

Welcome!

Members' meeting – EU elections 2024

We will begin in few minutes...



A word from the President

Dear Geopa members,

Welcome and thank you very much for your attendance.

Today, we are inaugurating a new meeting format that this year the Bureau approved following my proposal. Taking advantage of the new online meeting platforms, we wanted to offer all Geopa members the opportunity to contribute more actively to the activities of the organisation, especially for those not currently represented at the Bureau. Our idea is to organise an all-members' online meeting twice a year to give you the opportunity to follow our work better and to contribute to it.

The upcoming European elections present the perfect opportunity to initiate this new meeting format and to work together in the first ever Geopa EU elections manifesto. This document will provide Geopa and our member associations with a tool to concisely present our priorities to the candidates for the European Parliament, both in Brussels and in each of our member states. With this, we also intend to continue contributing to our growth in visibility, influence and the overall capacity of our secretariat.

The meeting today will also serve to review the status and to know more about the work that Geopa is currently undertaking, including the projects that lay ahead of us. In this sense, I would like to welcome Ms Delphine Rudelli, Director General of Ceemet, the European association representing the employers in the metal, engineering and technology-based industries. Ms Rudelli will present the new European sectoral employers' initiative to launch a European employers' research institute.

Following, our political secretary will present a summary of all main topics that Geopa is working on at the moment, including a brief exchange on our contributions to DG AGRI's report on the new social conditionality.

This discussion will be followed by our main topic today, the creation of a manifesto on the EU elections 2024. In this sense, I would like to thank all of you that already contributed to it through the questionnaire we launched a month ago.

Again, I would like to thank you all for your participation today and look forward to a fruitful exchange.

The European employers' research institute

Presenting: Delphine Rudelli, Director General CEEMET



ceemet
European Tech &
Industry Employers

Ceemet is the European employers' organisation representing the interests of the Metal, Engineering & Technology-based industries.

- Represents 200 000 companies
- Provides 35M direct and indirect jobs
- Is a recognized EU social partner



Current matters

Growing visibility

- Slow but steady increase in number of followers of LinkedIn page: high relevance of profiles (policy makers, non-member associations)
- Very significant increase in number of direct requests to Geopa (participation to public events, participation to official reports, cooperation opportunities)
- Working on new profiling: more presence in public events and new publications (e.g. manifesto)



Current matters

Social dialogue

- Strong cooperation with other European sectoral social partner organisations: requested sectoral dimension to upcoming social dialogue summits
- New changes for 2024: concern on Commission's approach
- Currently reviewing proposed reduction of 50% on number of reimbursed seats
- Good completion of the current work programme 2023-2024
- Constructive relationship with EFFAT



Current matters

Civil dialogue groups

- Difficult accession process, originally rejected
- Very important step for Geopa members' participation to policymaking in agricultural matters, especially CAP
- Slow increase in demand for participation



Current matters

Employment and social affairs

- New social conditionality: invited to contribute to DG AGRI study (next agenda point)
- Generational renewal in agriculture: contributed to Parliament report
- Mental health at work: invited to contribute to EU-OSHA report
- Migration: invited to the newly created labour migration platform, preliminary results of Commission report to be presented in next social dialogue plenary
- Administrative burden (reporting obligations): preparing response to EU consultation

Current matters

EU Projects

SafeHabitus (health & safety at work):

- Launched in 2023, Geopa is strongly involved in policymaking aspects
- Strongly focused on “Communities of Practice”: seeking best practices and real needs
- Online seminar *“Views from the fields: case-studies of migrant workers experiences in the European Agriculture”* on 15th November
- Will be presented during the social dialogue plenary of 7th December
- Preparing policy workshop on mental health by 25th January (EU Parliament), co-sponsored by Geopa and CEJA and hosted by EPP (Maria Walsh, IE and Tom Vandenkaleare, BE)

Current matters

EU Projects

I-Restart (skills):

- Launched in 2022, involved on behalf of Copa-Cogeca
- Strongly focused setting up a European skills needs observatory
- Will contribute to the development of the Pact for Skills
- Will complement Geopa's Social Dialogue for Skills project
- Online survey open: *Determination of Skill Needs in the AgriFood and Veterinary activity sectors*



Current matters

EU Projects

Agri-food Pact for Skills:

- Coordinated on behalf of Copa-Cogeca and in cooperation with FoodDrinkEurope
- Slow development due to lack of capacity and resources
- Working on new agri-food dedicated website (supported by I-Restart project)
- Strong pressure by EU Commission to deliver



SOCIAL DIALOGUE *for* **SKILLS**



Co-funded by
the European Union



*“To foster national **Social Dialogue** at sectoral level while supporting the implementation of the **Pact for Skills** in the agri-food ecosystem.”*



