



A *Recipe* for a stronger



5th Congress Zagreb 6-7 November 2019

#StrongerEFFAT



EFFAT Activity report 2015-2019



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Foreword

The past few years have been marked by continued government austerity. As a result, the gap between rich and poor is now wider, and more and more citizens are losing confidence in the common European project.

Brexit is only the most visible result of policies that have failed to protect people from the risks of globalisation.

There has always been criticism of the EU. What is new is the strengthening of anti-European, right-wing nationalist and fascist movements that do not seek to improve the European peace project but to destroy it. One of the most important lessons from history is that nationalism has always been the greatest enemy of workers, who have ultimately paid the price for nationalist aggression and the division of the workers' movement.

As trade unions, we have always dealt with neo-liberal policies and decisions – of the EU and its member states – very critically and proactively, due to their damaging effect on the lives and prospects of the working people we represent. It is deeply regrettable that we are still waiting for a genuinely sustained, radical socio-political turning point in EU politics.

We know that not everything must be regulated at European level and that the EU must become more social, more democratic and more transparent.

But we also know that a politically, economically and socially strong EU is the only truly successful response to the economic, social, environmental and political challenges of globalisation, climate change, peace, international security and fair international trade.

EFFAT today faces new political and social challenges. These include, in particular, new forms of work and employment in the age of the internet and the risks and expected effects of digitalisation and climate change. On a dead planet, there will be no more jobs, no more income and no more future. But the foundations of life are not only at risk for future generations; they are already imperilled today for millions of people around the world fleeing war, hunger, water shortages and the destruction of their livelihoods brought about by climate change.

Sustainability is at the top of our political agenda. But sustainability does not only refer to the ecological dimension, but also social progress; environmental protection must not supplant urgent socio-political challenges.

As trade unions, we must fight to ensure sustainable political change and ecological transformation that guarantees all people a secure, social future through good work with a living wage in a peaceful and liveable environment.

In recent years, the Secretariat has made great efforts to meet the proposals, and in some cases the divergent expectations, of our members, even though with almost 120 member organisations this is not always easy. Ultimately, however, the effectiveness, impact and success of our political work depends on us as trade unions speaking to employers and politicians with a single European voice. We have repeatedly succeeded in doing this on the most important political issues - despite often differing expectations. This is also a sign of the political maturity of our EFFAT.

On the following pages we have summarised some of the results of our joint work. I would like to take this opportunity to express my sincere thanks to all our member organisations for this and for their great contributions to this successful work.

Special thanks go to our Presidents, Theresa Guovelin and Malin Ackholt, our Deputy President Ermanno Bonaldo and our Presidents in the sectors, Peter Holm and Antonio Perianes, Ole Wehlast and Suncica Benovic and our Chairpersons of the Women's and Youth Committee, Marianne Landa, Tanja Fynbo and Ivan Blacevic.



My thanks also go to all those who have helped to ensure progress in the social dialogues, in the structures of the European institutions or in the European works councils.

And a final thanks, of course, goes to our great team in the EFFAT Secretariat, which, despite our limited human and financial resources, has done what I consider to be an excellent job.

Harald Wiedenhofer, September 2019



1. EFFAT Main Achievements during the last Congress Period 2014-2019

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, and we have launched joint initiatives with 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 changes 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 breakdown of the work and achievements of the last term.

Below you will find a summary of key achievements in 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 intergroups** 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 robotization, 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 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**



2. Trans-sectoral Activities

2.1 International Trade

Good working and living conditions in an environment worth living in for all people on this globe today is, not least of all, also the question of a fair and sustainable international economy within the framework of a social and sustainable globalization, which enables and promotes a secure life, liveable income and decent work for all people in peace and freedom. However, we are still a long way from achieving this goal. The law of the economically and politically stronger still dominates international economic affairs. More and more countries are no longer governed by democratically elected governments but by economic elites who abuse free markets and weak national governments for their economic and financial interests. Therefore, one of the political challenges worldwide is to regain the primacy of politics for shaping social coexistence and to place people, and not profit for the few, at the centre of politics and business. International trade must also follow this paradigm.

Over the past five years, our agenda has included not only free trade agreements with a number of countries, but also TTIP, CETA and, most recently, Mercosur negotiations.

We have regularly held the necessary discussions in our committees over many years, adopted appropriate positions and participated in the EU Trade Experts Group.

TTIP and then CETA in particular occupied us as EFFAT, because it was not only about the question of investment promotion and investors' international rights of action and thus about fundamental questions of democracy and the rule of law, but also about workers' and consumers' rights, as well as about food, social and environmental standards.

EFFAT has therefore played a very active role in shaping discussions and decision-making within the ETUC. EFFAT was also part of the ETUC team that had access to some non-public negotiating documents on food law during the TTIP Z negotiations.

At various Commission events, we criticised the Commission's completely misguided approach. After all, the negotiations ultimately failed not only because of fundamental democratic issues, but also because the Commission - just as in the negotiations on the association agreement with Ukraine - was not sufficiently aware of the immense political significance and public impact of the negotiations and believed to the end that it could conduct the TTIP negotiations primarily as a technical task behind closed doors. That was a gross misjudgement, which meant that even a good treaty, from which we were a long way off, would no longer have found public acceptance because of its lost credibility. All the controversy was not only about the content of the treaties and not just about social clauses, which no international trade treaty can do without; it was also particularly about how the negotiations were conducted. Therefore, one of the lessons of the TTIP negotiations is that civil society, including trade unions, must be involved in the negotiations from the outset; in other words, that "negotiations must be different".

The Mercosur negotiations have been on our mind since the beginning of the century.

Mercosur and the European Union signed an Association Agreement on 15 December 1995, which is a preliminary stage to the signing of a free trade agreement. In 2004, the negotiations on this free trade agreement were at an advanced stage and it was expected that the negotiations would be concluded in autumn 2004. At that time, EFFAT and the regional organisation of the IUF in Latin America issued a joint statement on the negotiations in which we were able to reach consensus on all important political, social and ecological issues.

For the government at that time, however, access to the European market for agricultural products from the Mercosur countries remained the point of contention. Since 2004, negotiations have therefore only been conducted at technical level.



However, the EU Commission then offered the Mercosur states laxer control standards for food imports in 2017 - if Europe were allowed to export more chemical products and cars.

At the end of June 2019, an agreement was reached on the free trade agreement between the European Union and Mercosur. When it comes into force, the agreement will form the basis for the world's largest free trade area.

The price for free trade in goods and services will be paid by the Latin American rainforest and European agriculture, which will be sacrificed to the interests of the automobile and machinery industries. In return, the EU accepts large quantities of poultry meat and sugar from the Mercosur countries, although worlds separate European norms and standards from the South American agricultural model. Despite all the appeasing "fairness" clauses, the Mercosur trade agreement will put massive pressure on farms and jobs in the agricultural and food sectors.

In addition, standards for social, environmental and climate protection, antibiotic use, animal and plant protection, food safety, traceability, etc. are significantly lower in Mercosur countries than in Europe. This will cement dramatic distortions of competition!

International trade is not an end in itself. The aim of trade must be to improve people's working and living conditions. All trade agreements must ensure sustainable development and fair trade by promoting the social and environmental standards of the Generalised System of Preferences (GSP+) as the framework for trade relations, contribute to a new dynamic of multilateral negotiations and promote and support ongoing global initiatives to combat hunger, poverty, exploitation and climate change.

They must ensure that labour standards and human rights, including the right to freedom of association, collective bargaining and the right to strike, are not only respected but also implemented and controlled in all countries.

We are still a long way from that.



2.2 Main EU Legal Acts adopted in the Social Field or relevant to EFFAT Sectors and EFFAT Affiliates in 2014-2019

2.2.1 Introduction

The Juncker Commission started its mandate in October 2014 in the aftermath of the economic crisis and the double downturn (2007-2012). After the drastic social consequences of Troika policies, the European Commission's reputation was seriously undermined. Before the start of his mandate, President Juncker announced that he wanted a "social triple-A" for the EU. Although sceptical, together with our sister Federations and the ETUC we did our best to ensure this commitment was converted into concrete actions.

After 5 years, we can certainly say we have not seen the radical change we were expecting. Europe needs a new vision that reverses the current slide and triggers social and economic progress. This is still far from materialising. However, the responsibility of such an impasse certainly doesn't lie solely with the EU Commission or the EU Institutions. On the contrary, we can certainly claim that the last Commission took some encouraging, although insufficient initiatives in the social field. But the EU capacity to act very much depends on the political engagement of national governments whose leaders, today, instead of committing to set Europe on the right path, lack political vision and only look at gaining consensus to succeed at the next scheduled elections.

The European economic context and the global outlook have also not been easy in the last five years. Since the 2008 financial crisis, economic growth has been weak. Many EU countries have continued suffering the effects of damaging neo-liberal and austerity policies. High unemployment, precariousness in the labour market, the working poor phenomenon, as well as social exclusion and increased inequality, have caused a lack of trust in the EU which was also reflected in the Brexit referendum. The failure to respond adequately to the migration and refugee crisis showed all the limits of the Union and fuelled the growth of racism, xenophobia and anti-European sentiments.

Against this very critical backdrop, the Commission launched some important initiatives in the social field, such as those developed within the framework of the European Pillar of social rights (EPSR). Some of them have been converted into concrete legislative acts that will have to be transposed and implemented at national level in the upcoming years.

In 2019 we also saw the adoption of the unfair trading practices Directive that it is extremely important for all actors involved in the food supply chain.

This report aims at giving an overview to EFFAT affiliates about both the main legal acts that have been adopted in the social field as well as those, if not strictly related to the social dimension, still important for our sectors and for EFFAT affiliates. Almost all listed pieces of legislation entailed direct engagement from the EFFAT Secretariat and intense advocacy activities with the EU institutions alone or in cooperation with the ETUC and our sister organisations.

We now urge all affiliates to play an active role in the transposition phase of all these important legislative acts.

