

# 45<sup>th</sup> General Assembly

## Brussels, 6<sup>th</sup> May 2025

### Working Papers

Dear members,

Following the Calling Note sent to you on 25 February 2025 (cir: 45/25), you will find hereafter a set of further information and working papers for the **45<sup>th</sup> General Assembly** meeting to be held on **Tuesday, 6 May 2025** in Brussels, from **09h00 to 17h00**.

#### VENUE

The 45<sup>th</sup> General Assembly will take place at:

**NH Brussels EU Berlaymont**  
**Boulevard Charlemagne 11/19**  
**1000 Brussels**

#### DINNER

A **dinner** will be hosted on 5 May starting at 19h30 (CET) at the restaurant

**Brasserie Signature**  
**Place Jourdan 52-54**  
**1040 Brussels**

#### LIST OF PARTICIPANTS & AGENDA

A **list of participants for the General Assembly** and the **dinner** foreseen the evening before are attached respectively as per *enclosures 1 & 2*. Should you notice any mistake, please inform Deborah Girasa accordingly at : [deborah.girasa@ceemet.org](mailto:deborah.girasa@ceemet.org).

The **revised agenda** is attached as per *enclosure 3*.

#### WORKING PAPERS

##### **Item 1 - Adoption of minutes of 44<sup>th</sup> General Assembly, 1<sup>st</sup> October 2024**

The minutes of the 44<sup>th</sup> General Assembly were agreed in a written procedure and sent to Ceemet members on 2 December 2024 with circular 341/24. They are on the agenda for approval for the record.

#### **PRACTICAL INFO**

**45<sup>th</sup> General Assembly**  
6 May 2025  
09h00 – 17h00

**VENUE**  
NH Brussels EU Berlaymont  
Boulevard Charlemagne  
11/19  
1000 Brussels

**DINNER**  
5 May 2025  
19h30-22h00

## Item 2a - Adoption of Ceemet accounts 2024

The Ceemet accounts for 2024 are attached as per *enclosure 4*. They will be presented to the participants by our accountant. They are submitted to the General Assembly by the 100<sup>th</sup> Board of Directors for adoption.

## Item 2b - Preliminary Ceemet expenditures 2025

At the General Assembly, members will receive an update on the preliminary expenditures for 2025.

## Item 2c - Situation with AI Group

Members will be updated on the legal action taken by the Secretariat vis-à-vis Ceemet's Australian member, AI Group, following the non-payment of their annual fees during three consecutive years.

## Item 3 – Effect of the international turmoil on the MET sector: how will the new defence strategy and the US trade war affect our companies, especially in the defence and automotive industries ?

The national roundtable will exceptionally be dedicated to a **discussion on the consequences** for our industries **of the international economic and political turmoil** since the election of US President Donald Trump, with a specific **focus on the defence and automotive sectors**.

The aim of our exchange will be to discuss how Donald Trump's tariff policies and his approach to the Ukrainian conflict will affect the automotive and defence industries. The imposition of tariffs, particularly on imported vehicles and parts, are likely to disrupt global supply chains and raise production costs, leading to higher prices for consumers and challenges for automakers reliant on international components. In the defence sector, Trump's decision to freeze military aid to Ukraine during a critical phase of the conflict strained international defence collaborations and accelerated the need for European Union policy in this field.

As background information, you will find attached a **note** on the measures/policies taken by the European Union in terms of **defence policy** (*enclosure 5*) and one on the **Strategic automotive dialogue and its follow-up** (*enclosure 6*).

To prepare the roundtable, Members are also asked to **share with Secretariat at the latest by 23 April 2025**:

- Data and figures on what the defence industry represents in your country: employment, exports, R&D etc. Please share any economic information you find relevant.
- Information as regards the recent decisions taken by your government in the field of defence: industrial, military, budgetary etc.
- Any relevant information on the automotive industry could also be interesting.

**Based on this information, we will aim to identify the employment and social impact of the situation on those two sectors (defence and automotive), with a focus on job creation (defence) or transformation/loss (automotive) and skills needs.**

#### **Item 4 - Will the competitiveness agenda succeed in putting Europe back on track?**

At the beginning of February 2025, the European Commission established a new Task Force on “EU’s Future Competitiveness”, which will coordinate the work to operationalise the framework set out in the Competitiveness Compass, as proposed by the Draghi report.

