



**SECTORAL DIALOGUE COMMITTEE  
HORECA**

## **Draft Minutes of the Steering Committee Meeting**

**13 March 2014**

### **1. Approval of the agenda**

The agenda was approved.

### **2. Approval of the minutes of the SSD Steering Committee meeting of 2 October 2013**

The minutes of the last SSDC meeting were approved.

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

#### **QSP**

Kerstin Howald updated the members on the latest developments on the QSP. The skills list has been translated into all European languages (EN → 22) and forwarded to national Social Partners and EFFAT/HOTREC member organisations, asking them to proofread the list and to verify whether the appropriate sectoral terminology was used. 13 translations got the approval (3 countries jointly by employers and trade unions; 5 countries trade unions only), 9 translations were not approved. Lithuania (employers) started the proofreading, but then informed that it represents too much work for them at the moment. The final versions of the skills list have been sent to the EURES secretariat, which will upload them on the EURES portal.

The EC intends to launch the portal through an active communication campaign on 23 April. The EC will make a video clip as a tutorial for job seekers and employers, and produce press articles together with the active participation of EFFAT and HOTREC for the dissemination. The EC agreed to care for translation of the European skills passport in Croatian. Once launched, the portal will initially be in a test period where EFFAT and HOTREC will have the possibility to give feed-back on the operationability of the tool. In order to give more incentives to the use of the portal, the EC is also thinking of organizing a competition on the subject.

Andrea Stoccoro (FIPE) pointed out that it would be good that the promotion is also done amongst hotel and catering schools, universities, etc which train the workers and employers of the hospitality in the future. He said this option is possible in Italy via the “Ente Bilaterale Nazionale del Turismo”.

István Kóvacs pointed out that, in addition to the promotion, it is very important to do an appropriate follow up of the passport in order to find out if it has really been used by

employees and/or employers. It is important to see if job matches had been reached via the Hospitality Skills Passport.

The different ways to follow up the use of the tool were discussed. The results of the monitoring of the use could be presented as a short report with facts and figures on job seekers and employers during the SSDC plenary meetings. Kerstin Howald questioned the possibility to assess the job-matching capacity of this tool. EFFAT and HOTREC could carry out a survey e.g. one year after the rolling out of the tool.

Kerstin Howald reminded that we have to make sure that cross-border mobility is done properly and we have to avoid abuses practices. A second question is: in the case of cross borders matches, how can the respect of the rights of the employee be guaranteed? Workers going abroad have to be informed about working conditions, labour legislation, social protection, etc. One proposal could be to add on the portal the list of national Trade unions and Employers associations.

## **ESCO**

Kerstin Howald updated the members on the latest developments on ESCO. The next meeting of the ESCO Reference Group “Hospitality & Tourism” will be held in May 2014.

## **4. Undeclared work/ Illegal working practices**

István Kovács explained that in Hungary all cash registers (from the retail, hospitality and other sectors) will have to be connected to Hungarian Tax Office as a way to fight undeclared work. Currently, the sectors are introducing these cash registers into their companies. This concerns 200 to 300,000 registers. The measure is not yet fully implemented.

Kristjan Bragason informed about discussions in Scandinavia to make the whole economy cash free as a way to fight undeclared work.

Kerstin Howald reminded that the joint document “Successful measures and initiatives to combat undeclared work in the hotel & restaurant sector” should be completed with joint proposals and recommendations.

It was agreed to present some new initiatives such as the Scandinavian at the SSDC plenary in December, and to invite an EC representative in charge of UDW to present the work undertaken.

## **5. Health & safety at the workplace**

Kerstin Howald introduced the session by explaining that EFFAT and HOTREC had identified one area in the Horeca sector where it would be particularly interesting to do more on risk assessment: Housekeeping.

Julia Flintrop, OSHA Project Manager, presented OSHA's 2014 project on the Online interactive Risk Assessment (OiRA) (see attached PPP). So far, the European social partners in 2 sectors jointly developed an OiRA tool: leather & tanning and security; the cleaning sector started working on it.

After the presentation, Isabel Sobrino asked whether the tools presented here have already been used. Julia Flintrop replied that there are already 700 users of the tool in France, in the transport sector.

Kerstin Howald asked if national tools in the same sector are coordinated between them; Julia Flintrop answered that it is not the case.

OSHA can help in adapting the EU tool to the specific national needs.

The assessment of risks at the workplace is mandatory by law in Austria as well as in Italy.

Christian Juyaux said that the main issue in this particular sector in the precarious aspect of the jobs, especially in very small companies, and Julia Flintrop answered that OSHA was prepared to support especially small sized companies, based on the context decided by the social partners.

Dauphinelle Clément said that obviously the EU level is the best first step level to create an OiRA tool. It is also an excellent self-assessment exercise.

Kerstin Howald asked who is involved in the tool creation. Julia Flintrop explained that it is actually the social partners who have to engage in the creation. At national level, it depends on who will be using the tool: it can be workers, or employers of both. It is up to them to decide who will be the users and the target audience. She added that OiRA has no control role, because it is up to the Member States to control and follow up the risks at work. She eventually warned the members of the SSDC that OSHA will finance and support OiRA initiatives on the basis of 'first come first served'. There is no guarantee that the financial and technical support will be the same in the coming years. So this is an opportunity not to be missed.

