



BARMETAL



Digitalization, automatization and decarbonization (DAD):

**An opportunity for strengthening collective bargaining
in the metal sector**

Mutual Learning Event



Mutual Learning Event Agenda

- 10.00 – 10.05 Opening and introduction
(Monika Martišková, Charles University, Czechia)
- 10.05 – 10.20 General challenges related to DAD in Europe and in the regional perspective of Germany and the V4 countries
(Gerhard Bosch, University Duisburg–Essen, Germany)
- 10.20 – 10.40 Responses of collective bargaining to the DAD challenges – introduction of the BARMETAL project
(Marta Kahancová, Central European Labour Studies Institute, Slovakia)
- 10.40 – 11.30 Panel 1 – Stakeholder discussion on the state of collective bargaining on DAD in the 4 countries
(moderated by Monika Martišková, Charles University, Czechia)
- 11.30 – 12.20 Panel 2 – Stakeholder discussion on policy recommendations for strengthening social dialogue
(moderated by Barbara Surdykowska, Institute for Public Affairs, Poland)
- 12.20 – 12.30 Closing
(Marta Kahancová, Central European Labour Studies Institute, Slovakia)



BARMETAL



Digitalization, automatization and decarbonization (DAD):

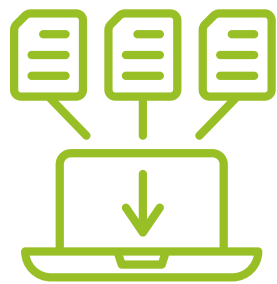
**An opportunity for strengthening collective bargaining
in the metal sector**



Introducing the BARMETAL project



- The European Commission, through its call Improving Expertise in Industrial Relations (SOCPL-2021-IND-REL) promotes analysis and research on industrial relations, at EU level as well as in comparative terms, with the aim of contributing to developing and reinforcing industrial relations in Europe

