



EUROPEAN COMMISSION  
Employment, Social Affairs and Inclusion  
Employment and Social Legislation, Social Dialogue  
**Social Dialogue, Industrial Relations**

**Minutes**  
**Steering Committee Meeting of the Social Dialogue Committee for the HORECA sector**  
**8 June 2012**

**Participants:**

**EFFAT:**

Aage JENSEN, DK  
Christian JUYAUX, FR  
Pal KOVACS, HU  
Gabriel GUGLIELMI, IT  
Marco DEMURTAS, IT  
Emilio FARGNOLI, IT  
Kevin CAMILLERI, MT  
Kerstin HOWALD, EU  
Elke LIBBRECHT, EU

**HOTREC:**

Jean Marc BANQUET D'OR (UMIH)  
Martin COUCHMAN (BHA)  
István KOVACS (HAH)  
Alessandro NUCARA (FEDERALBERGHI)  
Isabel SOBRINO MATÉ (HOTREC)

**European Commission:**

Morgane LESAGE (DG EMPL)  
Mathieu Hoerberigs (DG ENTER)

**1. Approval of the agenda**

The agenda was approved. Martin Couchman (HOTREC) made reference to the formal invitation sent out by the European Commission where the original terminology HORECA sector has been replaced by “hotel & restaurants”. He insisted on the fact that the name “hotel & restaurants” leaves cafés out, so it is best to go back to the original name: “HORECA”. The suggestion by Mr. Couchman was agreed by the social partners + Commission.

## **2. Approval of the minutes of the SSD Steering Committee meeting of 2 February 2012**

As the Commission minutes were only sent on 7 June 2012, Kerstin Howald (EFFAT) proposed to leave the social partners some extra time to revise the minutes before being officially adopted. Kerstin Howald's suggestion was agreed.

## **3. Qualifications and Skills Passport (QSP) and ESCO**

Martin Couchman (HOTREC) explained the outcomes of the last ESCO meeting held on 10 and 11 May 2012. As ESCO aims at developing a taxonomy of European skills/competences, qualifications and occupations in the "accommodation and food service activities" the QSP skills list should also be used/was also being used to proceed with the revision of ESCO.

On the other hand as one of the agreed actions within the QSP is to restructure the skills list, ESCO should also serve to do this restructuring so both items/points are coordinated.

The 3 new actions agreed on the QSP are the following:

- integration of the QSP skills list into the EURES system;
- restructuring and translation of the QSP skills list;
- uploading of the QSP skills list on the EFFAT and HOTREC website.

*On the restructuring of the QSP skill list:* both Kerstin Howald and Martin Couchman are of the opinion that Geoff CAROLL (member of the ESCO hospitality reference group) should be contacted to find out if he is ready to give advice on the restructuring of the QSP skills list. It was agreed to contact Geoff CAROLL to find out if he could collaborate on the restructuring of the QSP skill list.

The QSP skills list has been elaborated in alphabetical order/per area of service in the English version and translated into the rest of the languages in the same order as laid down in the English version. So, as soon as the English version is restructured it can be translated into the different European languages.

*Uploading of the skills list into the EFFAT and HOTREC website:* there are 3 possibilities: to upload the skills list as a static document; as a document where you can do copy-paste the skills or as an interactive/operative website.

After some discussion it was agreed that the second option (possibility to select-copy-paste skills) was the most adequate one, as a full passport (tool) can be managed/downloaded through the EURES system when the QSP skills list is integrated into this system. Therefore, there is no need to do an interactive website.

However, some external expertise would be needed on the uploading of the QSP skill list.

*Integration of the QSP skill list into EURES:* EFFAT and HOTREC will have to provide the QSP skills list to the EURES representatives. The EURES representatives will explain the state of affairs of this integration at the QSP conference to be held on 13 November 2012 (please note it is a Tuesday and not a Monday as stated on the detailed work programme)

#### **4. ESCO**

Please see point 3 on QSP.

