



Hotrec
Hospitality Europe

Annual Report 2020-2021

JUNE 2021

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HOTREC's vision

Hospitality is central to developing European tourism, fostering growth, jobs and innovation and unlocking its potential.

Our mission

HOTREC is the umbrella association of Hotels, Restaurants, Bars and Cafés and similar establishments in Europe, which brings together **44 National Associations** in **33 countries**, and is the voice of the hospitality industry in Europe. HOTREC's mission is to:

- Represent and champion its interests towards the EU and international institutions, as well as to all kinds of relevant stakeholders.
- Foster knowledge sharing and best practices among its Members to further promote innovation.
- Act as a platform of expertise for the European hospitality industry.

Helping hospitality heal: working together towards rebuilding



European hospitality is facing its toughest challenge yet. One year has come and gone amidst closures, uncertainty and devastating economic losses. International tourist arrivals have reached historic lows and, despite the sector's resilience, **millions of businesses and jobs are still very much at risk**.

In these months of crisis, helping hospitality heal and adequately prepare for the green and digital transitions has been our top priority.

To this end, we maintain a **continued dialogue with the EU Institutions** and Member States' governments to communicate the sector's most urgent needs, and together pave the way towards recovery.

We frequently **team up with industry partners** in the tourism and hospitality ecosystem and supply chain to ensure that our voices are heard.

We launched our **#TogetherForHospitality** campaign to raise awareness about the hardships the industry is experiencing.

While our actions alone are not enough to bring hope to the sector, and so much more is still needed for hospitality to get back to a pre-Covid-19 scenario, HOTREC achieved meaningful goals, and it is our pleasure to share them with you in this year's edition

of our Annual Report.

All of this would not have been possible without the vital support of our members. We want to thank you all for your professionalism, tenacity and collaboration, and **we look forward to meeting you all again in this 'new normal'**.

Where do we stand now, and what comes next?

Today some hospitality establishments are starting to reopen, and vaccination programmes are progressing across Europe. **We must nevertheless still keep in mind that reopening isn't recovery:** healing will take much effort and, most of all, time.

The most optimistic forecasts anticipate that it will take up until 2024 for hospitality to come back to 2019 levels.

Until then, we are ready and honoured to give our continued support to the sector to help it get back on its feet, rebuild confidence in travel, and support the many challenges ahead.

Jens Zimmer Christensen
President of HOTREC

Marie Audren
Director General of HOTREC

Meet the team



Marta Machado
Deputy Director General



Jacques Lovell
Public Affairs Manager



Alessia Angiulli
Communications Manager



Vipin Mehra
Office Manager &
Membership Coordinator

A year of Covid-19: towards the 'next normal'

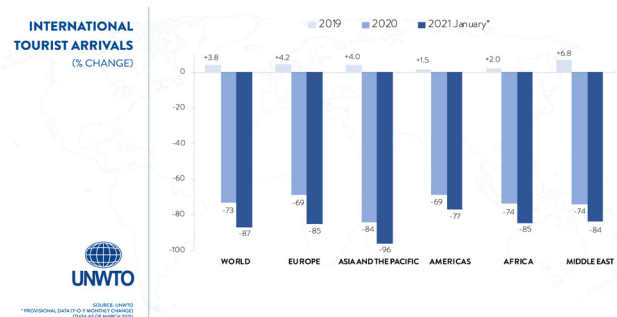
The impact of the crisis on European hospitality

Travel restrictions and the closure of most bars, restaurants and cafés across Europe have been extremely detrimental for the sector. The most recent estimates (Eurostat) can help us put the impact of the crisis into perspective:

- In Q2 2020, with the first round of measures, the hospitality sector's **turnover in the EU dropped by 62% and employed 1.84 million fewer people** in the EU27 compared to Q2 2019.
- In Q3 2020, despite a slight turnaround in activity, the **sector's turnover in the EU dropped by 27%** and employed 1.58 million fewer people compared to the same period in 2019.
- In Q4 2020, as a second wave hit Europe, the sector's turnover dropped by **more than 50%**, with **1.73 million** fewer people employed.

During the first eight months of 2020, international tourist arrivals to Europe were down to 68% compared to 2019. The average occupancy rates in European hotels also decreased to 15% from March to May 2020, and 39% in Q3 2020 – well below normal levels.

