



Conference on the Future of Europe: Ceemet's contribution

ceemet European Tech &
Industry Employers

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I. Introduction

The EU has contributed to nearly 65 years of prosperity in Europe and industry has been the backbone of the economy during this time. However, much has changed in the EU since its foundation in 1957. From industrial revolutions to numerous enlargements, and much in between, the EU has gone through some fundamental changes. Since the European Commission published its White Paper on an open debate on the future of Europe (March 2017), and even before this, Ceemet has followed this debate with great interest. With this paper Ceemet wants to bring forward our key messages on how we see a future, industry-friendly EU.

Ceemet is a pro-European association which has defended, and will continue to defend, the interests of the EU and its internal market. Among other benefits, the single market has provided companies with a way to grow their businesses and ensure the highly skilled labour they need. Indeed, Ceemet firmly believes in the benefits of the single market which, together with an unprecedented period of peace, is one of the European Union's greatest successes. This reinforces our conviction that the four freedoms, which are the cornerstone of the single market, are indivisible and must be guaranteed and protected. They are, in essence, the most important part of the European Union for companies.

However, we cannot have a discussion on the Future of Europe without examining the present. Ceemet deplores the invasion of Ukraine by Russia. After decades of peace in Europe, this tragic situation has brought about the unthinkable. Inevitably, following the beginning of this conflict, we are seeing unforeseen economic consequences play out in front of our eyes. These range from increasing energy costs and high inflation to supply chain problems as well as the numerous drags on economic growth.

While much has been achieved in recent years, we acknowledge the fact that much remains to be done and we welcome the broader debate on the future of the EU. As an industry representative body and recognised social partner, Ceemet is happy to take part in the process but will only put the focus on the issues which are relevant to the companies within our sector.

The MET industries today

The Metal, Engineering and Technology-based (MET) industries have recently experienced a crisis unparalleled in living memory and larger in scale than the 2008/2009 crisis. Furthermore, companies are now facing into another crisis, brought about by the tragic situation in Ukraine. This, coupled with a dangerous mix of high prices and low growth, is creating an extremely challenging economic climate.

Our sector has already seen some stark figures recently with a more than 11% decrease in production in 2020 and a dramatic decrease in exports of 10,7% between the figures for 2019 and 2020. Companies are now facing down the barrel of further supply chain disruptions predicted to affect our industries well into 2023. Together with a looming energy crisis and already historically high commodity prices, we expect another significant drop in production, leading to a resurgence of short-time work, and the breaking of economic records, and not in a positive context. In this light, Ceemet begins a dialogue on the future of the EU and, crucially, industry's place within it. This paper will detail some of the challenges that companies face on a day-to-day basis, ranging from the mobility of workers to skills shortages or the regulatory landscape in which they operate. We will endeavour to provide solutions to the challenges as we see them. Furthermore, we wish to engage in a constructive dialogue to try to ensure that industry in Europe continues to thrive and deliver the well-paying and quality jobs to the communities in which it operates.

II. Labour mobility

1. Free movement within the Single Market

Labour mobility is of paramount importance to the MET industries. In a globalised world, cross-border supply and value chains have become the norm and these production processes would quickly grind to a halt without fluid and flexible labour mobility.

Operating across borders brings a number of benefits...

Operating cross-border brings important advantages for businesses and workers. Companies enjoy greater competitiveness while workers have the opportunity to work beyond their country of origin, learning and developing new skills. European MET companies are deeply enshrined in the EU internal market. As we not only produce high-tech goods, but also provide services for these goods, free and frictionless labour mobility within the single market is crucial for the companies Ceemet represents. Therefore, the provision of services across borders and the ability to post workers throughout the EU is a prerequisite for the companies and employees in the MET industries.

...but also numerous challenges

Unfortunately, when sending their employees across the entire EU, many of our companies face regulatory burden. We therefore advocate for any initiative that would facilitate labour mobility and improve access to information for both workers and companies on the rights and obligations related to labour mobility and posting.

EU legislation has brought a number of challenges particularly around the constraints on companies who want to post a worker to another Member State. This exacerbates already existing problems for companies, potentially impeding the free movement of services in our sector where posting has historically been unproblematic and based on the free movement of highly qualified service providers.

