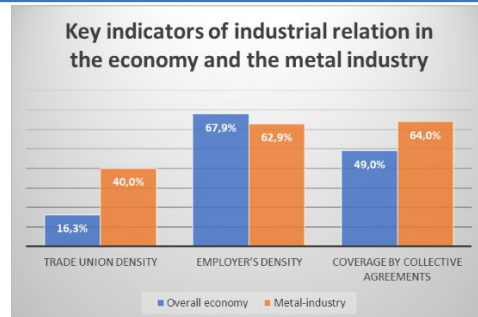


BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector (101052331) – Country Factsheet GERMANY

- Including intermediate inputs, the metal-industry accounts for around 20% of gross value added and is the most important German industrial Cluster.
- Social dialogue is more pronounced in the manufacturing industry than in the rest of the economy due to the higher density of trade unions and employers.
- The strong co-determination of works councils and the representation of employees on supervisory boards institutionalizes social dialogue in medium-sized and larger companies in the metal industry.



Key challenges in the metal sector

- Digitalization and decarbonization of value chains, including suppliers: Problem: Inconsistencies in the introduction of technology.
- Further training of employees for new or changed activities: Often only short-term personnel planning.
- Reliable long-term political framework conditions for D-A-D including financial support for the transformation (e.g. employee training, additional financial costs for the introduction of hydrogen production, etc.). Probably Insufficient funding due to debt brake.

Role of social partners in addressing D-A-D

- Participation of social partners in the most important national technology platforms (Industry 4.0, hydrogen, automotive, coal phase-out).
- Establishment of regional networks to support the introduction of transformation in the automotive industry, particular technology transfer to suppliers, and the transition of employees to new jobs.
- Joint modernization of occupational profiles at national level.
- Industry wide collective agreements on retraining and framework agreements for future oriented company collective agreements.

D-A-D in workplace

- With the expiry of statutory early retirement options further training has become increasingly important for securing employment.
- New qualification profiles focussing on industrial mechatronics are emerging.
- The greatest fear of employees is the involuntary transfer to companies not bound by collective agreements with lower wages and working conditions

Bargaining efforts in companies

- Future oriented collective agreements in many companies have been agreed upon to secure locations, new co-determination options in corporate planning and systematic qualification planning.
- To avoid redundancies and promote internal change, the options agreed in all regional collective agreements to temporarily reduce agreed working hours are used.

Policy recommendations: (1) The state's financial support for transformation must not be jeopardized by the debt brake. (2) The dual German labour market fuels fears of social decline during the transformation. The labour market must become more inclusive by increasing collective bargaining coverage - as provided for in the European minimum wage directive.

