



# **Project AGRI-TRANS: Transparency in agricultural vocational training**

European Standards using the example of livestock farming (pig farming)  
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**National report on general and agricultural vocational training system**

France (FGA-CFDT)



GD Bildung und Kultur

Programm für lebenslanges Lernen

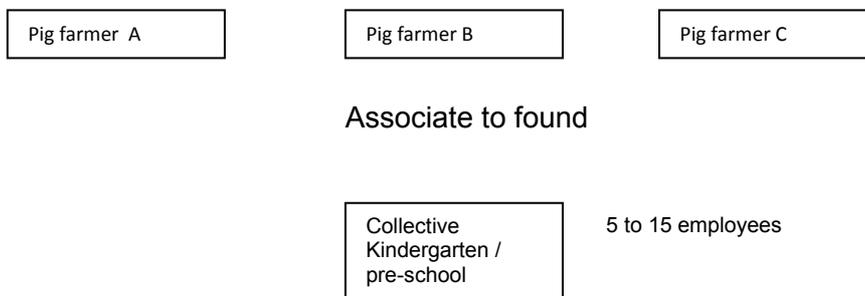
## Occupational development of pig husbandry in at the Côte d' Armor in the next 20 years

Pig production will rapidly increase and at the same time, there will be stricter animal welfare regulation. Numerous farms are in a dilemma: continue and adapt to new regulations what will be very difficult for family farms regarding the economy of the last years.

Pig farms employing three to four workers start to invest in collective kindergartens and pre-schools what brings being a pig farmer one step ahead to other occupations.

During last ten years, the amount of employees in specialized pig farms increased from 26% to 42%. This tendency will reinforce in the next years.

An example:



## How can the image of pig farming be improved?

It is especially important to change public opinion. Pig production consists not only of a ton of liquid manure.

Let us take the example of the region l'Arguenon (one of the most important areas of pig production in France). Within 20 years, we developed from an environmental disastrous situation to a model. The seaweed plague at the bay of Frenay (cap Fréhel) only is a memory nowadays. The machine bought by local farms to collect the seaweed is not needed anymore. The interdiction to the breeders not to release more than 140 nitrogen units per hectare has been showed to be the best means to reduce pollution. In addition, it allows regulating the size of farms.

In the moment the occupational image is a negative one. The main reasons are the bad environmental impacts of pig production which hinder young people to decide to chose this occupation. The farmers themselves contribute to a negative image as well, by not encouraging their descendants to remain in this occupation.

Besides, it is necessary to change the habits of national and local journalists. The example of the session on agricultural production of the CFDT in Plancoët in 2009 shows how important this is: CFDT refused to answer a question of a journalist of "Ouest France" on the seaweed plague. As a result, the article shrunk from half a page to ten lines at the bottom of the page.

We are so lucky to exercise an interesting job in which we can be independent. Even if young people mainly pay attention to payment, the occupation pig farmer also consists of the following:

- independence
- love animals
- a correct wage
- advantages of workers councils etc.

### **Working conditions in the occupation pig farmer**

Work places in pig production are qualitative work places. Employers have high technologies where mistakes are not allowed.

The eye for animals develops over the years. Only knowledge on how to proceed, education and experience in production bring qualified results. The employee also has to be efficient. The wage in pig production is between 0,04 to 0,08 Euro Cents of each kilo meat sold.

Generally there are the following advantages:

- a 13th wage each year for all employees
- profit-sharing
- CESA (**Comité d'Entreprise des Salariés Agricoles/** Representatoin of agricultural employees)
- Career opportunities
- Recognition of informal experiences
- Required participation in further training

### **Importance of pig production in Brittany/France**

Pig production is the main employer in Brittany. Without pigs, Côte d'Armor would be an economical desert. Without pigs, there would be no employment in agriculture and food industry. Each Breton who has a pig livestock of 100 sows directly or indirectly employs 4,5 employees.

Food security is assured for 99%. The Bretons are about to adapt to environmental changes. Therefore, municipalities also have to make efforts to respect the environment.

### **Role of unions**

The general prosperity is an important progress of which swinemen have to benefit as well. When then employees are going to be implicated in the Common Agricultural Policy? Probably employees will follow and farmers will have no choice to do so. We have to be very strong in our union organization.

Until now, only CFDT plays a role.

We have big difficulties to organize our members. Nevertheless, membership remains a pivotal point to be able to progress. Membership and organization in unions still is a taboo subject in agriculture. But it is the only possibility to develop the occupation in a good manner.

The Common Agricultural Policy is the only mean to force employers to implement and keep to achievements for employees. One must fight for a social carpet. It is not normal that nobody cares about health issues – the protection of employees and animals – anymore.

### **Future development of the occupation**

The training and continued training in the occupation pig husbandry will develop alongside the developments in pig production.

This means that specialized technician jobs are needed:

Folgende spezialisierte Technikerberufe werden gebraucht werden:

- Supervise gestation
- Stable equipment
- Nursing
- Weaning
- Care and hygiene

A responsible in pig husbandry

- Staff management
- Training in psychological care
- Maintenance/Management of working equipment- and devices
- Relation to upstream and downstream professions
- Support to the staff