



CONFEDERACIÓN GENERAL DEL TRABAJO

FEDERACIÓN ESTATAL DE SINDICATOS DE LA INDUSTRIA METALÚRGICA

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COORDINADORA DEL AUTO DE CGT

ENERGY TRANSITION

AND



SOCIAL

TRANSFORMATION

After the announcement made by the Spanish Government regarding the end of the manufacturing and sale of vehicles with fossil fuel engines (diesel, gasoline, gas), the Committee for Cars of the CGT State Federation of the Metal Industry Sector wishes makes its analysis and proposals, elaborated over the last years, public, both for the general population and for those who, directly and indirectly, depend on car production.

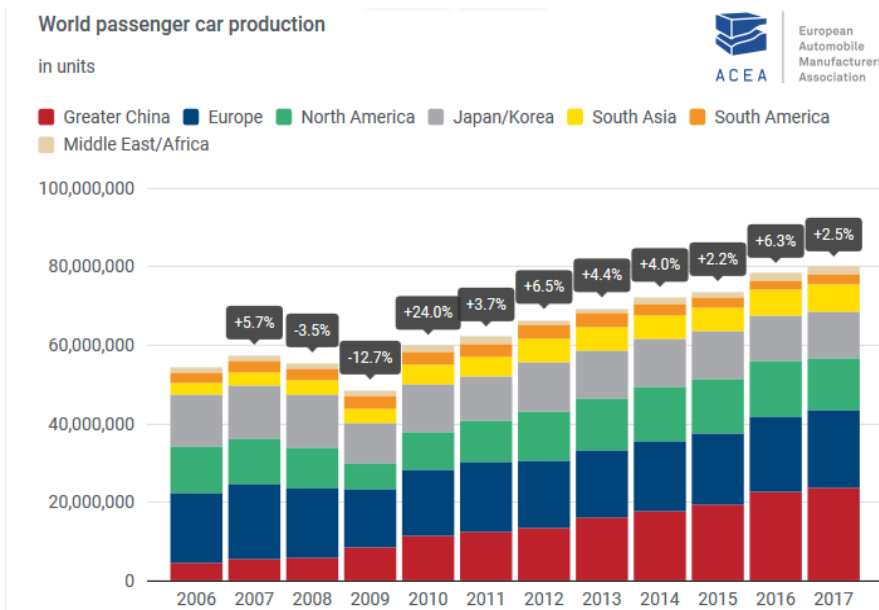
THE RICH MUST PAY THE CRISIS

This is the statement with which the 15M movement summarized the social response to the fraud that meant the crisis of 2007. We are now facing a new fraud. Capitalism designs, dominates, and manipulates information, data, and solutions to its own crisis.

The end of the sources of energy on which we currently depend and the use of green energy are an absolute must for our societies and the planet. However, multinational car companies and other interest groups are working to use this need to make a brutal industrial restructuring that will enable them to maintain their benefits while condemning millions of workers to losing their jobs.

CGT rejects this new global fraud. WE DO NOT BUY THEIR POLITICS OF FEAR. We want to make clear that THIS DOES NOT HAVE TO HAPPEN

- In 2007 this Federation already proposed to the Government, to the ANFAC and to all multinational car companies that this type of engines should be suppressed and that claimed for further in clean energy engines like solar energy or hydrogen. It is surprising that this has remained undiscussed for 11 years only to come up as an spontaneous and improvised announcement when it is something that affects an industrial sector of such a huge dimension.
- The announcement was accompanied by the threat that multinational car companies are planning an industrial restructuring for the next years. The employers no longer hold back and threat the workers shamelessly for they think that some unions and many workers accept that these are “simply the consequences” of competitiveness and new technologies.
- However, CGT believes that the moment has come to say that this is enough. The car industry has grown exponentially over the past years, rendering huge profits for the shareholders of these multinational companies. **WE SHALL NOT ADMIT THAT THE WORKERS PAY FOR THIS INDUSTRIAL RESTRUCTURING.**



Over the past 11 years the manufacturing and sale of cars has grown by 43%, and by 23% in the case of industrial and commercial vehicles. Globally, it has grown by 39%. WHERE IS THE CRISIS IN THE CAR INDUSTRY?

