



EUROPEAN COMMISSION
Employment, Social Affairs and Equal Opportunities DG
Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

Plenary Meeting of the Sectoral Social Dialogue Committee on Contract Catering

8 October 2010

Minutes

Present:

FERCO:	France	SNRC	Claudine FABBY
	Hungary	MVSZ	Peter ROMAN
		MVSZ	Lajos BÖRÖCZ
		MVSZ	Nandor TOGYER
		MVSZ	Henk VOORMOLEN
	Netherlands	ALBRON	Maria Helena PIRES
	Portugal	AHRESP	Paloma FERNANDEZ-ALLER de RODA
	Spain	FEADRS	John DYSON
	UK	BHA	Norbert HUMMEL
		FERCO	Marie-Christine LEFEBVRE
FERCO			
EFFAT:	Austria	VIDA	Robert KAPAUN
	Belgium	ACV-CSC	Patrick VANDERHAEGHE
		FGTB	Eric CROCKAERT
		FGTB	Arnaud DE COCK
	Finland	PAM	Sirpa LEPPÄKÄNGAS
	France	FGTA-FO	Rafael NEDZYNSKI
		INOVA CFE-CGC	Gérard LE MAILLOT
	Hungary	VISZ	Zsuzsanna VARNAI
		VISZ	Maria Bogdanne NANAI
		VISZ	Katalin PAYRITS
	Italy	FILCAMS	Elisa CAMELLINI
	Spain	FECOHT-CCOO	Fernando MEDINA
		FECHTJ-UGT	Emilio FERRERO LOPEZ
	Sweden	KOMMUNAL	Lena JONASSON
		KOMMUNAL	Hans KOTZAN
		EFFAT	Kerstin HOWALD
EU Commission:	DG EMPL	Elisabeth AUFHEIMER	

1. Opening and welcome of participants

The plenary meeting is co-chaired by Ms Kerstin Howald, EFFAT Tourism Sector Secretary (morning), and Mr Norbert Hummel, FERCO President (afternoon), who jointly welcome the participants. Ms Howald (EFFAT) apologizes for the absence of Mr Harald Wiedenhofer (EFFAT Secretary General) and welcomes Mr Norbert Hummel, the new FERCO President.

She recalls the actual situation in contract catering in many EU Member States. Restrictions in public budgets and austerity measures have an impact on the sector, mainly in two dimensions:

- a) the awarding of catering contracts to the lowest price, which runs contrary to the efforts made at European level for promoting the economically most advantageous offer
- b) a decrease in employment and jobs

Another tendency is the growing integration of several services (Facility Management). These developments have an impact on social dialogue, workers' rights, collective agreements, salaries, etc. in the sector and should be kept in view.

Mr Hummel (FERCO) makes reference to the importance of high quality contract catering services in order to ensure employment in the sector. He insists upon the important role of social dialogue and the responsibilities of employers and workers with regard to the end consumers. He insists also upon the fact that the trend towards more and more internationalization represents a great challenge for the social partners.

2. Approval of the agenda and of the minutes

The agenda is approved.

The minutes of the plenary meeting held on 6 October 2009 are approved.

3. Training tool on food hygiene in the contract catering sector

Presentation of the grant application for the project "Food Hygiene Training for All" introduced by the social partners on 31 August 2010, Kerstin Howald, EFFAT Tourism Sector Secretary, and Marie-Christine Lefebvre, FERCO Secretary General

Ms Howald (EFFAT) underlines the importance of food hygiene for the contract catering sector. Based on EU legislation there are rules for food hygiene in all Member States, training for food handlers is obligatory, but the enforcement of such regulation is often difficult, particularly in small companies/units. This is why in 2009/2010 an EFFAT-FERCO Working Group looked into existing food hygiene training tools at national level, elaborated content and features of a European tool, and prepared an application for funding for the project "Food Hygiene Training for All" which has been introduced for a grant under the social dialogue budget line (*remark: the grant has since been awarded by the European Commission, DG EMPL*).

Ms Lefebvre (FERCO) explains that the first discussions on that training tool took place in 2009. The idea was to provide a training tool for first level employees which should be available free of charge and online, in order to keep it more flexible, easy to update and reasonable in cost. The training tool will be translated from English into German, French, Italian, Hungarian, Spanish and Portuguese. EFFAT and FERCO will share the management burden, but external expertise will also be needed. The training tool should be as interactive as possible and be used by groups as well as by individuals. The content of the tool will be

developed in the first semester of 2011. The testing phase in companies is scheduled for summer 2011. A European launching event will take place in Brussels in October 2011. In November 2011 a launching event, organized by the Hungarian social partners, will take place in Budapest.

In answering a question from Mr Le Maillot (EFFAT), Ms Lefebvre explains that the training tool will be accessible for everybody and could also be used by educational training bodies.

4. Corporate Social Responsibility - Implementation of the EFFAT-FERCO Agreement

Presentation of the Sustainability Policy of ALBRON (NL), Henk Voormolen, ALBRON Sustainability Manager

Presentation of the measures taken by the Hungarian social partners to soften the impact of the economic crisis on employment in the contract catering sector, Lajos Böröcz, VIMOSZ General Secretary, and Zsuzsanna Varnai, VISZ General Secretary

Ms Howald (EFFAT) makes reference to the EFFAT-FERCO Agreement on Corporate Social Responsibility which encourages the national social partners to implement this agreement. One of the measures of implementation is the annual stocktaking of CSR practices at the Sectoral Social Dialogue Committee plenary meeting.

