

Draft Action Plan for the EFFAT-IUF Fast Food Sector

For discussion at the Tourism General Assembly

16 November 2022

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. The fast food sector is a very standardised sector, where kitchens, work routines, management structures and so on are practically identical around the globe even though the sector is characterized by various franchise models and licensing arrangements. Due to the size of the sector, it sets a standard for jobs in other restaurants, but also in large.

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 low wages, unhealthy and unsafe working environment, and a poor work-life balance. Because of this, the sector is largely underorganised, 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.

Even though the path for unionising the sector is long, the work has begun and new organising campaigns appear regularly, and EFFAT, together with the affiliates, must continue to support these efforts.

But these challenges also create opportunities for the trade union movement, in the sense that an improvement in the fast food sector could have wider implications across the whole tourism sector.

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 strategies to unionise the 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 networks 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
- Continue to map membership and support organising activities in the sector across Europe
- Develop strategies to broaden the work in fast food to include other parts of the food service sector
- Develop EFFAT policy and advocacy work targeted at the European institutions, with a special focus on Members of the European Parliament