industriAll

EUROPE'S INDUSTRY
EUROPE'S JOBS
OUR FUTURE

ENOUGH IS ENOUGH

Europe's automotive industry is at a crossroads. Plants are under threat, jobs are being cut and workers are being asked to make sacrifices. At the same time, **Europe risks losing production, technology and entire parts of the automotive value chain**.

That is not inevitable. It is a choice. Europe has the industrial base, skilled workers and know-how to build the vehicles of the future here.

EUROPE MUST INVEST IN WHAT IT MAKES:

- **European production**
- **European value chains**
- **Local good jobs**

THE MONEY WAS THERE. IT WENT TO SHAREHOLDERS.

European carmakers say they can no longer afford Europe's workers. Their own financial accounts tell a different story.

€469 BILLION

combined **net profits of the major European automakers**, during 2012–2025

€189 BILLION

paid to shareholders through dividends and share buybacks over the same period

€177 BILLION

still **held in cash and short-term investments** at the end of 2025

2025 Dividends

Despite a combined **€12 billion loss** in 2025, **€17 billion still went to shareholders**. Volkswagen alone paid out **€31.8 billion** (2021–2025) before announcing massive job cuts.

The question is not whether Europe has the resources to invest. It is where companies choose to put them. Europe needs investment in plants, technology, R&D, skills and workers, not managed industrial decline.

PUBLIC MONEY MUST DELIVER PUBLIC VALUE

Our research reveals **substantial state aid provided** without job guarantees, closure restrictions, dividend bans, or clawback clauses:

- **€4.9 Billion+** in direct grants, subsidies, and tax breaks
- **€2.1 Billion** in repayable public loans to de-risk private investment

Europe must stop subsidising its own deindustrialisation. Public funds must secure local investment, skills, and employment.

MADE IN EUROPE MEANS THE WHOLE VALUE CHAIN

The green and digital transitions must build local capacity across the entire ecosystem:

- RAW MATERIALS
- BATTERIES
- POWER ELECTRONICS
- SOFTWARE
- FINAL ASSEMBLY

MADE IN EUROPE, NOT JUST MADE WITH EUROPE

OUR DEMANDS TO POLICY MAKERS

Europe needs an automotive strategy that links public support, industrial investment and demand to production and employment in Europe.

Vehicles purchased with direct or indirect support from public resources or regulation should meet a **minimum 80% European-content** threshold, as proposed in the Automotive Package.

"Made in Europe" must stand for **good jobs, strong social and environmental standards, and fair trade reciprocity.**

1. NO PUBLIC MONEY WITHOUT BINDING CONDITIONS

Public support must guarantee **jobs, collective bargaining, reskilling and protection against relocation**. No subsidised funds for dividends or buybacks - and **clawbacks when commitments are broken**.

2. USE EUROPEAN DEMAND TO SUPPORT EUROPEAN INDUSTRY

Use **corporate fleets, public procurement and social leasing** to stimulate demand, renew Europe's vehicle fleet and secure investment in European production and supply chains.

3. KEEP THE VALUE CHAIN IN EUROPE

Anchor **raw materials, batteries, power electronics, software and vehicle assembly** in Europe, creating good jobs under strong social and environmental standards.

4. MAKE IT IN EUROPE

Public policy must support vehicles with substantial European content. **Made in Europe - not Made with Europe**. That means **technology developed here, components produced here, workers skilled here and value created here**.

OUR DEMANDS TO MANAGEMENT

1. STOP THE BLEED

Halt the job cuts and demands for worker concessions. We need a serious plan to save industry.

2. INVEST IN OUR COMMON FUTURE NOW

Rather than maximizing profits, **ensure that sites, RDI and skills are invested in**. It's a corporate choice if technology leadership is abandoned.

3. RESPECT WORKERS AND PROTECT OUR COMMUNITIES

Strong worker participation and industrial relations are key to transforming European automotive industry. Companies must **honor collective agreements and respect workers' rights to information and consultation**.

4. DON'T TALK DOWN EUROPE

Stop using global competition to justify undercutting local workers. Europe has the skills and innovation to lead; management must **champion domestic production and reinvest in its future** instead of talking down its potential.