



Future Forum 2020 European Employee Network Agricultural Machinery

International Trade Union House (ITUH)
Brussels, 10 – 11 June 2010



Overview

After more than two years of successful cooperation, project partners of the European Employee Network Agricultural Machinery came together for the final international conference "**Future Forum Agricultural Machinery 2020**" which took place in **Brussels**, Belgium on June 10th and 11th 2010.

Employee representatives and trade union secretaries from **Austria, Belgium, the Czech Republic, Finland, France, Germany, Hungary, Italy, Spain and Portugal** participated in the 2-day conference at the International Trade Union House, which was hosted by the EMF. The conference was attended by more than 40 partners of the network representing a total of 10 EU countries, who actively exchanged information on the current situation of their sectors, main challenged and future demands. With the **Brussels Declaration on Agricultural Machinery**, employee representatives of the sector expressed their demands for a strong European agricultural machinery industry in the future which was based on strong workers representation.



1st day

The Future Forum 2020 was officially opened by **Wolf Jäcklein**, the project coordinator from the EMF. The conference participants briefly introduced themselves and commonly agreed on the successful cooperation in the network and the need to find a way to regularly meet in the future after the official ending of the EU funding period. The Austrian participants **Thomas Grammelhofer** from Pro-Ge and **Alois Schlager**, works council from CNH both expressed their wish to continue with the sector specific employee network and referred to its remarkable development from a "delicate little plant" (*Pflänzchenetzwerk*) to a truly European network with project partners from 10 EU countries. **Jouko Reijonen** from Metalliliitto in Finland spoke about his positive experiences in the project and was followed by the Belgian and Spanish representatives from ABVV-Metal, ACV, MGA-UGT and Industria CCOO. All participants and network partners stressed the need to continue the network after the current funding period, e.g. by having at least one general meeting per year.

Eckhard Voss from Wilke, Maack and Partner in Germany provided a summary of activities and achievements of the EU network during the last 2.5 years (see powerpoint presentation). Apart from concrete achievements – continuous enlargement of the network, organisation of several transnational workshops, effective organisation of an exchange of experience and information, development of joint positions (e.g. in the 2008 "Statement of Frankfurt") he also described the difficulties of the network. Particularly, the lack of language skills is a barrier for communication processes without the help of – expensive – interpretation services. This also has an impact on the usage of the German-English website of the network. Given the language barriers it is difficult to use it as a communication tool between network partners.

However, in the feedback round on the website, participants stressed the added-value of the website and its important function as an information and resource platform: to serve as an information and resource centre for country specific information and provide information on trade union and employee representatives in all countries involved. Interested employee representatives from the agricultural machinery sector should simply have the possibility to contact a colleague from the same sector in another EU country.

Patricia Ruiz from John Deere Iberica and **Pablo Flores Blazques** from the Spanish trade union Industria CCOO summarised the main results of the project's workshop in Madrid in December 2009. **Alois Kazelle** from the Czech trade union OS Kovo and an employee representative of the company Zetor spoke on the previous workshop in Prague in February 2010. He also provided an overview of the group work in Prague, in which the country representatives gathered first ideas for a declaration on agricultural machinery.

The following round table discussion gave participants from all present countries the opportunity to exchange information on the topic: "Agricultural machinery in the global context: Effects of the crisis and challenges for the future". Most of the participants shared comparable experiences from their home countries in regard to the impact of the crisis.

The Hungarian participant **Sandor Baracscai** from VASAS commented on the difficult economic and fiscal situation of his country. He also informed the other participants about a worsening of labour standards in the aftermath of the crisis, e.g. weakening the protection against dismissals (recently the notice period was reduced from six to only two months). He



suggested adapting a petition on how to strengthen, support and establish the work of trade unions in the EU. Other remarks referred to the link of renewable energies and renewable resources to the agricultural machinery sector. **Norbert Schulze** from Lemken in Germany asked why the sector was experiencing problems if precisely these goods (renewable resources) stood for the main industries of the future.

