

HRCT Trade Group Board meeting



Copenhagen, September 5th-6th, 2013

Item 6: Catering Sector Report

6.1 Summary Report Catering Steering Group – Geneva, May 21st

6.1.1 Sodexo

James reported on the Sodexo/IUF global meeting held in February 2013. There was discussion concerning the increasingly multi sectoral nature of catering companies and that while these companies are integrating across a number of services, neo liberal policies, supported by Companies and enacted by Governments, are weakening the structures which allow unions to bargain nationally and across sectors. In Spain, contracting and privatisation is increasing. Companies are using the expiry of agreements to create their own labor agreements and adopting a ‘take it or leave it’ approach to bargaining.

In Belgium, Sodexo are operating a policy where workers are not replaced when they leave or are laid off and this is increasing the workload for remaining workers.

In France wage negotiations with Sodexo have failed after the company proposed a zero wage increase despite employees at global headquarters receiving a 2.4% increase.

Kerstin Howald (EFFAT) reported on the October 2012 food safety issue in Germany. A dozen children became seriously ill when tainted strawberries from China were served with desert. This highlights the dangers of the lack of transparency in the supply chain for food ingredients.

James reported on the IUF mission to Morocco, currently in progress, to investigate allegations of workers’ rights abuses by Sodexo.

James also reported on the first collective agreement achieved by members of the IUF affiliated SICO-CUT in Colombia which was made possible by the IUF/Sodexo IFA

The IUF has commenced an organizing plan for Sodexo in India. This is currently at the research and mapping stage to initially target a small number of sites for an organizing drive.

6.1.2 Compass

James reported on the success in Algeria with the formation of a Eurest union which has applied for affiliation with the IUF.

In Italy there have been a series of strikes in 2012 and 2013 protesting job losses. The company proposal to lay off 824 workers was reduced to 496 layoffs in Italy

Affiliates reported on relationship difficulties with Compass. Discussion ensued as to the possibility of negotiating an IFA with Compass similar to the Sodexo IFA. James explained there was not yet a willingness from Compass to undertake this task and we needed to keep up the pressure on the company. IFA's must meet certain criteria under IUF policy prior to the signing of any agreement.

6.1.3 Other Catering TNC's

Elior has 98,000 employees and is expanding all over Europe. In Italy they have recently grown through acquisitions and employ many part time workers. They also have a significant presence in the US, Mexico, Chile and Argentina. This is an important company requiring increased coordination.

The Italian company Ciano is getting more catering contracts in Europe.

Aramark is a significant company for North American and some European affiliates

6.1.4 Work of the Catering Steering Group

Participants discussed how to increase the effectiveness of the catering steering group. Although solidarity with workers in smaller catering companies was an important task for all trade unionists, the IUF needed to prioritise on coordinating affiliate activities and relationships with the major catering TNC's as a priority.

Priorities for the work of the catering sector are defined by the 'Organize, Fight and Win mandate of the 2012 Congress. The IUF secretariat can assist affiliates in catering by focussing and refining that mandate for the specific work of the sector.

Affiliates said they require access to EU Conventions, ILO conventions and the OECD Guidelines and UN Guiding Principles on Business and Human Rights.

It was agreed that the presentation to Sodexo on the OECD Guidelines and UN Guiding Principles would be circulated to affiliates (attached in English only)

Participants want improved communication between affiliates and the IUF and the IUF secretariat and affiliates to assist with the flow of information and any requirement for solidarity actions.

The policies of austerity prevalent in Europe and regular restructuring, have determined the protection of jobs as the major priority in that continent.

6.1.5 General Business

EFFAT is lobbying the EU to ensure public procurement policies take into account social issues and lowest cost cannot be the sole criteria.

The ETUC is running a project on restructuring and EFFAT can utilise six sector meetings under the umbrella of this project. EFFAT would like to use one of these for contract catering and bring together national officers and EWC convenors from Sodexo, Compass, Elior and Aramark. Affiliates thought this was a good initiative.

Due to weather problems in the U.S. there was only one North American affiliate at the meeting and no affiliates from other regions outside of Europe. A greater geographical balance would enhance the work of the steering group.

6.2 ILO: The Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry 20-22 February 2013

The IUF was represented at this Global Dialogue Forum by Madeline Möller from HRF, Blake Harwell from Unite Here and James Ritchie from the Secretariat.

The ITF was the principal GUF representing workers at this forum and the IUF attended because of our interest in airline catering. The following points of consensus from the GDF make no specific reference to catering but impact on airline catering as a component of the civil aviation industry.

Recommendations for future actions by the International Labour Organization and its Members

- 13) *In view of the discussion at the Global Dialogue Forum in February 2013, the following future action was recommended*
- (a) The ILO, in consultation with its tripartite constituents, will explore means to address the needs of the industry for agility and decent and productive work in order to respond to a continuously changing environment and to further strengthen social dialogue and workplace cooperation.*
 - (b) The Director-General of the ILO is invited to consult with the Secretary General of the ICAO on ways of strengthening cooperation between the ICAO and the ILO on matters of common interest and to discuss the 1953 Memorandum of Understanding between the two organizations with a view to its updating in order to take account of developments in the civil aviation industry.*
 - (c) The ILO should promote within the ICAO, and other safety regulators, a "human factors approach" in the security domain, which maximizes the quality of human resources, in terms of elements that impact on the performance of security and safety functions.*
 - (d) The ILO and the tripartite constituents will continue to promote decent and productive work on a level playing field in civil aviation through effective*

promotion, implementation and use of all relevant ILO standards, instruments, declarations, codes of practice and tools as well as engage in action oriented research and dissemination of relevant information on trends and developments in civil aviation.

- 14) *The ILO should convey the points of consensus from the Global Dialogue Forum to the Sixth Worldwide Air Transport Conference of the ICAO, scheduled to be held on 18–22 March 2013 in Montreal, Canada.*
- 15) *No later than 12 months after the Global Dialogue Forum an assessment of the progress on the implementation of the points of consensus arising from the Forum should be considered by an ad-hoc tripartite meeting taking into account the resource situation of the ILO*