All initiatives are listed according to the following order:

- Cross-sectoral Directives, regulations and recommendations adopted in the last term
- Important sectoral legislation adopted in the last term: Unfair trading practices directive
- Main legal acts adopted at the end of the previous term and important for EFFAT affiliates
- Important initiatives that failed to be adopted



General Overview

DIRECTIVES ADOPTED IN THE LAST TERM October 2014 - October 2019		
Name of the legal act	Adopted on	To be transposed by
Revision Posting of Workers Directive	28 June 2018	30 July 2020
Directive on Transparent and Predictable Working Conditions	20 June 2019	1 August 2022
Work-Life Balance	20 June 2019	2 August 2022
Company Law Package – cross border conversions, mergers, divisions	April 2019	June 2021
Protection for Whistle-blowers	May 2019	June 2020

REGULATIONS ADOPTED IN THE LAST TERM October 2014 - October 2019		
Name of the legal act	Adopted on	Entry into force on
Regulation establishing the European Labour Authority https://ela.europa.eu/	20 June 2019	10 July 2019

IMPORTANT SECTORAL LEGAL ACTS ADOPTED IN THE LAST TERM October 2014 - October 2019		
Name of the legal act	Adopted on	To be transposed by
Unfair Trading Practices Directive	17 April 2019	1 May 2021

RECOMMENDATIONS ADOPTED IN THE LAST TERM October 2014 - October 2019		
Name of the legal act	Adopted on	To be transposed by
Proposal for a Council Recommendation on Access to Social Protection for All	Agreement reached in EPSCO on 6.12.2018	18 or 24 months from the publication Some national Parliaments still to approve the agreement

IMPORTANT LEGAL ACTS ADOPTED AT THE END OF LAST TERM 2009 – 2014		
Name of the legal act	Adopted on	Transposed on
Seasonal Workers Directive	26 February 2014	30 September 2016
Public Procurement Directive	26 February 2014	18 April 2016
Directive on the Disclosure of Non-Financial Information	22 October 2014	6 December 2016



LEGISLATIVE INITIATIVES THAT FAILED TO BE ADOPTED IN THE LAST TERM October 2014 - October 2019		
Name of the legal act	Proposed on	State of affairs
Coordination of Social Security Systems - Revision Regulation 883/2004 and 987/2009- Text of the Proposal	13 December 2016	Dialogue agreement rejected at COREPER meeting on 29 March 2019 EU Parliament decided on 18 April 2019 not to close the first reading
Country by Country Reporting Text of the Proposal	12 April 2016	Impasse faced in the Council

2.2.2 European Pillar of Social Rights

Before enumerating all the legal acts that have been formally adopted during this term, it makes sense to say a few words about the European Pillar of Social Rights (EPSR). The EPSR was proclaimed by the European Parliament, the Council and the EU Commission on 17 November 2017 in Gothenburg, Sweden. It comprises [20 principles](#) grouped into three categories: equal opportunities and access to the labour market; fair working conditions; and social protection and inclusion. Although the EPSR it is a political declaration with no binding effects, it remains promising and has delivered some concrete legislative initiatives that have already been converted into newly adopted legal acts: a lot still needs to be done to properly implement the EPSR with binding legislative proposals.

The acts that have been adopted so far within the framework of the Pillar are:

- Directive on Transparent and Predictable Working Conditions
- Regulation establishing the European Labour Authority
- Directive on Work-Life Balance
- Recommendation on Universal Access to Social Security for Workers and the Self-employed

We will explain these legal acts in more details below.

Looking at the next 5 years, we believe the priority of the EU should be a real engagement in tackling inequalities and boosting social cohesion. In this regard, EFFAT believes the EU can play a crucial role by providing concrete support for a more dynamic wage growth through collective bargaining. In this regard, we welcome the commitment of the newly elected Commission President Ursula von der Leyen, that included the introduction of a minimum wage through collective bargaining as one of the main objectives of its political agenda. We will do our best to make sure this commitment, as well as all other principles included in the European Pillar of Social Rights, are translated into tangible and binding measures.

2.2.3 Revision of the Posting of Workers Directive

Although the adoption of the enforcement Directive on posting in 2014 was an important step forward, it failed to address the main trade union demands for a revision of the core principles of the Posted Workers Directive (PWD), in particular the principle of equal pay for equal work and the appropriate hierarchy between social rights and economic freedoms. In March 2016, the Commission finally presented a proposal for a targeted review. Soon after its publication, 11 Member States' parliamentary chambers issued a yellow card, questioning respect for the subsidiarity principle and urging the Commission to withdraw its proposal. After pressure from the



European Trade Union movement and a subsidiarity review, the Commission decided in June 2016 to maintain the proposal unchanged. In June 2018, the revised PWD was finally adopted.

The main achievements of the new text include:

- The introduction of the principle of equal pay for equal work. “Minimum rates of pay” is replaced by “remuneration”. Gross amount of remuneration to be considered.
- A maximum duration of posting (Art 3.1a). 12 + 6 months. Beyond 12+6 months, all terms & conditions of host Member State apply with the exception of conclusion and termination of contract and supplementary occupational pension scheme. Cumulative duration in case of replacement applies.
- Recognition of generally applicable collective agreements (Art 3.8). In the absence of a system for declaring collective agreements to be of universal application, Member States may base themselves on agreements that are generally applicable to all similar undertakings in the geographical area and in the profession or industry concerned, and/ or collective agreements which have been concluded by the most representative employers’ and labour organisations at national level and which are applied throughout national territory.
- Introduction of the Monti clause.
- Mandatory payment of travel, board and lodging expenses on top of remuneration. If this concept is clear for secondary posting, we are facing some problems in the transposition phase for the reimbursement of expenses incurred on account of posting.

Some shortcomings remain in particular with respect to:

- The lack of joint & several liability system in subcontracting chains.
- The weak provisions on the obligation to reimburse reimbursement of travel, board and lodging expenditures.
- The flexibility left to Member States where no extension mechanisms for collective agreements exist to consider (or not consider) universally applicable industry level collective agreements.
- The fact that advantages stipulated in company agreements are not included in the principle of equal pay.
- The lack of countermeasures to prevent the competitive advantage based on the variation in the level of social security contributions between Member States, which represents a significant competitive advantage for companies which have their head office in countries where the level of social security contributions on wages and salaries is low.

Special attention shall be paid during the transposition phase on/in:

- The reimbursement of expenses incurred on account of posting such as board, travel and lodging. It is important to include a clear obligation to reimburse those expenses.
- Those countries where extension mechanisms of industry level collective agreements do not exist. The Directive provides some flexibility in this area.

2.2.4 Directive on Transparent and Predictable Working Conditions

A political agreement between the Council, the Parliament and the Commission was reached on the Directive on Transparent and Predictable Working Conditions in February 2019, following triilogue negotiations. The final adoption was on 20 June 2019 after difficult and intense triilogue negotiations.

One of the major advances is the change from a Directive that gives information (originally it was



just the revision of the written statement) to a Directive that also offers some protection.

The part of the Directive regulating the information package to be provided to workers (extremely important especially for the agriculture sector) is a positive step forward in the attempt to tackle illegal and undeclared work.

According to the Directive, essential information including, inter alia, the elements of the remuneration, the identities of the parties to the employment relationship, the place of work, the date of commencement of the employment relationship, the work title, the description of tasks, the duration of the contract (if temporary), the work pattern and overtime arrangements shall be provided no later than 7 calendar days after the first working day. Other important information shall be provided within one month at the latest.

Where the work schedule is variable, information about the number of guaranteed paid hours, the remuneration for work performed in addition to those guaranteed hours and the reference hours and days within which the worker may be required to work shall also be provided.

The text also ensures that posted workers and workers sent abroad have the right to receive information on their remuneration (including benefits) before leaving their home country. For posted workers, information shall refer also to any allowances specific to posting and any arrangement for reimbursing expenditure on travel, board and lodging.

Conversely, the text is much less ambitious in strengthening rights and protections of the most vulnerable categories of workers.

Nevertheless, the Directive recognise for all workers' rights such as:

- Minimum notice period on work assignments
- Right to be paid if work assignments are cancelled at short notice (the length of notice to be established by Member States)
- Provision of training without loss of wages
- Probation periods limited to 6 months
- Possibility to carry out other employment tasks in parallel with other employers outside the work schedule

As already mentioned, the text falls short in other parts. Although expected and demanded by the Trade Union movement the text:

- does not prohibit zero-hour contracts;
- excludes from its scope workers who work for less than 12 hours a month;
- reference to domestic workers, on-demand workers, intermittent workers, voucher based-workers, platform workers, trainees and apprentices, is only made in the recitals. As far as the definition of worker is concerned, the text only refers to the case law of the CJEU (Lawrie-Blum and others) and extends rights and protections only to forms of employment that are included in that definition;
- doesn't ensure the provision of important information to workers employed in subcontracting chains and temporary agency workers;
- doesn't include the obligation to always provide reasons for dismissals as ensured by the EU Charter on fundamental rights;
- doesn't limit the use of on-call work;



- leaves to the social partners' discretion the possibility to agree, through collective agreements, arrangements concerning working conditions that differ from those enshrined in the directive.

The implementation phase will be crucial as great flexibility is left to Member States in many parts of the text. In Article 20 there is a specific mention of social partners' involvement during transposition. Given the relevance of this piece of legislation for EFFAT sectors, we call on affiliates to take an active role in the implementation phase at national level.

2.2.5 Work-Life Balance Directive

The Directive on Work-Life Balance was adopted in April 2019.

What was achieved?

- Fathers or second parents will be able to take at least 10 working days of paternity leave which will be paid equal to the maternity leave (at sick benefit leave level);
- The individual right to 4 months of parental leave, of which 2 months are non-transferable between parents and are paid;
- A new "carer's leave" of 5 days per year for workers caring for relatives in need of support due to serious medical reasons;
- The right of parents of children up to 8 years and of carers to request flexible working arrangements (modified hours or teleworking) with the guarantee that, at the end of the period, they can return to the same, or an equivalent, job and their original working time.

However, these points present some shortcomings and affiliates are asked to play an active role during the transposition at national level. The drawbacks include:

- The decision on the amount of payment for parental leave and carer's leave is left to Member States (no reference to the need to pay at sick pay leave level);
- The right to parental leave is limited, as Member States can introduce length of service requirements for workers to qualify for leave;
- The time period for Member States to implement the directive in their national law is very long – 3 years.