It is also relevant to note how the pandemic prompted a shift in traveller preferences, with domestic and short-haul trips accounting for a greater share of travel demand. Forecasts indicate that **domestic travel is likely to bounce back faster**, achieving 2019 levels by 2022, whereas **overall travel volumes are now projected to return to pre-pandemic levels by 2024**.



Q2 2020

62% ↓

Drop in turnover
(compared to Q2 2019)

Q3 2020

1.58m

Fewer people employed
(compared to Q3 2019)

Q4 2020

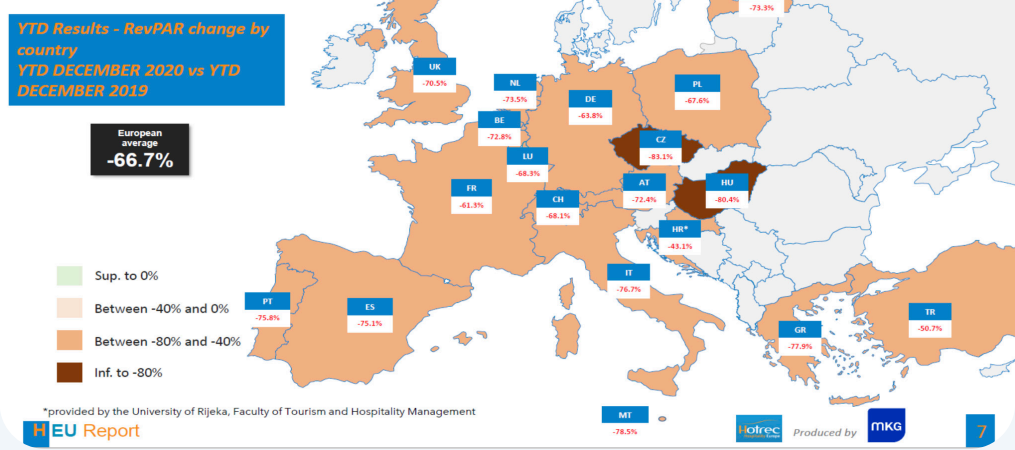
50% ↓

Drop in turnover
(compared to Q4 2019)

MKG Assessment of 2020 and the impact of COVID-19 on the hotel industry in Europe: from shock waves to a weak remission

Last year in October 2020, the **European Travel Commission's** first report on travel sentiment among Europeans showed increased travel appetite for rural and coastal locations, due to enduring health concerns of virus transmission within city destinations, which tend to be over-crowded, leading to perceived difficulties with social distancing.

HOTEL RESULTS BY COUNTRY IN EUROPE – DECEMBER 2020



The latest report by the European Travel Commission, published this April, shows that desire for travel has climbed to its highest levels since the survey began, with 56% of total respondents planning to take a trip by the end of August.

Beaches can be expected to be Europeans' preferred destination this summer, with 1 in 3 Europeans opting to head out to the coast, and

15% of Europeans intending to head out to nature and the great outdoors. City breaks (12,9%) and cultural tourism (13%) combined are on 25% of Europeans' bucket list for this summer.

Thanks to our partner **MKG GROUP**

From **Q4 2019** to **Q4 2020**

THE HOSPITALITY SECTOR'S TURNOVER DROPPED BY **50.2%** in the EU27.

HOSPITALITY NEEDS TO BE *at the heart* OF THE EU RECOVERY PLAN.

#TogetherFor Hospitality

Hotrec Hospitality Europe

Comparing Q3 2019 and Q3 2020, A **10% drop of employment** IN THE HOSPITALITY SECTOR WAS WITNESSED,

MEANING THAT THERE WERE **1.58 million fewer jobs**

#TogetherFor Hospitality

Hotrec Hospitality Europe

Membership insight

Over the past year, keeping track of closures and travel restrictions across Europe in an ever-changing scenario has been very difficult.

To help our members to remain updated, we regularly compiled and shared with them a 'lockdown measures' document collecting all informations at national level.

HOTREC in action to support the sector

Since the beginning of the Covid-19 crisis, we at HOTREC have taken the lead in contacting the EU Institutions and promoting a constant dialogue to help the sector and our members survive the crisis. Weekly meetings with DG GROW (European Commission) and members of the European Parliament have been essential to share urgent messages and achieve our goals.

