

SECTORAL SOCIAL DIALOGUE COMMITTEE HORECA
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PLENARY MEETING HELD ON 8 JUNE 2007

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 11 DECEMBER 2006

The minutes were approved.

3. QUALIFICATIONS PASSPORT

The Chairman underlined the importance of this tool for the mobility in the hospitality sector.

Ms HOWALD (EFFAT) summarized the discussions in the Working Group and in the Steering Committee and made a short presentation of the 3 documents ("Interim Report", "First draft of the joint pilot model" and "Roadmap"). She underlined the advantage of a single passport for the entire hospitality sector and referred to some aspects (contents of the passport, use of existing tools). She mentioned the points still in discussion: the proof of the acquired skills, the mention in the passport of elements linked to attitude at work, the definition of the role of the national bodies, the implementation of the system and the financial aspects.

Mr COUCHMAN (HOTREC) agreed with the presentation given by EFFAT. He insisted on the need to plan for the long term viability of the system. He questioned on the will of the national sectoral partners to use the passport and on the possibility to reach a critical mass. He highlighted the importance to agree on a business plan and to frame the financing of the system. He suggested a more detailed presentation by Mr KISS, but EFFAT did not want another presentation. He agreed with the "Roadmap" including the additions suggested at the meeting.

The Chairman recalled the strong encouragement from the Commission to the sector for this initiative. He referred to the future passport contribution as a tool for a better functioning of the labour market at European level. He took note of the consensus between the parties on the documents presented. The participants approved the "Interim Report" and the first draft of the "joint pilot model", with a mandate to the secretariats of EFFAT and HOTREC to make a final redrafting of both papers.

He congratulated the social partners for the results already achieved. He took note of the agreement in the Committee to use this interim reports as the basis for the next step with the view to reach a final result by the end of the year 2007.

The working group is to continue its work dealing with technical issues. In this context, the Plenary asked the working group to integrate the following elements in its discussions:

- The passport should be easy to use. Work should be carried out on a more concrete proposal;
- The proposed solution should integrate the problematic of the long term viability of the system;
- The proposed solution should make the necessary links with existing platforms such as EURES and EUROPASS.

4. OBSERVATION ON EMPLOYMENT IN TOURISM SECTOR: PRESENTATION OF THE ITALIAN MODEL

Mr GUGLIELMI, President of EBNT, presented the Italian Observatory on Employment in Tourism Sector.

He presented the aims of the Observatory, the activities covered by such structure, the respective NACE codes and the possible outputs.

Mr GUGLIELMI (EBNT) proposed that EFFAT and HOTREC considers the possibility of an European Observatory on Employment in the Tourism sector.

Ms HOWALD (EFFAT) considers that the Italian Observatory is a interesting model.

Mr KOVACS (EFFAT) notes that is difficult to obtain complete statistics.

Mr COUCHMAN (HOTREC) stressed that existent statistics are not reliable and that it would be advantageous to have complete statistics.

Mr FARGNOLI (EFFAT) recalled the efforts made in Italy in this field and he defends that the question of an European Observatory on Employment in the Tourism sector should be introduced in the Work Programme for 2008.

Mr WIEDENHOFER (EFFAT) considered that EBNT is a good example of cooperation at national level and that the implementation of an Observatory is not a easy task.

Ms SEQUARIS (HOTREC) proposed that this point should be put in the agenda of the next plenary meeting (10 December) and Mrs Bettina Knauth from EUROSTAT be invited.

Mr LOPES (DG EMPL) highlighted the fact that EBNT is a bipartite organisation (employers and workers), that the study of this proposal needs some human resources and time, and he suggested that the next plenary could choose this matter as a point of the Work Programme for 2008.

The participants agreed with this proposal.

5. UNDECLARED WORK

Mr BIJEN, General Secretary EFB WW, reported on the work done in the social dialogue in the construction sector on undeclared work. In 2006 a research was carried our by Construction Labour Research.

He stressed the point that an analytical distinction should be made between illegal work and undeclared work.

Furthermore, there are many forms of undeclared work, e.g. bogus self-employment, abuse of sub-contracting, abuse of posted workers, etc.

