



Brussels, 17 October 2019

SECTORAL SOCIAL DIALOGUE COMMITTEE HORECA

DRAFT Minutes of the Steering Committee Meeting

24 September 2019, 11 am – 2 pm

DG Employment, rue Joseph II, 54, 1000 Bruxelles

Participants

Mr Joé Rieff (European Commission) chaired the meeting.

HOTREC		EFFAT	
Jean-Marc BANQUET D'ORX	UMIH - France	Christian JUYAUX	CFDT-Services - France
David BAR-SHALOM	HORESTA - Denmark	Stéphanie DAYAN	CFDT-Services – France
Angelo-Giuseppe CANDIDO	Federalberghi - Italy	Jens Petter HAGEN	NU HRCT /3F - Denmark
Dave DANCKAERTS	Horeca Vlaanderen - Belgium	Andreas SCHWABL	VIDA - Austria
Daniel DEBONO	Maltese Business Bureau/MHRA - Malta	Dave TURNBULL	UNITE the Union - UK
Santa GRAIKSTE	AHRL - Latvia	Ed KENNY	SIPTU - Ireland
Jens ZIMMER CHRISTENSEN	HOTREC	Kerstin HOWALD	EFFAT
Christian de BARRIN	HOTREC	Elke LIBBRECHT	EFFAT
Marta MACHADO	HOTREC		

Guest: Elodie Fazi, DG EMPL, European Platform Tackling Undeclared Work

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of the SSDC Steering Committee meeting 24 September 2018

The minutes were approved.

3. Collaborative Economy

Mr De Barrin gave an update on the developments regarding the collaborative economy. The main challenges are (i) to ensure fair competition between providers – professionals vs. peers; (ii) to ensure the regularity of offers and the respective pricing; (iii) what legislation applies in case of fraud.

In July 2019, DG Justice (EC) has come to an agreement with Airbnb on the way accommodation offers are presented on its platform, in line with EU consumer law. Both HOTREC and EFFAT welcomed the initiative by the European Commission, but regretted that the criteria for the distinction, between private and professional hosts are not clear, that the agreement has been done with Airbnb only, instead of the EHHA, their European association, and that no other initiatives to regulate the sector have been taken.

The social partners briefly exchanged about the renewal of their joint statement on the collaborative economy. They agreed to change the title to “platform economy”, and to include new developments such as meal sharing, “dark” kitchens only for deliveries, etc. A remaining challenge is the lack of official statistics related to the collaborative economy.

➔ Action: EFFAT will adapt the draft joint statement and send it to HOTREC before the plenary.

4. Qualifications and training

- *EFFAT-HOTREC European Alliance for Apprenticeships Pledge*

The social partners are further promoting the pledge for apprenticeships. HOTREC will hold a workshop on 25 September 2019, where skill shortages as well as solutions to these will be discussed. EFFAT pointed out that the European Commission has introduced as precondition for submitting an EAfA pledge that pledgers have to agree with the understanding of apprenticeships as set out in the European Framework for Quality and Effective Apprenticeships (EFQEA) and to contribute to the implementation of this Framework, and now monitors the implementation of pledges, to avoid abuse, i.e. pledges used for window dressing without taking concrete actions.

➔ Action: Horeca Voorming Vlaanderen will be invited to the plenary on 29 November 2019, to present the Belgian system of vocational training / apprenticeships

- *The new skills agenda for Europe*

Both social partners are not certain about the impact of the “Next Tourism Generation Alliance” Project. A member of HOTREC takes part in the consortium of the alliance and could provide more information.

➔ Actions: HOTREC will invite their member to the plenary to give a presentation on the alliance.

- *Skills shortages in the hospitality sector*

The skills list should be further promoted at national level

➔ Actions:

- Both social partners to encourage respective members to further use the skills list and the European Hospitality Skills Passport at national level
- Christian Juyaux will be invited to the plenary to give a presentation on the experimentation of the EHSP / skills list in the Rhone-Alpes region
- Mr de Barrin will give an update during the plenary meeting in November about the developments of actions against skill shortages in the HORECA sector

5. Health and Safety at work

- *European OiRA tool for the Horeca sector*

The tool has been tested by the members of the social partners. It is now ready for use and will be launched on 29 November 2019 – day of the plenary.

➔ Actions: Contact EU-OSHA to launch the tool on 29.11.2019 and draft a joint press release to be published on that date.

- EFFAT project on *Sexual Harassment and Violence at Work*:

EFFAT gave an overview and update of the project, which aims to give a better understanding about the occurrence of sexual harassment and violence at work and measures taken to eradicate them. The project assesses the forms of harassment, their frequency and who are the offenders, and will come up with recommendations. A survey is actually conducted and first results are expected soon. The social partners agreed on the importance of the topic for the sector and agreed that in the hospitality sector, offenders can be superiors, colleagues and guests.

➔ Actions: EFFAT will present the findings and recommendations during the plenary.

6. Information and exchange on other issues

• *European Platform of Undeclared Work*

Ms Elodie Fazi (European Commission) gave an overview over EU initiatives regarding undeclared work, focusing on the *European Platform tackling Undeclared Work*. A sector specific seminar on undeclared work for the HORECA sector will take place in the 2nd quarter of 2020. Ms Fazi also pointed out that a study on undeclared work in the collaborative economy is planned, which was welcomed by both social partners.

➔ Action: Organize a meeting between the social partners and the Commission to prepare the seminar.

• **New Technologies, Automation and Robotisation**

The social partners referred to the joint survey on digitalisation and on refugees which they had sent to their members.

➔ Action:

- EFFAT to send HOTREC the compiled version in English and shortened
- Social partners to distribute again the survey to members, to see if new inputs can be collected
- The outcome of the survey will be presented at the plenary

• **Refugees**

David Bar-Shalom presented the ‘Basic Integration Education Program’ for refugees, an initiative of the Danish government. It gives refugees access to vocational training and basic language training, aiming at improving the opportunities of the refugees within the labour market. Mr Bar-Shalom pointed out that the programme had only limited success, considering the high drop-out rates.

7. Latest policy developments in the field of employment and social affairs – update by DG EMPL

Mr Joé Rieff gave an overview over the past initiatives in the field of employment and social affairs of the Juncker Commission and introduced the priorities of President-elect von der Leyen.

8. Meetings 2019

The SSDC plenary will take place on 29 November 2019. The social partners will jointly prepare the agenda of the meeting.
