



## **Summary of recommendations to tour operators concerning living wages**

Schyst resande's recommendations to the tour operators are in line with United Nations Guiding Principles on Business and Human Rights and the Sustainable Development Goals.

- Set a living wage strategy with a time-bound and measurable goal for achieving higher wages at contracted hotels.
- Map the wage gap between prevailing wages and a living wage in the supply-chain. Use tools such as the wage ladder, to compare wages with different wage benchmarks. Prioritise workers and hotels with the lowest wages when taking action to close the gap.
- Set up a strategy followed by an action plan for strengthening freedom of association and collective bargaining in the supply chain. The strategy should be developed in consultation with suppliers, workers and unions, civil society and experts.
- Offer training regarding labour rights and social dialogue to hotel management and hotel workers. The purpose of the training is to empower workers and send a clear signal about the importance of respecting workers' rights. Ensure that local trade unions and NGOs are involved in the design and delivery of the capacity-building initiatives regarding freedom of association and collective bargaining.
- Provide financial incentives (such as extended or larger contracts, price premiums etc.) to hotels with higher wages and/or collective bargaining agreements. When expanding to new hotels, give preference to hotels with higher wages and unionised hotels.

### **About Schyst resande**

Schyst resande is a network of eight organizations – Unionen, Childhood, Fair Action, the Swedish Hotel and Restaurant Workers' Union, the Church of Sweden, Union to Union, RealStars and the IOGT-NTO movement. [www.schystresande.se/fair-travel](http://www.schystresande.se/fair-travel)