



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Executive Committee
BRUSSELS, 03 and 04 March 2020**

Agenda item 7: **Political Framework and follow up on Action Plan 2020-2021**



F) Tourism

Decision: The Executive Committee takes note of the reports and endorses the documents presented.

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EFFAT Tourism Sector

Activity report

March 2020

| Area of work / activities | Results and progress |
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| 1. General | |
| Tourism Sector Board | <p>The EFFAT Tourism Sector Board on 29 November 2019 discussed the 2020 priorities for the EFFAT Tourism Sector, based on the EFFAT Action Plan 2020-2021.</p> <p>The 5th EFFAT Congress in November 2019 in Zagreb confirmed the election of Pilar RATO as Chairperson, and Andreas GOLLNER and Dave TURNBULL as Deputy Chairpersons of the Tourism Sector. The nominations of representatives for the Tourism Sector Board and the Steering Committees of the Sectoral Social Dialogue Committees Horeca and Contract Catering still have to be completed.</p> |
| 2. Platform economy / digitalisation | |
| Short-term accommodation rentals | <p>In November 2019, EFFAT and HOTREC signed the "Joint Statement on the Platform Economy" - For a level playing field and fair competition in hospitality and tourism", asking for fair competition and a level-playing field in the platform economy in tourism, also looking into newly emerging business models such as meal-sharing platforms.</p> |
| Food delivery riders | <p>EFFAT started cooperation on Food Delivery Riders with other concerned ETUFs (ETF and UNI Europa) and the ETUC.</p> <p>Cooperation in this field is also pursued in the context of the project "GIG economy and workers' information, consultation, participation, and collective bargaining processes" run by FILCAMS-CGIL.</p> |
| Digitalisation | <p>In the context of the SSDC Horeca, EFFAT and HOTREC carried out a survey amongst their member organisations to collect information on new technologies, automation, robotisation and digitalisation in the hospitality sector and their impact on employment and workers.</p> |
| 3. Health & safety | |
| Risk assessment | <p>The Online interactive Risk Assessment (OiRA) tool for the European Horeca sector, jointly elaborated by EFFAT and HOTREC, with the support of OSHA, was launched in November 2019.</p> |
| Sexual harassment and violence at the workplace | <p>The results of the EU co-funded EFFAT project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors", including the EFFAT Recommendations to protect workers from sexual harassment and violence adopted at the EFFAT Women's Conference and the EFFAT Congress in November 2019, were reported back to the SSDCs Horeca and Contract Catering.</p> |



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| Housekeeping | EFFAT supported the IUF 6th Global Week of Action for Hotel Housekeepers in October 2019. |
| 4. Qualification & training | |
| European Hospitality Skills Passport (EHSP) | The European Hospitality Skills Passport (EHSP) is actually experimented at regional level in the Rhone-Alpes region, first results were reported back to the SSDC Horeca in November 2019. |
| European Alliance for Apprenticeships (EAfA) | Further examples of apprenticeship schemes in Member States / by companies were presented at the SSDC plenary meetings - Contract Catering in September 2019, Horeca in November 2019 - as a measure to implement the Joint European Alliance for Apprenticeships (EAfA) Pledges to enhance quality and attractiveness of apprenticeship schemes in the European contract catering and hotel and restaurant sectors respectively. |
| Council Recommendation on a European Framework for Quality and Effective Apprenticeships | <p>The political discussion we started with the Commission on the need to set criteria for the submission of EAfA Pledges, in line with the Council Recommendation on a European Framework for Quality and Effective Apprenticeships adopted in March 2018, and to establish mechanisms to monitor their implementation, has borne fruits.</p> <p>In the new form for the submission for EAfA Pledges, applicants have to confirm that they:</p> <ul style="list-style-type: none"> - agree with the understanding of apprenticeships, as set out in the European Framework for Quality and Effective Apprenticeships (EFQEA) and to contribute to the implementation of this Framework; - commit to apply the learning and working conditions set out in the EFQEA; - commit to provide updates on activities related to this pledge, in the regular survey on EAfA pledges. |
| 5. Social labelling | |
| Fair hotels and restaurants | On 28-29 January 2020, the 2 nd International Fair Hotels & Restaurants Workshop was organised by EFFAT and IUF in Brussels, in cooperation with ETUC / EWPC. The meeting aimed at taking stock of progress made by the existing initiatives for fair hotels and restaurants in Croatia, Denmark, Ireland, Norway, Slovenia, Sweden and USA/Canada, at looking into new developments in Spain, at promoting the Just Tourism website http://www.justtourism.org launched in March 2019, and at expanding social labelling in tourism to more countries and sectors. |
| 6. Undeclared work | |
| European Platform tackling undeclared work | EFFAT is represented at the European Platform on Undeclared Work . A sector-specific seminar on undeclared work in the Horeca sector will be organised in May 2020. |
| 7. Responsible procurement | |
| Socially responsible procurement in contract catering | The new EFFAT-FoodServiceEurope Guide " Choosing best value in contracting food services – A guide for private and public client organisations " updated with EU co-funding and in line with the new EU public procurement legislation, was launched in September 2019 . |



