



EUROPEAN COMMISSION

DG EMPLOYMENT, SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change

Social Dialogue, Industrial Relations

SECTORAL SOCIAL DIALOGUE

HORECA

Plenary Meeting

3 December 2010

Summary of the decisions taken

DRAFT

List of participants:

For EFFAT:

Mr Harald Wiedenhofer, EU
Ms Kerstin Howald, EU
Mr Rudolf Komaromy, AT
Mr Benjamin Moest, BE
Ms Sirpa Leppakangas, FI
Mr Patrick Sorin-Brobst, FR
Mr Doudou Kate, FR
Ms Zsuzsanna Varnai, HU
Ms Maria Bogdanne Nanai, HU
Mr Jozsef Mosonyi, HU
Mr Pál Kovács, HU
Ms Zsofia Suto, HU
Mr Emilio Fagnoli, IT
Ms Laila Bauleo, IT
Mr Massimo Frattini, IT
Mr Marco Demurtas, IT
Mr Kevin Camilleri, MT

For HOTREC:

Ms Anna Torres, EU
Ms Isabel Sobrino Maté, EU
Ms Ann Moerman, BE
Mr Aki Raudas, FI
Mr Jean-Marc Banquet d'Orx, FR
Mr Lajos Böröcz, HU
Ms Edina Törö, HU
Ms Katalin Beran, HU
Mr Alessandro Nucara, IT

Guest:

Ms Ilaria Savoini, Eurocommerce

For the Commission:

Mr Carlo Scatoli, DG EAC
Mr Alan Vella, DG ENTR
Ms Iva Stoyrova, DG ENTR
Mr Frank Siebern-Thomas, DG EMPL
Ms Elisabeth Aufheimer, DG EMPL

The plenary meeting is chaired by Ms Elisabeth Aufheimer, DG EMPL (morning), and Mr Frank Siebern-Thomas (afternoon).

1. Approval of the agenda

Ms Aufheimer (DG EMPL) opens the meeting and welcomes the participants. She reads out the agenda which is amended to add two items (item 4: The right answers to the crisis and item 8: The VAT reduction in restaurants in France) and to move item 6 before item 5.

2. Approval of the minutes of the SSD Plenary meeting of 1 December 2009

The minutes are approved.

3. European Qualification and Skills Passport

- Final report on the QSP project
- Funding possibilities for the implementation phase
- Next steps

Ms Howald (EFFAT) reports on the history, the goals, the expectations and the current situation concerning the QSP project. Her presentation can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=horeca/2010/20101203_plenartagung/horeca_20101203_1/EN_1.0_&a=d

As a next step an interactive database should be developed on the basis of the results of the QSP project. The social partners from four Member States (Italy, Malta, Spain and Hungary) are committed to take part in an experimentation phase of the QSP in their countries.

Mr Nucara (HOTREC) insists upon the need to find funding possibilities for the QSP.

Ms Howald (EFFAT) gives a presentation on the funding possibilities for the implementation of the QSP which can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=horeca/2010/20101203_plenartagung/20101203_possibilities/EN_1.0_&a=d

Mr Scatoli (DG EAC) comments on the advantages and disadvantages of the different funding possibilities. The QSP cannot be financed via EUROPASS due to the fact that there is no EUROPASS budget.

EFFAT and HOTREC agree to apply for a grant in the framework of the Lifelong Learning/Leonardo da Vinci programme. If an application under Leonardo da Vinci will not be feasible/successful, EFFAT and HOTREC will apply for co-financing under the social dialogue budget line.

The Secretariats finally agree to fix the next Steering Committee meeting on 28 January. Laila Bauleo (the expert who will draft the application for funding), the Foundation for Information Society, other experts as well as the social partners who agreed to continue with their work in the implementation of the QSP, will also be invited to this meeting.

4. The right answers to the crisis

- Presentation by Mr Böröcz (HOTREC)

Mr Böröcz (HOTREC) gives a general view of the measures taken by the Hungarian social partners in order to combat negative impacts of the economic crisis on the sector. To avoid panic-like reactions, the social partners agreed upon procedures in two directions: how to slow down the drop in sales and how to cut costs in a reasonable way in the domain of energy as well as in other cost areas and with a new working time management.

His presentation can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=horeca/2010/20101203_plenartagung/20101203_hungarian/ EN_1.0 &a=d

Ms Varnai (EFFAT) underlines the fact that these results have been reached through social dialogue and that the outcome was obtained by working together.

5. Undeclared work/Illegal working practices

- Signature of the joint statement
- Follow-up actions

After the lunch break Mr Frank Siebern-Thomas (DG EMPL, Head of Sector of the Social Dialogue Unit) takes the chair. He welcomes the participants, makes reference to the Commission's policy framework, the 2020 Strategy and the employment guidelines. He congratulates the social partners for having reached a joint statement on undeclared work.

Ms Torres (HOTREC CEO) and Mr Wiedenhofer (EFFAT General Secretary) sign the joint EFFAT-HOTREC statement on undeclared work in the European hotel and restaurant sector which can be downloaded at:

http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=8909

6. Third Party Violence at the Workplace

- Presentation of the multi-sectoral guidelines
- EFFAT- HOTREC involvement?