The Task Force mainly aims at supporting activities across the Commission on closing the innovation gap, combining industrial decarbonisation and competitiveness, as well as reducing excessive dependencies and increasing security. It will promote policy coherence and consistency in the preparations of flagships actions, including on simplification and better implementation of the regulatory frameworks, and will develop the Competitiveness Coordination Tool. It will interact with national authorities, industry and businesses to take stock of developments on the ground and monitor progress in dismantling structural barriers to EU productivity growth and competitiveness.

To discuss the work of the Task Force, and whether the competitiveness agenda will succeed in putting the EU back on track, we have invited **Elisabeth Werner**, Deputy Secretary General of the European Commission in charge of the Task Force. **Mrs Werner’s CV** is attached as per **enclosure 6**.

#### **Item 5 - Which Quality Jobs Roadmap to combine the social and competitiveness agendas?**

In 2025, the European Commission’s work programme does not contain any legislative social initiatives. However, Executive Vice-President Minzatu has announced that she will present a Quality Jobs Roadmap during the second semester of the year, after consultation of the social partners. Some discussions have started and a consultation meeting with all representative European social partners organisations, including Ceemet, is scheduled on 16 April 2025.

At this stage, it remains unclear what the Roadmap will contain, but both employers and trade unions are pushing their agendas: while trade unions hope to see a full Christmas list with many legislative texts, employers wish to see only non-binding initiatives. However, initiatives on algorithm management, sub-contracting, psycho-social risks, telework and the right to disconnect, to name the most obvious ones, could be part of the package.

In order to obtain some clarification and to bring forward our views at an early stage, we have invited **Mr. Francesco Corti**, Member of Cabinet of Executive Vice-President Minzatu in charge of the file, to our General Assembly.

#### **Item 6 - Where does the EU - UK relationship stand?**

The EU-UK relationship is now a standing point on the agenda of our General Assembly. We will hear the analysis of our colleagues from MakeUK on the impact of the recent decisions taken by US President Trump on their trade relations as well as an update on the preparation of the forthcoming EU-UK Summit organised on 19 May 2025.

## **Item 7a - Update on the European Employers' Institute**

At our General Assembly, you will receive an update on the recent developments of the European Employers' Institute, including on the launch of the first studies.

## **Item 7b - Main lobbying files**

If time so allows, Members will be updated on the recent developments and Ceemet advocacy as regards the main lobbying files followed by the Secretariat.

A last set of working papers will be sent to you closer to the meeting.

Yours sincerely,

Delphine Rudelli  
DIRECTOR GENERAL

### ENCLOSURES:

1. Participants meeting
2. Participants Diner
3. revised agenda
4. Ceemet accounts 2024
5. Note on defence
6. Note on automotive
7. CV Mrs Werner

# 45<sup>th</sup> General Assembly


6<sup>th</sup> May 2025, Brussels

## List of participants

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EU Transparency Register  
61370904700-45