- **Administrative burden**

There are many administrative burdens on companies posting workers abroad stemming from obligations in several legislative instruments, i.e. the Posting of Workers Directive (PoWD) and its Enforcement Directive as well as the Coordination of Social Security Systems Regulation. Furthermore, there are many constraints stemming from legislation which does not primarily focus on free movement but entails obligations in this respect such as Article 7 of the Directive on Transparent and Predictable Working Conditions.

In this context, it will be crucial to extend the review of EU competition rules and to see where companies can be relieved from, or avoid in the first place, administrative burdens which for example arise from the PoWD and its Enforcement Directive. The Commission's efforts to monitor the correct transposition and implementation of the PoWD is a step in the right direction as it currently creates a substantial amount of red tape on companies.

Indeed, for MET employers, administrative burden often seems to land with companies and responsibility is seldom shared with the national governments.

Reduce the many administrative burdens and provide easily accessible and updated information for companies posting workers abroad.

An example of this is in the area of pay transparency where the responsibility and the burden is put solely on companies whereas the aim of the Directive, i.e. equal pay, should be shared by both governments and employers.

Furthermore, in relation to the corporate sustainability reporting Directive, the EU seems to have no problem to force companies to ask for information and use certain formats to deliver information. However, in relation to the PoWD, they do not wish to introduce a template for Member States.

For these reasons, Ceemet would like to emphasize once more that businesses are in need of legislation which works in practice and is easily applicable. To end on another example, the requirement to notify competent authorities before sending any and every worker abroad, also for urgent repairs or short business trips, for social security purposes, is a clear constraint on the freedom of workers to provide services across borders.

- **EU single notification system**

Following the Posting of Workers Enforcement Directive, companies face many regulatory burdens when they post workers to other EU Member States due to the many different national notification rules. One example of a beneficial action in this regard could be the European Labour Authority (ELA) looking into setting up an EU single notification system. The ELA could provide tangible added-value to both workers and employers by providing EU companies and workers with practical information and advice on cross-border mobility, raising awareness on the rules and increasing compliance. In this respect, the ELA could serve as a one-stop-shop or help desk that provides transparent and easily accessible information to stakeholders.

Investigate the possibility of setting up an EU single notification system via the European Labour Authority.

- **Single national websites**

With a view to raising awareness and improving compliance, information provision should be tailored to the needs of all workers and all employers. Using the same structure on each single national website, while outlining the specificities of each national system, will enhance its user friendliness and help both workers and employers, especially SME's. A client journey should be used to scrutinise the single national websites, starting by using and analysing the same template questionnaire for visitors of all single national websites.

2. Digitalisation & EU labour mobility

The digitalisation of data exchanges between Member States could facilitate the free movement of workers on a fair and equitable basis as well as the enforcement of relevant Union rules. In this context, the Electronic Exchange of Social Security Information project (EESSI) should be fully implemented in order to allow a better, more efficient, and uniform exchange between administrations throughout all Member States. Furthermore, if properly set-up, the European Social Security Pass (ESSP) could facilitate legal certainty for workers and businesses, fair mobility and the effective protection, portability of social security rights, traceability and enforcement of workers' rights. It could also support fair competition and ensure a level-playing field for businesses. The ESSP should complement national social security numbers and regulations. It should also facilitate the EESSI for the purpose of improving coordination and information exchange between competent national authorities and allow a quick and accurate verification of the social security insurance status. This will provide individuals and authorities with a control mechanism to easily verify coverage and contributions.

III. Regulation

Appropriate and well developed legislation serves the dual purpose of protecting workers while allowing employers to carry out their activities unhindered. However, as is often the case, MET employers are constrained by legislation that is either too prescriptive or unimplementable at their production sites. We must remove the red tape which slows down investment and the building of a 21st century manufacturing sector. This must be done in collaboration with recognised social partners and relevant industry bodies.

Remove the red tape which is slowing down investment in industry, for example via the Commission's current "one-in-one-out" proposal.

The current "one-in-one-out" proposal by the European Commission is a step in the right direction for EU manufacturers. Its introduction will minimise the burden on businesses and will no doubt be beneficial for European industry. The costs associated with applying legislation, especially for SMEs, can become overly burdensome. Therefore, a principle which ensures that any newly introduced legislation is offset by removing equivalent legislation is to be welcomed by MET employers. Furthermore, when legislation is based on the most recent evidence, it can provide better protection for employees and a more proper response to the realities experienced within industry. In order to build a modern 21st century industry in Europe, we must ensure regulation that facilitates the green and digital transitions of industry.

