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**102<sup>nd</sup> EMF Executive Committee meeting  
Luxembourg, 13<sup>th</sup> and 14<sup>th</sup> June 2006**

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AGENDA ITEM: II Social Dialogue

1. Sectoral level  
Developments regarding co-operation with CEEMET

**OBJECTIVES, MANDATE AND STRUCTURE OF THE CEEMET - EMF PERMANENT  
WORKING GROUP**

**DOCUMENT APPROVED**  
**BY THE 102<sup>nd</sup> EMF EXECUTIVE COMMITTEE MEETING.**

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FEM 10 / 2006

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## OBJECTIVES, MANDATE AND STRUCTURE OF THE CEEMET - EMF PERMANENT WORKING GROUP

*CEEMET and the EMF agree on the following principles for their permanent working group:*

### 1. INTRODUCTORY REMARKS

The companies in the metal, engineering and technology-based industries make up the largest industrial sector in Europe both in terms of employment levels and added value. In the wealth they generate, the people they employ and the skills they provide, these companies are vital in driving forward Europe's future economic prosperity and have a key role in creating wealth for other sectors and for our society.

The metal, engineering and technology-based industries in Europe are now having to cope with tremendous challenges from globalization as companies in this sector are particularly exposed to international competition and the need to cope with ever faster technological and organizational changes. It is therefore vital for companies and their workforces to be equipped to meet the challenges mentioned above.

Creating and maintaining an environment that ensures a thriving and competitive manufacturing sector able to deliver high quality and sustainable employment should therefore be a common goal for all stakeholders in Europe.

CEEMET and the EMF want to contribute, particularly in the area of social policy, to improving the environment that supports the development of competitive and profitable companies. Without such companies, it will not be possible to have sustainable jobs and improve the social conditions in the metal, electrical and technology-based industries in Europe. By creating an improved economic environment, CEEMET and the EMF are convinced that the industries in our sector and their employees have a future in Europe.

CEEMET and EMF have had some positive experiences in the past through their joint “ad hoc” working group on "skills shortages" which met several times during 2001 and 2003. Based on this experience, CEEMET and the EMF have now agreed to set up a permanent working group which will continue to discuss social policy related topics in the same spirit of good faith and trust between their two organisations.

#### 1.1 OBJECTIVES AND MANDATE OF THE CEEMET – EMF GROUP

The aim of the permanent CEEMET-EMF group is to **increase the mutual understanding** between CEEMET and the EMF, and their respective member organizations, about the current and future situation of the metal, electrical and technology-based industries and about ways to improve the economic environment so that companies in these industries can meet the competitive challenges that they are facing and, as a consequence, reduce the need for business relocations and create sustainable jobs and wealth for our societies in Europe.

CEEMET and the EMF want to **exchange views and experiences of good national practices** on this important issue. This is the approach that had been followed by the “ad

hoc” working group on skills shortages and was the basis for its findings which were then disseminated to a wide European audience. CEEMET and the EMF acknowledge that the important principles of **subsidiarity** and **proportionality** demonstrated by this “ad hoc” working group are essential features for the activities of their permanent working group.

CEEMET and the EMF also acknowledge that their discussions are **voluntary** and will address mutually agreed social policy related issues that are of specific interest to companies and employees in the metal, engineering and technology-based industries. These discussions should be needs-based and result-oriented with the objective of generating added value for the member organisations of CEEMET and the EMF, companies in the metal, engineering and technology-based industries and their employees.

Ideally, CEEMET and the EMF will aim to reach a **joint understanding** of the challenges facing our sector and the possible solutions to these which might then be followed by the social partners or companies and their employees at the appropriate levels in different countries.

CEEMET and the EMF agree that this working group will work in line with the principles of subsidiarity and proportionality. CEEMET and the EMF also agree that this working group will not interfere with national laws, agreements or practices nor will it set precedents for the national level.

However, CEEMET and EMF will **try to identify joint views** on the basis of **examples** of good **national** practice. Past experience has shown that there is no generally acceptable or universal solution to these challenges. Nevertheless, it is felt that it may be possible for some non-exhaustive broad and non-binding **guidelines / recommendations** to be reached.

CEEMET and the EMF have noted that an increasing number of social policy related initiatives affecting the metal, engineering and technology-based industries are now being taken by the European Commission, in the areas of Health and Safety, Education and Training, Social Dialogue and Better Regulation. As appropriate, CEEMET and the EMF will discuss in their working group such European initiatives with a view to trying to identify possible common views or positions that can then be submitted to the European Institutions.

Only after prior agreement between the parties will any documents, findings etc. of the joint working group be communicated to third party organisations.

### **STRUCTURE OF THE PERMANENT WORKING GROUP**

- **Participants / composition:** high level representatives, ideally English speaking, from both organisations possibly accompanied by senior experts depending on the topic being discussed - if possible one or two Directors General from member organisations.
- **Number of participants (maximum):** 7 countries from each side + Secretariats (each national delegation should not have more than three participants). The participants should ideally be English speaking.
- The meetings of the permanent working group will be co-chaired by a delegate of either organisation
- **Number of meetings:** two per year
- The working group will draw up a **medium term work programme** for its activities
- If necessary and to a clearly limited extent, the working group could set up “**ad hoc**” **groups, comprising** experts from CEEMET and EMF member organizations, to examine selected technical subjects (*e.g. education and training, health & safety ...*).
- **The costs of meeting rooms and meals will be** shared by CEEMET and the EMF by, for example, holding meetings alternately at the offices of each organisation

## **Review of the Operation of the Joint Working Group**

The operation of the working group will be comprehensively reviewed by both CEEMET and the EMF after it has been operating for 2 years so that both parties can assess the added value that the working group's activities has provided for CEEMET, the EMF and their respective member organizations and to determine how they should proceed in the future.

*Uwe Combüchen*  
*Secretary General - CEEMET*

*Peter Scherrer*  
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***31 JANUARY 2006***