2.2.6 Company Law Package: Directive on Cross-border Conversions, Mergers, Divisions

The Company law package was published in April 2018 and seeks to introduce some rules for cross-border company mobility in Europe. EFFAT, together with the ETUC, has intensively engaged with the EU Institutions to ensure an outcome which included, inter alia, effective measures against letterbox companies and artificial arrangements, to guarantee that company mobility cannot be used to evade or circumvent labour law, taxation obligation and social security contributions. The European Trade union movement also engaged to ensure more information, consultation and participation rights for European workers when a company decide to move cross-border.

The initial proposal from the Commission delivered new opportunities for companies to move cross-border but it fell short in introducing new tools for workers to have a say on company transfer of head office, divisions or mergers. Adequate safeguards against letterbox companies were also missing.

The report of the European Parliament introduced substantial improvements. As in several other cases, the Commission and the European governments rejected the ambitious proposals from the EP, which would have brought about a more democratic directive.



Although the outcome of the triologue negotiations finalised in April 2019 represents an improvement with respect to the status quo, it is again a missed opportunity to strengthen workers' information, consultation and participation rights.

Ten years after the last EWC Directive, we are still facing a stand-still in the improvement of workers' information, consultation and participation rights.

2.2.7 Whistle-blowers Directive

Workers need to know that if they raise concerns within the workplace or externally, they will be protected from reprisals. Recent scandals show that whistle-blowers can play an important role in uncovering unlawful activities. But workers are often afraid to speak up because they fear being demoted, victimised, dismissed, blacklisted, sued, fined or even imprisoned.

On 17 April 2018, the Commission adopted a draft proposal for a Directive to give workers protection when they come forward to blow the whistle.

The main problems with the draft, which needed amendment in the EP, were that the Commission did not refer the proposal for a Directive to the social partners for consultation in accordance with the Treaty on the Functioning of the European Union (TFEU) Article 154 and that the proposed Directive provided less protection for workers' rights, safety, health and welfare than it did for animal rights, safety, health and welfare. Nor did the proposed text ensure protection for workers wishing to turn to their trade unions. It created a two-tier system of law with EU employment law in second place. The JURI Committee in the European Parliament adopted its position in November 2018 and the Council its general approach in January 2019; yet another directive which was rushed through the legislative procedure in order to be finalised before the end of the mandate of the European Parliament.

Given that the risk of a mandatory internal procedure without protection for workers when talking to their trade union was real, the ETUC decided to push during triologue not to have employment legislation under the scope of the Directive. The text as discussed in triologue did not ensure that a person wishing to blow the whistle is protected when talking to her/his trade union.

Throughout the triologue negotiations, three main problems emerged. Firstly, the obligation to report internally before reporting to an outside authority. Secondly, the restricted protection for workers seeking the assistance of their trade union. The third problem related to the (lawful) acquisition of evidence. As texts stood before the final agreement, there was a real risk that the Directive was going to protect the companies reported on, rather than the persons/workers reporting on grave violations of fundamental (social) rights. However, the ETUC cautiously welcomed the final agreement reached on 11 March. The main success is that there is no longer a mandatory obligation for the reporting persons/workers to first use internal reporting channels before going to external channels (public authorities/media) in order to be protected. Nonetheless, there remain several loopholes in particular in relation to the possibility for reporting workers to be represented throughout the whole procedure by a trade union representative.

Whether this Directive will now be a game-changer will depend on the influence Trade Unions will be able to exert on national governments during the transposition process in the Member States.

2.2.8 European Labour Authority

In March 2018, the Commission proposed a regulation for the establishment of a European Labour Authority ('the ELA'). The Regulation was adopted in June 2019 by the Parliament and the Council following triologue negotiations.

The objective of the Authority shall be to contribute to ensuring fair labour mobility in the framework of freedom of movement for workers and the freedom to provide services in the internal market, as well as to the coordination of social security systems within the Union. Its tasks will be multiple



and will include the exchange of information among national authorities, the coordination of concerted or joint inspections (Member States will be able to opt-out from joint or concerted inspections but will have to “comply or explain”) and the mediation of disputes among Member States on the application of relevant Union law.

The scope is limited to a list of Union acts, but by inserting at the same time the automatic inclusion of any AMs to those acts and the possibility for additional acts to be included in the scope in the future. In the review clause a reference has been introduced to the possible inclusion of sectoral pieces of legislation.

Positive elements have been included in the final agreement thanks to the influence of the European Trade union movement: the possibility for social partners to bring cases to the attention of the Authority, the competence of the ELA in the coordination of social security systems and the clear safeguarding of the autonomy and the role of social partners (‘Monti clause’).

However, the agreement reached on governance is not satisfactory, as the trade union demand was to establish a Tripartite structure. Some improvements have been achieved. The Commission proposal for the involvement of social partners in governance has been improved by introducing the presence of 4 social partners’ representatives on the management board (2 from the trade unions) and by increasing the number of social partners’ representatives in the stakeholder group to 10 (5 from the trade unions side). EFFAT has been allocated one seat in the stakeholder Group.

The Authority is based in Bratislava. The website is already up and running: <https://ela.europa.eu/>.

The first meeting of the management board will take place on 16 and 17 October 2019 in Brussels, preceded by a high-level event organised by the Commission.

2.2.9 Unfair Trading Practices Directive

The unfair Trading Practices Directive has been a very hard-won piece of legislation for EFFAT in 2019. Although the problem of unfair trading practices has been widely recognised for many years, the EU failed for too long to deliver binding solutions. The adoption of this Directive is a first step forward in the right direction, but it came only after many years of intense advocacy work of the EFFAT Secretariat at all levels.

The European Parliament adopted a declaration in 2008. In 2010, the European Commission set up a High-Level Forum for a Better Functioning of the Food Supply Chain (HLF) where national governments and social partners were represented. The first HLF concluded in 2014. A new mandate of the Forum was set from 1 June 2015 to 31 December 2019. EFFAT played an active part in the HLF.

During the last term of the forum, the discussion about the adoption of legislative binding initiatives on unfair trading practices developed. The Directive defines unfair trading practices as: ‘practices that grossly deviate from good commercial conduct, that are contrary to good faith and fair dealing and that are unilaterally imposed by one trading partner on another.’

The agriculture and food sector bring together businesses of different sizes, from small-scale family farms to multinational companies. Large retailers and brands dominate the market, and smaller suppliers are vulnerable to being treated unfairly. Unfair trading practices are unilaterally imposed on weaker trading parties, who are unable to find an alternative buyer and are therefore trapped in an unfair business relationship.



Article 3 of the Directive specifies which practices are considered to be unfair trading practices and are therefore banned:

1. Late payments: paying later than 30 days for perishable products
2. Late payments: paying later than 60 days for other agri-food products
3. Cancelling of orders at short notice (less than 30 days)
4. Making unilateral changes to a supply agreement
5. Requiring payments from the supplier that are not related to the product
6. Requiring the supplier to pay for the deterioration or loss of a product once it has passed into the buyer's ownership
7. Refusing to provide a written supply agreement if requested
8. Acquiring, using or disclosing the supplier's trade secrets
9. Carrying out (or threatening) commercial retaliation when a supplier exercises their rights under this Directive
10. Requiring a supplier to pay for the cost of customer complaints

Six other practices are banned unless they are provided for in clear and unambiguous terms in a supply agreement:

11. Returning unsold products to the supplier without paying for them
12. Charging a supplier for the stocking, displaying or listing of their products
13. Requiring a supplier to pay for the costs of promotions
14. Requiring a supplier to pay for advertising costs
15. Requiring a supplier to pay for marketing costs
16. Requiring a supplier to pay for the fitting out of premises

Suppliers of agri-food products can access protection under this law if they are in a smaller size category as their buyer, have an annual turnover of below €350m and if they are based in the EU or if they are outside the EU, but selling to an EU-based buyer.

This might include farmers, processors and brands. Businesses in the middle of the supply chain will often be both buyers and suppliers. What products are covered? The definition of agri-food used by this Directive is taken from Annex 1 of the Treaty on the Functioning of the European Union. It is a comprehensive list of agricultural products including foodstuffs, tobacco, wine and flowers.

The Directive also covers products that, while not listed, either incorporate or are derived from a product on the list. Processed foods are therefore covered.

The Directive requires each Member State to set up an enforcement body which will ensure compliance with the law. This can either be an entirely new body or a pre-existing entity such as a competition authority or regulator.

Suppliers and producer organisations have the right to complain to the relevant enforcement authority if they feel that they have been subjected to an unfair trading practice. Complaints may be addressed to the enforcement authority in either the supplier's country or the buyer's country.

EFFAT welcomed the adoption of the Directive but still expressed some concerns that include:

- The limit in the turnover threshold (350,000,000 Euros) for supplier to be covered by the Directive. This would exclude many medium sized processing companies as well as Transnational companies that, although to a limited extent with respect to farmers and small producers, may also suffer from unfair trading practices.
- The fact that some unfair trading practices are not listed in the Directive. The "double down" auction processes affecting small farmers in some countries as Italy (aste al doppio ribasso) is, for instance, not included.



We urge all our affiliates to play a very active role in the transposition process in order to broaden the scope of the Directive and improve its effectiveness.

2.2.10 Proposal for a Council Recommendation on Access to Social Protection for Workers and Self-employed

On 13 March 2018, the European Commission published its proposal for a Council Recommendation on Access to Social Protection for Workers and Self-employed, to support all people who, due to their employment status or duration, are not sufficiently covered by social security schemes and thus are exposed to higher economic uncertainty. The initiative is presented as a concrete way to fulfil the EU's objective to promote social justice and protection and implement key rights of working people in the field of social protection.

An agreement was reached in EPSCO on 6 December 2018. Some national Parliaments still have to approve this agreement.

Member States are recommended to provide access to adequate social protection to all workers and the self-employed in Member States, in line with this Recommendation and without prejudice to the powers of the Member States to organise their social protection systems.

Social protection can be provided through a combination of schemes, whether publicly organised, or whose organisation is devolved to social partners or other entities, in accordance with the fundamental principles of national social protection systems. Private insurance products are out of the scope of the Recommendation. Member States are competent to define the level of contributions and decide which combination of schemes is appropriate.

This Recommendation applies to the following branches of social protection, insofar provided in the Member States: (a) unemployment benefits; (b) sickness and health care benefits; (c) maternity and equivalent paternity benefits; (d) invalidity benefits; (e) old-age benefits and survivors' benefits; (f) benefits in respect of accidents at work and occupational diseases.

