

Bipartite partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development



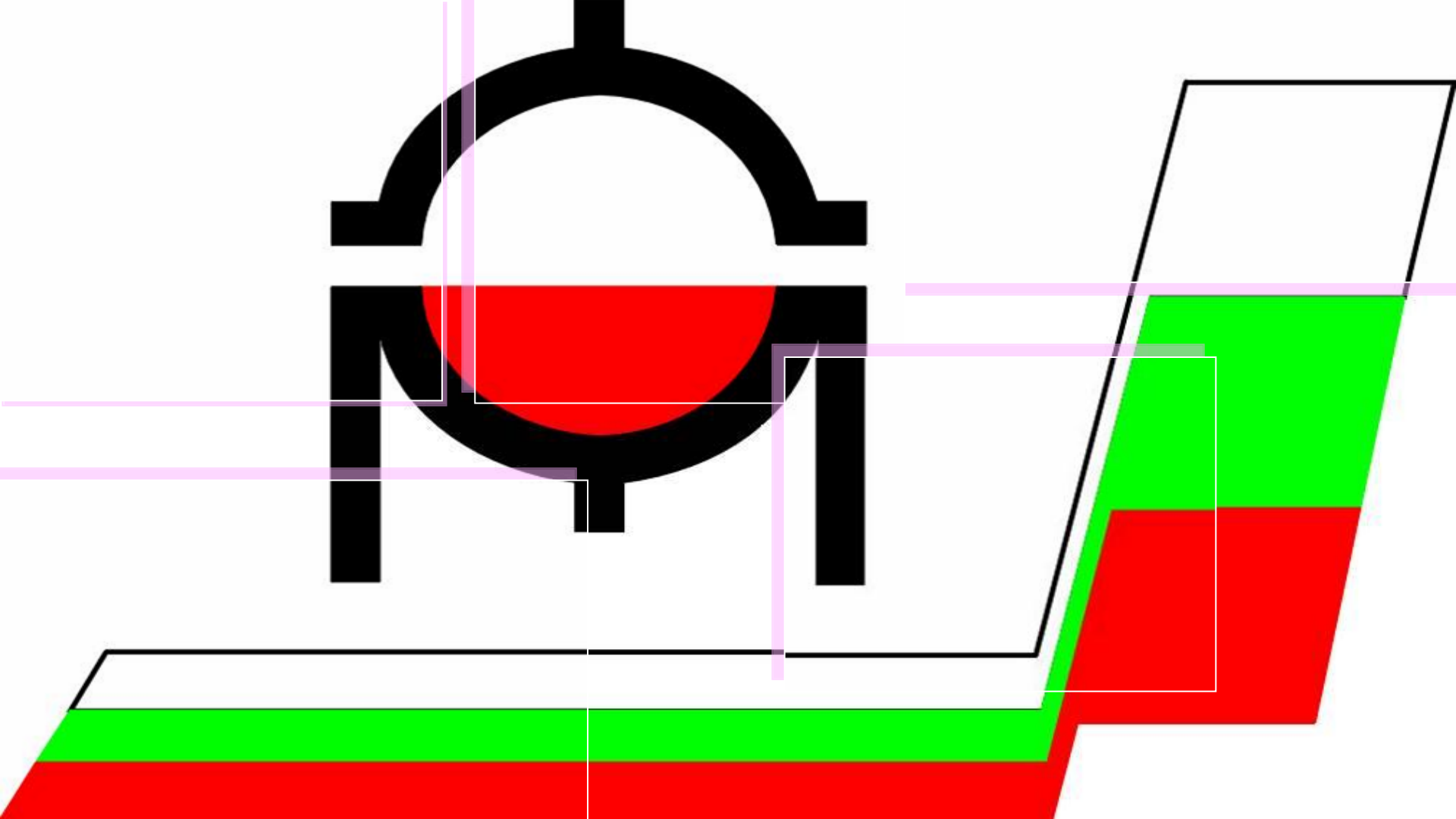
TRADE UNION METALICY

KICK-OFF MEETING

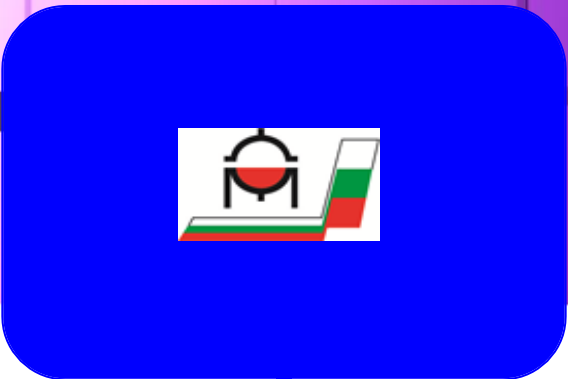
11-13 March 2013, Bielefeld (Germany)

