



## SECTORAL SOCIAL DIALOGUE HORECA

### Steering Committee Meeting

30 September 2016

### Draft Minutes

#### Executive Summary

- European Commission will facilitate a meeting between the social partners and the person in charge of the European Hospitality Skills Passport at EURES;
- Social partners will discuss at the plenary meeting in December the deployment of a survey to collect best practices related to health and safety at work;
- Social partners will select examples of apprenticeships developed at national level to be presented at the December SSD plenary meeting;
- Social partners will keep consulting members to find out more best practices to integrate refugees in the labour market;
- Social partners agreed that the next work programme should focus on less topics and strive for more result oriented actions, among which the so called “sharing” economy.

#### Participants:

EFFAT		HOTREC	
Andreas Schwabl	VIDA	Jean-Marc Banquet D’Orx	UMIH
Kristján Bragason	3F	Santa Graikste	AHRL
Christian Juyaux	CFDT-Services	István Kovács	HHRA
Pal Kovacs	VISZ	Christian de Barrin	HOTREC
Stefania Radici	FILCAMS	Marta Machado	HOTREC
Kerstin Howald	EFFAT		

European Commission:

Michaël Chaussard  
Lambert Kleinmann

The meeting was chaired by Mr. Chaussard.

#### **1 – Approval of the agenda**

The agenda was approved.

The following announcements were done:

- Next Liaison Forum: 3<sup>rd</sup> October 2016;

- EFFAT and HOTREC shall give details to the Commission for the SSD plenary meeting scheduled for 9 December 2016 (regarding pre-meeting rooms, language facilities), until 9 October 2016;
- the agenda of the plenary shall be sent until 4 November 2016;
- Mr. Chaussard announced that he is leaving and will only stay two more weeks in the Commission.

## **2 – Approval of the minutes of the SSD Steering Committee meeting 18 March 2016**

The minutes were approved.

HOTREC and EFFAT were of the opinion that the Commission should be in charge of the minutes. Nevertheless, it was agreed that for the present meeting, the minutes will be done jointly by HOTREC and EFFAT. The topic should be put forward with the new desk officer in charge of the SSDC Horeca.

## **3 – European Hospitality Skills Passport (EHSP)**

Despite the efforts undertaken by the social partners in trying to contact the Unit at DG EMPL responsible for the EURES portal and the European Hospitality Skills Passport, no reply has been given by the European Commission. The lack of visibility of and direct access to the EHSP is a problem, as common citizens do not know about its existence.

Taking into account that the EUROPASS is one of the new features part of the European Skills Agenda, it would be positive if some of the Commission budget would be employed to make the EHSP more visible.

EFFAT and HOTREC propose that:

- a visible entry to the EHSP should be displayed at the EURES portal (specific landing page);
- a button should directly link to the different languages in which the EHSP is available;
- direct access to the different available language versions of the EHSP should be provided, if users look for the tool online (e.g.: [www.european-hospitality-skills-passport.en](http://www.european-hospitality-skills-passport.en), .fr, .de);

### Actions:

- o The Chair will contact the Head of Unit responsible for EURES / EHSP and try to understand if there is a technical problem. A meeting between the person in charge and the social partners should be facilitated.

## **4 – Shadow hospitality economy**

A formal complaint has been put forward to the European Commission (DG Growth) by the European Holiday Home Association against Belgium, Germany, Spain and France claiming that these countries are stifling the ability of householders to rent out accommodation to travellers by imposing excessive and often contradictory regulations. If the case arrived to last instance, it would be decided by the European Court of Justice.

On 2 June 2016, the European Commission issued a Communication entitled '[A European Agenda for the collaborative economy](#)' (non-legislative document). This Communication on the one hand considers the benefits of the collaborative economy and on the other hand tries to give some guidance on how existing EU law should be applied to these new business models. The Communication does not present statistics on the impact on employment in the tourism sector, neither speaks about specific registration rules that service providers need to comply with. HOTREC and EFFAT underline that clear guidelines should be provided to differentiate between professional and occasional providers of short term rental services, defining a threshold and developing a comprehensive definition of the so called collaborative economy.

The social partners in other sectors have also come up with a common position on the collaborative economy, e.g. in the taxi sector with regard to Uber.

#### Actions:

- HOTREC and EFFAT will send their positions and joint statements to relevant persons in the Commission (e.g.: David Dion – Head of Unit DG EMPL; Mr. Servoz – Director General DG EMPL)
- a high level meeting shall be organised between DG EMPL and the social partners to discuss the economic and social impact of the collaborative economy

### **5 – Tourism for Growth and Jobs Manifesto**

The objective of the Tourism for Growth and Jobs Manifesto is to make the voice of the tourism sector stakeholders heard in a united manner. HOTREC and EFFAT are founding members of the Manifesto, and members of the Steering Committee. EFFAT (Kerstin Howald) is in charge of the priority Skills and Qualifications; HOTREC (Christian de Barrin) of the priority Competitiveness. The Manifesto General Assembly on 16 September 2016 celebrated the first anniversary of the Group, assessed the work undertaken and welcomed additional members. The Manifesto text will be revised in the upcoming weeks. An extraordinary General Assembly will take place on 15 November 2016.

