

Industry 5.0: why should workers care?

BRIDGES 5.0 master class Webinar
industriAll Europe

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Industry 5.0



BENEFITS FOR
WORKERS

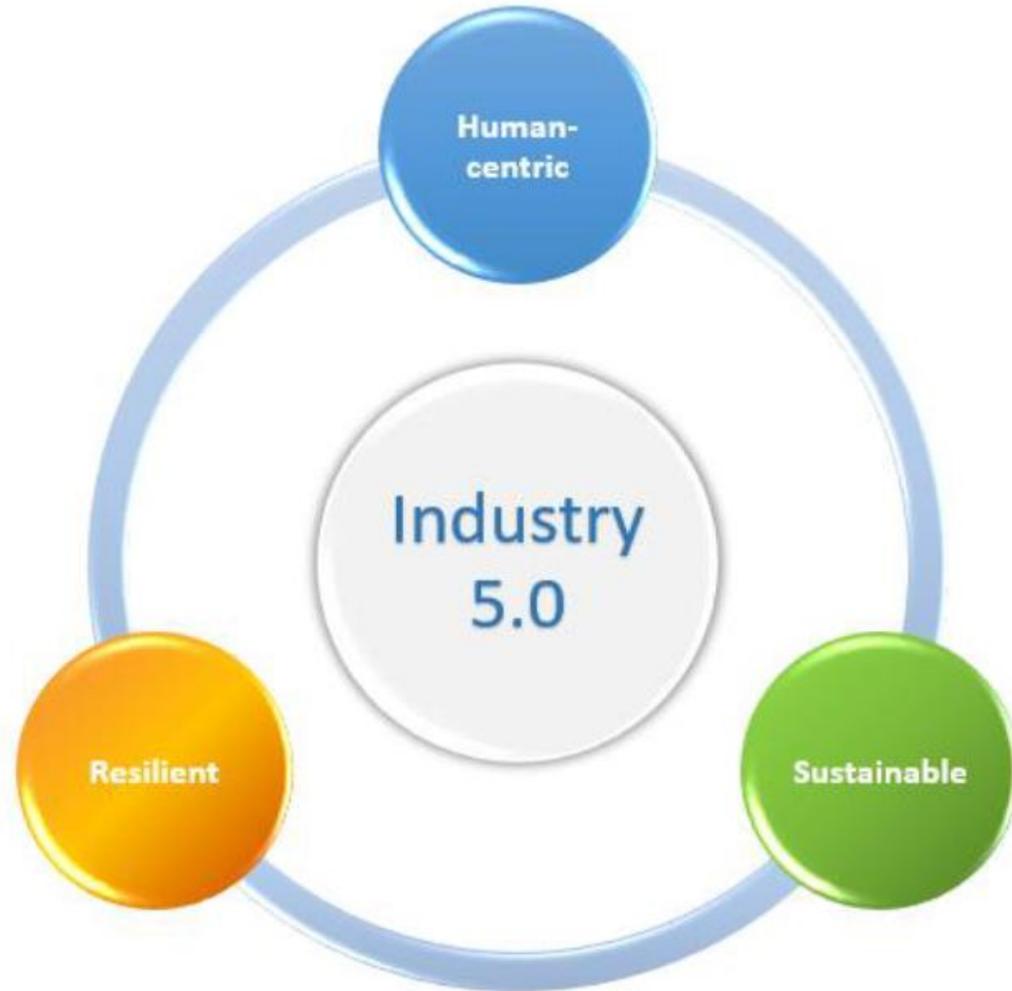


RISKS FOR WORKERS



IAE DEMANDS

The essence of Industry 5.0 lies in the shift "*from efficiency to resilience*", which would serve as a crucial link between society and industry.



