



A *Recipe* for a stronger



5th Congress Zagreb 6-7 November 2019

#StrongerEFFAT



**EFFAT's main achievements
during the last Congress
period 2014-2019**



EFFAT

Over the course of the last Congress period, EFFAT has played a decisive role in building solidarity and organising unity among food, agriculture, tourism and domestic workers throughout Europe. We have strengthened our voice and political influence in the public arena, including vis-à-vis the European institutions and the senior management of transnational companies (TNCs). We have reinforced our cooperation with the IUF in many TNCs, as well as at sectoral level. We have launched joint initiatives with the employer organisations

in order to address the main challenges affecting our sectors. Together with the ETUC and other European Trade Union Federations, we have pushed for, and achieved, the adoption of important legislative proposals in the social field at EU level.

All our achievements have been made possible thanks to the great support we have received from our affiliates: strong national trade union organisations combined with transnational solidarity can make a significant difference.

EFFAT:

- supports national campaigns and organises transnational solidarity in cooperation with the IUF
- represents affiliates vis-à-vis the EU institutions and influences the EU legislative process
- represents affiliates vis-à-vis the senior management of transnational companies (TNCs)
- engages with EU employer organisations on sectoral social dialogue committees to respond to challenges affecting our sectors
- runs joint projects with social partners in the agriculture, food and hospitality sectors
- negotiates the establishment of new European Works Councils (EWCs) and assists them in their day-to-day activities, promoting their use as a trade union tool

The Secretariat's activity report provides a comprehensive overview of the work and achievements of the last term.

BELOW YOU WILL FIND SOME OF THE ACHIEVEMENTS OF THE LAST CONGRESS PERIOD:

Successful solidarity actions in many TNCs and at sectoral level to actively support affiliates in their struggles and industrial conflicts (Coca-Cola Iberian partners, Coca Cola European Partners, Philip Morris, Barry Callebaut, Norse Production, McDonald's, Foodora, etc.)

Support for **IUF campaigns** (Myanmar Hotel workers, Coca-Cola Zero Rights, Reinstate the Cargill 14, Perfetti Van Melle, Fair Hotels, Fast-Food, Housekeeping, etc.)

Negotiation and renegotiation of **36 EWC agreements**

Establishment of the **EFFAT TNC-EWC Portal** and development of working tools to deal with various social challenges

Development of a common **EWC practice** with four common strategic priorities for the agenda of EWCs: tackling stress at the workplace, fighting precarious work, promoting youth employment and managing the impact of digitalisation

Setting **precarious work** as a common priority in collective bargaining

Launch of **collective bargaining cooperation** in some TNCs

Consolidation of **trade union inter-groups** in specific TNCs and sectors (Coca-Cola, AB Inbev, meat, fisheries, cocoa, etc.)

Enhanced **cooperation with the IUF** in all sectors to tackle new emerging challenges (particularly in fisheries, food, hospitality)



Conclusion of **Transnational Company Agreements** (TCAs) with Barilla on health and safety, with Schreiber on diversity and inclusion, with Unilever on employment measures and with Philip Morris on protection of private data

Coordination of the **EFFAT TNC-EWC network and training** provided to TNCs practitioners and EWC members

Signature of the **Youth Pledge** with our social partners at EU level

Enhancement of **youth work** in EFFAT and youth representation in EFFAT governing bodies (Congress and Executive Committee)

Promotion of the establishment of the **European Platform tackling Undeclared Work**, together with other ETUFs and the ETUC, and active cooperation within these bodies

Influencing the **reform of the CAP** in order to call for a discussion about the inclusion of employment/wage criteria for granting subsidies

Campaign against **child labour** in the global food chain (i.e. EFFAT Cocoa Steering Committee campaign against child labour in the cocoa sector)

Supporting IUF by reducing palm oil imports to Europe from South-East Asian countries

Recommendations formulated by the **EU sectoral social dialogue committees** to implement common proposals and tools at EU and national levels on qualification and training, precarious work, ageing workforce, digitalisation and robotisation, climate change, circular economy, public procurement, fighting sexual harassment, integration of migrant workers and refugees, health & safety and risk assessment, etc

Initiatives to tackle the negative impact of the **Russian ban** in the food and agriculture sectors

Facilitation and support of a range of **capacity-building and training** activities (bioeconomy project, social

dialogue, importance of employment, occupational health and safety campaigns)

Shaping of the review of the **EU Globalisation Adjustment Fund** to protect workers in the event of “trade disputes”

Development of the joint declaration made by the food chain stakeholders on “**Promoting sustainability in the agri-food sector**”, with other civil society organisations and social partners

