

# The Impact of Restructuring on Steel Communities, Labour Adjustment and the Role of Labour Unions

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*IRIS: International Restructuring in Steel*



# The impact of restructuring

*“It made me depressed, and it did trigger that in the sense of it’s not worth being here. They don’t want me as a person in my job, I’m not good enough, they’re taking it off me, all those sorts of emotions and you start doubting yourself whether you’re good at what you do, and yeah, it was quite a dark time.”*

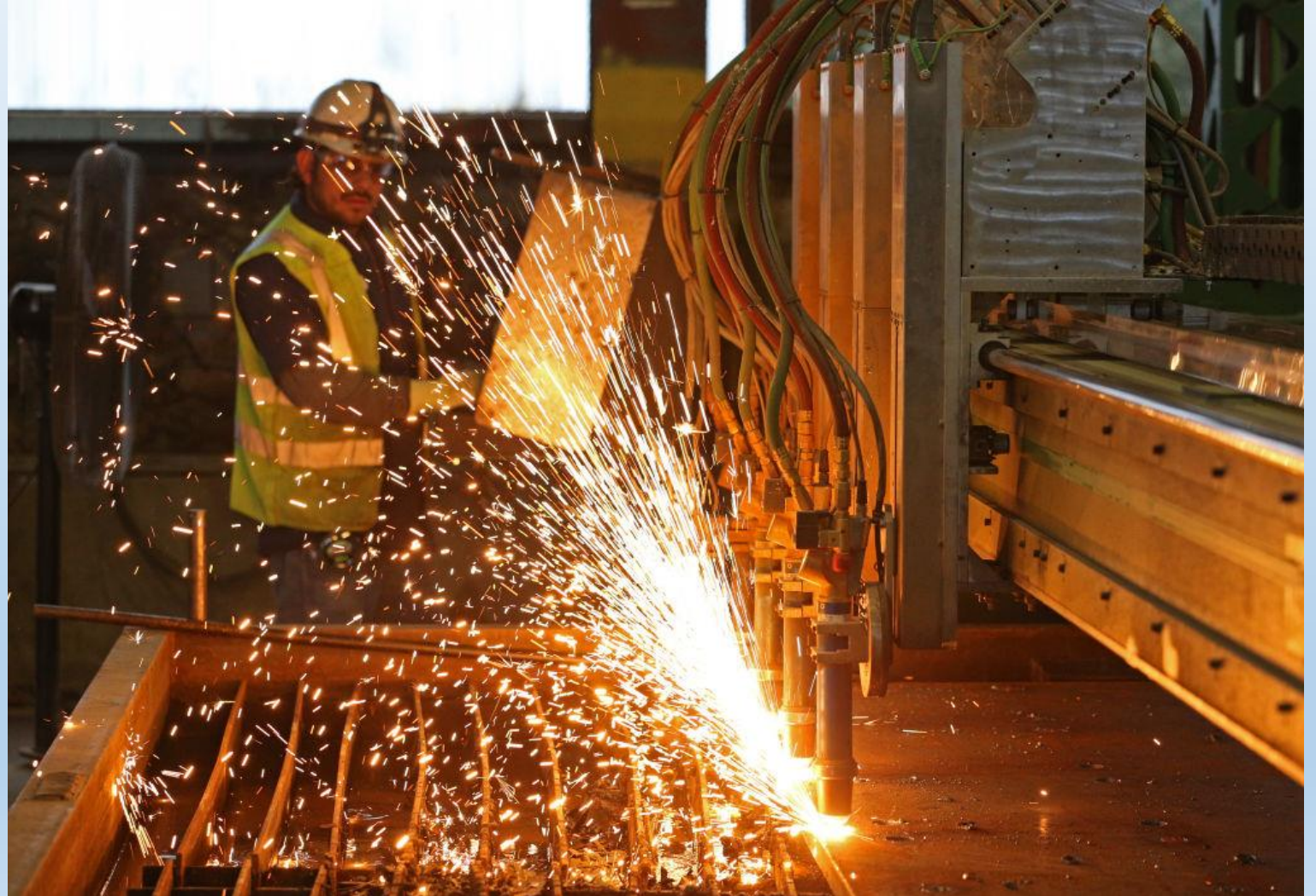


*“Without the steelworks this place would be like a mining village without a coal mine, it’d be a ghost town. I mean, as much as people moan and groan nobody would in Scunthorpe would want this to shut, whether it’s a small retailer, a supermarket, estate agents, because if the steelworks went your house prices would go down there would be no jobs, shops would be shut because people wouldn’t have the money to go spend. Oh the steelworks is a massive part of Scunthorpe without the steelworks there is no Scunthorpe really.”*



# Problems include...

- Lack of job search and application experience
- Skills often not accredited
- Often face lack of analogous opportunities in local economies dominated by steel.





# Adjustment practices

- Early notification (beyond statutory minimum) – so support agencies can act
- Early and meaningful involvement of labour unions
- Stakeholder approach – range of actors and roles vary
- Skills relatedness, communication, flexibility
- Tailored on-site support, time out to attend
- Collective problem – collective response



For further information on *IRIS: International Restructuring in Steel* research, contact:

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