

ITEM 4b: Activity Reports - Sector and Committee Reports

Activity Report Tourism Sector November 2021 - June 2022

Since November 2021, EFFAT carried out the following activities and participated in tourism-related events:

- Based on the discussions at the General Assembly of the EFFAT Tourism Sector on 16 November 2021, the [Action Plan for the EFFAT Tourism Sector 2022-2023 \(FR - DE\)](#) and the [Action Plan EFFAT-IUF Fast Food Sector 2021-2022](#) were elaborated (see links).
- On 2 December 2021, EFFAT participated in the meeting of the Nordic HRCT trade unions bringing together members of EWCs and EWC coordinators in the hospitality sector from TNCs such as Radisson, Scandic, Nordic Choice, Compass, Sodexo, and discussing the situation in the sector after Corona, lessons learned from the pandemic, and the organisation of a Nordic EWC seminar in 2023.
- On 3 December 2021, EFFAT participated in the UNDP Conference “Employment resilience and social protection for Sustainable Tourism”, giving our views regarding necessary actions for a sustainable recovery of tourism as a sector severely affected by the pandemic.
- On 13 December 2021, EFFAT replied to the **Commission Consultation on short-term accommodation rental services** (‘STR’), underlining that the same rules have to be applied to all providers of accommodation services, with regard to e.g. legislation, fiscal obligations, registration and permits, statistics, food hygiene, safety and security, employees’ rights, urban planning, etc., to ensure fair competition and a level playing field all providers of accommodation services.
- On 20 December 2021, EFFAT sent the end-of-the-year message for the tourism sector, summarising activities and achievements in 2021.
- End of January 2022, EFFAT joined the **Pact for Skills for Tourism** (PfST), driven by the European Commission in the context of the European Skills Agenda. EFFAT had underlined that any re- and up-skilling must be part of existing vocational education and training (VET) systems and that new skills needs have to be integrated into them, and that all new initiatives should build on existing VET structures or at least integrate them, as in most countries, trade unions are involved in VET. The PfST shall be implemented through national and regional skills partnerships.
- On 8 February 2022, EFFAT participated in the European Commission’s Tourism Spotlight event of the EU Industry Days 2022 which marked the launch of the **Tourism Transition Pathway (TTP)**, to which EFFAT had [contributed](#) extensively.
- On 2 March 2022, the Social Partners in the European Contract Catering Sector, at the Steering Committee meeting of their Sectoral Social Dialogue Committee (SSDC), discussed COVID-19 & its impact on the future of work in the contract catering sector, the further dissemination and implementation of the EFFAT-FoodServiceEurope “Guide to the economically most advantageous offer in contract catering”, joint activities in the field of qualification and training and on the fight against sexual harassment and violence at the workplace.
- On 7 March 2022, the Social Partners in the European Hotel and Restaurant Sector, at the Steering Committee meeting of their SSDC, discussed the situation of the hospitality sector in Europe due to COVID-19, exchanged with the Commission on the “Transition Pathway for Tourism” and the “EU Pact for Skills for Tourism”, and updated information on activities in the field of education and training, platform economy, health & safety at the workplace, undeclared work and just transition.
- On 14 March 2022, EFFAT and its affiliated French trade union federations in the tourism sector sent a **joint letter to the French government**, actually holding the EU Presidency, to bring to their attention the trade unions’ proposals and demands to master current and future challenges of the hospitality-tourism sector, such as to rethink tourism with a more sustainable and socially responsible vision, to prioritise workers and quality employment, with stable jobs, fair wages,

decent working conditions through collective bargaining, attractive career paths, etc., to attract and retain a skilled workforce. The letter called upon the French Presidency to address these issues at the Informal Ministerial Conference of Tourism Ministers on 17 March 2022 in Dijon and to continue to pursue them in the process towards a European Agenda for Tourism 2030/2050. The French government replied on 26 April 2022, stating that they will continue to support tourism professionals to overcome the consequences of the pandemic, and that the French EU Presidency will promote a social and sustainable policy.

