Migrant workers in forest sector in Germany
-a short overview-

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Migrant workers in German forestry

1. Do we need migrant workers in German forestry?
2. What are the fields of employment?
3. What is the framework to provide decent jobs?
Immigration is getting an important economical and cultural factor

- Number of inhabitens: 81,12 Mio. Prognosis 2060 73,08 Mio.
- Percentage of people with foreign status: 11,2 % (Turkey, Poland, Italy)
- Percentage of people with foreign status at german labour force: 9,4 %

A new target group for personal recruiting?

Number of immigrants 2015: 2,14 Mio

- 45 % from EU countries (Romania, Poland)
- 30 % from Asia (most from Syria)
- 5 % Africa

- Important for economic growth forcing against skilled employees lack
- Need to speed up the process of integration
- No alternative for forest labour market
- Possibility of return in their countries
- Language problems
- Long lasting process of integration
- No interest in sector of green jobs

(Source: Federal office for Migration and Refugees 2017)
The demographic change / an employers problem

**The formula of stagnation:**

- Decrease of employees
- Unfavourable age structure

= Lack of professionell skills

Enormuos challenge has reached forestry:
Recruitment of next generation staff will be the task of economic survival
Forest work and Influence of mechanization

Trend of strong decrease of employing by increasing productivity and mechanization is slowing down

Number of forest workers

<table>
<thead>
<tr>
<th>Year</th>
<th>1990</th>
<th>2000</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>47825</td>
<td>28629</td>
<td>26804</td>
</tr>
</tbody>
</table>

Number of harvesters

<table>
<thead>
<tr>
<th>Year</th>
<th>1990</th>
<th>2000</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>50</td>
<td>780</td>
<td>1400</td>
</tr>
</tbody>
</table>

More than 95% owned by entrepreneurs
Prognosed limited mechanization rate 60%
(Source: KWF 2013)

Influence of digitizing, robotics and sensory ???

Full employment at the forest sector, threat of lack of skilled workers, Labour market prognosis 2030: -15% of skilled German workers

Unfavorable distribution of age more than 35% elder than 50
(Source: BA Statistik 2015)

What about the 22,4 Mio. m³ of motor-manual felling volume in the future?
Based on German annual cut of 56 Mio. m³
Acceptance and Validation of migrant work

Allrounder versus Specialist

1700 Trainees per year
3 years dual vocational education and training

Implementing the freedom of establishment and to provide services supposes the overall recognition of nationally delivered qualifications

Validation of non formal and informal learning / European Qualificationsframework (EQF) Level 4

The chambers are usually responsible for the assessment of equivalence in training occupations in the dual system
System of controlling of occupational safety and health

Certification for Forest owners
- General framework for social standards and occupational health and safety
- Certification for entrepreneurs
  - More specific
  - Danger of Subcontracting

Terms of Service
- Public sector
- Very detailed
- Controlled by forest management

Motor manual felling: 40 % of annual cutting volume is potentially dangerous work

Protective equipment
Emergency call systems
Special necessary skills
The Posted Workers Act provides a legal framework for making sector-specific minimum wages obligatory for all employees of a sector regardless of whether the employer is based inside or outside of Germany.

<table>
<thead>
<tr>
<th>Sector</th>
<th>Euro per hour</th>
<th>Share of employees under limit of legal minimum wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building-cleaning services</td>
<td>11.53</td>
<td>10%</td>
</tr>
<tr>
<td>Gastronomy</td>
<td>8.84</td>
<td>50%</td>
</tr>
<tr>
<td>Construction industry proper and subsidiary</td>
<td>14.3</td>
<td>10%</td>
</tr>
<tr>
<td>construction industry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agricultural and Forest sector</td>
<td>8.6</td>
<td>35%</td>
</tr>
</tbody>
</table>

(Source: Statista, Zeitonline 2015)
Conclusion

„Qualified workers are needed to continue multi-functional forest management.“
German Forest Strategy 2020

The cornerstones of the single market, enabling the mobility of business and professionals throughout the EU are a good framework.

Within we have excellent instruments to ensure work conditions.
But they must be used in a more consequent way to achieve the social goals of green economy by providing decent jobs.
Thank you very much for your attention!