



Europäischer Metallgewerkschaftsbund
European Metalworkers' Federation
Fédération Européenne des Métallurgistes

European Employee Network
Agricultural Machinery



European Employee Network Agricultural Machinery Phase II

Outline of main activities and interim results

2nd international workshop
Prague, 24th-25th February 2010

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Wilke, Maack and Partner, Hamburg



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GD Employment, Social Affairs and Equal Opportunities





Content

1. Overview
2. Partners and networking
3. Joint website
4. Tasks of project partners
5. EU Map Agricultural Machinery / EU Sector Report
6. Interim results and outlook
 - Results of the 1st international workshop
 - European Employee Forum Agricultural Machinery





1. Project activities: Outline and timetable

Project phase	Activities and measures	Location	Time
Preparatory phase	▪ Coordination of work plan and responsibilities	Brussels	Jul 2009
	▪ Start-up meeting of steering group		28 Sep 2009
	▪ Updating and adjustment EU-Website		
	▪ Project flyer		
Implementation phase	▪ Gathering of information and update of sector reports		Oct 2009 – Mar 2010
	▪ Gathering of information and update of enterprise profiles and data sheets on production sites		
	▪ National coordination, network building		
	▪ Update of EU-Website		
	▪ 1. Transnational Workshop „Crisis, restructuring and possible solutions- what employee representatives suggest “	Madrid	3-4 Dec 2009
	▪ Documentation of results	Brussels	18 Dec 2009
	▪ EMF steering group meeting		
	▪ 2. Transnational Workshop „Agricultural Machinery in time of crisis and restructuring – Exchange of employee experience and strategies”	Prague	24-25 Feb 2010
	▪ Documentation of results	Brussels	Mar/Apr 2010
	▪ Steering group meeting: interim evaluation and preparation of final conference		
Evaluation and dissemination phase	▪ Elaboration of Brochure / European Map of Agricultural machinery	Brussels	10 –11 Jun 2010
	▪ Final Conference „Employee Forum European Agricultural Machinery 2020”		
	▪ Dissemination of achievements and final report		
	▪ End of project funding		





2. Network Building

Trade union partners – Metalworkers unions from ten European countries

- Austria: Pro-Ge, GPA-djp
- Belgium: ABVV-Metaal, CCMB
- Czech Republic: OS KOVO
- Finland: Metalli
- France: FTM-CGT, FO Metaux
- Germany: IG Metall
- Hungary: VASAS
- Italy: FIOM-CGIL
- Poland: NSZZ Solidarnosc
- Spain: MCA-UGT, FM de CC.OO





2. Network Building

Company representatives from major European agricultural machinery companies

Directly involved in the project team:

- CNH in Germany, Austria and Italy
- AGCO-Fendt in Germany and Finland
- John Deere in Germany and Spain
- Claas in Germany and France
- Zetor in the Czech Republic
- URSUS in Poland
- Krone, Lemken, Stoll and other companies from Germany through the works council network





3. Website – Network building for project partners

Homepage
BDL Network
EU Network
Companies

▶ EU Network
▶ Project Partners

- Homepage
- BDL Network
- EU Network
- Aims and Activities
- Project Partners**
- Austria
- Belgium
- Czech Republic
- France
- Finland
- Germany
- Italy
- Hungary
- Spain
- Poland
- EMF
- International Workshop Vienna
- Final Conference Frankfurt
- Country visits
- European AgriTech Map
- Contacts
- Companies
- Materials and Downloads

SUCHE

Project Partners

The European Employee Network Agricultural Machinery has quite a unique partnership structure: It is bringing together not only **metalworkers unions** from different European countries but also **trade unionists and works council/company committee representatives from individual companies** in the sector.

The **European Metalworkers Federation EMF** is the official project coordinator of the network, which is open for the participation of new partners.

Trade Union Partners

As one of the two major partners of the European Employee Network Agricultural Machinery, trade unions play an important role in the entire network: So far trade union secretaries responsible for the agricultural machinery sector from the following 10 countries have started an exchange and closer cooperation:

Austria, Belgium, France, Finland, Italy, the Czech Republic, Germany, Hungary, Spain and Poland.

