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### **BARMETAL: Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining**

### **in the metal sector**

**Agenda mid-term workshop, Friday 1 December, 2023, 9.15 – 13.00 CET**

[Online](https://santannapisa.webex.com/santannapisa-en/j.php?MTID=mf52a6f81c92b49d6424831db847b90f5)

09:15 – 12:15 **Country presentations – preliminary findings**

(10mins presentation, 5 mins Q&A only clarification questions)

09:15 – 09:30 Italy

# 09:30 – 09:45 France

09:45 – 10.00 Romania

# 10:00 – 10:15 Serbia

# 10:15 – 10:30 Czechia

# 10:30 – 10:45 Slovakia

# 10:45 – 11:00 Break

# 11:00 – 11:15 Poland

# 11:15 – 11:30 Hungary

# 11:30 – 11:45 Sweden

11.45 - 12.00 Denmark

# 12:00 – 12.15 the Netherlands

12:15 – 12:30 Germany

# 12:30 – 12:40 Break

12:40 – 13.00 **Discussion, brainstorming about findings, next steps and closing**

# Immagine che contiene testo, Carattere, Blu elettrico, schermata Descrizione generata automaticamente

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**Template for preparing the BARMETAL country presentation**

Max. 5 slides

1. National and sectoral labour market situation (metal sector, number of workers, type of industries, etc.),
2. insight into industrial relations in the sector: bargaining coverage, union density, employer density (if available),
3. characteristics of the bargaining and social partnership system, type and structure of industrial relations actors, presence of other relevant actors (e.g. public employment services, the government, any bipartite or tripartite platform for negotiations,...)
4. Developments in DAD: introduction dynamics, changes in production, policies
5. Sectoral relevance of DAD: overview of changes in production, employment, skill levels, etc.)
6. challenges (e.g. financialisation), relevant policies, measures or governance structures dealing with, national discourses on DAD
7. Role of collective bargaining and social dialogue for addressing the challenges of DAD (e.g. new bargaining topics emerging? Which and in what subsectors and type of companies?)
8. Case studies on how DAD impacts collective bargaining – preliminary insights into company case studies (including the justification of cases)
9. overview of measures adopted in response to technological change,
10. to what extent are these topics being integrated in collective bargaining,
11. what are the obstacles to bargaining,
12. plans for expanding bargaining with these topics,
13. alternative mechanisms of implementing the identified policies if bargaining is not a viable option, etc.
14. Preliminary findings and conclusions – the overall picture emerging
15. how DAD creates opportunities for changes in bargaining, and how bargaining helps addressing the goals and challenges derived from DAD.
16. Which part of DAD has which effect, in some cases decarbonization may prevail, while in others automatization is the most reflected in bargaining (e.g. need for upskilling workers, right to training)