

**EFFAT – FoodServiceEurope
Social Dialogue in the European Contract Catering sector
Plenary meeting**

Brussels, 17 September 2019

Conference Centre "Albert Borschette
Rue Froissart 36
1040 Brussels
Room 0C

Draft Minutes

Opening and welcome of participants

- The agenda and the minutes of the SSDC plenary meeting of 17 September 2018, were approved as proposed.

European Alliance for Apprenticeships (EAfA)

- Two presentations were made showcasing initiatives at company level. A representative from Trivalor presented their pledge to the EAfA on the creation of EPRE Trivalor (Vocational School of Business Reference). Sodexo representatives presented the outcome of a pilot project on promoting mobility of apprentices.
- A discussion followed with participants raising different questions, including the difficulty of mobility across borders in the EU, not least due to language barriers. Other difficulties to cross-border mobility of apprentices concern the administrative burden and the need for companies to support an additional financial burden to ensure accommodation and travel expenses. The use of EU funds, notably through Erasmus+, needs to be further explored and developed in collaboration with national authorities.
- On EAfA engagement generally, EFFAT Secretariat reported that pressure had been made on the Commission to ensure that pledges to the EAfA do not become window dressing and that there is a close monitoring and reporting on the effectiveness of the commitments. The Commission has now improved the survey system and support services for the alliance are being developed.

Digitalisation and automation: Future challenges for companies and employment in the Contract Catering sector

- The presentation by Jörg Peschner, Senior Economist in DG EMPL was very much welcomed and trying to offer a perspective that would include sector specific angle as well. The growth of employment in the sector has been above average and Mr Peschner was not pessimistic about the impact of digitalization and robotizations on our sector. An important risk digitalization can bring is a skills shortage as many are lagging behind in this area, but in our sector, developments are expected to complement and support work rather than replace it.

- A discussion followed in this regard. Spanish trade unions underlined that there is a need for more funding for training and upskilling and to invest at both national and EU levels. It was noted that the European Social Fund is meant to invest in the people more than the institutions.

Public Procurement

- An update was provided by the Secretariats on the event planned for the following day to launch the “Choosing best value in contracting food services - A guide for private and public client organisations”. Most participants would be attending, and information had also been provided in written.

Fight against sexual harassment

- EFFAT Secretariat reported on the progress of the project "Fighting sexual harassment and violence at work". A survey of EFFAT members was conducted and a good number of responses were received. Tourism is the sector that is most affected by the problem, catering being included in the data for this overall sector. The data is however not sufficiently detailed to allow for a detailed breakdown that could give the picture specifically for the contract catering sector.
- A representative from Sodexo presented their online training on sexual harassment and violence, which was a very dynamic training, with videos and questionnaires. The training was also available in different languages, which made it easier to reach a wider audience.
- A discussion followed, and the Spanish employers' organization noted that these processes are often difficult and delicate and while anonymous complaints can on the one hand encourage workers to speak up, on the other they can be mis-used. The Italian trade unions underlined the importance of these initiatives to raise awareness and that it is important these programmes are developed in collaboration with the trade unions to find the best ways of protecting the victims and ensure there is a collaborative approach.

Latest developments in the field of Employment and Social Affairs

- Joé RIEFF (DG EMPL) provided an update of recent developments and expected priorities for the upcoming new Commission. The recognition of the important role of Social Dialogue had already been underlined by the incoming Commissioner Schmit and that was very much welcomed as a positive sign for the future. It was noted, the new Commission's social agenda is ambitious with many initiatives having been announced as part of President von der Leyen's programme, including fair minimum wage, pay transparency, intervention on social security aspects.
- On minimum wages, it was underlined that in many countries, sectoral collective agreements and company agreements already address this point and should be respected and protected in the context of any future EU intervention.

EFFAT-FoodServiceEurope Work Program 2020

- The Hungarian employers' organization requested that a new point would be added to the proposed work programme to explore opportunities for collaboration on the basis of the outcome of the Next Tourism Generation Alliance project. It was agreed this should be added as part of our engagement on qualifications and training.
- The Work Programme 2020 was adopted as proposed with the addition mentioned above.