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FINLAND TIF	Ms. Minna <b>HELLE</b> – CEO Mr. Janne <b>MAKKULA</b> – Executive Director, Labour Market, Entrepreneurship & Regional Operations
FRANCE UIMM	Mr. Hubert <b>MONGON</b> – Director General Ms. Lucile <b>UHRING</b> – Head of European and International Affairs
GERMANY Gesamtmetall	Mr. Oliver <b>ZANDER</b> – Director General Ms. Indra <b>HADELER</b> – Managing Director International Relations and Education
ITALY FEDERMECCANICA	Mr. Stefano <b>FRANCHI</b> – Director General Ms. Francesca <b>POLLI</b> – Industrial Relations and International Affairs
NETHERLANDS FME	Mr. Erik <b>TIEROLF</b> – Head of Employment & Labour Market
NORWAY Norsk Industri	Ms. Carla <b>BOTTEN-VERBOVEN</b> – Director
SPAIN CONFEMETAL	Mr. Jose Miguel <b>GUERRERO SEDANO</b> – Ceemet President Mr. Andres <b>SANCHEZ DE APELLANIZ</b> – Secretary General Ms. Yolanda <b>SANZ MARTIN</b> – Director International
SWEDEN Teknikföretagen	Mr. Andreas <b>EDENMAN</b> – Chief Legal Officer Mr. Anton <b>WEMANDER GRAHM</b> – Social Director
SWITZERLAND SWISSMEM	Mr. Claudio <b>HAUFGARTNER</b> – Head Employer Politics
UK MakeUK	Mr. Richard <b>RUMBELOW</b> – Director of International Business Mr. Ben <b>FLETCHER</b> – Chief Operating Officer Mr. Stephen <b>PHIPSON</b> – Chief Executive Officer
Ceemet	Mrs. Delphine <b>RUDELLI</b> – Director General Ms. Isabel <b>SOBRINO MATE</b> – Senior Policy Advisor Ms. Hilde <b>THYS</b> – Senior Legal Advisor Ms. Pauline <b>DUBOIS GRAFFIN</b> – Policy Advisor Ms. Viktorya <b>MURADYAN</b> – Public Affairs & Public Relations Manager Ms. Deborah <b>GIRASA</b> – Office Manager
Speakers	Ms. Elisabeth <b>WERNER</b> – Deputy Secretary-General – Policy Coordination, European Commission


## 45<sup>th</sup> General Assembly 6<sup>th</sup> May 2025, Brussels

### List of participants - DINNER 05/05/2025

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# 45<sup>th</sup> General Assembly

## 6 May 2025, Brussels

### REVISED AGENDA

- Item 1**      **Adoption of minutes of 44<sup>th</sup> General Assembly, 1<sup>st</sup> October 2024**
- Item 2**      **Budgetary issues**
- a. Adoption of Ceemet accounts 2024
  - b. Preliminary Ceemet expenditures 2025
  - c. Situation with AI Group
- Item 3**      **Effect of the international turmoil on the MET sector: how will the new defence strategy and the US trade war affect our companies, especially in the defence and automotive industries?**
- Item 4**      **Will the competitiveness agenda succeed in putting Europe back on track?**  
**Mrs. Elisabeth Werner** - Deputy Secretary General of the European Commission in charge of the Task Force EU's Future Competitiveness
- Item 5**      **Which Quality Jobs Roadmap to combine the social & competitiveness agendas?**  
**Mr. Francesco Corti** – Member of Cabinet of Executive Vice-President Minzatu
- Item 6**      **Where does the EU - UK relationship stand?**
- Item 7**      **Ceemet activities**
- a. Update on the European Employers' Institute
  - b. Main lobbying files
- Item 7**      **AOB**

ENCLOSURE 4 – 87/25 - 10/02/25

**Accounts 2024** - Please find the enclosure 4 attached to the email.

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# 45<sup>TH</sup> GENERAL ASSEMBLY BRUSSELS, 6<sup>TH</sup> MAY 2025

## NOTE ON THE EU STRATEGY FOR THE DEFENCE INDUSTRY MARCH 2025

### Introduction

Due to the geopolitical instability caused by the war in Ukraine and the situation on the Middle East, as well as the actions of US President Trump, the EU has been pushed to reconsider its defence strategy and to take a number of initiatives to rearm the continent. While the announcement of massive investments in the defence sector could represent a major opportunity for those companies, this is also a source of additional challenges when it comes to their capacity to modernize and to recruit the adequate workforce due to labour and skills shortages.

### I. BUILDING AN EU DEFENCE UNION THROUGHOUT A COMPETITIVE INDUSTRY

On 11<sup>th</sup> February 2025, the EU Commission announced its intention to build an “EU Defence Union” with a competitive defence industry. On 5 March 2025, President von der Leyen presented the **Defence Package** containing the **Rearm Europe Plan** and a new investment plan for the Members States. This was followed, on 18 March 2025, by the **White Paper on the Future of European Defence**, a roadmap that announced several measures to achieve those objectives.