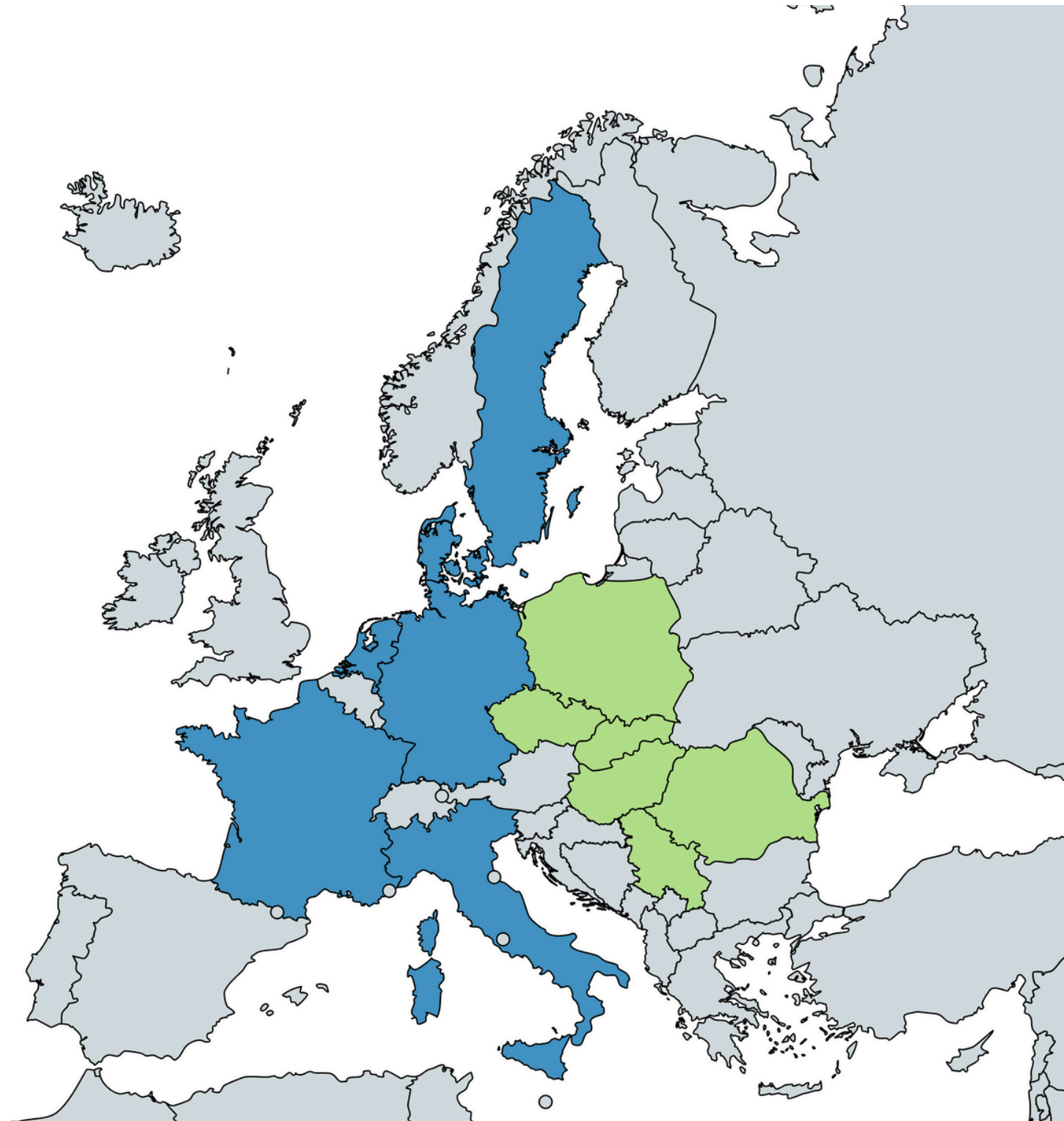


- In response to this call, the general objective of the BARMETAL project is to explore opportunities for strengthening collective bargaining in the metalworking industry (NACE classification sectors C, in particular, C24, C25 and C29) under **digitalization**, **automation** and **decarbonisation**



- The project covers 12 countries – 11 EU Member States and Serbia as a candidate country. A number of studied countries are located in Central and Eastern Europe where the technological transformations are expected to be hardest, while the collective bargaining infrastructure the weakest in Europe

Introducing the BARMETAL project



- Context: Technological/societal transformation (Germany) vs. integrated periphery (Pavlínek 2020; 2023)
 - Export-oriented countries
 - **Germany** – innovations high on the agenda of industry and social partners
 - **CEE** – low labour cost production, but geographic proximity to large and exclusive markets in core regions of Western Europe
 - high degree of foreign ownership and control
 - export-oriented high-volume production focusing on standardised cars and generic automotive components
 - low-volume production of niche-market vehicles
 - weak presence of high value-added and strategic functions
 - FDI and business-friendly state policies
 - weak trade unions
 - more liberal labour codes and more flexible labour practices

Comparative findings: *Collective bargaining and the DAD challenge*

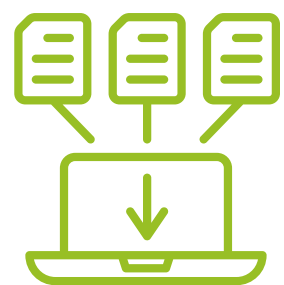
- Germany – both unions and employers are active in the DAD topics, joint identification of challenges, addressing them via bargaining
- Little sectoral coordination due to lack capacities (CZ) or engagement (SK) or institutional mechanisms of sectoral level influence (Poland): company level, but limited to large companies, high in the value chain
- Sectoral social partners at best attempt to influence legislation – e.g. decarbonisation policy EURO 7 in Czechia – employers: lobbying for regulation/investments more common
- Company level social dialogue about DAD is formal or eroding: information exchange but little to no influence over decisions,
- Employees lack info on DAD processes
- Challenge: limited organisation and collective representation of workers (also concerns highly skilled ones)
- Risks for social dialogue: social partnership neglected as arena for addressing the challenge
- Opportunities:
 - Home-country effect (e.g. Germany as an investor),
 - EU-level policy effect (Directive on MW and CB, EU level industrial policies, regional multistakeholder dialogues)

