



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

6TH NEWSLETTER

The SODI project presents its policy recommendations to promote sustainable employment in the European metal sector

The SODI project (Supporting the Implementation of the European Industrial Deal with Strengthened Social Dialogue in the European Metal Sector) continues to make progress with the preparation of one of its main outputs: a document of policy recommendations at European level aimed at ensuring sustainable employment in the metal sector during the ecological and digital transitions.

This strategic document represents a decisive step in the project's development, as it offers a framework for action that combines industrial competitiveness, innovation, sustainability and the strengthening of social dialogue as essential elements for tackling the profound changes that European industry is undergoing.



A strategic sector for the future of Europe

The metal sector plays a key role in the European economy. Industries such as the automotive sector, construction, renewable energy production, defence and advanced manufacturing are directly dependent on a strong, competitive metal industry that is prepared to respond to new challenges.

However, the transition to a decarbonised and digitalised economy requires major transformations in production processes, professional skills and the organisation of work. These transformations can only be successfully implemented if they are accompanied by policies that protect employment and encourage the active participation of the social partners.



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Social dialogue as a driver of industrial transformation

One of the main messages of the document prepared by the participants in the SODI project is that social dialogue must become a central element of European industrial policy.

Research carried out during the project shows that, although social dialogue structures exist in most of the participating countries, their ability to effectively influence strategic decisions related to the green and digital transition remains uneven.

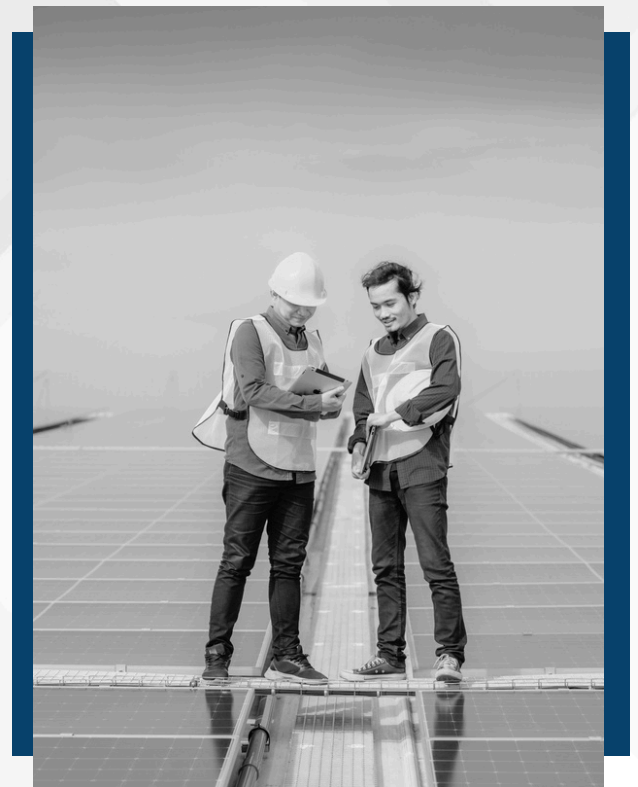
Therefore, SODI proposes strengthening the participation of trade unions and business organisations from the early stages of transformation processes, favouring advance planning that allows changes to be managed in a balanced and sustainable way.

Six principles for sustainable employment

The document proposes a framework based on these six fundamental principles that should guide future European policies:

- Promote a competitive and sustainable metallurgical industry.
- Anticipate and properly manage change processes.
- Strengthen continuous training, professional retraining and lifelong learning.
- Ensure quality jobs and decent working conditions.
- Strengthen social dialogue as a tool for industrial governance.
- Promote public funding that supports both innovation and job protection.

These principles seek to ensure that industrial transformation creates new opportunities without leaving workers or companies behind.



Recommendations for European institutions and social partners

The document also contains a series of recommendations addressed to the European Commission, Member States, business organisations and trade unions.

These include the need to improve skills forecasting systems, facilitate access to funding for the industrial transition, promote training programmes adapted to new technologies, strengthen collective bargaining, and ensure that publicly funded projects incorporate objectives related to the quality of employment and social dialogue.

It also proposes strengthening the role of the European Social Dialogue Committee for the Metallurgical Sector as a permanent forum for cooperation between employers and trade unions to jointly address the challenges of industrial transformation.

Looking to the future

With this recommendations document, the SODI project is consolidating its commitment to an industrial transition that combines innovation, competitiveness and social cohesion. The proposals developed will serve as a basis for the next phases of the project and will contribute to the European debate on how to build a more resilient, sustainable and future-proof metal industry.

We will continue to share the progress and results of the SODI project in future newsletters