- Project managed by Geopa
- Supported by



- Duration: 11 September 2023 – 10 September 2025 (24 months)
- Budget: 662,038.36 EUR
- Co-funded by the [Support for Social Dialogue \(DG EMPL\)](#) at 90%: 595,834.52 EUR



Work Package 1: Communication & Dissemination

Work Package 2: Multilevel Network

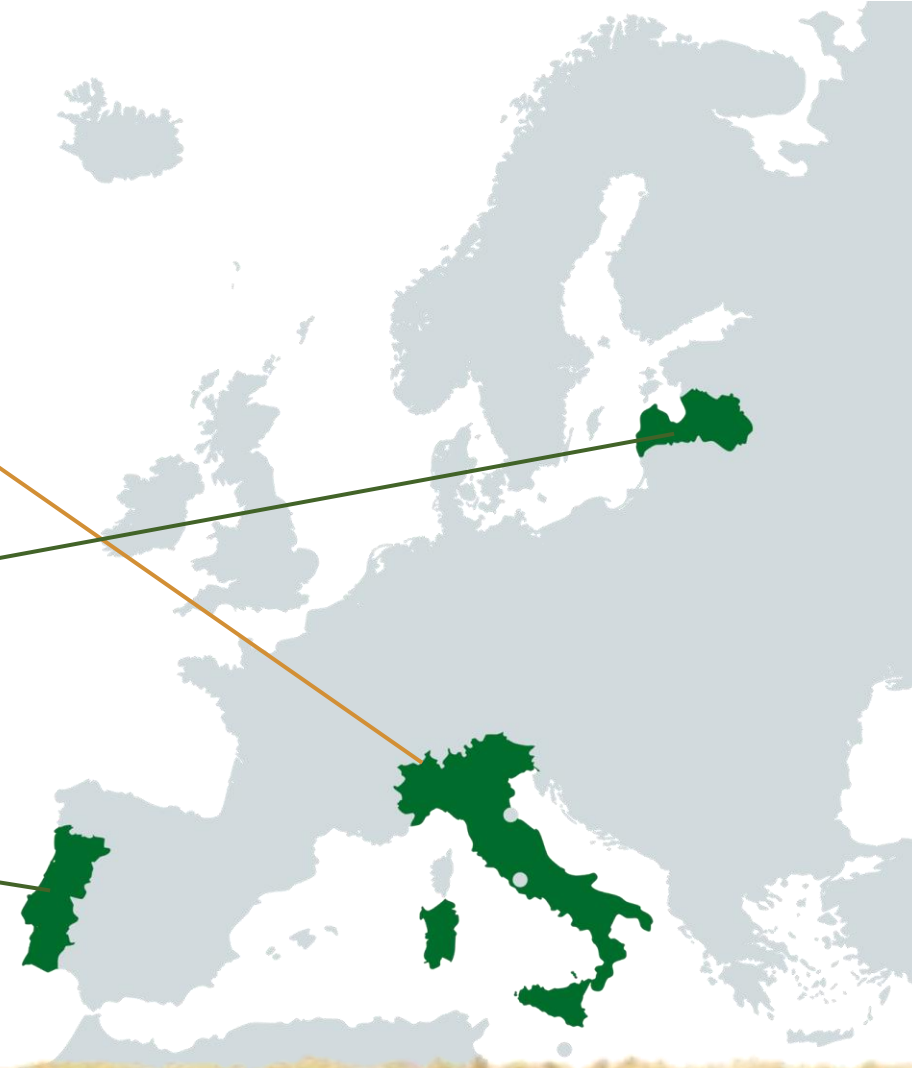
Work Package 3: Research & Policy

Q1 2024: Seminar in Italy

Q2 2024: Online forum

Q1 2025: Seminar in Latvia

Q2 2025: Forum in Portugal



Steering Committee

- 8 meetings
- Oversee the implementation of the project
- Support the preparation of the events (dissemination, agenda, guests)

Configuration:

- Political secretaries of Geopa and EFFAT
- 4 Geopa members: CIA (IT), Gröna (SE), CAP (PT) and CMSZP (CZ)
- 4 EFFAT members: Teollisuusliitto (FI), CFTC-AGRI (FR), FZNS (BG), 1 tbc.
- 1 expert FoodDrinkEuropa (co-coordinator Pact for Skills)
- 1 expert CEJA
- 1 additional third-party expert: Coordinator of the I-Restart project



DG AGRI report on social conditionality

Working conditions of farm employees

- What are the most pressing challenges facing farm employees in the EU today? What are the factors that influence their working conditions?
- Are there differences in working conditions between different sub-sectors of agriculture, types of employment, Member States, types of enterprises and types of workers?