Navigating the EU's response to the Covid-19 outbreak

Using the flexibility of State Aid

From March 2020, Member States were enabled to support businesses using the full flexibility of the EU Temporary State Aid scheme. Throughout the year, we worked with our members to assess the impact of these support packages. Given the long-lasting impact of closures, we welcomed the revision of the Temporary Framework Agreement in early 2021 to:

- Prolong the State Aid **Temporary Framework Agreement** until 31 December 2021.
- Increase the aid ceilings – now up to €1.8 million per company active in the tourism sector instead of €800,000. Moreover the State can also partly contribute to fixed costs that are not covered by the revenues of businesses particularly hit by the crisis (with turnover losses amounting to at least 30% compared to 2019) by up to €10 million per company, instead of previous €3 million.
- Introduce the possibility to convert certain repayable instruments into direct grants until the end of 2022.



Securing continued support throughout the crisis & beyond

The objective for HOTREC, together with other impacted sectors, is to consider how **to further extend the State Aid for as long as it will be necessary**, and consider the level of support to help businesses to remain viable.

Membership insight

We collected information on State Aid actions at national level and distributed them to our members to favour knowledge and best practice sharing. Member State initiatives included rental relief, compensation for loss of turnover, wage subsidies, and fiscal incentives.

On 9 December 2020, we organised a Webinar on Cohesion Funds to specifically explain how companies can access emergency funding to our membership.

Cohesion Funds

Over the past year, we have asked the European Commission on numerous occasions to favour grants over loans for tourism and hospitality companies.

The Commission followed up by creating the **Coronavirus Response Investment Initiative (CRII)** and the **Coronavirus Response Investment Initiative Plus (CRII+)** to mobilise EU cohesion policy to face the crisis.

The package uses existing, unspent resources and re-directs them to where they are most needed (e.g., training; protective material, etc). SMEs in the sector can directly ask for support via their **managing authorities** at national level.

Protecting jobs

The deployment of the **SURE mechanism** (temporary Support to mitigate Unemployment Risks in an Emergency) by the European Commission has been a key pillar of the EU's response to protect jobs as long as the pandemic impacts the sector.

The mechanism can provide **financial assistance of up to €100 billion in the form of loans** for Member States to address sudden increases in public expenditure aimed at job preservation.

SURE is a **crucial tool to mitigate the severely negative socio-economic consequences of the coronavirus pandemic**.

A ‘Marshall Plan’ for Europe: Action for Recovery

As requested by HOTREC and many sectors affected by the crisis, on 12 December 2020, the European Council reached an agreement on a **Recovery Plan for Europe**. This Strategy focuses on the creation of the Next Generation EU programme, which introduces a €750 billion temporary recovery instrument to help repair the economic and social damage caused by the pandemic.

On 21 October 2020, HOTREC organised a dedicated workshop for our members to help them communicate with their national governments on actions that must be included in **national recovery plans**. Over the last few months, we issued several **position papers** and **press releases** together with other partners of the **European Tourism Manifesto Alliance** and supported numerous communication campaigns.



To assist EU governments in drafting their national recovery plans, we put forward a list of reforms and investment ideas to drive digital and green transitions of travel and tourism and wider EU economies. Concrete tools and actions to help achieve this goal include:

- **Solvency support** instruments.
- **Renewal of buildings** – e.g., to help lower the carbon footprint of the sector, raise the energy efficiency of tourism and hospitality establishments, and promote the use of sustainable water resources.
- **Enhancing skills** to support the green and digital transformation. By training a skilled workforce, it will be easier to access and use aggregated tourism data that will ensure a more attractive offer and promote sustainable behaviour.
- **Embracing the digital transition** – e.g., by supporting SME digitalisation, or using apps to provide a better service to customers and make the most of data sharing.
- **Improving the quality and sustainability** of tourism and hospitality products.

Support companies to remain viable

From the liquidity crisis, the coronavirus pandemic has given rise to a huge risk of over-indebtedness and loss of creditworthiness for valuable companies. HOTREC and its trade union counterpart, the **European Federation of Trade Unions in Food, Agriculture and Tourism (EFFAT)**, **called on the EU and Member States to act** by:

- Including Solvency Support instruments in national Recovery and Resilience Plans.
- Ensuring the support of equity and quasi-equity instruments (e.g., via programmes like **InvestEU** and the new **Guarantee Fund of the EIB Group**).
- Using the React-EU facility to provide solvency support to companies.
- Providing tax incentives for private investments.
- Developing early-warning mechanisms for companies at risk of insolvency.

