

COMITE EUROPEEN
DES FABRICANTS DE SUCRE
CEFS
182, avenue de Tervuren
1150 – Brussels
Tel.: 322/762 07 60

EUROPEAN FEDERATION OF FOOD
AGRICULTURE AND TOURISM
EFFAT
38, rue fossé aux loups
1000 – Brussels
Tel.: 322/218 77 30

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“Improving employability in the European sugar sector in the context of restructuring”

CREATION OF A CEFS-EFFAT EMPLOYABILITY INTERACTIVE TOOL

Presented to the committee of social dialogue for sugar
at the plenary session of 26.2.2010



with the support of the European Union
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EUROPEAN SUGAR INDUSTRY - ECONOMIC DATA

The three leading sugar producers in the world in 2008

- . Brazil (32.29 million tonnes)
- . India (25.94 million tonnes)
- . EU (16.38 million tonnes)

Raw value – source ISO 2008

In the world, the EU 27 is

- . the second largest consumer of sugar
(20.47 million tonnes – raw value - ISO 2008)

In 2006/07, the EU switched from a leading net exporter to a net importer as a result of a sharp drop in production following to the sugar reform

(Compared to a quota production of 17.4 million tonnes in 2005, 6 millions had to be relinquished in 4 years from 2006/07 to 2009/10).

Employment in the EU 27 (campaign 2008/2009)

- . 104 factories
- . direct jobs in the industry: about 31.300
- . indirect jobs: about 150,000

(Source : CEFS statistics 2009. www.cefs.org)

each direct job generates five indirect jobs

Impact of the reform of the sugar regime of 2006 (EU-25)

- . 80 closures of factories throughout Europe since 2006
- . Almost 16,500 direct workplaces lost over three campaigns

Restructuring not finished !

a fall in production of 100,000 tonnes represents on average the closure of one factory in the EU of 15 and two to three factories in the new countries.



COMITE EUROPEEN DES FABRICANTS DE SUCRE

The CEFS represents the interests of sugar manufacturers and refiners in 21 Member States and in Switzerland.



EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

EFFAT comprises 128 national trade unions in 37 European countries representing 2,600,000 members. This federation defends the interests of workers in agriculture, food-processing and tourism industries.

CEFS & EFFAT - SOCIAL PARTNERS

OFFICIALLY RECOGNISED BY THE EUROPEAN COMMISSION

CEFS and EFFAT have practised the European social dialogue since 1969. The sectoral social dialogue committee in the sugar industry is officially recognised by the European Commission. In February 2003, they signed and introduced a far-reaching Code of Conduct on corporate social responsibility and since then the social dialogue committee has issued six yearly reports assessing its implementation. The Code of Conduct and all the common achievements can be found on the joint website: www.eurosugar.org.

PRESENTATION OF THE EMPLOYABILITY TOOL

Since the beginning of the reform of the sugar regime in 2006 and within the context of the globalisation of the economy, companies and employees in the sugar industry have been confronted – in four years – with the closure of about a half of the factories in the sector, leading so far to the loss of 16,500 direct jobs. In a spirit of anticipation and adaptation to change, following the creation in 2006 with the support of the Commission of a practical guide to using the structural funds, they decided in 2008 to implement a project aimed at improving employability in their sector.

Observing that it was no longer possible to guarantee an employee a long-term job in the same company, and within the spirit of the CSR Code of Conduct signed in 2003, the social partners have endeavoured to open up avenues of reflection on the basis of an in-depth and systematic analysis of different factors connected with employability: examples of good internal and external practices, success factors, skills currently required and skills to be developed, common to different trades, and financing possibilities.

This working tool, presented in a concrete and pragmatic manner in the form of interactive computerised pages, is accessible to all the players concerned on the joint site of the European social partners in the sugar industry "www.eurosugar.org" in three languages (English, French and German). Conceived as an instrument of shared dynamic reflection, it is intended to serve as a source of inspiration to favour adaptation to a constantly changing industrial environment and will be regularly updated.

These online materials provide the social partners with an interactive toolbox covering the following aspects:

- . a definition of the concept of employability
- . good practices both within and outside of the sugar industry, along with success and employability factors as well as possible recommendations
- . an analysis of the skills required in the sugar industry, the skills needing further development and the skills common to more than one trade
- . information on possible sources of funding for projects at European and national level.
- . a lexicon recalling the meaning of different concepts linked to employability.



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