



Brussels, 12 December 2019

SECTORAL SOCIAL DIALOGUE COMMITTEE HORECA

DRAFT Minutes of the Plenary Meeting

29 November 2019, 10 am – 4 pm

Centre Albert Borschette, 1000 Bruxelles

Participants

Joé RIEFF (European Commission) chaired the meeting.

| HOTREC | | EFFAT | |
|-------------------------|---------------|----------------------|-----------------|
| BANQUET D'ORX Jean-Marc | UMIH | ANGLANI Pasquina | ACV-CSC |
| BAR-SHALOM David | HORESTA | BRAGASON Kristjan | NU-HRCT |
| BOROCZ Lajos | VIMOSZ | DONATE Carmen | FESMC-UGT |
| CAMPS Ana Maria | CEHAT | DUJOURDY Pierre | CFDT |
| CANDIDO Angelo Giuseppe | Federalberghi | GOLLNER Andreas | VIDA |
| DEBONO Daniel | MHRA | HAGEN Jens Petter | NU HRCT |
| DILKIENE Egle | LHRA | HOWALD Kerstin | EFFAT |
| GRAIKSTE Santa | AHRL | IOANNIDIS Panagiotis | SEK |
| HOLLANDER Fatima | VISITA | JUYAUX Christian | CFDT |
| MACHADO Marta | HOTREC | KOVACS Pal | VISZ |
| NISAMETDIN Sami | MAHRA | LIBBRECHT Elke | EFFAT |
| SZADURSKI Krzysztof | IGHP | LYKKE NIELSEN Peter | 3F |
| WOLF Thomas | APRA | MILIC Radomir | HRCT Montenegro |
| | | NONATO Jeff | FILCAMS-CGIL |
| | | O'ROURKE Martin | SIPTU |
| | | RATO RODRIGUEZ Pilar | CCOO Servicios |
| | | SCHWABL Andreas | VIDA |
| | | SLIJEPCEVIC Ana | HRCT Montenegro |
| | | SØGAARD NIELSEN Lone | 3F |
| | | VAN DORPEL Pim | HRF |
| | | WACHTL Ernest | CMKOS PHCR |

Invited Guests

Michaela SEIFERT, OSHA

Robin VANDERELST, Horeca Voorming Vlaanderen

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSDC Plenary meeting 30 November 2018

The minutes were approved.

3. Platform economy in hospitality and tourism

- *Update on European Commission initiatives on the collaborative economy in the accommodation rental and meal-sharing sector - state of play*

Marta Machado (HOTREC) gave a short overview over the developments regarding the platform economy. In December 2015, HOTREC and EFFAT signed a joint statement on the sharing economy. In 2018, HOTREC published its position paper on the platform economy, and shared it with EFFAT, who agreed with it. The position is based on five main pillars: registration, threshold, taxation, health & safety and liability. First actions on the side of the Commission followed. Under the facilitation of the Commission, the Consumer Protection Cooperation Network carried out an assessment of Airbnb practices. In July 2019, the Commission announced that after negotiations with Airbnb, the platform had adopted its practices to align them with EU consumer law.

- *Renewal of the Joint HOTREC-EFFAT Statement*

To take into account the new realities and the developments of the platforms, the social partners updated their joint statement on the Sharing Economy. It was signed by Mr Banquet d'Orx for HOTREC and by Mr Bragason for EFFAT.

4. Health & safety at the workplace

- *Official launch of the OiRA (Online interactive Risk Assessment) tool for the hospitality sector*

Michaela Seifert (EU-OSHA) made an online presentation of the new OiRA tool for the HORECA sector, which was developed based on an existing national tool from Belgium. The tool was developed in cooperation with the EU social partners. It is free of charge, allowing to assess and reduce risks at the workplace. As a next step, social partners will encourage national member organisations to apply and adapt the tool at national level and possibly to translate it into the different national languages. Ms. Seifert explained that EU-OSHA can provide support for this and cover the costs of translation. The new tool was officially launched during the meeting and is now available online.

- *EFFAT Project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors" - presentation of results*

Kerstin Howald (EFFAT) provided an overview over the progress of the EFFAT project about sexual harassment at work. EFFAT made a survey among its members and ascertained that the occurrence of harassment is highest in tourism sectors. EFFAT will finalize the project beginning of next year. HOTREC welcomed the project and agreed that concrete actions by the social partners need to follow.

➔ Follow up: The social partner will further discuss what concrete actions they will take.

5. Qualification & training

- *EFFAT-HOTREC European Alliance for Apprenticeships Pledge "Enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector" Presentation of apprenticeship schemes in Belgium*

Robin Vanderelst (Horeca Voorming Vlaanderen) presented a new Flemish dual learning scheme, which combines secondary school with training on the job. He highlighted that companies hosting apprentices have to fulfil certain conditions and the mentors within these companies have to undergo a dedicated

training. The presentation was welcomed by the social partners. Ms Howald explained that the *Pledge for Apprenticeships* now foresees that the signatories of the pledge have to report and show what actions they have taken as a follow-up to the pledge.

➔ Follow up: EFFAT and HOTREC will gather and share further examples of apprenticeship schemes.

- *The new skills agenda Europe*
 - Blueprint for Sectoral Cooperation on Skills - project state of play

Ana Maria Camps (CEHAT) presented the Blueprint for Sectoral Cooperation on Skills, which aims at increasing competitiveness through providing skills to professionals. Within this project, the skills needed in the sector are mapped and methodologies for the development for learning methods are developed. This is then integrated into strategy, which will result into an EU and national level action plan.

- European Hospitality Skills Passport (EHSP) National project developed in France - state of play

Christian Juyaux (CFDT) gave an overview over the European Hospitality Skills Passport, which has been developed by the European Social Partners since 1994. The EHSP allows workers looking for employment to register their skills online, allowing employers to find workers with the needed skills set. There has now been a test phase, during which the passport has been in use for seasonal workers in the Rhone-Alpes region. At the end of the project, the project partners will elaborate the project and assess the potential for an EU wide implementation.

6. New technologies - digitalisation, automation and platforms: challenges for the Horeca sector

HOTREC and EFFAT launched a survey earlier in 2019 to collect information about new technologies, automation and digitalization in the HORECA sector and their impact on employment and on workers. HOTREC and EFFAT provided an overview over good practices led by national employers, trade unions or governments to accommodate the new technologies and new forms of work in the sector. The social partners will further follow up the related developments.

7. Refugees

HOTREC and EFFAT launched a survey in 2019 to gather information about the inclusion of refugees in the labour market. Best practices at the national level to integrate refugees into the labour market were discussed and the examples provided. The social partners will further follow initiatives at the national level and report back to the SSDC.

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

Kerstin Howald (EFFAT) updated the SSDC on the seminar about undeclared work, taking place in the framework of the Platform on Undeclared Work. This seminar will be accompanied by a study about undeclared work in the sector. The seminar will take place in the second quarter of 2020.

9. Latest developments in the field of employment and social affairs

Joé Rieff (DG EMPL) discussed the achievements of the Juncker Commission in the field of social and employment affairs. He further provided an overview over the initiatives in the field of social and employment affairs foreseen in the Political Guidelines of President Ursula Von der Leyen.

10. EFFAT-HOTREC Work Programme 2020-2021

The work programme was approved.