

TOWARDS AN INCLUSIVE HUMAN-CENTRED APPROACH FOR NEW CHALLENGES IN THE WORLD OF WORK

5th MEDITERRANEAN EUROPE METAL UNIONS PERMANENT CONFERENCE FINAL DECLARATION

We, the trade unions Türk Metal Sendikası, Fim Cisl, FGMM CFTD, FICA UGT, USO Industria and SindNova, organisers of the 5th MEDITERRANEAN EUROPE METAL UNIONS PERMANENT CONFERENCE, gathered in Istanbul from 14 to 16 October 2024, to reaffirm the need for a people-centred approach to seize the opportunities and face the risks of the world of work.

Together with the trade unions attending the conference, from 13 different countries, and 15 institutions, we strongly demand that the transitions that are impacting the world of work be managed through social dialogue and that they be used to raise the quality of work for all.

We are confident that technologies based on safe and trustworthy artificial intelligence can increase productivity, improve working conditions, empower workers and create new opportunities for quality work, but we stress that the benefits of artificial intelligence in the world of work can only be maximised when rights and social inclusion are at the forefront, empowering workers and their representatives, with particular attention to the most vulnerable. We stress that social dialogue and collective bargaining can help ensure the safe and reliable adoption of artificial intelligence in the world of work.

The adoption of AI in the world of work is changing skills needs, as it reshapes the composition of workers' tasks and skills. We call for learning systems to adapt rapidly to these transformations, ensuring access to continuous, flexible and good quality training for ALL workers, especially the low-skilled, women and the young workers, and those in small and medium-sized enterprises.

It is time to make the ecological and environmental transition of the main automotive, metalworking and electromechanical sectors socially sustainable through the development of a coherent industrial policy, a dedicated European fund, cohesion policies and national accompanying and intervention programmes.

The production situation in the automotive sector is dramatic in several countries.

All trade unions present at the conference express their solidarity with the Italian workers in the sector, who will demonstrate on 18 October in Rome to awaken and call the European and national institutions to their responsibilities.

An ageing population is rapidly becoming one of the factors driving labour shortages in key economic sectors, such as engineering, in many European countries.

It is necessary, in line with Agenda 2030, to ensure the migration of skilled workers through safe and controlled arrivals.

An ageing population is also changing the demand for skills and there is a need to develop lifelong learning systems through social dialogue, facilitating access to high quality job opportunities for all, improving worker engagement and helping to address labour shortages. In a Europe affected by demographic ageing, adequate policies to support parenthood and the management of migration flows are crucial for growth and welfare.

We strongly support initiatives to restore peace and promote reconstruction and recovery in all areas of conflict and crisis, with the aim of promoting fundamental principles and rights at work and the application of international standards, including through social dialogue.

Convinced that the Mediterranean is the strategic heart of the planet in the geopolitical, economic and social future of Europe, we have decided to develop this initiative of ours by constituting a Restricted Committee chaired by a member for Fim Cisl, SindNova, Türk Metal, which during the period between each Conference, will interface with IndustriALL Global Union, in particular from the MENA region and IndustriALL Europe, in order to build a path of exchanges, researches and studies, data, contractual experiences and existing wage and regulatory treatments, so that there can be a mutual growth, keeping us constantly updated on the major contractual results, creating a network of exchange that will increase the level of interaction between the organising countries and all the countries that refer to the MENA Region.

In addition to this committee, the conference decided to set up four sectoral working groups on automotive, household appliances, electronics and steel, which will tend to meet quarterly by videoconference, in order to exchange information and best practices on trade union activity carried out in the sectors. The composition of the working groups will substantially follow that of the select committee.

The partnership is committed to identifying possible joint projects on topics of common interest, to be implemented with the support of SindNova.

The organizing unions consider Morocco as a potential venue to host the Sixth Permanent Conference of Mediterranean Metalworkers' Unions considering the numerous industrial and social challenges in this area.