



## Social Dialogue in the EU Sugar Industry

# Plenary Committee Meeting

Brussels, 28 February 2013

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PRESENT:

**For CEFS (employers):**

Norbert Kailich - Co-chair of the Social Dialogue Committee  
Oscar Ruiz de Imana – Deputy Director-General, CEFS, Belgium  
Marie-Christine Ribera – Director-General, CEFS, Belgium  
Sonja Hirmann – Agrana, Austria.  
Dominique Braoude - Syndicat National des Fabricants de Sucre de France (SNFS)  
Georgia Heine - Verein der Zuckerindustrie, Germany.  
Norbert Kailich – Südzucker, Germany.  
Christian Kionka - Nordzucker, Germany.  
Georg Von Graevenitz - Südzucker, Germany.  
Patrick Pagani – Unionzucchero, Italy.  
Andrej Köböl- Slovenske Cukrovary, Slovakia.  
Alberto Sanchez Holgado – Azucarera, Spain.  
Carmen Caruccio - Trade & Regulatory Affairs Policy Adviser, Cefs  
Fiona Hamilton - Adviser Trade & Economic Affairs, Cefs

**For EFFAT (workers):**

Harald Wiedenhofer – EFFAT General Secretary – Co-chair of the Social Dialogue Committee  
Daria Cibrario – EFFAT Political Secretary for the Food, Drink and Tobacco Sector  
Jean-Luc Foucart – FGTB-Horval, Belgium  
Charlotte Hautekeur – FGTB-Horval, Belgium  
Philippe Hubin – FGTB-Horval, Belgium  
Slavcho Petrov – FITU FOOD, Bulgaria  
Sylvain Darley – FGA-CFDT, France  
Guillaume Tramcourt – FGTA-FO, France  
Jean Paul Brulin – CFE-CGC, France  
Thomas Pietzka – NGG, Germany  
Franz-Rudolf Vogel – NGG, Germany  
Elfi Wernz – NGG, Germany  
Rolf Wiederhold – NGG, Germany  
Pierluigi Talamo – UILA-UIL, Italy  
Armando Savignano – UILA-UIL, Italy  
Aleksander Jaworek – Südzucker, Poland  
Stanislaw Lubaś - Krajowa Spółka Cukrowa S.A., Poland



Katarzyna Pruzińska - Krajowa Spółka Cukrowa S.A., Poland  
Tomasz Szczeszek – Nordzucker, Poland  
Antonio Loução – SETAA, Portugal  
Francisco J. Fernández González – FITAG-UGT, Spain  
Jesús García Zamora - FITAG-UGT, Spain  
Miguel Angel Arroyo Guijarro – FEAGRA-CC.OO, Spain  
Felix Feo Casares - FEAGRA-CC.OO, Spain  
Raymond Boyle – GMB, UK  
Herbert Schouwenburg - GMB, UK  
Matthew Smith - GMB, UK  
Dominique Mitchell – EFFAT Press and Communication Officer  
Stefanie Sergeant – EFFAT Administrative Assistant to Daria Cibrario

### **European Commission:**

Norbert Schoebel – DG Employment.  
Morgane Lesage - DG Employment.  
Rareş Bularca – DG Employment.  
Bernard Rey – DG Devco.  
DG Trade

### **Guest Speakers:**

Jorge Felix Chullén - IUF Global Sugar Coordinator  
Claude Emmanuel Triomphe - ASTREES  
Martin van Driel – DG Agriculture

## **1. Review of the Work Program 2012**

D. Cibrario and O. Ruiz de Imaña went through the EFFAT-CEFS SD Work Program 2012 and reviewed the accomplishments and results so far. They especially highlighted the key message of the joint position 'CAP towards 2020: Extension of the Single Common Market Organisation (CMO) for sugar necessary to ensure a smart, sustainable and inclusive future for the sugar sector' and on the joint public event held at the European Parliament on 6 November 2012 along with the growers' association (CIBE) and the ACP countries representatives in support of the prolongation of the sugar CMO, including quotas, till 2020. They especially noted that they reviewed the CSR report questionnaire that they yearly run among respective affiliated organizations to implement the CSR Code of Conduct in the EU Sugar Industry and to identify good practices on employability and training. They however noted that they received no reply on either side to the consultation on stress at the workplace despite a request that was sent twice to affiliated organizations during 2012. As a result, social partners CEFS and EFFAT concluded that there was still room to increase the knowledge and awareness around the issue of stress



at the workplace and that is why they asked Mr. C-E Triomphe to give a presentation at the Plenary on the psycho-social risks associated with restructuring.