Collective bargaining and the DAD challenge

Good practices:



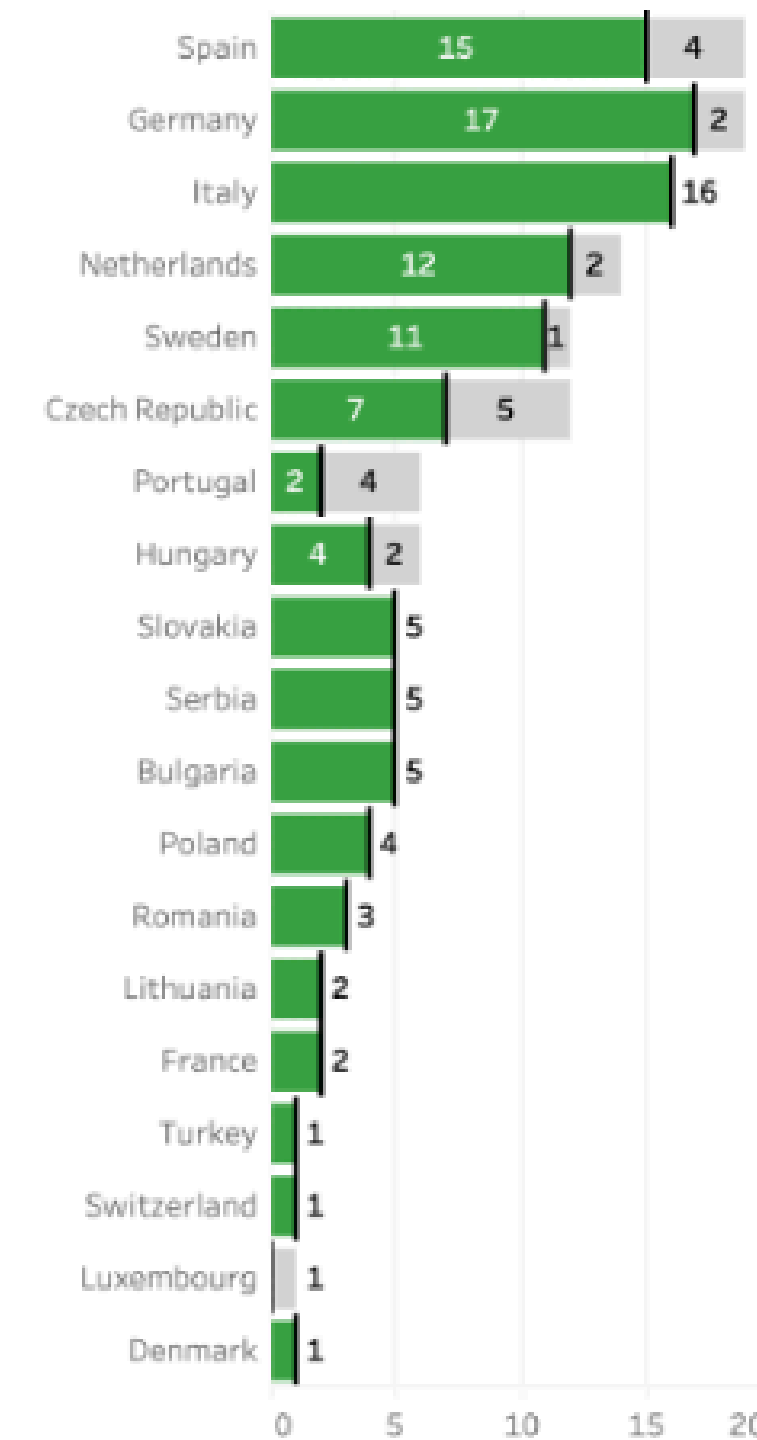
- DE: Future-oriented collective agreements (to address a variety of challenges), 27 regional transformation networks financed by the government's Future Fund for the Automotive Industry, legislation on training allowance for companies particularly affected by the transformation
- SK: Sector-specific cooperation platforms among social partners (beyond traditional social dialogue structures)
- CZ: policy level – decarbonisation policy EURO7 (political lobbying preempts bargaining)
- PL: taking the German Industry 4.0 as a benchmark for developing a similar strategy also in Poland



