

INSTITUTO DE FORMACIÓN
Y ESTUDIOS SOCIALES



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**Federación
Agroalimentaria**

**TRAINING OFFER DETECTION
AND PROFESSIONAL PROFILES DEFINITION**

SPAIN

Phase 2

**EUROMEAT: QUALIFICATIONS TRANSPARENCY
AT THE EUROPEAN UNION MEAT INDUSTRY**

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1. SOCIOLABOUR SITUATION IN THE MEAT INDUSTRY IN SPAIN

In Spain the meat industry is inscribed in the Agro-Food Sector. According to the Companies Industry Companies Survey, the Agro-Food sector is one of the more active sectors at the Spanish Economy.

Some data says that this situation are: the sector participates with the 17.19% on the net sales of the product, it has the 12,54% of the net sales of the product, the 20,4% of the consumption of the raw materials, 13,7% of the industry employment and the 11,8% of the investments.

On the following points it's described the economic-business configuration and the sociolabour situation of the companies at the meat industry in Spain.

1.1. Economic-business configuration in the country

Types and sizes of the companies. The meat sector in Spain present this configuration:

Number of companies and establishments

| Sector | Number of companies | | Number of establishments | |
|---------------|---------------------|------|--------------------------|------|
| Food Sector | 32.846 | 100% | 33.265 | 100% |
| Meat Industry | 4.589 | 14% | 5.174 | 16% |

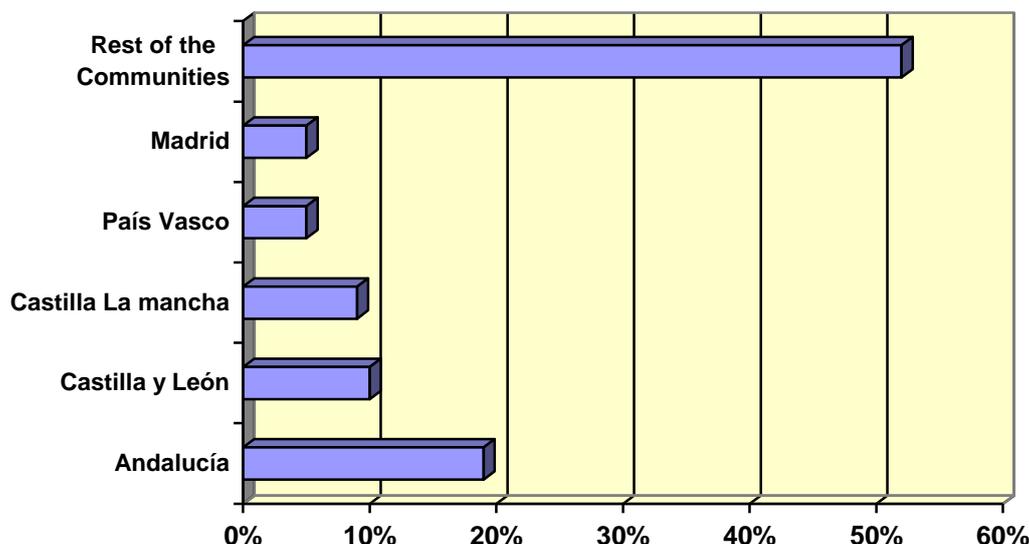
Source. MAPA. 2006

Number of companies: the total number of companies at the Agro-Food sector is 32.846 and the commercial establishments are 33.256. In this data, the number of companies of the Meat Industry sector is 4.589 and the commercial establishments are 5.174. The number of companies of the meat sector is 14% of the Agro-Food sector and the commercial establishment represent the 16%.

A relevant data is that in the agro-food sector, just in the drinks sector, has a larger percentage of companies (14.72%) and establishments in the agro-food sector (16%).

Territorial distribution of the companies: companies and establishments are distributed around all the State. The Autonomous Community with more concentration of companies are Andalucía (6.228), Castilla y León (3.338), Galicia (2.728) Castilla La mancha (2.817), País Vasco (1.666), Madrid (1.616).

Distribution of the companies by Autonomous Communities



Source: MAPA, 2006

Size of the companies: according to the available data from the Agriculture, Fishing and Food Ministry, in this sector predominate small companies (4.352) with a size under 49 workers, who are the 95% from the total.

