

Joint declaration by the central management and the European Social Dialogue Committee of the Club Méditerranée group

Each year, as part of its regular activities, the Club Méditerranée group's European Social Dialogue Committee brings together employee representatives from all the EU countries where it has establishments. At these meetings, the representatives from certain countries have voiced their concerns regarding the trend towards subcontracting in the Club Med villages.

At the meeting held on Thursday, 7 June 2001, after a discussion, the Club Med's management and members of the European Social Dialogue Committee decided to issue the following joint declaration regarding Club Med villages located within the European Union:

- As and when necessary, the Club Méditerranée companies call upon the services of subcontractors with special skills and know-how.
- The terms under which subcontractors are hired fully comply with social legislation and collective agreements concluded in the country in question. In this way, both the employees of Club Méditerranée companies and subcontracted workers are protected in each country.
- Club Méditerranée ensures that the subcontracting companies hired by Club Méditerranée establishments undertake to respect the company agreements and collective agreements applicable to them, where such agreements exist, and also comply with the regulations governing social security, particularly the fundamental principles and rights at work as provided for in the ILO declaration of 18 June 1998.
- Staff representatives from all the villages concerned can refer matters associated with prevailing social conditions in outsourced activities to the management of the village or the respective national Club Méditerranée management with a view to indicating any issue or difficulty relating to the respecting of the aforementioned principles.

Club Méditerranée's management undertakes to ensure that any recourse to subcontractors is in line with the moral code governing respect for individuals and laws as well the customs of the host country.

Signed on 17 June 2001.