- On 16 March 2022, **EFFAT and HOTREC** issued a **joint statement on Ukraine**, condemning Russia's invasion and deploring the loss of lives and the human suffering. The European social partners in the hospitality sector welcomed the measures of the European institutions to allow all people fleeing Ukraine to be protected and to access residency, housing, education, and labour, and underlined that specific attention must be paid to the situation of women and children fleeing the war zones, to protect them from gender-based and sexual violence, and in particular from human trafficking. They called upon the Commission and Member States to introduce measures to minimise the impact of the war on workers and businesses in the hospitality sector which has not yet recovered from the consequences of the COVID-19 pandemic and will be highly affected by this conflict. Furthermore, they confirmed their support to the employers' associations and trade unions in Ukraine, and jointly requested the suspension of the Russian Federation's membership in the UN World Tourism Organisation.
- On 30 March 2022, EFFAT, in cooperation with the IUF, organised a videoconference on **organising in fast food**, to share the latest updates from the sector globally, and to coordinate the proposed action in Geneva in conjunction with the 2022 International Labour Conference.
- On 8 April 2022, EFFAT participated in the European Network of Public Employment Services Conference 2022 "Jointly addressing labour and skills shortages - Preparing for Europe's future labour market", giving EFFAT views in the Panel "Improving attractiveness in shortage sectors".
- From 25 to 29 April 2022, EFFAT participated in the **ILO Technical meeting on COVID-19 and sustainable recovery in the tourism sector**, which adopted [conclusions](#) that describe the challenges and opportunities for a sustainable recovery and decent work in tourism, highlight the need for a human-centred inclusive, sustainable and resilient recovery and a just transition to a sustainable future of work in tourism, and make recommendations for future actions by governments, employers' and workers' organisations, and by the ILO.
- On 23 May 2022, EFFAT finalised the [Position Paper "Fight labour shortages in hospitality-tourism by improving the attractiveness of jobs" \(FR - DE\)](#), with proposals how to improve working conditions in the hospitality sector, based on information provided by member organisations and discussions at meetings, and on reactions of affiliates on a first draft paper. The position paper is submitted to the EFFAT Executive Committee for endorsement (see links).
- On 25 May 2022, McDonald's was hit with a record fine of 1.1 billion Euros in France for tax evasion. This can be seen as a long-term success of the global coalition of trade unions, including IUF, PSI, EFFAT, EPSU and SEIU, who have been sounding the alarm on McDonald's tax avoidance in Europe for years.
- On 31 May 2022, EFFAT contributed to the Commission consultation "Collection of commitments and participation in the co-implementation of Transition Pathway for Tourism". EFFAT underlined the need for quality jobs with decent working conditions and pay, collective bargaining and workers' rights, and proper vocational education and training (VET), that any initiatives on skills have to build on existing VET work, a fair green and digital transition, stricter rules for short-term accommodation rentals and more detailed statistics on employment in tourism. EFFAT expressed interest to be part of the informal Commission expert group and the stakeholder working groups

which will be set up to ensure the TTP implementation process, which is a step on the way to elaborate a **European Agenda for Tourism 2030/2050**.

- On 31 May and 1 June 2022, EFFAT brought together workers and trade union representatives from the hospitality-tourism sector to discuss how to **build trade union power in the HRCT-Sector**, in a seminar organised in the framework of the EFFAT - ITC-ILO project.
- On 7-8 June 2022, EFFAT, in cooperation with the IUF, organised an international fast food meeting in Geneva, in conjunction with the Fast Food Day of Action, and in the context of the ILO International Labour Conference, to promote **occupational safety and health in the fast food sector**.
- EFFAT continued to give support to European Works Councils in Transnational Companies in the hospitality sector, to get their rights to information and consultation and to meet respected, e.g. Accor/AccorInvest, ClubMed, Compass, Elior, Radisson, Sodexo, SSP.