Size of the establishments

| Size of the company | Number of the companies | |
|------------------------|-------------------------|-------------|
| Under 49 workers | 4.352 | 95% |
| From 50 to 200 workers | 195 | 4% |
| More than 200 workers | 42 | 1% |
| Total | 4.589 | 100% |

Source MAPA 2006

Total number of workers in the meat industry: the Agro-Food Industry sector in Spain have 485.275 wage-earning workers. In the meat industry there are 85.900 workers. The unemployment volume in this sector is really slight, cause the unemployment registered people are 5.250, who are just the 6% of the active population.

1.2. Sociolabour and training situation

1.2.1. Labours categories and collective bargaining: s¹.

¹ UNIÓN GENERAL DE TRABAJADORES (2004): Convenio colectivo de industrias cárnicas. Resolución de 9 de febrero de 2005.



The collective agreement which establishes the labour relations in Spain collect in the Resolution of the 9th February of the 2005, which was signed by the business association AICE, ANAFIRC-GRMECAS, ANAGRASA, APROSA-ANEC, ASOCARNE Y FECIC. By the union trade side there were the Agro-Food federations of UGT (General Union of Workers) and CCOO (Workers Committees).

The professional categories of the meat industry agreement in Spain collect the following specific ones:

- Slaughterer
- Cutter
- Chacinero
- Trimmer
- Stripper
- Fundidor
- Maquinista

The professional competences, which have these categories, are the same as the ones that are introduced at the end of this document.

1.2.2. Description of the training offer in Spain

Vocational training in Spain is organized in three fields, which carry out different aims:

Official Vocational Training or Initial Vocational Training depends on the Education Ministry and it's included at the Educational System. The Vocational Training is organized in two professional cycles: medium degree cycle and high degree cycle.

To access to the medium degree vocational training is required to pass the compulsory secondary education (ESO), so the access age is 16 years old. The Training Offer is at the Food Industry professional family. For the meat industry sector the training cycles are:

- Fish, Meat and Vegetables tinned.
- Slaughtering and Butchery-Delicatessen.

The high degree vocational training has University rank. To access to these cycle is compulsory to pass the high educational degree (Bachelor) and have the age of 18 years old. There is just one cycle for all the sector which is the Food Industry cycle.

Occupational Training depends on the Social Affairs and Work Ministry (Public Employment Service- SPE) and it's for the people who are unemployment and want to access to a job. The training offer is realized in three professionalism certificates:

- Slaughterer
- Butcher
- Meat treated product preparer

Continuous Training is addressed to workers who work at the meat industry and depends on the social agents (business organizations and labour union organizations) and on the Social Affairs and Work Ministry, from the Tripartite Foundation for the employment training. The training, which is given in this sector, is focused to the specific business needs derived from the changes at the rules, technology innovation or new ways of working organizations.

The most important courses for the meat industry are:

- Food Handling License Course.
- Timer (times measure).
- Labour risk prevention.
- Quality Control.

Food Handling License Course is compulsory to work on this sector. It's a compulsory course to work on this sector; so all workers must have this qualification, which is accredited by Health Authorities.

Access to Professional Training in the Meat Industry sector

The main access way into the meat industry is by family relations or to have contact with the employer, more than by the vocational training courses. The worker access as a trainee and develops its professional itinerary by different job posts, learning the occupations by the labour experience in each post.

By other side, working on this sector has no a good image in the actual society. Due to the automation of the product process, it's not required a high level of qualification for the most of the working posts.

MEC. Initial Training²: the main problem is that the official vocational training on this sector is the requirement of having the Compulsory Secondary School degree, so this fact make impossible, to many young people with school failure, to access to a training itinerary on this sector. It should be reminded that the Spanish school failure is around 29%, so it means that it's one of the higher indexes in Europe.

Furthermore, and in spite of the official VT in Spain is improving its acceptance by the society in general, it's still having low levels of impact. In this sense, and according to the Eurostat³'s data, Spain presents a lower percentage than other European countries on the numbers of young people, between 20 and 24 years old with High Secondary School.

Population from 25 to 64 years old who has finished the High Secondary School

| Country | Population Percentage |
|----------------|------------------------------|
| Germany | 82% |
| United Kingdom | 81% |
| Austria | 78% |
| France | 62% |
| EU 15 | 62% |
| Italy | 43% |
| Spain | 42% |

² MINSITERIO DE EDUCACIÓN Y CIENCIA. MEC. (2006). Títulos de formación profesional www.mec.es

³ EUROSTAT (2006): Eurostat Yearbook 2003. www.europa.eu.int

Source: Eurostat Yearbook 2003.