1. Social partner consultation

Article 154 of the Treaty on the Functioning of the European Union (TFEU) provides the legal basis for the consultation of mandated social partners. However, the consultation process is often complex and cumbersome which requires this process to be simplified. We must avoid delayed consultations and consultations which are not carried out within an appropriate timeframe, social partners must also be consulted on any files which have a social dimension as this legislation greatly affects our industries.

Moreover, the Commission often consults social partners over traditional holiday periods. Due to the fact that social partners must engage with their membership in order to bring forward a truly representative response, this format of consultation is certainly not optimal. Therefore, social partners must be consulted in a timely manner on EU social policy initiatives, taking into account the diverse nature of traditional holiday periods within the EU.

2. EU Competence

a. Adhering to the principles of subsidiarity & proportionality

The principles of subsidiarity and proportionality are the basis on which European legislation is created and are one of the cornerstones of the EU treaties. As social partners we often see that the Commission operates beyond its powers and legislates in areas where there is little or no competence for the EU level.

EU regulation and its national implementation should always be checked against the principles of subsidiarity and proportionality. Furthermore, improved impact assessments are vital in contributing to identifying necessary and proportionate EU legislation. Under the principle of subsidiarity, in areas which do not fall within its exclusive competence, the EU should only act if and in so far as the objectives of the proposed action cannot be sufficiently achieved by the Member States.

b. Role of the EU in social policy

The EU is made up of 27 Member States with very different systems in place for a wide range of issues. It is therefore often the case that there is no one-size-fits-all solution to dealing with EU legislation. This is particularly true when speaking about the diverse needs of national labour markets and EU social policy making.

Indeed, Ceemet continues to witness how the EU over extends itself in the field of social policy which is an issue of great concern to MET employers. EU social policy should stick rigidly to what is laid down in the European treaties and the case-law of the European Court of Justice. A good example in this context is the Adequate Minimum Wage Directive where the Treaty explicitly excludes 'pay' and 'the right to association' from the competence of the EU. This has however not prevented the Commission from proposing a piece of legislation on this topic with a very questionable legal basis. The Commission hereby stretched the wording of the Treaty, which sets a very dangerous precedent.

In this context, Ceemet would like to highlight, once again, that the role of social partners must be fully respected in EU social policy both now and in any upcoming treaty discussion or further development of the EU. Social partnership plays a key role in developing the most appropriate and effective solutions for particular labour markets. However, this implies that the autonomy of social partners is fully respected. Indeed, that autonomy allows social partners to choose the outcomes which work best for their particular industry. Representative and autonomous social partners are best positioned to discuss and agree on how to represent their workers and companies, including new actors such as the platform economy and start-ups. Furthermore, we must see no EU, interference in wage setting and collective bargaining. These are autonomous processes in many countries and are a core competence of social partners.

Do not legislate in areas where there is no EU competence, if it is not laid down in the European treaties or the case-law of the European Court of Justice.

3. Fit for purpose EU legislation

MET companies operate within a stricter regulatory environment in the EU than most, if not all, of our international competitors. This puts our companies at a competitive disadvantage in comparison with companies from other regions of the world. This does not imply that those regions operate to lower social standards when compared with the EU. However, this does imply that they often face less complexity and a more understandable legislative landscape.

One good example of overly technical legislation is in the field of Occupational Safety & Health (OSH). This is especially true in chemicals legislation where directives are often technical, complex and particularly challenging for SMEs to understand and work with. Legislators should look to put a greater emphasis on best practice and guidance to make complying with EU legislation as less burdensome as possible.



4. Impact of gold-plating on business

Article 153 TFEU provides, via the Directives, for the setting of minimum standards in social policy. However, this allows Member States to go further and gold-plate legislation, making it particularly difficult for companies to operate smoothly within the single market. This creates a complex process whereby, due to inconsistent application, companies must operate in different legislative landscapes within one internal market. This is simply an issue of competitiveness for industry as this increases both administrative burden and compliance costs. More consistency in the application of EU legislation would greatly facilitate companies operating within the EU.

