

Draft Action Plan for the EFFAT-IUF Fast Food Sector

For discussion at the Tourism General Assembly

16 November 2021

Background

The Fast-Food sector is a quite unique phenomena in the world. It employs roughly 12 million people worldwide at burger restaurants, coffee shops, take-away and home delivery restaurants.

Throughout the pandemic, the sector has been able to turn a profit, which other parts of the hospitality sector has not. A large portion of the workforce is young, women, migrant, minority, and other groups that are generally vulnerable on the labour market. Far too often, these workers are treated badly, and are forced to work under precarious working conditions, with a poor work to life balance. The sector is also largely unorganised, and trade union membership is very low, compared to other sectors. The sector is often considered an entry point to the labour market for many young workers, and this is something companies like McDonald's take great pride in.

The Fast-Food sector is here to stay and will continue to grow. It is also a very standardised sector, where kitchens, work routines, management structures and so on are practically identical around the globe. The sector sets a standard for jobs in other restaurants, but also in general, because of the size.

All of this combined creates an opportunity for us, in the sense that a change in the fast-food sector, means it has potentially wider implications than within in the sector alone.

EFFAT overall objectives and priorities in the sector:

- Organising and building trade union power
- Strengthening coordination among EFFAT and affiliates
- Improving working conditions, and in particular health and safety standards

Proposed EFFAT Action plan:

- Continue to work with the global partners to find common approaches in the sector.
- Continue the work to improve Occupational Safety and Health for young workers by focusing on issues in the Fast-Food sector.
- Continue the work around fighting Sexual Harassment and gender-based violence in the fast-food sector.
- Creating an ad hoc EFFAT working group on fast-food of interested trade unions.
- Follow up on the OECD complaint against McDonald's.
- Work for an inclusion of franchise-network in the EU due diligence directive.
- Support affiliates in their work to develop methods of organising young and precarious workers, with an extra focus on the fast-food sector.
- Develop strategies on how to increase the number of young members, and the number of workplace union representatives in the sector.
- Support affiliates in their work to improve occupational safety and health for precarious workers, with an extra focus on the fast-food sector.
- Continue to map membership and activities in the sector across Europe.
- Develop our policy and advocacy work targeted at the European institutions, with a special focus on Members of the European Parliament.

Upcoming events:

- Fast Food meeting 18 November 2021
- Global Day of Action 2 December 2021
- ILO Convention June 2022