



Social Dialogue in the EU Sugar Industry

Brussels, 24 October 2013

Draft report of the working group meeting

The meeting was co-chaired by **Mr. Harald Wiedenhofer** (EFFAT) and **Dr Norbert Kailich** (CEFS)

1. Welcome and introduction

Mr. Wiedenhofer welcomed all participants and introduced Ms Dauphinelle Clément from Employment, Social Affairs and Inclusion DG.

The agenda was then approved by all participants.

2. Approval of the minutes of the Plenary Meeting of 28 February 2013

The minutes of the Plenary Meeting of 28 February 2013 were approved.

3. Demographic analysis of the EU sugar industry workforce

3.1. Presentation by Mr. Oscar Ruiz of the first results emerged from the demographic analysis questionnaire (Document attached)

Mr. Oscar Ruiz presented a review of the first results obtained from the questionnaire. On the basis of the data so far received, the findings appear to confirm an ageing workforce for the sector. In addition, the results suggest a relatively low level of women's representation in the blue-collar workforce, a higher proportion of low levels of qualification (34%), and a high proportion (80 %) of workers under permanent contracts. The results also show that only a few companies seem to have in place succession planning strategies and age management policies. With regard to youth employment, it appears that many companies do not have specific policies although there exist initiatives aimed at attracting new recruits.

3.2. Discussions

Mr Thomas Pietzka asked whether there existed in some Member States training standards harmonisation to achieve greater skills and better mobility of young people across companies in the sector.



Dr Kailich expressed that despite models of apprenticeships were well-known in Germany, young people faced challenges in finding a job. He added that this acute problem of youth unemployment needed not only the involvement of social partners but also called for politicians to play a fundamental role and asked for the EU Commission key services input.

Additionally Mr Wiedenhofer mentioned the youth guarantee initiative launched by the Commission and implemented in some Member States (i.e. France and Finland) and pointed out that this also focused on high-levels of training quality.

- Ms Clément responded that she will present to the social partners an overview of the initiatives taken by the European Commission on youth employment at the Plenary Meeting to be held in February 2014.

Mr Wiedenhofer highlighted that youth employment was intrinsically linked with the topic of an ageing workforce and that specific HR policies in this latter domain needed to be developed and implemented. He added that albeit employment and labour policies had a cost, reduction of personnel in the sugar industry was counter-productive.

Dr Kailich said that social partners needed to reflect on skill needs so that companies could find a more highly skilled workforce who benefited from adequate training.

Mr Buder stated that training models needed to be reviewed for the older workforce in order to keep them motivated.

Mr Wiedenhofer responded that how to create a motivated workforce when perspectives might appear bleak was a challenge. He concluded by saying that innovative solutions needed to be found and good practices shared to help unemployed young people get to work and older people to stay.

- A first draft report shall be made available by the end of January 2014 with feedback expected by Mid-February. A final draft report shall be discussed and adopted in Plenary meeting on 28 February 2014.

4. Preparation of the XI Implementation CSR report of the Social Partners in the EU Sugar industry

4.1. Presentation by Mr Oscar Ruiz (Document attached)

Mr Ruiz presented the results of the joint CEFS-EFFAT CSR questionnaire. He highlighted a few good practices with regard to training, stress management, health and safety issues and social dialogue.



4.2. Other issues of relevance for the preparation of the report

4.2.1. Format

It was agreed that the annual report was to be drafted in a shorter and more communication-oriented way.

4.2.2. Emerging dossier: CEFS-CIBE-EFFAT sustainability partnership

Mr Ruiz presented the joint agreement between beet growers, sugar producers and trade unions to highlight and report on representative good practices of sustainable production of beet sugar in the EU.

Mr Pietzka asked why this partnership was only focused on beet and not other crops.

Mr Ruiz answered that the partners decided to limit their ambitions for now.

5. Preparation of the plenary meeting 28 February 2014

Dr Kailich asked the participants for pressing topics.

Mr Wiedenhofer summed-up the topics discussed in the Workers' group preparatory meeting, *inter alia*:

- The issue of the quota system and its impact on sugar companies
- Youth employment
- Ageing workforce
- Sustainability partnership

Mr Pietzka stressed that a fundamental element of the social dialogue to be addressed was the future of the industry after 2017 further to the reform of the European common market organisation for sugar.

Mr Buder added that the liberalisation of the EU domestic market asked the key questions “who will produce what and at what price” and under those circumstances how to get young people to work in the sugar sector.

Mrs Brentnall confirmed that building resilience in preparation of 2017 was a priority of the work programme and that the implementation of the reform of the CMO needed to be looked at in conjunction with EU free trade agreements developments.

Dr Kailich concluded that social partners would need to work on these issues intensively.

6. Conclusions and next steps

Dr Kailich thanked all participants and reminded them of the Plenary meeting to take place on 28 February 2014.



Annexes: see PowerPoint presentations attached (x4)

- I. Introduction
- II. Preliminary results Socio-demographic Survey
- III. 11th Annual Implementation report CSR Code of Conduct
- IV. General introduction to the Sustainability Partnership

Final list of participants-Sugar social dialogue committee working group meeting 24 October 2014:

<u>NAME</u>	<u>ORGANISATION</u>
Dauphinelle CLEMENT	EUROPEAN COMMISSION
Harald WIEDENHOFER	EFFAT
Estelle BRETNALL	EFFAT
Stefanie SERGEANT	EFFAT
Oscar RUIZ	CEFS
Michael BROWNE	SIPTU
Elfi WERNZ	NGG
Dieter WOISCHKE	NGG
Sigrun KRUSSMANN	NGG
Martin MÜHLBACK	NGG
Ulrich GRUBER	NGG
Thomas BUDER	PRO-GE
Jean-Michel DESMECHT	CFDT
Petrov SLAVCHO	FITU FOOD
Philippe HUBIN	FGTB
Jean-Luc FOUCART	FGTB
Félix FEO CASARES	FEAGRA-CC.OO
Francisco FERNANDEZ GONZALEZ	FITAG-UGT



Jesús GARCIA ZAMORA

Tomasz SZCZESCEK

Katarzyna PRUZINSKA

Stanislaw LUBAŚ

Rafaël NEDZYNSKI

Antonio LOUÇÃO

Pierluigi TALAMO

Jean-Jacques CAZAUMAYOU

Norbert KAILICH

Dorte ANDERSEN

Alberto SANCHEZ

Giorgio SANDULLI

Dominique BRAOUDÉ

Patrick PAGANI

FITAG-UGT

NSZZ Solidarnosc

NSZZ Solidarnosc

NSZZ Solidarnosc

FGTA-FO

SETAA

UILA-UIL

FGTA-FO

Südzucker

Nordzucker

AZUCARERA (AGFAE)

COPROB – Unionzucchero

SNFS

Unionzucchero

