

# BARMETAL



## Digitalisation, automation and decarbonisation in the Dutch metal sector

Fiona Dragstra - WageIndicator Foundation  
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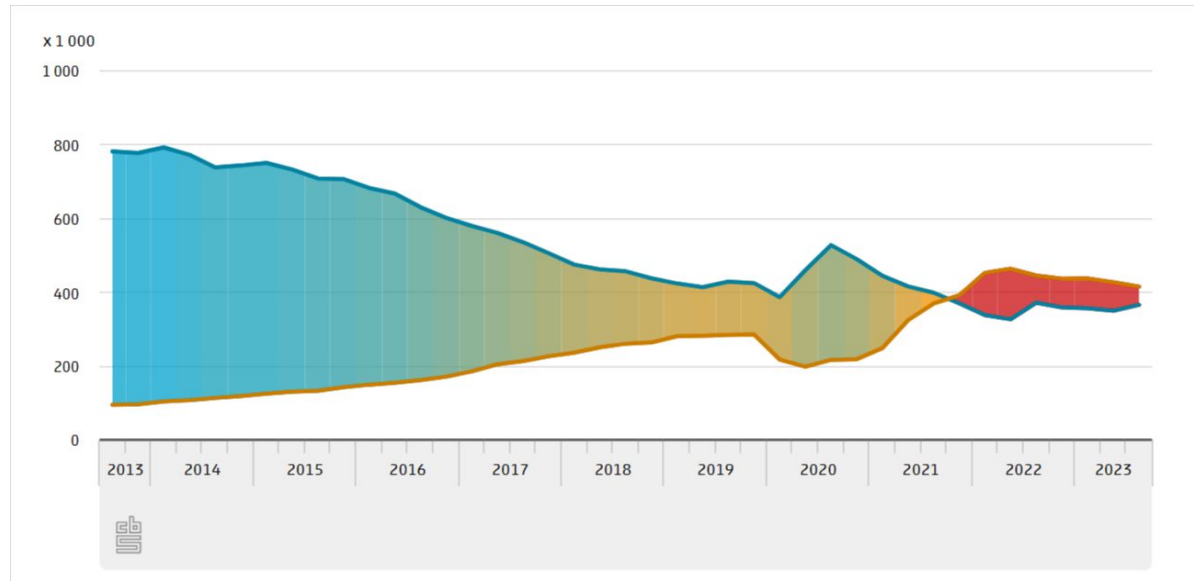


# Labour market and industrial relations

	<b>Companies</b>	<b>Employees</b>	<b>Percentage employees/ working population</b>
<i>All economic activities</i>	2,151,195	8,941,800	100%
C. Manufacturing	78,800	784,000	8.7%
C24. Manufacture of basic metals	405	20,400	0.2%
C25. Manufacture of fabricated metal products, except machinery and equipment	14,445	88,800	1.0%
C29. Manufacture of motor vehicles, trailers and semi-trailers	805	23,100	0.3%

# Labour market and industrial relations

- Labour shortages nationally and in the metal sector



# Labour market and industrial relations

- 76% bargaining coverage nationally
- Trade unions and employers bargain mainly on sectoral level
- Collective agreements are declared generally binding: they apply to entire sectors

# Developments in digitalisation, automation and decarbonisation

- Developments rather due to laws, labour market and competition than bargaining
- Labour shortages lead to innovation
- Need for reskilling and upskilling
- Decarbonisation happens in products as well as in processes

# Role of collective bargaining and social dialogue

- Training opportunities becoming more important
- When digitalisation, automation and decarbonisation does not lead to layoffs, bargaining is limited
- Social partners look to the government to support and fund the industry

# ► Case study

- Working at assembly lines has changed, so job profiles change
- Bargaining on digitalisation, automation and decarbonisation is limited
- Large role for reskilling and upskilling



# Findings and conclusions

- Digitalisation, automation and decarbonisation are not divisive issues among social partners
- Social partners see the need, partly due to workers shortages
- Among bargaining topics, training opportunities to reskill and upskill workers are the most common
- Decarbonisation is more often a business decision than a bargaining topic



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