#### 1. White Paper for Defence – Readiness 2030

In this paper, the Commission analyses the geopolitical situation and its military capability. It calls on closing the gaps between the EU and foreign countries in terms of capability, mobility, infrastructure and border protection. The EU reiterates its support to Ukraine by increasing the military capacity of the country.

It contains several announcements:

##### a. An “Omnibus” for defence

The Commission will present, by June 2025 a specific “omnibus” initiative for defence to simplify and harmonise regulations with a focus on rules and procedures that are specific to the defence sector. It includes the streamlining of EU defence industrial programs to reduce the delivery time, simplify the management of EU-funded projects and simplify the treatment of Member States’ co-funding.

## **b. A strong & innovative defence industry in Europe**

The Commission will reinforce the capacity of **investment in European manufacturing** and existing value chains or manufacturing capacities in our traditional industries – automotive, steel, aluminium or chemicals.

Through targeted policies the EU should support the European defence industry across six strategic directions:

- supporting, reinforcing and promoting industrial capacities across the EU;
- securing the supply of critical industry inputs and reducing dependencies;
- building a true EU-wide Market for defence equipment;
- simplifying existing rules and cutting red tape;
- boosting research and development to foster innovation; and
- keeping, attracting and developing talent, enhancing skills and expertise in the defence sector.

This White paper will revise the process of the EU directive on defence and sensitive security procurement scheduled for 2026. The EU will create the EU's Defence Innovation Scheme (EUDIS) with €2 Billion budget, and the Hub for European Defence Innovation (HEDI) to support the development of new and innovative industrial processes such as distributed design and manufacturing, additive manufacturing and the use of AI.

## **c. Skills and talent to innovate**

In the White Paper, the Commission highlights that a condition to close the capability gaps in defence relies on the availability of technological skills and innovative talent within the defence industry, including supply chain players from SMEs to prime contractors. It requires industry to attract, train, employ, up- and reskill far more talent, from technicians to engineers and specialised experts.

In this respect, the **Union of Skills** foresees a Skills Guarantee for workers in sectors undergoing restructuring or at the risk of unemployment to have the opportunity to develop their careers in other sectors, including defence. It will create opportunities for **reskilling / upskilling** for redundant jobs from other industrial sectors.

With the Union of Skills, the EU Commission will also review and strengthen the roll-out of **EU Skills Academies**, to deliver the skills that are necessary to meet the economic needs of today and tomorrow. The academies will help strategic sectors such as defence and digital technology, covering for instance artificial intelligence, quantum computing and semiconductors.

The need to develop **Advanced STEM** (Science, Technology, Engineering and Mathematics) skills is also high on the Commission's agenda with the presentation of a specific strategy.

## **2. ReArm Europe Plan/ Readiness 2030: The plan to finance EU Defense**

In the EU Communication, the Commission announced that the ReArm Europe Plan will:

- unleash the use of public funding in defence at national level. This chapter aims to increase defence spending only, up to a maximum of 1.5% of GDP for each year in which the national safeguard clause is activated for a period of four years.

- dedicate instruments for Security Action for Europe – SAFE: The Commission will raise up to €150 billion on the capital markets, drawing on its well-established unified funding approach to help EU Member States rapidly and substantially increase investments in Europe's defence capabilities.
- Leverage the EIB Group and mobilize private capital by accelerating the Savings and Investments Union.

This plan should mobilize 800 billion € from the Members States to finance a massive ramp-up of defence spending.

## **II. ENHANCING EU DEFENCE CAPACITIES BY STRENGTHENING RAW MATERIALS**

### **1. Action Plan for Steel and Metals**

On 19 March 2025, the Commission presented a dedicated action plan for Steel and Metals. The aims of this plan are to:

- Ensure access to clean and affordable energy for the metals industries
- Prevent carbon leakage
- Promote and protect European industrial capacities
- Promote circularity for metals
- Stimulate defence quality industrial jobs:

This chapter includes the Union of Skills which aims to create skills for quality jobs, to upgrade and retrain the workforce in line with changing job requirements, and to circulate skills throughout the EU; the European Globalisation Adjustment Fund Regulation to extend the possibility of support to companies in restructuring processes and just transition as well as the creation of the European Fair Transition Observatory to monitor the employment.

