

EMF WORK PROGRAMME 2007-2011

(Adopted by the 3rd EMF Congress - Lisbon, 6th & 7th June 2007)

Aerospace

90) Many of the issues outlined in the Work Programme 2003-7 are still relevant for this industry. Aerospace remains a highly successful and strategically important industry for the EU, creating highly-skilled, high value-added jobs for hundreds of thousands of EU citizens, both in direct manufacturing and in the supply chain. The industry drives forward technological innovation in three main sectors – civil, military and space. However, aerospace' global nature, both in terms of production, and in terms of its market presents both threats and opportunities to aerospace companies and their workers in the EU. Threats exist in the potential emergence of low-cost competitors, such as China and India, whilst opportunities arise from the massive growth of markets in these economies, coupled with technological barriers to entry for indigenous aerospace industries. The EMF recognises these issues and will closely monitor developments in these emerging markets.

91) Our stated aim in 2003 of securing fair global competition remains as vital now as it was in the last Work Programme. The ongoing sharp competition between Boeing and Airbus (EADS) is one of the elements that has led, and is still leading, to large-scale restructuring on both sides of the Atlantic and brings pressure to bear on the industry's workers, the first victims of this struggle. Moreover, state intervention in the pre-financing of the development costs for new models of aircraft has brought North America and Europe head to head within the WTO. The EMF Sector Committee Aerospace has made some progress in building a common position with US aerospace workers in joint work with the IAMAW. The EMF will build on this position and seek to work collaboratively within the IMF to achieve a united approach to fair global competition.

92) The EMF Aerospace Committee will also work on the following specific objectives:

- Supporting and developing the aerospace sector, recognising its strategic importance for Europe's independence;
- Increasing participation by the Member States and Europe in major space, defence and aeronautics programmes;
- Emphasizing the special responsibility of the state for military and space activities
- Establishing an industrial policy at European level linked to national policies;

- Promoting sustainable development by improving social and environmental standards, bringing companies into line with these by means of financial aid from European budgetary sources. This should include large scale R&D efforts to promote environmentally friendly products and processes.

93) In the last Work Programme, we identified the creation of social dialogue for the sector as a priority. We have made some first steps in building social dialogue with ASD, but we recognise that this process must be much more developed if we are to meet the challenges facing the European aerospace industry. The Aerospace Committee members will therefore continue to prioritise social dialogue at local, country and community level and will pursue this aim actively with ASD. The process of globalisation and consolidation, coupled with the highly cyclical nature of aerospace and its susceptibility to asymmetric shocks such as 9/11, SARS and the Gulf War, have led to cost-cutting measures, including redundancies, site closures and attacks on terms and conditions of employment. However, at the same time, the aerospace industry relies heavily on the skills of its employees, without whom its success would be impossible. Europe faces a demographic challenge in its aging population. As fewer and fewer young people are entering the industry, a skills gap is emerging as those lost through restructuring and consolidation cannot be replaced. The emphasis on lifelong learning and imaginative and innovative responses to downturns in our last Work Programme is now heightened. In response, the EMF will pursue the following objectives through the development of social dialogue:

- Manage jobs and competences to retain and retrain skilled workers;
- Anticipate demographic trends in Europe via recruitment and training at the right moment;
- Ensure permanent quality training for all categories of workers and recognise competence and qualifications;
- Emphasize the importance of a high level school and university education as well as good links between industry and schools/universities to ensure a supply of job seekers with the relevant knowledge and skills
- Render the aerospace sector more attractive through improved wages, working conditions, etc.

94) The aerospace industry relies on Research & Development to drive innovation and economic growth. It is clear that if Europe wishes to play a leading role in the global aerospace industry for strategic economic and political reasons, R&D investment in the EU must be improved. Not least to close the R&D gap to the US. We also recognise that the supply chain are vital partners in this process, but are often the first parts of the industry to be squeezed in any downturn through offshoring or the passing on of cost-saving initiatives. We recognise that the supply chain is where the majority of aerospace workers are employed, and where

most of the economic value is generated. The EMF will therefore work on the following objectives:

- Stepping up private and public R&D efforts and encouraging partnerships between industry and universities;
- Developing a European vision and European involvement in R&D with regard to new concepts and new products as well as financing;
- Fostering a partnership approach between the primes and the supply chain by building communication of workers in both areas.

