

SSD Plenary meeting of 4 December 2015
HOTREC draft minutes

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSDC Plenary meeting of 5 December 2014

No official minutes have been provided by the Commission. There is unofficial internal minutes of HOTREC and EFFAT. The Commission will draft official minutes for the SSD plenary of December 2015.

3. Capacity building in Central, Eastern and South-Eastern Europe

EFFAT Trade unions gave an overview of the project on “capacity building in Central, Eastern and South Eastern Europe”. EFFAT trade unions will give more details of the project in future meetings.

One of the objectives of the project is to strengthen the social dialogue capacity in these countries. Sharing experiences with the European social partners will help to reinforce their social dialogue activities.

4. Qualification & Training

Ms. Simona Chitu presented the latest news on the Hospitality Skills Passport. She referred to the number of Hospitality Skills Passports developed and published and also to the promotional activities around the Passport. Please see presentation under HOTREC member site.

Until November 2015, 43000 skills passports have been created but only around 3800 Hospitality Skills Passports have been published.

The endorsement feature/tool is not used at all, so the European Commission proposed to delete this tool. Ms. Chitu also proposed to make the HSP more user friendly (easier to fill-in) thought it might lose quality. The social partners agreed to introduce these modifications.

Ms. Chitu insisted on the fact that more promotional activities around the HSP should be done.

Jean-Marc Banquet d’Orx asked the European Commission if it will be possible to have statistics of the Passport by function/area of service.

Kerstin Howald asked the Commission to possible have the number of matches in terms of jobs that the HSP produces.

The Commission replied that for the moment it is not easy to extract this information.

On promotional activities, Isabel Sobrino proposed to the Commission to possibly do a link of the Passport to Droppin or other similar initiatives developed by the Commission.

Harald Wiedenhofer said that the social partners and the Commission could do promotional activities twice per year in order to market the tool on a more frequent basis.

On promotional activities, both the social partners and the Commission agreed that more should be done in this area as it is a very good tool and needs to be made more visible.

It was agreed that the Commission and the social partners will meet to see what else can be done in terms of promotional activities.

5. Shadow Hospitality Economy

Isabel Sobrino and Kerstin Howald presented the EFFAT-HOTREC joint statement on the sharing economy that asks for a levelling the playing field in the tourism sector.

On the statement, EFFAT and HOTREC call upon the public authorities to collect more coherent data about the scope and the impact of the “sharing economy” on businesses and employment in the hospitality and tourism sector, and to guarantee that legislation is fully respected by and enforced upon all providers of hospitality and tourism services, so that customers are protected, employees are treated fairly and entitled to their rights, and responsible businesses enjoy a fair competitive environment / level playing field.

Jean Marc Banquet d’Orx said that “sharing/shadow hospitality” is extending every day.

Andrea Stoccoro presented the situation of shadow hospitality in the Italian restaurant sector. He said that the illegal market in tourism in Italy has reached dangerous levels that generate a loss of social security contributions and the extension of tax evasion and undeclared work.

An example is Airbnb, in October 2015 they offered for rent in Italy about 180 thousand structures (only 234 in 2009).

Other activities linked to shadow hospitality in Italy: 200 000 non-profit organizations that carry out sports, cultural and recreational activities, 42000 festivals that cover 300,000 days of work, 10,000 restaurants, agritourist organizations etc. are making use of “shadow catering services”. These activities hide a huge illegal market in catering for an estimated turnover of 5.2 billion Euros, and GDP 2 billion, and lost revenue between taxes and social security contributions of 700 million euro.

In Italy the phenomenon of “home restaurant” is developing very fast: activities are characterized by the preparation of lunches or dinners in private houses with few people, however, hosts have to pay.

There are many platforms dedicated to “social eating”. The most famous one is Gnammo.com and The Cesarine. There are over 7000 “social chef”, with a trend to grow, ready to prepare “social eating events”.

The social chefs have created more than 37.000 “social eating events” in 2014. These events have been attended by around 300,000 people. The universe of home restaurant in Italy has generated revenues of 7.2 million €. These kind of social eating events do not respect the sanitary, health rules that restaurants have to comply with.

Emilio Gallego Zuazo said that EFFAT-HOTREC joint statement is of big importance and relevance in order to sensibilise the public authorities on the issue. He said that sharing economy could be comparable to a

delocalization of services in our own territories: with loss of rights for the employees, safety for the consumers, no food safety rules etc. He said that we have declined to delocalize services to 3rd countries because of their non-respect of rights, security of services etc. but it looks like we have agreed in delocalizing the services in our own territories. If the public authorities do not regulate the market they will have to assume that in the future shadow economy could extend to other areas.

