

A global initiative for hotel  
housekeepers' safety and health

# MAKE MY WORKPLACE SAFE

#make**my**workplacesafe



In recent years, the safety of hotel housekeepers has become a global issue: heavier mattresses and duvets, glass shower doors, mirrors and glossy surfaces make working conditions unsafe and workloads heavier. The drive to reduce costs has resulted in outsourcing hotel housekeeper jobs, work intensification, injury increase, a rise in the number of precarious jobs and a consequent reduction of labour standards, workers' rights and wages.

In 2013, the IUF launched a global initiative "Make my workplace safe", a challenge to give these workers healthy and safe conditions of work and more secure jobs. One of the pillars of the initiative is to engage hotel companies and institutions in developing new policies to prevent workplace injuries – physical and psychological.

## Employers have a responsibility to ensure that workers have safe and decent working conditions, including:

- The right to freely form or join a union and to collective bargaining;
- The right to permanent, stable and full time jobs;
- The right to a living wage and to equal pay for equal work;
- The right to form a Health&Safety Union Committee in each workplace;
- Policies to protect workers from outsourcing;
- Workloads adapted to a worker's health condition (e.g. pregnancy, injury recovery);
- Workloads adjusted to working environment, especially the size of the room, room type (e.g. checkout, suite), number of beds and facilities;
- Working in pairs to share workloads, rotate tasks and minimize risks of injuries and sexual harassment;
- Effective education and training;
- Safe workplace with ergonomic tools and proper equipment, preventive measures and adequate protections, especially against
  - Musculoskeletal injuries;
  - Chemical and biological exposures;
  - Acute trauma;
  - Sexual & psychosocial harassment;
  - Stress
- Safe and reliable transportation, where public transportation is not available, for workers working on early/late shifts;
- Secure workplaces with protections from physical assault.

**Hotel housekeepers also need national laws and international standards that recognize this job as high-risk work.**

