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Fédération Européenne des Métallurgistes  
European Metalworker's Federation*

EMF  
Select Aerospace Working Party

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## **WHITE PAPER**

### **A European Commission space policy action plan**

The European Metalworkers' Federation welcomes the European Commission's White Paper on space entitled:

**“Space: a new frontier for an expanding Union An action plan for implementing the European Space Policy”**

#### **Preamble:**

Building on the successful Green Paper consultation on options for European activities in space, the Commission proposes in this White Paper the implementation of an extended European Space Policy to support the achievement of the European Union's policy goals.

The paper also highlights that if Europe devotes more resources to space and organises its efforts in the right way, it can truly improve the quality of life of its citizens and contribute to economic growth and job creation in the process, Worldwide the space applications-related market is estimated at €350 billion by 2010. In line with the recommendations of the STAR 21 report, it is the EMF view that Europe needs an extended space policy, driven by demand, able to exploit the special benefits space technologies can deliver in support of the Union's policies and objectives: **faster economic growth, job creation and industrial competitiveness, enlargement and cohesion, sustainable development and security and defence.**

The European Space Agency (ESA), Member States and their national space agencies, research centres, together with industry, all deserve the credit or having established Europe as a key player in space. The White Paper acts as a call to action to these stakeholders to mobilise new ambitious goals. It also seeks to spur the European space industry to rise to new challenges. The policy objective is a more secure and predictable framework that will help companies to plan and invest and to build larger share of commercial and institutional markets. The Commission's recommendations require all stakeholders to work and combine successfully behind a common vision. One

of its ingredients should be confidence that the space policy will help Europe be a better neighbour and a respected global partner.

The paper states that it is not trying to build Europe’s prestige on new foundations. It is about the need to secure new infrastructures and services and to open up new opportunities. It also notes that a broader cost-effective space policy will need an increase in overall expenditure in the medium and long term. Redistributing current budgets will not take us forward. This is not a proposal to climb steadily towards United States levels of spending - more than seven times higher per capita than in Europe - but to develop concrete actions designed to respond to concrete needs and to deliver genuine benefits, with a progressive increase of budget to match.

The aeronautics/aerospace industry is important from a strategic point of view for technological development, scientific progress, defence and security in Europe as well as for regaining a high-level and maintaining high quality employment. The costs of R&D with which it is faced are enormous whereas it takes years for the result of its investments to emerge. It is urgent to define a financial framework especially in the context of the EU framework programmes to support the sector in its strategic challenges. It is also essential that this financial framework should have direct positive effects on well-being and job security in those of our regions with aeronautics activities.

Furthermore the aeronautics/aerospace sector is crucial for industrial development and employment in Europe thus making an important contribution to fend off the looming dangers of de-industrialisation.

**The EMF Role**

The EMF believes that if the European Space Industry is to gain a leading role in an ever-expanding global market place, it must maintain its competitive advantage. While welcoming the publication of the White Paper the EMF does not believe that enough attention has been given to one of the **European’s Space Industries biggest competitive advantage: its workforce**. From the EMF’s point of view this is a fundamental flaw in the White Papers remit

Furthermore, the paper fails to identify linkages with the “STAR 21” report and take a cohesive view of both the Aerospace and Space sectors. For the many workers and trade union members within the sector the key issues in the table below should underpin any space policy.

<b>EMF</b>	<b>Policy development</b>
Industrial Relations	Develop an industry wide approach that draws the maximum competitive advantage for the sector.
Training and continuous development	Benchmark levels of expenditure in training and development with other leading nations in space technologies. All avenues aimed at further developing and strengthening

	the skills of workers in this sector must be explored to ensure the viability of the aeronautics/space industry.
Working Conditions	Maintain and promote working conditions that reflect the high value added of the industry. Prime contractors and the numerous subcontracting firms active in the sector must be put on the same footing. It is thus vital to establish support mechanisms with regard to the working conditions and earnings of employees in subcontracting firms.
Social Dialogue	Greater involvement for trade unions in the decision making process.
Industry's image	The sector must be able to attract young workers in order to have a long-term future.

The EMF will therefore continue to campaign for recognition of the vital role the industries' workers play in making it successful. The White Paper rightly identifies that standing still is not an option that doing nothing will leave Europe vulnerable to two real dangers:

- Decline of its capabilities as a key space player, if its growth does not keep pace with the global evolution of the space sector. Ability to develop and sustain new technologies and applications could be jeopardised.
- Decline of its leading space companies because of weak commercial markets and lack of public investment in new programmes.

The EMF believes that a third should also be added:

- Market failure through failure to maintain a world-class workforce.

### **What has to be done?**

The EMF calls on the national governments of the European Union and in particular the Competitiveness Council that will have a first discussion of the White Paper on 11<sup>th</sup> March 2004 to back the White Paper proposed by the Commission but to develop it further addressing its shortcomings.

The EMF will continue to make the case for greater recognition of the role workers will have in maintaining a successful European Space Industry. It is only by all the major stakeholders in the industry having a shared goal that the industry can maintain its competitive advantage. The White Paper rightly identifies the need to attract young talents into the industry stating, "**The right**

**sort of human capital is critical for achieving Europe's ambitions in space".** But fails to address what type of working life they will have once within the sector and how the sector can get maximum value from their input.

In order to provide answers to the questions left unanswered in the White Paper the EMF have identified four key goals:

### **1. Tripartite Dialogue**

The EMF and affiliates are asking for the creation of a platform for tripartite dialogue between unions, employers and the European Commission. The platform will seek to fill in the shortfalls contained within the current White Paper.

### **2. Social Partnership**

Both Trade unions and employers must work together to promote the image of the industry in a positive light. This can only be done by a social partnership, which recognises the key role employee's play in the industries success. The EMF also believes that this joint approach will help to map-out areas where unions and employers can work together for the future good of the industry.

### **3. International Co-Operation**

The EMF will continue to develop its network of contacts on the international stage and so ensure that high standards of employment, training, feature in the future development of the global space market place. The EMF wants to highlight that the future growth within the sector must be managed in a socially responsible way.

### **4. Common Industrial goals.**

The EMF and its affiliates believe that the Space industry and workers in other industrial sectors share common goals such employment security, participation, personnel development. These shared goals mean that there are many linkages between industries and in fact the link between aerospace and space is proven to be very close. This means that greater attention should be given to identifying common industrial goals and developing strategies, which are not industry specific but reflect more generic issues.

## **Conclusion**

The EMF is supports the action plan included within the European's space strategy White Paper. This action plan takes into account contributions from the different actors involved in space and includes proposals for a genuine medium-term and long-term space policy with ambitious objectives and organisation that serves the EU and European citizens.

The industrial dimension is integrated into the proposed European strategy and R&D development is recognised as the main means of building up and ensuring the autonomy of the European space sector. The EMF far from devaluing the White Paper with its criticism hopes that by highlighting its shortcomings the Commission will take up the challenge and work with the EMF to overcome these.

Likewise the EMF are fully supportive of the White Papers vision and hope that through a pro-active approach all the major stakeholders in the industry will be represented in a common strategy.