INTRODUCTION

- **TU "Metalicy" was established in May 1992**
- **It covers 60% of the workers employed in the steel-extraction and the non-ferrous metallurgy**
- **It is one of the basic initiators for establishing a social partnership model in the metallurgy branch**



MEMBERSHIP



TRADE

UNION

METALICY



CITUB



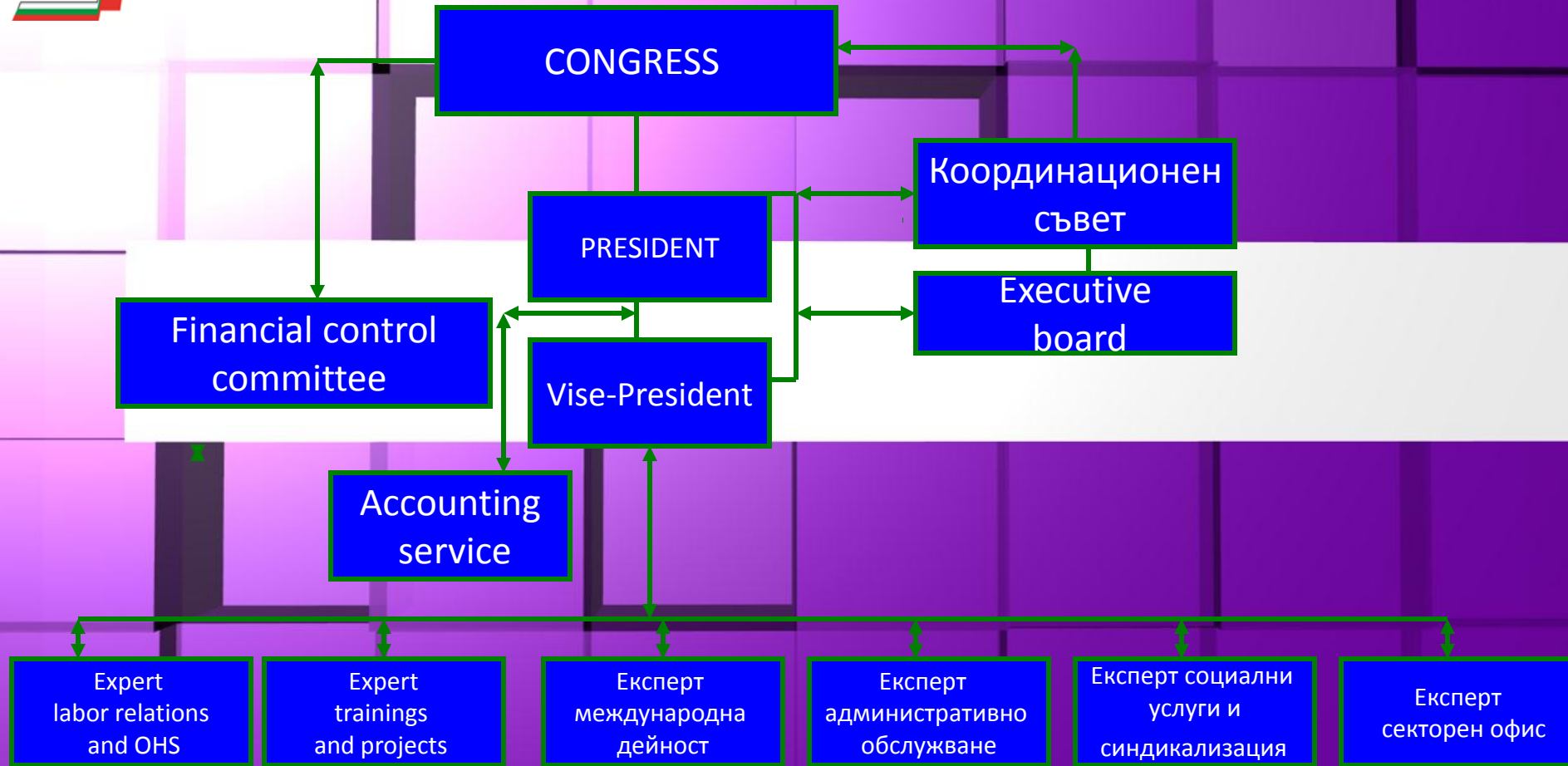
EUROPEAN
TRADE UNION



GLOBAL UNION