Harald Wiedenhofer welcome the interventions of HOTREC speakers and said that people who are doing this professionally are making business. This is big business and the public authorities should take care of it and regulate it.

Jean-Marc Banquet d'Orx said that HOTREC/hospitality sector is not against shadow hospitality economy but it should be regulated and a level playing field be ensured.

Kerstin Howald said that EFFAT and HOTREC share similar concerns on the issue of the sharing economy and will continue to discuss it in details in its social dialogue meetings.

EFFAT has made public its position on the sharing economy on 18 November 2015.

The joint EFFAT-HOTREC statement on sharing economy was adopted.

6. Health & safety at the workplace

EFFAT and HOTREC representatives of the Nordic countries presented the latest outcomes of the Conference in the Nordic countries on "sexual harassment and violence at the workplace". They said that it could be good to bring together the social partners on the matter and create some kind of common understanding about the issue in order to minimise the problem and give support to the staff.

Elisabeth la Cour (HORESTA/Denmark) said on behalf of HOTREC:

- HOTREC agrees that there is a need for a common awareness of what sexual harassment is and that it is unacceptable;
- There is no need for new legislation;
- It is a problem to be handled within the work place.
- Guides and other information material can be useful tools for the companies to find their own way of solving these problems;
- The definition in the survey presented is unclear and not in accordance with the legal definition of sexual harassment - "unwanted sexual attention".

7. Youth employment

Drop'pin@EURES

Mr. Henric Stjernquist (DG Empl, European Commission) presented the Droppin platform. Please see presentation.

Droppin is also a Commission tool that aims at fostering employability opportunities. It is an online platform that:

- Enables companies and organisations to promote youth-oriented opportunities (for example apprenticeships, e-learning, traineeships etc) and also gives registered companies the possibility to partner between in order to develop projects together.
- Gives opportunities for young people to find apprenticeships schemes and other opportunities to improve their employability.

It is also a platform designed for networking and collaboration across Europe.

The organisations/companies that are registered into the platform are screened before. Droppin is a good tool for companies to foster and promote Corporate Social Responsibility. Droppin will most probably be part of the awareness raising campaigns to be put in place by the Tourism Unit in February/March 2016.

European Alliance for Apprenticeships:

The European Alliance for apprenticeships (EAFA) is a broad platform that brings together public authorities, chambers of commerce, social partners, businesses, education and training providers etc. The objective of the alliance is to strengthen the quality, supply and image of apprenticeships schemes in Europe.

HOTREC and EFFAT have agreed and filled in a joint pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector. By filling-in this pledge, EFFAT and HOTREC commit themselves to improve the quality and the image/attractiveness of the apprenticeships schemes by:

- Including the issue in the EFFAT-HOTREC work-programme;
- Promoting discussion and exchange of experiences on apprenticeships schemes at the SSD steering committee and plenary meetings in order to raise awareness amongst the HORECA social partners;
- Presenting the benefits of apprenticeships schemes at HOTREC and EFFAT General Assemblies and encouraging national associations / member organisations to join the Alliance and to promote it to their own members;
- Raising awareness of the value and benefits of apprenticeships amongst HOTREC and EFFAT members through websites, newsletters, meetings and social media tools;
- Encouraging the European hotel and restaurant sector to provide high quality apprenticeships

EFFAT and HOTREC adopted the joint pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector.

8. Refugees

Peter Thomelius and Marina Nilsson did a presentation of the fast track procedure for newly arrived chefs in Sweden.

The fast track allow workers from 3rd countries to validate their skills in the mother tongue. The fast track consists of 3 steps:

- Self-assessment: it is done by the public employment service;

- 4-6 Hours interview with an occupational advisor to assess the skills of a potential employee. It can be an employer or an education person;
- 5-10 days work in a restaurant to assess the skills of a potential employee.

If they succeed on the 3 steps these potential employees are employable.

Entry validation model: helps to validate the skills no matter where they were obtained. The advisor normally speaks English and Arabic.

Assessment area: all documents are translated into English and Arabic. In case the person, needs to upgrade its skills or be trained in certain topics the Swedish public service can help to do it.

The assessment area has a documentation department where documents are translated into English and Arabic.

The draft joint statement on EFFAT-HOTREC position on the role of social partners in integrating refugees into the labour market and society was discussed amongst EFFAT and HOTREC members. Jean-Marc Banquet d'Orx thanked Kerstin for her initiative on this with a few amendments before the statement will be adopted.