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| | EFFAT joined the national launching event of the Hungarian Best Value Guide in October 2019 in Budapest. |
| 8. Fast Food | |
| Working conditions in fast food | EFFAT supports the initiatives of member organisations for decent work and fair wages in fast food, e.g. " Fight for 14€ " in Belgium, " 12 Euro mindestens " in Germany, " £10 per hour " in the UK. |
| Global Fast Food Action Day | EFFAT supported the International Fast Food Workers' Global Action Week organised in week 11-17 November 2019 with actions around the globe . |
| McDonald's | In the coalition of European and American trade unions, meetings with newly elected MEPs were held to discuss McDonald's tax avoidance and employment policies. |
| 9. Migrant workers /refugees | |
| Fast track schemes | Further examples of good practices regarding refugees' integration into the labour market in Member States were presented at the EFFAT-HOTREC SSDC plenary in November 2019. |
| 10. Miscellaneous | |
| Meetings | EFFAT participated in the following events: <ul style="list-style-type: none">• IUF HRCT Board meeting in October 2019 in Boston• European Tourism Forum in October 2019 in Helsinki, Finland• ISTO Trade Union Task Force meetings in October 2019• NU HRCT Congress in Reykjavik in January 2020• IUF Catering Steering Group and Global Sodexo meeting in Paris in January 2020• Tourism for Jobs and Growth Manifesto Steering Committee in January 2020• GIG Economy Project Steering Committee in Barcelona in November 2019 and in Sofia in February 2020 |



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List of meetings relevant for the EFFAT Tourism Sector in 2020

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| 10 January | Paris | Elior EWC Select Committee |
| 22 January | Paris | IUF Catering Steering Group |
| 23 January | Paris | IUF-Sodexo meeting |
| 28-29 January | Brussels | 2 nd EFFAT-IUF Fair Hotels & Restaurants Workshop |
| 28-29 January | Frankfurt | Compass EWC Select Committee |
| 4 February | Brussels | European Tourism Manifesto for Growth & Jobs – Steering Group |
| 5-6 February | Paris | Elior EWC |
| 13 February | Sofia | EU Project “GIG economy and workers’ information, consultation, participation, and collective bargaining processes” – Project Steering Committee |
| 19 February | Brussels | SSDC Contract Catering – Steering Committee |
| 10 March | Brussels | EU Commission’s Digital Tourism Network |
| 13 March | Brussels | SSDC Horeca – Steering Committee |
| 19 March | London | SSP EWC Select Committee |
| 23-26 March | Frankfurt | Compass EWC |
| 25-26 March | Brussels | European Platform Tackling Undeclared Work – Plenary |
| 22 April | Chicago | IUF International Fast Food Workers’ Meeting |
| 23-24 April (tbc) | Budapest | EU Project “Workers’ influence on outsourcing, tender processes and transfer of employment contracts” – Seminar Contract Catering |
| May | Brussels | UDW Platform Horeca Seminar |
| 5 May | Brussels | European Tourism Day |
| 12-14 May | Madrid | IUF Hotel Steering Group European / Global Marriott meeting |
| 27-28 May | Bologna | EU Project “GIG economy and workers’ information, consultation, participation, and collective bargaining processes” – Conference |
| 9 June | Brussels | European Trade Union Liaison Committee on Tourism (ETLC) |
| 10 June | Brussels | SSDC Contract Catering – Steering Committee |
| 9-11 June (tbc) | Brussels | Radisson EWC |



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| 11-12 June | Amsterdam | AccorInvest EWC |
| 15-17 June | Steinbach, Germany | Compass EWC Select Committee |
| 16-18 June | tbc | EFFAT EWC Coordinators' Conference |
| 24 September | Brussels | SSDC Horeca – Steering Committee |
| 25 September | Brussels | SSDC Contract Catering – Plenary |
| 14-15 October | Brussels | European Platform Tackling Undeclared Work – Plenary |
| 26 November | Brussels | General Assembly Tourism |
| 27 November | Brussels | SSDC Horeca – Plenary |
| 3-4 December | London | SSP EWC |

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