Alois Schlager from CNH in Austria informed about the situation of agricultural machinery in his country and also informed the participants about the initiation of stronger cooperation between works councils and trade unions at the national level. Recently an Austrian employee network in the Austrian agricultural machinery industry has been started which is also actively supported by the trade unions involved in the sector. He also mentioned that Austria was about to adapt amendments to their labour law in order to implement the EU directive on agency workers into national law.¹

Another critical remark was put forward by the Italian colleagues **Pierpaolo Calzolari** and **Francesco Chiello** from FIOM-CGIL, who reported on dramatic circumstances, reduced sales and investments in Italian companies of the sector. **Pierre Larboudette** from Claas in France summarised the general economic situation in France, in the agricultural machinery sector and at his production site of Claas. His colleague **Olivier Guyon** strongly criticized the trend among companies to start "low-cost" production of tractors in China on the one hand, which clearly contradicts with the general trend towards renewable energies on the other hand.

Steve Temmerman from New Holland Antwerp in Belgium has already at previous workshops earned recognition from the network for a very interesting anti-crisis measure at his company in Antwerp. The anti-crisis measure is based on great and exceptional solidarity between the white collar and blue collar workers at his company. In times of crisis, both employee groups chose "stamping" (a system to collect unemployment benefits, "being on the dole") in order to avoid redundancies at the company site.

Joachim Stöber from the IG Metal in Germany stated that China and India have established themselves as international competitors in the production of agricultural machinery and that particularly these countries have started exporting products to the major agricultural markets in the USA and Europe. He emphasised the urgent need for stronger sector-specific cooperation in mechanical engineering between the EMF and the International Metalworkers' Federations (IMF) in the future. At the IG Metal, his work in the agricultural machinery sector represented a pioneering role, which had to be supported at European and international level.



Photo: Joachim Stöber, IG Metal Frankfurt

The round table was followed by a debate on the **Brussels Declaration** on Agricultural Machinery. The final wording of the Declaration was adjusted in order to formally adopt the text at the end of the Future Forum by all participants. In

¹ Directive 2008/104/EC on Temporary Agency Work has to be adapted by EU member states by 05.12.2011.



regard to the dissemination of the declaration, **Joachim Stöber** requested every single project partner to share this declaration with the respective trade unions, works councils, committee and employee representatives in their home countries and companies.

2nd day

The second conference day was opened by **Peter Scherrer**, General Secretary of the EMF. In his speech he welcomed all participants from 10 EU countries and the two guest speakers **Ian Fraser** from the European Commission, DG Enterprise and Industry and **Ralf Wezel**, the General Secretary of the European Associations of Manufacturers of Agricultural Machinery (CEMA).

Peter Scherrer emphasised the importance of the networking project, which is regarded by the EMF as a flagship project. As a good practice example, the Employee network agricultural machinery has already served as an example for the wind energy and soon for the construction machinery sector. Also in the context of the new Social Dialogue Committee established earlier this year between EMF and CEMET on the metal, engineering and technology based industries, the agricultural machinery network is an important activity according to Peter Scherrer. Against this, he ensured his personal as well as the EMF's support for future activities of the network.

As the first of the two guest speakers, **Ralf Wezel** shared his view on the current situation, challenges and future of Agricultural Machinery in the EU in his presentation. He also remembered that he was present at a conference organised by the IG Metal in North Rhine Westphalia 15 years ago, at the time when the German agritech network of employee representatives was founded. The current European network including 10 countries is a continuation of this German network. Ralf Wezel summarised that the crisis did not have a comparable impact on the agricultural machinery sector as on the construction sector. The negative effects of the crisis have reached the sector few months later and with a lower intensity.

His organisation undertakes regular business surveys in which companies were asked concerning their plans for the workforce (permanent staff). Outcome of the CEMA Business Barometer as of May 2010 was that especially Italy is likely to face a drastic reduction in employment. Here, 33 % of interrogated Italian companies confirmed this trend (in comparison: Germany 4 %, France 8 % and Europe 11 %). He spoke on factors influencing future equipment demands in Europe: the European Agricultural Policy, Environmental Policy, Climate Change, Food & Energy Supply and the price of agricultural land and labour. He also stated that Russia as a major market has introduced high import duties on combine harvesters. Hence, agricultural machinery companies plan to directly open production sites in Russia.



Photo: Peter Scherrer (EMF), Ralf Wezel (CEMA) and Ian Fraser (EU COM, DG ENTR) from the left.

Ian Fraser of the EU Commission presented the EU legislation covering agricultural machinery and major aspects for the future of the industry from perspective of the EU Commission. He has been in charge of the Machinery Directive, which will be adapted soon but will not cover tractors. In regard to the future industrial policy of the EU, he outlined the European Union's 2020 communication and the 7 flagship initiatives. Particularly resource efficiency in the EU, the reduction of CO2 emissions, the promotion of energy security and new energies as well as the "agenda new skills for new jobs" were of interest for the conference participants.