There are a number of ways to combat undeclared work; awareness raising campaigns, registration of building sites before work is started, physical announcement of building sites, effective control measures, a social identity card for all construction workers. There is a clear responsibility for the social partners, in especially exposing and combating extremely low prices with support from the authorities. Joint and several liability will also be of importance. There should also be a responsibility for the client. And there should be a greater risk to get caught by labour inspectors with real severe sanctions for offenders.

He concluded underlining that a mix of all kind of actions can in the end lead to a better result when combating undeclared labour.

Mr COUCHMAN (HOTREC) spoke about similarities and differences between the construction sector and the hospitality sector. He also referred to the catering sector initiative ("Guide to the economically most advantageous offer").

Finally, he mentioned the impacts in the United Kingdom of certain measures.

Mr RAMOS (EFFAT) made some comments about the situation in France.

Mr GALLEGO ZUAZO (HOTREC) underlined that the borders are gone and stressed the need of intermediation structures.

Mr JUYAUX (EFFAT) highlighted the importance of a social label for enterprises that respect the law.

Mr WIEDENHOFER (EFFAT) made some comments about seasonality.

In a last intervention, Mr BIJEN (EFBWW) estimated that confusion between the concepts of "illegal work" and "undeclared work" must be avoid. He also expressed that the social partners must rule this matter in all the sectors, because employers and workers share a common responsibility.

6. C.S.R. – BEST PRACTICES

Mr NUCARA (HOTREC) introduced the subject.

Mr SCARPA presented a best practice ruled by AVA (Associazione Veneziana Albergatori), representing 450 enterprises in the Venetian area.

Tourism is Venice's primary industry and the touristic branch counts on 25.000 workers, and Hotel employees amount to 9.000.

In 2006, around 15 % of the hotel employees were foreign employees.

Mr SCARPA explained that Hotel managements have encountered various difficulties regarding the treatment of different cultures.

AVA has identified a cultural mediator who works with the various hotel enterprises.

A book ("La Torre di Babele") was edited in order to explain the traditions, religions and cultural differences.

A first positive initiative was carried out concerning the RAMADAN (the muslim fasting month) and the second initiative was the translation in several languages of the Italian Constitution.

Mr SCARPA informed the participants about future initiatives: a research about the siblings of foreign workers and training and direct intervention carried out on problems that may emerge from the research.

Ms HOWALD (EFFAT) and Mr WIEDENHOFER (EFFAT) made some comments about other possible measures.

7. RECENT DEVELOPMENTS IN SOCIAL MATTERS

Mr LOPES (DG EMPL) presented the last developments in several matters: consultation on reconciliation of professional, private and family life, agreement on violence in the workplace, 2007 – European Year of the Equality of Chances, Green Paper "Towards a Europe free from tobacco, smoke: policy options at EU level" and Green Paper on Modernising labour law.

8. RECENT DEVELOPMENTS IN TOURISM MATTERS

Ms AIGNER (DG ENTR) presented the latest developments in several matters: Agenda for sustainable and competitive European tourism (public consultations until 14th June), European Destinations of Excellence Awards (deadline for submission of proposals mid July) and European Tourism Forum 2007 (26 October in Algarve).

Ms AIGNER recalled other recent Tourism Unit activities:

- Revision of the Council Directive 95/57/EC on the collection of statistical information in the field of tourism;
- Tourism Satellite Accounts;
- Tourism issues within the context of the future Maritime policy : project fiche on the cruise industry;
- Tourism Advisory Committee preparation 29/6;
- Meeting on 21 June : Social Tourism;
- Tourism Learning Areas: dissemination through Euro Info Centres and tourism stakeholders.

Finally, Ms AIGNER referred to the initiatives of the German Presidency (Conference and Ministerial meeting) and of the European Parliament (Report on the renewed Tourism policy, by Mr Costa).

9. A.O.B.

No other business.

Mr LOPES (DG EMPL) thanked all the participants, notably all those that prepared the documents submitted to discussion.

10. NEXT MEETINGS

Working Group qualification Passport	12 September 2007
SSD Steering Committee	13 September 2007
Working Group qualification Passport	9 November 2007
SSD Steering Committee	15 November 2007
SSD Plenary	10 December 2007