



European Federation of Food, Agriculture and
Tourism Trade Unions



Hotels, Restaurants & Cafés in Europe

SECTORAL SOCIAL DIALOGUE HORECA
Steering Committee Meeting
10 NOVEMBER 2010
11.00 am – 4.00 pm
MINUTES

List of participants:

For HOTREC:

Jean Marc BANQUET D'ORX, UMIH
Martin COUCHMAN, BHA
Alessandro NUCARA, FEDERALBERGHI
Aki RAUDAS, MARA
Anna TORRES, HOTREC
Isabel SOBRINO MATÉ, HOTREC

For EFFAT:

Kerstin HOWALD, EFFAT
Aage JENSEN, 3F
Pál KOVÁCS, VISZ

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSD Steering Committee meeting of 10 September 2010

The minutes of the last SSD Steering Committee were approved.

3. Qualifications and Skills Passport (QSP)

Kerstin Howald explained the state of play of the QSP.

Martin Couchman summarised the joint presentation done by EFFAT and HOTREC at the Extraordinary Liaison Forum held on 30 September 2010.

EFFAT and HOTREC welcomed the message from EBNT, the Italian Ente Bilaterale Nazionale del Turismo, which informed about their commitment to participate in the experimentation phase of the QSP.

Next steps and decisions taken: It was agreed to invite a representative from DG EAC (DG Education and Culture) and DG EMPL/EURES to participate in the plenary meeting (3 December) in order to inform them about the QSP and to seek for support.

It was decided that DG ENTER (Mr. Pellegrini and Mr. Ortún) and DG EMPL should be contacted at the higher political level to ask for their support on the QSP. HOTREC is to draft a joint e-mail for Mr. Pellegrini. DG ENTER will also be invited to participate in the SSD plenary meeting.

Ms. Laila Bauleo from the Centro Italiano di Studi Superiori sul Turismo e sulla Promozione Turistica in Assisi delivered a presentation on the Leonardo da Vinci and Progress programmes (see attached slides on the presentation).

HOTREC and EFFAT members think it is a good idea to try to pursue both possibilities (Leonardo and Progress) to ask for financial resources for the implementation phase of the QSP.

It was decided that Elisabeth Aufheimer should be asked to find out about the priorities/guidelines of the next PROGRESS programme.

4. Undeclared work / Illegal working practices

The last draft (7th version) of the joint statement on undeclared work presented by EFFAT was discussed.

HOTREC was fine with this new draft except for the last part of paragraph 30 that referred to “minimum wages”. EFFAT agreed to delete the last sentences of this paragraph starting with “calls in particular (...) practices”. EFFAT also agreed to replace the word “efficient” by “adequate” on the last sentence of the draft.

Martin Couchman pointed out that the draft as amended in the meeting could then be adopted at the plenary meeting to be held on 3 December (see attached new draft).

EFFAT/HOTREC will ask Mr. Tricart to be present in the plenary for the signature of the joint statement.

It was agreed to give an update on the latest developments on the VAT reduction in France and its effects on employment at the plenary meeting.

5. Latest developments in social affairs

Third Party Violence at the Workplace: It was decided to invite the social partners involved in the activities on third party violence at the workplace to present the multi sectoral guidelines they adopted in July 2010 at the plenary meeting. HOTREC is to invite Ms. Ilaria Savoini from EuroCommerce.

EFFAT and HOTREC will decide “a posteriori” about joining or not the multisectoral guidelines.

Committee of Experts on Posting of Workers: Neither EFFAT or HOTREC attended the meeting. Nothing to report on this point.

Sectoral Councils on Employment and Skills: It was decided to continue monitoring the issue, and particularly any experiences gained by the sectors which started setting up a sector skills council. EFFAT and HOTREC will have to decide in the coming meetings how to tackle this issue.

6. Legislative developments in social matters, update by the Commission

Working time Directive: Still waiting for the second-phase consultation of the social partners. The impact assessment on the current directive should be presented soon.

Maternity leave: The Parliament adopted at the plenary meeting of October a legislative resolution that asks for the introduction of 20 weeks full paid maternity leave + 2 weeks paid

paternity leave for parents whose life-partner has recently given birth (for more info see HOTREC's [Live from Brussels N° 51](#)).

Mr. Jensen (EFFAT) stated that many are concerned the extension of maternity leave could be an obstacle for the employment of young women.

Seasonal workers: Ms. Howald explained that trade unions are rejecting the proposed directive.

Others/impact assessment – social partners: Ms Torres pointed out that EFFAT and HOTREC should make sure that the Tourism Unit is made aware of any proposal coming from other DGs that has social implications in the sector to guarantee that social partners are duly consulted. She referred to the Secretary General of the European Commission as possible central point for the coordination of all impact assessments carried out by the Commission .HOTREC will try to verify this information.

7. Developments in tourism matters.

EFFAT and HOTREC will intervene as panellists at the ETF.

8. Miscellaneous

EFFAT and HOTREC will attend the ILO meeting on “New Developments and Challenges in the Hospitality and Tourism Sector and their impact on employment, human resources and industrial relations “. An update on the outcomes will be given at the plenary meeting on 3 December.

9. EFFAT-HOTREC Work Programme 2011

EFFAT and HOTREC agreed on changes to be made to the work programme. It should be adopted at the plenary meeting.

10. Next meetings

EFFAT and HOTREC agreed on the agenda for the next plenary meeting.

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