



UNION INTERNATIONALE DE LA BOULANGERIE ET DE LA BOULANGERIE-PÂTISSERIE

Minutes

of the Board Meeting of March 27, 2004 in Herning, Denmark

Participants:

Andrzej Szydłowski, president
Renaldo Nanzer, secretary-general

Antonio Arias, CIPAN (Mexico)
José Carlos Gutiérrez, CIPAN (Mexico)
Ole Thorup Nielsen, Denmark
Steen Friis Nielsen, Denmark
Carsten Wickmann, Denmark
Anders Bondén, Finland
Kaj Boström, Finland
Luc Boulet, France
Jean-Claude Choquet, France
Jacques Linster, Luxembourg
Henri Wagener, Luxembourg
Bert Kolkman, Netherlands
Theo Volkeri, Netherlands
Carla Zwierstra, Netherlands
Garman Bore, Norway
Anders Vangen, Norway
Krzysztof Romanski, Poland
Adriana Macri, Romania
Aurel Popescu, Romania
Elena Beizerova, Russia
Yuri Katsnelson, Russia
José Maria Fernández del Vallado, Spain
Andreu Llargués, Spain
Emilio Madrid, Spain
Max Egger, Switzerland

Patrick Garvey, Ireland
Halil Ibrahim Balci, Turkey
Ibrahim Inan, Turkey

These are the delegates having signed in the attendance list.

excused: Heinz Hofmann, Austria
Peter Becker, Germany
Eberhard Groebel, Germany
Hans Nadler, USA

1. Welcome and President's remarks

Board 27.3.2004

President Andrzej Szydowski welcomes his colleagues, presidents from fourteen countries in Herning, Denmark. The board meeting takes place during the Food Expo/Nordbag on which also the Coupe d'Europe is organized. All are invited to visit this interesting fair. Andrzej Szydowski wishes the Danish baker colleagues the desired success. He especially welcomes the Turkish delegation and the Mexican delegation representing the CIPAN.

He remembers the victims of the assassination in Spain. The assembly holds a one minute's silence..

Andrzej Szydowski thanks the German association once again for the generous receipt in Düsseldorf.

He addresses cordial thanks to the organizers and especially to president Ole Thorup Nielsen and secretary Carsten Wickmann, Denmark, for the invitation and the very nice program.

The invitation was sent in time.

Andrzej Szydowski summarizes his activities during the last months:

- trip to Bulgaria
- trip to Lille, participation in the qualifying contests for the world championship at the Europain, Paris
- Visits of the qualifying contests of the Pacific counties in Singapore (April 20 to 22), the Latin American countries in Uruguay (July 26 to 28), the Central European countries in Poland (September 21 to 23) and Africa and Middle East in Egypt (October 2 to 5) are planned in his program.

The agenda is approved without remarks.

On yesterday's presidium's meeting the following items were treated:

- memberships, leavings, admissions
- financial situation, balance sheet 2003
- future direction of our activities
- problems being up regarding formation, organization and economy and social policy
- preparation of the applications of the today's meeting

The **Commission Formation** met in the run-up to this board meeting, too.

The **Working group Finances/partnerships**, sub commission of the commission Organisation, has the target to find new financing resources for the UIB and met since the last board meeting in Moscow with Yuri Katsnelson, Russia, chairing.

Andrzej Szydowski thanks the commission presidents and the general secretariat for their work.

2. Approval of the Board meeting minutes of October 8, 2003 in Düsseldorf (DE)

Board 27.3.2004

The minutes were sent in time in English, German, French and Spanish.

Resolution: The minutes are approved with thanks to the author.

3.1 Balance sheet 2003

It settles with a little profit of € 1075.19. It is already audited by the auditors.

Resolution: The balance sheet 2003 is approved. The definite discharge of the board will follow at the congress in Mexico.

3.2 Dues

Secretary-general Renaldo Nanzer informs about the status of the bookkeeping and the dues. He points out that there are again and again countries which do not meet with its commitments, and requests the defaulters to pay the outstanding accounts. Andrzej Szydowski emphasizes the difficult situation and expresses his annoyance. He points out that the UIB works as unique worldwide baker association and the dues are a minimum for all the work which is done:

- *The general secretariat charges much less than others for similar services. Many costs, especially personal and expenses in kind, are not charged.*
- *The committees meet at their own expenses. The presidents invite at their own expenses. Travel and meeting expenses are frequently in charge of the committee members.*
- *We offer under www.uib.org a web appearance delivering continuously new information for the bakers. All know from personal experience how much the operation and the maintenance of a web site cost.*
- *The UIB organizes the World Bread Day, makes information, models and posters available.*
- *The Dutch association makes with www.bakerexchange.org the platform for the exchange program for young persons available. This site and the costs are ensured by the participating countries.*
- *The board meetings are directly financed by the organizing countries. The delegates are received, spoilt and can count on a fantastic organization. Additional expenditure for supplementary escorts has never been charged though this is possible according to a former resolution.*
- *Every year the UIB organize the Professional Competition for Young Bakers. These expenses, too, are financed by the inviting country and the participants.*
- *The UIB now decided to participate every two years in the WorldSkills and prepares the necessary regulations and the coordination.*
- *etc., etc.*

3.3 Financing possibilities

Concrete suggestions of the working group Finances/partnerships

The working group Finances/partnerships was active. President Yuri Katsnelson informs that a meeting with potential partners took place in Moscow and first clues were discussed. Because of the leaving of the American association the working group must be redefined. Another meeting will be held end of April in Moscow.