Proposals adopted at the end of the previous term whose transposition took place within this term:

2.2.11 Seasonal Workers Directive

The Seasonal Workers Directive, harmonising Member States' laws regarding the entry, residence and certain labour rights of seasonal workers, entered into force in 2014 and was implemented by Member States (except for the UK, Ireland and Denmark) by 30 September 2016.

The directive as agreed sets out fair and transparent rules for entry and stay of seasonal workers who are not EU citizens. It also lays down a common set of rights to which seasonal workers are entitled during their stay in the EU in order to avoid their economic and social exploitation.

EFFAT invested a lot of energy and time in influencing the legislative process given the importance of this directive for our sectors. Please find below a brief description of the main provisions included in the Directive:

- Seasonal workers retain their principal place of residence in a third country and stay legally and temporarily in the EU to carry out an activity depending on the passing of the seasons (typically in agriculture or tourism). Member States can apply the rules of the directive to sectors that are dependent on the passing of the seasons, provided they consult social partners where appropriate. Member States must determine a maximum period of stay for seasonal workers between five and nine months in any 12-month period.
- Third-country nationals must fulfil several conditions to be allowed to enter the EU as seasonal workers. To this effect, their application must include, inter alia, a work contract or a binding job offer.



- Member States will keep the right to determine the number of seasonal workers admitted to their country and will have the possibility to reject applications if EU workers are available.
- Within the maximum period of stay, Member States may allow more than one extension of the contract with the same employer, as well as the conclusion of contracts with more than one different employer.
- According to the adopted text, seasonal workers will enjoy equal treatment with EU nationals in terms of employment, minimum working age, working conditions, including pay and dismissal, working hours, leave and holidays, as well as health and safety requirements at the workplace. Equal treatment with EU nationals should also apply to important trade union prerogatives such as the right to strike and to take industrial action. Seasonal workers will enjoy the right to benefit from branches of social security (in practice, benefits linked to sickness, invalidity, old age, etc.). Unfortunately, Member States will have the option not to apply equal treatment on unemployment and family benefits and will have the possibility to limit equal treatment on tax benefits and on education and vocational training.
- According to art.14, Member States will also have to request evidence that the seasonal worker will benefit from accommodation that ensures an adequate standard of living on the basis of national legislation and/or practice. The competent authority will also have to ensure that general health and safety standards are met, and the rent will not be excessive or automatically deducted from wages.
- Member States shall provide for sanctions against employers who have not fulfilled their obligations arising from this Directive, including the exclusion of employers who are in serious breach of their obligations from employing seasonal workers. Those sanctions shall be effective, proportionate and dissuasive.
- As in many other directives, provisions concerning the establishment of a joint and several liability systems in the subcontracting chain are unfortunately very weak.
- Member States must provide measures aimed at preventing possible abuses and at sanctioning infringements. They must also provide seasonal workers with effective mechanisms for lodging a complaint against their employer, either themselves or through interested third parties.

Below is an extract of EFFAT's position at the time of the adoption of the Directive:

- EFFAT acknowledges that different standards of working and employment conditions and the general lack of equal treatment is the primary cause of social dumping among national and third country workers in the EU. Thus, EFFAT welcomes the recognition of equal treatment in Art. 16.
- EFFAT welcomes the definition of new rules that guarantee access to appropriate accommodation for seasonal workers. This provision is extremely important in consideration of the unsanitary and inhumane living conditions that seasonal workers often face.
- The scope of the directive does not apply to those third-country nationals who already reside in an EU member state and who do not have access to the labour market. EFFAT considers that the directive partially overlooks the current situation in its sectors, specifically, in which there is a strong presence of third-country seasonal workers with irregular migration status already employed under very precarious conditions. EFFAT considers the non-extension of the scope of the directive to third country nationals already residing in EU Member States as a lack of commitment and ambition by the EU Institutions.
- EFFAT also regrets the lack of provisions that allow for family unity and/or reunification and for



a possibility to change status into a more permanent one. By creating such a migration scheme without any option for a change of status, the directive may risk increasing the number of migrants who go into hiding and become exposed to exploitation and destitution.

- EFFAT denounces the lack of clarity with respect to the role of intermediaries. Agencies established both in the EU or in third countries will play a crucial role in information dissemination and in recruitment procedures for seasonal workers. Consequently, they have considerable power over the procedure from the very beginning. Without properly specifying the role of intermediaries, the directive could risk opening channels for the exploitative use of such an intermediary role, including the facilitation of human trafficking.
- EFFAT welcomes the provision of sanctions for employers (Art 12a) who have not fulfilled their obligations arising from the directive and agrees that those sanctions shall be “effective, proportionate and dissuasive”. Nevertheless, EFFAT considers that too much flexibility in this respect has been left to Member States during the transposition phase.
- EFFAT strongly regrets the lack of a binding system of joint and several liability in the subcontracting chain. Leaving this issue as an option for Member States represents a shortcoming that makes the directive weaker.

As far as the transposition phase is concerned, EFFAT warned its member organisations about the need to put pressure on their national governments to:

- avoid a situation in which Member States could make use of the possibility to restrict equal treatment to third country seasonal workers in respect to unemployment and family benefits, tax benefits and education and vocational training.
- establish an effective complaints mechanism that would avoid victimisation and would support workers in enforcing their rights and seeking redress. Member States shall concretely set up relevant control methods and effective proportionate and dissuasive sanctions to employers.
- set up a system of joint and several liability that guarantees proper protection to seasonal workers in the subcontracting chain who are often those more exposed to exploitation.

EFFAT will continue assessing the transposition of the Directive in the various Member States, ensuring it is implemented in the best possible manner.

2.2.12 Public Procurement Directive

Since the adoption of the EU Directives on Public Procurement in 2014 there is now a better European framework in place for sustainable public procurement. However, although some progress has been achieved in certain fields, with regard to the sector we represent, the final text presented many shortcomings: it jeopardizes legal certainty and failed to effectively ensure that the general public will benefit from procurement decisions based on the best value for money.

In general, some progress has been made, for example with regard to the principles of procurement: Member States will now have to ensure the mandatory respect of collective agreements and social and labour law standards at national and EU level, not only in the performance of public contracts, but also at several stages of the public procurement procedure (Art 18.2). Another achievement are the rules on exclusion grounds (Art. 55) and on the rejection of abnormally low tenders (Art. 69). But regarding our major concern, namely the elimination of the lowest price criterion for the awarding of contracts, we can say that our demand has not been completely fulfilled. The most economically advantageous tender (MEAT) is apparently considered the main award criteria, but it shall be identified based on price or cost, using a cost effectiveness approach. The possibility to identify the best price quality ratio based on qualitative, environmental and social criteria is only considered as an option (Art. 66.1, 66.2).



As noted, regarding the sectors EFFAT is representing, we can state that the negotiated text is unsatisfactory, an opinion we also shared with our social partners in the contract catering sector.

Upon proposal by the Council, “Hotel and restaurant services” were included in Annex XVI, the regime set out for “Social and other specific services” (Art. 74,75,76), i.e. services considered as being “typically offered only by operators located in the specific place of delivery of these services and have therefore also a limited cross-border dimension”. All public procurement in these sectors should therefore only be covered by a particular lighter regime with respect to publication, selection and award criteria.

Regarding publication of the procurement, Contracting Authorities (CA) will have the option to make known their intention by more flexible procedures. For instance, according to Art. 75 (b), Contracting Authorities intending to award a public contract will be also able to do so by means of a “Prior Information notice”. Thanks to this procedure, CA are only required to indicate the contracts that will be awarded once, without any further ad hoc publication. The interested economic operators will then have to express their interest in writing. Furthermore, the notification does not foresee significant information normally included in the other public procurement procedures: it is therefore a much less strict procedure.

Another major concern is related to the principles of awarding. According to Art.76, in the sectors where EFFAT is present, the MEAT principle is merely considered as an option and not as the main award criteria. Furthermore, the entire directive shall only apply to procurement with a value equal or greater than a threshold of €750,000 (excl. VAT). For procurement with a lower value, only national legislation will apply.

More information on the actions undertaken by EFFAT during the transposition phase can be found in the activity report of the Tourism sector.

2.2.13 Directive on the Disclosure of Non-financial Information

Directive 2014/95/EC was adopted in October 2014 in the context of the Commission’s “renewed EU strategy 2011-14 for Corporate Social Responsibility”.

The strategy included

- A new definition of CSR - The responsibility of enterprises for their impacts on society.
- Calls for businesses to respect applicable legislation.
- The recognition that respect for applicable legislation, and for collective agreements between social partners, is a prerequisite for meeting that responsibility.

EFFAT welcomed such a new definition as, for the first time, CSR was not intended as a “voluntary concept” and must not be limited to actions “above and beyond legal requirements”.

The new directive requires large undertakings which are public-interest entities exceeding, on the date of the publication of their balance sheet, the criterion of the average number of 500 employees during the financial year, to include in the management report a non-financial statement containing information to the extent necessary to provide an understanding of the undertaking's development, performance, position and impact of its activity, relating to, as a minimum:

- environmental questions
- social and employee matters
- respect for human rights, anti-corruption and bribery matters

The disclosure should be to the extent necessary to provide an understanding of the undertaking's



development, performance, position and impact of its activity. Moreover, companies shall include

- (a) a brief description of the undertaking's business model;
- (b) a description of the policies (objectives, procedures, resources) pursued by the undertaking in relation to those matters, including due diligence processes implemented;
- (c) the outcome of those policies;
- (d) the principal risks related to those matters ...including, where relevant and proportionate, its business relationships, products or services which are likely to cause adverse impacts in those areas and how the undertaking manages those risks;
- (e) non-financial key performance indicators.

EFFAT has also strongly promoted the use of this Directive as a Trade Union tool by EWCs.

Although the directive is mainly about transparency and doesn't impose a direct obligation to implement CSR policies, it is a tool to persuade businesses to get social and environmental concerns fully integrated into their strategy

The Directive applies also (with a prudent wording) to the supply and subcontracting chain and it is the first European piece of legislation on CSR issues to go beyond the voluntary approach.

Please find in this PPT made by the EFFAT Secretariat a better explanation of the Directive, including some concrete steps on how to use it in EWCs.