95) We believe that there are a series of broader measures which should be taken to protect jobs in the European aerospace industry, some of which will require action at EU level, some of which will need to be escalated via the IMF to be tackled at global level. These include:

- Establishing the means to tackle technology transfers
- Contributing to establishing regulation at global level
- Maintaining industrial jobs in the current employment basins
- Maintaining close links between R&D and industrial bases in Europe.

96) Following the dissolution of the EMF Sector Committee Defence, particular attention will be paid in the future on the situation and perspectives of the military aerospace sector. Since horizontal aspects relating to all branches of the defence industries, such as the European security and defence policy or the creation of a single European defence equipment market, will be dealt with in the EMF Industrial Policy Committee, the EMF will try to establish appropriate cooperation mechanisms and structures.

Tasks and projects for the EMF Sector Committee Aerospace (SC)

Nr. ⁽¹⁾	Issue related to the EMF work programme	Task / Projects	Responsibility ⁽²⁾	When?
90	Although the Aerospace industry is a highly successful and strategically important industry for the EU, creating highly-skilled, high value-added jobs for hundreds of thousands of EU citizens, both in direct manufacturing and in the supply chain, there are threats existing in the potential emergence of low-cost competitors, such as China and India, whilst opportunities arise from the massive growth of markets in these economies, coupled with technological barriers to entry for indigenous aerospace industries.	The EMF recognises these issues and will closely monitor developments in these emerging markets.		
91	In the framework of securing fair global competition, especially with the ongoing sharp competition between Boeing and Airbus (EADS), the SC has made some progress in building a common position with US aerospace workers in joint work with the IAMAW.	The EMF will build on this position and seek to work collaboratively within the IMF to achieve a united approach to fair global competition.		
92	The SC will work on the following specific objectives: <ul style="list-style-type: none"> ▪ Supporting and developing the aerospace sector; ▪ Increasing participation by the Member States and Europe in major space, defence and aeronautics programmes; ▪ Emphasizing the special responsibility of the state for military and space activities ▪ Establishing an industrial policy at European level linked to national policies; ▪ Promoting sustainable development by improving social and environmental standards (incl. large scale R&D efforts to promote environmentally friendly products and processes). 			
93	The SC members will continue to prioritise social dialogue at local, country and community level and will pursue this aim actively with ASD. with the following objectives: <ul style="list-style-type: none"> ▪ Manage jobs and competences; ▪ Anticipate demographic trends; ▪ Ensure permanent quality training; ▪ Emphasize the importance of a high level school and university education as well as good links between industry and schools/universities; ▪ Render the aerospace sector more attractive through improved wages, working conditions, etc. 			
94	The EMF will work on the following objectives: <ul style="list-style-type: none"> ▪ Stepping up private and public R&D efforts and encouraging partnerships between industry and universities; ▪ Developing a European vision and European involvement in R&D with regard to new concepts and new products as well as financing; ▪ Fostering a partnership approach between the primes and the supply chain by building communication of workers in both areas. 			
95	There are a series of broader measures which should be taken to protect jobs in the European aerospace industry. These include: <ul style="list-style-type: none"> ▪ Establishing the means to tackle technology transfers ▪ Contributing to establishing regulation at global level ▪ Maintaining industrial jobs in the current employment basins ▪ Maintaining close links between R&D and industrial bases in Europe. 			
96	Following the dissolution of the EMF SC Defence, particular attention will be paid in the future on the situation and perspectives of the military aerospace sector.	→ An ad-hoc WG will be established		

⁽¹⁾ Refers to the paragraph no. in the work programme; ⁽²⁾ Who is primarily responsible