
**102nd EMF Executive Committee meeting
Luxembourg, 13th and 14th June 2006**

AGENDA ITEM: II Social Dialogue

1. Sectoral level
Developments regarding co-operation with CEEMET

Joint EMF/CEEMET work programme (*as at 31 January 2006*)

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The internationalisation of markets and ever faster changes in technology and production are challenges that the European metal, engineering and technology-based industries have to cope with and to which they have to find appropriate answers. At the same time, these developments create opportunities for our industries and their workforces which have to be seized by them.

CEEMET and the EMF will look into these challenges and opportunities and try to identify areas where a common understanding can possibly be achieved.

In preparation for the establishment of a permanent social dialogue between EMF and CEEMET and in recognition of the scope and objectives of the joint mandate for this dialogue, the following areas could constitute the starting point for a joint work programme to be developed and implemented as appropriate by ad hoc working groups:

Life long learning

Training and life long learning are essential for the future of the metal industry. The need for a highly skilled workforce in a creative and innovative sector will only increase. The speed of the developments in new products, materials, tools and work organisation methods create the need for a continuing training effort throughout their working life for all workers. The European social partners in this sector consider that they have a role to play in this by helping to facilitate this process.

Particular important aspects in this respect are:

- To identify appropriate structural conditions for the implementation of training, particularly with regard to issues such as motivation, investment, partnership and access to training in line with the recommendations of the joint CEEMET/EMF ad hoc working group on “skills shortages”.
- To promote the practice of continuing training by, amongst other things, investigating existing projects, proposals and methods and setting up a good practice guide.
- To promote and improve the image of the sector as an innovative and high skills sector.
- To promote contacts between the sector and the traditional education systems in the different countries and setting up sector adapted cooperation models.

Anticipation of skills and qualification needs

The analysis of qualification needs and skill gaps in the metal sector are essential to improve both the competitiveness of the EU metal industry and to ensure that the training that workers undertake leads to better employability and improves companies' competitiveness. CEEMET and the EMF will look into the possibility of carrying out a study to map out skills needs for the next 10 years.

Employee mobility

Transparency and transferability of qualifications are key elements to help promote the geographical and occupational mobility of workers.

- The EMF and CEEMET will explore the possibility of further developing the transparency of qualifications at the European level. In this respect, the EMF and CEEMET will look into the Europass and EQF initiatives as possible initiatives to promote at the European level in the metal sector.
- In particular, the EMF and CEEMET could propose ways to adapt the EQF initiative to the appropriate needs of the metal sector.
- In addition to promoting transparency of skills, competences and qualifications, the EMF and CEEMET could work towards identifying a Europewide system of transferable qualifications acquired through continuous training and life long learning.

Dynamic management of an ageing workforce

The ageing workforce in our companies and sector represents both opportunities and challenges. Whilst this group of ageing employees possesses a wealth of experience and highly developed skills, their specific aspects need to be taken into consideration. In this respect, the European social partners could consider:

- Investigating and promoting current methods of using the acquired experience of the ageing workforce in order to create an interaction with, and passing experiences on to, younger employees.
- Investigating specific problems related to an ageing workforce, e.g. health & safety aspects, rhythm of work and productivity performance, work organisation etc.
- Identifying the specific training needs of an ageing workforce.
- Promoting the potential of an ageing workforce by investigating sector and country specific solutions to these kinds of problems and setting up a good practice guide.
- Investigating specific models of end of career management and setting up a good practice guide.