



## EUROPEAN COMMISSION

Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue

**Social dialogue, Industrial Relations**

### SECTORAL DIALOGUE COMMITTEE HORECA

## Draft Minutes of the Steering Committee Meeting

13 March 2015

### 1. Approval of the agenda

The agenda was approved.

### 2. Approval of the minutes of the SSD Steering Committee meeting of 19 September 2014

The HOTREC minutes of the last SSDC Steering Committee meeting were adopted.

### 3. European Hospitality Skills Passport (EHSP)

Kerstin HOWALD recalled the report of EURES presented at the SSDC plenary meeting in December 2014 which showed that 6 months after the launch of the EHSP in June 2014, 20.000 hospitality skills passports were created by jobseekers, out of which 1000 passports were published, but that only ~ 80 passports were viewed by 24 employers and that only 14 endorsements were made. Participants stressed the need for continued efforts to further promote the EHSP.

EFFAT and HOTREC had a meeting with EURES in December 2014 in order to discuss the next steps for the promotion of the European Hospitality Skills Passport. Some proposals: an email signature with a link to the EHSP, a booklet (after proofreading by social partners, so they can certify the skills declared in the passport), leaflets or flyers translated in various languages, a new Facebook page.

Isabel SOBRINO MATE and Jean-Marc BANQUET D'ORX agreed on the convenience of creating a different flyer for each country, HOTREC will ask EURES representatives/European Commission to finance these flyers as part of the promotional campaign of the European Hospitality Skills Passport. It was agreed that EFFAT and HOTREC will request a meeting to EURES to discuss possible follow-up actions on the EHSP, amongst which:

- Launch of another promotion campaign to further market the EHSP;
- Development of a new toolkit for the promotion campaign , including e.g.:
  - Electronic signature
  - Flyers
- Creation of a Facebook page (clarification of who would feed such a Facebook page);
- Ask EURES representatives to forward the contact details of the EURES contact points at national level (this request was already asked at the last meeting in December);
- Elaboration of a newsletter, e.g. every 2 months, with statistics/information on the EHSP;

- Organisation of a conference with all the EURES contact points in Brussels.

EFFAT and HOTREC will explore EURES availability concerning the communication strategy and possibly plan national events to launch the passport.

## **ESCO**

K. HOWALD reported on the latest development of ESCO. The Commission has changed the procedure; the work for coming sectors will not be done any more via meetings of reference groups (RG) involving national experts from the sectors, but by external experts and written consultation. The skills/competences lists elaborated by the RG Hospitality & Tourism are not coherent and there still is no result of the work that can be shared and consulted on with 'constituencies'. There will be no launch in 2015 and, furthermore, the EFFAT-HOTREC skills list might be removed from EURES once the ESCO taxonomy is ready.

It was agreed that EFFAT and HOTREC will contact EURES representatives to discuss the issue of EFFAT-HOTREC skills list and EURES portal.

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

On the discussions on the Communication to set-up a platform to fight undeclared work, Isabel Sobrino explained that the Council had reached an agreement on a general approach on this dossier. The document is still being discussed at the European Parliament. It is expected that the Council and the Parliament reach a quick agreement on the dossier. The Platform could be operational in the second half of 2015.

There is a strong possibility that the European social partners in hospitality will participate as observers in the platform, as the sector is strongly touched by this phenomenon.

EFFAT and HOTREC agreed to send a letter to the European Commission and EP Rapporteur on the dossier to explain that they are willing to participate to this platform as observers.

## **5. Shadow hospitality economy**

I. SOBRINO MATE stated that this issue has recently become more and more relevant for HOTREC. For example: airbnb. These business activities should be registered as such and comply with all legal requirements that responsible enterprises have to implement (cf. position paper by HOTREC<sup>1</sup>).

Andrea STOCORO affirmed that the problem is tax evasion, no paid licences for alcohol, beverages and TV channels, etc.

Christian JUYAUX added that it is also a menace for workers in the sector.

Kristjan BRAGASON explained that this issue is becoming more and more challenging. In Reykjavik, for example, the housing prices in the city centre had increased because of the big offer of apartments being rented through airbnb and similar sites for touristic purposes.

Cristian SESENA explained that this phenomenon can contribute to irregular ways of "*creating employment/creating jobs*", and that it affects also the welfare state as taxes are not collected.

For these reasons, FILCALMS, UILTuCS, FISASCAT and FEDERALBERGHI had signed a joint agreement that will be used, amongst others, to inform the authorities and to ask the government to check/monitor this phenomenon..

---

<sup>1</sup> HOTREC position vis-à-vis the emerging shadow hospitality economy in Europe, D-1014-394-ISM-DM, Riga, 17th October 2014.

EFFAT and HOTREC had an exchange of views on the topic of shadow hospitality economy. They agreed to gather more information about how this phenomenon is affecting employment. Furthermore, they will draft a joint statement on the issue. HOTREC will make a first draft.

### **Social identity card**

J.-M. BANQUET D'ORX suggested promoting a card that could be used to check if a person is entitled to work in the EU, pays taxes, which level of training he/she has, to see the CV. Such a card could protect both workers and employers, especially in a sector with strong cross-border mobility. He also believes that such a card could be a good tool to fight undeclared work. This issue could be brought up as a discussion point at the EU platform to fight undeclared work.

K. HOWALD stated that in the joint paper of EFFAT and HOTREC, the obligation for all workers to carry personal ID / work permits at the workplace was mentioned as one measure undertaken to combat undeclared work. In Finland, discussions are ongoing to extend the obligation for workers in the construction sector to wear personal ID cards at the workplace to other sectors such as Horeca. A study has been carried out in the construction sector. Kerstin Howald sent the final report on the study "Social Identity Cards in the European Construction Industry" to EFFAT and HOTREC members.