#### **5. Undeclared work: follow-up actions**

Kerstin Howald recalled that the joint statement recommended as one possible initiative of the social partners the collection and dissemination of examples of successful measures to combat undeclared work in the sector, incl. feeding them into the EUROFOUND data base “Tackling undeclared work in the European Union”.

Aage Jensen (EFFAT) referred to a report done by the Rockwool Foundation on the relations between undeclared work and tax issues. He further explained that in Iceland employees have to wear a badge with a picture, number of licence etc.

It was agreed that HOTREC and EFFAT contact their members to ask them for good examples of initiatives on this issue. Successful cases on this topic can be presented to the plenary meeting.

#### **6. Issues to follow-up on the work programme**

With regard to Corporate Social Responsibility, Kerstin Howald recalled the recent Communication of DG ENTER on CSR which makes reference to sectoral social dialogue. There are many initiatives undertaken, also on health & safety and environmental issues.

On third party violence, Kerstin Howald stated that a common political statement of HOTREC and EFFAT could be a concrete initiative. Martin Couchman said, it should be a practical one addressed to the hospitality industry. To be further discussed.

On statistics Kerstin Howald reiterated to the need for a European observatory which should also focus on employment.

On sector skills councils, the social partners agreed to monitor the developments in other sectors.

On social tourism, István Kovacs (HOTREC) made reference to the holiday vouchers in Hungary. He explained that these holiday vouchers in Hungary can be used for vacation, food and relaxation (wellness, spa, gym), and that employees normally select food rather than vacation.

#### **7. Combating sexual exploitation of children in tourism**

Mr. Gabriel GUCLIELMI (EFFAT) delivered a presentation on “Supporting European Social Dialogue in taking action against Sexual Exploitation of Children in Tourism”. EFFAT invited HOTREC to support a joint initiative and respond to a call for proposals under the European Social Dialogue budget line.

Martin Couchman made a reference to the Protect children campaigning by UNWTO also supported by HOTREC (signed in 1997). He is of the opinion that this issue is not right now a problem in the European tourism/hospitality sector, but he agreed that if it turns up to be a problematic situation HOTREC will support initiatives on this topic.

Kerstin Howald (EFFAT) raised the question of what could be done on this topic: e.g. raise awareness or training employees/employers on what to do on the issue.

Some participants raised the point that trafficking of human beings is for sure an issue in Europe. However, it is not necessarily linked to sexual exploitation of children in the hotel sector.

Martin Couchman (HOTREC) insisted on the fact that there is no clear evidence of sexual exploitation of children in European hotels. However, HOTREC is keen on continuing discussions on this topic and if some evidence is found that this problem exists, HOTREC will agree on joint initiatives with EFFAT, he stressed.

Jean Marc Banquet d'Orx (HOTREC) is of the opinion that responsibility in hotels in these types of cases should be shared between employers and employees.

Kevin Camilleri (EFFAT) thinks it is a good idea to show awareness that this is not happening in Europe but that the HORECA social partners are committed to fight against sexual exploitation of children.

## **8. Latest developments in social affairs, update by the Commission**

Morgane Lesage (DG EMPL) made an update on the latest developments in social affairs and social matters.

She referred to the ongoing discussions on the working time directive, to the employment package. She also mentioned the dates for the next Liaison Fora to be held in 2012.

Ms. Lesage also mentioned the representativeness study (for the HORECA sector) which should be finalised at the end of 2012.

## **9. Legislative developments in social matters, update by the Commission**

Please see above point.

## **10. Developments in tourism matters, update by the Commission**

Mr. Mathieu Hoerberigs (DG ENTER) gave an update on tourism matters focusing on the implementation plan of the 2010 Communication on Tourism.

## **11. Next meetings**

Steering Committee	14 November 2012
Plenary	11 December 2012
QSP Conference	13 November 2012