



*Europäischer Metallgewerkschaftsbund  
Fédération Européenne des Métallurgistes  
European Metalworker's Federation*

## **Qualification initiative of the EMF**

### **EMF Qualification and training initiative - life long learning for employment and competitiveness in the European metal worker sector**

#### **Outline for an EMF project initiative**

**1. Qualification and training: workers' interests**

Task of workers' representatives

Precondition for managing the future and change in the interests of the employees

Element of a European strategy towards full employment

**2. A contradiction of our times:**

Mass unemployment and shortage of skills

Bottlenecks limit employment and growth in the metal sector

Creation of a win-win situation for employers and employees: competitiveness and employment

**3. The added value for the European level always relates to the national initiatives of the unions in the member states, the sub sectors, the companies**

European level: to develop it's own contribution, support and systemize initiatives in the metal sector

Basis: EMF work programme of the Congress 1999

but: - systemizing and concentrating initiatives in industrial policy, collective bargaining, social dialogue, EWC  
- making initiatives more visible, forming a network, sharpening the profile of EMF and affiliates. No additional resources, no additional structures

**4. Basic elements of this initiative**

- a training and education memorandum of the EMF including implementation concept in the metal sector
- raising education and training as specific projects in the social dialogue with WEM
- supporting sub sectoral social dialogue with education and training issues via analytical projects, studies, implementation measures
- deepening the analysis about skill needs and demands in the European metal sector
- collective bargaining on training
  - a training charter as a guideline for collective bargaining
  - a framework for collective training rights
  - strengthening individual training demands / rights
- industrial policy: education and training in industrial restructuring in the metal sector
- ICT sector: education and training needs
- education and training evaluation and projects for the EWC