

**DIGITIZATION, AUTOMATION AND LABOR TRANSFORMATION IN THE
BULGARIAN PLASTICS PRODUCTION: IMPLICATIONS FOR INDUSTRIAL
RELATIONS**

Tsveta Karayancheva¹

Abstract

This study analyzes to what extent documented automation and digitalization in the Bulgarian plastics industry have real consequences for industrial relations or is this not enough to trigger the existing legal mechanisms for informing and consulting workers. Only 2 out of 29 companies have confirmed robotization. None of them has a documented ERP/MES/digital twin system. The conclusion is that this low threshold, and not the lack of a legal framework, is the main obstacle to the activation of the industrial mechanisms for Collective Bargaining provided for in the Labor Code.

Keywords: digitalization; automation; industrial relations; plastics industry

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¹ PhD student, Department of Industrial Business, UNWE-Nokia, e-mail: cveta.karajancheva@unwe.bg