

EMF Fact Sheet

Aims & Tasks

One of the EMF's main aims is the deepening of the social dimension in the process of European integration. The EMF contributes to it by representing the economic and social interests of workers in the metal industry at European level.

The EMF advocates a social Europe characterised by democracy, freedom, social justice and solidarity. It also defends and promotes the ability of the European social model to face up to future challenges. At the same time it supports Europe's political and economic integration, whilst bearing in mind the unions' traditions and roots in the culture of their own respective nation states.

The EMF's core tasks are:

- To defend the social and political interests of the European metalworkers' unions vis-à-vis the European employers' organisations in the metal industry.
- To coordinate and implement the initiatives and actions of the European metalworkers' unions at European level.
- To serve its member organisations (affiliates) where European interests are involved.
- To collaborate with the other federations affiliated to the European Trade Union Confederation (ETUC) and to represent the EMF at the ETUC.
- To represent the European interests of the metalworkers' unions at an international level.

Areas of work in short

The main areas of work are: Industrial Policy, Collective Bargaining Policy, Company Policy and Social Dialogue.

- **Industrial Policy** is one of the key action areas of the EMF Work Programme from 1999. Horizontal approaches (energy, external trade, innovation, environment) and sectoral approaches (all metal sectors) are combined and seek to find a balance between developing employment and improving competitiveness. Industrial policy creates the framework for a strong European metal industry with a high level of employment.
- **Collective Bargaining Policy** In order to improve working and living conditions for the metalworkers in Europe, the EMF has been working towards a European coordinated collective bargaining policy. Thus, the EMF as a federation of European metal workers' trade unions, is part of the process to create a more social Europe where there is room for a "genuine negotiation culture".
- **Company Policy** In order to establish efficient counterweight vis-à-vis multinational companies the EMF has developed a comprehensive company policy which focuses on all elements of workers' interests in a multinational company ranging from economic and industrial development, restructuring and reorganisation and working conditions.

It covers information and consultation rights at European level (European Works Council) as well as participation rights (Company Statute). At the same time the EMF supports the development of a negotiation role in multinational companies. The EMF company policy involves the European Works Councils, the workers' representatives on company boards, the national trade unions and the EMF EWC coordinators.

- The **Social Dialogue** focuses on building lasting dialogue structures with European-level employers' and industry associations in the metal sector. The social dialogue is being developed at the metal sectoral level with the employers' organisation CEEMET as well as at the level of sub-sectors such as the shipbuilding and steel industries. Through the social dialogue the EMF seeks to develop common solutions to meet the challenges of global competition and industrial change affecting the metalworking sector across Europe. The EMF strives to improve the economic and social situation of workers by reconciling the legitimate social interests of workers and the need for competitive industries.

Tools

The EMF seeks consensus and reconciliation of interests through information, consultation and negotiation.

The most important tools are:

- Dialogue with and the submission of demands to European institutions such as the Council, Parliament and the Commission.
- Dialogue and the proactive defence of workers' demands in the context of cooperation with European metal industry employers, industry federations and multinational companies.
- Initiating and coordinating cross-border European actions aimed at enforcing union demands in the European metal industry.
- The negotiation of positions and framework agreements on the basis of the EMF Statutes.
- Information and guidance about developments at European level.

Statutes & Work Programme

The Statutes of the European Metalworkers' Federation were adopted by the third EMF Congress, which took place on 6-7 June 2007 in Lisbon.

The Statutes consist of the following headlines:

I. Aim, Name, Admission, Object, Composition

II. Organs and decision-making

III. Finances

Appendix I: List of EMF Affiliates

List of Associate members

Appendix II

Rules for EMF elections

The EMF Work Programme was adopted by the third EMF Congress, which took place on 6-7 June 2007 in Lisbon.

The Work Programme contains the following headlines:

Introduction
Collective Bargaining Policy
Industrial Policy
Automotive
Aerospace
Steel
Information and Communication Technologies
Shipbuilding
Lifts
Foundries
Mechanical Engineering
Company Policy
Social Dialogue
Horizontal Committees
Education and Training
Equal Opportunities
Youth
EMF Policy on European Enlargement and Further Integration
Infrastructure Needs
Training Needs

Structure & Composition

Congress

The Congress is the highest EMF statutory body and meets every four years. It is composed of some 250 delegates and advisors from organisations affiliated to the EMF. Congress takes decisions regarding elections, affiliations, financial issues, the Statutes, the basic policy guidelines and the work programme of the EMF. The latest Congress took place on 6-7 June 2007 in Lissbon.

Executive Committee

The Executive Committee is the decision making body of the EMF in between Congresses. The Executive Committee consists of members from 72 affiliated organisations in 33 countries and meets up twice a year. It is chaired by the EMF President Renzo Ambrosetti.

