

## Social Dialogue in the Textile & Clothing sector. An action roadmap for the years 2018-2020

Workers and employers working jointly for a sustainable future

Brussels, 7 November 2017

### Preamble. A European sectoral Social Dialogue based on mutual confidence

The European sectoral Social Dialogue in the Textile & Clothing industries has been established in the early '90's, and is the structured dialogue forum between workers, represented by IndustriAll European trade union (IndustriAll Europe), and employers, represented by Euratex. Supported by the European Commission, it has built mutual confidence over the years of regular discussions (e.g. on international trade, on the responsible management of supply chains), and over several joint and successful projects: the Sector Skills Council, the CSR risk assessment tool, a capacity-building project for national Social Dialogues.

The European Social Partners, Euratex and IndustriAll Europe, intend to pursue this fruitful cooperation over the years **2018 and beyond**. They share a common vision of actions to be undertaken, which they present in the present roadmap.

### Economic, social and environmental sustainability of the European Textile & Clothing industry at the forefront

The European Social Partners intend to contribute to a sustainable European Textile & Clothing industry, in all its interconnected dimensions: economic, social and environmental.

The issues that they consider relevant for them within this broad spectrum of industrial sustainability are the following:

- on the mainly economic dimension:
  - non-cost competitiveness, based on innovation, on cooperation and fairness along supply chains, on process efficiency, on design quality while exploiting advanced concepts of product design (life cycle design) and of supply chain structures (circular economy).
  - develop strategies, in cooperation with other EU actors (EIB) to favour the access to credit to T&C SMEs to foster new business models, to favour the linkage between active CSR Risk Management to the companies' evaluation by banks, etc.
  - prevention of unfair competition, should this unfair competition take the form of counterfeiting, or of socially or environmentally irresponsible behaviours along international supply chains

- on the mainly social dimension:
  - qualified, competent and motivated workers, with good working and employment conditions, and good prospects for their employment in a changing technological and competitive landscape, both in the European Union and along international supply chains
  - workers with the right qualifications and (individual and collective) competences, in the right numbers, at the right place and at the right time, considering the renewal of generations
  - respectful, fruitful and productive social dialogue and collective bargaining structures, able to acknowledge and to smoothly overcome the structural divergences of interests between workers and employers
- on the mainly environmental dimension:
  - industrial production, distribution, consumption and re-use patterns that use resources (energy, climate, water, mineral raw materials, bio-diversity, agricultural land) in a way that does not impair the capacity of future generations to consume them at the same level, nor the capacity of the most vulnerable populations of today to access essential livelihoods.

### Concrete cooperation projects are envisaged in the short term

In addition to their ongoing projects, IndustriAll Europe and Euratex consider treating some concrete subjects among these issues, in the short term:

- means to improve the **attractiveness** of the sector to younger generations and projects to favour the access of new and qualified workforce to quality jobs in the T&C sector at **national and regional** level going in parallel with the development of new business models
  - anticipation of the consequences of innovation on skills and competences. A first attempt will focus on the innovation induced by the **digitalisation** of the Textile & Clothing sector that will impact the industry in terms of: employment volume and employment conditions, qualitative and quantitative skills requirements
  - concrete implementation in the sector of the upcoming **European Pillar of Social Rights**
  - Develop strategies and tools to consolidate the leading position of EU SMEs in **CSR and sustainability** by for instance processes of transparency along the value chain (reliability, cost, participation of workers, compatibility with other industrial sectors).
  - Development of programmes and projects to favour the expansion of cooperative and structured industrial relations in the most important EU T&C countries and regions.
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