



IUF : UNITING FOOD, FARM & HOTEL WORKERS WORLDWIDE

8 RAMPE DU PONT-ROUGE | 1213 PETIT-LANCY | SWITZERLAND | IUF@IUF.ORG

IUF COVID-19 DEMANDS : FAST FOOD

The Fast Food sector employs approximately 13 million workers worldwide, many of them in precarious conditions with low wages. During the COVID-19 outbreak, most fast food chains have had to close their stores, resulting in pay cuts or no pay for staff during furlough. In a sector where the wages are already low, the impact is tremendous, plunging workers into poverty. Where fast food chains have remained open, workers face a significant risk of contracting the virus because of a lack of personal protective equipment (PPE) and proper health and safety procedures. Customers and workers are both at risk of contracting the virus when fast food workers don't receive sick pay and are forced to continue working in order to survive. Migrant workers who run the risk of deportation when jobs are lost are especially vulnerable.

Since the introduction of "stay at home" policies, food delivery workers have become essential workers, transporting food and maintaining business for restaurants. However, they often lack access to PPE, adequate health and safety procedures and sick pay. This risk to customer health can be remedied by provision of PPE, training and decent working conditions for these essential workers.



WHEN OUTLETS ARE CLOSED, FAST FOOD CHAINS AND THEIR FRANCHISEES MUST:

1. Provide full pay for their workers. Given that a huge proportion of fast food workers are living from paycheck to paycheck, a reduction in pay, even for a limited amount of time, is devastating for fast food workers.
2. Ensure that workers on zero hours contracts or casual workers are fairly compensated. Given that many workers around the world are working under casual employment schemes, they are now at risk of losing their livelihood. Fast food chains must ensure that these workers are able to pay their basic expenses like housing, food and other necessities during the COVID-19 pandemic.
3. Ensure that workers do not lose their jobs and can return to their jobs when the situation normalizes. Given that many governments have enabled companies to furlough their workers, fast food chains and their franchisees should take this opportunity and compensate their workers during the time they are not working or have reduced working hours. When companies use government schemes such as short-time work allowances or temporary unemployment benefits, they should top-up shortfalls in wages to avoid workers falling into poverty.
4. Ensure that workers accrue normal holiday entitlements while on short term lay-off or furlough and be able to access holiday pay at 100% of normal rates.



IUF COVID-19 DEMANDS : FAST FOOD

WHEN OUTLETS ARE OPEN, FAST FOOD CHAINS AND THEIR FRANCHISEES MUST:

1. Conduct a comprehensive risk assessment with the active participation of workers and their trade union.
2. Provide and ensure proper use of PPE, including but not limited to, masks, protective gloves etc.
3. Ensure workers have access to soap and water, hand and surface sanitizer.
4. Install Perspex, Plexiglas or similar material to shield workers from potentially infected customers.
5. Ensure physical distancing of 2 meters between workers in work spaces as well as in lunch and/or break rooms throughout the workday.
6. Provide full sick pay from the date of reopening to ensure workers stay home if sick to prevent the spread of the virus.
7. Provide COVID-19 testing as national circumstances allow.
8. Enact policies on paid leave and income protection that are gender sensitive given women's disproportionate responsibility for childcare.
9. Follow country-specific public health recommendations.



Rights for Migrant workers

- Permanent work permits to prevent deportation of migrant workers during COVID-19.
- Guaranteed access to health care for undocumented migrant workers.
- Health and safety guidance and procedures in the languages of all migrant workers.

Rights for Food delivery workers/Riders

- Ensure that food delivery workers/riders have PPE and follow safety procedures to avoid exposure given their particular vulnerability.
- Recognize food delivery workers/riders as workers. The misclassification of food delivery workers as self-employed must be changed to grant these workers their rights including access to sick pay. In the context of COVID-19, when food delivery workers/riders are forced to work while sick because of economic hardship, this misclassification puts the food delivery workers/riders, the restaurant workers producing the food and the customers at risk.
- Recognize unions of food delivery workers/riders. Given the precariousness of these workers, food delivery workers/riders must have the opportunity to bargain collectively for decent work and a decent life.



For more recommendations regarding COVID-19, please consult the **IUF COVID-19**

Demands: Food and Beverage as well as the **IUF COVID-19 Demands: Equality**