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Supporting the Implementation of the
European Industrial Deal with Strengthened
Social Dialogue in European Metal Sector.



Case studies and best practices in metal sector

based on the National reports

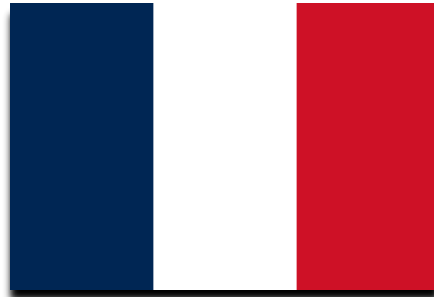
16 April 2026

Positive examples

- Institutional stability of dialogue
- Experience in resolving collective disputes
- Good cooperation practices
- Growing importance of regional dialogue
- Willingness of stakeholders to engage in structured dialogue



Country specifics



Bulgaria

- Signing of Sector Collective Labor Agreements
- Social Dialogue in Large Enterprises
- Cooperation in Modernization and Green Transition
 - Projects aimed at retraining workers for new technologies – FactCheck Project.
 - Occupational Safety: Safety and Health Commissions working to reduce occupational injuries, which is critical for the metal sector.
- Role of Industry/Sector Organizations



France



Strong social dialogue

The FTM-CGT (Fédération des Travailleurs de la Métallurgie - CGT) has been actively campaigning for the nationalization of ArcelorMittal's French operations to create a public defence and industrial hub, citing the need to protect jobs, national sovereignty, and industrial capacity.

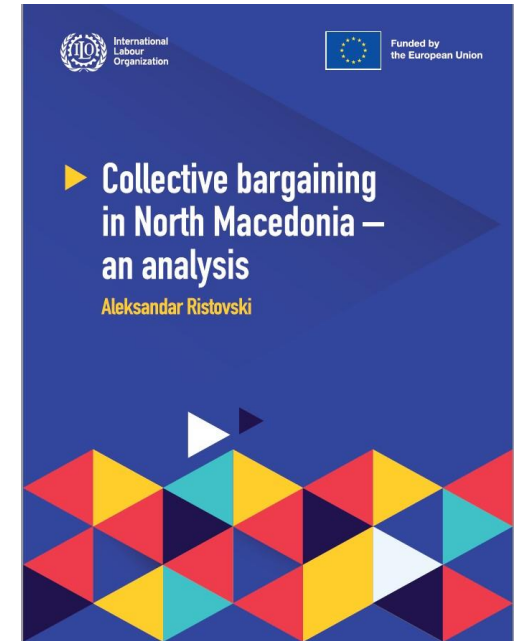
North Macedonia



- adapting to European standards
- addressing the green transition
- strengthening collective bargaining through partnerships with international organizations

Conclusion:

Within the metal industry, strong tripartite cooperation can transform possible obstacles into chances for social advancement, decent work, and sustainable growth.



Poland

- **Shared vision for social dialogue**
 - Social dialogue
 - Essential tool
 - Key “shock absorber” for change
- **Growing awareness of the need of cooperation**
- **Good practices**
 - company negotiations in restructuring situations (protection agreements)
 - growing importance of cooperation between trade unions and employers in industrial regions
 - joint information/training initiatives, and
 - work on a **common position** on cheap steel imports and energy costs.



Conclusion: Bottom-up solutions are more effective when accompanied by a **fast-decision-making process** on the part of the administration and real financial instruments for retraining and technological investments.

Serbia

- **Local tripartite initiatives** (e.g., in Kragujevac and Subotica) which gather trade unions, chambers of commerce and local self-governments.
- **Active provincial Employers' Association** – beneficial initiatives in Novi Sad and Kragujevac.
- Strong role of the **Agency for Amicable Resolution of Labor Disputes**, whose services are used by trade unions and employers in the sector.
- Introduction of **trainings and workshops** through projects of the Ministry of Labor and the Employers' Association of Serbia, aimed at strengthening social partners' competencies.



Positive practices

- **Existence of branch-level collective agreements**
(North Macedonia, France, Poland, Bulgaria – in large enterprises)
- **Improved labour inspection activity**
(North Macedonia, Serbia)
- **Strong union presence in large industrial plants**
(Poland, France, North Macedonia)





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