

INSTITUTO DE FORMACIÓN  
Y ESTUDIOS SOCIALES



**IFES**



**Euromeat**

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**Federación  
Agroalimentaria**

## **SPANISH NATIONAL REPORT**

### **IDENTIFICATION OF AN EUROPEAN MODEL OF QUALIFICATIONS TRANSPARENCY**

#### **PHASE 3**

#### **EUROMEAT: QUALIFICATIONS TRANSPARENCY IN THE MEAT INDUSTRY IN THE EUROPEAN UNION**

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## **PRESENTATION**

To continue, it is presented the report of the Phase 3 of the Euromeat project about identification of an European model of Qualifications transparency. In this there have been collaborating next key informers:

- Sebastián Serena. Industrial policy secretary of the FTA-UGT.
- Luis Serrano. Training secretary of the FTA-UGT.
- María Luisa Gómez Sánchez. Training secretary of the FTA-UGT Asturias.
- Pablo González Díaz. Coordinator of the Meat Foundation from Asturias.
- Antonio Reyes Guisado. Teacher from the Meat Foundation from Asturias.

### **1. PREVIOUS**

Since the 80's, the sector have been subjected to one modernisation process which have been characterized by the adaptation of the food security regulation, the introduction of new technologies in the productive process and the changes in the working organization.

As it is proved in the report of the phase 2, the meat industry in Spain is a very important part of the agro-food sector. In 2006 it was built by 4.589 enterprises (slaughterers, factories), which represented the 14% and 5.174 establishments (butcheries) which mean the 16% of the sector. These enterprises are distributed around all the country, being the regions of Andalucía, Galicia and Castilla León with a large concentration.

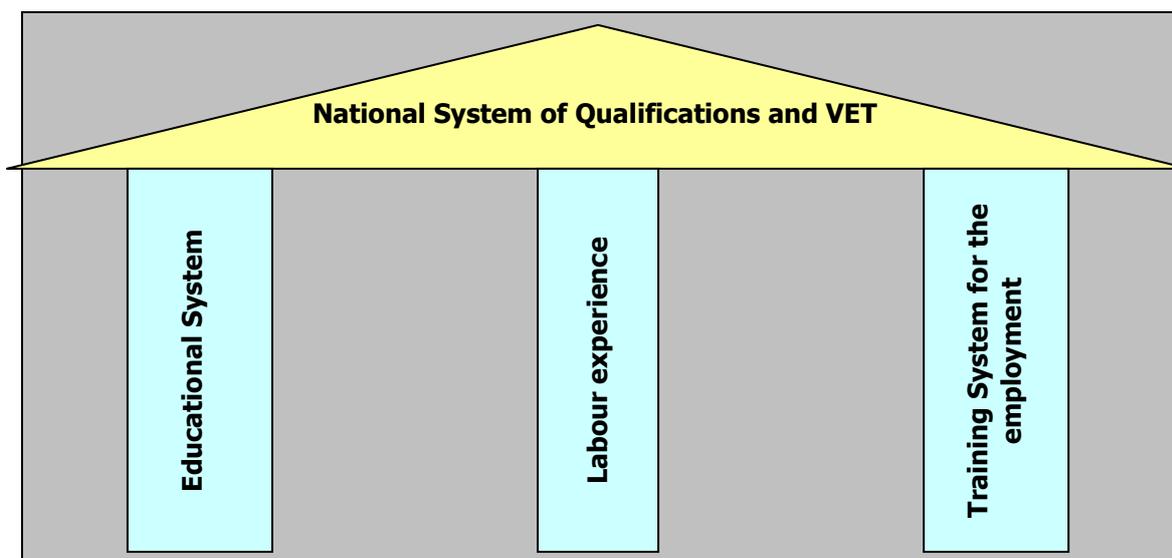
In general, the enterprises are sme's, with a lower size to 49 workers (95% of the cases). At the same time, it is focused the existence of large enterprising groups (Incarlopsa, Campofrío, etc.) which have more than 200 employees and means the 1% of the sector.