Main legislative initiatives launched during the last term but that failed to be adopted:

2.2.14 Coordination of Social Security Systems

The proposal to revise the Regulations on the Coordination of Social Security Systems (the basic Regulation 883/2004 and the implementing Regulation 987/2009) was presented by the European Commission at the end of 2016.

The agreement reached in trialogue negotiations on 19 March was not supported by a qualified majority of Member States in Council (COREPER meeting on 29 March).

Some Member States (Belgium, Luxembourg, Denmark, Germany and Austria) were against the outcome mainly because of the change in the applicable legislation for unemployment benefits for mobile and frontier workers (from Member State of residence to Member State of last activity).

Four Member States (AT, DE, DK, and NL) wanted also to introduce indexation of family benefits in the event that the relevant members of the family live in another Member State (which was not included in the trialogue outcome).

"Visegrad" countries voted against, one of the reasons being the changes to the provisions on applicable legislation which would have contributed to the fight against letterbox companies.

Another element which was not accepted by several Member States (including NL and Sweden) was the possibility for workers to export unemployment benefits to another Member State for a minimum 6 months (instead of 3).

The European Parliament decided on 18 April by a very small majority not to vote a first reading position on the revision. This constitutes a missed opportunity for a much-needed revision of the Regulations.

2.2.15 Taxation Initiatives: Country by Country Reporting

Public country-by-country reporting (CBCR) is a corporate tax transparency tool which, in a nutshell, aims at requiring multinational enterprises (MNEs) in the EU to publicly disclose their tax-



related information for each country where they have business activities (headcount, profits, revenue, tax paid, subsidiaries etc). It is to shed light on and help deter corporate tax avoidance mechanisms such as profit shifting to lower tax countries, which result in an erosion of the taxpayer's tax basis and thus the loss of much needed public resources for countries.

EFFAT, together with EPSU and ETUC, is part of the CBCR alliance (made up of Trade Unions and NGOs) that advocates the adoption of a global public CBCR directive that hold MNEs accountable to workers, their representatives and the wider public.

On 12 April 2016, the European Commission published a [legislative proposal](#) on public country-by-country reporting for multinational corporations. Whilst the proposal endorses the principle of public disclosure, its content is too weak to be as effective as possible: the disclosure requirements are limited to MNEs with a turnover of more than €750 million, the data for public disclosure requirements omit essential elements, and the geographical reporting scope does not go beyond the EU and future blacklisted tax havens, which means the reporting will only give a partial picture of the tax situation.

On 4 July 2017, the European Parliament adopted in Plenary its [amendments](#) to the European Commission's proposed Directive. For an overview of the key amendments introduced by the European Parliament, please see this [article](#).

In 2018-2019, the Council of EU Member States have also discussed their proposed amendments to the Directive. A large number of EU Member States remain opposed to the European Commission's proposal and have introduced amendments that would further water down the European Commission's proposed rules. A large number of EU Member States continue to be opposed to disaggregation, which would require multinationals to report on all of their activities worldwide, not just EU countries and blacklisted tax havens.

A lack of consensus between EU Member States about the European Commission's proposed rules and disagreements about the legal basis of the legislative proposal have delayed the adoption of a 'general approach', or a final negotiating position that would have allowed the commencement of trialogue negotiations with the European Parliament and the Council. The lack of a German coalition agreement (due to be voted on 4 March 2018) has also complicated negotiations and delayed the adoption of a 'general approach'.

In November 2016, the Council Legal Service called for a change to the legal basis of the proposal, from an accounting file to a tax file. A change in the legal basis to a tax file would mean that the European Parliament would be excluded from decision-making, and EU Member States would need to unanimously agree in order for the proposal to become law. This proposal has been rejected by the Legal Affairs Committee of the European Parliament and by the European Commission.

The Parliament adopted its position in Plenary and therefore the new Parliament picks it up where the previous parliament left it. However, going forward, there is a clear risk that the Council adopts an unambitious negotiating position, and that the European Parliament subsequently agrees to an unambitious compromise in trialogue negotiations that would result in final CBCR rules that are not satisfactory. There also remains a clear risk of political deadlock in Council, and that EU Member States continue to be unable to agree to a final common negotiating position which would prevent the commencement of trialogue negotiations with the European Parliament and the European Commission and therefore the adoption of the final rules. The table below provides a brief overview of some of the main differences between the current proposals by the European Commission, Council and the European Parliament:



Issue	European Commission	European Parliament	Council of EU Member States
Threshold	€750m consolidated net turnover	€750m consolidated net turnover; with a review clause to assess whether this threshold should be reduced after a 4-year period	€750m consolidated net turnover; MNCs only required to report when they exceed threshold for two-year period; and then only on the latter year
Formatting of CBCR data	No common template	Country-by-country information will be published according to a common template in an open data format, in a public register to be managed by the European Commission	No common template
Disaggregation	MNCs to report on a disaggregated basis for activities in EU countries and blacklisted jurisdictions; aggregated figures for rest of world	MNCs to report on all of their activities worldwide, on a disaggregated basis for each tax jurisdiction	MNCs to report on a disaggregated basis for activities in EU countries and blacklisted jurisdictions; aggregated figures for rest of world
Corporate get-out clause	No corporate get-out clause	Corporate get-out clause that would allow undertakings to request national tax authorities to be exempt from reporting requirements when they have concerns about commercial sensitivities; European Commission to play a monitoring role	Corporate get-out clause with 4-year time-limit; companies must provide a 'reasoned explanation' when not disclosing information 'Comply-or-explain' clause for non-EU undertakings, that would allow them to avoid reporting on their non-EU activities



2.2.16 Taxation Initiatives: Common Consolidated Corporate Tax Base

In March 2011, the Commission proposed a Directive for a Common Consolidated Corporate Tax Base (CCCTB). The proposal, which is still pending in Council, aims to provide companies with a single set of corporate tax rules for doing business across the internal market. Such a framework is designed to simplify the EU's corporate tax framework and to reduce opportunities for multinational companies to avoid corporate tax.

A company would have to comply with just one EU-wide system for computing its taxable income, rather than different rules in each Member State in which it operates. Those profits would then be apportioned among countries, based on the estimated level of real economic activity taking place in that country (computed as the basis of the weighted ratio of sales, payroll, number of employees and assets in each country). Member States would then be free to choose what tax rate to apply to those apportioned profits. In this respect, the CCCTB framework does not aim for a convergence in tax rates within the European Union.

The discussions in Council since 2011 have revealed that it would be unlikely for the CCCTB proposal, described as being a “very ambitious” project, to be adopted, without a staged approach.

The last proposals from the European Commission were presented in October 2016. They focus not only on helping business, but also on countering tax avoidance. The framework was therefore split into two parts: one Directive dealing with the Common Corporate Tax Base (CCTB, stage 1); and the other with the Common Consolidated Corporate Tax Base (CCCTB, stage 2). Importantly, CCCTB would only apply to multinational corporations' entities resident in the EU Member States and not to all those in the corporate group.

Under this new CCTB/CCCTB scheme, multinational companies with a consolidated group revenue exceeding €750 million during the financial year preceding the relevant financial year will be mandatorily expected to produce revenue figures in accordance with the CCTB requirements.

The ECON Committee adopted its report on 21 February 2018. In particular, its amendments would supplement the proposal on the following points:

- Modifying the apportionment formula by adding a fourth factor: 'data' factor.
- Insertion of DPE and the obligation for the Commission to analyse ways to increase the effectiveness and efficiency of settlement of disagreements between Member States (such as a dispute settlement mechanism), and setting up a transitional compensation mechanism for Member States which may lose tax revenue with the introduction of a CCCTB.
- Deletion of provisions relating to specific sectors, notably shipping companies. Clarifying and streamlining a number of provisions (effect of consolidation, definitions of 'consolidated tax base').
- Ensuring a smooth transition to CCCTB for Member States; tasking the Commission to propose to allocate a part of CCCTB revenue to the EU budget and proportionally reduce their contributions.
- Should the Council fail to adopt the proposal, the Commission is requested to issue a new proposal based on Article 116 of the Treaty on the Functioning of the EU (under the ordinary legislative procedure). As a last resort, enhanced cooperation should be initiated by willing Member States.

Parliament, which is only consulted, adopted its report in plenary on 15 March 2018. As to this date, there is no published position of the Council



2.3 Central, Eastern and South-Eastern Europe and Turkey

Even 30 years after the fall of the Berlin Wall, the new EU - and the candidate countries - still face particular political, economic, social and trade union challenges. Despite some remarkable economic progress, wages are still much lower than in most of the old EU Member States.

However, as long as labour and living standards in CEE/SOE are not brought into line with those of the old EU countries, Europe will remain socially and politically divided. Therefore, bridging the wage gap between East and West, alongside strengthening social dialogue and collective bargaining at all levels, remains one of the greatest social challenges facing trade unions in CEE/SOE.

But it remains a political challenge for the whole European Union to ensure equal living conditions and strong cohesion. All the more so against the background of lost confidence in the EU and growing nationalist and anti-European movements. That is why the support of our member organisations in this region has been a special task for EFFAT in recent years.

In this context, we have further expanded our EFFAT Solidarity Fund each year by setting aside new reserves to enable our member organisations from the CEE/SEE region to participate regularly and actively in EFFAT committees and working structures.

We have supported our member organisations together with the IUF in conflicts in transnational companies over trade union rights or collective bargaining disputes by contacting the responsible management and organising European/international solidarity actions.

After we had established our own EFFAT offices in Budapest, Vilnius and Zagreb in CEE and the new EU countries in the first years after the fall of the Berlin Wall and had carried out far more than 200 training measures, the 3rd EFFAT Congress had already decided to concentrate the work of EFFAT more strongly on the candidate countries SOE.

For more than 10 years in SOE, for example, we conducted joint training and organisational development projects together with the European trade union federations in the metal and chemical sector and the FES.

The aim of these organisational development projects has been:

- to build up trade union power by organising and training new members
- to bring trade union structures closer to the workplace and its members by setting up regional care structures
- strengthen the capacity of trade unions to act, notably through modern sectoral trade union structures at national level that complement and strengthen trade unions in workplaces
- to promote trade union cooperation in a fragmented trade union landscape across national and sectoral borders

In recent years, EFFAT has continued to run its office in Zagreb together with IndustriAll, which actively supports our work for, and with, our member organisations there.