Reference documents:

- D. Cibrario's and O. Ruiz de Imaña's presentation
- EFFAT/CEFS SD Work Program 2012
- Leaflet of the joint CEFS-EFFAT-CIBE ACP joint Event at the EU Parliament 6 November 2012
- Joint CEFS-EFFAT-CIBE ACP position 'CAP towards 2020: Extension of the Single CMO for sugar necessary to ensure a smart, sustainable and inclusive future for the sugar sector'
- Joint CEFS-EFFAT-CIBE ACP press release of 6 November 2012.

## **2. Presentation of the 10th Annual Implementation Report of the CSR Code of Conduct of the EU sugar Industry in 2012**

D. Cibrario's and O. Ruiz de Imaña presented the main findings of the 10<sup>th</sup> Annual Implementation Report of the CSR Code of Conduct of the EU Sugar industry. They illustrated the economic background and highlighted their common positions notably on:

- (1) the support to the prolongation of the sugar CMO, including quotas, till 2020 within the framework of CAP,
- (2) on EU external trade policy,
- (3) on fair and green growth and
- (4) on discriminatory food taxes.

They also reviewed the count of job losses and closures caused by the 2006 reform and mentioned the social partners' joint position in favour of the maintenance of the sugar quotas till 2020 and highlighted the good practices reported in the field of employability and training by Agrana in the Czech Republic and Nordzucker in Germany. In line with the conclusions and action points of the 2012 SD Plenary, they disclosed and illustrated the methodology for the surveying and consultation behind the compilation of the yearly CSR report. The questionnaire is now public and the timing explained. Social partner representatives were invited to comment and contribute to the continuous improvement of this methodology. They added that - in order to improve the accessibility and enhance the dissemination of the report social partners have decided from now on to write a concise Executive Summary of the CSR Report and translate it into key languages (EN, FR, DE, ES, IT, PL) in a view to secure maximum outreach and use by EFFAT and CEFS members. The intention is to make such Executive Summary also graphically more sophisticated in a view to increase its visibility and circulation. The full report will therefore be drafted in English only from now on.



### Action points

- EFFAT and CEFS from now on to circulate simultaneously the CSR Implementation Report questionnaire in September to get feedback on good practice and implementation issues.
- EFFAT and CEFS from now on to draft an Executive Summary of the yearly CSR Implementation Report in EN, FR, DE, ES, IT, PL. The full report to be drafted in English only from.
- EFFAT and CEFS to work towards improving the graphic design of the Executive Summary in a way to enhance its distribution.
- EFFAT and CEFS to work towards a commonly agreed definition of 'good practice' that can help to better compile the yearly CSR Report

### **3. Work Program 2013**

Mr. O. Ruiz de Imaña (CEFS) and Ms. D. Cibrario (EFFAT) presented the 2013 work program: they highlighted the issue of youth employment and ageing workforce as two sides of the same coin and explained why it made sense to carry out an internal concise study on the demographic profile of the industry to then identify issues related to stress at the workplace, managing an ageing a workforce and successful generation change at the workplace, all highly connected issues.

#### Discussion:

**Norbert Schoebel, EC**, praised the disclosure of the CSR reporting mechanism and mentioned that the EU Sugar industry was the only one where such a CSR Code of Conduct, a reporting mechanism and a joint website existed. This was a positive precedent and initiative which deserved to get enhanced visibility. The Commission would be happy to help in disseminating and spreading the word of the case of the SD Committee in the EU Sugar industries. He also confirmed that the Commission would be ready to support one more meeting a year for the Working Group of the SD Sugar.

**PL worker representatives** stressed the importance of having an extra meeting also to include discussions over precarious employment in the industry as well as the role of temporary agency work while **ES worker representatives** stressed that the extra meeting would be an opportunity to include some work and recommendations about youth employment and managing an ageing workforce. **DE worker representatives** added that it would be very useful to use such meeting to discuss also the mapping of the core competences needed in the sugar industry and get an overview of the demographic breakdown of the workforce in the industry. Attractiveness in the industry was also an



issue to address. **FR worker representatives** mentioned as a possible reference for this work on youth employment/ageing workforce the French 'Generation contracts' (*contrats de génération*) and the specific programs available in the French sugar industry to value and enhance the workforce skills and competences. **DE worker and employer representatives** also commented they had a good system of ensuring generational change and transition. In particular the dual training system could provide a template, which was by the way being looked at also by policy makers in Spain and in the USA.

