



IUF : UNITING FOOD, FARM & HOTEL WORKERS WORLDWIDE

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IUF SAFE RETURN TO WORK DURING COVID-19 DEMANDS : HRCT

Millions of workers in the HRCT sector are suffering from the consequences of the COVID-19 pandemic. The widespread closure of hotels, bars and restaurants as well as the general collapse of tourism have been devastating for workers, more than half of whom are women.

In some countries governments are relaxing restrictive measures and within a relatively short time, hotels and restaurants will be reopening. While restrictions and health measures to ensure the health and safety of customers are critical, the IUF is concerned that there has been insufficient focus by both employers and governments on the health and safety of the workers in the HRCT sector.

Our view is that given the pandemic's impact — physical, psychological and economic — and given the HRCT sector's restructuring — some necessary, some opportunistic — it will take years to return to pre-COVID-19 levels of activity. Crucial to the rebuilding of the sector will be strong trade union voices guiding the policy development and implementation in order to ensure robust health and safety measures, income security, job security, gender equality including health care and sick leave, and above all trade union rights.

We have identified three key areas in which to develop the IUF's strategies and demands:

- economic protections,
- health and safety measures, and
- demands on international institutions.

These demands are meant for all workers, whether they work in large international chains or in small and medium enterprises (SMEs), regardless of geography, throughout the entire supply chain.

All actions and demands must be targeted towards sustainability, preservation of the environment and the safeguarding of natural resources.



ECONOMIC

- Negotiate with unions to ensure workers' maintenance of income and protection of employment.
- Provide health care for all workers especially where adequate health care systems are not universally guaranteed.
- Provide adequate paid sick leave that accounts for quarantine and care of sick relatives.
- Ensure that all policies are gender sensitive including those on paid leave and income protection.
- Ensure that all workers including those with non-standard forms of employment such as part-time workers, outsourced workers, workers on zero-hour contracts and informal workers, benefit from economic protections.
- Negotiate with trade unions and implement training programmes to retrain workers for new skills and different professions.
- Negotiate CBA language that requires negotiation with trade unions prior to implementation of any new technologies and automation which could potentially impact employment.

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HEALTH & SAFETY (H&S)

- Stop programs, policies, and protocols that shift responsibility for worker safety and health by focusing on worker behavior, also called Behavior Based Safety programs, instead of workplace hazards.
- Mandate H&S committees in all workplaces, **with trade unions representatives**, to identify and evaluate COVID-19 exposure risks and their mitigation with detailed written procedures for implementing these guidelines available in all languages spoken by workers.
- **Ensures women's inclusion in H&S committees.**
- Negotiate CBA language based on ILO Convention 190 and Recommendation 206 that protects workers from sexual harassment.
- Mandate H&S trainings and Personal Protective Equipment (PPE) protocols.
- **Provide PPE at no cost, in sufficient quantity, and adapted to the bodies of both women and men.**
- Introduce additional protection measures for pregnant women workers and for menopausal women, particularly women experiencing painful symptoms.
- Negotiate with unions prior to the introduction of new work rules and technologies to evaluate the impacts on public health, safety, and workers.
- Follow the WHO's recommendation in its "Operational considerations for COVID-19 management in the accommodation sector" that all Green Programmes which discourage daily housekeeping be suspended indefinitely.
- Include COVID-19 in the ILO's List of Occupational Diseases per the Council of Global Unions policy brief.

INTERNATIONAL INSTITUTIONS AND GOVERNMENTS

- WHO/ILO/UNWTO must invite the IUF to join the Global Tourism Crisis Committee established to develop common international guidelines for the HRCT sector.
- International Financial Institutions including the World Bank's International Finance Corporation must provide emergency income relief in the form of wages, health care and paid sick leave for workers.
- UN must call on governments to follow the example of countries like Denmark where government aid to business is conditioned on suspension of shareholder dividends, stock buybacks and use of foreign tax havens as well as to invest in the rebuilding of public services including public health care.
- Governments must ratify ILO Convention 190 on the elimination of violence and harassment in the world of work.
- Governments must regularise all undocumented migrant workers to guarantee access to **social protection including health care.**

ADDITIONAL RESOURCES:

IUF COVID-19 Demands: HOTELS



IUF COVID-19 Demands: FAST FOOD



IUF COVID-19 Demands: EQUALITY