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

K. HOWALD informed about a study on "Improving working conditions of occupations with multiple disadvantages" actually carried out by Eurofound. Multiple disadvantages were defined as low scores of sectors with regard to: earnings, prospects, working time, intrinsic job quality. Cooks, waiters, bartenders and food preparation assistants were occupations from the Horeca sector which are subject to the study. Astonishingly, cleaners and housekeeping workers are excluded from the study.

On the issue of "workload in the housekeeping area", Jean Marc Banquet d'Orx explained that in France they are well aware of the fact that the foreseen timing to clean a room is not the same if the work is outsourced or done in-house. There are examples of good practices to increase standards of working condition for cleaners, he will share information on the topic with the EFFAT-HOTREC members.

A common engagement was taken by the participants on the subject: EFFAT and HOTREC will ask EUROFOUND for a "comparative analytical report".

### **Follow-up of the SSD plenary in December 2014**

K. BRAGASON referred to the presentation on sexual harassment at the workplace in the HORECA industry he had made at the SSDC plenary meeting in December which showed the prevalence and the consequences of the phenomenon. In June 2015 a Nordic conference on sexual harassment in the HORECA sector will be organised by the Nordic unions. Further research and developing strategies how to combat sexual harassment will be needed. He proposed that EFFAT and HOTREC should work on sexual harassment (SH), e.g. by elaborating guidelines or concluding a EU sectoral agreement on SH.

EFFAT and HOTREC will take inspiration from the results of the conference and from the Swedish social partners' agreement on SH to initiate follow-up actions.

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

### **Youth employment**

K. HOWALD reported about the intensified EFFAT activities on youth and youth employment.

I. SOBRINO MATE confirmed that many HOTREC members are also working on the issue.

For Ch. JUYAUX apprenticeships are a good way to train young workers, but the dual system does not fully fit to the tourism sector due to seasonality, nevertheless, training could be adapted to the sector.

D. CLEMENT said that apprenticeships are a good occasion to connect schools and labour market. Therefore it would be appropriate to distribute flyers and do other dissemination actions in schools in order to make young people aware of opportunities. The sector needs to adopt good practices to become more interesting for young workers.

It was agreed to collect information about good practices re youth employment and to present them at the SSDC plenary in December 2015.

### **SAFE HOST**

K. Howald informed participants that an application for funding for the second phase of the SAFE HOST project on combating the sexual exploitation of children in tourism will be re-launched under the new Budgetlines. HOTREC is supportive of these initiatives.

I. Sobrino informed that the UNWTO Committee for the protection of children has been re-launched on the occasion of the ITB-Berlin, held in the beginning of March 2015.

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

D. CLEMENT presented the priorities of DG EMPL for 2015: growth, investment, job creation and labour mobility. More specifically, DG EMPL will intervene on: economic governance; revision of three Directives on information and consultation; evaluation of Directives on health and safety at work, part-time and fixed-term contracts. She outlined the importance of the new start for social dialogue and the thematic high level conference of the 5<sup>th</sup> March. Social dialogue, fight against discrimination and social dimension of EMU are top priorities for the Commission. As President Juncker announced, he would be the "President of social dialogue" and VP Dombrovskis and Commissioner Thyssen have been entrusted with the "promotion of the social dialogue at all levels and engaging with social partners on all aspects of interest for the delivery of our priorities".

## **9. Developments in tourism matters**

Unfortunately, neither a representative of the Tourism Unit of DG GROW nor of the European Parliament's various tourism bodies (TRAN Committee, Tourism Task Force, Tourism Intergroup) could attend the meeting. It was agreed that EFFAT and HOTREC will have a meeting with MEPs active on tourism, e.g. Ana-Claudia Tapardel or István Ujhelyi, to give joint input to the work undertaken.

## **10. Next meetings**

Steering Committee	17 September 2015
Plenary	4 December 2015

## **11. Miscellaneous**

I. SOBRINO MATE informed about the study to map the performance of education and training for tourism, financed by DG GROW and carried out by a consortium around Necstour.

K. HOWALD informed about the project "Tourism is people" on capacity building in which social partners from Slovenia, Croatia, Hungary, Montenegro, Serbia and FYR of Macedonia as well as

EFFAT are involved. The objective is to improve industrial relations and social dialogue between social partners and to share experiences among these countries.

## **12. Participants**

### **EMPLOYERS**

Jean-Marc BANQUET D'ORX	UMIH – Union des Métiers et des Industries de l'Hôtellerie
Santa GRAIKSTE	ALHR – Association of Latvian Hotels and Restaurants
István KOVACS	HHRA – Hungarian Hotel and Restaurant Association
Andrea STOCCORO	FIPE – Federazione Italiana Pubblici Esercizi
Andrew AGIUS MUSCAT	MHRA – Malta Hotels & Restaurants Association
Isabel SOBRINO MATE	HOTREC Secretariat

### **WORKERS**

Christian JUVAUX	CFDT
Pál KOVÁCS	VISZ
Andreas SCHWABL	VIDA
Emilio FARGNOLI	UILTUCS
Kristjan BRAGASON	3F/NU-HRCT
Cristian SESENA	FILCALMS
Kerstin HOWALD	EFFAT
Julie DECROCK	EFFAT

### **EUROPEAN COMMISSION**

Dauphinelle CLEMENT – DG EMPL  
Leonardo EBNER – DG EMPL