Employee representatives from individual companies

Establishing direct contacts between trade unionists and works councils at the company level is a key objective of our project. Therefore company representatives of a number of companies (Claas, CNH, Fendt, Krone, Lemken, Stoll) are directly involved in the project coordination.

Above that many further employee representatives from other companies are involved in the network from

Trade union partners from 10 EU countries

Project coordinator
European Metalworkers' Federation

Company Representatives
Companies



3. Website – Contact profiles of project partners

IG Metall
Network Agricultural Technology

Homepage | BDL Network | EU Network | Companies

EU Network | Project Partners | Germany

- Homepage
- BDL Network
- EU Network
- Aims and Activities
- Project Partners
 - Austria
 - Belgium
 - Czech Republic
 - France
 - Finland
 - Germany**
 - Company Representatives
 - Italy
 - Hungary
 - Spain
 - Poland
- EMF
- International Workshop Vienna
- Final Conference Frankfurt
- Country visits
- European AgriTech Map
- Contacts
- Companies
- Materials and Downloads

Project Partners in Germany

IG Metall

The first phase of the EU Employee Agri-Tech Networking Project was coordinated by the IG Metall District of Northrhine-Westphalia.

The IG Metall is the largest single trade union organisation in Germany, organising 1700000 members in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries. The Region of North-Rhine Westphalia is the biggest IG Metall region with nearly 600000 members in 15 industries and sectors.

The IG Metall is the German project partner in the network.

IG Metall contacts:



Joachim Stöber

Jochim is political secretary at the IG Metall board in Frankfurt. He is also responsible for industrial policy issues of the IG Metall.

Contacts



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IG Metall
Network Agricultural Technology

Homepage | BDL Network | EU Network | Companies

Companies | LEMKEN

- Homepage
- BDL Network
- EU Network
- Companies
 - AGCO - FENDT
 - AMAZONEN
 - CNH
 - CLAAS
 - GERINGHOFF
 - GRIMME
 - JOHN DEERE
 - KRONE
 - KVERNELAND
 - LEMKEN**
 - LEMKEN site in Meppen
 - LEMKEN site in Hetzerath
 - RABE
 - STOLL
 - WALTERSCHEID
 - WELGER
- Materials and Downloads

Lemken in Alpen



Lemken is a manufacturer for agricultural technology with a specialisation on soil cultivation and seed drilling machinery.

There are three sites in Germany:

The headquarter in Alpen is the production base for soil cultivation and seed drilling machinery and is secondly in charge of servicing and distribution. The two sites in Hetzerath und Meppen manufacture machinery for pest management.

Lemken, founded in 1844 as a factory manufacturing ploughs, officially filed its patent for a reversibly plough ("Wendepflug mit feststehender Vorderkarre") in 1925 and began large-scale production of agricultural machinery.

The site was relocated from Birten (Xanten) to Alpen in 1936. As a company looking back at 150 years of tradition and experience, Lemken today offers a well established range of products: reversible ploughs, cultivators, chisel ploughs, soil cultivation and since 1996 seed drilling machinery.

The company has a workforce of 686 employees and 36 trainees.

Norbert Schulze
Full-time chairman of the works council



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n.schulze@lemken.com
Web: www.lemken.com

Friedhelm Konzendorf
Full-time Chairman of the Alpen works council and member of the groups works council





3. Website – Online Ressource and Communication Centre

- Ressource and communication centre in German and English
- *Public access:*
 - Information on the project (background information, project profile, main activities and aims, joint statements)
 - Documentation of project activities: transnational workshops, conferences, country/company visits, national events etc.
 - Information on network partners: contact persons at national trade union and at company level
- *Password-protected access only:*
 - Sector information on current development, challenges and problems
 - Company profiles of company/location specific contact persons
 - Map of locations of main companies of the European agricultural machinery sector
- Link: 





4. Tasks for project partners

- ***Our European Employee Network depends on active participation, your support and your contributions:***
 - Update and/or elaborate sector reports
 - Update, complete and/or prepare company data sheets
 - Update or elaborate sector reports
 - Send pictures of works council/trade union committees at company level, production sites, contact persons
 - Any further information, documents etc. you are regarding as important and like to share (both for public and internal access)





