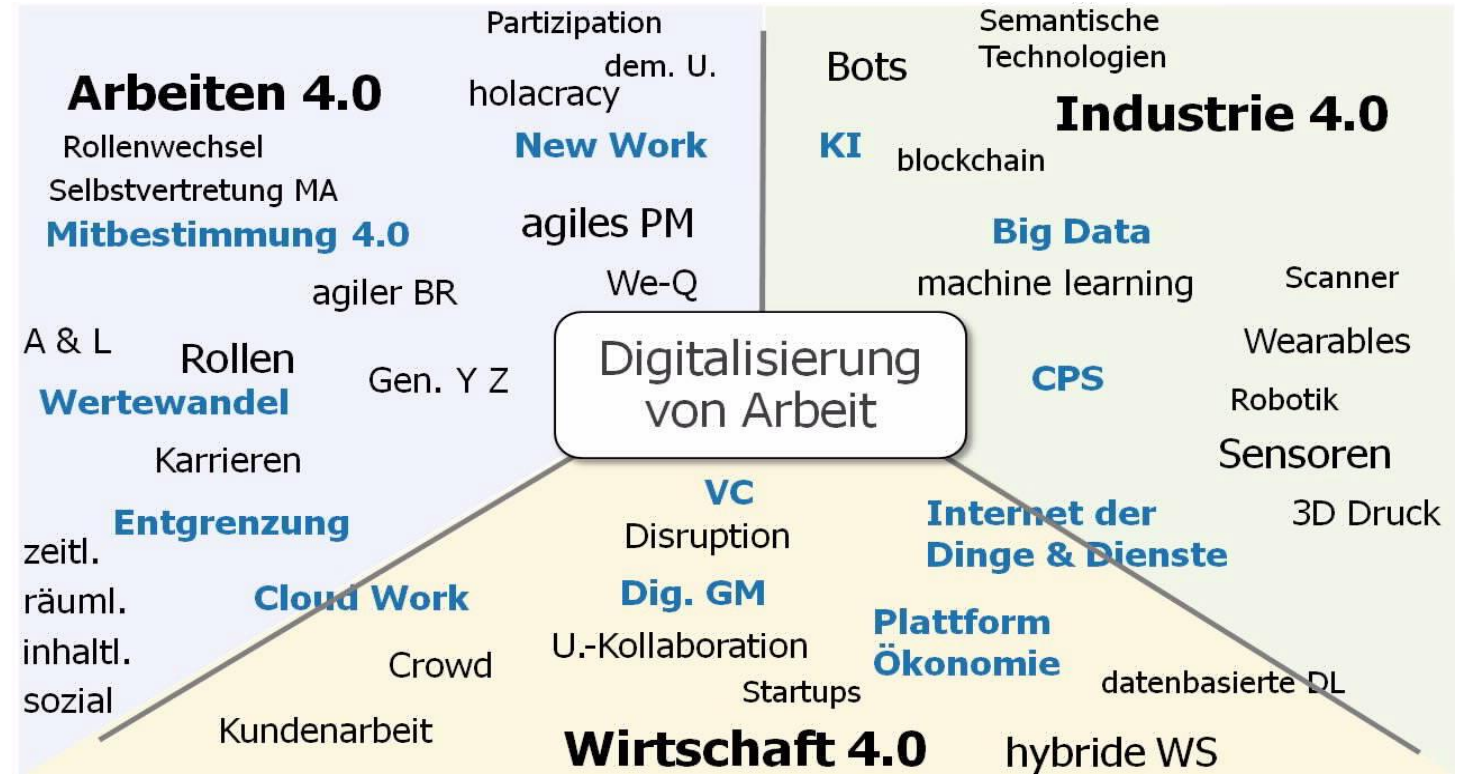
Starting point: Mobility and digital transition



Mobility

new mobility concepts, new players (mobility providers, platforms, customer), Intermodality, electrification, automation, digital devices...

Digitalisation of work...





Results

- 6 examples of **Best Practice** (*Local implementation partners*) based on social partnership and **transferable design moduls for the urban public transport 4.0** (*work organization, competencies and skills, management, leadership and technology*)
- List of criteria „**Decent Work in UPT 4.0**“ (*health, demography, competencies / skills, employment, structure of work, management / communication, work-life balance, etc.*)
- Guiding principle „**Future of Work in UPT 4.0**“ including future scenarios on the basis of social partnership
- **Continuous transfer:** design approaches to preserve and shape good working conditions, requirements (skills, profession profiles), training concepts



Implementation partners/ participating transport companies

ver.di

1. Mobile Devices – operational control

Tablets for drivers workforce

2. Complex value creation systems (logistics and sales)

Depot management and background operations system for marketing

3. Remote diagnostics – software based maintenance and care

Remote diagnostics- interface between vehicle and workshop, digitalisation of workshop processes

4. 3D-printing (infrastructure and workshop)

Using 3D-printing at infrastructure and workshop

5. HRM 4.0 – Cloud work/ Homeoffice (administration)

Digital personnel files, telework/ home office, launch of a HRM-program

6. Advanced training 4.0 (all areas)

Internal learning approaches between the priorities of work and leisure time



...special focus on...

participative approach

modular design concept

new business ideas,
new mobility concepts,
mobility platforms,
cross-company
cooperations,
etc.

Bottom-up approach

collected criteria for „*Decent Work in UPT 4.0*“

guiding principles „*Future of Work in UPT 4.0*“



Survey

- Qualitative Interviews with focus on daily experiences
- Workplace observations
- Employee workshops

Evaluation

- transcription, content analysis, case studies

Transfer by ver.di and project partners



Thank you for attention

Do you have questions?

Mira Ball

**ver.di - United Services Trade Union
Federal Administration - Transport Industries' Department
Section for Public Transport, Coach and Rail**

e-mail: mira.ball@verdi.de