Recommendations:

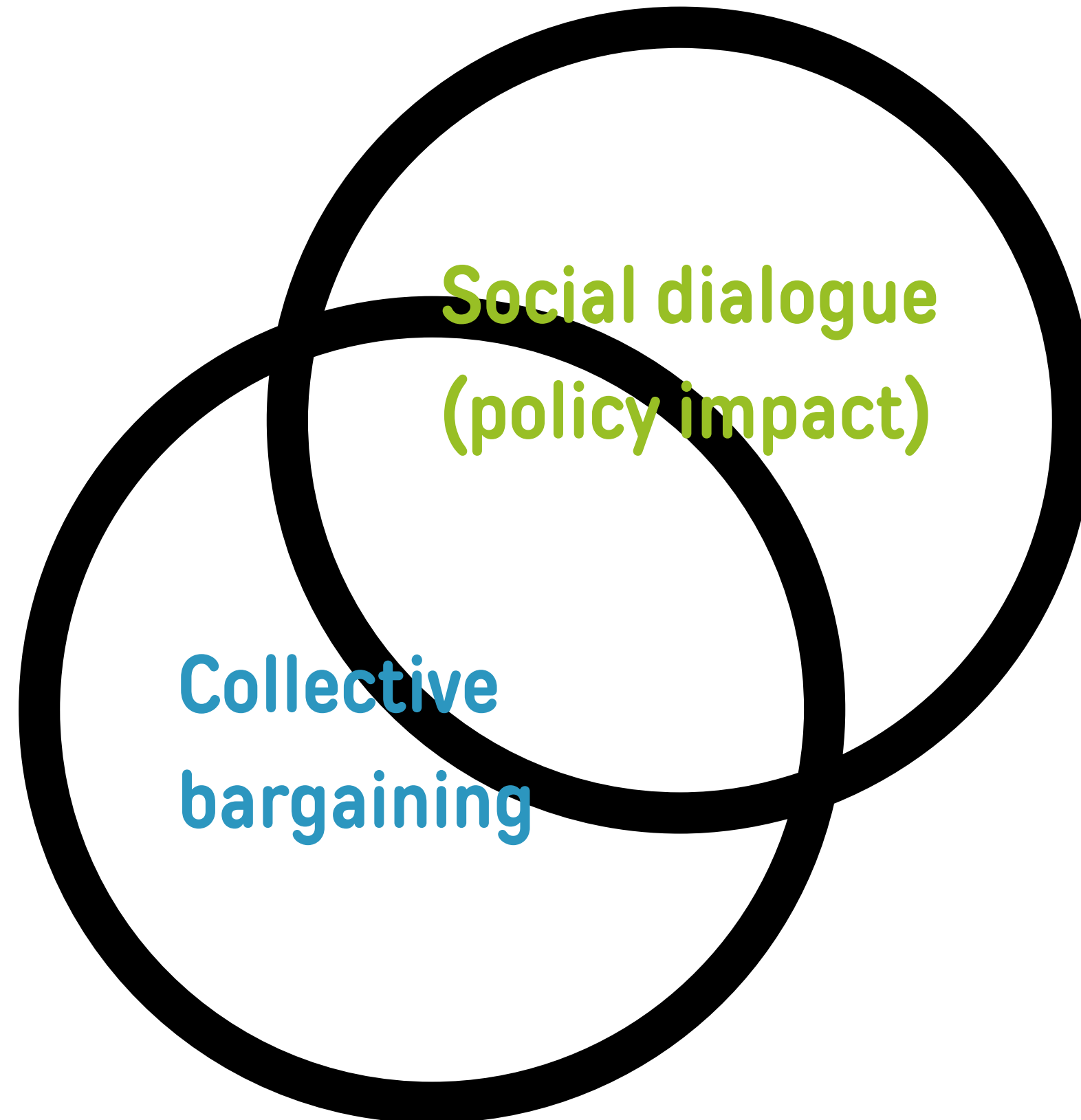
- Need for mezzo level coordination in reskilling policies similar to DE
- Overcoming the high autonomy of employers in labour use strategies including requalification and education
- Regional coordination in regions undergoing transformation where social partners are part of the multi-stakeholders dialogue (a way how to bring social partners into the debate)