Steering Committee

The Steering Committee consists of the President and the Vice-Presidents nominated by the regions. It is an advisory body which prepares decisions of the EMF bodies.

Secretariat

The Secretariat implements the decisions of the Executive Committee and prepares the meetings. It consists of approximately 20 staff members and is headed by the General Secretary.

Sector Committees

Aerospace

After a long period of restructuring the aerospace sector in Europe has now been consolidated to a large degree. Facing the challenges of global competition the EMF particularly focuses on the issues of employment and competition, trade policy, restructuring and qualitative aspects of labour conditions.

Automotive

The car sector together with its related sub-sectors is a key player in European industry. High-tech performance and quality, environmental aspects and future oriented examples of flexibility lay the ground for a high level of employment. The EMF contributes to all issues related to industrial policy especially the future of the automotive industry in Europe and working conditions. Technological development and environmental needs are decisive elements with regard to transport policy.

ICT

The explosive boom in the ICT sector is over. Company crashes and redundancies have not yet come to an end. For the metalworkers' unions, the interface between e-economy and the high-tech metal industry has become one of the most important strategic challenges.

Given the present situation, sectoral policy for the ICT sector needs a specific mixture of a sectoral and horizontal approach. Employment and lifelong learning, information and consultation, regulation on labour conditions and mobility are key issues. Managing change in restructuring of the ICT sector is a key activity of the EMF and its affiliates.

Lift

It was only at the Congress in Prague in 2003 that it was decided to create a new ad-hoc committee in the EMF for the lift sector. The motivation for this decision was based on some specific elements. The European lift sector is a special one since it is relatively small as sectors go, largely dominated by four major companies (Kone, Otis, Schindler and ThyssenKrupp) whilst including hundreds of small and medium-sized companies. Developments in the four big companies have a real influence on the work and production of the small and medium-sized companies and vice-versa.

Mechanical engineering

The mechanical engineering industries are divided into very different sub-sectors which include a number of major companies as in lift, agriculture or printing machinery industries, but, in general, are composed by a wide range of small and medium-sized Enterprises.

The EMF contributes to feeding EU policy initiative in the field of social affairs, industrial policy and other policy areas having a link to the mechanical engineering sectors (environment, education and training, research and development, etc.).

Non-ferrous metals

Being a highly energy and raw materials intensive industry the non-ferrous area is currently facing a series of challenges. Increasing costs on energy and raw materials risks reducing the competitiveness of the sector, leading to a loss of jobs. Highly volatile world market prices, makes long term planning in the sector difficult.

In order to face these challenges the sector has already invested in sustainable production strategies with a high degree of recycling and energy saving taking place and the sector have also managed high increases in productivity.

The EMF is endeavouring to setup social dialogue with the relevant social partners in the industry in order to facilitate the transformation of the sector and ensure that it remains a viable European industry sector.

Shipbuilding

The European shipbuilding industry is a high-tech sector and a vital part of Europe's maritime industry which comprises of all branches involved in the waterborne transport of good and people as well as maritime manufacturing and services. The EMF develops its own strategies for the shipbuilding sector within the context of an overall European maritime policy in order to ensure a competitive industry with high levels of high quality employment.

Through its activities the EMF shipbuilding committee has made a major contribution to shaping EMF sectoral policies. It is engaged in an active dialogue with the European Commission services and the European Parliament. It staged the first European-wide action day in 1999 against global competitive distortions. It contributed to and participated in the development of the EU industrial policy initiative LeaderSHIP 2015. Furthermore, the shipbuilding sector was the first branch of the metal sector to develop an institutionalized sectoral social dialogue with the CESA, the Community of European Shipyards' associations.

Steel

Sectoral policy steel covers the framework for a competitive European steel industry with a high degree of employment. On the basis of 50 years of cooperation with employers within the framework of the ECSC Treaty, the EMF covers issues such as employment development, competition, competitiveness, working conditions, salaries and working time. Strong cooperation with European and international working structures is necessary to cover steel workers' interests, i.e. on trade issues.

White goods

The European White Goods sector has experienced massive restructuring in the past years and increased imports from abroad. Currently some 200.000 employees work in the sector. Job losses in Western Europe have not been compensated by investments in Eastern Europe as production is moving further outside the EU. The EMF's strategy for a long-term perspective of the sector in Europe is based on high-quality production and a qualified workforce. Enhancing innovativeness and resource efficiency of household appliances is a key to both employment and sustainability. Currently, the competitiveness of European production is undermined by cheap but low-quality imports – at the expense of the environment. The EMF actively supports political measures that ensure dynamic minimum standards on resource efficiency.