Ms Savoini (Eurocommerce) presents the multi-sectoral guidelines aimed at tackling third party violence at work. Her presentation can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=horeca/2010/20101203_plenartagung/20101203_guidelines/ EN_1.0 &a=d

Ms Howald (EFFAT) thanks Ms Savoini for her presentation. She suggests examining the situation in the HORECA sector in the Member States and collecting examples of what the members organizations/social partners in the Member States are doing in this area. An update could then be given at the 2011 plenary meeting. Ms Torres (HOTREC) explains that the common guidelines were good and positive, but points out that before committing to anything HOTREC has to evaluate internally whether this represents a real problem in the hospitality sector. Mr Siebern (European Commission) states that outside expertise could be asked for.

7. Social Dialogue for a Responsible Management of Seasonal Migration in Period of Economic Crisis in the Tourism Sector

- Report on the conference held on 2-3 September 2010 in Malta

Ms Bauleo (EFFAT) presents the results of this project which has been co-financed by the social dialogue budget line. Her presentation can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=horeca/2010/20101203_plenartagung/20101203_conference/ EN_1.0 &a=d

Mr Nucara (HOTREC) thanks Ms Bauleo for her interesting presentation and makes reference to the contributions from national associations.

Mr Komaromy (EFFAT) explains the Austrian situation.

Ms Howald (EFFAT) thanks Ms Bauleo, HOTREC and all those who had participated in the project.

Mr Fargnoli (EFFAT) suggests to look for a common position on migration in 2011.

8. The VAT reduction in restaurants in France

- Statement by Mr Banquet d'Orx (HOTREC)

Mr Banquet d'Orx (HOTREC) reads out a statement concerning the VAT reduction in restaurants in France. His statement can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/horeca/2010/20101203_plenartagung/20101203_vatreduction/EN_1.0_&a=d

9. Latest developments in tourism matters – update by the Commission

- European Tourism Forum held in Malta on 18-19 November 2010
- Calypso programme on social tourism
- Others

Mr Vella (DG ENTR) gives an overview about the European Tourism Forum held in Malta on 18-19 November 2010. The Forum was organized by the Commission together with the Belgian Presidency. HOTREC and EFFAT gave speeches in the opening plenary session. The theme of the forum was "Strengthening Europe's role as the leading tourism destination". The discussions focused on the competitiveness dimension with elements of sustainability in the light of the Communication "Europe, the world's N° 1 tourist destination – a new political framework for tourism in Europe", which was launched in 2010. The Commission is now awaiting reactions from different stakeholders to the implementation plan presented at the European Tourism Forum in Malta.

He reports on the current situation concerning the "Calypso" project. The Commission is currently evaluating the received submissions.

Ms Howald (EFFAT) makes reference to the outcome of the European Tourism Forum and the draft action plan. She suggests looking for a joint proposal at the next social dialogue steering committee meeting

Ms Torres (HOTREC) agrees and insists especially upon the importance of training projects.

10. ILO Global Dialogue Forum on New Developments and Challenges in the Hospitality and Tourism Sector

- Report on the meeting held on 23/24 November 2010 in Geneva

Due to the fact that the consensus paper is not yet available, this item is postponed to the next sectoral social dialogue steering committee meeting.

11. Latest developments in social affairs – State of play, next steps

- Sectoral Councils on Employment and Skills
- Posting of Workers
- Review of European Social Dialogue

Mr Siebern-Thomas (DG EMPL) briefly explains the current situation concerning the Sectoral Councils on Employment and Skills. HOTREC and EFFAT are interested in monitoring the developments in other sectors.

Ms Sobrino (HOTREC) explains that HOTREC could not understand why the HORECA sector had been chosen by the Commission to take part in the Posting of Workers Expert Committee. In any case, the social partners would keep an eye on any further developments.

Mr Siebern-Thomas (DG EMPL) makes reference to the Commission staff working document on the functioning and potential of European sectoral social dialogue and reports on the latest developments. He insists upon the importance of synergies amongst the different sectors as well as (possible) multi sectoral initiatives such as the third party violence initiative.

12. Legislative developments in social matters - update by the Commission

- Working Time Directive
- Immigration policy – Seasonal Workers' Directive
- Maternity leave
- Others

Ms Aufheimer (DG EMPL) points out that the second consultation paper on the Working Time Directive will be ready before Christmas.

The proposal on the Seasonal Workers' Directive is currently in the first reading in the European Parliament.

The first reading on the "Maternity leave" proposal has been completed in the European Parliament. A political agreement in the council is being expected for 6 December.

The brochure "European Sectoral Social Dialogue, recent developments, 2010 edition" can be downloaded at:

<http://ec.europa.eu/social/main.jsp?catId=329&langId=en&pubId=570&type=2&furtherPubs=yes>

13. EFFAT-HOTREC Work Programme 2011

EFFAT and HOTREC agree on the Work Programme 2011. It can be downloaded at:

http://circa.europa.eu/Public/irc/empl/sectoral_social_dialogue/library?l=/horeca/2011/horeca_2011_enpdf/ EN 1.0 &a=d

14. Meetings in 2011

Plenary meeting 13 December 2011

Steering Committee 28 January 2011

08 June 2011

15 September 2011

08 November 2011