



SECTORAL SOCIAL DIALOGUE COMMITTEE HORECA

Minutes of the Plenary meeting

22 November 2021, 9 am - 1 pm

Hybrid meeting

Participants

HOTREC		EFFAT	
Jean-Marc Banquet D'Orx	Chair HOTREC SSD	Andreas Gollner	Austria / VIDA
Susanne Kraus-Winkler	Austria / APHA	Andreas Schwabl	
Johanna Scatozza	Belgium / Fédération HoReCa Wallonie	Valerie Kihl	
Bernard Zenzerović	Croatia / UPUHH	Ilse Docekal	
Emilie Struck Westersø	Denmark / HORESTA	Pasquina Anglani	Belgium / ACV-CSC
Sami Nisametdin	Finland / MaRa	Benjamin Moest	
Pierre-Alexandre Naud	France / UMIH	Panayiotis Ioannides	Cyprus / OEXEKA-SEK
Alexandros Vassilikos	Greece / HCH	Jens Petter Hagen	Denmark / NU-HRCT
Adrian Cummins	Ireland / RAI	Peter Lykke Nielsen	Denmark / 3F
Angelo Giuseppe Candido	Italy / Federalberghi	Katri Jakosuo	Finland / PAM
Isabella Debattista	Malta / MHRA	Eveliina Reponen	
Daniel Debono		Pierre Dujourdy	France / CFTD
Angela Attard Fenech		Christian Juyaux	
Tonio Cini		Pal Kovacs	Hungary / VISZ
Paul Schoormans	Netherlands / KHN	Jeff Nonato	Italy / FILCAMS-CGIL
Hilario Asensio	Spain / CEHE	Pilar Rato	Spain / CCOO Servicios
Emilio Gallego		Carles Catala	
Fatima Hollander	Sweden / VISITA	Fernando Medina	
Erkan Ogut	Turkey / TUROB	Gonzalo Fuentes	Spain / FeSMC-UGT
Tolga Aytan		Carmen Casin	
Ferbal Yaman		Dave Turnbull	UK / UNITE
Marie Audren	HOTREC	Emilio Ferrero	IUF
Marta Machado		Kristjan Bragason	EFFAT
		Kerstin Howald	
	Elke Libbrecht		

Guest speakers

- Mr Milosz Momot (European Commission, DG GROW)
- Ms Elfa Kere (European Commission, DG GROW)
- Mr Felix Rohn (European Commission, DG EMPL)
- Mr Klaus Ehrlich (Next Tourism Generation Alliance)

Marta Prádanos (European Commission, DG EMPL) chaired the meeting.

1. Approval of the agenda

The agenda of the meeting was approved.

2. Approval of the minutes of the Plenary meeting on 27 November 2020

The minutes were approved.

3. Ways forward to overcome the COVID-19 crisis in the hospitality sector

a) European Commission

- General situation of the Hospitality Sector

Before proceeding with Commission presentations, HOTREC and EFFAT representatives provided a brief introduction on the situation at hospitality sector. Social partners referred to the 2020 Joint HOTREC and EFFAT Statement on Rebuilding the Hospitality Sector (annexed). One year after the adoption of the Statement, they described a mixed picture of the hospitality sector with partial recovery hindered by important labour shortages, the latter remaining a major source of concern.



Joint Statement
Rebuilding Sector

- DG GROW: Transition Pathways for a more resilient, innovative and sustainable tourism ecosystem - outcome of consultation and next steps

Representatives from DG GROW Unit G1 (Mr Milosz Momot) delivered a presentation on the topic (PowerPoint annexed). He commented on the results of the targeted stakeholder online consultation to which both HOTREC and EFFAT had contributed. Following this exercise and seminars with concerned stakeholders, key actions have been proposed in three main areas of work: green transition, digital transition and resilience. As next steps, a collection of commitments for stakeholders (companies, associations, destinations, regions, Member States) will be launched through an online survey, and DG GROW will prepare a first draft of Transition Pathway to consider inputs from consultation reports, Staff Working Document and other relevant materials, to be adopted in 2022.



Transition Pathways

- DG GROW / DG EMPL: Pact for Skills in Tourism

Representatives from DG EMPL Unit B2 (Mr Felix Rohn) and from DG GROW Unit G1 (Ms Elfa Kere) delivered a presentation on the topic (PowerPoint annexed). They explained the context of the Pact within the wider European skills agenda and the main principles of the Charter, to

which voluntary signatories have committed, namely promoting a culture of lifelong learning for all; building strong skills partnerships; monitoring skills supply/demand and anticipating skills needs; and working against discrimination and for gender equality and equal opportunities. They recalled that the round table for the tourism ecosystem had already been done.



Pact for Skills

b) Social Partners (HOTREC & EFFAT members)

- Best practices to keep companies alive; attract and retain workforce; re-/upskill; keep companies safe (for employees and costumers);

A tour de table took place during which several national representatives intervened to present a number of initiatives taking place in different Member States, such as the abolishment of split shifts in Denmark.

One of the initiatives presented was the Professional Card in Hospitality in Spain (PowerPoint annexed), a successful project currently in its pilot phase. Some key project goals are to improve the qualifications of professionals, maintaining employment and advance in the process of recognition of professional competences of workers.



Presentation
Professional Card

- Discussion on possible joint actions of the European social partners

Social partners referred to the Joint HOTREC and EFFAT Statement on Rebuilding the Hospitality Sector Brussels from 2020 and agreed that its messages remained as valid and relevant as at the time of its adoption.

In relation to skills, EFFAT and HOTREC recalled the European Hospitality Skills Passport, the tool they had developed for the sector after almost two decades of work, and agreed on the need to revamp it. It was agreed to get in contact with the Commission in order to ask for support to relaunch the platform.

4. Sexual harassment & violence

- Best practices to fight sexual harassment & violence at the workplace

Social partners' representatives shared different initiatives in place such as the international framework agreements on the prevention of sexual harassment and violence in global hotel chains, and obligatory sexual harassment and violence protocols in Spain. There was some discussion on whether these initiatives might put the hospitality sector on the spotlight and convey an image of tourism as an unsafe sector to work in. However, social partners widely agreed on the need to make hospitality a safer sector for workers.

- Discussion on possible joint actions of the European social partners

EFFAT representatives referred to EFFAT's Recommendations to protect workers from sexual harassment and violence (document annexed). Social partners agreed on the paramount importance of this topic and decided to keep sharing good practices in the framework of the SSDC.



EFFAT

Recommendations

5. Latest policy developments and legislative initiatives in the field of employment and social affairs - Update by the European Commission

Marta Prádanos (European Commission) gave an update on the state of play of the Social Dialogue Initiative, with emphasis on the sectoral social dialogue review and the supporting frame to social partner agreements (PowerPoint presentation annexed).



SD Review

6. HOTREC-EFFAT Work Programme 2022-2023

HOTREC and EFFAT representatives briefly discussed the state of play and progress in relation to different initiatives in the Work Programme (annexed). It was agreed that a selection of topics would be chosen for each SSD meeting, taking into account the circumstances and political context.



DRaft WP

7. Miscellaneous

No particular issues were raised.

8. Conclusions

Social partners briefly summarised the exchanges held under the different points of the agenda and the decisions taken on future action.