We are also working with the relevant Commission services and Member States to consider how financial institutions can help the most impacted businesses to face their debt obligations and restructure loans.

“The tourism sector supports employment across all areas and demographics, contributes to social inclusion and wellbeing and generates revenue needed to preserve community identity, culture, and heritage.”

Eduardo Santander
CEO of the European Travel Commission (ETC)
Press Release – European Tourism Manifesto – 1 March 2021

VAT Reduction

We firmly believe that reduced VAT rates will be an essential instrument to support the reopening of hospitality and tourism.

In October 2020, HOTREC, **FoodDrinkEurope** and **FoodServiceEurope** called on the EU Institutions to ensure temporary flexibility with the existing EU VAT framework. In this way, national governments could set a reduced VAT rate of 5% for hospitality services.

We continue supporting our members' actions and sharing best practices on VAT rates for the hospitality sector.



**Reduced VAT
rate of 5% for
hospitality
services**

Health & Safety at Work

Health and safety will be at the forefront of customers' and employees' concerns in the 'new normal', and hospitality establishments will need to show that these concerns are proactively addressed.

Together with EFFAT, we issued a **joint statement** calling for the adoption of clear health and safety protocols for workers, guests and suppliers, and welcoming various guidelines by the EU, the World Health Organisation (WHO), and the **European Agency for Safety & Health at Work** (EU-OSHA).

HOTREC has also contributed to the development of an ISO Publicly Available **Specification** to prevent the spread of Covid-19 in Tourism and related services (ISO/PAS 5643), which was officially published in May 2021.

Nonetheless, we believe that the many schemes and protocols developed in European countries – often in collaboration with local organisations – must be recognised as the best adapted to national market conditions.

Engaging with the institutions: high-level EU meetings to boost collaboration and information-sharing



Since the beginning of the Covid-19 pandemic, HOTREC participated in many EU events, forums and meetings to explain and share with EU officials the hardships that the sector is experiencing and possible strategies out of the crisis.



On 12 October 2020, Mr. Jens Zimmer Christensen, President of HOTREC, and Ms. Marie Audren, Director General, attended the **European Tourism Convention 2020** as speakers. Our participation in this crucial EU event gave us the opportunity to discuss the main challenges for tourism and hospitality ahead of the digital and green transition.



On 7 May 2021, the **Committee of the Regions** invited us to participate in their **plenary session**. On this occasion, President Apostolos Tzitzikostas, acknowledged the urgency of coordinating travel and quarantine restrictions ahead of the 2021 summer season to avoid further economic losses and boost recovery.

Later in May, Ms. Marie Audren participated in the **High-Level Forum for Sustainable Tourism** organised by the Portuguese Presidency of the EU Council. On this occasion, Ms. Audren shared our views on the importance of upskilling and reskilling the hospitality workforce to

counteract the devastating effects of the crisis.

We are glad to continue collaborating with the EU Institutions and look forward to more of these informative and useful opportunities to share best practices and information.

#TogetherForHospitality: joining forces to help the sector heal!



At the end of March, we launched our **#TogetherForHospitality** campaign to take a step forward in making the voice of European hospitality heard.

Our goal is simple: raising awareness and seeking support from EU decision-makers to clearly highlight which policy actions can better contribute in leading the sector and its value chain out of the crisis.

We firmly believe that helping the industry recover at such difficult times and secure a better future isn't just crucial for the economy, but it's also the only way to protect our way of life and grant a better future for all.

Visit our [campaign webpage](#) and follow us on social media!

Coalition building

European hospitality is not alone in its fight against Covid-19: since the beginning of the crisis, HOTREC has been strengthening and forming coalitions with many stakeholders that share the same concerns and objectives. We were able to share information, solve the challenges we collectively face, and keep hope alive.

HOTREC has also been engaging actively with **EFFAT**, representing all workers in the Food, Agriculture, Tourism and Domestic Workers sectors, as well as other related services and activities in Europe.

We issued a joint **roadmap** to rebuild the hospitality sector and several **press releases** on the outcome of both bilateral and high-level EU meetings. We are now implementing a new plan at EU and national level to help the sector overcome the crisis.

At the beginning of 2021, we established a coalition of 13 Associations in the **European hospitality value chain** and sent a **joint letter** to presidents of the European institutions, urging for the creation of a dedicated **Hospitality Task Force** to broadly discuss and analyse the sector's hardships and establish a concrete roadmap to reopen and rebuild.

