



EA(07)67S3

## **SECTORAL SOCIAL DIALOGUE COMMITTEE FOR AGRICULTURE**

**Meeting on 10 May 2007**

### **RESOLUTION ADOPTED BY GEOPA-COPA AND EFFAT**

Further to the European Agreement on Vocational Training in Agriculture of 5 December 2002, one of the objectives of which is to facilitate the free movement of workers, GEOPA-COPA and EFFAT, which met on 10 May in the framework of the Sectoral Social Dialogue Committee for Agriculture, decided to draw up an "Agripass CV" as well as a directory of farming jobs so as to make the CV easier to use.

#### **PURPOSE**

The afore-mentioned European Agreement asks the national organisations representing employers and employees in agriculture to take initiatives aimed at organising and developing initial and ongoing vocational training for agricultural workers and demand that the public authorities put in place a "National Reference Centre" in each Member State that is responsible for registering all diplomas and certificates issued as part of initial and ongoing vocational training in agriculture.

It would seem, however, that many farm workers have not received sufficient initial vocational training, and are not always able to pursue ongoing vocational training that is validated by a diploma or certificate. These workers have nevertheless acquired real vocational skills on the job. So that these skills can be recognised, the Agreement recommends introducing a process in each Member State to validate vocational skills. These skills must be validated by a panel with the authority to issue diplomas and certificates registered by the National Reference Centre, once the skills gained on the job have been verified. This validation process is not yet widespread in all Member States.

As such, most farm workers seeking a job in their own country or in another country of the European Union can only describe in their CV which skills they feel they have gained in previous jobs. If they find a job, their new employer will of course have to check, himself, the real nature of these skills.

Consequently, the Sectoral Social Dialogue Committee for Agriculture has decided to draw up two documents:

- An "Agripass CV" which reproduces, in simplified form, CEDEFOP's "Europass CV"

- A directory of farming jobs to make it easier to use the Agripass CV. This directory comprises a series of index cards that mention, for each of the jobs itemised, the list of skills employers are likely to look for.

**A. THE “AGRIPASS” CV**

The form will have the following headings:

<p><b>Personal details:</b></p> <ul style="list-style-type: none"> <li>- Last name, first name:</li> <li>- Address:</li> <li>- Nationality:</li> <li>- Date of birth:</li> <li>- Sex:</li> </ul> <p><b>Job sought:</b></p> <p><b>General education:</b></p> <ul style="list-style-type: none"> <li>- Schooling (where necessary, diplomas received):</li> <li>- Mother tongue:</li> <li>- Other languages: 1 ..... Understood ..... Spoken..... Written..... 2 ..... Understood ..... Spoken.....Written.....</li> <li>- Computer skills:</li> <li>- Driver’s licence:</li> </ul> <p><b>Vocational training:</b></p> <ul style="list-style-type: none"> <li>- Diplomas and certificates from initial vocational training: <ul style="list-style-type: none"> <li>○ .....</li> <li>○ .....</li> </ul> </li> <li>- Diplomas and certificates from ongoing vocational training: <ul style="list-style-type: none"> <li>○ .....</li> <li>○ .....</li> </ul> </li> </ul> <p><b>Previous employment:</b></p> <ul style="list-style-type: none"> <li>- Positions held, dates, employer’s name and address: <ul style="list-style-type: none"> <li>○ .....</li> <li>○ .....</li> </ul> </li> </ul> <p><b>Skills gained for the job sought:</b></p> <ul style="list-style-type: none"> <li>- Use the job lists to list the skills you have gained: <ul style="list-style-type: none"> <li>○ .....</li> <li>○ .....</li> </ul> </li> <li>- Other skills:</li> </ul>
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## **B. JOB DIRECTORY**

In order to draw up a “directory of farming jobs”, it is necessary to:

- 1) make an initial list of ten or so of the most common farming jobs. The list will then be updated subsequently. It will probably not be possible to draw up an exhaustive list given the large number of highly varied farming jobs that exist.
- 2) draw up, for each of the jobs listed, an index card with the main skills likely to be required of workers carrying out such jobs. Each index card will contain two headings:
  - Operations carried out
  - Level of responsibility

Workers looking for one of the jobs on the list will state on their Agripass CV which skills from the index card they feel they have gained through vocational training and/or experience from previous jobs. Employers, for their part, will be able to use these index cards to describe, in their job offers, what skills they require. These index cards can be drawn up from lists of trades and jobs that already exist in different EU countries.

The index cards will be available in the different EU languages. Each skill listed will have a number; workers will use the number on the index card when listing skills on their CV, so that a CV in one of the languages can be understood without it having to be translated into other languages.

Example

<p>Index card n° 7: Pig farmer (swineman)</p>
<p>Operations carried out:</p> <ul style="list-style-type: none"><li>71 Cleaning and maintenance of the livestock buildings</li><li>72 Feeding of animals and calculation of feed rations</li><li>73 Selection and management of reproduction</li><li>74 Artificial insemination</li><li>75 Castration</li><li>76 Removal of animals</li></ul>
<p>Level of responsibility:</p> <ul style="list-style-type: none"><li>A Accountable to a manager or employer</li><li>B Responsible for a workshop</li><li>C Management of a team</li><li>D Economic organisation of the company</li></ul>

## **IMPLEMENTATION PROCESS**

1. A joint ad-hoc working group will be convened to develop the Agripass CV and draw up the initial index cards of the European Directory of Farming Jobs. These documents will be submitted to the Social Dialogue Committee for adoption at its meeting on 5 December 2007.

2. EFFAT and GEOPA-COPA will ask DG Employment for financial help to translate the CV and directory and put them online.
3. EFFAT and GEOPA-COPA will ask DG Employment to transmit the CV and directory to the Member States' public employment departments so as to interconnect job offers and applications between countries.

Brussels, 10 May 2007

For EFFAT

For GEOPA-COPA

Peter Holm

Bernard LEVACHER

President

President