### **2. SCENARIOS FOR THE RECOGNITION OF THE QUALIFICATIONS**

The vocational training offer for the sector is developed in three different fields: official training, occupational vocational training (unemployed) and long life training for occupied workers. It has to be emphasized the recent approval of the national regulation 395/2007 23<sup>rd</sup> March, which regulates the vocational training for the employment subsystem, it is a new which means changes at the training scene of the country.

The building of a National System of Qualifications and Vocational Training in 2002 meant a basic change for the acquisition of Qualifications in Spain. The scenarios for the acquisition and Recognition of Qualifications will depend of this System in the following years.

## Scenarios for the acquisition and Recognition of Qualifications



*Source: development IFES, 2007.*

**2.1. National System of Qualifications and VET (NSQVET).** In 2002 it was built the National System of Qualifications and Vocational Training (Law 5/2002), which came up with the aim of becoming a system able to collect different ways of learning (formal, non formal and informal) and coordinated the efforts between public bodies, social agents and regions.

The NSQVET is a set of needed tools and actions to promote and develop the integration of vocational training offers, although the National Catalogue of Professional Qualifications (NCPQ). Of the same way, it searches to facilitate the evaluation and accreditation of the professional competences which have been acquired by any way, covering all the needs of the productive system.

The NCPQ is actually in an advanced phase. It is previewed that it will be finished at the end of the 2007 and it will have an effectiveness in the next years.

**2.2. Educational System.** Vocational training is developed in three independent training cycles: professional initiation (Social Guarantee), Medium Grade Technician and High Grade Technician.

The Initiation Vocational Training Programmes are addressed to youth between 16 and 21 years with scholar failure. They are Vocational Training Programmes for youth without professional qualifications, addressed to improve their general training and to prepare them to do some specific occupations, jobs and professional profiles. Their length is different, normally, between 720 and 1800 hours of training distributed between 26 and 30 hours a week.

The professional certificates which can be obtained in this module are Slaughterer workers and First Meat Transformations. As the qualitative analysis, developed in the phase 3, this itinerary is the one with more acceptance between the youth who desires to work in the sector.

Another training itinerary in the educational system is Medium Grade Technician, addressed to people who have risen the compulsory secondary education and desire to obtain the professional certificate for their professional development. This option have had a short acceptance in the sector and its impact is a little meaningful like the collected qualitative information in this phase.

The **High Grade Technician in Feed Industries** is an academic certification with more monitoring than the before one cause it is guided towards jobs with more social recognition. To access to this training cycle is needed to pass the High Secondary Education.

**2.3. Training System for the employment.** The national regulation 395/2007, of 23<sup>rd</sup> March, means an important change for the vocational training in the country. Its main contribution to the new scenario for the qualifications recognition is the union of the Occupational Vocational Training subsystems (addressed to unemployed) and Continuous Vocational Training (addressed to occupied workers).

Following to the trade Union UGT<sup>1</sup>, the national regulation develops the qualifications and vocational training law (law 5/2002), cause it finds a common frame for employees and unemployed and break of this way the existent division between occupational and long life vocational training.

From the point of view of workers, UGT emphasizes, as very positive elements, by one side "the bet for the certifiable character and accumulative of the received training, in the National System of Professional Qualifications" and, by other side, "the access into an integrated system of information and professional guidance which arrives to unemployed or occupied workers. Each worker will have the right to arrange of an supporting document of competences and professional qualifications, as an individualized monitoring of its professional career".

**2.4. Labour experience and labour market.** The labour market recognizes the qualification that workers obtain although labour experience in the enterprises. As it can be proved in the qualitative analyses, in this sector it is really important for some positions and some enterprises which do not recognize the qualification which proceed from the educational system. Definitively, employers give a great importance to the other kind of learning and they are suspicious with the qualifications which do not come from the labour experience.