The member organisations in SOE have been very active in the past years in establishing an 8th EFFAT Region for SOE to be represented in the presidium of EFFAT. This initiative was supported by the EFFAT committees. The 4th EFFAT Congress in 2014 "supported the political wish (of our member organisations from SOE) to be able to participate in the work and discussions of the Presidium with their own representative and a deputy". The Congress had further decided:

"The representatives are to be nominated by the member organizations from SOE and can participate in all work and discussions of the Presidium. They are not entitled to vote because this would require an amendment to the statutes; but their participation costs will be borne by the



EFFAT Solidarity Fund". This has happened as decided by the 4th Congress.

However, the proposal of our members in SOE to establish an 8th region has become superfluous in the course of further discussions because the new statutes to be adopted at the 5th Congress in Zagreb no longer provide for mandatory regional structures. Experience has shown that although there is a variety of cross-border cooperation between the member organisations, regional cooperation between the member organisations in the 7 regions only takes place in exceptional cases (Nordic Union, UK/Ireland, agriculture).

In order to promote and support regional cooperation in SEE on a sustainable basis, our EFFAT member organisations have set up a permanent SEE Trade Union Council based on common rules of procedure. Since then, EFFAT member organisations from Bulgaria, Croatia, Macedonia, Montenegro, Romania, Serbia and Slovenia have met regularly. We are particularly pleased that the Turkish member organisations of EFFAT are also taking part in the work of the Council with great commitment. As a rule, the Council meets twice a year, each time in a different country. In order to share tasks and responsibilities, the Council has decided that the President of the Council will change annually between member organisations and countries. This rule has also proved its worth because it enables and promotes the active involvement of as many member organisations as possible.

This trade union council has dealt with the following topics, among others:

- How and according to which rules should the work of the trade union council be organised (Council Rules of Procedure, link)?
- What should be the priorities of the work programme of the Trade Union Council for the period 2016-2019?
- What does modernisation of trade unions mean in this region?
- How can collective bargaining be successful?
- What trade union and legal instruments are there to limit precarious employment?
- What are the good examples of collective bargaining?
- What transnational companies are there in the region?
- How can the cooperation of the EFFAT trade unions in transnational enterprises be further developed?
- What is the experience of setting up national works councils in the various countries of Western Europe?
- Are they in competition with the trade unions?
- What role can European Works Councils (EWCs) play in promoting trade union cooperation in companies?
- How can trade unions from non-candidate countries be involved in EWCs?
- Can we set up national coordinators for trans-national companies in the countries of the region to be involved in our trade union company networks? Romania should become a pilot project.
- How and with what aim can trade unions influence EU accession negotiations ("10 points programme")?
- How can trade unions run successful campaigns?
- What trade union rights are enshrined in international treaties (ILO)?



- What role can national tripartite economic and social committees play for workers and trade unions?
- What are the examples of good practice in organising new members?
- How can the capacity building of trade unions and social partners be promoted?
- What role does social dialogue play in the policy shaping of the sectoral framework?

The number of jobs, as well as working and employment conditions in the agricultural, food and tourism sectors, also in SEE depend crucially on the national and European political framework conditions of the sectors.

For this reason, EFFAT, with the support of the FES, had two studies carried out on the topic "Agribusiness and Agro-Industrial Strategies, Policies and Priorities for Achieving Higher Competitiveness, Employability and Sustainability in the Western Balkans Region" and in Bulgaria.

As part of another project carried out together with IndustriAll Europe, we have therefore devoted ourselves to the question of how trade unions can play an active role in the development of a sustainable industrial policy.

The aim should be to strengthen the industrial policy potential of the countries SOE.

In particular, we dealt with the following questions:

- What is industrial policy and why do the agricultural and food sectors play a special role in EU policy?
- Why must industrial policy be on the trade union agenda?
- What role does international trade play in this context?
- What should a competitive EU agricultural and food policy look like that creates more and better jobs in the SEE region?
- How can trade unions influence industrial policy and
- What role can, and must, joint policy initiatives with employers play in social dialogue? A joint event with employers and government representatives in Zagreb also played this role.

One of the results of this project were 11 recommendations for an authentic and successful industrial policy in SOE.

The work and experiences of recent years have once again shown how long-term trade union modernisation projects must be in place in this region in order to be successful.

Therefore, the 5th EFFAT Congress, which will take place for the first time in a new Member State, will decide, among other things, to continue to provide special support for this region, e.g. by establishing an additional budget for the work of the SOE Trade Union Council.

It is the perspective of all SEE states to become members of the European Union. However, we also know that membership of the EU does not solve all national problems and automatically improve all social conditions for employees.

They will only become better if the trade unions in these countries are strong enough to fight for better working and employment conditions. EFFAT's task and that of its member organisations will continue to be to actively support its members in this struggle.



2.4 European Cooperation and Coordination in Collective Bargaining

With the introduction of the Common Internal Market in 1993 and the single currency, the euro, in 18 Member States in 2002, wages and salaries became relevant factors in cost competition because different wages and salaries could no longer be compensated for by fluctuating exchange rates and the danger of social dumping was thus aggravated. It became clear that cross-border tariff policy cooperation must also be an indispensable element in the fight against social dumping. In particular, Belgium's decision at the time to make the national wage increase dependent on the average wage increases of the neighbouring countries, Germany, the Netherlands, Luxembourg and France, as well as the Commission's wage recommendations to the Member States within the framework of the annual semester and the actions of transnational corporations, made it clear to what extent national collective bargaining should be seen in the European context.

This is why EFFAT (or its predecessor organisation ECF-IUF) already began in 1999 to concentrate on the core business of trade unions and to devote itself to cross-border cooperation in collective bargaining. Conferences in July 1999 led to the adoption of the "EFFAT guidelines for cooperation and coordination in collective bargaining policy at European level" and the establishment of a collective bargaining committee. Since the structural and economic differences between the EFFAT sectors are relatively large, cooperation should take place at sectoral level and start in seven sectors: bakery products, tobacco, meat, beer, milk, sugar and catering. One country took responsibility for each of these sectors (e.g. Belgium for beer, Germany for tobacco, the Netherlands for milk or Denmark for meat). Since the regional differences in collective bargaining in Europe (North-South, East-West) are also very large, regional networks should promote cooperation. The cooperation should be promoted by an annual stocktaking of the collective bargaining policy development in the mentioned sectors by means of an annual questionnaire. As EFFAT, we did not limit ourselves to the "wage policy formula" (tariff increase = inflation rate plus productivity increase) agreed in the ETUC (in Doorn). Since it was difficult to compare wage demands and agreements across national borders, due to different national tax and social legislation, but also due to the fact that many of our member organisations increasingly took qualitative elements such as qualification, job security or co-determination into account in their wage policy, the questionnaire was primarily intended to give a qualitative overview of the national wage movements in the EFFAT sectors.

Together with the trade unions in the metal, chemical and textile sectors, we set up the joint Eucoban website, which was intended to serve as a platform for mutual information and discussion. At the beginning of the last decade, we also adopted joint collective bargaining demands, such as the demand for better qualifications or joint regulations on weekend work. At that time, EFFAT published annual reports on collective bargaining and thus attempted to create the structures and dynamics for corresponding cross-border cooperation.

Today, however, we have to criticise ourselves for having made only very limited progress in this form of cooperation. We are still a long way from cooperation, let alone coordination, in matters of collective bargaining policy, as much as we know how important it is to prevent employers playing workers off against each other across borders.

Much of what we had set ourselves at the time could not be achieved because most of our member organisations - probably also in view of the great national challenges - did not give priority to this type of cross-border cooperation. This was also reflected in the very low response we received at the time to our short questionnaire. Not even 20 of our 120 member organisations answered the 5 questions.

We have drawn conclusions for cooperation on tariff issues from these experiences:

1. the top priority of all EFFAT activities in the field of collective bargaining, in addition to strengthening trade union power, is to strengthen and promote social dialogue at national



level and to support national collective bargaining and collective bargaining campaigns.

2. This includes, in particular, the obligation to actively support affiliates in industrial conflicts and actions in a spirit of solidarity and to prevent employers from undermining trade union combat actions, e.g. by relocating production. The early warning system set up by EFFAT and the implementation of the EFFAT Industrial Policy Code must be implemented more consistently in this context.
3. We have decided to concentrate our cooperation on collective bargaining at European level on precarious employment in particular. Since 2009, combating or limiting precarious employment and protecting precarious workers has been our joint collective bargaining priority at EFFAT level.
4. In future, we should focus our cooperation in collective bargaining on cooperation in transnational companies. Our experience has shown that the dangers of social dumping and thus the need for cooperation are obvious, especially at group level. However, the necessary examples of good practice still need to be created for this group cooperation on collective bargaining policy. We have started with the first concrete steps at Coca Cola and AB InBev.
5. In order to promote this cooperation, we must create more cross-border transparency in collective bargaining issues. This also includes the introduction of a collective bargaining calendar, which informs all member organisations in a group when which trade unions in which country begin to prepare or conduct collective bargaining. In this way, we want to encourage member organisations that are engaged in collective bargaining with the same group to cooperate in future. We know that the management in many transnational companies coordinates the negotiations centrally and tries to play the member organisations off against each other.
6. We will continue to identify and discuss good collective bargaining practices, which can also serve as examples for other member organisations. This should continue to be a regular item on the agenda of Executive Committee meetings.
7. EFFAT has also increasingly addressed the question of what possibilities contracts with transnational companies can offer for strengthening national dialogue and autonomy in collective bargaining, for improving working and employment conditions and for combating cross-border social dumping. In this context, EFFAT will revise its rules for the negotiation and conclusion of transnational company agreements (TCA).
8. EFFAT will continue to use sector events and internal preliminary meetings in European works councils to exchange information on collective bargaining policy and to develop common approaches and agreements on collective bargaining policy.
9. Social dialogue at European level continues to make it possible to conclude joint, autonomously negotiated agreements between trade unions and employers. The legal basis for this can be found in Articles 154 and 155 of the Treaty on the Functioning of the European Union (TFEU). It also applies to sectoral European trade union federations such as EFFAT, because EFFAT is officially recognised as a European social partner within the meaning of the EU Treaty. However, negotiations and agreements have not yet been concluded with our social partners because they neither had a mandate from their member organisations, nor an interest in joint agreements. Their main interest is the deregulation of regulations, not the creation of new ones.

