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Factsheet for case SK-2020-12/261

Transfer of employees from hotels and restaurants to food industry

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Country	Slovakia, applies nationwide
Time period	Open ended, started on 19 March 2020
Type	Social dialogue
Category	Re-orientation of business activities – Transfer or redeployment of workers
Case created	03 April 2020 (updated 07 May 2020)

Background information

The Association of Hotels and Restaurants of Slovakia and Food Chamber of Slovakia agreed to cooperate in transferring redundant employees from hotels and restaurants to the food industry.

The hotels and restaurants were closed or limited their operation and the demand for food products in food industry increased. This measure was set in order to meet higher demand in food industry and to avoid unemployment of employees working in the closed hotels and restaurants with limited operation.

Content of measure

Due to the closure of hotels and restaurants and resulted staff redundancy on one side and a high demand for food products on the other side, the Association of Hotels and Restaurants of Slovakia and the Food Chamber of Slovakia started to cooperate.

The Association and the Chamber help hotel and restaurant employers (posting employer) and food industry employers (user employers) with transfer and with temporary work assignments according to the Labour Law framework. The cooperation is applied through the contract between posting employer and the user employer. Also an agreement between employee and his/her posting employer is signed.

A shared file was created in order to collect information on labour force offer and demand regarding these two sectors.

Use of measure

By 6 April 2020, 18 food industry companies offered approximately 270 vacant positions in total. On the other side, 23 companies from the hotel and restaurant sector offered approximately 350 redundant employees totally.

Actors, target groups and funding

Actors	Target groups	Funding
Employers' organisations Company / Companies	Employees Sector specific set of companies	No special funding required

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Direct consultation

The measure is the result of a cooperation between The Association of Hotels and Restaurants of Slovakia and Food Chamber of Slovakia. A statement reporting the opinion of the employers' association and employees organization is not available.

Sectors and occupations

This case is sector-specific.

Economic area	Sector (NACE level 2)
I - Accommodation And Food Service Activities	I55 Accommodation
	I56 Food and beverage service activities

This case is not occupation-specific.

Sources

- 19 March 2020: Association of hotels and restaurants of Slovakia (www.ahrs.sk)
- 20 March 2020: Transfer of free labour force from hotels and restaurants into food industry (nova.blog.pravda.sk)
- 20 March 2020: Food chamber of Slovakia (www.potravinari.sk)
- 20 March 2020: Slovak agriculture and food chamber (www.sppk.sk)

- 06 April 2020: Agreement on changes in working conditions during temporary assignment (www.dropbox.com)
- 06 April 2020: Contract of temporary assignment of employees (www.dropbox.com)