Human-centric pillar
Resilient pillar
Sustainability pillar

Human- centrality pillar

- **Workers role:** instead of viewing workers merely as a 'cost,' they are now considered an 'investment' for the company. This perspective emphasises the importance of investing in the skills, capabilities and well-being of the workers to achieve common objectives.
- Workers play an active role in the design and deployment of new industrial technologies, contributing to a more inclusive and worker-empowered working environment. The goal is **to empower and engage workers** within a connected industrial environment.
- **Skills dimension** represents a crucial dimension. The rapidly evolving landscape of technology requires an **evolution in skill sets.**

Human- centrality pillar: risks

- polarisation between high-skilled, well-paid jobs in industry and low-skilled, low-paid jobs
- growing numbers of platform workers
- increases in the digital divide in the workforce
- advanced surveillance and monitoring of workers with algorithmic control, leading to intensification of work and loss of privacy
- AI able to generate content and automate non-routine tasks (and thus taking over the work of high-skilled workers)
- reduced autonomy of workers as they have to closely follow instructions from digital systems

Our demands

Digital technologies should **respect fundamental workers' rights**, like autonomy, privacy, decent working conditions. For industriAll Europe, human-centrism means that technologies should be adapted to the needs of workers and not vice versa.

IndustriAll Europe calls for **improving workers' rights to information, consultation and participation**, together with a stronger focus on the twin green and digital transition at company and value chain/sectoral level.

Investment in upskilling and reskilling the workforce, with tailor-made solutions for workers who cannot be re-trained.

increasing the **digital literacy** of workers at all levels and by regulating the digital 'precarariat' (the gig workers on the digital platforms)

Resilience Pillar

The **resilient approach** in the concept of Industry 5.0 prioritises **regeneration, re-use, re-manufacture and circular economic practices within the economic model.**

The new model that should be adapted to the European economy as part of industrial policy implies a change in the business model to reach strategic autonomy and a reliant value chain through **the due diligence** of the supply chain.

Industry 5.0 and due diligence are linked by **their common goals** of promoting safety, compliance and accountability within organisations.

Resilient pillar

Benefit for workers

- **Workers' resilience** is included within the resilience pillar. Consequently, a guiding principle could be the preservation of workers' employability in the labour market, through the provision of continuous opportunities for lifelong training and education, upskilling and reskilling.
- **Mental health and well-being** must be given equal importance in the design of digitalised working environments.

Risks for workers

- The drive towards resilience could indeed imply **reshoring of activities** and thus bring back jobs lost because of the globalisation of our economies.
- In pursuit of resilience, some companies may also implement measures such as automation, digitisation, and restructuring, to enhance efficiency and flexibility. While these initiatives can improve business resilience, they may also result in **job displacement or changes in job roles, especially for workers whose roles are susceptible to automation.**

Our demands

Due diligence, in accordance with international and European labour standards and social dialogue in all parts of the circular economy, needs to be ensured.

