



European Federation of Food, Agriculture
and Tourism Trade Unions



Hotels, Restaurants & Cafés in Europe

SECTORAL SOCIAL DIALOGUE HORECA

Steering Committee Meeting

18 March 2016

Draft minutes

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSD Steering Committee meeting of 10 October 2015

No Commission minutes of 10 October 2015. HOTREC to circulate its minutes to the Commission and EFFAT.

3. European Hospitality Skills Passport

Isabel Sobrino, HOTREC, and Kerstin Howald, EFFAT, explained the outcomes of the meeting with the European Commission (4 February 2016) on the topic of the European Hospitality Skills Passport. EFFAT and HOTREC made the Commission aware that the EHSP is not any more easily accessible via EURES, and therefore is not visible for anyone. They asked the Commission to change the system and make the EHSP visible on the EURES page. The Commission said that it could not be modified until the year 2017.

Andrew Muscat, MHRA Malta, said that Malta could pilot the EHSP as there is a political willingness of the government to promote the EHSP. However, the first issue to be solved in order to pilot/promote the EHSP in Malta is the issue of visibility of the EHSP on the EURES page.

The Maltese would like to create a website with links to all various relevant portals.

Kristjan Bragason, Nordic HRCT Trade Unions, proposed that if DG GROW is promoting Drop'pin, they could link it to the EHSP.

Andrew Muscat would like to organise a big conference (trade unions/employers/government) in order to promote the Passport. He would be grateful to have a representative from the Commission/EURES to explain it. Malta's interest is to get informal training and skills acquired on the job officially recognised/validated and certified, to open career progression.

Kristjan Bragason signalled reservations to have a European validation system.

EFFAT and HOTREC welcomed the proposal of Malta (employers, employees and government) piloting the EHSP at a first step.

EFFAT and HOTREC Secretariat got the mandate of the SSD to organise a meeting again with EURES representatives to ask them to make the EHSP visible on the EURES page in order for Malta to pilot it.

4. Shadow hospitality economy

Kerstin Howald referred to the speech of Harald Wiedenhofer, General Secretary of EFFAT, at the 5th General Assembly of the Hellenic Chamber of Hotels (HCH) in Athens on 12 February 2016 (to download it please follow [link](#)).

Mr Chaussard, DG EMPL, said that the Commission will issue guidelines on how to regulate the sharing economy in the month of June.

The social partners discussed what else could be done in relation to their joint statement on the sharing economy adopted on 4 December 2015. Before developing any new initiative there is a need to have a clear idea on how the sharing economy is impacting on employment and if it is extending the level of undeclared work. It is important also to know what types of jobs this new phenomenon is creating.

Kerstin Howald said that the trade unions would like to apply again for funding to develop a study on how the sharing economy is impacting on employment. She asked HOTREC whether they agree in being part of the consortium to elaborate the study.

HOTREC will decide at a later stage on whether they will be part of this consortium or not.

5. Tourism for Growth and Jobs Manifesto

Kerstin Howald, member of the Steering Group on the “Tourism for Growth and Jobs Manifesto”, explained that each member of the Steering Group is responsible for the development of the different priorities laid down on the Manifesto. EFFAT is responsible for developing the priority on Skills and Qualifications. HOTREC is responsible for developing the priority on Competitiveness.

Kerstin Howald explained the points she intends to focus on under the priority of “skills and qualifications”, and welcomed any comment from EFFAT and HOTREC members of the SSD.

6. Health & safety at the workplace

Kristjan Bragason presented briefly the issue of Sexual harassment and violence at the workplace. EFFAT said that they would like to raise awareness on the problematic of this issue and probably develop some common guidelines/orientations with HOTREC on the topic (to make employers and staff better aware of this problematic).

HOTREC SSD members said that this issue is important but not a priority issue, and for the moment think that it is easier not to develop new guidelines/orientation as there is legislation in place at national level.

Kristjan Bragason agreed that there is legislation in place, but that the reality is different. In the Nordic countries it is a working conditions’ issue, as it is often difficult to retain female staff in the sector. Many workers in the sector are permanently exposed to harassment and violence by 3rd parties.

This issue will continue to be discussed within the SSD meetings. EFFAT to keep HOTREC informed of any initiative they develop on this topic.

HOTREC, for the moment, will take no further initiative in this area.

7. Youth employment

On 4 December 2015, EFFAT and HOTREC adopted their joint pledge to enhance the quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector. Follow [link](#) to see the joint pledge.

EFFAT and HOTREC agreed to present one or two best practices on apprenticeships scheme on the sector at the SSD Plenary meeting of 9 December 2016.

8. Refugees

With regard to the joint EFFAT-HOTREC Position on the role of social partners in integrating refugees at the workplace and in society, Jean-Marc Banquet d'Orx said that HOTREC will consult the General Assembly in April on this issue to seek their approval.

HOTREC will come back to EFFAT after the GA on the joint draft statement.

Kerstin Howald suggested to follow the social partners in agriculture and to do a joint investigation amongst member organisations about initiatives at national level.

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

- **Undeclared work**

Mr. Kleinmann (Policy Officer in the Unit D1 of DG EMPL) explained the latest developments on the issue of undeclared work.

