



# HOTREC

## Social Affairs

17 September 2025

**Hotrec**  
Hospitality Europe

# Antitrust statement

Members are requested to respect the anti-trust statement:

All HOTREC meetings need to be conducted in accordance with relevant competition and antitrust laws. You are therefore reminded that you will at all times need to be mindful of the constraints of antitrust laws.

There shall be no exchange of sensitive or confidential information or discussion on matters which is likely to affect competition on the market or the commercial strategy or activities of undertakings. You are in the best position to judge what is, and what is not, commercially sensitive or confidential and so responsibility lies with you in the first place.

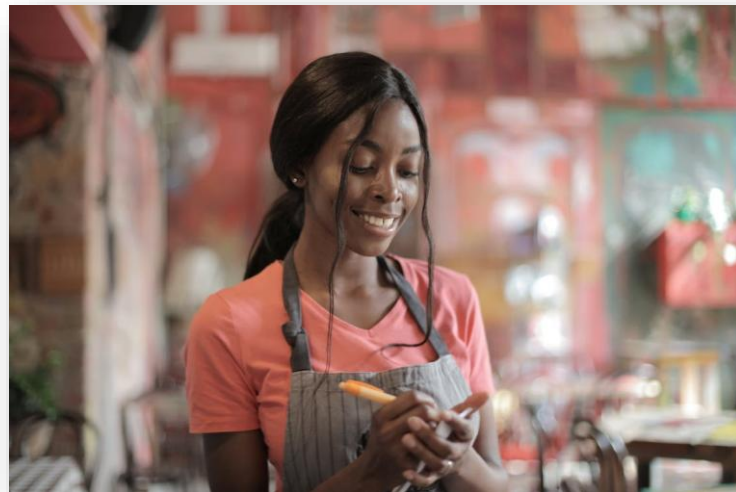
Discussion at any type of HOTREC meeting will focus on the association's key purpose. You are also reminded not to discuss topics outside the previously circulated and reviewed agenda.

Failure to follow these guidelines may bring with it serious consequences for you as an individual, your companies and the trade association itself. Such consequences include heavy fines and in certain cases, under national laws, the imposition of criminal penalties and sentences.

# | Agenda

## Updates on Policy + EU legislation

- Subcontracting
- Traineeship Directive
- EU Talent Pool
- European Consultations
- European Employers Institute
- Eurofound study
- On-going collective agreement negotiations



# Subcontracting



## Context:

- March 2025: Trade Unions call for Directive on Subcontracting

## HOTREC priorities:

- No legislation needed
- Companies must be free to organise their activities
- A full chain liability is not proportionate → national legislation already exists
- Enforce legislation
- Avoid abuse → enforce legislation + labour inspections

HOTREC + members to disseminate position

# Subcontracting

## EEI study:

- September 2025: official launch of the study

## Main findings:

- Subcontracting is vital for economies → SMEs to stay competitive
- Limiting subcontracting to a number of tiers → challenging for companies (SMEs)
- Direct liability → can be intrusive + not compatible with EU Law
- Restriction to subcontracting need impact assessment



# Subcontracting Initiative

## INI:

- July 2025: MEP Danielsson (S&D/Sweden) publishes report
- Main objective: combat labour exploitation + abusive forms subcontracting

## Main asks:

- Directive
- Limit subcontracting to two levels
- Ensure joint liability
- Labour intermediates → registration + licensing schemes

## Next steps:

- December: vote EMPL



# Traineeship Directive

## Context

- 24 March 2024: COM launches package
- Proposal Directive traineeships



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## HOTREC position on the proposed Directive

- Scope needs to be clarified
- Subsidiarity prevails - no need for new legislation
- Definition of worker → to respect national level
- Collective bargaining should be able to derogate the Directive
- No overlap between proposal and apprenticeship scheme

# | Traineeship Directive

## Council

- June 2025: general approach reached
- Main outcomes:
- Scope:
  - trainees' employment contract
  - improve working conditions of trainees
  - avoid false traineeships
- Traineeships part of formal education & training are excluded
- Collective agreements can derogate from proposal



# Traineeship Directive

## European Parliament:

- **Rapporteur:**  
Alicia HOMS GINEL (S&D/Spain)
- **Shadows:**
  - Jagna Marczulajtis-Walczak (EPP/Poland)
  - Chiara Gemma (ECR/Italy)
  - Benedetta Scuderi (Greens/ Italy)
  - Mélanie Disdier (Patriots for Europe/France)



## Next steps:

- 23 September 2025: vote at the EMPL committee
- 2026: EP + Council to agree

# | EU Talent Pool



## Meeting DG HOME

July 2025

- Interoperability of systems
- Simplicity of operations
- Governance → only 2/3 horizontal associations to be part
- But COM open to organise working group with sectoral representatives → discuss skills shortages + receive input