Organizational structure



Partnership and social dialogue at national level

GOVERNMENT



employers



National Council for Tripartite Cooperation



Trade unions

employers



Branch Council on Metallurgy



Trade unions

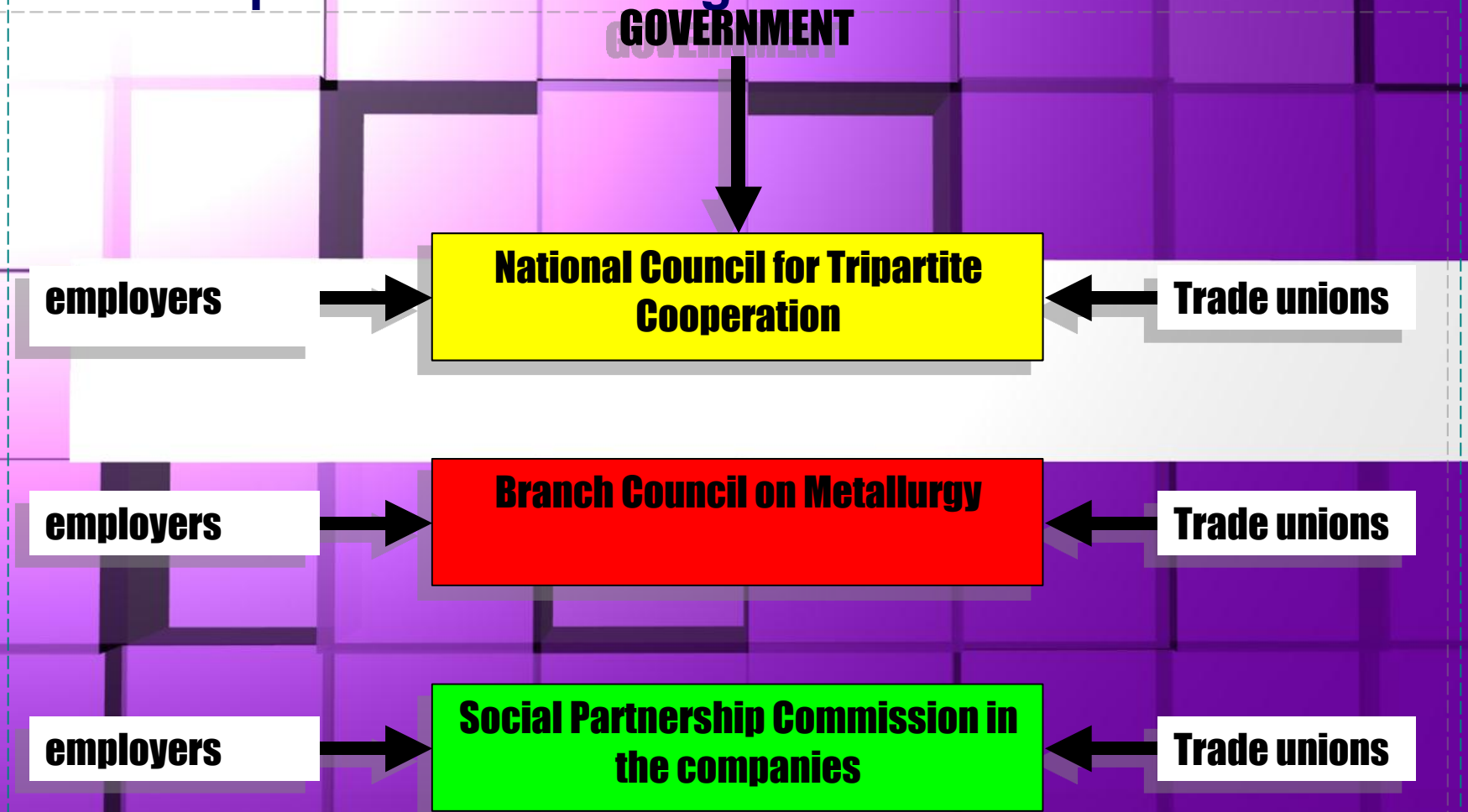
employers



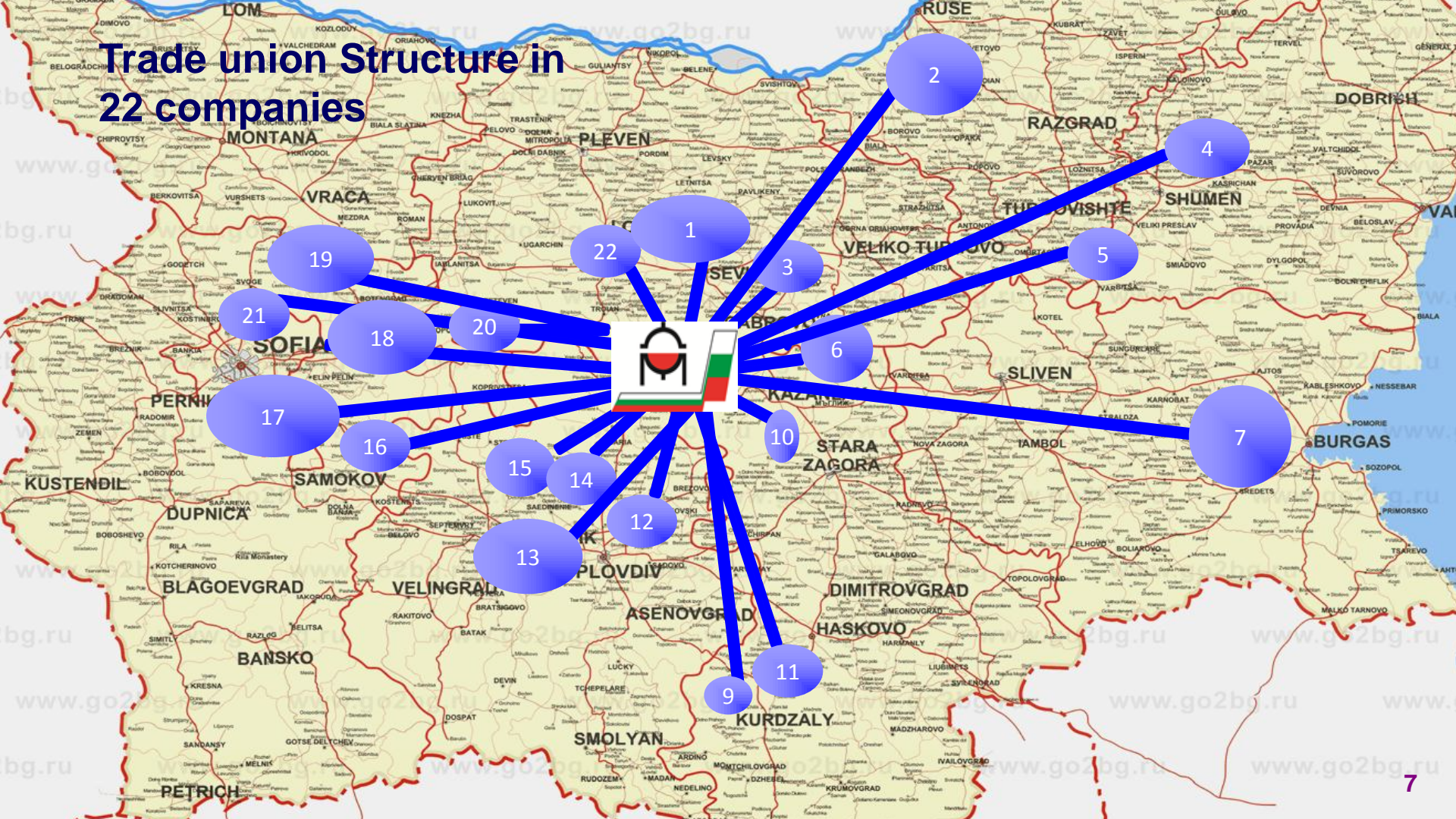
Social Partnership Commission in the companies



Trade unions



Trade union Structure in 22 companies



Activities in support of social dialogue and the European Social Model



National Partnership



BAMI



GIL



FOUNDATION




MLSP

European partnership



Spain




Macedonia



France



Croatia




Poland



Hungary



Germany



Romania



Austria



Tirkey



Portugal



- Information, consultation and participation of employees (2007-2008,2009-2010, 2012-2013 - Directive 14/2002)