Mr Voormolen (FERCO) presents the ALBRON Sustainability Policy. His presentation can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/2010_1008_plenartagung/albron-sustainability/ EN_1.0 &a=d

In answering questions from Mr Medina, Mr Nedzynski, Ms Howald, Mr Crockaert and Mr Kotzan (all EFFAT), Mr Voormolen (FERCO) points out that there is a dialogue between workers and employers and that he is a regular guest in the ALBRON works council. With regard to sustainable employment, he makes reference to some social indicators within the company, such as help with sick leave or educational programs. ALBRON has not signed the UN Global Compact. In the case of problems with stakeholders, ALBRON does not use standard procedures. Problems are solved as they arise, often within the frame of special platforms.

Reports on the activities take place via the internet. The company is currently assessed by the Dutch government, as well as all the top 500 companies in the Netherlands, in order to check compliance with the CSR rules.

There are regular external and internal audits in the framework of an audit system. The internal audits are done in compliance with ISO certifications. The works council is involved.

The ALBRON CSR policy has not led to a decrease of jobs within the company. The scope of the CSR policy is not targeted towards less or more jobs, but there are no aspects of it which would lead to less jobs.

Regarding the supply chain, in case of non-compliance with the sustainability criteria included in the contract, ALBRON sometimes had to change suppliers if they did not adhere to the rules. CSR sustainability is seen as a part of "normal business".

Ms Zsuzsanna Varnai, VISZ General Secretary, and Mr Lajos Böröcz, VIMOSZ Secretary General, present the measures taken by the Hungarian social partners to soften the impact of the economic crisis on employment in the contract catering sector.

Their presentations can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/20101008_plenartagung/20101008_varnai/ EN_1.0 &a=d

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/20101008_plenartagung/20101008_answers/ EN_1.0 &a=d

Mr Nedzynski (EFFAT) thanks the Hungarian social partners for their interesting presentations and makes reference to the Hungarian tradition of sectoral collective agreements which is exceptional and does not exist in many other Central and Eastern European countries. He proposes to communicate these examples to the outside world and asks how this could be done. Ms Howald (EFFAT) stresses the importance of these examples for the social dialogue in the sector.

5. EFFAT-FERCO Guide to the economically most advantageous offer, follow-up

Presentation of the last results of the Italian Observatory on Public Procurement by an Italian Trade Union representative

Presentation of the last developments regarding the EU legislation on Public Procurement

Ms Camellini (EFFAT) gives a presentation of the last results of the Italian Observatory on the awarding of contracts in the catering sector. Her presentation can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/20101008_plenartagung/20101008_observatory/ IT_1.0 &a=d

Ms Lefebvre (FERCO) suggests translating the text of the slides of this presentation into English.

In answering questions from Mr Vanderhaeghe and Ms Howald (both EFFAT), Ms Camellini (EFFAT) makes reference to the social clauses in the Italian national collective agreements. The subcontractors as well as the transferee company in case of a take-over have to maintain the existing working conditions and to provide the same social benefits. Sometimes the observatory gives indications, e.g. if (public) tenders need to be renewed in order to respect the economically most advantageous offer, this also with regard to labour costs.

Ms Lefebvre (FERCO) presents the last developments regarding the EU legislation on Public Procurement. Her presentation can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/20101008_plenartagung/20101008_procurement/ EN_1.0 &a=d

Ms Howald (EFFAT) underlines the need to include social criteria in the process of the awarding of contracts. She suggests that the four sectors which have already worked on the issue of responsible awarding of contracts act together and contact DG MARKT. Ms Lefebvre (FERCO), Mr Le Maillot and Mr Medina (both EFFAT) agree and emphasize the urgency to (re)act.

6. European Works Councils in the Contract Catering Sector

Report on the activities of the European Works Councils, Kerstin Howald, EFFAT Tourism Sector Secretary

Ms Howald (EFFAT) gives a presentation on the European Works Councils in the Contract Catering sector. This presentation can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2010/20101008_plenartagung/20101008_pres_enpdf/ EN 1.0 &a=d

Ms Lefebvre (FERCO) asks whether it would be possible to aggregate social data available in a sector where the European market is highly concentrated. The social reports of the big companies are an internal matter, but the social partners could prepare a template for the collection/provision of such data.

Ms Howald (EFFAT) underlines the importance to bring together what happens in the European Works Councils and in the social dialogue.

Mr Crockaert and Mr Le Maillot (both EFFAT) raise the question of the representativeness within the works councils, if there are more than one federation in a country. Ms Howald (EFFAT) responds that this problem is well-known and has to be managed case by case. It is very difficult to make a general rule.

7. EU Platform for Action on Diet, Physical Activity and Health

Report on the activities of the Platform, Marie-Christine Lefebvre, FERCO Secretary General

The European Commission has been evaluating the platform. The intention is now to work on nutrition education, the reformulation of products and the advertising to children. FERCO considers that the contribution of the contract catering sector to the fight against obesity is significant but should be made more visible.

8. EFFAT-FERCO Work Programme 2011

Presentation by EFFAT and FERCO of the draft of the work programme for the Sectoral Social Dialogue Committee

Ms Howald (EFFAT) orally presents the work programme 2011 which is approved.

The work programme 2011 can be downloaded here:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/catering/2011/cat_2011_wp_enpdf/ EN 1.0 &a=d

Mr Hummel (FERCO) and Ms Howald (EFFAT) thank all the participants and the interpreters and close the meeting.