**GEOPA-COPA SEMINAR**

**EUROPEAN AGRICULTURAL LABOR MARKET: LABOR COSTS, FLEXIBILITY AND CONTRACTUAL ASPECTS**

Kaunas (LT) from 26 - 28 November 2013

**PROGRAMME**

- **MONDAY 25th**: arrival of participants
- **TUESDAY 26th**: morning and afternoon
- **WEDNESDAY 27th**: morning
- **THURSDAY 28th**: visit to a farm
- **FRIDAY 29th**: departure

**Tuesday 26th**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00 - 9:30</td>
<td>Registration of participant</td>
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<tr>
<td>9:30 - 9:45</td>
<td><strong>Opening of the seminar</strong> by Chris Botterman, President of GEOPA</td>
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<td>9:45 - 10:00</td>
<td><strong>Welcome speech</strong> by Jonas Talmantas, the Chairman of Lithuanian Farmers' Union</td>
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<td>10:00 - 10:15</td>
<td><strong>Welcome speech</strong> by Paulo Gouveia - Copa-Cogeca - General Affairs Director</td>
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<td>10:15 - 10:45</td>
<td>Introduction of the seminar by the Geopa Expert Christoph Schroeder</td>
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<td>10:45 - 11:00</td>
<td>Video message from Yves Leterm - Deputy Secretary General of OECD</td>
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<td>11:00 - 11:15</td>
<td>Coffee break</td>
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<tr>
<td>11:15 - 11:45</td>
<td>Presentation of the survey completed by Geopa Members by Geopa expert</td>
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Debate with participants on the subject of *European agricultural labor costs*

Discussion about the following objectives:

- determine the structure of labor costs
- distinguish between direct payments and social security contributions and other related costs
- Collect information on working time agreements and related flexibility, and on overtime costs
- Analyze the contractual aspects for the use of certain forms of flexibility

End of Session – Lunch

Presentation of 4 national examples: Each presentation will be followed by a discussion with participants

- France
- Poland
- Italy
- Latvia

Coffee break

Presentation of 4 case studies from Member States:

- Spain
- Germany
- Belgium
- Lithuania

End of Session

Gala dinner
Wednesday 27th

9:30 - 10:00  Intervention of Arnd Sphan from EFFAT, European Federation of Food, Agriculture and Turism, Trade Union

10:00 - 10:30  Intervention of a representative from European Parliament (name tbc)

10:30 - 11:00  Presentation of 2 case studies from Member States. Discussion interactivity guided by the expert.

- Holland
- Hungary

11:00 - 11:15  Coffee break

11:15 - 11:45  Conclusion by the expert

11:45 - 12:00  Conclusions by the President Chris Botterman and end of the day

12:30  Lunch

Thursday 28th

Visit to a farm

Friday 29th

Participants depart