### **3. ACTORS IN THE QUALIFICATIONS RECOGNITION PROCESS IN THE MEAT INDUSTRY**

The most important actors who participate in the qualifications recognition process are the following:

- **Social Agents.** They participate in the management of the vocational training for the employment system bodies. They are part of the sectorial paritary commission

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<sup>1</sup> General Union of Workers (2007): The national law which control the Vocational Training for the employment subsystem, a direct profit for workers [www.ugt.org](http://www.ugt.org)

and they participate in the development of itineraries and in the training offer for the sector.

- **Training Centres.** They play an important role in the development of all productive sectors. In the field of the occupational vocational training, collaborators centres have promoted the access of employees into the labour market and the employment.
- **Integrated vocational training centres.** They are linked to the development of the law 5/2002 and facilitate a VET offer derived from the NCPQ. These centres will carry out the recognition, the evaluation and the accreditation of the professional competences, and they will facilitate the mobility although different itineraries, recognizing equalities and correspondences between different qualifications.
- **Social Affaires and Working Ministry.** It keeps the training for the employment offer although the collection of Professionalism Certified and the Professional Insertion and Training Planning.
- **Science and Education Ministry.** It keeps the vocational training offer for the obtaining of vocational training certified: Social Guarantee, Medium Grade Technician and High Grade Technician.
- **Regions.** They assume some competences for the management of the vocational training system in the formal and informal field.
- **Healthy administration and regions.** They keep the vocational training offer to guarantee the food security. For example, they control the course of Food Handle Licence as a compulsory training for the development of the working position.
- **Enterprises.** They are receptors of workers with a low level of qualification and they give a great importance to the labour experience. There are positions which are carried out exclusively with labour experience, like the trimmer.

#### **4. PROFESSIONAL QUALIFICATIONS RECOGNITION PROCESS**

In general, phases which are used to define the technical proceed in the qualifications recognition are:

- **Qualifications recognition.** Studies of training needs and design of the professional profiles and associated competences to that profile. In this phase, the public administrations, regions, social agents, enterprises and training centres collaborate on it.
- **Evaluation.** How the qualification is recognized. Actually the most difficult theme in which they are working on is the professional experience evaluation, etc. The used tools in the different systems are: exams, tests, professional proves, curriculum vitae and the professional proof.
- **Certification.** The most used certification and accreditation in the sector are refered to professional certified MEC, professionalism certified by the INEM, curriculum vitae, recommendation and food handle licence.

## **5. RESULTS OF THE QUALITATIVE ANALYSES ABOUT A TRANSPARENCY MODEL IN THE SECTOR**

To continue it is reproduced the interview to Sebastián Serena, industrial policy secretary of the FTA-UGT and Luis Serrano, training secretary of the FTA-UGT.

### **Block 1. Vocational training situation at the meat industry sector.**

*Which is the situation of vocational training in the sector?*

There is a problem which have relation with the social recognition. The vocational training have no acceptance because it has no social recognition. Youth want to change of sector cause the slaughter of the livestock is an arduous work. The sector has a bad image.

*Which success has initial training (official training) between youth?*

Like in other sectors as the catering trade, building, ect. the initial training (MEC) have no acceptance. The access to the employment have no linked with the specific professional training. There is no an awareness by the employers side neither of the youth about the importance of the training for the employment in this sector.

*What implementation have the companies and the labour market?*

Compulsory training. Training courses are given to obtain the food handle licence, which it is a compulsory qualification for working in the agro-food sector.

Long life training. The professional training is carried out more for butcher activities of the large surfaces than for another activities of the slaughterhouse.

Training contents. It is needed to awareness about the working importance and its impact on the healthy. The long life training must facilitate qualifications which guarantee the food security and the product quality. It is needed to make worker see that his activity is very important cause it affects to the human healthy.

*Is it possible to identify any change at the vocational training for the future years, which be stemmed from the new technologies introduction?*

It is needed a more specific training with more collaboration of the employers: it has to be reached a great consensus and a large awareness about the risk for the healthy and the importance of the quality in the sector as elements which have repercussions in the enterprises competitive.