The same applies to cooperation in collective bargaining in other cross-border cooperation areas: the Secretariat can help to create the conditions for closer cooperation in collective bargaining policy. Ultimately, however, it is up to the will and initiative of the member organisations whether or not they make use of these opportunities for their work.



2.5 EFFAT Gender Equality

2.5.1 EFFAT Women's Committee

Together with the Youth Committee and the Small Farmers' Committee, the Women's Committee is one of EFFAT's Standing Committees.

President and Vice-President of the EFFAT Women's Committee

President	Vice-President
Marianne LANDA, VIDA Austria	Francesca GRASSINI, FILCAMS-CGIL Italy

Members of the EFFAT Women's Committee

The EFFAT Women's Committee was composed of the following members (two representatives and two deputies per EFFAT region):

Region	Member	Deputy
Nordic Countries	Anja WESTBERG (Kommunal)	Eva GUOVELIN (LIVS)
	Seija VIRTÄ (PAM)	Lone SØGAARD-NIELSEN (3F)
Mediterranean East	Elena Maria VANELLI (FISASCAT-CISL)	Raffaella SETTE (UILA-UIL)
	Raffaella BUONAGURO (FAI-CISL)	Silvia GUARARDI (FLAI-CGIL)
Mediterranean West	Laura MENDEZ CASTAÑO (FICA-UGT)	Margot SASTRE ALBIS (FI-CCOO)
	NN	NN
BeNeLux/France	Marie-Line COLIN (FGTB HORVAL)	Isabelle OUEDRAOGO (FGA-CFDT)
	Patricia DREVON (FGTA-FO)	Corinne LAPLAIGE-CALVO (CFE CGC AGRO)
Germany/Austria/Switzerland	Helga OBERLEITNER (PROGE)	NN
	Anke BÖSSOW (NGG)	Karin CORDES (IG BAU)
Ireland/Great Britain	Maxine CUTHBERT (UNITE)	NN
	NN	NN
Central and Eastern Europe	Nina VITAS (STUH)	NN
	Biljana LAZAREVIC (PPDIVUT)	NN

Participation in the Women's Committee meetings has been open to all interested EFFAT member organisations and extensive use was made of this possibility.

2.5.2 Meetings

EFFAT Women's Committee

Meetings of the EFFAT Women's Committee were held on:

- 8 May 2015 in Brussels
- 2 May 2016 in Brussels
- 18 April 2017 in Brussels
- 28 May 2018 in Brussels
- 30 April 2019 in Brussels



ETUC Women's Committee

Meetings of the ETUC Women's Committee were held on:

- 15-16 April 2015 in Brussels
- 22-23 November 2015 in Brussels
- 21-22 April 2016 in Brussels
- 2-3 November 2016 in Brussels
- 4-5 April 2017 in Brussels
- 29-30 November 2017 in Brussels
- 25-26 April 2018 in Brussels
- 14-15 November 2018 in Brussels
- 28-29 March 2019 in Brussels

Project meetings

- ETUC Project "Rebalance - Trade Unions' and Social Partners' Actions to improve reconciliation of work, family and private life for women and men"
 - Project Steering Committee meetings:
 - 15 March 2018 in Brussels
 - 5 July 2018 in Montepulciano, Italy
 - 8 February 2019 in Brussels
 - 19 June 2019 in Brussels
 - European Conferences
 - 28 February - 1 March 2019 in Berlin
 - 24 October 2019 in Rome
- EFFAT Project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors"
 - Project Steering Committee meetings
 - 27 May 2019 in Brussels
 - 10 September 2019 in Brussels
 - European Conference (EFFAT Women's Conference)
 - 5 November 2019 in Zagreb, Croatia

Others

- ETUC - ETUFs meetings
 - 25 May 2016
 - 27 March 2018
- Member organisations
 - 8 March 2015 TOLEYIS Women's Conference in Istanbul, Turkey
 - 15 March 2019 FNSZ Conference dedicated to women in trade unions in Sofia, Bulgaria

Information on the outcome of these conferences and seminars was provided in minutes, reports, press releases, internal circulars or publications on websites.



2.5.3 Gender Equality Bodies

EFFAT Women's Committee

Marianne LANDA and Francesca GRASSINI chaired the EFFAT Women's Committee in the 4th Congress period.

The EFFAT Women's Committee met on a regular basis. When possible, these meetings were scheduled in conjunction with the spring meeting of the EFFAT Executive Committee.

The EFFAT Women's Committee discussed the latest developments in gender equality at European and national levels, and within the respective national trade union organisations, agreed on priorities for the EFFAT gender equality policy, and contributed to the preparation of the EFFAT Congress.

The Committee further discussed issues such as:

- gender pay gap
- sexual harassment and violence at work
- work-life balance
- domestic workers

The meetings of the Women's Committee provide an opportunity to exchange information on the current situation and the latest developments in gender equality in the various countries concerned.

EFFAT Women's Conference

As happened in the run-up to the EFFAT Congresses in 2005 and 2009, a Women's Conference was organised in Vienna on 19 November 2014, the day before the EFFAT Congress.

Agenda items of the Conference were:

- EFFAT Project "Promote industrial relations in the domestic work sector in Europe"
- EFFAT Gender Equality Policy – Results achieved and future work priorities
- Preparation of the EFFAT Congress

The EFFAT Women's Conference 2014 adopted the following recommendations which were endorsed by the EFFAT Congress on 21 November 2014:

- [EFFAT Recommendations on Equal Pay](#)

The recommendation's action points were based on examples of successful initiatives to combat pay discrimination reported by member organisations; the intention was to provide inspiration for the implementation of the equal pay principle to tackle the persistent gender pay gap in the EFFAT sectors.

- [EFFAT Recommendations on Decent work for domestic workers](#)

The recommendations called upon EFFAT and its member organisations to take action to encourage EU Member States to ratify ILO Convention No.189 on Decent Work for Domestic Workers, to ensure its contents are fully embedded into national law, and that these laws are fully implemented, and to improve national legislation and practice to reflect the employment and other rights that domestic workers have; as well as to call upon the European institutions to revise European Directives which contain any discriminatory policies towards domestic workers, such as specifically excluding them from certain rights.



Furthermore, the Women's Conference reaffirmed the priorities for future EFFAT work on gender equality as defined by the EFFAT Work Programme 2015-2019.

2.5.4 Gender Balanced participation in decision-making

The EFFAT Constitution lays down rules for achieving balanced representation of women and men in the decision-making bodies. The generally agreed principle is that the proportion of women in EFFAT decision-making bodies and structures should correspond to the proportion of women across the whole membership. The Constitution also stipulates that elected representatives and their deputies should be of different gender.

EFFAT Congress

The participation of female delegates in the EFFAT Congress has been rising steadily:

2000 - 23%
2005 - 32%
2009 - 35%
2014 - 48%

EFFAT Executive Committee

Members	Women	%
82	33	40

EFFAT Management Committee

Members	Women	%
23	9	40

The rule stipulating that elected representatives and their deputies should be of different gender has been taken on board by a majority of countries and regions with regard to the composition of the Executive Committee and the Management Committee.

EFFAT Sectors

	President(s)	Vice-President(s)
Agriculture	♂ ♂	♀
Food	♂	♂ ♂
Tourism	♀	♂ ♂

It can be concluded that, in general, progress has been made as regards the representation of women in the EFFAT decision-making bodies.

2.5.5 Areas of work

Gender Pay Gap

To follow up the "EFFAT Recommendations on Equal Pay for Women and Men" adopted by the EFFAT Congress in November 2014, EFFAT carried out a [mid-term review on the implementation of the recommendations](#) in 2017, to see how these recommendations were taken up at national level and what progress has been made on equal pay since. 11 organisations from 10 countries gave input to the survey. The results of the survey and the discussions at the Women's Committee showed that member organisations are constantly pursuing equal pay for women and men, and that the recommendations have been taken up to a large extent.



Sexual Harassment and Violence at Work

In 2015, the EFFAT Women's Committee had put sexual harassment and violence at the workplace on the EFFAT work programme on gender equality and recommended that the issue should be taken up in the EFFAT sectors.

In the tourism sector, sexual harassment and violence, particularly 3rd party violence, are prevalent, due to the contact workers have with customers and guests. EFFAT placed the issue on the agenda of the social dialogue in the European Hotel and Restaurant sector, based on findings of the Nordic HRCT trade unions, but the European employers' association HOTREC was reluctant to further engage on the issue.

In 2016, the Women's Committee adopted the "[EFFAT Policy on Mutual Respect](#)" which was endorsed by the EFFAT Executive Committee. The aim was to send a positive signal and to give guidance to ensure that EFFAT meetings and activities continue to take place in an atmosphere in which the dignity of each individual is respected, a principle that enjoys a very high degree of appreciation among trade unionists. The document was welcomed and considered to be in line with initiatives developed at national level (e.g. Swedish web training on harassment). It underlines that there is zero tolerance, and that implementation has to be ensured and training offered. The policy shall help to raise awareness and to contribute to a positive work environment.

In early 2019, EFFAT obtained EU funding for the project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors". The aim of the project was to collect information about the situation regarding sexual harassment and violence in the EFFAT sectors, to compile examples of initiatives of member organisations to fight sexual harassment and violence at work and to draft recommendations on the basis of the findings. A Project Steering Committee (PSC) was set up, comprising representatives from a wide range of EFFAT member organisations and the IUF. The PSC met several times throughout 2019 and accompanied the work of the external experts who carried out a survey amongst EFFAT affiliates and drafted recommendations and report. The recommendations shall be adopted by the EFFAT Women's Conference and endorsed by the EFFAT Congress in November 2019. The European social partners in the Horeca and Contract Catering sectors supported the project. The findings and recommendations shall be taken up in the SSDCs in which EFFAT is involved.

The survey also looked into initiatives of member organisations to implement the Global Framework Agreements on preventing sexual harassment, which IUF has signed with Unilever, Sodexo and Meliá.

The "IUF-Sodexo Joint Commitment on preventing sexual harassment" and its implementation have been a regular item on the agenda of the meetings of the sectoral social dialogue in the European contract catering sector.

