Euro-Mediterranean Conference on Skills Development and Social Dialogue for Textile and Clothing Sector in the Euro-Mediterranean Area
MALTA
10-11/04/2013

Challenges in skills development for textile & clothing sector from trade union perspective.

Jan Callaert
General Secretary
ACV-CSC METEA

ACV-CSC METEA

Is there a future for the textile and clothing industry in Western Europe?

"Yes we can!"

When we have a solution for the challenges that are heading our way.

ACV-CSC METEA

Challenges in Textile & Clothing industry

- Production Costs • produc•vity, specializa•on
  - Energy Cost
  - Raw Materials
  - Environmental Cost
  - Wage Cost
- Intellectual property • crea•vity
- Labour market • most important challenge
  - Lack of suitable labour force
  - Adapted training policy

Facts affecting training policy

- Change in the manufacturing process.
- Dismantling of textile education (secondary and higher level).
- Change in the labour market.
- The bad image of the industry.

Change in the manufacturing process.

- ü Mass Production • niche production = specialization
- ü Low/ middle quality • high quality
- ü Supply-driven • market-driven = customization
- ü Mechanics • electronics
- ü Computer-controlled machines

Changes in the labour market.

- Ageing.
- General shortage of skilled workers.
- Technical training is less popular.
- More options. (supply and demand).
- Mobility on the labour market(inside and outside the companies)
- Gap between education and the work floor.
- Foreign labour.

Image.

- Wages T&C < wages metal, construction, chemical industry.
- Sector in decline?
- No future possibilities.
- No career opportunities.

- Result: lack of inflow of students and workers.

Consequences for the requested skills

- **Machine operators**:
  - Group Training • Training on the job
  - Listening • Thinking
  - Unqualified • technically trained
  - Native language • elementary knowledge of French, English,...
- **Technicians:**
  - Scholastic training • In-company training
  - Middle educated • Higher technically trained
  - Native language • basic knowledge of French, English,...
- **Executives**:
  - Commanding • Coaching
  - Stress management
  - Technical skills
  - Native language • French, English, Chinese...

Consequences for the training policy.

- Transfer of know how > Trainer
- On the job training.
- Specific technical training.
- Attitude training.
- Language training.
- More importance of the sector/company.

Possible solutions

- ü Responsibility for all partners: society, government, social partners, individual workers
- ü A strong social dialogue • Joint-run training institutions
- ü Adequate investment in training (1,9% salary mass)
- ü Individual right to training.
- ü Life Long Learning
- ü Tailor-made training for workers and companies
  - § Students internship as a link between school / job
  - § Customized welcome
  - § Needs research • training plans on branch or company level
  - § On the job training
  - § Recognition of acquired competences
  - § Attitude training, sector-specific training, technical training, language training, …
  - § Cooperation across national borders and across branch boundaries

Together we can succeed in it!

Thanks for your attention.

ACV-CSC METEA