



EUROPEAN COMMISSION

Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue

Social dialogue, Industrial Relations

SECTORAL SOCIAL DIALOGUE COMMITTEE

HORECA

MINUTES

Steering committee

14 November 2012

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSD Steering Committee meeting of 18 September 2012

The minutes of the last SSD Steering Committee meeting, drafted by HOTREC Secretariat, were included in the EFFAT-HOTREC files. EFFAT asked for some time to check the minutes as the Secretariats had only received them the day before.

3. Qualifications and Skills Passport (QSP)

A presentation on future “sectoral skills passports” in the EURES system was delivered by Pascale Woodruff (EURES representative). A discussion was opened between EFFAT and HOTREC members and the EURES representatives. EFFAT & HOTREC members were quite pleased with the presentation done by the Commission on the EURES sectoral skills passports.

On the restructuring of the skills list, Martin Couchman (HOTREC) explained that the document sent by Geoff Carroll had still too many subdivisions and columns. In addition, the skills were still listed in alphabetical order.

Kerstin Howald (EFFAT) agreed with Martin Couchman and further mentioned that the skills should be listed following a logical order, for example from the simplest skill to the most complex one.

Martin Couchman further stressed that we should not refer to the word “competence” but only use the word “skills”.

It was decided that HOTREC Secretariat will contact Geoff Carroll to explain the input provided by the SSD members on the restructuring of the skills list, mainly:

- to keep the seven areas of services as laid down on the EFFAT-HOTREC final skills list:
 - Restaurant Area
 - Kitchen Area
 - Maintenance Area
 - Spa Area
 - Reception Area

- Housekeeping Area
- Bar Area
- + General Skills list for all the areas
- not to use the word “competence” but just “skills”
- each area of service should have as few subdivisions as possible. The subdivisions should be listed with “a logical perspective”, for example, from the simplest to the most complex one
- the skills mentioned under each subdivision (or area of service in case no subdivision is introduced) should be listed with a “logical perspective” also, starting, for example, from the simplest skill to the most complex one. They should not be listed in alphabetical order as this will only work in the English language, but not in the other languages when translated
- to keep the 2 columns on the right (there is no need to have the 3 columns on the left, as members believe it complicates the list)

4. ESCO

EFFAT and HOTREC agreed to provide the skills list to the ESCO Reference Group “Hospitality & Tourism” when restructured and finalised as it will provide a good basis for discussions.

A new ESCO meeting for the hospitality & tourism sector will be held on 28 and 29 November 2012. No agenda to this meeting has been distributed.

According to the social partners discussions within this group continue to be “too technical”.

5. Preparation of the SDC Plenary meeting on 11 December 2012

It was agreed to include the following items in the SSD Plenary meeting for discussion:

- QSP (briefly report on the state of affairs as a QSP Conference will be held on 12 December)
- ESCO: report on the state of affairs
- Undeclared work: EFFAT and HOTREC members will be asked to present examples of good practices to combat undeclared in their countries
- CSR: EFFAT and HOTREC agreed to present cases at the SSD Plenary

On the preparation of the QSP Conference it was agreed to invite representatives from DG EAC, ESCO, EURES and Tourism Unit as well as representatives of other sectors.

6. Latest developments in social affairs, update by the Commission

Martin Couchman (HOTREC) suggested to take different points laid down in the EUROFOUND report on industrial relations as discussion points at the next SSD meetings to be held in 2013. Ms. Morgane Lesage (European Commission) suggested to invite a EUROFOUND representative to the SSD plenary meeting to explain the report.

Ms. Morgane Lesage mentioned that a “youth employment package” will soon be released by the European Commission, probably on 23 November. According to Ms. Lesage this package will provide recommendations on traineeships, and a youth guarantee which ensures that young people are offered an employment, a traineeship or another type of measure within 4 months of becoming unemployed or leaving formal

education. The objective of this package is to fight against youth unemployment. A consultation of the social partners on the youth employment package is foreseen.

On the Representativeness studies, Ms. Lesage mentioned that no formal endorsement of the report by social partners is needed, but a presentation has to be made by Eurofound.

The next Liaison Forum meetings will deal with the outcomes of the social dialogue and with skills' alliances. A extra budget line was opened for sector skills councils.

Ms. Howald suggested to invite the representative of the ILO HRCT section to the SDC plenary.

7. Legislative developments in social matters, update by the Commission

References were made to the Directives on working time, maternity leave and others.

8. Developments in tourism matters, update by the Commission

No Commission representative of the Tourism Unit present at the meeting. A reference was made to the European Tourism Forum organised in Limassol in November 2012 and to the Tourism Sustainability Group to be held on 6 December 2012.

9. Next meetings

Plenary	11 December 2012
QSP Conference	12 December 2012

10. Miscellaneous

It was agreed that 2013 meetings will be held on: (tbc)

SSD Steering Committee	5 March 2013 - Tuesday
	7 June 2013 - Friday
	2 October 2013 - Wednesday
SSD Plenary	10 December 2013 - Tuesday