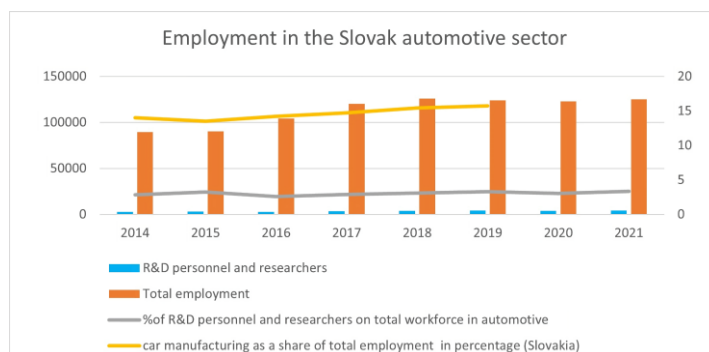


BARMETAL: Digitalization, Automatization and Decarbonization (D-A-D): Opportunity for strengthening collective bargaining in the metal sector (101052331) Country Factsheet - SLOVAKIA

Slovak developmental path

Over the last 20 years, Slovakia has experienced one of the most impressive growths. This has been achieved on the back of foreign-owned, export-driven manufacturing production in automotive sector. However, with intensifying digital and green transition, this developmental path is reaching its limits due to the exhaustion of the available skilled workforce, intensifying demographic trends and regional disparities, lack of social investments as well as investments into research and innovations.



Key D-A-D challenges in the metal sector

- The D-A-D strongly affects the dominant division of metal sector – the automotive industry; gradually reflected in changing labour demand towards requalified and highly skilled jobs
- Lack of highly qualified workforce is emerging as a potential bottleneck to digital and green transformation of companies

Role of social partners in addressing D-A-D

- D-A-D as a process has not been fully integrated in social dialogue, however the effects of the transition are being discussed, namely in the area of skills and training strategies/policies.
- Role of social partners is limited: D-A-D related challenges are addressed through national level policy tools or at individual companies, without a systematic participative social dialogue.
- At the sector level, trade unions push for more bargaining on re-skilling/training rights.

D-A-D at the company level

- Company approach work-related aspects of D-A-D in the context of changing skill requirements, rather than work organisation and job quality.
- Companies recognize the importance of re/upskilling, however follow an individualized approach and create in-house training programs.
- Labour and skill shortages create opportunities for re/upskilling of workers, both in number of programmes and eligibility.

Bargaining efforts in companies

- Company bargaining is rarely an arena for introducing D-A-D related topics: bread-and-butter topics such as wage increases and working conditions dominate negotiations.
- Management enjoys full discretion in shaping re/upskilling and is reluctant to implement reskilling clauses in CBAs due to costs.
- Unions are aware of importance of re/upskilling of workers in the context of D-A-D, however it is not among bargaining priorities as it means trade-off with wage and supplements increases in CBAs.

Key recommendations/Main message/Additional findings

- Thematising the topic of reskilling/upskilling/vocational education in collective bargaining, both at the sector and the company level in the automotive industry
- Systematic social partner involvement in policy making emerging from D-A-D aligned with collective bargaining efforts

