

Sectoral Brief

Hotels, catering and tourism

Standards and rights at work

The ILO promotes decent work in the Hotels, catering and tourism (HCT) sector by assisting ILO constituents in developing appropriate policies and programmes. They are guided by

the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)

<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C172>

and associated Recommendation (No. 179)

<http://www.ilo.org/ilolex/cgi-lex/convde.pl?R179>.

These instruments are geared towards issues such as working time (overtime regulations and rest periods as well as reconciliation of working time with family life), regular remuneration (wages v. tips), and on the promotion of training schemes in cooperation with employers' and workers' organizations. Through advisory services, the ILO promotes tripartite consultation and help to strengthen appropriate modalities to achieve respect for these standards.

In November 2010, the ILO hosted a Global Dialogue Forum geared toward creating awareness and discussion regarding new developments and challenges in the hospitality and tourism sector. Tripartite in nature, the forum was attended by over 150 government, employers' and workers' delegates from more than 50 countries meeting. Eight Worker and eight Employer representatives had been selected after consultation with their respective Governing Body groups; the Forum was open to representatives of all interested governments. The Governing Body's Worker and Employer groups could also nominate extra-delegates.

In addition, representatives of intergovernmental organizations and international non-governmental organizations have been invited to attend the meeting. Previous to this meeting, the ILO organized tripartite sectoral meetings in Geneva, on Tripartite Sectoral Meeting on the Effects of New Technologies on Employment and Working Conditions in the Hotel, Catering and Tourism Sector (1997), and on Human Resource Development, Employment and Globalization in the Hotel, Catering and Tourism Sector (2001).

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USEFUL RESOURCES

International labour standards

Core international labour standards central to fundamental principles and rights of all workers in hotel, catering and tourism are:

- Freedom of Association and Protection of the Right to Organise Convention, 1948
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C087>
- Right to Organise and Collective Bargaining Convention, 1949
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C098>
- Equal Remuneration Convention, 1951
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C100>
- Discrimination (Employment and Occupation) Convention, 1958
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C111>

Core international labour standards relating to child labour in tourism:

- Minimum Age Convention, 1973
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C138>
- Worst Forms of Child Labour Convention, 1999
<http://www.ilo.org/ilolex/cgi-lex/convde.pl?C182>

Other international standards:

- UNWTO Global Code of Ethics for Tourism
http://www.unwto.org/ethics/full_text/en/pdf/Codigo_Etico_Ing.pdf

National labour legislation (NATLEX database)

- National legislation dealing with tourism
http://www.ilo.org/dyn/natlex/natlex_browse.subject?p_lang=en&p_classification=22.06

Committee of Freedom of Association

- Cases related to the HCT sector
<http://www.ilo.org/ilolex/cgi-lex/pqconv.pl?host=status01&textbase=iloeng&chspec=30&hitdirection=1&hitstart=0&hitsrange=1500&highlight=&context=&query=%28hotel%2C+tourism%2C+catering%29+@title+&chspec=3%2C17%2C21&query0=&query1=&query2=&year=&title=hotel%2C+tourism%2C+catering&query3=&submit=Submit+query>

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