On 11 March 2016 the platform had officially been set-up (see: [Official Journal L56 COM 2016/344](#)). Those sectors with a high incidence of undeclared work: construction, agriculture, cleaning, commerce, security, hospitality and road transport had been appointed as observers to the platform.

The sectors have been nominated for the next 2 years. An annual seminar to discuss the issue of undeclared work will also be organised. This seminar will be opened to all sectors (and not only to those sectors that have been nominated as official observers to the platform).

The members of the platform have to agree on the work-programme for the next 2 years as well as on the "operational aspects" – i.e. how the platform will work. The platform will probably create sub-groups/sub structures to discuss the issue of undeclared work. This sub-groups will put forward their conclusions to the plenary meetings of the platform.

The observers to the platform have no voting rights. Only the representatives of the Member States have voting rights.

Mr. Kleinmann encouraged the social partners to look into their own objectives on the issue of undeclared work.

HOTREC: Jean-Marc Banquet d'Orx, Chair of the HOTREC SSD has been officially appointed as HOTREC observer to the platform. He will represent the views/interests of the hospitality employers on this sensitive issue.

EFFAT: Kerstin Howald, EFFAT Tourism Sector Secretary, has been officially appointed as EFFAT observer to the platform. She will represent the view/interests of hospitality workers.

The first meeting of the platform will take place on 27 May 2016. More information [here](#).

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

Mr. Chaussard referred to the new consultation on the European Pillar of Social Rights. He explained that a public consultation on the issue is opened until 31 December 2016.

The social partners will have a special treatment on this issue, as the Commission will try to engage in active debates with EU institutions, social partners, stakeholders, etc. with the aim of shaping the European Pillar of Social Rights.

More information [here](#).

11. Latest developments in tourism matters, update by the Commission, Mr. Carlo Corazza – Head of Tourism Unit

Mr. Corazza, DG GROW, Head of Unit – Tourism did an update on the latest developments on tourism:

He referred to the 5 April 2016 “[High level Conference](#) on Attracting Investment in Tourism” to which both HOTREC and EFFAT will participate as panellists. Objective is to improve the matching of demand and supply of qualifications and work.

On access to [EU funding](#): Mr. Corazza said that in 2017 the COSME budget (4 Mio €) will increase its allocation to the topic of skills (specially to those skills that refer to e-management, customer relations and intercultural skills). Mr. Corazza encouraged the hospitality social partners to possibly make use of this budget.

[NECSTOUR Study](#) “Mapping and performance check of the supply side of tourism education and training”: Mr Corazza explained that the final study had been already issued.

Mr. Corazza referred to the following points in the tourism sector:

- Problems of attractiveness of the hospitality sector
- Mismatch and shortages of jobs / staff
- Tourism as one of the sectors that creates more jobs in Europe: it will possibly create more than 200, 000 jobs in the coming years as the number of tourists arriving to Europe will double.
- Tourism will remain labour-intensive and the sector should try to create better working conditions
- EURES on the spot: European Commission promoting this instrument
- Communication on tourism: Mr. Corazza said that there will be no new communication on tourism
- The Charter on responsible and sustainable tourism does not have priority any more.
- He referred to a future call of proposals to be launched by the Commission to promote Commission tools such as [Drop'pin](#), [EAFA](#) etc.
- European Year of Tourism: the Tourism Unit is in favour, but the Commission has to decide

Andrew Muscat made reference to the difficulties to attract and retain skilled workers in the sector. He said that a way to improve the working conditions in the sector and to retain skilled workers will be to reduce taxes on the workforce.

Isabel Sobrino said that this future call for proposals could also be used to promote the European Hospitality Skills Passport. She mentioned the problem of the EHSP which is not visible on the EURES page. Only those employers, employees aware of the existence of the EHSP will register to it.

Andrew Muscat said that Malta could work as a pilot of the EHSP as there is the political will of the Maltese government to promote the EHSP. In order to do this promotion in Malta, he said that the EHSP should first be made visible on the EURES page. He also said that they could create a web in Malta in order to promote the EHSP.

On tourism and sustainability: Mr. Corazza said that Europe is one of the greenest destinations in the world. He stressed the fact that the Commission policies on the issue of climate change and sustainability fully apply to the tourism sector. He referred to the structural funds that have partly been mobilised in order to use them to reduce CO2 emissions, for example.

On sharing economy: Mr. Corazza explained that the Commission will put forward before the summer break a Communication on how to apply internal market and consumer legislation on the sharing economy. The Commission intends not to put obstacles to this new phenomenon but to guarantee, at the same time, a level playing field for all actors of the economy.

On better regulation: He said that this principle should also apply to the tourism sector. Maybe better regulating is regulating a bit less the traditional sectors, he stressed.

12. Next meetings

Steering Committee 30 September 2016 (Friday)

Plenary 9 December 2016 (Friday)

13. Miscellaneous

SAFE HOST project: Kerstin Howald explained that EFFAT would like HOTREC to be part of the project if the trade unions apply for funding to develop the second phase of the project.

HOTREC to agree internally if to be part as official partner or just as support partner (like in the first phase of the project).

Tourism is people: Kerstin Howald made reference to the latest developments of this project which intends to strengthen capacity building of the social partners in the central and eastern European countries.

Climate change: EFFAT would like climate change to be part of the work-programme of the next year. HOTREC, in principle, agrees.

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