The vocational training which the Educational Ministry offers have two years of length and it offers training in alternation with jobs.

SPE- Public Employment Service. Occupational training: on its part, the Social Affairs and Work Ministry (SPE) propose a training addressed to unemployment people, which is characterized by having a shorter length (between 300 and 600 hours) than the training given by the Education Ministry, and for being directly focused to the companies needs.

In the occupational training there is no requirements to access, workers access to the job without any specific qualification that allows a greater access to VT. One of the main inconvenient of this kind of training has been that pupils leave the course when they find a job, so they have not finalized the training process at all.

This situation is on ways of solution by the recent Training Agreement for the Employment, signed by social agents and central administration for the unification of the occupational and continuous training.

Continuous Training. Continuous training depends on the social agents and Work Ministry, from the Tripartite Foundation for the Training in the Employment. From its beginning in the 1992 has reached a high level of implementation in Spain, and the participation in training actions affect to around 2.000.000 of workers⁴.

In the meat industry sector the large participation on the handling food license course stand out, in the carrying out of the rule - Real Decreto 202/2000, 11st February- which establish the regulation for the handling food workers⁵.

Access to work in the sector.

According to the SPE (Public Employment Service)⁶ the occupations of butcher for sales and slaughterer-butcher are difficult to be covered, so they are considered of being covered by immigrant people and workers without a specific professional qualification.

According to the Jason⁷ research, in this sector, it's difficult to find qualified workers in some working posts, which cannot be mechanized, as it happens with the slaughterer, the trimmer or the sales butcher.

In this research is also confirmed that in this sector exists a great rotation due to the sick leaves, which are produced as consequence of the repetitive works in the companies.

⁴ FUNDACIÓN TRIPARTITA PARA LA FORMACIÓN EN EMPLEO (2006). **Memoria de Actividades 2001.**
<http://www.fundaciontripartita.org>

⁵ MINISTERIO DE SANIDAD Y CONSUMO (2000): Real Decreto 202/2000, de 11 de febrero, por el que se establecen las normas relativas a los manipuladores de alimentos. www.boe.es

⁶ SPE Public Employment Service (2006): Catalogo de ocupaciones de difícil cobertura.
www.inem.es

⁷ FEDERACIÓN DE ALIMENTACIÓN DE UGT (2000). Estudio de evolución del sistema productivo en el sector mataderos. Forcem.



The socio labour profile of the worker from 25 to 40 years in this sector presents the following general features: he/she is a worker which makes tasks of a qualifier worker, he or she has a labour relation with the employer of undefined agreement, and his or her educational level is Compulsory Secondary School.

The most important occupational profiles on the meat industry according to the meat business economic research in Spain is the follow one⁸:

- Quality technician
- Veterinary auxiliary
- Maintenance Technician
- Cleaner Worker
- Delivery worker
- Commercial
- Operation director
- Manager
- Administrative
- Risk Prevention Technician
- Warehouse worker
- Cold store worker
- Logistic Technician
- Lairage worker
- Slaughter
- Cutter
- Trimmer
- Raw meat product preparer
- Meat treated product preparer
- Meat industry machine worker
- Jamonero (cured ham worker)
- Package worker

2. TRAINING OFFER AND PROFESIONAL COMPETENCES IN THE SLAUGTERING AND RAW MATERIAL PREPARATION.

The expected professional profiles for the professional field of slaughtering and raw meat preparation are:

- Lairage worker
- Slaughterer, Cutter and Trimmer.
- Meat product preparer / packer
- Cold store / warehouse worker

2.1. Professional Competences

2.1.1. Lairage worker

| | |
|-------------------|---|
| Profession | Lairage worker |
| Definition | Lairage worker is the responsible for the transport and conditions of the cattle, from the transport unit to the stable, and from it to the slaughter box. |

⁸ UGT FEDERACIÓN AGROALIMENTARIA (2003): Estudio de necesidades de formación en el sector cárnico en España. FTFE.