#### Action points

- EFFAT and CEFS will circulate a questionnaire to get a clear overview of the age and gender breakdown in the EU food and drink industry
- In order to do so EFFAT and CEFS would request the Commission for support to hold a working group in between plenary meetings, likely on 24 October 2013. An official EFFAT/CEFS joint request will be sent to the Commission.
- The EC to provide support in disseminating and spreading the word of the joint initiatives of the SD Committee in the EU Sugar industries, notably the CSR Code, yearly Reporting mechanism and joint website.
- The EC to support one more meeting a year for the Working Group of the SD Sugar. This Group will work on the issues of Youth Employment/Ageing workforce; demographic breakdown as well as the use of precarious work/temporary agency work/outsourcing practices.

#### Reference documents:

- EFFAT/CEFS SD Work Program 2013
- D. Cibrario's and O. Ruiz de Imaña's presentation
- EFFAT/CEFS CSR Code of Conduct in the EU Sugar Industry - 10th Implementation Report (2012)
- EFFAT/CEFS Executive Summary of CSR Code of Conduct in the EU Sugar Industry - 10th Implementation Report (2012) in EN, FR, DE, ES, IT, PL
- EFFAT/CEFS CSR Code of Conduct in the EU Sugar Industry - questionnaire

#### **4. Psychosocial risks at work in time of restructuring and crisis – prevention strategies and good practices at a company level**

As part of the work towards the implementation of the SD Work Program 2012, which included a first exploration of the state of the art on the issue of stress at the workplace in the EU sugar industry, Social Partners had launched a consultation with their respective member organizations in 2012 to identify ongoing initiatives in this field in countries other than France, where an early warning system has already been put into place (as per



Mr. Pinasseau's presentation in the SD Plenary meeting 2012). Partners also disseminated key reference documents related to stress at the workplace such as the *BUSINESSEUROPE, UAPME and CEEP signed a Framework agreement on work-related stress*<sup>1</sup>, a compendium of the initiatives taken by social partners for the implementation of the agreement, compiled by the EU Commission in 2011<sup>2</sup> as well as the following tools:

- ILO, Stress prevention at work checkpoints  
[http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_168053.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_168053.pdf)
- WHO, Best practice in work-related stress management interventions  
[http://www.who.int/occupational\\_health/publications/09\\_Stress%20Interventions.pdf](http://www.who.int/occupational_health/publications/09_Stress%20Interventions.pdf)
- Work-related stress page of the European Agency for Health and Safety at Work:  
<http://osha.europa.eu/en/topics/stress/index.html>

However, they received no reply on either side to the consultation on stress at the workplace despite a request was sent twice to affiliated organizations during 2013. As a result, social partners CEFS and EFFAT concluded that there was still room to increase the knowledge and awareness around the issue of stress at the workplace and that is why they asked Mr. C.-E. Triomphe, ASTREES, to give a presentation on the psycho-social risks associated with restructuring. This topic was considered appropriate also given the heavy employment toll carried by the EU sugar industry following the 2006 sugar regime reform and the fact that either the future elimination of the quotas – hopefully not sooner than 2020 – makes it sensible to discuss the psycho-social impact of restructuring on worker and management well being.

Mr. C.-E. Triomphe explained how there is a strong connection between business restructuring and health. Dismissals, downsizing, outsourcing, subcontracting, mergers and acquisitions and other forms of job mobility clearly have health implications. It should always be remembered that Health and Safety are a human right and that Art 5 of the EU Directive on Occupational Health and Safety (OHS) covers every aspect of health, not just the traditional conception of health and safety (e.g. physical), so psychosocial health is part of the obligations of member states. When restructuring takes place

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<sup>1</sup> <http://ec.europa.eu/social/BlobServlet?docId=1479&langId=en>

<sup>2</sup> [http://www.europarl.europa.eu/registre/docs\\_autres\\_institutions/commission\\_europeenne/sec/2011/0241/COM\\_SEC%282011%290241\\_EN.pdf](http://www.europarl.europa.eu/registre/docs_autres_institutions/commission_europeenne/sec/2011/0241/COM_SEC%282011%290241_EN.pdf)



however, often these aspects of health and safety are totally lost and forgotten. Temporary and precarious workers are particularly at risk as their situation is often un- or less protected. Besides, the restructuring 'survivors', those who stay in the company suffer psychosocial consequences. They usually get a bigger workload to deal with and additional physical constraints, especially when they are young, as everyone considers they can 'cope' and have to build their experience. In addition, the psychosocial risks incurred by especially middle management who has to push and implement the restructuring are significant and shall not be forgotten. Yet, psychosocial risks at times of restructuring are still seen as a hidden problem by various countries and employers. As the people hit are dismissed, often it is difficult to track the consequences. Health continues to be seen as an individual, not collective problem. This approach is wrong as restructurings are collective events and processes.