9. Tourism Industry Manifesto: Tourism for Growth and Jobs

The ETC and European Cyclists Federation organised a meeting on 1 September 2015 proposing an alliance/network of tourism representatives in order to represent tourism and have a unique voice before the European institutions.

The ETC also presented a draft of a European Tourism Industry Manifesto that could be the visible face of this new alliance. Tourism stakeholders were invited to present their priorities that should be included in this draft manifesto. HOTREC/NET have sent their joint priorities to the Manifesto.

A meeting was held on 10 November 2015 where stakeholders put forward their amendments to the priorities. HOTREC was present put forward its amendments to it.

HOTREC has agreed to endorse the draft manifesto.

On 9 December 2015 the Manifesto was officially launched.

10. Other issues to follow-up on the work programme

Undeclared work: On 11 November 2015 the Council and the Parliament reached a provisional agreement on the Commission proposal to set up a platform at European level to fight undeclared work.

The platform is intended to foster closer cooperation between relevant authorities in the Member States responsible for tackling undeclared work. It will enhance the exchange of information and best practices amongst others in order to deal with the issue of undeclared work.

The platform will count on the mandatory participation of the Member States, and 4 representatives of the social partners at EU level split equally between employees and employers organisations.

European Social Partners representing those sectors more heavily affected by undeclared work will be appointed as observers to the platform.

EFFAT and HOTREC requested the Commission Chair to transmit to the EU representatives that the hospitality sector social partners would very much welcome being involved as observers in the platform

Next Steps:

The decision will now be submitted to the Parliament to vote on the agreed text at the Plenary session of 1 February 2016. The Council will then adopt formally the text.

11. Latest developments and legislative initiatives in social affairs - update by Mr. Michaël Chaussard, DG EMPL

Mr. Chaussard updated the social partners on the latest developments on social affairs issues.- He insisted on the fact that the social partners will be consulted on all those issues that might affect them.

On legislative issues he referred to the circular economy package that had been released on 2 December 2015.

12. Latest developments in tourism matters - update by Mr. Carlo Corazza, Head of Unit Tourism

Mr. Carlo Corazza, Head of the Tourism, Emerging and Creative Industries at DG Growth explained in details the Commission action plan for the tourism sector including:

1. Improving the regulatory framework/environment for tourism SMEs: The Commission will do its utmost to apply the better regulation principles and to simplify the legislation which obstructs the creation of new businesses. Excessive red tape occurs in many occasions at local and regional level;
2. Assessing the impact of the digital revolution and the challenge it poses on SMEs: It is a challenge for SMEs how to make the most of the digital revolution. The Commission does not want to stop new entrepreneurial forms, but there is a need to ensure that there is a level playing field;
3. Facilitating the access of EU funding for tourism SMEs to enhance competitiveness of companies: The majority of companies in the tourism sector are micro-enterprises, therefore, the Commission intends to facilitate the access to funding of SMEs;
4. Analysing the divergence between the needs of the industry and the available skills in the market (divergence between demand and offer): The Commission will use existing instruments like ERASMUS + the views of the social partners in order to better match the emerging skills and the industries needs
5. Bringing in more tourists from 3rd countries to Europe – The Commission will try to use the COSME budget in order to encourage that more tourists from 3rd countries visit Europe.

To questions from EFFAT and HOTREC members, Mr. Corazza replied the following:

- Most of the administrative problems/administrative burden occur at local and regional level, but the EC will try to give a push to solve it;
- The European Commission will try to “lighten up” the issue of taxes – In February the Commission will organise a seminar about how the sector is affected by administrative burden;
- Digital: The Commission welcomes new business opportunities and says that the public authorities have to ensure a level playing field;
- It is important to invest in training to provide more attractive jobs and to match the employers/industries expectations;

- Tourism should become a more sustainable industry as it will be a consumer demand in the near future;
- Important not to forget continuous training of people over 35 years.

The social partners thanked Mr. Corazza for attending the meeting and updating the members on tourism matters. They said that cooperation with the Tourism Unit had always been very good and very positive and EFFAT and HOTREC members very much welcome that Tourism Unit representatives attend the social dialogue meetings.

13. EFFAT-HOTREC Work Programme 2016-2017

The work programme 2016-2017 was adopted.

14. Meetings in 2016 (dates to be confirmed)

Steering Committee	18 March 2016 (Friday) 30 September 2016 (Friday)
Plenary	9 December 2016 (Friday)

15. Miscellaneous

The social partners asked the Commission about the possibility of having a 4th meeting in 2016. The Commission will come back to the social partners on this topic.

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