Legislators must ensure that when, for example, an Occupational Exposure Limit Value (OEL) is put in place at a European level, we also see an EU wide method of measurement of, and practical guidance for, that OEL. Only then can we guarantee a level playing field for users of chemicals. The proportionate transposition of legislation in Member States creates a level playing field and the improved enforcement of existing EU legislation would deliver a similar outcome.

5. Technology & Digitalisation

Technology and digitalisation play a key role in the protection of employees at the workplace. In the MET industries, we have seen the automation of certain tasks which were previously performed in arduous conditions. The automation of these tasks has improved worker protection and boosted productivity at production sites within our sector.

With this in mind, MET employers are of the opinion that the digitalisation of industry should be promoted and not restricted by regulation. Legislators must find the right balance between regulation and innovation, while avoiding to stifle innovation in Europe. This is imperative as, if this is not the case, it could see Europe trailing behind more innovative economies in the race to digitalise and modernise our industries. In many instances, the current legislative structures are fit for purpose when it comes to regulating the digitalisation of industry. For example, in the area of OSH, this can be viewed as a part of the overarching traditional risks which are found in industry.

6. International dimension

Future of a global EU

Europe has gone through many developments during its long existence. However, during this time its relationships with third countries have always remained strong. Historically, one of the most important of those relationships has been with Switzerland and in the future, undoubtedly, the same will be true for the United Kingdom. We must ensure, in so far as possible, that EU legislation is aligned with third countries. Whether in the area of labour mobility, recognition of conformity assessments and qualifications or customs, this is crucial for the wider European industrial ecosystem.



Global supply chains

In a globalised world where complex supply chains are the lifeblood of industry, the development of international labour standards has never been more important to our industries. A modern industry no longer works with fixed suppliers, but with a pool of suppliers. To carry out due diligence for the entire value chain is quite simply unworkable, particularly for larger companies as it is impossible to manage all the risks related to all of their suppliers.

As Ceemet, we often highlight the need to have a level playing field within the EU. While this is an extremely important issue, the level playing field outside the EU, in particular contexts, is as important. The forthcoming Commission proposal on due diligence risks to create a significant amount of administrative burden on companies if it is required that companies carry out due diligence for the entire value chain. This will put European based companies at an enormous competitive disadvantage in comparison to third country companies which are not subject to these heavy administrative burdens.

Moreover, when minimum harmonisation legislation is adopted, Member States can gold-plate and add further requirements to the EU legislative framework. This entails a great risk of fragmentation, which may result in unmanageable administrative burden for EU companies. Therefore, EU legislation must be developed in close cooperation with Member States with the aim of creating a level playing field at the appropriate level and with competitiveness as the main driving factor.

Deliver a workable solution for due diligence of supply chains, ensuring EU companies competitiveness vis-à-vis third country companies.

EU-UK Trade and Cooperation Agreement

• Mutual recognition of professional qualifications

The agreement reached between the EU and the UK at the end of 2020 unfortunately did not contain a provision for the Mutual recognition of professional qualifications (MRPQs). The Trade and Cooperation Agreement (TCA) contains a clause similar to the EU's other recent free trade agreements. Fortunately, the TCA establishes a process in which regulators and industry bodies can work together to establish MRPQs. Ceemet sees a need for proposals to be put forward for particular mutual recognition to exist in the future, and we stand ready to assist in this process giving sectoral, industry specific, insights.

• Labour mobility between the UK & EU

Labour mobility is essential for the manufacturing sector which relies on complex multinational supply chains. As well as the ability to travel in the short and medium term such as for the provision of services, long term certainty is important to help businesses plan and market their goods and services. Mobility between the EU and the UK is vital for MET companies as it represents a sizeable portion of the overall mobility within our sector.

Under the recently agreed Trade and Cooperation Agreement (TCA), while travel is provided for and exemptions are foreseen for short-term business visits to be carried out without a visa, the ability for an individual to work in a country is still governed by national labour law. In the first year of the operation of the TCA, the COVID-19 pandemic meant that the mobility aspects of the EU-UK agreement were not tested. COVID-19 related travel restrictions caused a considerable reduction in labour mobility between the EU and the UK. Often the changing rules and complexity did not provide for the stable and predictable policy landscape to test the efficacy of the new systems under the TCA.

IV. Skills:

Right-skilled workforce

1. Up-skilling & Re-skilling

One of the major obstacles to the competitiveness of MET companies is the skills shortage and skills gap which exists within our sector. This would appear to be a perennial problem; however, when companies invest in up-skilling and re-skilling, it creates a win-win for all concerned, going some way to addressing the gap. Companies should not ask themselves what is the cost of training. They should ask themselves: what is the cost of not training?