| | | | |
|---------------------------------------|---|------------------------------|--|
| Area/s⁹ | Production | Sub area¹⁰ | - Slaughtering and raw meat preparation. |
| ISCO level | ?? | | |
| General Competence (1+2+3+4+5) | Lairage worker unloads cattle from the transport unit, identifies the animals and control the documents. He leads the animals to the stable and classifies them. He puts aside those animals that are or may be ill. Take care of the animals and their well being. He brings the animals to the slaughter box. | | |
| Specific competence | <ol style="list-style-type: none"> 1. To unload cattle from the transport unit. 2. To identify the animals and control the documents. 3. To lead the animals to the stable and classify them. 4. To put aside those animals those are or may be ill. 5. To take care of the animals and their well - being. 6. To bring the animals to the slaughter box. | | |

2.1.2. Slaughterer, Cutter and Trimmer

| | | | |
|---------------------------------------|--|------------------------------|------------------------------------|
| Profession | Slaughterer, Cutter and Trimmer. | | |
| Definition | <p>Slaughterer (1). He gets the animal at the slaughter box, insensibilisation and slaught the animal. He bleeds the animal and eliminates the skin; slit open the animal and take out the internal organs / viscera. He cleans, washes and weighs the carcasses.</p> <p>Cutter (1). He gets the carcass and divides it in pieces in accordance to its trade classification. He cleans these pieces of bones, fat, ect.</p> <p>Trimmer (1). He cleans and prepares the remains as legs, stomach, and intestine, skins, fat, ect. and places them in their own containers.</p> | | |
| Area/s¹¹ | Production | Sub area¹² | - Slaughter and meat preservation. |
| ISCO level | ?? | | |
| General competence (1+2+3+4+5) | Value, slaught and work with different kinds of animals, preparing them for the slaughting. Trim carcasses and get chunk and edible wastes. Classify and store the final product, according to health and technical current rules. Handle devices and their own equipments, care for the cleaning of the installations and instruments. | | |
| Specific Competence | <ol style="list-style-type: none"> 1. To carry out the operations of slaughting the animals, applying, in each situation, the methods of insensibilisation and bleeding, efficiently and according to health conditions. 2. Separation and classification of the parts of the animal: Shape the carcasses, separating the external parts and entrails/viscera according to health and technician regulations, preserving the levels of production, quality and health, and making the extraction and identification of SRM | | |

⁹ Ver página 32 del documento.

¹⁰ Como la anterior.

¹¹ Ver página 32 del documento.

¹² Como la anterior.

| | |
|--|---|
| | <p>(Specific Risk Material).</p> <p>3. Devices Handle: maintenance and handle the equipments and tools of carving, according to the procedures manual and instructions for use, in order to guarantee the production.</p> <p>4. To cut up carcasses to get wastes: to cut up carcasses and get edible wastes for its subsequent industrial utilization or trade in shops, ensuring the quality, hygienic and level of production.</p> <p>5. To apply industrial cold processing: to apply the industrial cold processing to preserve the quality, hygienic and level of production of the chunks.</p> <p>6. Wrapper and packing: to make the wrapper and packing works of the chunks according to the specifications of the final product, preserving the quality, hygienic and level of production.</p> <p>7. To adopt risk prevention measures: Adopt risk prevention measures in different situations to guarantee a safe work. To act according to the rules in safe and emergency plans of the company, carry out the preventives and corrective actions on them.</p> |
|--|---|

2.1.3. Meat product preparer / packer

| | | | |
|---------------------------------------|--|--|----------------------------------|
| Profession | Meat product preparer / packer | | |
| Definition | Meat product preparer / packer. The preparer / packer receives the pieces and subdivides them into smaller portions, minces meat, etc. He selects seasoning and additives and mixes the products. He prepares the tripes and packs the minced meat. He closes and hangs the pieces and places them in the cold store. | | |
| Area/s | Production | | Slaughter and meta conservation. |
| General Competence (1+2+3+4+5) | To carry out the elaboration and packaging and to apply the preservation processing of the meat, vegetables and fish derivative and cocked products according to the established conditions at the quality and processing manuals. Handle the machines and their equipments and do the maintenance at the first level. | | |
| Specifics Competence | <p>1. Stocks check / control: Organize and control the reception, warehouse and expedition of raw materials, auxiliary and final products at the conserved industry.</p> <p>2. To raw material preparation: Prepare raw material and elaborate the products for its later treatment.</p> <p>3. To apply conservation processing: Carry out the application of the conservation processing.</p> <p>4. Wrapper and packing operations: Make and control the wrapper and packing operations of the foodstuff.</p> <p>5. To apply hygienic and food safety: Apply hygienic and security rules and control its fulfillment at the feed industry.</p> | | |