### **6 – Employment**

The [New Skills Agenda for Europe](#) shall allow a better coordination of the work done by the different General Directorates of the Commission (e.g. DSG EAC, DG Growth and DG EMPL) in the field of skills development. EFFAT and HOTREC regretted that the social partners were not consulted by the Commission on the planned actions.

The actions supposed to have a stronger impact on the hospitality sector are the Europass Framework and the Blueprint for Sectoral Cooperation on Skills (tourism together with other 5 sectors were selected to receive EU to develop actions on the matter).

#### Actions:

- DG EMPL will present the New Skills Agenda for Europe at the next SSD plenary session, focussing on the actions having a greater relevance for the hospitality sector and the social dialogue.
- As a follow up of the Joint Pledge under the European Alliance for Apprenticeships, EFFAT and HOTREC will consult their members to find good examples of

apprenticeship schemes that could be presented at the December SSD plenary session, e.g. from Germany, Austria and Denmark.

## **7 – Health & Safety at the workplace**

Social partners exchanged some good examples regarding health and safety at the workplaces in hospitality, e.g.:

- beds with a lifting tool, moving heavy mattresses up and down, to prevent housekeepers from pain in the back
- safety shoes provided by companies to employees in the kitchen to prevent accidents (e.g. falling knives)
- use of trolleys in restaurants to prevent waiters from physical damage caused by carrying heavy trays

### Actions:

- EFFAT and HOTREC will present to the SSD plenary session in December the proposal to launch a small survey amongst members to collect best practices developed at national level which provide employees with a high level of health and safety provisions at the workplace, focussing on 3 to 5 types of occupations (e.g. housekeeper, waiter, kitchen staff, etc.).

## **8 – Other issues to follow-up on the Work Programme**

### **• Undeclared work**

Mr. Kleinmann (DG EMPL) informed about the first meeting of the [European Platform tackling undeclared work](#) on 27 May 2016. The meeting scheduled for 10 October 2016 aims at adopting the rules of procedure and a 2-year Work Programme, and to elect 2 Vice-Chairs.

The main objective of the Platform is to improve the Member States' capacities to tackle undeclared work in its various forms, and to drive change in order to promote better working conditions and the emergence of formal employment.

Mr. Kleinmann encouraged social partners to contribute to the social dialogue newsletter on the topic.

### **• Refugees**

HOTREC informed that their members are currently being consulted on the draft joint position on the role of social partners in integrating refugees into labour market and society. Some HOTREC members had expressed reservations towards signing the position, due to the political sensitiveness of the topic. The paper will be voted at the next HOTREC General Assembly (21 October 2016). In any case, HOTREC will keep encouraging members to share best practices on how to better integrate refugees in the labour market.

### Actions

- HOTREC and EFFAT will consult members to gather best practices with regard to the integration of refugees in the labour market;
- Swedish social partners will be asked to give an update on the fast track procedure at the plenary.

## **9 – Latest developments and legislative initiatives in Social Affairs – update by DG EMPL**

Both social partners have sent their replies to the Commission with regard to the second-stage consultation of the social partners on Work-Life Balance, EFFAT in coordination with the ETUC.

The Chair reminded that the deadline for the public consultation on the European Pillar of Social Rights will be 31 December 2016. A dedicated hearing on the topic will take place on 14 October 2016.

## **10 – Latest developments in tourism matters**

The next European Tourism Day will take place on the 29 November 2016 in Brussels on the topic: "Enhancing Synergies between Tourism and Cultural and Creative Industries".

An information meeting was organised on 14 September 2016 by DG Growth together with DG EMPL. The objective was to inform stakeholders about how the tourism sector can contribute to the Blueprint for Sectorial Cooperation on Skills through EU Funding. A call for proposals (ERASMUS + - Sectoral Skills Alliances) and a call for tenders (COSME) will be launched by the Commission by the end of 2016.

## **11 – Next meeting**

The SSD plenary meeting will take place on 9 December 2016.

## **12 – Miscellaneous**

- Human trafficking – EFFAT and HOTREC agreed to invite the project team of Prof. Angela Roper (University of West London) to give a presentation on the project "COMBAT Trafficking in Human Being in Hospitality and Tourism" at the plenary session in December.
- EFFAT will try to prepare a small article on Shadow Economy to be published at the Social Dialogue Newsletter.
- EFFAT and HOTREC agreed that the Work Programme 2017 shall focus on less topics and be more result oriented. Sharing economy was identified as one of the topics that could be further jointly developed.

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