

SECTORAL SOCIAL DIALOGUE COMMITTEE HORECA
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PLENARY MEETING HELD ON 6 JUNE 2006

DRAFT MINUTES

Chairman: Mr J. MORIN (DG EMPL)

1. ADOPTION OF THE AGENDA

The agenda was adopted.

2. APPROVAL OF THE MINUTES OF THE MEETING ON 14 DECEMBER 2005

The minutes were approved.

3. WORKER'S MOBILITY IN THE EU – DEVELOPMENT OF AN INFO PACKAGE FOR MOBILE WORKERS?

Mr COUCHMAN (HOTREC) recalled that the sectoral social partners underlined the relevance of this subject before the "European Year of Workers' Mobility 2006". He also recalled that regular reports on the migration of workers after enlargement were given to the meetings of the Sectoral Social Dialogue Committee "HORECA".

Mrs HOWALD (EFFAT) welcomed the TUC leaflet "Working in the UK - Your rights" as a positive example for national initiatives to provide migrant workers with necessary information about the labour market. Many trade unions at various levels have elaborated similar information tools. She raised the question what the European sectoral social partners could do on this, as most of the relevant information is national.

Mr COUCHMAN (HOTREC) was of the opinion that the idea of developing an info package for mobile workers at EU level was probably not worth pursuing, given that there are various initiatives already in some countries (the examples of the UK and Ireland were highlighted). He suggested that the best way forward was to continue monitoring the situation and have regular reports in the social dialogue committee. EFFAT agreed with this approach.

Mrs HOWALD (EFFAT) recalled the principle agreed in the EFFAT-HOTREC joint declaration on EU enlargement, that the same regulations as laid down in law and/or collective agreements have to be applied to any worker at a given location. Problems with the implementation of this principle were reported from various countries. The sectoral social partners should feel committed to find solutions to these problems as their joint objective is to avoid social dumping.

Mr MORIN (DG EMPL) suggested contacts with EURES in order to obtain complementary information.

4. E-LEARNING

Mr COUCHMAN (HOTREC) did not see any need for the social dialogue committee to pursue its work on e-learning.

Mrs HOWALD (EFFAT) recalled the initial ideas to encourage the creation of a network for e-learning experts, and to collect and disseminate information about newly created e-learning tools in the sector. She proposed a pragmatic approach: inform the member organisations about existing tools and leave it to the national social partners whether they want to use them.

Mrs SEQUARIS (HOTREC) considered that to keep a database up-to-date would be too hard work for the 2 secretariats and outside HOTREC's scope of activities.

Mr MORIN (DG EMPL) proposed contacts between both secretariats in order to carry on with this question.

5. AN INITIATIVE FOR IMPROVING CSR IN THE HOSPITALITY SECTOR

Ms HOWALD (EFFAT) recalled the signature of the point statement on "An Initiative for improving Corporate Social Responsibility in the Hospitality sector" in December 2004 and the presentation of two examples ("HILTON" and "Proyecto ETHOS") last 14 December 2005. She proposed to continue the collection of good CSR practices.

Mr COUCHMAN (HOTREC) agreed with the collection and dissemination of some good practices every year.

M. GUGLIELMI (EFFAT) considered that if an Italian version of the guideline existed some Italian good practices could be collected.

Mrs HOWALD (EFFAT) presented a draft questionnaire for the collection and dissemination of examples of CSR good practices in the hospitality sector, with a form filled in with a concrete case (HILTON).

Mrs SEQUARIS (HOTREC) pointed out that it should be clarified who is filling in the form (social partners at national or at European level?) and that the company concerned should have the possibility to review the content.

Mr COUCHMAN (HOTREC) agreed with the 10 items of the questionnaire.

However, he insisted that the company concerned should have been given the opportunity to review the summary of their CSR actions before this summary is published.

Mr MORIN (DG EMPL) concludes that the questionnaire was valid and could be sent. He notes that enterprise' validation before publication was necessary. He underlined the need of the follow-up of the agreements, in order to promote the European social dialogue. Finally, he recalled the publication of the Commission on CSR last March 2006.

