



Draft of sector-wide joint set of commitments

D1.3a

***DESIGN-MTS: Defining Social responsibility Interventions for Grounded Networking in Machine Tools Sector***

<b>Project title</b>	DEfining Social responsibility Interventions for Grounded Networking in Machine Tools Sector
<b>Project acronym</b>	DESIGN-MTS
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<b>Deliverable name</b>	Draft of sector-wide joint set of commitments
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1        **R**= Report, **P** = Prototype, **D** = Demonstrator, **O**=Other

2        **PU**= Public; **CO**= Confidential, only for members of the consortium (including the Commission Services)

## **1. METHODOLOGICAL REMARK**

This draft has been elaborated on the basis of initial project aims and supported by the findings of the analysis carried out in the first months of the project. The set of commitments has been discussed by the consortium's partners during the 2<sup>nd</sup> Steering Committee Meeting and exchange meeting (held on 13<sup>th</sup> December 2013 in Brussels) and this draft takes the partners' inputs into account.

This first draft will be revised and finalised in the final phase of the project, in consistence with the assessment of results achieved and further planning.

In this draft the consortium's partners agreed to focus on the four major CSR-related issues relevant to the Machine Tools Sector (MTS), as identified in the project proposal and detailed below:

1. Employability
2. Demographic change and active ageing
3. Workplace challenges
4. Environmental challenges.

This document endorses a critical perspective and aims at further developments of CSR areas mentioned below in the MTS. The document will represent solely the commitments of the Project Consortium within the project scope. To this purpose, in what follows the major needs and challenges facing MTS are identified, with the aim of defining a first draft of a sector-wide joint set of commitments, able to address the identified needs and challenges.

## **2. CSR-RELATED NEEDS AND CHALLENGES FACING MTS, EMERGING FROM THE ANALYSIS PHASE AND THE DISCUSSION HELD DURING THE 2<sup>ND</sup> STEERING COMMITTEE MEETING**

1. Need to define specific key sub-areas for the following four CSR-related issues relevant to the Machine Tools Sector:

### **1.1. Employability (beyond training in the workplace)**

Some important elements to be taken into account include:

- a. Employment and employment relationships
- b. Training outside the workplace (schools, universities, etc.; broadly speaking: Education and culture)
- c. Employment creation and skills development.

### **1.2. Demographic change and active ageing**

Some important elements to be taken into account include:

- a. Age management at work
- b. Knowledge transfer from old to young workers
- c. Life-long learning programs.

**1.3. Workplace challenges** (beyond Health and safety at work, and Human development and training in the workplace)

Some important elements to be taken into account include:

- a. Conditions of work and social protection
- b. Social dialogue
- c. Employee engagement
- d. Psychosocial risk management.

**1.4. Environmental challenges** (beyond Prevention of pollution, and Sustainable resource use)

Some important elements to be taken into account include:

- a. Energy and resource efficiency
- b. Climate change
- c. Protection of environment
- d. Research and innovation for sustainability.

2. Need to raise awareness on CSR, with particular regard to the above mentioned four major issues and relative sub-areas.
3. Need to develop integrated strategies and tools to support companies in the implementation of CSR with particular regard to the above mentioned 4 major issues and relative sub-areas:
  - 3.1. using relevant accepted standards
  - 3.2. taking into account specific elements from ISO 26000, e.g.
    - a. organisational governance
    - b. community development and involvement
4. Need to find good practices strictly belonging to MTS, that could serve as good examples for raising awareness strategies.

### **3. DRAFT OF SECTOR-WIDE SET OF COMMITMENTS**

**COMMITMENT 1 – Raising awareness on CSR in MTS by:**

1. defining specific methods and strategies for information and awareness-raising;
2. focusing on the 4 major CSR-related issues (and relative sub-areas) relevant to Machine Tools Sector, namely: employability, demographic change and active ageing, workplace challenges, environmental challenges;
3. identifying key stakeholders that can play the role of sector activators;
4. specifically targeting MTS national associations and their affiliates;
5. specifically targeting SMEs, given their crucial role in MTS;

6. endorsing a supply-chain approach, able to integrate sustainability needs of machine tool customers (especially automotive, energy and aerospace);
7. fostering a dissemination campaign (especially through website, newsletters, inserts in magazines and other media, academic publications, involvement of MTS national associations);
8. participating in sectoral events.

**COMMITMENT 2 – Facilitating the implementation of a strategic approach to CSR in MTS**  
by:

1. defining suitable guidelines;
2. using relevant accepted international guidelines and standards (e.g. ISO 26000 and its most relevant elements, including: organisational governance; community development and involvement);
3. focusing on the 4 major CSR-related issues (and relative sub-areas) relevant to Machine Tools Sector, namely: employability, demographic change and active ageing, workplace challenges, environmental challenges;
4. specifically focusing on SMEs;
5. fostering the ‘sustainable image’ of MTS industry throughout the value chain.

**COMMITMENT 3 – Supporting a coordinated management of a CSR platform in MTS** by:

1. Developing appropriate strategies and measures for a coordinated management of the CSR platform in MTS (including training modules, help desk);
2. Providing policy-makers with an overview of CSR and sustainability in MTS with a focus on best practices within MTS and along the value chain as well as existing capacity and how it can be developed further.
3. Elaborating and applying monitoring tools for a joint evaluation of progresses of CSR diffusion and visibility in MTS.