

BARMETAL



BARMETAL- toolkit

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General background

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The BARMETAL project analysed how social dialogue and collective bargaining responds to the challenges of D-A-D. Due to a diversity of bargaining patterns across the EU, mechanisms for collective bargaining and the implementation of workers' representatives' right to information and consultation in response to the D-A-D challenges vary.

Legal framework

National practice

Social dialogue

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Process initiation phase

Step 1

The trade union leadership should learn about the factors envisioned by the employer and discuss others (which the trade union can point to) that are not "on the radar" of the employer.

Step 2

The parties should jointly estimate the extent of effects and the time perspective when the identified factors will affect the company.

Step 3

The parties jointly define opportunities and risks emerging from D-A-D and their impact on skills needs, qualifications, competence, workforce size and working conditions.

Joint action phase

The parties jointly define actions to be taken:

- Joint exploration preparation creation of trust /
- Joint mapping regular assessment opportunities and challenges /
- Joint overview of the situation and adoption of strategies for transition
- Adoption of appropriate measures
- Regular joint monitoring, follow-up, learning, evaluation



Questions

- Questions for trade unions
 - Questions for employers
 - Common questions
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- <https://celsi.sk/en/barmetal/>

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