Resolution: Treasurer Henri Wagener, Luxembourg, is elected as a new member of the working group.

New sources of income are the advertising banners switch on on trial.

Elections

The congress is the moment for the presidential election. By turns and as already fixed it is planned that the 'elected' vice-president Emilio Madrid, Spain, succeeds to Andrzej Szydowski. Candidate as new 'elected' vice-president is Jean-Claude Choquet, France.

Resolution: Emilio Madrid, Spain, is officially proposed to the congress in Mexico for the election as new president.
Jean-Claude Choquet, France, is officially proposed to the congress in Mexico for the election as new 'elected' vice-president.

Because of the leaving of the American association Hans Nadler is no longer able to hold his office as secretary. The new election will take place at the congress in Mexico.

4. Members' information

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By e-mail the RBA The Retailer's Bakery Association terminated effective immediately the membership in the UIB because of financial and organizational reasons. The subscription 2003 is not paid yet—despite several reminders. Secretary-general Renaldo Nanzer talked to Hans Nadler—who sends his regards—, wrote to the president of the RBA, pointed out the by-laws and requested the payment of the subscription 2003. Besides, he mentioned the longstanding activities of the RBA, especially the exemplary engagement of the long-time delegate and former UIB president Hans Nadler. We hope for a soon return of the RBA in the UIB. The matter is not settled yet. Interconnected with it is the question how the RBA, especially Hans and Minerva Nadler, will safeguard the representation in the CIPAN.

Future membership

Interested countries are: China, Congo, the Czech Republic, England, Hungary, Ireland, New Zealand, Portugal, Scotland, Slovakia, Taiwan and Turkey.

5. Commissions

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5.1 Formation

Bert Kolkman, Netherlands, informs about:

5.1.1 Exchange system

Detailed draft and financing plan

The exchange system is still used too little. The language seems to be the main problem. The candidates speak the language of the country in which they are active too little or not at all. A corresponding question must be included in the application form.

Resolution: The international exchange system is confirmed and continued as long as possible. Advertisement and information should be intensified, entrepreneurs and coordinators motivated.

The Norwegian association likes to know if the exchange systems is also effective for experts. Jean-Claude Choquet, France, confirms this but points out that no actual wage is paid only lodgings and a pocket money.

5.1.2 Qualification system

Resolution: The qualification system is no longer continued in the planned form and filed.

By a survey a new overview about the education level in the countries shall be determined. The known bases of the qualification system shall be used for the forming of an opinion.

In future especially the International Professional Certificate will be the base of the qualification. The mutual recognition or adaptation respectively in the UIB countries shall be advanced wherever possible. Jean-Claude Choquet

points out the objective of the international certificate. It shall give its owner the possibility to 'prove' what he learnt and the entrepreneur the certitude to employ a skilled co-worker.

The general secretariat applies to examine the mutual recognition of higher education in the baker sector between the countries wherever possible.

Resolution: The Commission Formation takes care of this matter. It extends the International Professional Certificate and initiates in the countries the necessary to clarify and standardize or recognize respectively equivalent education on higher level.

5.1.3 WorldSkills 2005

Professional Competition

The UIB has the patronage about the following competitions:

- International Professional Competition for Young Bakers
- Coupe d'Europe
- WorldSkills

WorldSkills

At the board meeting in Düsseldorf was decided to participate in the WorldSkills 2005 in Helsinki and to hold, as before, the International Competition of Young Bakers every year. Spontaneously the associations from the following countries announced their participation in the WorldSkills: Austria, Denmark, France, Germany, Hungary, Luxembourg, Netherlands, Poland, Romania, Spain (provisionally), Switzerland. Finland will organize the edition 2005. Jean-Claude Choquet informs about the preparation and thanks especially Max Egger, Switzerland, for the very good organization in St. Gallen where the baker profession took part for the first time as observer. Max Egger remembers the unforgettable event for the young competitors. More than 100 000 visitors were counted, and the media response was immense.

International Competition of Young Bakers

The latest edition took place from October 11 to 14, 2003 in Wageningen, Netherlands. Winners: singles: Gerhard Hinterwirth, Austria; Herwig Dorfstetter, Austria; Miriam Glaus, Switzerland; nations: Austria, Sweden, Switzerland.

Coupe d'Europe 2004

The Coupe d'Europe 2004 was held these days in Herning and was visited by the UIB delegation. Winner was Switzerland ahead of France and Denmark.