- As ecologists, in **CGT** we are perfectly aware that this transition towards green energy is necessary. However, we shall not accept the imposition of alternatives that respond to the interests of those whose hold over oil has kept us trapped over decades.
- We are not interested in discussing whether petrol or diesel is better: **all fossil fuels are associated to the emission of poisonous residues that provoke thousands of deaths annually** and are responsible for the disease of our planet. **Our task is to defend the working class against the companies who seek to use this as a means to justify an industrial restructuring whose costs will once again fall upon the shoulders of the workers.**

A DEBATE FOR SOCIAL TRANSFORMATION

The Spanish has set the horizon in the 2040s and 2050s while other countries have set it in 2025 or 2030. The transformation leading towards an energy transition may be closer than we expect. General Motors recently announced that the company will close seven factories around the world, which shows that the multinationals are already applying their “remedy” to the problem.



We are aware of the statements made by other unions demanding 32 weekly working hours and relief contracts. We want to believe that this proposals have been made bearing in mind that the union elections are close but expect them to defend them not only now but also later on.

CGT firmly believes that the unity of the working class is the only way to reach these aims. First, however, we have to struggle, particularly in the big multinational companies, to **end with flexibility agreements, the increase of the working hours and all the other measures that are enabling these companies to cut on jobs every day.**

The employers are “radical”: they want to profit from the current technological change to eliminate jobs and increase their benefits. **THE ONLY POSSIBLE ANSWER FOR ANY UNION COHERENT WITH ITS PRINCIPALES IS TO PUT AN END TO ANY FORM OF COLLABORATION LEADING TO INCREASES IN PRODUCTIVITY AND FLEXIBILITY.** The right thing to do is to withdraw from the agreements made so far and to renegotiate with the aim of gaining conditions as good as those achieved in other collective agreements in the metallurgy industry over the last years. **Unions must offer blunt alternatives to the changes that will take place in our sector in the following years.**

In other countries unions are already obtaining results thanks to their struggles and pressure, making no concessions and fighting for a four-day working week (New Zealand), for a 28-hour working week (the metallurgy industry in Germany), or for an working year of less than 1,400 hours.

We welcome the fact that those who once said that our demand for 30 weekly working ours was utopian are now claiming for 32 weekly working hours. **CGT was right.** For this reason we have elaborated a series of proposals and are willing to bring them to collective bargaining. We call the workers in our sector to give up conformism and to actively defend demands and measures that will enable us to alleviate the consequences that the future sectors will bring.



CGT makes a call for the unity of all workers, defending proposals that are consistent, necessary and reachable. If we all struggle together and reject that “there is no alternative” we will manage to transform what they are presenting as a peril for our jobs into new opportunities and benefits for the working class.

LET US WORK TOWARDS SOCIAL TRANSFORMATION

1. REDUCING THE TIME WORKED

This year in the German metallurgy industry the agreement was reached to establish a 28-hour working week. **We must demand and achieve a 30-hour working week and a reduction in the annual working days.** The aim is clear: given that the new technologies will entail a reduction of the labour needed we must distribute the work to keep our jobs.

2. SLOWING DOWN PRODUCTION, IMPROVING HEALTH

We cannot allow that while robots are destroying jobs manual workers keep falling ill and suffering accidents due to the inhuman working rhythms to which they are subjected. **The measuring systems must be modified, increasing the fatigue coefficient, cutting on performance target and eliminating repetitive tasks, particularly those lasting less than a minute.**

3. REDUCING THE RETIREMENT AGE

We must fight so that the stress and psychosocial pressure suffered by manual workers does not lead them to retirement lacking quality of life. **Now more than ever, against the offensive of capital, we must get employers to pay pensions to workers of less than 55 years as well as decent salaries to the younger workers,** eliminating the double and triple pay scales.

4. ACHIEVING EQUALITY OF OPPORTUNITIES

The transformation of millions of jobs thanks to digitization must be made on an equal basis for all, leaving aside favoritism and other manipulations made by companies. **For this reason we must demand that equality criteria govern the election of workers for job training and the access to positions in which new technologies are used.**

5. SOCIAL INITIATIVES FOR GREEN AND SUSTAINABLE TECHNOLOGIES

Our planet cannot cope with overproduction and the spoil of resources. **CGT stands for the use of green energy and industrial processes that do not damage the environment. The use of fossil fuels must be abandoned while the use of solar energy and hydrogen must be favoured, as they are free green energies. Access to energy must be democratic and cheap.**

6. OTHER SOCIAL ISSUES

- We demand the end of outsourcing and employment agencies in order to put an end to precarity, as well as of opaque agreements between companies, for they only harm the working class.
- Robots must be taxed, particularly those who allow for jobs to be cut. We demand higher taxes for the benefits made by companies.
- Companies firing workers or offshoring production must return all government support funds.



A DIFFERENT SOCIETY IS POSSIBLE