Training stipulations in collective agreements



Source: WageIndicator Collective Agreements Database (2024)

Conclusions: invitation to a panel discussion



Panel 1: Collective bargaining and DAD

Moderator: *Monika Martišková*, Charles University, Czechia

Stefan Solle, Gesamtmetall, Germany

Martin Čech, Trade union OZ Kovo, Slovakia

Gregorz Pietrzykowski, NSZZ Solidarnosc, Poland

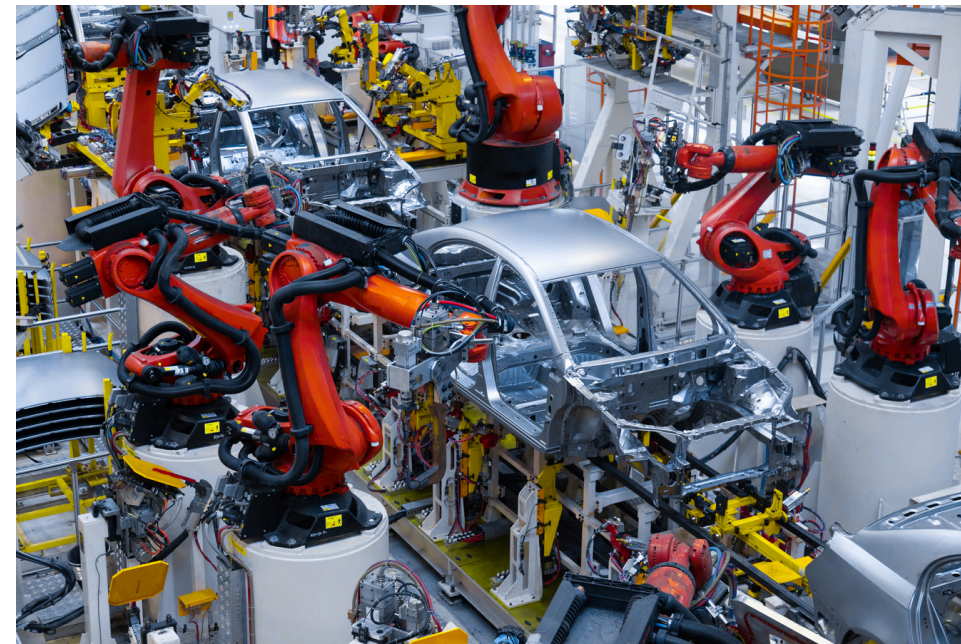
Michal Hrubý, expert from Škoda Auto University, Czechia



Panel 1: Collective bargaining and DAD

Moderator: Monika Martišková, Charles University, Czechia

- Many employees need further training in the course of digitalization and decarbonization. Is the metal industry in your country prepared for this task?
- And within what framework will collective bargaining be the main platform where reskilling is set?



Panel 2: Policy impact and social dialogue emerging from DAD

Moderator: Barbara Surdykowska, Institute for Public Affairs, Poland

Uwe Fink, IG Metall, Germany



Paulína Pokorná, Association of Industry Federations and Transport, Slovakia

Ivo Navalný, OS KOVO, Czechia



Jakub Faryś, Polish Association of the Automotive Industry, Poland

Panel 2: Policy impact and social dialogue emerging from DAD

Moderator: Barbara Surdykowska, Institute for Public Affairs Poland

- What do you see as the main challenges in the area of DAD (digitalisation, automation, decarbonisation) in the automotive sector in your country and what role should social dialogue play in relation to this particular challenge that you see as crucial?
- Should a broader dialogue take place alongside the classic social dialogue (trade unions – employers), e.g. with the participation of local government?



Conclusions and closing

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