To sum up, the general recommendations from Mr. C.-E. Triomphe in that area were the following:

- 1- ANTICIPATE BY BUILDING A EARLY ASSESSMENT SYSTEM: To monitor and evaluate psychosocial risks linked to restructuring before any such process is in the pipeline and takes place by establishing early warning systems and mechanisms
- 2- BUILD AN OPERATIONAL FRAMEWORK AT THE WORKPLACE to assess and protect the potential impact on the affected groups hit by restructuring measures notably
  - a. Redundant employees
  - b. 'survivors' – those who stay
  - c. HR and middle management executing the restructuring
  - d. Temporary/agency / precarious workers who are often left behind and enjoy little or no protection in such circumstances and are often used as the scapegoats/buffers in case of restructuring – both unions and employers often agree on this silent consensus
- 3- COMMUNICATE OPENLY ABOUT PSYCOSOCIAL RISKS it is crucial to talk openly about the psychosocial risks caused by restructurings, come out clear on these issues so that they are not just discussed as a taboo, as rumours and so that it is made clear that those who incur this kind of sufferings are not left alone and stigmatized in dealing with this because of the general prejudice which is that the person 'is fragile'.
- 4- JUSTICE AND TRUST must be the key values that underpin the difficult choices that are made at times of restructuring. In such circumstances different groups are often treated very differently, it is therefore key to clearly explain why certain decisions have been taken, and why some are treated in one way and others in another. A restructuring implemented without a basic sense of justice and trust



just creates deep resentment, severely harms people's health and ultimately damages irreversibly a company.

- 5- PUSH FOR THE INCLUSION OF PSYCOSOCIAL RISKS IN LABOUR INSPECTION CHECK LISTS: usually labour inspection does not look at health in restructuring.
- 6- COVER AND TARGET SMEs WITH SPECIFIC APPROACHES: often in SMEs health is very low on the agenda of priorities.

#### Discussion:

**Harald Wiedenhofer, Co-chair of the SD Committee**, stressed how difficult it often is to talk about and identify these risks on the ground, and how important it is to anticipate rather than deal with the consequences. He urged Social Partners to start putting in place early assessment systems at workplaces in the EU sugar industry. In particular Social partners should discuss the following key questions:

- 1 – how to identify indicators of psycho-social risks at the workplace?
- 2 – how to support and accompany all groups present at a workplace?
- 3 – what can be done to anticipate and minimize the suffering?

**ES worker representatives** confirmed the relevance of the discussion as psychosocial sufferings were really severe at companies that had to be restructured in Spain, including a supplementary burden and suffering for temporary workers. They also mentioned that trade unions have to systematically include this topic in their list of issues to look at when they negotiate and discuss working conditions with employers. It should also be taken into account that social dialogue at the workplace is often damaged when restructurings occur: for instance in Spain, works councils can disappear in case of layoffs and the members can be made redundant and there the dialogue workplace dialogue structure that could deal with psychosocial risks disappears and that option is lost. The advice here is really to mainstream the issue of psychosocial risks at work in all phases of one's working life: to raise awareness about them from the welcome package to the employee, during the induction and the training till the restructuring and retirement process. All actors should be involved and sensitized: notably workers and their unions, management, local authorities and any other workplace stakeholder. A good first step would be to include the issue of psychosocial risks at work and in case of restructuring in the workplace at companies' Health and Safety Committees. **FR worker representatives** mentioned that the multitasking job requirements demanded in the industry add to the psychosocial risks just described. **Daria Cibrario, EFFAT FDT Sector Secretary** mentioned that European Works Councils (EWCs) would also be a good forum where to raise psychosocial risks at work and sensitize and train actors. **C.-E. Triomphe** replied that there were a few good practices, mostly at a national level and quite isolated. EWCs so far had not seemed to have discussed the issue much. He concluded that the challenge





is to balance out competitiveness requirements and health priorities, keeping in mind that health is a finite and non-renewable resource, not an infinite and renewable one.