In the following podium discussion, chaired by **Alois Schlager** (CNH Austria) as a member of the network, the employee representatives **Ludger Budde** from Krone in Germany, **Pierre Labourdette** from Claas in France, **Alois Kazelle** from Zetor in the Czech Republic, **Patricia Ruiz** from John Deere Iberica and **Peter Scherrer** used the opportunity to discuss and address their concerns and demands for a secured future of industry and employment in Europe towards the representatives of the EU Commission and the European industry.

The afternoon of the second conference day was used to discuss the future of the employee network. **Wolf Jäcklein** summarised the participants' interest in follow-up activities and a continuation of the network. It was agreed to have regular steering group meetings of the network (twice a year) organised by the EMF in Brussels. The steering group shall be enlarged to additional participants and shall have the function to organise a possible follow-up meeting in the future.

Alois Schlager presented a table with basic information on each participant (name, organisation or company, photo, contact details and language skills) which shall facilitate the direct communication among the participants. The table will be published on the project's website.



The Future Forum 2020 was officially closed with the adaptation of the **Declaration of Brussels on Agricultural Machinery**.

Documents of the Future Forum 2020 are available at the project's website:

<http://netkey40.igmetall.de/homepages/netzwerk-landtechnik-en/euworkshops/conferencebrussels062010.html>.

- Brussels Declaration on Agricultural Machinery
- Results of the Agricultural Machinery Networking in Phase I and II (Eckhard Voss)
- Agricultural Machinery – main challenges and tasks until 2020 (Ralf Wezel)
- Strategic orientations and objectives for the machinery sector in Europe from the point of view of the EU Commission (Ian Fraser)

Annex:

- Conference programme
- List of participants
- Brussels Declaration on Agricultural Machinery



Conference Programme

European Agricultural Machinery 2020 Future Forum of the Project

Brussels, 10 – 11 June 2010

International Trade Union House (ITUH)
Boulevard du Roi Albert II, Brussels

10th June 2010	
until 10:30	Arrival and registration of participants
10:30	Aims of the Forum and organisational questions > <i>Wolf Jäcklein, EMF</i>
10:45	Short round of participants introducing themselves <i>Moderation: Wolf Jäcklein, EMF</i>
12:00	Results of the AgriTech Network Phase I project and Aims of Phase II > <i>Eckhard Voss, Wilke, Maack and Partner</i>
12:30	Lunch
13:30	Reports from the international workshops in Madrid and Prague > <i>Patricia Ruiz, MCA UGT and Pablo Flores Blazquez, Industria CCOO</i> > <i>Alois Kazelle, OS Kovo</i> <i>Moderation: Kim Schütze, Wilke, Maack and Partner</i>
14:30	Coffee
15:00	Round table: Agricultural Machinery in the global context: Effects of the crisis and challenges for the future > <i>Project partners from Austria, Czech Republic, Finland, France, Germany, Hungary, Italy, Poland and Spain</i> <i>Moderation: Joachim Stöber, IG Metall & Thomas Grammelhofer, ProGe</i>
16:30	Coffee
17:00	Presentation of the "Brussels Declaration" and open discussion <i>Moderation: Wolf Jäcklein, EMF</i>
18:00	End of first day
Evening	Joint dinner



11th June 2010	
09:00	Opening of the Forum and welcome address by EMF ➤ <i>Peter Scherrer, General Secretary, EMF</i>
09:15	Agricultural Machinery – main challenges and tasks until 2020 ➤ <i>Ralf Wezel, General Secretary, CEMA Brussels</i>
09:45	Strategic orientations and objectives for the machinery sector in Europe from the point of view of the EU Commission ➤ <i>Ian Fraser, EU Commission, DG Enterprise and Industry</i>
10:15	Coffee break
10:45	Round table: Agricultural machinery 2020 ➤ <i>Ralf Wezel, General Secretary, CEMA Brussels</i> ➤ <i>Ian Fraser, EU Commission, DG Enterprise and Industry</i> ➤ <i>Joachim Stöber, IG Metall Vorstandsverwaltung Frankfurt a.M.</i> ➤ <i>Peter Scherrer, General Secretary, EMF</i> ➤ <i>2-3 employee representatives the AgriTech Network</i>
12:00	Plenary discussion
12:30	Lunch
13:30	Presentation of the European Map of Agricultural Machinery, major project results and outlook on future activities ➤ <i>Eckhard Voss, Wilke, Maack and Partner</i>
14:30	Formal adoption of the “Brussels Declaration”
15:00	End of the Forum