We have been calling for clarity and predictability on when and under what conditions the sector will be able to reopen. This will be crucial to ensure sufficient time to refurnish stocks and adapt to additional measures if any.

A prolongation of crisis measures as long as necessary will also have a crucial role in the recovery.

*“The **hospitality industry** plays a **vital role** for the local economy in our regions, cities, villages and tourist areas. Its contribution not only to the economy but also to our social and cultural fabric **cannot be underestimated**”*

Ursula Von der Leyen
President of the European Commission
Reply to our letter



HOTREC working hand in hand with partners of the travel & tourism industry

HOTREC organised several meetings with EU partners to discuss ideas and implement a way forward. Since January 2021, we met weekly with **representatives of the travel and tourism sector** (such as **ECTAA, ETC, ETOA** and **WTTC** to name a few) to propose a common and coordinated approach to travel.

This collective effort has led the European Tourism Manifesto Alliance to propose an **exit strategy** to build a common EU framework to reduce travel restrictions and develop common criteria for testing and quarantines.

We are particularly active in support of the European Commission proposal of a **Regulation for the Digital Green Certificate**, to serve as proof that a person has been either vaccinated against Covid-19, received a negative test result or recovered from the virus – thus being able to travel more easily and safely within the EU.

Last but not least, we enhanced existing coalitions with the **Network for the European Private Sector in Tourism** (NET) and the European Tourism Manifesto and held frequent exchanges of views with other industry partners such as **OECD, WHO, UNWTO**, TripAdvisor, etc.

Membership insight

Over the past months, we maintained dialogue and organised frequent meetings with our membership. Their support has been essential to understand the challenges our sector is facing at national level throughout the pandemic.



On 24 February 2021, we organised the workshop “The long journey towards safe travel” to discuss together the roadmap presented to the EU for travel.

Addressing the digital dependence of hospitality establishments towards online intermediaries

Throughout the year, HOTREC has kept a close eye on key EU policy developments affecting the digital environment and ensured that **the hospitality sector's voice is heard** to address the ever-growing power of digital intermediary platforms. In December 2020, the European Commission published landmark regulatory proposals: the **Digital Services Act**, which will aim to ensure that 'what is illegal offline is illegal online', and the **Digital Markets Act**, which will tackle the gatekeeper power of the largest platforms operating in Europe.

“The EU must make the most of this technology, including in the tourism industry, which is of crucial importance in Europe, in particular in certain Member States”

Margrethe Vestager
Executive Vice-President of the European Commission
Addressing the European Parliament's internal market committee – The Parliament magazine – 6 May 2020

HOTREC strongly believes that **the sector's digitalisation is key to support its recovery in the aftermath of pandemic** and hopes that new EU rules will help address unfair platform practices.

Hotels today have **little choice but to accept the terms and conditions imposed by OTA platforms** – who intermediate roughly 30% of all online reservations made in Europe. They **face difficulties accessing transaction-generated and guest data** via such platforms and **must comply with so-called narrow price parity clauses** in most European countries, which limit their capacity to provide attractive offers via their own digital sales channels.

Meanwhile, the pandemic has also spurred the growth of food delivery platforms for restaurants and cafés. While many establishments can welcome that these platforms have provided a basic lifeline to continue delivery and take-away activities, HOTREC

is very much aware that **catering services are at risk of facing a similar strong dependency on such platforms in the future.**

HOTREC will be continuing to contribute to the elaboration of the Digital Markets Act to **ensure that the gatekeeper role of Europe's leading OTA is addressed** and that the foreseen Market Investigation Tool under this proposed Regulation tackles emerging digital dominance issues rapidly and effectively.

The Digital Services Act promises to pave the way for a more responsible digital environment. HOTREC sees this future Regulation as a cornerstone to tackle offers of short-term rental accommodation which do not meet local regulatory requirements. These 'horizontal' digital rules will however need to be complemented by a specific European initiative to support the establishment of local oversight of these activities, to limit their potentially negative impacts on tourism destinations and prevent further unfair competition with a highly regulated hospitality sector.