#### Action points

- Social Partners will distribute the HIRES Report (available in 9 languages) among their members with a request to work with it including at a company and workplace level.
- Social Partners to consider the feasibility of putting in place early assessment systems at workplaces in the EU sugar industry, including the following steps:
  - Run a mini-questionnaire at the workplace asking themselves
    - 1 – how can we identify indicators of psycho-social risks at the workplace?
    - 2 – how can we support and accompany all groups present at a workplace?
    - 3 – what can we do to anticipate, accompany and minimize the suffering?
  - include the issue of psychosocial risks at work and in case of restructuring at companies' Health and Safety Committees.
  - mainstream the issue of psychosocial risks at work in all phases of one's working life: to raise awareness about them from the welcome package to the employee, during the induction and the training till the restructuring and retirement process.
  - Sensitize workers and their unions, management, local authorities and any other workplace stakeholder psychosocial risks at work and in case of restructuring.
  - Bring psychosocial risks on the agenda of EWCs.
- The SD working group that will take place in October will hold a first discussion on the topic and see how to implement these steps

#### Reference documents:

- HIRES Report

<http://www.workinglives.org/londonmet/fms/MRSite/Research/wlri/WORKS/HIRES%20New%20engl%20FR%20FIN.pdf>

## **6. Developments on the CAP and Sugar CMO**

**Mr Martin van Driel, DG Agri**, made a technical presentation about the current status of the EU sugar market management and the future of the sugar CMO. He mentioned that the sugar price had gone up and that ACP countries were particularly benefitting from a good export price. 2011 was a record year for sugar imports to the EU, the main source was Brazil. The 2011 Commission proposal was to phase out the quotas in 2015, unlike social partners who wish to keep them till 2020. The process is now in the hands of the



Parliament, where a vote would take place on 13 March 2013 and then there will likely be a tripartite dialogue between the Council and the Parliament where the Commission mediates. There will likely be a definitive position by mid-2013.

**Marie-Christine Ribera, CEFS Director-General** made a presentation delivering the Social Partners' analysis of the status of the current EU sugar market management and the future of the sugar CMO. She specially highlighted how the EU cannot successfully compete with Brazil and that ACP countries can export towards the EU tariff-free. She reminded that the quota system is not rigid, it enshrines various cushioning systems such as the out-of-quota sugar. So why should the EU import from Brazil when there is availability of EU sugar? In recent years sugar prices on the world market went up considerably and that placed the EU at a disadvantage when importing from the global market as the EU is a net importer now and because world sugar prices are extremely volatile. It shall not be forgotten that all countries first and foremost source their sugar supplies from their national markets and only afterwards they source from the global market: that is why this is a residual (and therefore volatile) market. When we look at the price of manufactured food products that use sugar, it is clear that it is not the price of sugar that increases the product final price. Quite the contrary, the EU sugar provides stability and predictability of supply and price, unlike the highly volatile and erratic world sugar market. Besides EU sugar ensures sustainable prices for all the actors of the sugar supply chain, including farmers, workers and ACP countries. The EU sugar industry has invested considerably in the social and environmental sustainability of the sector: this investment, also translated into decent jobs, should be preserved and valued, not wiped away. The social and environmental standards between the EU and the sugar producers in other parts of the world are very different.

#### Discussion:

**ES worker representatives** asked the EC about their vision for the future of the EU sugar industry notably in those countries already hit by the restructurings of the 2004 reform. **Mr. van Driel, EC**, replied that if nothing changed in the sugar regime there would be stagnation, whereas in case of phase out of the CMO and more trade with the ACP and LDCs there would be more restructuring in the EU. In case of full liberalization sugar would become like any other economic sector. **ES worker representatives** replied there was no way they could survive today to competition with Brazil and were very disappointed with the EC's stance on sugar. **IT worker representatives** provided an update on the issue of the silos, a ruling by the Italian Supreme Court was pending. All IT partners agree that the silos should not be dismantled and that this is the correct interpretation of the reconversion decree. **PL worker representatives** wondered who would benefit from the new incoming reform: the sugar industry employers? The answer was no. The sugar industry employees? The answer was no. The EU consumer? EU social



and environmental conditions? The answer was no. It was therefore very difficult to see and understand the rationale behind it. They stressed that EU sugar workers do not ask for new jobs: they just ask to be able to keep their existing jobs and honestly earn a living by working in the EU sugar sector. Why is the EC working against its own sugar industry?

