



LBC-NVK VAKBOND VOOR MORGEN

Automotive Industry Belgium

A midjet between the other industrial countries

In general

- 3 car manufactures:
 - Audi
 - Ford
 - Volvo Cars
- Total car production

2010	528 966	
2011	562 386	(+6,3%)
2012	287 447	(-3,6% compared to first semester 2011)

In general

- In total (assembly - suppliers)
 - About 82 000 workers in automotive industry
 - (10% of total employment in the Belgian industry)

Audi Brussels

- Production

2010	70 000 units	52 000 (A1)	18 000 (A3)
2011	120 000 units		
2012	130 000 units		

Max capacity 150 000

- Workers

	Temps	Blue cols	White cols	Total
2010	565	1730	414	2709
2011	493	1927	443	2863
2/2012	345	2051	455	2851

Audi Brussels

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- Guarantees work certainty till 2016
- Now:
 - A1: 2 and 4-doors
- Soon:
 - S1
 - A1 Quattro
- Unions and management hopeful to build another model beside A1 as of 2016



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Audi Brussels

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- Temp work
 - Limited in numbers:
 - CBA negotiated with representative unions
 - Temp and agency workers earn same salary as fixed workers
 - May be difference regarding extra legal comp &bens
 - Limited in time
 - Belgian law applicable regarding temp workers
 - Guarantees wages, working hours and general labor conditions



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Audi Brussels

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- Unions
 - Representative unions:
 - ACV
 - ABVV
 - ACLVB
 - Works council and safety committee
 - Committee of shop stewards



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Ford

- Production (Mondeo, Smax, Galaxy)

2010	184 709 units
2011	178 120 units
2012	169 174 units (forecast)

Max capacity of 312 000 units

Max capacity new models: 225 000 units

Ford

- Employment (Genk assembly & PGL)

	Temps	Blue cols	White cols	Total
2010	125	4 580	326	5 031
2011	168	4 376	399	4 943
2012				

→ same numbers. Will increase with the launch of the new Mondeo

Employment certainty till 2013

Ford

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- Agreement
 - 700 million euros investment in the plant
No collective dismissals, but 12% cost reduction (mostly on wages, comps & benefits)
 - Investments to ensure the future Mondeo, S-max and Galaxy in Genk.
Genk leadplant for the European CD Cars
 - 2013 start production Hybrid Mondeo
 - Job one new Mondeo postponed with at least 3 months



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Ford

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- Union
 - Ford is a unionised plant (cfr. Volvo – Audi)



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Volvo Cars Gent

- Production

2010	255 000 units
2011	266 000 units
2012	260 000 units (forecast)

- Per Model

XC60	130,000
S60	65,000
V40	35,000
C30	30,000

Volvo Cars Gent

- Workers

	Temps	Blue cols	White cols	Total
2010				
2011				
2012	1 100	3 400	500	5 000

- Work guaranteed till the end of the CBA → 2012

Seen the present market situation and the sales, there shouldn't be any problems in the near future.

C30 end of production by december 2012.

Volvo Cars Gent

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- Temporary workers
 - National law applicable

- Union
 - Same situation Ford – Audi



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