Beyond addressing the European regulatory framework, HOTREC is also **mobilising resources and insights to empower hospitality establishments in the digital arena and support the growth of direct bookings.**

Last but not least, we are actively contributing to the revision of the **Vertical Block Exemption Regulation**, highlighting the need to review these competition rules to prevent platforms from imposing narrow price parity clauses on hospitality establishments.



Digitalisation is key to support the recovery

Toposophy workshop: “Navigating the ‘new normal’ for hospitality in European cities”

HOTREC partnered up with Toposophy on 29 April 2021 to host a **seminar on the recovery of urban tourism**. The webinar covered the challenges cities and urban hospitality establishments are now facing to restore confidence among visitors and residents and to breathe life back into city centres and neighbourhoods.

Digitalisation, sustainability and innovation were prominent themes throughout the presentations delivered by speakers. Key messages closely echoed those heard a few days earlier during the European Parliament debate on the recovery of the hospitality sector.



Towards more sustainable hospitality and tourism in Europe

In December 2019, the European Commission issued an action plan to implement the EU Green Deal. The plan focuses on actions to boost the efficient use of resources by moving towards a clean, circular economy, restoring biodiversity and cutting pollution.

Willing to showcase the actions already developed on sustainability, and explain its main future goals, HOTREC published its position paper “**Towards Sustainable Tourism in Europe**” in 2020.

Tackling the carbon footprint of the hospitality sector

The renovation wave initiative should be used to support the renovation of buildings in small hotels. However, companies will need incentives and adequate EU funding to decrease their carbon footprint.



**Renovating
hospitality
establishments to
reduce the sector’s
carbon footprint**

Fighting food losses and waste

HOTREC remains a committed member of the European Platform on Food Losses and Food Waste. We are calling on public authorities and stakeholders to support actions to reduce food waste in the hospitality sector and implement **EU recommendations** adopted in December 2019. In the meantime, we continue to encourage our members to develop voluntary actions that would help curb food waste.

We nevertheless believe that national targets on food waste measurement should not be set: **micro-enterprises and SMEs do not have the financial and administrative capacity to ensure food waste measuring on their own.**

Ecolabels: useful tools towards sustainable development

HOTREC supports the **Green Key International** and the **EU Ecolabel**: both are extremely important to achieve Europe’s sustainability goals in tourism and hospitality.

Nonetheless, we call on the EU should provide incentives for companies to use these labels.



Single Use Plastics (SUPs)

We welcome the fact that Member States must decide on measures to reduce the consumption of food containers. We recently shared best practices among members on the topic and encouraged our membership to follow those initiatives (e.g., recyclable food and drink containers).

We trust that a multistakeholder dialogue, public funding and consumer awareness will help develop a more sustainable tourism and travel industry.

Of course, it is important to stress that further promoting adequate environmental skills (e.g., by offering specific training) will be crucial to concretely progress towards a more sustainable sector.

Farm to Fork Strategy: challenges and opportunities

In May 2020, the Commission issued a Communication on the **Farm to Fork Strategy for a fair, healthy and environmentally-friendly food system**. The Strategy is part of the **EU Green Deal**.

HOTREC welcomed the main objectives of the Strategy and published a **position paper** to highlight some relevant points.

We agree with the Commission on the importance of shifting to healthier and more sustainable diets. To this end, we believe the indication of nutrient profiles on pre-packed food to be essential.

However, it should not be mandatory to indicate the origin of products on labels – at least not for pre-packed food – to maintain variety and freshness.

As previously mentioned, **further upskilling and reskilling employees in the sector will be of the highest importance** to face future challenges and transitions and help the EU economy meet its

goals. Knowing how to measure food waste requires specific training and logistics. We do not think that binding national sectorial targets should become mandatory for these reasons.

It will be crucial to **reduce the administrative burden for micro-enterprises and SMEs**: this is the only way small companies will smoothly make the transition towards a healthier food system. Companies and Associations should also only join the Code of Conduct for responsible business marketing voluntarily.

We urge further coordination at EU level to reinforce national actions via the **EU Platform on Food Losses and Food Waste**. We believe that implementing the EU Recommendation should be encouraged.

HOTREC will continue discussing with the EU institutions to reach a fairer and more sustainable food system through the EU Farm to the Fork Strategy.

An active year on Social Affairs

Adequate minimum wages in the EU

Following the European Commission's proposal on a **Directive on Fair Minimum wages**, HOTREC issued a **Position Paper on "Adequate Minimum Wages"**.