5. The EU Map Agricultural Machinery

- The map of agricultural machinery needs to be updated and enlarged by new participating partners.
- It mainly consists of three different types of information:
 - General information on country and sector in the country profiles
 - Detailed information on the agricultural machinery in participating countries provided by sector reports, elaborated by project partners
 - Information on individual production sites/locations in company data sheets
- The company data sheets and the sector reports are treated confidentially and only accessible for accredited project partners of the network.
- All data will be presented on the website (partly in a password-protected area) and in a European Report of Agricultural Machinery at the end of the project





5. The EU Map Agricultural Machinery – Country Profiles

IG Metall
 Network Agricultural Technology

[Homepage](#) | [BDL Network](#) | [EU Network](#) | [Companies](#)

[EU Network](#) > [European AgriTech Map](#)

Homepage

BDL Network

EU Network

Aims and Activities

Project Partners

International Workshop

Vienna

Final Conference Frankfurt

Country visits

European AgriTech Map

Contacts

Companies

Materials and Downloads

European Map of Agricultural Machinery

What is the European Map?

In the context of our EU project we are working on a **comprehensive overview of companies and locations of agricultural engineering in the European Union.**

Based on national reports this map will be produced in parallel to our project activities.

Our work in this context doesn't start from the scratch. Colleagues from the **works council network in Germany** already have produced an overview which is available on this website.

At the end of this project, we will present our completed EU Map of Agricultural Machinery.

SUCHE

Map of Agricultural Engineering in Germany

Country Profiles

Austria

Belgium

Czech Republic

Finland

France

Germany

Hungary

IG Metall
 Netzwerk Landtechnik

Austria

Country facts Austria	
Population	8 193 000
GDP per capita (2006, US Dollar)	35 695
Employees in Agricultural Machinery (2005)	5 900
Trade unions in the EU Agri-Tech Network	gmln
Proportion of employees in unions (general)	35%
Workplace representation	Works council
Main level of collective bargaining	Industry
Collective bargaining coverage	98%

Source: OECD, Eurostat, und ETUI-REHS (www.workers-participation.eu). Employee figures from national trade union.

Sectoral data: Size and structure of agricultural engineering industry
 In 2005, around 5.900 people were employed in 463 companies of the agricultural machinery industry.

IG Metall
 Netzwerk Landtechnik

Czech Republic

Country facts Czech Republic	
Population	10 235 000
GDP per capita (2006, US Dollar)	22 009
Employees in Agricultural Machinery	9.397 (2006)
Trade unions in the EU Agri-Tech Network	OS Kovo
Proportion of employees in unions (general)	22%
Workplace representation	Trade union ar



5. The EU Map Agricultural Machinery – Sector reports by project partners

- Detailed information on the agricultural machinery sector, elaborated by project partners

International Workshop Vienna,
16th April 2008

g.mtn



European Employee Networking Agricultural Machinery

- **Länderbericht Österreich - Landtechnik**

 **federación minerometalúrgica de comisiones obreras**
Agricultural Machinery and Related Components

THE AGRICULTURAL MACHINERY SECTOR IN SPAIN

**Introduction of
Hungarian workers
representations system**



European Employee Networking Agricultural Machinery

MCA-UGT (Metal and Construction workers Union-Spain)



International Workshop Vienna, 16th April 2008

European Map Agricultural Machinery:
Country Report SPAIN

1



 **Research Institute for Agricultural Machinery**

European Employee Networking Agricultural Machinery

European Agritech Map

Country Profile Germany



1



5. The EU Map Agricultural Machinery – Content of sector reports

1. Sectoral Data and figures
2. Profile of the sector (main companies, ownership structures etc.)
3. Profile of labour conditions, collective bargaining and trade union organisation
4. Main problems/challenges and effects of the current economic crisis
5. Employee initiatives and demands
6. Contacts of the trade union or company representative





5. The EU Map Agricultural Machinery – Company Data Sheet

- Data sheets with basic information on main locations of agricultural machinery
- Location of production site, main products, number of employees, contact details
- Information of the company data sheets are placed in a pass-word restricted area of the joint website