The benefits are clear for all to see: workers continue to be employable developing new skills and competences and companies gain a competitive edge in the market. Continuous education and training and lifelong learning are fundamental to the success of any business. In this context, we need to see a change of mentality. Furthermore, anticipation of skills needs is of paramount importance. Training for the labour market, strengthening the links between education & training systems and labour markets, is a good way to achieve this goal. However, this must be done in collaboration with mandated social partners; only then can we see a true anticipation of the skills needs for a particular labour market.

2. VET: a first-class choice

We must ensure that education programmes, both at Vocational Education and Training (VET) and third level, are relevant to the needs of the local and national labour markets. Additionally companies, particularly SMEs, need support in identifying their skills needs and in developing training schemes which are adapted to the needs of the labour market in which they operate.

VET has often been perceived as a choice for less ambitious learners. However, nothing could be further from the truth. VET plays a key role in ensuring skills development, through both school-based and work-based learning and is an important element of lifelong learning systems. Crucially, it responds to the needs of the labour market often ensuring better employment prospects for the graduates. In this context, VET must be seen as a first-class choice for learners. The necessary plans must be put in place to finally end the stigma associated with this type of learning.

3. STEM & Soft skills

Alongside VET, we must not underestimate the importance of Science, Technology, Engineering and Maths (STEM) and soft skills. Soft skills – the way we interact with each other, or interpersonal skills – are essential in a globalised and digitalised world of work. In addition to technical competences, maintaining soft skills is considered extremely important for the employability and adaptability of employees, particularly in complex production chains and agile working environments. STEM education should be highlighted to learners from an early age. The promotion of STEM careers and disciplines should be targeted to young people, and to young women in particular, in order to increase their uptake of these professions. It seems somewhat of a contradiction, however it remains a challenge to attract young people to study STEM despite the fact that the labour market demand for these competences remains high. Furthermore, STEM skills are key to addressing skills mismatches and can be seen as playing an important role in driving forward the green and digital transitions of industry.



4. Key role of social partners

Representative social partners are the actors who are closest to the needs of companies and workers and are therefore best placed to provide innovative and tailor-made solutions to address those needs. By extension, sectoral social partners are best placed to deal with emerging challenges such as the ongoing digitalisation of the world of work. Therefore, we must leave adequate room for manoeuvre to social partners to develop these solutions.

Concerning the provision of information and awareness raising on what type of training exists, how to access it and its labour market relevance, social partners are again best placed to provide these services to their workforce. The same holds true when we speak about counselling, education and career guidance to employees, especially when targeting low skilled workers and students. As much of the training for non-formal and informal learning is done on-the-job, social partners play an important role in this. In addition, social partners are significant actors in the discussions around the anticipation of skills needs and skills forecasting and in the exchange of good practice on successful up-skilling and re-skilling programmes.

5. Support of capacity building of social partners

Strong and representative social partners play a fundamental role in the skills policy area and in particular in the employment context. For this reason, it is key to support capacity building of social partners in order to improve their representativeness and thus their capacity to be involved in an effective and value adding social dialogue. Indeed, only strong and representative social partners can provide joint innovative tailor-made solutions to the challenges that companies and employees encounter in a highly changing digitalised world of work.

Support capacity building of social partners at national level in order to improve their representativeness.



V. Conclusion

As previously outlined, our industries are facing many challenges ranging from ‘not-fit-for-purpose’ legislation to an unmanageable skills gap. These challenges are harming the competitiveness of companies. The benefits of flexible labour mobility, allowing companies to capitalise on their place within the EU internal market, have been curtailed by industry unfriendly legislation. Companies need legislation which is easy to apply and user-friendly tools such as, for example, an EU single notification system and uniform national websites to facilitate labour mobility. Furthermore, in this regard, we must ensure the fluid and flexible labour mobility between the UK and the EU. Moreover, considering the skills shortages, the mutual recognition of qualifications is also crucial for our industries on both sides of the Channel. We must also be conscious of the fact that companies have just emerged from one crisis and are now facing into another one, due to the tragic situation in Ukraine. The economic outlook is very uncertain for many companies within our sector.

