

## Mobility Transition Pathway – A Ceemet-industriAll Europe Pledge

industriAll Europe and Ceemet as European Social Partners welcome the outcome of the initiative “*EU Mobility Transition Pathway Report*” published on 29 January by the European Commission and insist on the urgent need for rapid implementation of its recommendations.

In the framework of the Mobility Ecosystem Transition Pathway, the Social Partners are committed to guiding the MET sector towards the twin goals of decarbonisation and digitalisation, while ensuring a Just Transition for workers and the industry itself.

The pace at which industry and environmental challenges are evolving requires immediate action to ensure that the EU can respond effectively to these rapid changes. The recommendations in the pathway highlight the importance of committing to future action, especially as regions, companies (in particular SMEs) and workers are already experiencing the effects of structural transformation.

Substantial skills shortages exist throughout the ecosystem at the same time as the twin transition is changing and threatening many existing jobs as well as the sustainability of numerous companies. The ecosystem is marked by an ageing workforce. In automotive, ¼ of the workforce is over 50 years old, in rail equipment, around 30% of the workforce is expected to retire in the next 10 years, while 40% of the current shipbuilding workers will be retiring in the next 10 years.

In this context, the ecosystem urgently needs to up and reskill the existing workforce as well to attract more workers of all ages and from all backgrounds. To this end, Ceemet and industriAll Europe commit further, through the Erasmus + European project Digital & Green Skills Towards Future of the Mobility Ecosystem (TRIEME), to directly support the development of the large-scale Pact for Skills Partnership in the Mobility-Transport-Automotive Ecosystem. The latter targets the re-skilling, up-skilling and training, of over 14.6 million people employed within this ecosystem, representing about 7.5% of the EU added value and with over 1.8 million firms, the vast majority of which are SMEs.

### Joint pledge

Certainly, social partners have a central role to play in the transition at all levels (site, company, regional, sectoral, national and European levels). Therefore, by **making this detailed pledge**, industriAll Europe and Ceemet commit to contribute to the transformation of Europe's automotive-mobility ecosystem towards a more sustainable and digitalised industry while ensuring a just transition for workers and companies alike that leads to new sustainable and quality jobs whilst ensuring the competitiveness of the industry. The work that social partners will carry within TRIEME aims to go beyond the identification of skills needs and gaps. It focuses on how to anticipate and manage change in a socially responsible way and to mitigate the social impact of change. It will identify and share good practices in terms of flanking policies, social partners' roles and negotiated solutions at national, sectoral and company levels as well as territorial initiatives/measures which ensure that transitions are smooth for individual workers, companies and communities impacted. It will also deliver recommendations and concrete tools for action.

Ceemet and industriAll Europe have set the target of involving 500 stakeholders, with an even division per geographic coverage. The Social partners will be involved in the development of training with the aim to train, re-skill and up-skill up to 1200 trainees during the project (4 years).

Regarding the skills agenda, the project will focus on:

- Green skills identified
- Digital skills identified
- Transversal skills identified
- Soft skills identified
- Sector-specific skills identified
- Other types of skills identified
- Job roles defined
- Trends, drivers of change identified

In view of the magnitude of the ongoing transformation and the number of jobs concerned, change must be anticipated and managed to support workers' employability and companies' sustainability to ensure a smooth job-to-job transition, and the creation of quality jobs. The priorities of the TRIREME project complement and support several key European initiatives related to the twin transformations—green and digital—as well as various ongoing policy actions.

Against this background, IndustriAll and Ceemet are committed to promoting a pro-active and socially responsible approach to anticipating and managing change with an effective social dialogue at all levels and the involvement of workers in the decision-making process when appropriate, ensuring that change is reflected in the long-term strategies of companies, as well as the development of labour-market relevant training policies that take into account companies and workers' needs.

The role of social dialogue and collective bargaining as well as negotiated solutions between the social partners is essential to guarantee that adequate responses are found through tailor-made agreements, including the role of public authorities which have to play their part in the process.

To this end, the social partners will in the framework of TRIREME:

- Analyse the social aspects of the transformation of the automotive-mobility ecosystem,
- Collect, share and analyse the practices/ practical examples of national, regional, local, company initiatives and social partners' activities that have proven to be successful to tackle the social aspects of the green and digital transition
- Compile and analyse “less successful” practices in order to identify what has not worked
- Organise a workshop on 4 December 2024 in order to give a first overview of the best practices gathered and start a preliminary exchange of views with “mobility stakeholders”
- Organise regional workshops in 2025, 2026 and 2027 in order to present the best practices and first preliminary recommendations and gather relevant information of how the transition is taking place at the regional level

- Develop policy recommendations and concrete actions to be shared with mobility stakeholders and policy makers
- Create a community of practice
- Communicate and disseminate the policy recommendations

The success of this initiative will ultimately depend on its implementation and ability to adapt to the evolving needs of the mobility ecosystem. It will require EU policy action and commitments from all the stakeholders involved in order to promote European companies along their supply chains, social dialogue as well as the creation of quality jobs. It is also intended to ensure job-to-job transition measures including facilitating, encouraging and incentivising the training for workers in particular of low-skilled workers.

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