

## Sectoral Social Dialogue Committee for the European Hotel and Restaurant Sector

### DRAFT EFFAT-HOTREC Work Programme 2026-2027

	Issues	Methodology	Output
1	<b>State of play of the hospitality sector</b>	<ul style="list-style-type: none"> <li>Discuss current and future challenges for the hospitality sector and possible joint actions, including towards the EU institutions</li> <li>HOTREC and EFFAT members to share activities at national level to help the sector address current challenges (e.g. how to fight the cost of living crises; inflation; labour shortages)</li> <li>HOTREC and EFFAT to work on improving the image of the sector (e.g. best practices sharing on social acceptability of tourism)</li> </ul>	<ul style="list-style-type: none"> <li>Joint position papers, press releases, social media activities</li> <li>Best practices sharing</li> </ul>
2	<b>Addressing labour shortages in the sector</b>	<ul style="list-style-type: none"> <li>Continue to monitor labour shortages in the sector: identify occupations in short supply and the causes of labour shortages.</li> <li>Develop potential joint actions to overcome these challenges, including the dissemination and follow-up of the 2024 EFFAT HOTREC joint statement on labour shortages.</li> </ul>	<ul style="list-style-type: none"> <li>Awareness raising; communication campaigns</li> </ul>
3	<b>Qualification, Training &amp; Skills</b>	<ul style="list-style-type: none"> <li>European Alliance for Apprenticeships (EAfA) <ul style="list-style-type: none"> <li>Further implement the joint pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector</li> <li>Continue to collect and share information about apprenticeship schemes in Member States</li> <li>Promote the adherence to the Council Recommendation on a European Framework for Quality and Effective Apprenticeships at national level</li> <li>Get an overview of involvement of social partners in vocational education and training</li> <li>Participate in EafA activities</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Improved awareness of HOTREC and EFFAT members on apprenticeship schemes and VET programmes</li> <li>Raising awareness of HOTREC and EFFAT members of EU funding opportunities for qualification and training</li> </ul>

		<ul style="list-style-type: none"> <li>• New Skills Agenda <ul style="list-style-type: none"> <li>◦ Continue being involved in the implementation of the Pact for Skills in Tourism</li> </ul> </li> </ul>	
4	<b>Platform Economy in Hospitality</b>	<ul style="list-style-type: none"> <li>• Short-term accommodation rentals <ul style="list-style-type: none"> <li>◦ Promoting the implementation of the STR Regulation in all Member States</li> <li>◦ Monitoring any new legislative initiatives relating to STRs (e.g. as part of the European Affordable Housing Plan) and developing potential joint actions</li> <li>◦ Continue calling “for a level playing field and fair competition in hospitality and tourism” in Short Term Rental by encouraging EFFAT and HOTREC member organisations to cooperate at national level on addressing identified issues of short-term rental accommodations in the hospitality sector, (e.g. by undertaking joint activities to follow up the work at European level)</li> <li>◦ Share information about new developments, e.g. meal-sharing, food delivery, dark kitchens</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Level playing field for all hospitality service providers, fair competition</li> </ul>
5	<b>Health &amp; Safety at the Work Place</b>	<ul style="list-style-type: none"> <li>• Sexual harassment and violence at the workplace <ul style="list-style-type: none"> <li>◦ Promoting the adopted multisectoral guidelines to tackle third- party violence and harassment related to work (e.g. communication campaigns)</li> <li>◦ Collect and share information about successful initiatives at national level to fight sexual harassment and violence in the hospitality sector</li> </ul> </li> <li>• Online interactive Risk Assessment (OiRA) of OSHA <ul style="list-style-type: none"> <li>◦ Disseminate and raise awareness of the online tool for risk assessment in the Horeca sector</li> <li>◦ Collect the experiences developed at national level</li> <li>◦ Monitor the take up of the OiRA Horeca tool in the various countries and new initiatives</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Disseminate the guidelines to tackle third- party violence and harassment related to work and the website</li> <li>• Overview of good practices for the fight of sexual harassment and violence</li> <li>• Jointly disseminate the tool for risk assessment in the Horeca sector</li> <li>• Best practices sharing</li> <li>• Regular reporting by OSHA</li> </ul>

6	<b>Just transition</b>	<ul style="list-style-type: none"> <li>• AI, Digitalisation, automation and robotisation <ul style="list-style-type: none"> <li>◦ Monitor the development of AI and new technologies in the Horeca sector and their impact on businesses and employment</li> <li>◦ Collect information on how the issue is dealt with at national level and share best practices on how just transition can be achieved in a socially responsible way</li> </ul> </li> <li>• Climate change <ul style="list-style-type: none"> <li>◦ Monitor the contribution of the Horeca sector to climate change and the impact of climate change on businesses and employment</li> <li>◦ Collect information on how the issue is dealt with at national level and share best practices on what is done in the sector for sustainability</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Possible common position</li> <li>• Overview of good practices</li> <li>• Joint input in discussions on Just Transition</li> </ul>
7	<b>Refugees</b>	<ul style="list-style-type: none"> <li>• Collect and share information about successful initiatives at national level to integrate refugees at the workplace and in society</li> </ul>	<ul style="list-style-type: none"> <li>• Best practices sharing</li> </ul>
8	<b>Undeclared Work</b>	<ul style="list-style-type: none"> <li>• Follow up the “Joint EFFAT-HOTREC Statement on Undeclared Work in the European Hotel and Restaurant Sector” <ul style="list-style-type: none"> <li>◦ Continue to collect and share information about successful measures to fight undeclared work at national level</li> </ul> </li> <li>• Continue participation of EFFAT and HOTREC in the European Platform Tackling Undeclared Work</li> </ul>	<ul style="list-style-type: none"> <li>• Best practices sharing</li> <li>• Toolkit for tackling undeclared work in the Horeca Sector</li> </ul>
9	<b>Statistics on Hospitality Industry (Focus on Employment)</b>	<ul style="list-style-type: none"> <li>• Monitor EUROSTAT statistics on tourism, with a focus on employment (e.g. data on people working on STR)</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	<b>Legislative/Policy Developments:</b> <ul style="list-style-type: none"> <li>• Social Affairs / Employment</li> <li>• Tourism</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the upcoming EU Sustainable Tourism Strategy</li> <li>• Analyse the impact of the measures on the hospitality sector</li> </ul>	<ul style="list-style-type: none"> <li>• Possible common positions</li> <li>• Communication campaign</li> </ul>