## **Block 2. Qualifications Recognition**

*Which is the value of the labour experience in the labour market of this sector?*

In another time, enterprises did not hire floosy people, but experienced people. Actually there are profiles which require a specific professional qualification, which normally it is acquired by labour experience.

### **Professional profiles.**

- Polyvalent worker. It is the most searched profile in the sector because the worker knows all the activity in the chain of slaughter, cutter and trimmer.
- Cold workers. The activities related with cold warehouse are outsourced as, for example, the maintenance.
- Specialist in manufactured products is an activity which is making progress (for example, sausages). Workers who know all the process of manufacture of different products are appreciated: pastry, additives, put in working the cocked delicatessen line, ect.
- Slaughter houses need more professional in their trimmer rooms. Factories need professionals to prepare pre-cooked products. In the preparer rooms there is a demand of professionals who know to manage all products: chicken, cow, beef, pig, ect.
- New working fields. The specialists of the sector find new labour fields in the large surfaces. For example, within the commercial agreement between large surfaces and meat industries, it can be find a trimmer who works in a commercial centre, who is paid by the meat supplier.

*How is recognized the worker qualification? How are the selection and recruitment process? Which documents are used in this process (CV, registration form, recommendations, degrees and certificates, ect?)*

Before the modernisation of the sector, the enterprise only hired to experienced workers. Actually the situation have changed due to the evolution of the productive system, to the process automatization and to the great demand of manufactured products.

The step towards enterprises highly technician have meant a change in some professional profiles, cause they do not need a specific professional qualification. For the enterprises it is really important to reduce production cost, because the sector receives non specific qualified workers who learn in the work position.

In this sector there is no specific professional licence. Like in other productive sectors, it has been normally used recommendation letters to access to the employment.

The food handle licence is compulsory for working, and it is needed too the medical test to join into the working post.

*Is there any specific accreditation of the sector which allows the labour mobility, the access to the training courses, ect.?*

The food handle licence.

### **Block 3. Need of a national and an international report of Recognition and accreditation.**

*Do you consider needed a competence license which makes easy the mobility and the access to the vocational training?*

Everything which be done or developed to recognize qualifications is good for the sector, cause it will facilitate the needed of transparency for the employment and training. One European card would help to determinate the needed professional competences for the worker to continue learning and complete a curriculum vitae.

A fundamental requirement for the recognition and the accreditation is that the process be believable. In this process there is the risk of generating an excess of bureaucracy, so the reference must be located in the National Catalogue of Qualifications (INCUAL), in the National Long Life Agreements and, specifically, in the Sectorial Paritory Commission of Food Industries.

To elaborate a professional report is good to consider a grill format, where they could be proved the professional competences which a worker has and what he needs to get a qualification.

*Do you consider that a model as the Europass will be useful for the companies? Why (reasons) ?*

Labour mobility in the enterprise and in the sector, personal recruitment by qualifications visibility, labour promotion, access into the training, obtaining of quality certified and rules ISO and improvement of the product quality.

If it will be used a model of competences license in the, will you consider important these parts?

*1. Personal data: name, age, gender, place of birth, residence*

There are no problems with these data.

*2. Name of the organisation who issues the document: trade union, business organisation, training centre, public authorities, private companies, employment agencies, ect.*

It should be agreed among all the involved people or bodies. The consensus among the public administrations and the enterprising and trade union organizations is really important (fundamental).

3. *Labour experience-labour path: enterprises where it has been working, jobs, responsibilities, workers in charge, seniority.*

When it has to be presented a dossier, it can produce a disadvantage situation for someone who has a few experience or a little training, cause in the labour market it is believed that as much you work, better worker you are. And it is also affirmed that as much information you have, more training you receive.

It is doubted, of this way, about how the qualification can be evaluated to find a job or to access to vocational training courses. It can be damaging for those who have a little experience or a few training.

