

ITEM 3c: Activity Reports - Sector and Committee Reports

Activity Report Tourism Sector June 2022 - November 2022

EFFAT continued to implement the [Action Plan for the EFFAT Tourism Sector 2022-2023 \(FR - DE\)](#) and the [Action Plan EFFAT-IUF Fast Food Sector 2021-2022](#), adopted by the General Assembly of the EFFAT Tourism Sector in November 2021, and the [Position Paper “Fight labour shortages in hospitality-tourism by improving the attractiveness of jobs” \(FR - DE\)](#), endorsed by the EFFAT Executive Committee on 13-14 June 2022 in Vienna (see links).

Since June 2022, EFFAT carried out the following activities and participated in tourism-related events:

- On 21 June 2022, the Social Partners in the European Contract Catering Sector, at the Steering Committee meeting of their Sectoral Social Dialogue Committee (SSDC), in preparation of the SSDC Plenary meeting in September, discussed how to address COVID-19 & the future of work in the contract catering sector, the dissemination of the EFFAT-FoodServiceEurope “Guide to the economically most advantageous offer in contract catering” at European and national levels and the promotion of its use, qualification and training with a view to the Pact for Skills, and the fight against sexual harassment and violence at the workplace.
- On 29-30 June 2022, EFFAT and many European affiliates participated in the IUF HRCT Conference in Rome. Agenda items were sustainable tourism, occupational health and safety, climate crisis and the impact of tourism and secure work, and resolutions on sustainable and responsible tourism, on Ukraine, and on organising strategies for international sporting events were adopted.
- On 7 September 2022, four young McDonald’s workers from France, United States and Brazil spoke on a dedicated [hearing](#) in the European Parliament hosted by MEPs Manon Aubry and Maria Noichl about McDonald’s failure to deal with the endemic sexual harassment within their restaurants. The hearing was arranged together with MEPs, IUF and the American trade union SEIU. McDonald’s workers from across the world reported countless cases of sexual harassment, and EFFAT is committed to continue the work to eliminate any form of harassment and gender based violence at the workplace. Our key demands to the EU institutions are:
 - A strong and ambitious Due Diligence directive covering companies operating through franchise systems.
 - A real push towards the ratification of ILO Convention 190 on the eradication of violence and harassment.
 - An EU directive on combating violence against women, and domestic violence.
- On 23 September 2022, the Social Partners in the European Hotel and Restaurant Sector, at the Working Group meeting of their Sectoral Social Dialogue Committee (SSDC), discussed the situation of the hospitality sector in Europe and its recovery, the EU Pact for Skills for Tourism, social partners actions vis-à-vis Ukrainian refugees, the review of the EU Sectoral Social Dialogue, the Directive on Platform Work and the Regulation on Short Term Rentals, and were briefed on the latest policy developments and initiatives in the field of employment and social affairs, e.g. minimum wages; gender pay transparency; micro-credentials and individual learning accounts.
- On 26-28 September 2022, the outcomes of the seminar “Build trade union power in the HRCT-Sector” organised end of May 2022 in Zagreb, were presented at the final conference of the EFFAT - ITC-ILO project “Build trade union power for a fairer Europe” in Turin, and examples of good practices in organising and increasing outreach to traditional and new groups of workers from the hospitality-tourism sector were given.
- On 27 September 2022, on the occasion of the World Tourism Day, EFFAT joined the global call to ‘[Rethink Tourism](#)’, reiterating the urgent need to rethink tourism with a more sustainable and socially responsible vision, and to relaunch hospitality-tourism by making it an attractive sector to work in where workers are valued, promoting the EFFAT Position Paper “Fight labour shortages in

hospitality-tourism by improving the attractiveness of jobs” which proposes measures to be undertaken in 18 areas, such as working conditions and pay, collective bargaining, work-life balance, vocational education and training, health and safety, gender equality and diversity, digital and green transitions, and workers’ information, consultation and participation.

- On 28 September 2022, the Social Partners in the European Contract Catering Sector, at the Plenary meeting of their SSDC, discussed the impact of current labour shortages on the sector, the implementation and follow up of the EFFAT-FoodServiceEurope “Guide to the economically most advantageous offer in contract catering”, the relevance of the Pact for Skills for the contract catering sector, and initiatives to fight sexual harassment in the sector.
- On 12 October 2022, EFFAT and HOTREC issued a [Joint Statement](#) welcoming the European Commission’s intention to present a legislative initiative on short-term accommodation rental services (STR) by the end of 2022. In order to guarantee a level playing field and fair competition in the hospitality sector, the social partners claim that the Commission initiative should establish a mandatory host registration system and mandatory data-sharing obligations for STR platforms that will provide authorities with relevant data, introduce measures to reach a comparable level of health, safety and security for guests and employees as those already well-established for regulated tourism accommodation services, ensure that rules apply to all STR hosts (professionals and peer), guarantee that legislation is fully respected by all providers of hospitality and tourism services, through effective enforcement, supported by resources and legal power for public authorities.
- On 14 to 20 November 2022, the Global week of action for fast food workers took place. The theme for this year was the call to organise the sector, and put an end to the widespread union busting in the sector. Fast food workers and trade unions from across Europe took part in this week of action, in which they not only took action to call on their brothers and sisters in the sector to join unions, but also specifically sent their solidarity to the ongoing unionisation campaign of Starbucks in the United States.
- On 16 November 2022, the General Assembly of the EFFAT Tourism Sector discussed current challenges for the hospitality-tourism sector (cost of living crisis, labour shortages, rising energy and commodity prices, war in Ukraine), fair green and digital transition in hospitality-tourism, global HRCT activities, activities in the various fields (fast food, hotel housekeeping, qualification & training, occupational health & safety, platform economy, social labelling, building trade union power, coordination of collective bargaining), and agreed on future priorities for the EFFAT Tourism Sector. (An oral report on the results of the GA will be given)

EFFAT continued to participate in coordination meetings on the **Pact for Skills for Tourism (PfST)**, launched in January 2022, driven by the European Commission in the context of the European Skills Agenda, which shall be implemented through national and regional skills partnerships. EFFAT keeps underlining that re- and up-skilling must be part of existing vocational education and training (VET) systems, and build on existing VET structures, in which trade unions are involved in most countries. EFFAT shares examples showing how social partners are cooperating on the integration of new skills needs in VET curricula.

EFFAT continued to cooperate in the implementation of the **Tourism Transition Pathway (TTP)**, launched by the Commission in February 2022. 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**.

EFFAT continued to give support to **European Works Councils** in Transnational Companies in the hospitality sector, to get workers’ rights to information and consultation and to meet respected, e.g. Accor/AccorInvest, ClubMed, Compass, Elior, Radisson, Sodexo, SSP.