6. ILLEGAL WORKING PRACTICES

Mrs HOWALD (EFFAT) recalled that the EFFAT-HOTREC Work Programme 2006 proposes on this subject the monitoring of the extent of illegal working practices in the sector and the various ways of addressing the problem at national level, with regular reports to be given and the possibility of a joint recommendation.

She considered that it would be useful to know what Member States are doing in this field. Possible joint initiatives could be to agree on a definition of "undeclared / illegal work", to identify the role of the social partners, to collect examples of initiatives and eventually to approve a joint recommendation. She proposes the elaboration of a short questionnaire.

Mr COUCHMAN (HOTREC) doubted that there is information about the size of the problem, but agreed to discuss the matter further.

Mr GUGLIELMI (EFFAT) considered this as an important item for the social dialogue. All companies must be called upon to respect the rules and regulations, in order to protect the “honest” enterprises .

Mrs SILLANPAA (DG EMPL) underlined the work achieved in the construction sector and in the private security sector, and the need for a real "follow-up".

Mrs HOWALD (EFFAT) considered that a joint recommendation could be a strong signal for the sector.

To be followed up.

7. SEXUAL HARASSMENT OF PERSONNEL BY CUSTOMERS

Mrs HOWALD (EFFAT) recalled that the social partners agreed to tackle the problem in the framework of the Work Programme 2006, by monitoring of the various ways of dealing with sexual harassment of personnel at national level, with regular reports to be given and the possibility of a joint recommendation. She questioned the limitation of the topic to sexual harassment of personnel by customers.

Mrs SEQUARIS (HOTREC) considered that the discussions should be focused on the harassment of employees by guests/customers since the employer/employee relationship is very much regulated as far as this aspect is concerned.

Mrs ROSENBERGER (EFFAT) considered that a message from the Hotel to the customer saying that the Hotel protects the worker would be a useful tool.

Mrs SILLANPAA (DG EMPL) cited the example of the Maritime Transport Sector (Guidelines for the diminution of harassment and bullying at the workplace). An initiative by the European social partners does not need to produce a new set of rules, but could raise awareness and self-monitoring, and would give the national initiatives a new impetus and a new dimension.

To be followed up.

8. A QUALIFICATIONS AND SKILLS PASSPORT FOR THE EUROPEAN HOSPITALITY SECTOR?

Mrs HOWALD (EFFAT) introduced this subject presenting the history, the aims, the proposals and the questions concerning the qualification passport for the Horeca sector.

Mr CAMPBELL (PEOPLE FIRST) presented the "UK Skills Passport", its advantages, underlined the importance of training and explained how the passport works. He presented an example and recalled the benefits for employers, employees and for the industry as a whole. Finally, he presented a case study (Global Fine Foods).

MARTIN COUCHMAN (HOTREC) suggested that a special session to discuss a possible European qualifications passport should be organised, perhaps in September. At this occasion experts from the various countries where national passport schemes are being developed should be invited to share their experiences and explore ways of setting up a European-wide scheme. Representatives from CEDEFOP and the Commission could also be invited.

The participants raised the following issues:

- the options paper/card;
- transitions;
- compatibility with the EUROPASS;

- transposition of a UK product in the European Union; and
- the management of the database.

Finally, the sectoral social partners agreed to organise a meeting of the Steering Committee with experts and representatives from DG EAD and CEDEFOP in order to follow-up this issue.

9. RECENT DEVELOPMENTS IN TOURIM

Postponed.

10. RECENT DEVELOPMENTS IN SOCIAL AFFAIRS

Mr MORIN (DG EMPL) presented the last developments in several matters: guidelines on employment, Green Paper on Labour Law, Consultations on violence at the workplace, working time, consultation on carcinogens directive (smoking) and consultations on **demography**.

Mr MORIN recalled the Sectoral Summit (13 March 2006) and the recent publication "Recent developments in the European Sectoral Social Dialogue".

Finally, Mr MORIN announced two new Sectoral Social Dialogue Committees: "Steel" (June 2006) and "Hospitals" (September 2006).

11. ANY OTHER BUSINESS

There is no AOB.

12. MEETINGS 2006

Steering Committee

- ◆ 14 September
- ◆ 30 November (enlarged)

Plenary

- ◆ 11 December