Advocacy towards the EU institutions to address the imbalances in the **EU sugar market** and to ensure a **future for the sugar sector in Europe** after the end of the quota system

Review of the **European wine regulation** to support employment

Strengthening **green jobs** - EFFAT campaign for 2 million new jobs

Advocacy towards the EU institutions to regulate **new platform economy business models in hospitality and tourism**, e.g. short-term accommodation rentals, food delivery, meal sharing, etc., including joint statements with employers' associations and cross-sectoral cooperation with the ETUC and other European Trade Union Federations (ETUFs)

Campaign for **better rights for migrant workers**, charter for migrant workers, expansion of cooperation between EFFAT, member organisations and migrant workers' organisations, expansion of a European network.

Reinforcement of the work on **domestic workers** in EFFAT

Building **gender equality** within EFFAT, for example, through the adoption of an EFFAT Policy on Mutual Respect, monitoring of the implementation of the EFFAT Recommendations on Equal Pay, participation in the ETUC Rebalance project, monitoring of the participation of women and men in the EFFAT decision-making bodies

Undertaking the project, “**Fighting sexual harassment and violence at work** in the agriculture, food, tourism and domestic work sectors”

Strengthening the work in South-Eastern Europe through the **EFFAT South-Eastern European Council of Trade Unions** and capacity building projects (i.e. industrial policy) with other European Trade Union Federations

Launch of the Just Tourism website in cooperation with the IUF to promote **fair hotels and restaurants**

Advocacy on the revision and implementation of the **Public Procurement Directive** as a step to support **collective bargaining**, together with other European Trade Union Federations and the ETUC

Revision and launch of the Guide, “**Choosing best value in contracting food services - A guide for private and public client organisations**”, in line with the revised Public Procurement Directive

Support and defence of the cause of our member organisations with the introduction of the **statutory minimum wage in Germany**

Influencing the commitment of the future Commission' President to establish an EU framework to set **national minimum wages, preferably through collective bargaining**, together with other European Trade Union Federations and the ETUC

Review of the **Posting of Workers Directive**, a very important step against social dumping and for the implementation of the non-discrimination and equal pay principle of the “same wage for the same work at the same workplace”, together with other European Trade Union Federations and the ETUC

Advocacy for the establishment and implementation of the **European Pillar of Social Rights**, together with other European Trade Union Federations and the ETUC

Contribution to the adoption of the **Transparent and Predictable Working Conditions** Directive, together with other European Trade Union Federations and the ETUC

Advocacy for the adoption of the Regulation establishing the **European Labour Authority** (ELA) for cross-border enforcement of EU labour law and standards, ensuring fair labour mobility in the framework of freedom of movement for workers and the freedom to provide services in the internal market, together with other European Trade Union Federations and the ETUC

A member seat on the **ELA Stakeholder Group**

Advocacy for the adoption of the **Work-Life Balance** Directive, together with other European Trade Union Federations and the ETUC

Contribution to the Directive on **Unfair Trading Practices, together with other civil society organisations** (main topic of the High-level Forum for a Better Functioning of the Food Supply Chain since 2010)

Adoption of the "Council Recommendation on a European Framework for Quality and Effective Apprenticeships" which lays down important quality criteria for **apprenticeship schemes**, including the active involvement of social partners in design, governance and implementation of apprenticeship schemes

Support for, and implementation of, various **European-wide trade union campaigns** such as the "EU Pay rise" or "Democracy at work" campaigns

Consolidation of EFFAT presence on **social media** (Twitter and Facebook), with engagement in the most important **trade union campaigns** and with a constantly growing audience (+1,200 followers)

Creation of a newly designed and more user-friendly EFFAT webpage

Improved **occupational health and**

safety measures in agriculture (e.g. new filters for tractor cabs, retrofitting of forage harvesters, new rules on plant protection products against new biological hazards)

Building a global **campaign against skin cancer for outdoor workers**, in partnership with EFBWW, doctors and social insurance schemes

Promotion of the adoption of new rules on the **protection of origin of agricultural products** to protect jobs and regional added value

Stabilisation of the situation of **small producers** through improved cooperation, strengthening their market power against suppliers and buyers, integrating them into occupational health and safety structures in order to reduce accidents and illnesses, expansion of the small farmers' committee

Cooperation with **organic farm associations** to strengthen employment, expand training and improve working conditions

Develop cooperation with **environmental associations** to preserve biodiversity and improve access to water and soil

Advocacy to integrate agriculture and forestry into **Europe's climate change policy** to ensure a just transition accompanied by the creation of quality jobs

Collaboration with the ETUC and other civil society organisations to change **EU trade policies**