



iMET

INNOVATING SOCIAL DIALOGUE AND COLLECTIVE
BARGAINING TOWARD ARTIFICIAL INTELLIGENCE
IN THE MET INDUSTRIES

Innovating social dialogue and collective bargaining toward artificial intelligence in the MET Industries

Project duration: 24 months, Start 04.2024, End: 31.03.2026.



Co-funded by the
European Union

iMET

Applicant: SINDIKAT METALACA HRVATSKE INDUSTRIJSKI SINDIKAT

Partners :

FZZMiH	FZZMiH FEDERACJA ZWIAZKOW ZAWODOWYCH METALOWCOW I HUTNIKOW W POLSCE	PL
SSMS	SAMOSTALNI SINDIKAT METALACA SRBIJE	RS
FIEQUIMETAL	FEDERACAO INTERSINDICAL DAS INDUSTRIAS METALURGICAS, QUIMICAS, ELECTRICAS, FARMACEUTICA, CELULOSE,PAPEL, GRAFICA, IMPRENSA, ENERGIA E MINAS	PT
AECIM	ASOCIACION DE EMPRESARIOS DEL COMERCIO E INDUSTRIA DEL METAL DE MADRID	ES
SAE	POSLODAVACA SRBIJE	RS
FPP	FEDERACJA PRZEDSIEBIORCOW POLSKICH	PL
HUP	HRVATSKA UDRUGA POSLODAVACA	HR
UNL	UNIVERSIDADE NOVA DE LISBOA	PT
RUB	Riga Business Association	LT
FNSS METAL	FEDERATIA NATIONALA SINDICALA SOLIDARITATEA METAL	RO
CCOO Industria	Comisiones Obreras de Industria	ES
FTM CGT	FEDERATION DES TRAVAILLEURS DE LA METALLURGIE CGT	FR
IndustriALL	INDUSTRIALL EUROPEAN TRADE UNION ASSOCIATION DE FAIT	BE
CEEMET	COUNCIL OF EUROPEAN EMPLOYERS OF THE METAL, ENGINEERING AND TECHNOLOGY-BASED INDUSTRIES AISBL	BE
OEGB	OSTERREICHISCHER GEWERKSCHAFTSBUND	AT

Project summary iMET: Innovating social dialogue and collective bargaining toward artificial intelligence in the MET Industries has joint support of project partners at European level, the CEEMET and the IndustriALL Europe (associated partners), the employer organizations from Croatia, Poland, Spain, Serbia and Latvia and trade union federations from Croatia, France, Austria, Spain, Portugal, Poland, Romania, Serbia including expertise support of University NOVA Lisbon.

iMET will be focused at improving capacities of social partners to be informed, consulted and engaged in digital transformation of sector companies and monitor these effects on employment, job requirements and working condition. As social partners, it is relevant for iMET activities the impact of digitalization and AI on jobs, especially regarding:

- **Impact of AI on occupational health and safety,**
- **Human resource management,**
- **Data protection**
- **Skills needs**

Our project will produce **e-Manuals, tutorials, creative videos, publications** and will involve
over **900 participants in the European and national workshops.**

Objectives (outcomes)

- ▶ 1. Creating enabling tools and environment for social partners in the European MET industries to better facilitate acceptance of AI-based systems in the workplace.
- ▶ 2. Improving capacities of social partners to be informed, consulted and engaged in digital transformation of sector companies in order to innovate social dialogue and collective bargaining toward changes posed by the usage of artificial intelligence in the MET Industries.
- ▶ Project is divided in 3 working packages:
 - WP1: Project management and coordination
 - WP2: European guiding framework e-materials and tools and expertise pool for improved social dialogue on artificial intelligence in the MET
 - WP3: Capacity building and feedback loop on innovation of collective bargaining and agreements on artificial intelligence in the MET



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July – December 2024.

- ▶ Drafting of 4 e-Manuals: (University Nova de Lisbon) & 4 online tutorials and 4 e-learning creative video lecture (drafted e-manuals will be translated in national languages in order to be used as materials during European conferences and national workshops and in the future activities of sectoral committees.) *
- ▶ 1st Steering Committee Meeting (SCM – short progress report), 1 day, online, 2 delegates per organization + 2 EU level experts, moderated by Nuno B (PT).
Translation: HR to: ES, PL, EN, PT.
- ▶ Translation of 4 e- manuals and 5 - 10 min of videos to partners' national languages: from PT to: RS, ES, PL, HR, LV, FR, RO, EN.

* The purpose of these tools is to supplement e-texted Manuals. Videos create a more engaging sensory experience than using text materials alone. Learners actually get to see and hear the concept being taught, and they can process it in the same way they process their everyday interactions. Videos increase knowledge retention, since they can be stopped and replayed as many times as needed. They can also be reviewed long after the initial lesson was taught. They greatly assist in the learning and teaching but particularly those topics that are complex and/or highly visual. Videos, tutorials and e-Manuals will support national level experts in their work to facilitate national level workshops, negotiations and advisory support within and after the project ends.

July –
December
2024

December
2024

December
2024 –
January
2025

January – April 2025.

- ▶ **Training for Trainers - PT experts** will conduct training to **national level experts** on how to use e-Manuals, online tutorials and creative videos in their work. Important aspect of the training will be facilitation of workshop because those experts will be selected with the purpose to further educate and provide advisory support to social dialogue committees.
- ▶ **2nd SCM**, will be 1 day, online, 2 delegates per organization, interpreters from HR to: ES, PL, EN, PT.
- ▶ **1st hybrid EU level conference**, 2 days, in Croatia. IndustriALL and CEEMET representatives shall be panellists. Interpretation from HR to: ES, PL, EN, FR, RO, PT.

January
2025

March
2025

April
2025

June – November 2025

- ▶ **32 workshops:** 20 delegates on each + per 1 external expert
 - per 4 national workshops in RS, CRO, RO, PT, LV (in person)
 - FR, PL, ES (online)

Each workshop will last one day and will cover one topic covered by each Manual. After the 4 realised workshops in (8) countries, project partners will draft recommendations (1-2 pages) for further improvements of social dialogue and collective bargaining based on impacts of AI and provide suggestions for improvements for drafted e- Manuals.

- ▶ **3rd SCM**, will be 1 day, online, 2 delegates per organization + 2 EU level experts.
Interpretation from HR to: ES, PL, EN, PT.

June –
November
2025

November
2025

December 2025 – March 2026

- ▶ **Finalizing the final version of 4 e-manuals** (per 20 pages) by PT experts, and translating them to 9 languages (from PT to: RS, ES, PL, HR, LV, FR, RO, EN, DE), with supporting **infographics**.
- ▶ Preparing **Publication** (20 pages), online form and translating to 9 languages (PT, RS, ES, PL, HR, LV, FR, RO, EN, DE).
- ▶ Dissemination of project
- ▶ External evaluation

January -
March
2026

February -
March
2026

February -
March
2026



Thank you for your attention

Kick-off 26.06.2024.



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