List of participants
Agricultural Machinery Network – Future Forum 2010
Final conference

Brussels, 11th June 2010

Country	Name	Trade-Union	Company
AT	Alois Schlager	PRO-GE/GPA-djp	CNH
AT	Thomas Grammelhofer	PRO-GE	
AT	Ferdinand Bogenreiter	PRO-GE	CNH
BE	Joeri Masschelen	ACV	CNH Zedelgem
BE	Yves Beunen	ACV	CNH Antwerpen
BE	Steve Temmerman	ABVV Metal	CNH Antwerpen
BE	Ivan Aerts	ABVV Metal	
BE	Patrick Vandekerckhove	ABVV Metal	CNH Zedelgem
BE	Luc Lamssens	ABVV Metal	CNH Zedelgem
CZ	Alois Kazelle	ZO OS KOVO	Zetor Tractors
DE	Kim Schütze	Wilke-Maack	
DE	Eckhard Voss	Wilke-Maack	
DE	Joachim Stöber	IG Metall	
DE	Norbert Schulze	IG Metall	Lemken
DE	Ludger Budde	IG Metall	Krone
DE	Kai Blasius	IG Metall	John Deere
DE	Heiner Strotjohann	IG Metall	Claas
DE	Michael Hettmer	IG Metall	Kemper
ES	Carlos Martinez	Industria CCOO	
ES	Pablo Flores Blazquez	Industria CCOO	JohnDeere
ES	Julio Javier Sanz Martin	Industria CCOO	JohnDeere



Country	Name	Trade-Union	Company
ES	Patricia Ruiz	MCA-UGT	JohnDeere
ES	Jose Ruiz	MCA-UGT	JohnDeere
ES	Amaro Garcia	MCA-UGT	
FI	Erkki Moisio	Metalliliitto	Agco Sisu Power
FI	Jouko Reijonen	Metalliliitto	
FR	Pierre Labourdette	FTM-CGT	Claas
FR	Olivier Guyon	CGT	Claas
HU	Sándor Baracscai	VASAS	Linamar
HU	László Szilágyi	VASAS	Linamar
IT	Pierpaolo Calzolari	FIOM-CGIL	Argo Tractors
IT	Francesco Chiello	FIOM-CGIL	Argo Tractors
PT	Alberto Simoes	SIMA	
BE	Peter Scherrer	EMF	
BE	Wolf Jäcklein	EMF	

Guests / Speakers on 12th June 2010

Ralf Wezel – General Secretary – CEMA

Ian Fraser – EU commission – DG Enterprise and Industry



Brussels Declaration on Agricultural Machinery

We, representatives of the metalworkers' unions, works councils and workplace union committees at the international, sectoral Future Forum of the European Employee Network Agricultural Machinery in Brussels, have today adopted the following joint declaration:

A strong European agricultural machinery industry is based on strong worker representation. A significant employer in the European Union, the European agricultural machinery sector is a crucial and core segment of Europe's mechanical engineering industry. The European agricultural machinery sector is the largest supplier of agricultural machinery in the world and an innovative sector whose global competitiveness is underpinned by an experienced industrial and service workforce with substantial technical capabilities.

The agricultural machinery sector is an industry of the future. In view of the pressing global challenges associated with food, raw materials and the environment, the importance of agricultural machinery now extends well beyond its traditional role in the agricultural industry and also has a significant bearing on energy and environmental policy.

Europe's agricultural machinery industry is distinguished by strong trade union structures enabling workers' representation. The sector is proof that strong trade union organisation and the involvement of worker representative bodies within the workplace in company decision-making has a positive impact on the development of companies' global competitiveness, management of structural change and innovation.

The appearance of the agricultural machinery sector has altered dramatically in recent years in the wake of globalisation. Production sites in Europe are coming under increased cost and competitive pressure as new competitors enter the market, particularly in Asia. Many companies have responded to this development by relocating their operations and stepping up cross-border collaboration and cooperation, which has contributed to a significant internationalisation of the sector.