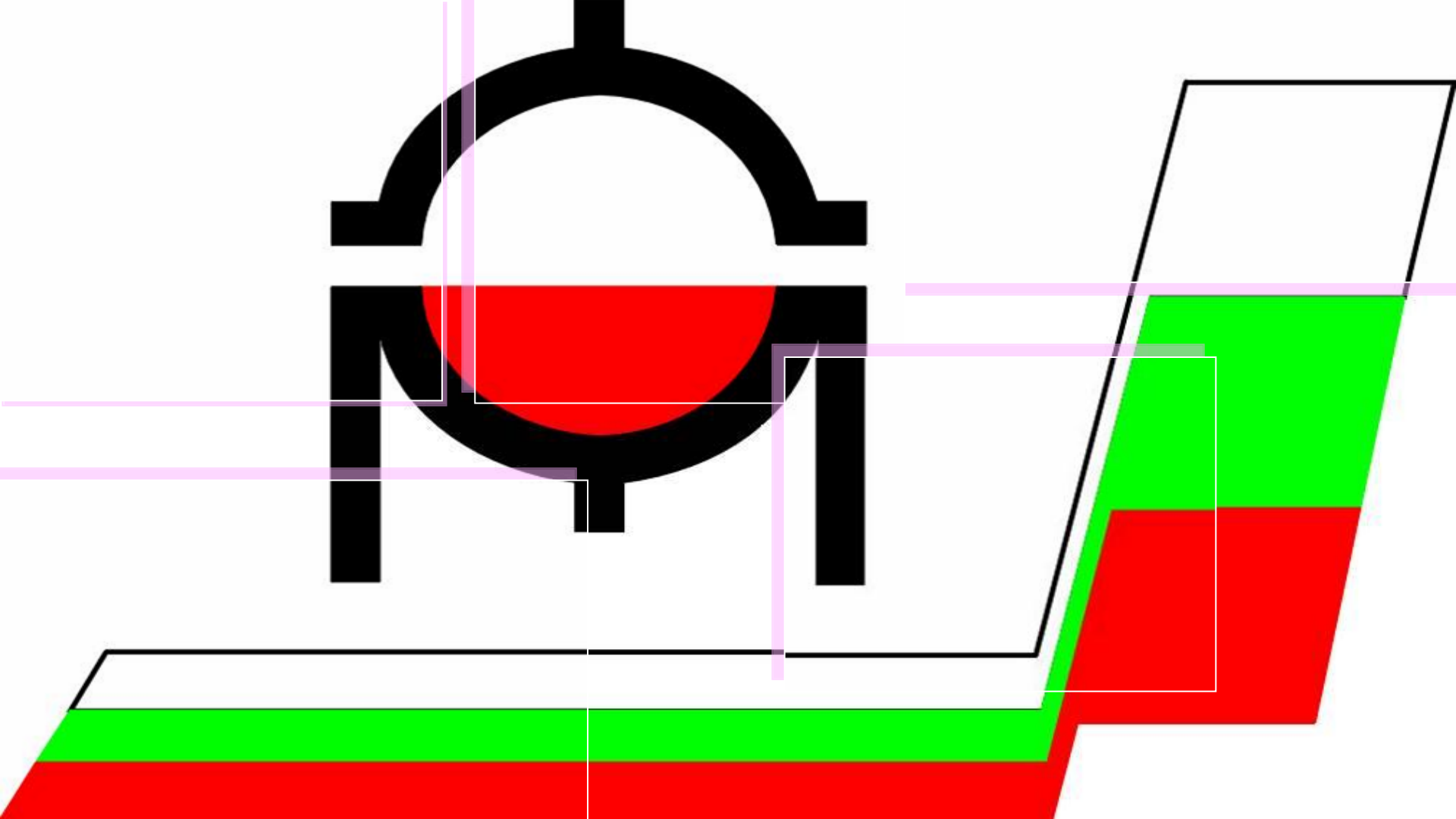
- Industrial Relations and Social Dialogue (2008-2009, 2011-2012)

- Restructuring in the metal industry (2010-2011)

- Precarious work in metal industry (2011-2012)

-Transnational cooperation in support of vulnerable groups (2012-2013)

-Movement in support of young people in Europe (2013-2014)



ACHIEVEMENTS



- Pension insurance – supplementary voluntary pension insurance for the workers employed in metallurgy
- Health insurance – supplementary health insurance for the workers employed in metallurgy
- In-company every-day utility service
- In-practice implementation of the Safety and Healthy Working Conditions Act
- Practical implementation of the Information and consultation Law

ACTIVITIES

- **initiate and participate actively in the social partnership in metallurgy industry;**
- **participate in the creation of regulations related to labor and social affairs;**
- **actively participated in collective bargaining at sectoral and at company level;**

ACTIVITIES

- **It develops programs and training for unionists in all issues related to direct activities of trade unions, labor and social security relations and European and international practices;**
- **It develops the worker's sport**
- **It works with youth trade union structures and female union committees;**
- **It works for consolidation of unions in the metal sector for strengthen the European and global trade union solidarity.**

The main problems and issues in industrial relations facing the unionists

- Not enough attitude to observation of the labour rights in the workplace
- Lack of organizational culture and a sense of solidarity in defending individual and collective rights
- Active development of the bilateral partnership to increase the professional skills of employees and offering opportunities for career development.