Enforcement

- What are the main challenges Member States are facing when enforcing labour law and OSH rules in the agriculture sector?
- Are there different enforcement models in Member States to ensure compliance with labour and OSH legislation in agriculture?



DG AGRI report on social conditionality

Social conditionality

- How does the implementation of the social conditionality scheme work in practice? Main actors involved?
- What are the main challenges facing when implementing the social conditionality mechanism?
- Has the implementation of the social conditionality mechanism impacted the working conditions of farm employees?
- What are/would be the main obstacles affecting the successful implementation of the social conditionality mechanism?
- What measures could be taken to overcome those? Are those practices specific to different enforcement models (e.g., workers or employers' representatives in charge of enforcement, competent authorities in changes of enforcement)?



DG AGRI report on social conditionality

Free movement of workers

- Is it feasible of including Article 7(1)* of Regulation 492/2011 on free movement of workers in the scope of the social conditionality mechanism?
- Are there specific barriers for the inclusion of this provision in the social conditionality scheme?

****Article 7 (1)***

A worker who is a national of a Member State may not, in the territory of another Member State, be treated differently from national workers by reason of his nationality in respect of any conditions of employment and work, in particular as regards remuneration, dismissal, and, should he become unemployed, reinstatement or re-employment.



Geopa's 2024 election manifesto

Objectives

- To provide Geopa representatives and the secretariat with a joint position on the 5 main priorities for the sector at EU level to be included in the political debates of the EU 2024 elections.
- To provide Geopa members with a list of priorities to be presented to the political groups and national candidates to the EU Parliament.
- To provide Geopa representatives and the secretariat with a joint position on the 5 main priorities for the sector to be presented to European policymakers during the next legislation (2024 – 2029)



Geopa's 2024 election manifesto

Main structure

- Maximum of 2 pages
- Brief introduction with recent events affecting in the sector and highlighting its essential role: covid, Russian war of aggression, migration
- Call for action to policymakers to act on 5 main priorities and actions needed to support the sector
- Brief “about Geopa” paragraph



Geopa's 2024 election manifesto

Questionnaire results

- Answers received from: France, Spain, Sweden, Italy, Austria and Poland
- Top 5 priorities identified (by relevance):
 1. Staff shortages and promotion of agriculture
 2. Labour migration
 3. Administrative burden
 4. Future CAP
 5. Vocational training and skills shortages



Geopa's 2024 election manifesto

1. Staff shortages and promotion of agriculture

- Staff shortages as the main challenge faced
- Possible proposals:
 - ✓ Promotion of agriculture as a career in early stages of education (inclusion in mandatory curricula)
 - ✓ Investment in rural areas
 - ✓ Promotion and facilitation of generational renewal
 - ✓ Special reductions to income tax and social contributions for essential employers and employees
 - ✓ Protection of EU agricultural products to counter labour dumping to third countries

Geopa's 2024 election manifesto

2. Labour migration

- Highlight role of the sector as essential for the labour integration of non-EU nationals, and as part of the solution to staff shortages
- Possible proposals:
 - ✓ Investment in efficient work permit procedures and public employment agencies
 - ✓ Public support to achieve special agreements with 3rd countries (guaranteeing minimum qualifications)
 - ✓ Lowering the burden off employers regarding integration elements (language and cultural training, housing, recruitment)



Geopa's 2024 election manifesto

3. Administrative burden

- Highlight the high amount of labour related regulations, added to the regulations and reporting obligations related to farming activities. Geopa welcomes the Commissions' pledge to reduce the burden.
- Possible proposals:
 - ✓ Unification, simplification and full digitalization of reporting procedures
 - ✓ Specific support for small companies
 - ✓ Guidance approach vs penalties



Geopa's 2024 election manifesto

4. Future CAP

- Highlight the risks of the new social conditionality: double sanctions, administrative burden, strong differences between member states, unpredictability of sanctions,
- Possible proposals:
 - ✓ Depart from a sanctions-based approach
 - ✓ Investment in guiding services to avoid law infractions (health and safety advisors, more support for recruitment needs)
 - ✓ Special finance conditions to invest in health and safety elements (training and infrastructure)



Geopa's 2024 election manifesto

5. Vocational training and skills

- Highlight the skills shortages as one of the main challenges of the sector
- Possible proposals:
 - ✓ Decisive investment in the promotion of vocational training as a valid career option
 - ✓ Training curricula and regulations to be designed by social partners together with training experts from the field



Thank you and see you soon!

Next meetings:

- Thursday 23rd November: Civil Dialogue Group meeting on CAP (online only tbc)
- Thursday 7th December: Social Dialogue plenary (Brussels only)
- Friday 8th December: General Assembly (Brussels-Online)