Coupe du Monde de la Boulangerie Européen, Paris

This competition is organized and financed on private basis. It is open for participants of every age and class. Special emphasis is given to the products. The UIB doesn't patronage this competition but doesn't judge it negatively. That's why the president and the secretary-general are present on the qualifying contests. They consider the Coupe du Monde de la Boulangerie as very good publicity for our profession and our products. The UIB patronage will be examined, but the actual world championship for bakers should be the WorldSkills being based on concrete regulations and participating conditions.

5.2 Organisation

A partial sector of this committee, the working group Finances/partnerships, is treated with Yuri Katsnelson in the chair.

Renaldo Nanzer informs about the regionalization. Because of the admission of countries from all continents and to consider the regional circumstances the Committee

Organisation intends to create regional associations. The project will be presented in detail in Mexico.

5.3 Marketing and Publicity

5.3.1 World Bread Day 2004

It will take place on October 16. Renaldo Nanzer presents the poster 2004. The member countries will receive it in the next few weeks on CD-ROM. Renaldo Nanzer points out the different activities in the countries and his wish to be informed about. www.brottag.ch contains an overview and the news regarding the World Bread Day 2004.

5.4 Economy and Social Policy

Jean-Claude Choquet and Luc Boulet, France, inform about their work.

5.4.1 Evaluation survey

The result is partially available. The answers of several countries are missing, but they are necessary to prepare a representative evaluation. The information about the result will follow in Mexico.

Carsten Wickmann, Denmark, presents the baker craft of his country. The baking companies diminished during the last 25 years by two thirds. Today there are 850 bakeries; 728 of it are members of the Danish association. As in other countries they have to fight with the hygiene and closing time laws, illicit work and the missing junior staff. A modular formation shall open new possibilities. With customer and member polls the Danes want to determine the requirements on both sides and then to develop corresponding drafts for the future. Competition with wholesalers, problems with labor unions and self-advertising for the baker craft round the impression up. Andrzej Szydowski thanks Carsten Wickmann for the detailed report and wished the association courage for the future.

6. By-laws

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According to the effective by-laws the domicile of the UIB is in Paris. The presidency proposes to modify them so that the domicile is always on the domicile of the respective general secretariat. This would make the administrative affairs (finances, by-laws, Internet, etc.) easier and simplify the takeover of the secretariat by another country.

<p><u>Resolution, unanimously:</u> Domicile of the UIB is always the domicile of the respective general secretariat. The domicile can be moved by resolution of the congress. This modification of the by-laws must be approved by the congress in Mexico.</p>
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7. Information

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7.1 General discussion about activities

Renaldo Nanzer informs about acrylamide, the prevention regarding flour asthma, the conditions of the industrial law at the protection of young persons and expectant and nursing mothers in Switzerland as well as about examples in publicity, regulations, support and coordination work of the general secretariat.

7.2 CEBP

José Maria Fernandez del Vallado informs about the current work in Brussels. Special emphasis is given to the declaration procedure. Die CEBP pursue a clear objective: to protect the baker craft against unnecessary administration stuff and regulations as well as against unnecessary expenditures. This organization safeguards and represents the interests of the European bakers. José Maria Fernandez del Vallado espe-

cially points out the circular 3/2004 regarding the problems to integrate new nations in the EU on May 1, 2004. The statements of the countries are expected. Andrzej Szydowski thanks for the comments and also thanks president Jacques van de Vall and secretary-general Eberhard Groebel. The CEBP is very active. The circulars inform about results and problems. They are switched on on www.uib.org under CEBP.

7.3 CIPAN

The presidency dealt in the membership of the CIPAN. There was an unclearness concerning the subscription and the number of delegates. The situation was discussed and will be settled definitely in Mexico (8 member countries, 2 subscriptions, 2 delegates). Antonio Arias, Mexico, confirms this. He repeats his invitation to the congress of August 27 to September 3. The personal invitations were distributed on the spot. The Mexican association has a new president: Juan Carlos Otegui Usaola.

Turkey

President Halil Ibrahim Balci confirms the interest of the Turkish association to be admitted as member at the congress 2004 in Mexico and thanks the UIB for the friendly reception. He offers to organize in 2005 a board meeting in his land so that the delegates could get to know more about Turkey and its bakers. The Turkish association was founded in 1997. There are 22 000 bakeries. At the moment, two ministries share the problems in the food sector. It is planned that the Ministry of Agriculture will hand over its influence on the bakers to the Food Ministry.

Further information

Information about the latest developments on www.uib.org by Renaldo Nanzer

8. Dates

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8.1 Congress 2004, Mexico, August 31 to September 4, 2004

more exactly: August 27 to September 3, 2004

8.2 Board spring 2005, place and date?

Paris, April 17 to 20 (Europain)

8.3 Board fall 2005, place and date?

Invitation of the Turkish association

8.4 Board spring 2006, place and date?

9. Discussion

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Emilio Madrid, Spain, thanks the board for the sympathy with the terrorist attack of March 11, 2004 in Madrid.

Closing words

Andrzej Szydowski thanks all delegates and participants for the animated and interesting board meeting. He especially thanks Ole Thorup Nielsen, president of the Danish association, for the fantastic program in Herning.

For the minutes

Renaldo Nanzer, secretary-general