However, given the internationalisation of the sector and the increasingly cross-border nature of labour distribution, the predominantly national system of worker representation is no longer sufficient. For this reason, and because the agricultural machinery sector has a high preponderance of small and medium-sized enterprises and the system of European works councils is thus only applicable to a relatively small number of companies, in 2007 works councils, workplace union committees and national metalworkers' federations established the European Employee Network Agricultural Machinery, which is now coordinated by the European Metalworkers' Federation (EMF).

Over the past three years, with financial support from the European Commission, the network has for the first time enabled an exchange of experience, cross-border discussions and engagement with topics of joint interest as well as the development of joint positions. Without the network, such an exchange would be impossible for colleagues at small and medium-sized enterprises, since no European framework for this interaction has existed until now.



Our demands to safeguard a future-proof and sustainable agricultural machinery sector

- I. Through this exchange, we have discovered that – irrespective of any national differences – we all face similar problems and have to deal with shared challenges. These include the increase in temporary agency work and other forms of work provision other than regular permanent employment, which often entail substantial reductions in income for the workers concerned.
- II. In addition, many of our colleagues on the shop floor report insufficient investment in workers' expertise, skills and qualifications, combined with increasing skills shortages and risks to sites, jobs and manufacturing quality. A sustainable future for the agricultural machinery sector in Europe can only be shaped through its workers. For that reason, we are calling for more training and education opportunities and observance of the individual right to training for all workers in the sector.
- III. Jobs within the EU and outside Europe are often relocated on the basis of incorrectly calculated cost benefits, resulting in long-term risks for existing sites. We see these trends as constituting not only joint challenges for company and sectoral trade-union policy but also significant risks to the further industrial development of Europe's entire agricultural machinery sector.
- IV. In common with other industries, the agricultural machinery sector has been hit hard by the global financial and economic crisis. This has led to some massive falls in turnover and output and to difficult economic realities for many companies, as well as to redundancies. The fact that the past two years have not seen greater job losses and an associated loss of skills is owing in no small measure to company and sectoral worker representative bodies and trade unions. However, the mainly small and medium sized companies in the sector need access to liquidity and financing.
- V. But possible concessions that have been made by the employees' representations in a bid to preserve jobs must not result in a permanent lowering of working conditions and standards and a sharper increase in precarious employment in our sector in the wake of the crisis. Within the agricultural machinery sector, the markets of the future will not be won by adopting the "ever cheaper" principle. We therefore advocate a philosophy of quality jobs instead of cost-driven labour policies, and demand maintaining know-how in the R&D sectors and in production.
- VI. We believe that social dialogue at company and sectoral level guarantees a socially responsible approach to crisis management and the anticipation of future structural change, both in our countries and throughout Europe. This instrument has proved its worth once again in the current crisis and we are therefore resolutely opposed to any form of erosion and weakening of worker participation at company and national level.
- VII. Social dialogue and worker participation in the form of information and consultation are integral components of the European social model and enshrined as a fundamental right in the Treaty of Lisbon. These components must be respected and expanded in order to safeguard and develop jobs and employment conditions over the long term



and boost the innovative competitiveness of Europe's agricultural machinery sector. We firmly condemn all violations of workers' rights.

- VIII. In view of the increasing internationalisation of our sector, the EWC Directive and current and future amendments to it are important for worker representation. However, it is also necessary, given the predominance of SMEs within the sector, that company and trade-union worker representatives from the entire agricultural machinery industry be given the chance to engage in cross-border collaboration: this opportunity must not be confined to employees of large companies. Everybody deserves the possibility to be given the right to participate in transnational cooperation.
- IX. The conditions for the future sectoral activities of worker representative bodies require time and real financial resources to be found in order to enable this collaboration to take place. In particular, the development of a responsible European policy on social and employment as well as industrial issues, corresponding to EMF's and its affiliated organisations' demands, makes these improved opportunities for the representation of workers' interests essential.
- X. To guarantee this future oriented sector – the agricultural machinery sector - and the employment prospects in Europe, we expect joint initiatives and efforts in the companies, led by management and employee representation, accompanied by appropriate policy frameworks defined by the EU Commission and the EU Parliament.

In conclusion, the trade unions in the current situation underline their determination to unite their efforts on European level, rather than in the framework of national policies. Workers refuse to pay for the crisis they did not cause and will take appropriate action if needed.

Adapted in Brussels, 11th June 2010