## Next steps:

- EP + Council to continue trilogue negotiations
- December 2025: negotiations to conclude
- 2028: Enter into force (tbc)

HOTREC + HOTREC members to  
disseminate position

# European Pillar of Social Rights

## Context

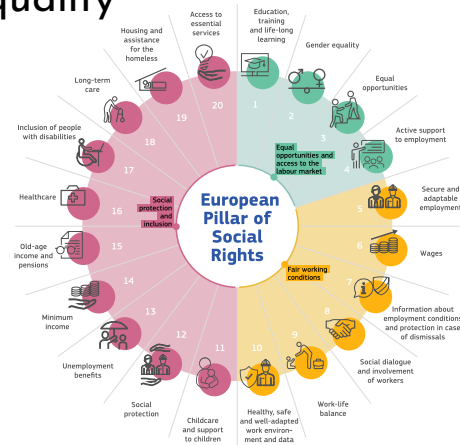
- July 2025: dedicated hearing + written contribution

## Main goals:

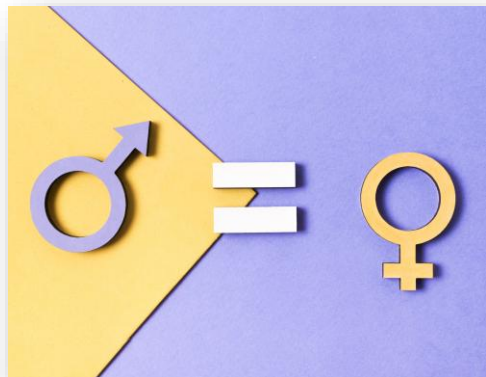
- No more EU legislation needed + enforcement & simplification of existing legislation  
Examples: Pay Transparency + Transparent & Predictable working conditions
- Priorities: skills + reducing inactivity rates in Europe + gender equality
- EU funding needed
- Alignment between all COM initiatives is needed

## Next steps:

- Q4 2025: COM to publish Action Plan



# | Gender Equality Strategy



## Context:

- June 2025: hearing + written contribution
- Enforcement of current EU legislation
- Priorities:
  - Fight gender stereotypes
  - Encourage education + training
  - Reducing gender care gap
  - Improve tax + social security systems
- EU funding

## Next steps:

- Q4 2025: COM to present strategy

# Quality Jobs Roadmap

## Context:

- April-June 2025: consultation
- No further EU legislation
- No definitions
- Collective bargaining to remain voluntary
- Priorities:
  - Promoting image sector
  - Skills
  - Promoting different forms employment
  - Housing



## Next steps:

- Q4 2025: COM to present strategy

# Labour Mobility

## Context:

- September 2025: written input + high-level mee
- Challenges:
- Risk social dumping + lack of harmonisation qualifications + info difficult to access
- Opportunities
  - Decrease skills & labour shortages
  - Address demographic challenges
  - Support mobile workers
  - Accelerate digitalisation



## Next steps:

- Q4 2025: COM to present strategy

# **| Employers Research Institute**

## **Context**

- October 2024: official launch non-for profit AISBL
- HOTREC founding members

## **Sectoral employers' vision**

- Ensure EU policy makers listen to employers' point of view
- Show-case research on impact on employment + social policy

## **Latest developments**

- 18 Members (incl. Federation of Norwegian Industries)

## **Planned Activities:**

- September 2025: Sucontracting study-led by Swedish lawyer (tbc) + event
- 2025-2026: AI@work EU funded project: led by two German Institutes (surveys/research)
- Oct-Dec 2025: Labour productivity study: led by Rexecode + event
- Dec 2025: Study on Temperature at work (tbc)
- 2026-2027: Mental health EU funded project (tbc)



# | Eurofound study

Sustainable tourism in a digital age: Implications of the twin transitions on employment, working conditions and industrial relations

## Next steps:

- 2025-2026: Eurofound to publish report



# Collective Agreement

HOTREC members to share their on-going negotiations on collective bargaining agreements





## AI:

- June 2025: MEP Bula → INL report on AI@work
- Objective: Directive on algorithmic management in the workplace

**Next steps:** Q4 2025 → report to be voted

## Projects:

- Erasmus +: 2026-2030
- Research study on skills → Business Europe



## Dates of next meetings:+

- 6 November 2025: Social Affairs WG (10:00-12:00) - online
- 14 November 2025 - SSD - plenary meeting - in presence - timing tbc
- November 2025: webinar on skills (tbc)



**Thank you  
for your attention**