### **2. The European Defence Industry Programme, EDIP**

This Program will support efforts according to three action lines with the goal to support:

- industrial actions for the development of cross-border industrial partnerships to coordinate reserves of defence products, components and related raw materials.
- procurement actions to build strategic reserves of relevant components and raw materials.
- and the creation of optimally located strategic reserves (or Defence Industrial Readiness pools) of EU-made defence products.

The EU will also identify the critical raw materials and key components for defense industries to ensure a diversification of supply sources with EU support. It plans to create a platform for the joint purchase of critical raw materials to contribute to cost-effective and secure supplies.

## **III. WHAT DO STAKEHOLDERS THINK OF THE DEFENCE STRATEGY ?**

### **1. The reaction from industriAll-Europe**

industriAll-Europe is opposed to the White Paper on defence, considering that the European Commission is not responding to the needs of the workers by increasing military spending while

reducing public services and weakening workers' protections, which risks fuelling internal social conflicts. The measures proposed lack both urgency and funding.

industriAll-Europe also expresses its disagreement with an Omnibus plan as it considers that simplification means deregulation. The trade unions' organisation is calling on the Member States to reconsider their priorities. The unions are calling for an exemption from the 'golden rule' and are opposed to the adoption of fiscal flexibility for defence.

## **2. The reactions of European industrial associations:**

### **a. EUROMETAUX**

EUROMETAUX supports and respects all EU legislation on workers' rights and recognizes that companies and workers must be the backbone of a new EU industrial policy that puts NFMs at the heart of the twin transitions. **It considers that the transitions can be achieved with a right to training for all workers.** EUROMETAUX wants to establish a centralised EU observatory for monitoring metals industry skills needs.

### **b. EUROFER**

Among the most salient issues addressed in the Action Plan are: a proposal for a comprehensive and effective post-safeguard trade regime; an EU's trade defence toolbox, an effective policy to counter foreign subsidies and dumping practices. EUROFER also welcomes the will of the Commission to address loopholes in the Carbon Border Adjustment Mechanism, extending its scope to downstream products, and proposing a solution to ensure the competitiveness of EU steel exports. However, according to EUROFER, the Commission needs to go further than the existing proposal on energy. High energy prices affect not only steel and metals production, but they are dragging down entire European industrial value chains.

### **c. ASD : The Aerospace, Security and Defence Industries Association of Europe**

ASD supports the White Paper and calls for more collaborative procurement. ASD considers that, from an industrial perspective, it is essential that European countries place orders for new defence equipment with a long-term perspective to provide planning certainty. With such visibility, the European defence industry is fully able and ready to rapidly increase production further, deliver at pace, and meet European needs with state-of-the-art equipment and solutions. ASD also welcomes suggested measures that aim to ensure the security of supply with essential raw materials and components. ASD supports the drive to improve access to finance, to exploit the whole industrial ecosystem, including the role of SMEs, to stimulate research to foster innovation and to facilitate the recruitment and development of the workforce. ASD reiterated the importance of the Defence Omnibus Simplification in reducing red tape and overcoming regulatory barriers.

# **45<sup>TH</sup> GENERAL ASSEMBLY**

## **BRUSSELS, 6<sup>TH</sup> MAY 2025**

## **NOTE ON THE EU STRATEGY FOR THE AUTOMOTIVE INDUSTRIES**

### **MARCH 2025**

#### **Introduction**

Since the beginning of 2024, the automotive industry, which had until then been able to maintain quite stable levels of employment, is struggling. With the announcement of exorbitant tariffs from the USA, the restructuring plans risk to multiply. Therefore, the Commission has announced a number of important measures to support its automotive industry.

#### **I. INDUSTRIAL ACTION PLAN FOR THE AUTOMOTIVE SECTOR**

The European Commission adopted on 5 March 2025 a European industrial Plan for the automotive sector, to address the sector's needs and support innovation.