HOTREC and its members encourage the continuation of well-established collective bargaining on this topic, and strongly promote respect for the statutory minimum wage system.

We also fully encourage a stronger involvement of social partners in setting statutory minimum wages (with the agreement of social partners and in respect of national competences).

Unfortunately, we believe that the choice of instrument – a Directive rather than a

Recommendation – is deeply regrettable.

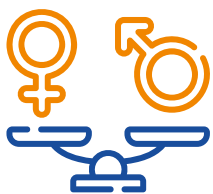
Any reference to international indicators should be deleted, as they do not respect subsidiarity and might increase the pay gap between countries.

HOTREC and its members worked on a detailed position paper which was shared at EU and member state level. Since December 2020, we have engaged with the European institutions to share our analysis and deliver our messages on minimum wages.

We will keep working on this matter with the continued support of our membership.

Ensuring equal pay for equal work in European tourism and hospitality

Following the launch of the European Commission's proposal to "*strengthen the application of the principle of equal pay for equal work or work of equal value between men and women*" on 4 March 2021, we at HOTREC issued a **Position Paper on the Pay Transparency Directive**, expressing full support for the principle of equal pay and welcoming the exclusion of micro-enterprises and SMEs from the obligation to report and develop joint pay assessments.



HOTREC fully supports the principle of equal pay

However, we believe that there is much more work to do on this front, and we are open to continuing our talks with EU representatives.

Micro-enterprises still need to comply with rules such as the right to information – which translates into more bureaucracy and costs for small companies. The proportionality principle does not seem to apply – especially to companies with more than 250 employees, as the level of detail aimed at by the proposal is too high for human resources.

Remedies and enforcement measures mentioned in the Directive are very heavy, including the shift of the burden of proof on employers. Social dialogues should be further encouraged.

Experiences from different Member States show that pay reporting obligations were not the solution to decrease the gender pay gap, which can be tackled if gender stereotypes and labour market segregation are addressed and provisions for childcare and the elderly are developed and made affordable.

Binding legislation will not address the root causes of the gender pay gap.

A balanced solution would be for the Commission to continue putting forward country-specific recommendations on the occasion of the annual European Semester exercise to address the causes of this issue. We hope that Member States will follow the country-specific recommendations issued by this process.





Platform work and collective bargaining for the self-employed

HOTREC has been very active in attending European Commission hearings and replying to consultations. On both files, HOTREC favours Commission guidance, instead of new legislation that can eventually interfere with definitions in place at national level.

The Sectoral Social Dialogue Committee (SSD)

Since the beginning of the Covid-19 crisis, HOTREC developed a number of actions with its trade union counterpart, **EFFAT**.

Together we built a **roadmap** towards the recovery of the sector, and put in place several communications with the goal of rebuilding European hospitality.

On the occasion of the 81st HOTREC General Assembly on 15 October 2020, HOTREC members selected their representatives for the Sectoral Social Dialogue:

- **Jean Marc Banquet d'Orx** (France) – Chair
- **Angelo Candido** (Italy)
- **Emily Struck Westersø** (Denmark)
- **Fatima Hollander** (Sweden)
- **Paul Schoormans** (Netherlands)
- **Sami Nisametdin** (Finland)

“We need to boost demand, rebuild consumers’ trust, ensure quality jobs, and give workers a say in driving recovery. With the right support, millions of jobs can be saved, and the sector will be able to flourish again”

Kristjan Bragason
Secretary General of EFFAT
Joint HOTREC-EFFAT Press Release
“Roadmap to rebuild the Hospitality Sector”
– 27 November 2020

Meet the HOTREC Executive Committee

Jens Zimmer Christensen – President – Denmark

Marc Van Muylders – Vice-President – Belgium

Adrian Cummins – Treasurer – Ireland

Alexandros Vassilikos – Member – Greece

Antonio Flamini – Member – Italy

Dirk Beljaarts – Member – Netherlands

Markus Luthe – Member – Germany

Melissa Morandi – Member – France

Morten Thorvaldsen – Member – Norway

Ramón Estalella Halffter – Member – Spain

Václav Stárek – Member – Czech Republic

Joan Gaspart – Observer – Spain



Our partner: **MKG** GROUP



36-38 Rue Dautzenberg 1050 Brussels | Belgium
Tel: +32 (0)2 513 63 23 | www.hotrec.eu | hotrec@hotrec.eu