Andrea Stoccoro (FIPE/HOTREC) said that the FIPE/Federalberghi in partnership with Confcommercio made a similar programme in Italy legally binding for the companies.

Kerstin Howald and Isabel Sobrino concluded in informing OSHA that they first will have to go back to their members and let them decide whether or not they would like to launch the creation of an OiRA tool for the housekeeping sector. They will come back to OSHA and inform them of the decision.

HOTREC is of the opinion that it is best to wait until 2015 when the hospitality skills passport is already fully functioning.

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

- Youth employment

There was an exchange of information about initiatives undertaken by national social partners / member organisations to boost youth employment. Kerstin Howald informed about the joint campaign of EFFAT and other European Trade Union Federations "Enough of their crisis, back to our future". Youth employment is one of EFFAT's work priorities and will be a major issue at their congress in November 2014.

Jean Marc Banquet d'Orx (UMIH/HOTREC) said that in France youth employment had improved slightly. He further stated that incentives have been given to some companies in order to reduce youth unemployment. These incentives do not only apply to the hospitality businesses but to other sectors also.

HOTREC proposed that EFFAT and HOTREC collect information on the topic from their members, and present it at the next SSDC plenary meeting.

- Fight against sexual exploitation of children in travel and tourism

Gabriele GUGLIELMI presented the latest developments on the SAFE HOST project "Combating Sexual Exploitation of Children in Tourism". The results of the project were presented at the final conference in December 2013. The website <http://safehost.filcams.it/> is now on. The link will be sent to all members via internet. It is available in only 4 languages. The training tool is ready, it is accessible for all tourists and workers, the certification will be available soon. The project results and tools need to be translated into further languages, e.g. Spanish and Portuguese. HOTREC informed that there will be some information in their internal newsletter.

Next steps: The results of the project shall be rolled out in the view of the next Olympic Games and the football world cup in Brazil. A meeting should be arranged, bringing together the concerned Commission services and the employers' associations involved to discuss a possible follow up of the project at EU level.

## 9. Next meetings

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|--------------------|---|
| Steering Committee | 12 June 2014 – Thursday<br>19 September 2014 - Friday |
| Plenary            | 5 December 2014 – Friday                              |

## 10. Miscellaneous

Kristjan Bragason said that in Sweden there is new evidence about sexual harassment by customers against employees in the hotel and restaurant sector. According to a recent study, up to 66% of employees have experienced some type of harassment. For this reason they are even thinking to remove the tipping system, as a way to avoid sexual harassment. Swedish trade unions will be having a meeting with VISITA to discuss the issue. EFFAT proposed to put the item on the agenda of the next SSDC plenary meeting.

Discussion on the joint request received from the social partners in the hairdressing sector asking for support for the right of the social partners to conclude agreements and be made legally binding according to article 155 TFEU: After some exchange of views between EFFAT and HOTREC, HOTREC agreed to come back with a proposal on the joint statement on the issue proposed by EFFAT.

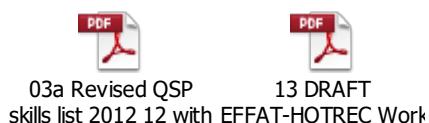
## Annexes

Point 1 – Minutes of the SSD Steering Committee meeting of 2 October 2013

Point 4 – Undeclared work – Social partners letter to the EC / consultation

Point 5 - OiRA tool – presentation by OSHA

EFFAT/ HOTREC work programme 2014



*Final list of participants - Social Dialogue Committee HORECA*

*Steering Committee meeting – 13 March 2014*

**EMPLOYERS**

|                         |  |
|-------------------------|--|
| Jean-Marc BANQUET D'ORX | UMIH/Union des Métiers et des Industries de l'Hôtellerie |
| István KOVACS           | HHRA/Hungarian Hotel and Restaurant Association          |
| Ann MOERMAN             | Horeca Vlaanderen  |
| Andrew AGIUS MUSCAT     | MHRA/The Malta Hotels & Restaurants Association          |
| Andrea STOCCORO         | FIPE/Federazione Italiana Pubblici Esercizi              |
| Isabel SOBRINO MATE     | HOTREC Secretariat                                       |

**WORKERS**

|                    |               |
|--------------------|---------------|
| Rudolf KOMAROMY    | VIDA          |
| Christian JUYAUX   | CFDT-Services |
| Pál KOVÁCS         | VISZ          |
| Gabriele GUGLIELMI | FILCAMS-CGIL  |
| Kristjan BRAGASON  | 3F            |
| Kerstin HOWALD     | EFFAT         |
| Birte JETTER       | EFFAT         |

**EUROPEAN COMMISSION**

|                     |         |
|---------------------|---------|
| Dauphinelle CLEMENT | DG EMPL |
| Rares BULARCA       | DG EMPL |

**EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK (OSHA)**

Julia FLINTROP