2.1.4. Cold store / warehouse worker

| | | | |
|---------------------------------------|---|------------------------------|---------------------------------------|
| Profession | Cold store / warehouse worker | | |
| Definition | Cold store / warehouse worker. The cold store worker is in charge of putting pieces into the cold store or warehouse and taking them out, of checking the condition of the products, and thawing them, if required. He checks that the cold store is functioning correctly. | | |
| Area/s¹³ | Production | Sub area¹⁴ | - Slaughtering and meat preservation. |
| ISCO level | ?? | | |
| General Competence (1+2+3+4+5) | Organize and control the reception, warehousing and expedition of the carcasses and meat products. | | |
| Specifics Competences | <p>1. Stock control. Reception of the raw material, materials and products by the suppliers, checking their correspondence with which was ordered.</p> <p>2. Check the product quality. Check the kinds and qualities of the products comparing them with the specifications ordered.</p> <p>3. Application of the cold processing. Checking of the instruments, control panel, temperature, cold storage room.</p> <p>4. Warehousing and preservation of the merchandises. According to the requirements of the products and optimizing the available resources.</p> <p>5. To carry out the internal suppliers required by the production according to the established programs, doing possible the continuity of the process.</p> <p>6. To prepare external orders and the expedition of the warehoused products according to the specifications agreed with the client.</p> <p>7. To check stocks and made the stocktaking following the established process.</p> <p>8. To apply the hygienic and safety rules and control their fulfillment: control the personal hygienic rules, keep the installations under hygienic standards, the cleaning "in situ", to carry on the collection, purification and tips according to the environment regulation.</p> | | |

¹³ Ver página 32 del documento.

¹⁴ Como la anterior.

2.2. Changes on the professional competences

Food security: every job has been affected by the requirements of the food security that provides from the European and Spanish Administration. In this sense, the qualification at the food handling is compulsory to work on this sector, which means a training process with a minimum of five hours in basic questions. This fact can involve a problem for the immigrant workers who access to the sector.

Security and Safety at work: The meat sector is one of the sectors with a largest sick leave index in Spain. The repetitive jobs, the work at the cold store and the infection risk by irritate, toxics or infections substances force to redouble the efforts on this materia.

New Technologies: the high technification at the industrial plants in this sector has produced two important changes. First of all, the workers need with a lower professional qualification, because of all jobs have been automatized and have been changed into posts with repetitive routines. In second place, the activities which can not be technified, as the trimmer, slaughterer or butcher require of a very qualified staff, with skills and specific knowledge which are difficult to find at the labour market.

2.3. Training Offer

2.3.1. Continuous Training: Food Handling License Course

The Food

- The Food
- Food pollution
- Food Origin Illness

Food Hygienic and Manipulation

- Warehousing and preservation
- Hygienic and personal healthy
- Hygienic consideration in locals, equipments, and tools or instruments
- Hygienic general plans

Current Food Regulation

- Regulation
- Dangerous Analysis Systems and Critical Points Controls (APPC)

Practice Application in the sector

- Specific dangerous in the sector
- APPC Application

2.3.2. Official Training: Medium qualification course for Meat, vegetable and fish tinned industry.(1400 H)

Professionals Modules associated to a competence. 640h

- Operations and warehouse control. 65h
- Basic operations of tinned food production.225h
- Preservations finals processing. 160h
- Packing and package.95h

- Hygienic and safety in meat industry.95h

Basic or transversal professionals modules. 255h

- Raw materials, processing and products in the meat and tinned food industry.160h
- Auxiliary and control system of the process. 95h

Professional module in practice or working center training.440h

Professional module in labour guidance and training. 65h

2.3.3. Official Training: Slaughter, butcher and delicatessen medium qualification. 1400H

Professionals Modules associated to a competence. 800 h

- Evaluation, sacrificed and work operations of animals and carcasses.95h
- Cutter and butchery. 225h.
- Delicatessen. 225.
- Operations and warehouse control. 65 h
- Hygienic and safety in the Food industry. 95
- Administration, management, and trade in small enterprise. 95h

Basic or transversal professionals modules.95h

Meat technology. 95 h

Professional module in practice or working center training.440h

Professional module in labour guidance and training. 65h

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