



European Works Councils in the Contract Catering Sector

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Legal background

European Works Council Directive

Council Directive 94/45/EC of 22 September 1994 on the establishment of a European Works Council ... in Community-scale undertakings and groups of undertakings for the purposes of informing and consulting employees

- **companies with > 1000 employees**
- **> 150 employees in ≥ 2 EUMember States**
- **workers' representatives from all countries where undertaking / group has subsidiaries**
- **> 1 annual meeting with central management**
- **select committee**

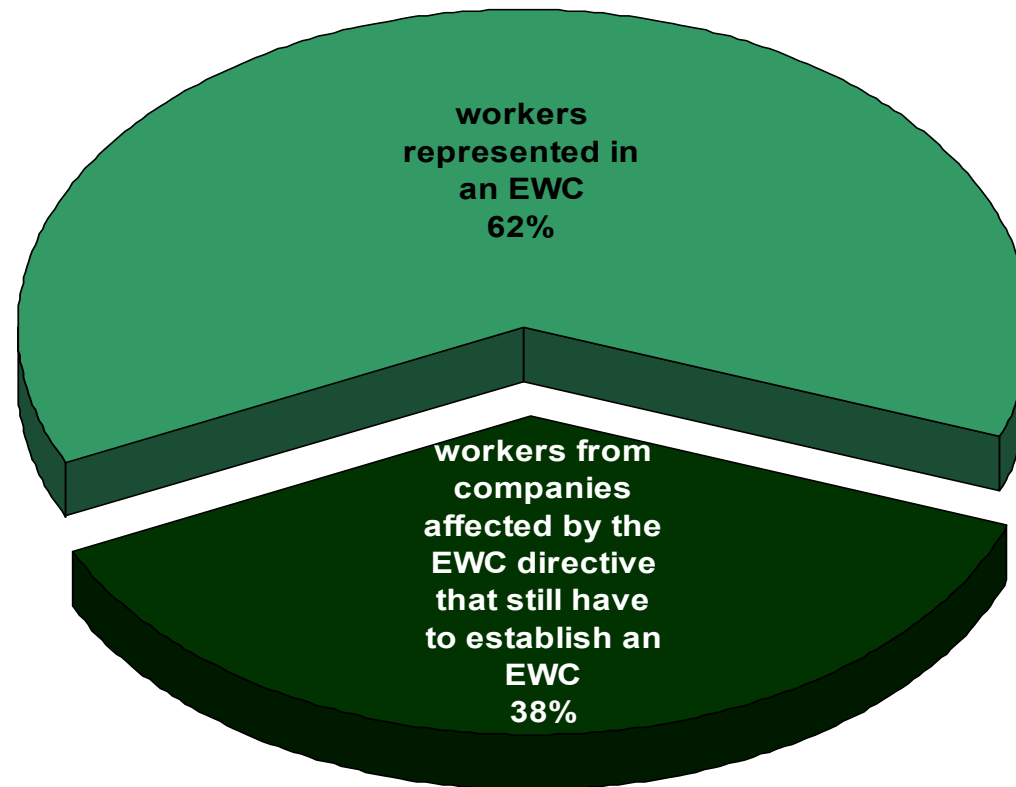
Information / consultation

Items for information / consultation:

- **structure, economic and financial situation of the undertaking / group**
- **probable development of business and of production and sales**
- **situation and probable trend of employment**
- **investments**
- **substantial changes concerning organization, introduction of new working methods or production processes**
- **transfers of production, mergers, cut-backs or closures of undertakings, establishments or important parts thereof, and collective redundancies**
- ▶ **on the basis of a report drawn up by central management**
- ▶ **on which an opinion may be delivered at the end of the meeting or within a reasonable time**

European Works Councils

- > 2000 companies covered by EWC Directive
with 16 million workers \approx 10% of all workers in the European Union
- > 800 EWCs set up
 \pm 10 million workers are actually represented in an EWC
- \approx 100 EWCs in EFFAT sectors (food and hospitality/tourism)



European Works Councils in HRCT

Hotels

Accor
Hilton
Rezidor
Starwood/Sheraton
Club Méditerranée
InterContinental
Scandic
NH Hoteles (nego)

Tour Operators

TUI (+ First Choice)
Thomas Cook (+ My Travel)
Compagnie des Alpes (nego)

Catering

Aramark
Compass
Sodexo
Elior
Gate Gourmet
LSG SkyChefs
Autogrill
SSP (nego)

Fast Food

McDonald's
Yumm!

EWCs in Contract Catering Agreements

Company	Signed	Countries involved
Aramark	1996	DE, BE, ESP, UK
Compass	1996	AT, BE, DE, ESP, FIN, FR, LUX, NL, NO, PT, SW, UK (2010)
Sodex(h)o	1998	AT, BE, CZ, DE, ESP, FIN, FR, HU, IRL, IT, LUX, NL, NO, PT, SK, SW, UK (2010)
Elior	2005	ESP, FR, IT, NL, PT, (UK)

EWCs in Contract Catering

Topics +

- **training & development**
- **gender equality**
- **health, safety & environment**
- **elderly workers**
- **seniority**
- **transfer of contracts**
- **discrimination / harassment**

EWCs in Contract Catering

Good practices

- **training of EWC members on workers' representation systems in EU**
- **annual social report on key indicators**
- **working groups, e.g. on elderly workers, H&S**
- **'country reports' by workers' reps**
- **internal internet-based communication platform for EWC members**
- **EFFAT Coordinators**

Good practices from other EWCs

Accor:

Agreement on trade union rights (Accor-IUF)

Club Méditerranée:

Joint declaration on subcontracting

Agreement on workers' rights and mobility
(Club Med-IUF-EFFAT)

Starwood:

Guidelines for transnational transfer of employees

Thank you for your attention

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