Reference documents:

- Mr van Driel's presentation
- Ms Ribera's presentation

## 7. The EU sugar protocol program and its social impact on ACP countries

One of the conclusions on the Sugar SD Plenary 2012 – also following the analysis of the Special report n. 6 of the EU Court of Auditors (2010) - was that Social Partners would look into whether the EU Sugar regime had benefitted to ACP countries beyond companies and governments and whether it had trickled down to sugar growing communities in AP countries. That is why EFFAT and CEFS agreed to ask **Mr. Jorge Chullén, Global Sugar Coordinator (IUF)**, to deliver his views on this topic, given his ground knowledge of the working and living conditions of sugar cane and sugar industry workers in ACP countries.

**Mr. Chullén, IUF**, showed a slideshow illustrating working and living conditions in sugar growing communities and pointed out that conditions are still very poor and, in many countries, not much has changed in the past 40-50 years. Some of the key features of the sector in the ACP countries were that:

- women are still confined in low skilled jobs;
- proper pesticide use, lack of protective equipment and training in handling are still a major OHS issue in plantations
- outsourcing and externalization of sugar jobs to labour agencies or third parties cause a significant lowering of working conditions including poorer health and safety
- Increasingly, companies are less and less directly responsible of the labour working on sugar cane plantations and are managed by labour agencies or third parties which sometimes are not even in the country but are e.g. in South Africa while all the rest (equipment, chemicals, the land the cane, the tools) are direct property of the company.
- the average daily wage for a sugar worker for basic field operations (e.g. planting, cleaning, weeding) in East Africa is 75¢ USD.
- child labour is still an issue

The overall assessment is that while the program could certainly work, as the governments and the companies in ACP countries have benefitted, but the mechanisms of



transmissions and redistribution of these gains have not worked and not much of those benefits have reached the sugar workers and their communities.

One positive element to mention is that the Leonardo toolkit developed by EU Sugar industry Social Partners to foster OHS is used in ACP countries by sugar unions. **UK worker representatives** commented that it was clear from the presentation and the report that social standards needed to be urgently raised in sugar communities in ACP countries.

**Daria Cibrario, EFFAT FDT Sector Secretary** asked Mr. Chullén what were his recommendations to improve this situation, what could be done? **Mr. Chullén, IUF** replied that the governments in particular were responsible for not having build/improved public social security and health care systems while social dialogue is still poor in ACP and LDC countries and trade unions have not been involved in discussions over their countries' national sugar strategies or 'sugar action plans' as provided for under the Accompanying Measures for the Sugar Protocol Countries (AMSPC) process that started with the discussions regarding the reform of the EU sugar market.

The EU could use its leverage to demand that the ACP governments act and deliver in this sense. Trade union capacity building and involvement in discussions over the future of the sugar regime in ACP/LDC countries would be key to secure that the EU sugar reform in more inclusive benefits sugar producing communities. Again, the EU can demand that trade unions are represented at the table of stakeholders. Besides, companies should take direct responsibility for the workers they employ in their sugar cane estates and refineries. Finally, there should be a cultural shift away from the idea that paying a living wage to sugar cane workers is a gift towards the acceptance that it is a right. Retention and attractiveness is a big issue here: once sugar cane workers get different opportunities they leave. As a result of the poor conditions there is a very high turnover in the fields. This can be reversed by improving conditions: paying a living wage, providing protective equipment and delivering training. **Daria Cibrario, EFFAT FDT Sector Secretary** asked **Mr. Chullén, IUF** if there were any good practices he could refer to in this sense. **Mr. Chullén, IUF** mentioned that there are some good examples in some plantations and companies in Malawi and Mozambique where there are specific social services following the sugar communities; good sanitation facilities in the field are available and well maintained, and a medical service unit is accessible to workers in the plant free of charge. **EC's DG Trade and EuropeAid (DG Devco)** were present at the session. EuropeAid (DG Devco) commented that the recommendations were well noted and that the point on the inclusion of trade unions at the discussion table for the review of the sugar regime in ACP countries was important to implement.

Reference documents:



- Mr. Chullén' presentation
- Mr. Chullén' report on Sugar Workers in the ACP Countries for EFFAT/CEFS Social Dialogue Committee 2013.

END

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