The five Pillars of the Automotive Action Plan:

##### **1. Innovation and Digitalisation**

The Commission would like to promote autonomous driving and boost the single market for autonomous vehicles, boost development of the European connected and automated vehicle of the future, reinforce cybersecurity and access to vehicle data, functions and resources. It proposes several actions such as:

- Boost a regulatory framework and single market integration for European Autonomous Driving by establishing the European Connected and Autonomous Vehicle Alliance in 2025.
- Support research and innovation to connected and automated mobility and to develop next-gen battery technology through Horizon Europe.

##### **2. Clean Mobility**

The Commission will amend the emission standards, boost demand for zero-emission vehicles through a recommendation on transport poverty (Q1 2025) including Social Leasing Schemes, and accelerate the roll-out of charging infrastructure. It will put in place several regulatory measures such as ensuring access to battery health information in the battery passport by Q3 2026 and ensuring access to battery repair and maintenance information in Q3 2025.

##### **3. Competitiveness and supply chain resilience**

The Commission will create a Comprehensive “Battery Booster” Package to support battery manufacturing under the Innovation Fund. It will concern the raw materials as well as refining. This chapter thus also aims to boost the circularity of the automotive supply chain and promote European production of components.

#### 4. Skills and social dimension

The EU will adopt several initiatives to address the need of training for workers, the skills mismatches and skills shortages, notably through funding from the European Social Fund Plus (ESF+) and the European Globalisation Fund (EGF).

##### a. European Fair Transition Observatory

The Commission will set up a European Fair Transition Observatory to develop and collate relevant data on employment trends across the European automotive value chain and at sectoral and regional levels. The Observatory will combine those data with the data on the demographic structure of the workforce, to pinpoint expected future “hot spots” of employment dislocations and inform forward-looking interventions to address them.

##### b. Legal amendments to EGF and ESF+ Regulations.

The Commission proposed early April 2025 a targeted revision of the EGF Regulation to better support workers affected by the transitions. The aim is to extend support to companies in restructuring processes to protect employees against the risk of unemployment.

The Commission is also preparing, in consultation with social partners, a **Quality Jobs Roadmap** to be published towards the end of the year.

Further, in 2026, targeted support through Erasmus+ grants of up to EUR 90 million will be made available for the relevant Large-Scale Skills Partnerships, including the Automotive Large-Scale Skills Partnership under the Pact for Skills.

#### 5. Boosting our market access, ensuring a level playing field and guaranteeing our economic security

The objective is to diversify sourcing and secure access to third-country markets and enhance economic security. The Commission plans to explore conditions for inbound foreign investments in the automotive sector, by simplifying regulations. The Commission will pursue FTA and partnerships for raw materials. It will monitor the application of the anti-subsidy measure addressing the Chinese electric vehicle imports and make use of the Trade Defence Instruments and the Foreign Subsidies Regulation to address unfair practices in the batteries segment and part segments where necessary.

The Industrial Action Plan for the Automotive Sector will make available € 570 million under the Alternative Fuels Infrastructure Facility in 2025 and 2026. The European vehicle manufacturers are committed to zero-emission mobility, having already invested hundreds of billions into the transition.

## II. THE REACTIONS OF EU STAKEHOLDERS

### 1. The sectoral industry associations

#### a. CLEPA European Association of Automotive Suppliers [\(link\)](#)

For CLEPA, the EU’s Automotive Action Plan charts positive first steps, but misses addressing crucial needs of the supplier industry. CLEPA welcomes the Commission’s initiative, however, some key questions remain unanswered, and the urgency of the situation demands swift and concrete action. For CLEPA, this plan does not contain concrete commitments. To sustain competitiveness and preserve jobs, the EU must embrace a diverse portfolio of sustainable technologies and include a

clear and lasting role for clean mobility technologies that complement electrification up until 2035 and beyond.

**b. ACEA European Automotive Manufacturers' Association**

ACEA welcomes the pragmatic turn in the Commission's Action Plan amid global market turmoil but cautions that key elements are still missing:

- Market data demonstrate that manufacturers alone cannot make the transition happen at the pace required by EU law.
- Ambitious actions to boost infrastructure demand incentives, and measures to reduce manufacturing costs are needed for cars, vans, trucks, and buses.
- The proposed flexibility to meet CO<sup>2</sup> targets in the coming years is a welcome first step towards a more pragmatic approach to decarbonisation dictated by market and geopolitical realities.
- Despite outlining several promising measures to boost the rollout of infrastructure and uptake of zero-emission heavy-duty vehicles, this vehicle segment is still missing an explicit commitment to launch the review of CO<sup>2</sup> standards in 2025.
- ACEA welcomes the Action Plan's recognition of the need to streamline regulation, work on regulatory simplification, and take steps to enhance Europe's competitive edge in other fields, such as autonomous driving.