To elaborate an accreditation (licence, dossier, ect.) it must be searched the professional competence and not where this competence has been acquired. It should not mind when, how or where it was got, but the worker already has that competence.

4. *Training courses carried out: academic studies achieved, training courses at job, computer skills, languages courses, seminars participation, ect.*

See the answer in the previous point and in the next one.

5. *Professional competences acquired:*

- a. *Technical professional competences*
- b. *Languages competences*
- c. *Computer competences*
- d. *Environmental competences*
- e. *Labour risk prevention competences*
- f. *Social Skills and competences acquired: working on tea, flexibility, self-control, interpersonal understanding, self-confidence, results guidance.*

*Explain your answer.*

It is proposed an accreditation document with information in two parts:

- Specific part, including specifics productive competences for the development of a regulated occupation in the collective agreement: slaughterer, trimmer, worker of line, ect.
- Transversal part or transversal knowledge (computer, languages, ect) which allow him to carry out operations linked to the production. The whole coverage is important. For example, for a Rumanian worker is really important to speak Spanish. The computer skills facilitate the adaptability and the polyvalence in different positions and they can let the mobility in the own enterprise.

There can be problems with courses which be given in the trade union field. In this sense, the worker's will is important to decide about the competences which are interesting for him in the professional accreditation.

The accreditation must be linked to the worker interest depending on where he wants to go. The accreditation (licence, dossier, cv, ect) is a step within the recognition of qualifications, is as a filing cabinet. Depending on the labour

goals of the worker, it will be build its professional accreditation. As it is being said before, it should be used a system of greed to know the competences which you have and those which you can get.

*Which type of organisation should promote a competence licence in the meat industry?*

Social agents, enterprises, public administrations; educational authorities, labour authorities, healthy authority, although the social dialogue linked to the collective negotiation.

*Explain your answer.*

To promote an accreditation in the sector is needed the consensus between the social agents and the public administration, with reflection in the collective negotiation. By the side of the social agents, it is needed to actualise the professional classification in the collective agreement. In spite there are consensus about this issue, it is still without starting to actualise.

By other side, it is fundamental the reference of the National System of Professional Qualifications, which is working in this issue, and the participation of the Paritory Commission of Long Life Training of Food Industry.

Do you consider necessary the following steps to carry out a Qualifications Recognition process in the sector?:

- Identification of the enterprises and types of enterprises
- Working posts classification
- Description of the needed competences for the sector
- Detail of the related training to obtain the competences
- Definition of the qualification Recognition process
- Identification of the staff who will asses and carry out the qualification identification process
- List of the certificates, experiences, previous evidences which will have them in count
- Emission of the competences license

*Explain your answer.*

Every step is important. There would be many advantages to do it in an European field, cause more and more there are more international mobility.

*Do you consider that there are an enough understanding among the social negotiators to promote initiatives of this type in your country? How is the situation in the European field and how do you consider that it will develop in the following years?*

In Spain, there is a good understanding among the parts who negotiate the collective agreement of meat industry and it is considered possible to unify criteria to establish a sectorial accreditation linked to the collective agreement, to the National System of Qualifications and Vocational Training and to the National Long Life Training Agreements.

In this sense, it has to have in account the following considerations:

- From the trade union field, it is considered that the recognition of a qualification does not have to mean an immediate economic recognition. The social recognition is very important for the worker and for the sector. Although it is true that the polyvalence and the professional capacity must be paid, by the moment it is a difficult aspect of introducing into the collective agreement. The main thing is to avoid the fear of employers to the qualifications recognition.
- Flexibility and polyvalence in the work: the recognition of specific and transversal competences will allow the mobility in the sector and it will facilitate the capacity of adaptation to different professional environment. A qualification gives the social recognition which will facilitate the situation in the labour market.

It is considered that the unification of criteria in the whole Europe can improve the situation of each country.

## 6. CONCLUSIONS

In Spain, big enterprising groups live together with small enterprises and SME's from the meat sector. From the 80's all the enterprises from the sector have modernised their structures because of the adaptation to the food healthy rules, to the new technologies introduction and to the modern ways of working organization.