An appropriately regulated Europe

Well-designed legislation, avoiding unnecessary red tape, drafted alongside social partners are the key ingredients to create a modern, 21st century, industry in Europe. However, this all begins with consultation of social partners, in a timely and appropriate fashion. The EU’s role in social policy must also be examined. The EU Member States often have very different labour markets; therefore, EU legislation should only be brought forward when it is more effective than taking action at a national level.

Consequently, we reiterate our calls for full respect of the fundamental principles of subsidiarity and proportionality. Many of the direct competitors of MET companies operate within legislative landscapes which are often less bureaucratic and more easily understandable, which must be taken into account when drafting EU legislation. Alongside this, even within the single market, gold-plating of legislation obliges companies to comply with different standards in the EU, further eroding competitiveness. Supply chains are crucial for industry. However, for a company within our sector to carry out due diligence on a pool of suppliers is impossible. The creation of administrative burden via the forthcoming Commission proposal on due diligence will put European based companies at an enormous competitive disadvantage in comparison to their third country competitors.

Digitalisation of industry provides us with a positive perspective for the future of our industries and we must avoid extinguishing this shining light by over regulation. EU legislation should be targeted: instead of a one-size-fits-all approach, problems in certain sectors should be limited to the sectors with the problems.

A talented Europe

Skills are the lifeblood of industry. When there is a shortage, industry is greatly hampered. Up-skilling and re-skilling thankfully go some way to addressing these shortages. Furthermore, in this context, continuous education and training and lifelong learning must be seen as key elements of the success of any business. We must finally end the stigma associated with VET and once and for all make it a first choice for learners. We must also further highlight the vital STEM and soft skills. These two skill sets, while very different, are both extremely important within industry.

Finally, it must be recognised that social partners make the difference. Whether in the area of promotion of skills and the uptake of training or career and education guidance, social partners deliver for companies and employees. In this light, we must ensure that the autonomy of social partners is respected and ensure well-functioning capacity building.

The winning formula laid out above will create a durable backbone for Europe and the European economy into its future, and beyond.

VI. Ceemet Key Requests

To summarise our contribution, Ceemet calls for the following measures to be taken into account by the European institutions. We believe they would greatly improve the functioning of the single market and help industry develop and confront the twin transitions.

1. Labour mobility

- a. Reduce the many administrative burdens and provide easily accessible and updated information for companies posting workers abroad.
- b. Investigate the possibility of setting up an EU single notification system via the European Labour Authority.
- c. Use the same structure on each single national website, while outlining the specificities of each national system, this will enhance its user friendliness.
- d. Implement the Electronic Exchange of Social Security Information project (EESSI) in order to allow a better, more efficient, and uniform exchange between administrations throughout all Member States.
- e. Set-up, properly, the European Social Security Pass (ESSP).

2. Regulation

- a. Remove the red tape which is slowing down investment in industry, for example via the Commission's current "one-in-one-out" proposal.
- b. Do not legislate in areas where there is no EU competence, if it is not laid down in the European treaties or the case-law of the European Court of Justice.
- c. Deliver a workable solution for due diligence of supply chains, ensuring EU companies competitiveness vis-à-vis third country companies.
- d. Ensure social partners are consulted on all relevant topics within an appropriate timeframe.
- e. Guarantee EU regulation and its national implementation is always checked against the principles of subsidiarity and proportionality and is based on the most recent evidence available.
- f. Ensure more consistency in the application of EU legislation, this would greatly facilitate companies operating within the EU.
- g. Respect the autonomy of social partners and ensure no EU, or national, interference in wage setting and collective bargaining.
- h. Put a greater emphasis on best practice and guidance, in the field of Occupational Safety & Health, to make complying with EU legislation as less burdensome as possible.
- i. Carry out an impact assessment of the European Commission multi-annual work programme at the start of each mandate.

3. Skills: Right-skilled workforce

- a. Ensure upskilling and re-skilling initiatives are done in collaboration with social partners.
- b. Bring adequate support to companies, particularly SMEs, in identifying their skills needs and in developing training schemes which are adapted to the needs of their labour market.
- c. Put in place the necessary plans to finally end the stigma associated with VET learning.
- d. Promote STEM careers and disciplines to young people, and to young women in particular, in order to increase their uptake of these professions.
- e. Support capacity building of social partners at national level in order to improve their representativeness.

