

UIMM and three trade union organisations representing the metal industry (CFDT, CFE-CGC and FO) sign a Manifesto of proposals for the recovery of the French industry

After signing, last May, a first manifesto calling for concrete measures to preserve jobs and skills, UIMM and three trade union organisations representing the metal industry (CFDT, CFE-CGC and FO) have decided to meet again to work on new proposals aimed at initiating the recovery of the sector.

This historic step responds to a particularly critical situation: without a recovery plan and strong and targeted measures, France would risk an unprecedented drop in its industry, which could lead it below the critical threshold of 10% of GDP. The consequences would be dramatic for employment, know-how and skills, the dynamism and economic independence of our country.

After several weeks of discussions, UIMM and three trade union organisations therefore signed, on 24 August 2020, a 2nd manifesto proposing an ambitious recovery plan for the French industry, with one objective: to build a strong industry for a sovereign France. This plan should make it possible to relocate in France activities and products that are essential to our industrial sovereignty, to accelerate the ecological transition of industry and to carry out the transformation of the productive apparatus, particularly in terms of digitalisation and quality of life at work.

It is articulated around 5 major axes and 23 measures:

I. Equity capital for investment - this is an indispensable prerequisite to enable companies to project themselves into the decarbonation of their activities, the modernisation of their productive apparatus and the relocation of strategic activities or products;

1. Create an industrial recovery fund dedicated to productive investment, fed by Caisse des Dépôts, BPI France, the regions, banks, insurance, sectoral and professional funds, or even by subscription open to individuals, as well as by the European recovery plan;
2. Set up an over-depreciation scheme targeted at the digitalisation and greening of the productive apparatus, as well as support for training;
3. Integrate a minimum share of funds dedicated to small and medium-sized industrial companies into company employee savings plans;

II. A competitiveness shock for industry, through tax cuts, notably a 15 billion € cut in production taxes, to attract and anchor industry on our territory, move towards a stronger location of the sector in France, accelerate investment and thus contribute to full employment.

4. Abolish the regional share of the Contribution on the Added Value of Companies (CVAE);
5. Question the C3S (Social Solidarity Contribution for Companies);
6. Revise downwards the rental values of industrial premises;

7. Exempt relocation and industrial expansion projects, as well as green investment projects from local taxation;

III. Support for decarbonation and green investments - the recovery plan must be a lever to achieve the objective of carbon neutrality by 2050.

8. Supporting decarbonation investments in basic industrial processes;

9. Initiate a massive plan for the energy renovation of buildings, both public and private;

10. Create and structure new "green" activities on the territory: transformation of thermal vehicles; dismantling and recycling of planes, ships, trucks, cars; production of green hydrogen, ...;

11. Continue and accelerate the improvement of telecommunications, energy and transport infrastructures throughout the territory.

12. Establish, at the level of branches and industrial sectors, the dissemination of good environmental practices and encourage the carrying out of a carbon balance;

13. Introduce a Carbon Inclusion Mechanism (CIM) at the borders of the European Union in order to tax greenhouse gas emissions associated with imported products;

IV. A more collective game between industrial companies - cooperation between small companies, medium size plants and large groups is a non-cost competitiveness factor on which French industry has room for improvement.

14. Encourage exchanges between contractors, intermediate-size companies and small and medium industries and in the sectors on processes, products, technologies, markets, business, etc.;

15. Make buyers aware of the usefulness of more collaborative relationships with their suppliers ;

16. Set up a forward-looking management of jobs and skills in the branch/industry and territories to facilitate workforce loans;

17. Reinforce the role of the sectors to ensure good cooperation between contractors and suppliers, as well as that of the regions in their support for local projects;

18. Ensure that public and private institutions give preference to companies established in France in their calls for tenders, for example by inserting environmental clauses, linked to the carbon criterion, or social clauses;

V. Quality social dialogue, in the sector and in companies - it must make it possible to find constructive compromises, combining support for the development of companies and responses to employees' aspirations.

19. Fostering a fair, sustained and regular dialogue within the framework of the EWC, with trade union delegates, and with employee representation;

20. Exchange in a transparent way on the company's strategy;

21. Share projects for the manufacture of products or the creation of new production units in order to seek together solutions that would enable them to be located preferably on French territory;
22. Address and deal with the issue of work organisation, working conditions and quality of life at work issues;
23. Develop a training policy that gives priority to training, particularly technical training, to prepare for the skills and professions of tomorrow's industry.

This recovery plan must not be the exclusive responsibility of the State. Its success depends on close steering in consultation and collaboration with the regions and the social partners to strengthen our country's industrial base and return to full employment. In drawing up this contribution, UIMM and three trade union organisations representing the metalworking industry (CFDT, CFE-CGC and FO) intend to assume their responsibilities and show their willingness to act.