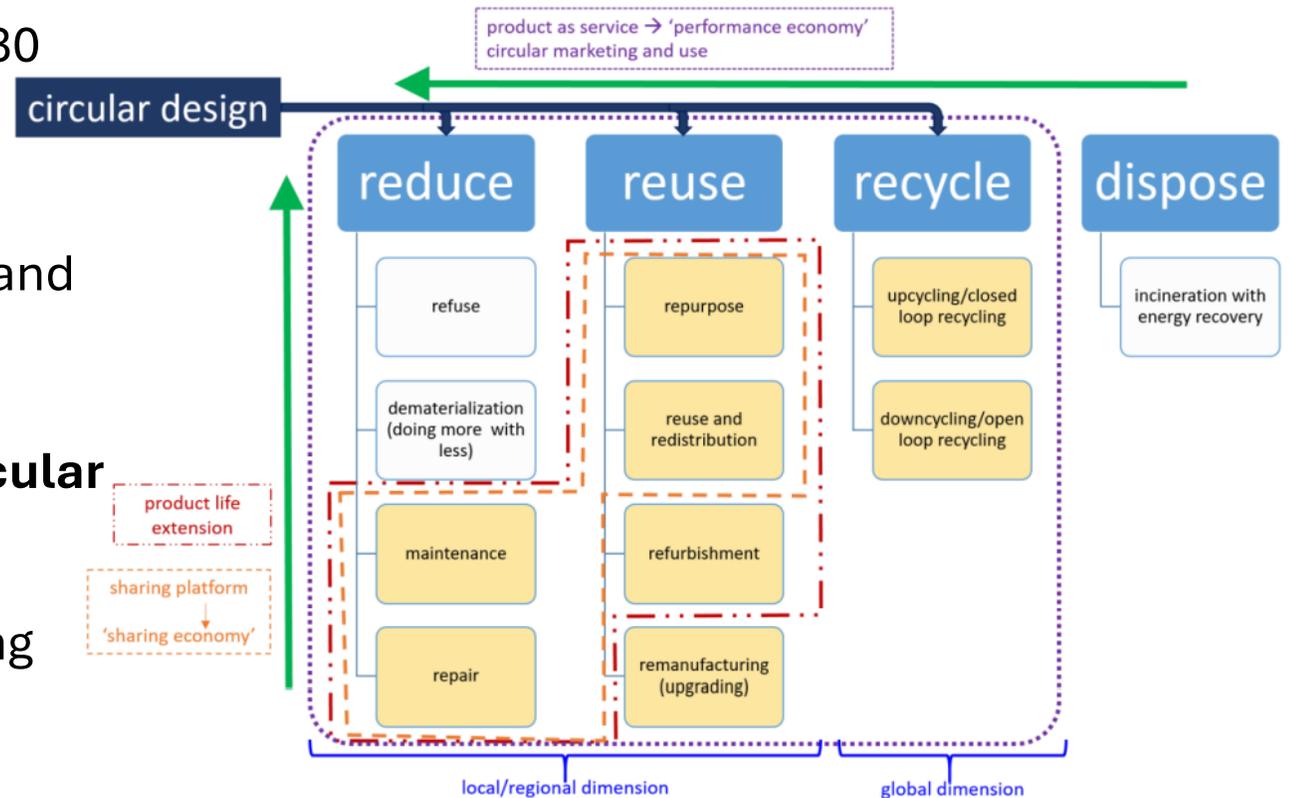
We call for **transparency** from companies regarding their business practices, supply chains, and environmental and social impacts..

Investments in the re-shoring of activities, workers must receive adequate support.

Companies, when confronted with disruption, make the most of the available collective intelligence of workers (apply the principle of human-centrism).

Sustainable Pillar

- The recent European ambition to reach the 2030 targets needs an ambitious industrial plan alongside net-zero and energy objectives, to ensure the maintenance and creation of good quality industrial jobs in transforming existing and emerging new industries and to reach carbon neutrality by 2050.
- The sustainable approach has at its core a **circular economy**. A regenerative, circular economy presents opportunities for more distributed, diverse, and inclusive industrial models, putting emphasis on the use of renewable energy and circular value chains.



Sustainable pillar: risks

- Implementing sustainable practices often requires significant **investments** in new technologies, processes, infrastructure and a change of economic model to focus on post-GDP objectives. Additionally, the return on investment for sustainability measures may be uncertain or take longer to materialise, posing financial risks for organisations.
- A big risk linked to circularity and sustainability is **the practice of greenwashing** that companies can apply by carrying a false or misleading impression of a company's environmental or social commitment to enhance its reputation or gain a competitive advantage.
- Another risk is the regulatory **compliance** with environmental regulations and sustainability standards that is essential for businesses operating within the sustainability pillar. This could lead to relocation and outsourcing of activities to regions outside the EU with less stringent regulatory requirements. Therefore, ensuring a level playing field is a necessity and risk.

Our demands

The shift to a more sustainable economy has to be strongly integrated into the industrial policy, at European, national and regional levels.

Environmental policies must also have a strong social dimension which identifies the impacts on the quantity and quality of jobs, involvement of social partners, strong skills anticipation and programmes, health and safety at work and on the population.

Companies should take **responsibility for the entire lifecycle** of their products, from design and production to end-of-life disposal.

Corporate Social Responsibility must become an effective tool to take proper account of social, environmental and general interest concerns as part of a company's 'licence to operate'.

Industries must commit rapidly to make sustainable products the norm, and an extension of the producer's responsibility must be envisaged.

Thank you!



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