**c. ETRma European Tyre & Rubber Manufacturers Association**

The European tyre manufacturing industry welcomes the recognition that urgent action is needed to safeguard Europe's competitiveness and sustainability.

However, it calls for:

- a more ambitious and inclusive approach of the actors and stakeholders in the automotive ecosystem, including the tyre industry.
- More clarity on in-vehicle data access.
- Simplify implementation to reduce costs and legal uncertainties and make investing in R&D and producing in Europe more attractive.
- Enhance recycling opportunities.
- Expand critical raw material strategies.
- Implement a Holistic Approach.

**2. industrial-Europe**

industrial-Europe calls for:

- More investments.
- Further development of the EGF proposal to ensure that this instrument can become a real tool for anticipation and worker protection.
- a "non price criteria" mentioned in the automotive plan to build on this and ensure that public support underpins quality work and collective bargaining.



- a decent job agenda that promotes collective bargaining as well as a macro-economic governance, allowing Member States to deliver the public investments fit for the Green transition.

industriAll-Europe considers that this plan completely overlooks the importance of securing human rights due diligence obligations along the supply chain. According to IndustriAll Europe, the lack of a clear link with a broader Clean and Affordable Mobility Strategy is a missed opportunity to ensure complementarity and synergies between EU policies to deal with modal shift and infrastructure planning, or the decarbonisation of the existing fleet.

### **3. The Ceemet actions**

#### **a. Automotive Skills Alliance<sup>1</sup>**

Ceemet was amongst the founding members of the Pact for Skills for the Automotive Sector – from March 2024 known as the Automotive Skills Alliance – and is playing a dual role within it, both as Employer organisation and as a recognised sectoral social partner. In this alliance, Ceemet is also acting as an information and networking platform, providing their associates with information regarding funding possibilities to develop up- and re-skilling initiatives, as well as with networking and partnership opportunities. The objective is to foster labour market-relevant training to ensure that companies bridge the skills gap and remain competitive and continue creating quality jobs. ASA is a key initiative in this field.

#### **b. TRIREME**

Ceemet and its trade union counter-part, industriAll Europe, are leading one of the activities (work-package 6) of the TRIREME EU project that deals with the social transformation of the automotive mobility ecosystem in the context of the twin transition. This project examines the context in which social partners operate: Strong Social Dialogue for Green and Digital Transformation in the Automotive Industry.

Since 2024, Ceemet participated in several meetings to exchange on the green and digital transformation of the automotive industry, which requires robust social dialogue and collective bargaining to ensure a socially sustainable transition. On 4 December 2024, Ceemet and industriAll Europe organised a social partner's workshop in Brussels focused on discussing the social dimension of the transformation of the automotive industry.

The event gathered over 70 participants, namely trade union and employers' representatives from across Europe, as well as industry associations, researchers, companies and Commission representatives. Against this background, the MET social partners updated the partners of the project on the work carried out until then, including the desk research report and the ongoing compilation of good practices as regards un-skilling and re-skilling initiatives. On 9th and 10th April 2025, Ceemet was in Ostrava, Czech Republic, for two days meetings to gather feedback from partners regarding potential recommendations at national and EU level on how to best address the continuous training in the automotive-mobility ecosystem.

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<sup>1</sup> <https://automotive-skills-alliance.eu/>



### **c. Further actions**

Ceemet is part of the Commission's strategic dialogue on the future of the automotive industry, focusing on skills and social affairs.

Ceemet has started gathering national key data on the automotive sector, via the Chief Economists Group.

ENCLOSURE 7 – 87/25 - 10/02/25

**CV Mrs Werner** - Please find the enclosure 7 attached to the email.

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