

# AFRICA

Across West Africa, we have dedicated ourselves to educating members on the risks inherent in hotel housekeeping, through conferences, workshops and seminars. By talking openly about the conditions – the difficult and repetitive work, the rampant sexual harassment, and the anti-union climate – **we empower workers to challenge the status quo.**

In South Africa, our campaign provided a framework to challenge precarious work. In lunchtime meetings with hotel housekeepers around the country, SACCAWU organized workers to demand secure, full time jobs. At the Protea hotel chain, **negotiations are underway to win maternity leave and protections from sexual harassment.**



*Workers at a conference in Burkina Faso, campaigning for national ratification of ILO Convention 172, on Working Conditions in Hotels and Restaurants.*

# EUROPE

Across the Nordic countries, our **#FairHousekeeping** campaign has **educated and empowered workers, improved working conditions, raised public awareness, and strengthened cooperation between trade unions and employers to improve working conditions.** Our work has been reflected in concrete victories. In Denmark and Sweden, we raised the issue of poor working conditions for hotel housekeepers in our negotiations with employers, and secured protective language in national collective agreements. In the region as a whole, housekeepers are joining unions in large numbers, demanding and securing better union representation, and participating in our training and workshops.



In Spain, in response to a legal challenge from CC.OO Servicios, a 'multiservice' provider has been fined **EUR 2.6 million for fraudulently employing 275 hotel housekeepers** on fake 'training' contracts in a hotel chain since 2013. Both Spanish unions (CC.OO Servicios and FeSMC-UGT) are standing up to companies which have been exploiting the legislation to lessen working conditions through bogus 'collective agreements', **with the result that 46 defective CBA's have been declared null and void by the courts.**

**Hotel housekeepers and their unions affirm their commitment to organizing, fighting and winning together in the years ahead!**



The IUF Global Housekeeping Campaign has created a network for hotel housekeepers around the world to share strategies and fight together – organizing, educating ourselves, protesting publicly, and bargaining at the table for better working conditions.

Following the fourth Global Week of Action for Hotel Housekeepers, we look back at some of our most exciting actions and successes from the campaign over the last years.

Across our regions and around the world, we – the IUF's hotel unions – have fought to lift up housekeepers, and we have won significant gains.



**#MakeMyWorkplaceSafe**

## ASIA PACIFIC

In Thailand, the Phuket Federation of Hotel and Service Labour (FHSL) negotiated with Club Med Phuket, to ensure that women workers – most of whom are housekeepers – receive **equal pay for equal work**. Today, they get the same pay and bonus as men working at the resort! The union succeeded with the 2016-2017 CBA by **winning permanent employment for 20 housekeepers from amongst the temporary workers**.

In the Philippines, the Housekeeping Olympics brought NUWHRAIN members from 8 hotels together for a friendly contest, competing in Bed Making and Towel Folding and bringing attention to the skill that our jobs require. NUWHRAIN **won a government administrative order** for hotels to undergo inspection for non-compliance with national labour and health and safety regulations, with union participation. We also came together to fight after a union activist from the Manila Peninsula was illegally dismissed for participating in the IUF Global Housekeeping Campaign. **She was reinstated with full back wages!**

In Cambodia, the Labour Rights Supported Union of Khmer Employees of Naga Hotel (NHW) was able to negotiate with management to **increase the number of credits from 1 to 2 for housekeepers cleaning the suite room**, and negotiate an incentive for housekeepers who cleaned more than 14 rooms. The union also negotiated improved **arrangements for a housekeeper who is not feeling well during his/her working hours**.



*Towel Folding contest at the Housekeeping Olympics in Manila, Philippines*

## AMERICAS

In Argentina, the leadership of UTHGRA organized workshops for hotel housekeepers at major hotels including the Four Seasons, Hilton and Sheraton. By training workers in correct posture and the proper use of tools and chemicals, **we help our members avoid serious accidents and injuries**.

*Your Respect + My Dignity  
Our Workplace*

**GLOBAL IUF-HRCT HOTEL HOUSEKEEPERS  
WEEK OF ACTION - OCTOBER 9th to 15th 2017**

   

VALUES YOU TAKES CARE OF YOU

### *Leaflet for the 2017 Global Week of Action for hotel housekeepers in Argentina.*

In the US and Canada, the housekeeping campaign has assisted UNITE HERE to organize workers and win better contracts. Public campaigns such as the political fight in the city of Seattle for a proposition (**#YesOn124**) demanding **a law to protect hotel housekeepers from sexual harassment, excessive workloads, and other harm** was successful with the support from hotel unions

around the world who urged city authorities to pass the proposition. In Chicago, our **#HandsOffPantsOn** campaign highlighted the sexual harassment and abuse that housekeepers face on a daily basis and brought national and international attention to this issue.



### *South African workers in solidarity with hotel housekeepers in Seattle, USA who demanded legal protections against harassment and abuse!*

More and more, **we're working together across the Americas to advance the goals of our campaign**. Sometimes, we have used the strength of the IUF's global relationships, working with the hotel chain Meliá to organize training and workshops at the company's properties in different Latin American countries. At other times, we have worked union-to-union. A recent national workshop for hotel housekeepers in Brazil incorporated strategies, training materials and expertise on health and safety from Argentina and the United States.