Professional qualification is very important for the development of the sector. There are key positions as the trimmer, specialist of manufactured products, butcher, ect. which require of a professional training and / or an specific labour experience.

The vocational training system from Spain have not penetrated at all into the professional structure of the sector. Employers and workers do not recognize training as the main via of access into the employment.

- The lack of social recognition of the occupation in this sector, the arduous working conditions (working in cold warehouse, working with death animals, ect.) and the lack of trust of many employers in the vocational training determinate the failure of official vocational training (MEC). In this context, the experts recognize that 2.000 hours of vocational training and the requirement of rising the Compulsory Secondary Education are far away aspects from the labour reality and mean a barrier for the access to the training in the sector.
- The more accepted training by workers is those who have a length between 300 and 700 hours and whose contents are specifics for the activities of the sector.
- The training offer for youth which comes from the scholar failure in programmes of Vocational Training Initial (Social Guarantee) with a length of at least 700 hours is seen as a more suitable training, which can motivate to the youth in this sector.

About the need of a transparency model of qualifications coincide in that it is an essential factor for the development of the sector. To profit the Europass format is a chance which can give the needed social recognition to professional activities.

The basic references for the development of a model of development of professional qualifications are the following:

- Reference to the National System of Qualifications and Vocational Training (Lay 5/2002). All the actions of recognition must work following the National Catalogue of Professional Qualifications.
- Reference to the training priorities of the Paritary Commission of Long Life Training of the Meat Industry.
- Link to the professional classification of the collective agreement of the sector, in spite of it is recognized that it must be actualised.
- Wish of cooperation among enterprising organizations, trade union organizations, public bodies and enterprises.

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## ANEXO 1. FICHAS PARA LA ENTREVISTA

<b>Euromeat: interview file</b>	
<b>Country</b>	Spain
<b>Name of the interviewed person</b>	Sebastián Serena Expósito Luis Serrano
<b>Organization</b>	FTA-UGT
<b>Post</b>	Sebastián Serena Expósito. Industrial Policy Secretary. Luis Serrano. Training Secretary.
<b>Date and place of the interview</b>	24/01/07. UGT. Avenida de América 25. Madrid.
<b>Curriculum of the interviewed person</b>	Sebastián Serena Expósito. Legal workers representative, member of the negotiator Commission of the meat industry agreement. Luis Serrano. Expert in qualifications and long life training in the agro-food sector.
<b>Reason which the person has been selected because of</b>	Knowledge of the sector from the socio labour point of view, as workers representative.
<b>Name of the interviewer</b>	Ángel Yagüe, Cristina Sánchez

<b>Euromeat: interview file</b>	
<b>Country</b>	Spain
<b>Name of the interviewed person</b>	<p>María Luisa Gómez Sánchez. Training Secretary of FTA-UGT Asturias.</p> <p>Pablo González Díaz. Coordinator of the Meat Foundation from Asturias.</p> <p>Antonio Reyes Guisado. Teacher of the Meat Foundation from Asturias.</p>
<b>Organization</b>	<p>MEAT FOUNDATION FROM ASTURIAS</p> <p>FTA-UGT ASTURIAS</p>
<b>Date and place of the interview</b>	27/02/07. Meat Foundation from Asturias. Vega de Sueros s/n. Mieres 33600. Asturias
<b>Curriculum of the interviewed person</b>	<p>María Luisa Gómez Sánchez. Expert in labour relations of the sector.</p> <p>Pablo González Díaz. University degree. Expert in food industries.</p> <p>Antonio Reyes Guisado. University degree. Expert in meat industries.</p>
<b>Reason which the person has been selected because of</b>	<p>Knowledge of the sector from the socio labour point of view, as workers representative.</p> <p>Teachers of the professional family of the Meat Industry.</p> <p>Training managements in the sector.</p>
<b>Name of the interviewer</b>	Ángel Yagüe