CNH Deutschland GmbH

Logo	
Standort Location	Heilbronn
Weitere Standorte Other sites	Heidelberg; Sankt Valentin (CNH-Österreich GmbH)
Web-site	www.cnh.com , www.newholland.de , www.caseih.de
Foto des Standorts / Picture of the location in Heilbronn	Betriebsrat / Works council
Wichtigste Produkte/Tätigkeiten Main products/activities	Vertriebszentrale der 3 Landtechnikmarken der Fiat Group mit Trainingscenter und Finanzdienstleistung (CNH Capital) Distribution centre of the 3 agricultural brands of the Fiat Group with training centre and financial services (CNH Capital)
Stammelegschaft Number of employees	156 (10/2008)
Andere Beschäftigte (Teilzeit, befristet, Leiharbeiter) Other employees (part-time, temporary, agency workers)	3 Leasing (10/2008) 3 leasing (10/2008)

Gaste (DE)	Heilbronn (DE)	Heilbronn (DE)	Autwerpen (BE)	St. Valentin (AT)	Le Plessis (FR)	Jesi (IT)
Modena (IT)	Zedelgem (BE)	Plock (PL)	Baskon (UK)	Harsewinkel (DE)	Véky (FR)	Metz (FR)
Marktobersdorf (DE)	Damme (DE)	Zweibrücken (DE)	Getafe (ES)	Speke (DE)	Aben (DE)	Hetzrath (DE)
Messpen (DE)	Linamar (HU)	Lenoards (DE)	Uraus (PL)	Lohmar (DE)	Wolfsbüttel (DE)	Zetor (CZ)
VALTRA (FI)	Sauðesal (FI)	JohnDeere (FI)	PONSSE (FI)	SAMPO-Rosenkw (FI)		



6. Interim Results: 1st international workshop in Madrid, 3-4 Dec 2009

- Hosted by Spanish trade unions CC.OO and MCA-UGT
- Attended by partners from France, Italy, Austria, Belgium and Germany
- Visit of John Deere Iberica, Getafe
- Exchange of experience on the effects of the global economic crisis on agricultural machinery
- Similar challenges and effects: sharp decrease in orders and output, increasing pressure on working conditions, social dialogue and pay conditions
- Other results:
 - in general agricultural machinery better off than other sectors of metal and machinery
 - situation between companies and even *within* companies differs
 - It is important to learn about the experience and effects in other regions, in particular in Central and Eastern Europe and Northern Europe!





6. Interim Results: 1st international workshop in Madrid, 3-4 Dec 2009

- *Results of the Madrid workshop:*
 - The network is an important initiative of coordination, exchange of information and experience between trade unions and employee representatives throughout Europe
 - It should also be used as an instrument to lobby the interests of around 200,000 employees against employers and public authorities at European as well as national level
 - The network also could be able to strengthen and support communication and coordination within multinational companies (with or without an EWC)
 - There is a need to develop joint positions and agendas in particular in the context of the current economic situation
 - There also is a need to exchange information on working conditions, industrial relations and collective bargaining frameworks and improve the knowledge – here, the network and the website could provide valuable information
 - At the same time the quality of the website and the exchange very much depends on the active participation and involvement of project partners

Documentation of the workshop on the website:

<http://netkey40.igmetall.de/homepages/netzwerk-landtechnik-en/eunetwork/workshopmadrid.html>



6. European Employee Forum Agricultural Machinery

- Initial suggestions have been developed at a meeting of the steering group in December 2009
- The Forum should consist of two differently organised parts:
 - **1st day:** meeting of the employee network, i.e. trade unions and employee representatives from companies discussing results of the project, agreement on political statement and continuation of the network after the conference
 - **2nd day:** Forum and political debate with employers' organisations, customers and political actors (EU Commission) on the future of agricultural machinery in Europe.
 - Important issues to be addressed:
 - Challenges in the context of globalisation (new competitors, cross-border division of labour etc.)
 - Trends and challenges in the context of global food, energy and environmental issues
 - Identification of issues of common interest of employees, employers and European policy makers
- Preparation of the Forum:
 - EMF in cooperation with the steering group
 - Preparatory exchange and meetings with employers organisations, EU Commission and/or customers of agricultural machinery





Thank you for your attention

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