

## Social Dialogue in the European Hotel and Restaurant Sector

### EFFAT-HOTREC Work Programme 2015-2016

	Issues	Methodology	Who	Output
1	European Hospitality Skills Passport (EHSP)	<ul style="list-style-type: none"> <li>• Further promotion / dissemination of the EHSP</li> <li>• Experimentation of the EHSP via the EURES system</li> <li>• Constant monitoring of the use of EHSP in cooperation with EURES</li> <li>• Uploading of the skills list on the EFFAT and HOTREC websites</li> <li>• Creation of a “booklet” (e.g. e-publication, on paper) with the skills list translated into all European languages</li> <li>• Make sector-specific information (e.g. on employment conditions, social security, collective agreements, etc.) and contacts (e.g. to trade unions and employers’ associations) available at EURES website</li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• EFFAT and HOTREC members</li> <li>• EFFAT and HOTREC Secretariats</li> </ul>	<ul style="list-style-type: none"> <li>• Booklet that can be used by social partners, tourism schools, universities, etc.</li> <li>• Fair treatment of mobile workers</li> </ul>
2	Undeclared work / illegal working practices	<ul style="list-style-type: none"> <li>• Follow up of the “Joint EFFAT-HOTREC Statement on Undeclared Work in the European Hotel and Restaurant Sector”               <ul style="list-style-type: none"> <li>- Continuation of collecting information about various ways of addressing the problem at national level (good practices)</li> </ul> </li> <li>• Monitoring of the setting up of a European platform to combat undeclared work</li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• EFFAT and HOTREC members</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of good practices</li> <li>• Participation of EFFAT and HOTREC in the EU platform to combat undeclared work</li> </ul>
3	Youth employment	<ul style="list-style-type: none"> <li>• Exchange of information about initiatives undertaken by national social partners / member organisations to boost youth employment</li> </ul>	<ul style="list-style-type: none"> <li>• EFFAT and HOTREC members</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of good practices</li> <li>• Recommendations</li> <li>• Joint statement?</li> </ul>
4	Health & Safety at the work place	<ul style="list-style-type: none"> <li>• Possibility to run a joint project on housekeepers with OSHA? (workload, impact on health and safety, ways to improve conditions, prevention, good practices, etc)</li> <li>• Monitoring and follow-up of policy initiatives in relation to health and safety at the workplace</li> <li>• Further investigation on scope and problems re sexual harassment at the workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• SSD Plenary</li> <li>• Conference of Nordic HRCT Unions, June 2015</li> </ul>	<ul style="list-style-type: none"> <li>• Better understanding of H&amp;S risks in housekeeping</li> <li>• Overview of good practices</li> <li>• Recommendations</li> </ul>
5	Fight against sexual exploitation of children in travel and tourism	<ul style="list-style-type: none"> <li>• Follow up and implementation of the results of the SAFE HOST project</li> <li>• Second phase of the project?</li> </ul>	<ul style="list-style-type: none"> <li>• EFFAT and HOTREC members</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Better awareness of problem &amp; tools for handling it</li> </ul>

6	ESCO - European Skills, Competences/Qualifications and Occupations	<ul style="list-style-type: none"> <li>• Participation in the ESCO Reference Group “Hospitality and Tourism” (RG H&amp;T)                             <ul style="list-style-type: none"> <li>- Development of a classification of the European Skills, Competences/Qualifications and Occupations in the hospitality and tourism sector</li> <li>- Reporting to Steering Committee + Plenary</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• EFFAT &amp; HOTREC Representatives in the ESCO RG H&amp;T</li> <li>• Steering Committee</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Update on the work of the ESCO RG “Hospitality &amp; Tourism”</li> </ul>
7	Sector councils on employment and skills	<ul style="list-style-type: none"> <li>• Monitoring of the setting up of sector skills councils in other sectors</li> <li>• Assessment of the feasibility of the setting up of European sector council on employment and skills in the European hospitality sector                             <ul style="list-style-type: none"> <li>- Application for funding?</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• To be decided</li> </ul>
8	Corporate Social Responsibility	<ul style="list-style-type: none"> <li>• Implementation of the joint “Initiative for improving CSR in the hospitality sector”                             <ul style="list-style-type: none"> <li>- Collection of good CSR practices of businesses in the hospitality sector and presentation at SDC plenary meetings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• EFFAT and HOTREC members</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of good CSR practices</li> <li>• Inclusion in Commission SSD website</li> </ul>
9	Statistics on Hospitality Industry (focus on employment)	<ul style="list-style-type: none"> <li>• Monitoring of the Virtual Tourism Observatory (DG ENTER Tourism Unit)</li> <li>• Give input to the VTO</li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Improved statistics/information on employment and other issues in the European Hospitality Industry</li> </ul>
10	Legislative developments in relation to: <ul style="list-style-type: none"> <li>• Social matters</li> <li>• Tourism matters</li> </ul>	<ul style="list-style-type: none"> <li>• Analysis of the impact of the measures on the hospitality sector</li> </ul>	<ul style="list-style-type: none"> <li>• Steering committee</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Possible common positions</li> </ul>
11	Shadow Hospitality Economy	<ul style="list-style-type: none"> <li>• Monitoring and follow up of initiatives linked to the so called sharing economy / shadow hospitality economy</li> <li>• Further collection of facts and analysis of the impact of this new phenomenon on employment in the hospitality sector</li> <li>• Joint initiative to valorise responsible businesses in HORECA                             <ul style="list-style-type: none"> <li>- identify criteria to assess compliance with e.g. fundamental rights at work, social and labour legislation, collective agreements, administrative rules, tax regulation, etc.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• EFFAT and HOTREC members</li> <li>• Steering committee</li> <li>• SSD Plenary</li> </ul>	<ul style="list-style-type: none"> <li>• Clear view of impact of shadow hospitality economy</li> <li>• re human resources and fair competition</li> </ul>
12	Miscellaneous	Regularly update of the content of the Commission SSD website	<ul style="list-style-type: none"> <li>• Steering Committee</li> <li>• EFFAT &amp; HOTREC Secretariats + DG EMPL</li> </ul>	<ul style="list-style-type: none"> <li>• Access to updated information on the SSDC Horeca</li> </ul>