



SOCIAL DIALOGUE COMMITTEE IN THE EU SUGAR INDUSTRY Draft Work Programme 2013

Topics for joint actions and activities

Topic & Background	Objectives	Action	Output	Timeframe
1. Future of EU the Sugar Regime and its social impact	Promotion and defence of the EFFAT-CEFS Joint position on the future of CAP 2020 and the Sugar CMO.	Social Partners will continue monitoring the development of the EU Sugar Regime with a special focus on its economic and social impact for the sector.	Depending on the development of the CAP reform and CMO proposals, social partners may organise public events, jointly participate in events and consultations, issue joint statements and/or press releases and consult their respective affiliates on relevant matters.	28 February 2013 - 28 February 2014
2. EU Industrial and Trade Policy developments	Promotion and defence of the EFFAT-CEFS Joint position on Trade and views on Industrial Policy in relevant forums and consultations. This includes liaising with mutual constituencies.	Given the importance of the EU Industrial and Trade Policy strategy for the EU Sugar Sector, Social Partners will continue monitoring	Depending on the development of Industrial and Trade Policy, social partners may organise public events, participate	28 February 2013 - 28 February 2014

EFFAT REGIONAL ORGANISATION WITHIN THE IUF - MEMBER OF THE ETUC

RUE FOSSÉ-AUX-LOUPS 38 BTE 3 | B-1000 BRUSSELS | T + 32 (0) 2 218 77 30 | F + 32 (0) 2 218 30 18 | E-MAIL effat@effat.org | WEB www.effat.org

CEFS Comité Européen des Fabricants de Sucre

Avenue de Tervuren 182
B - 1150 Brussels
Metro: Montgomery
Tel: +32 (0)2 762 07 60
Fax: +32 (0)2 771 00 26
E-mail: cefs@cefs.org



		the development of EU Industrial and Trade Policy with a special focus on its economic and social impact.	jointly in related events and consultations, issue joint statements and/or joint press releases and consult their respective affiliates on relevant matters.	
3. Corporate Social Responsibility	<ol style="list-style-type: none"> 1 . Distribution of questionnaire among affiliates on the 8 CSR Code's Minimum Standards. 2 . Two CEFS-EFFAT Secretariat discussions 3. Final compilation of the draft report 4. Circulation for comments in January 5. Distribution of final report in February 6. Publication of report on Eurosugar.org after approval in the SD Plenary at the end of February 	Social Partners will compile the 11 th Implementation Report of the CSR Code of Conduct of the European Sugar Industry by following its agreed procedure described in the 10 th Implementation Report.	11 th Implementation Report of the CSR Code of Conduct of the European Sugar Industry	28 February 2013 - 28 February 2014
4. Demographic analysis of the EU Sugar Industry¹ One of the key topics that emerged during the discussions in the SD Plenary 2012 are the concerns regarding succession planning and the increasing age of the	<ol style="list-style-type: none"> 1. Development of questionnaire. 2. Distribution to both EFFAT and CEFS affiliates in selected companies 3. Analysis and compilation of report in Working Group 4. Identification of good practices 	Social Partners will carry out an initial demographic analysis of the EU Sugar sector focusing in particular on age,	<ol style="list-style-type: none"> 1. Demographic overview of the EU Sugar Industry 2. Identification of good practices 3. Conclusions and 	28 February 2013 - 28 February 2014

¹ A similar analysis is currently being carried out within the SD Food and Drink under a 01 Commission-funded project, of which both CEFS and EFFAT are part. The methodology of this analysis can therefore represent a model for carrying out this demographic study in the EU Sugar Industry.



<p>sugar industry's workforce. As in most manufacturing sectors and in the EU in general, this trend – along with the increase in life expectancy and retirement age in most EU 27 countries - is calling on social partners in various sectors to reflect upon new ways to ensure effective succession planning (involving a smooth transition and the transmission of know-how to the new generation of workers) as well as stress-related management issues, particularly for elder workers. Over the past 10 years, the Sugar sector has also been particularly hit by a massive wave of restructures, which entail specific socio-psychological risks. Social partners would therefore like to continue exploring this issue to draw lessons from the experience and to encourage their members to mainstream the issue of psychosocial risks at the workplace. Youth employment also enters the picture as it has now clearly become a major social and economic problem in the EU. Despite the difficult restructures it has faced over the years, the EU Sugar industry has a role to play in providing young people with access to the labour market, particularly in rural areas.</p>	<p>5. Conclusion and recommendations for further action.</p>	<p>gender, as well as measures in place to manage an ageing workforce, monitor diversity and increase the attractiveness of the industry as an employer for new recruits.</p>	<p>Recommendations for further social partner action.</p>	
---	--	---	---	--



EFFAT



EU Social Dialogue Sugar Sector calendar 2013

Event	Date & Venue
Working Group Sugar Sector CSR Report and Demographic Analysis	Brussels, 24 October 2013
Plenary SD Committee Meeting	Brussels, 28 February 2014

EFFAT REGIONAL ORGANISATION WITHIN THE IUF - MEMBER OF THE ETUC

RUE FOSSÉ-AUX-LOUPS 38 BTE 3 | B-1000 BRUSSELS | T + 32 (0) 2 218 77 30 | F + 32 (0) 2 218 30 18 | E-MAIL effat@effat.org | WEB www.effat.org

CEFS Comité Européen des Fabricants de Sucre

Avenue de Tervuren 182

B - 1150 Brussels

Metro: Montgomery

Tel: +32 (0)2 762 07 60

Fax: +32 (0)2 771 00 26

E-mail: cefs@cefs.org