Work-Life Balance

Following the withdrawal of the Maternity Leave Directive in 2015, the European Commission decided to take a broader approach in addressing the modernisation of the existing EU legal framework in the area of family-related leaves and flexible working arrangements. The Directive on work-life balance for parents and carers, proposed in 2017, was finally adopted by the Council on 13 June 2019, and provides for:

- paternity leave: 10 working days, compensated at least at the level of sick pay
- parental leave: 4 months, 2 months non-transferable, and compensated at a level to be set by Member States
- carers' leave: 5 days per year



- flexible working arrangements: for working parents of children up to at least 8 years old and carers

ETUC reported to the EFFAT Women's and Executive Committees on the progress of the legislative process.

In response to the request of the EFFAT Women's Committee for basic information on the legal provisions regarding parental leave in the different countries, EFFAT disseminated the [OSE Study "Overview of measures related to work-life balance in the European Union"](#) commissioned by the ETUC in 2017, which gives a good overview of measures on parental, paternity and carers' leave, as well as flexible working arrangements schemes within the EU.

In 2017, the ETUC launched the project "REBALANCE: Trade unions' strategies and good practice to promote work-life balance" in which EFFAT was a partner. The project looked into trade unions' good practices aiming at addressing work-life balance policies, as well as measures to address the work-life balance gap in the social dialogue at all levels, notably in collective bargaining at sectoral and company level, and raised the awareness that work-life balance also boosts productivity. Results were presented at the final conference in Rome in October 2019.

Actually, the ETUC is preparing a transposition guide to support national trade unions in their actions to secure improvements during the transposition of the Work Life Balance Directive into national legislation.

Gender Equality in EFFAT Sectors

In 2015, the social partners in the European Contract Catering sector, EFFAT and FoodServiceEurope, looked into gender equality in the framework of the implementation of their "Agreement on Corporate Social Responsibility in the Contract Catering sector in Europe", signed in 2007 and revised in 2014. Based on surveys conducted amongst their member organisations as well as presentations of measures undertaken and good practice examples, a report "CSR in Contract Catering - Gender Equality" was drawn up, including recommendations for future actions.

Domestic Workers

In the last Congress period, EFFAT increased activities on domestic workers (see separate report).

2.5.6 Cooperation with other organisations

ETUC and European Trade Union Federations (ETUFs)

EFFAT continued the cooperation on gender equality in Europe with the ETUC and the other European Trade Union Federations (ETUFs). EFFAT participated in the ETUC Women's Committee meetings, contributed to the ETUC's Annual Gender Equality Survey, attended several meetings between gender equality officers of ETUC and ETUFs, and is a partner in the ETUC REBALANCE project.

European Commission

EFFAT regularly informs its member organisations of initiatives and publications on gender equality by the European Commission appearing on their [website](#).



2.6 Domestic Workers

2.6.1 Domestic Workers within EFFAT

In the last Congress period, EFFAT has significantly increased activities in the field of domestic workers.

11/2014	<ul style="list-style-type: none"> • EFFAT Congress Recommendation “Decent work for domestic workers”
1/2014 - 2/2015	<ul style="list-style-type: none"> • EFFAT project “Promote industrial relations in the domestic work sector in Europe” <ul style="list-style-type: none"> - 4 Project Steering Committee meetings - Results: <ul style="list-style-type: none"> ○ Report “Promote industrial relations in the domestic work sector in Europe” ○ Booklet “Domestic workers in Europe - Getting Organised!”
2/2015	<ul style="list-style-type: none"> • Participation in EP hearing on “Women domestic workers and carers in the EU”
6/2015	<ul style="list-style-type: none"> • FES-EFFAT Round Table “Four years of adoption of the ILO Convention for Domestic Workers C 189”
3/2015 - 3/2016	<ul style="list-style-type: none"> • EFFAT participation in EU project “For quality! - European project for quality of jobs and services in personal care and household services (PHS)” <ul style="list-style-type: none"> - Regional workshops in Rome, Brighton, Vienna - Final conference in Brussels (cancelled) - Final report, recommendations
4/2016	<ul style="list-style-type: none"> • EP report “Women Domestic Workers and Carers in the EU” <ul style="list-style-type: none"> - EFFAT and IDWF Europe provided input - vote in EP Plenary on 28/4/2016
4/2016	<ul style="list-style-type: none"> • EFFAT - IDWF Europe Strategic Planning Meeting on Domestic Workers: discussion on roles and tasks for IDWF, EFFAT and their affiliates to strengthen the movement of domestic workers in Europe
6/2016	<ul style="list-style-type: none"> • EFFAT application for EU funding for the project “Declared and decent work for domestic workers through service vouchers”, in cooperation with the European employers’ associations EFSI (European Federation for Services to Individuals) and EFFE (European Federation for Family Employment) - the project was rejected.
6/2016	<ul style="list-style-type: none"> • EFFAT and ACV-CSC support to the IDWF “My Fair Home” campaign
4/2017	<ul style="list-style-type: none"> • EFFAT-IDWF Meeting on Domestic Workers in Europe <ul style="list-style-type: none"> - Discussion with employers’ organisations EFSI (European Federation for Services to Individuals) and EFFE (European Federation for Family Employment) <ul style="list-style-type: none"> ○ Follow up of the jointly submitted project “Declared and decent work for domestic workers through service vouchers” which was rejected by the EU in December 2016 ○ Other fields for future cooperation - Internal discussion <ul style="list-style-type: none"> ○ Organising and supporting domestic workers - exchange among participants ○ Re-launch of My Fair Home Campaign ○ Creating closer bilateral cooperation (“sister organisations”) ○ ILO standard setting process on “Violence at Work”



6/2017	<ul style="list-style-type: none"> EFFAT launch of 2nd “My Fair Home” campaign – “Give decent work to domestic workers”
6/2017	<ul style="list-style-type: none"> EFFAT application for EU funding for the project “Shaping Industrial Relations in the domestic work sector through the Use of PHS vouchers (SIRIUS project)”, in cooperation with EFSI, EFFE and the Institute for Economics, Labour and Culture (IWAK) of Goethe University Frankfurt – the project was rejected.
11/2017	<ul style="list-style-type: none"> Adoption of European Parliament Pilot project "Promotion of domestic worker cooperatives and service voucher schemes"
12/2017 - 3/2018	<ul style="list-style-type: none"> Building of consortium of major European stakeholders in domestic workers and care: <ul style="list-style-type: none"> UNI Europa European Federation for Service to Individuals (EFSI) European Federation for Family Employment (EFFE) European Association of Service Providers for Persons with Disabilities (EASPD) DIESIS Goethe University Frankfurt Am Main - Institute for Economics, Labour and Culture (IWAK)
1/2018	<ul style="list-style-type: none"> EFFAT - IDWF Europe Strategic Planning Meeting on Domestic Workers: <ul style="list-style-type: none"> Preparation of the IDWF Congress in 11/2018 IDWF Europe structure New EU project on domestic workers ILO discussion on “Violence and harassment against women and men in the world of work”
2/2018	<ul style="list-style-type: none"> Network of NGOs and trade unions issued “Shared concerns and joint recommendations on migrant domestic and care work”
3/2018	<ul style="list-style-type: none"> European Platform Tackling Undeclared Work Plenary - discussion on “Elements of a preventative approach: service vouchers and awareness raising campaigns”, looking into service voucher systems in Belgium, France, Italy and Austria
4/2018	<ul style="list-style-type: none"> EFFAT - IDWF Domestic Workers meeting: <ul style="list-style-type: none"> Planned activities for 2018-2019 Preparation of IDWF Congress, e.g. election of European reps to IDWF Executive Committee, resolutions, etc.
5/2018	<ul style="list-style-type: none"> Publication of the Call for Proposals VP/2018/013 - Pilot Project on personal and household services: "Promotion of domestic worker cooperatives and service voucher schemes"
6/2018	<ul style="list-style-type: none"> Call of a network of civil society organisations to use the United Nations Global Compact on Migration as an opportunity to recognise migrant domestic and care workers’ rights as workers
6/2018	<ul style="list-style-type: none"> Submission of project “Advancing Personal and Household Services (Ad-PHS)” by the consortium
8/2018	<ul style="list-style-type: none"> Approval of Ad-PHS Project
10/2018	<ul style="list-style-type: none"> ITUC, UNI, PSI, EI, IUF, IDWF Global Union strategy meeting on the care economy
11/2018	<ul style="list-style-type: none"> EC-ILO Joint Conference on Domestic Workers and Occupational Safety and Health



11/2018	<ul style="list-style-type: none"> • IDWF Congress
1/2019	<ul style="list-style-type: none"> • Kick-off of the Ad-PHS Project
1/2019	<ul style="list-style-type: none"> • EFSI-EESC 8th European Conference on personal and household services: Innovation in Personal and Household Services
4/2019	<ul style="list-style-type: none"> • EFFAT - IDWF Domestic Workers meeting: <ul style="list-style-type: none"> - Reporting back from IDWF meetings: Congress and EC - Projects “Ad-PHS (Advancing Personal and Household Services)” and “GIG economy and workers’ information, consultation, participation, and collective bargaining processes” - EFFAT work on Domestic Workers <ul style="list-style-type: none"> ○ Motion on Domestic Workers to the EFFAT Congress ○ Future structure and activities - Planning 2019-2020
4-5/2019	<ul style="list-style-type: none"> • Elaboration and adoption of the Motion “Strengthening the domestic work sector in EFFAT” for the EFFAT Congress by the EFFAT Women's Committee
6/2019	<ul style="list-style-type: none"> • EFFAT support for IDWF letter to President of Cyprus on the murder of migrant domestic workers in Cyprus, calling upon Cyprus to recognize and protect domestic workers, including migrant domestic workers, and to ratify the ILO Convention 189 on Decent Work for Domestic Workers

Representatives for Europe in the IDWF Executive Committee are:

- Grace PAPA, ACV-CSC, Belgium
- Wendy GALARZA, FILCAMS-CGIL, Italy

2.6.2 Meetings

EFFAT Women’s Committee

Domestic Workers were on the agenda of all meetings of the EFFAT Women’s Committee meetings which took place on:

- 8 May 2015 in Brussels
- 2 May 2016 in Brussels
- 18 April 2017 in Brussels
- 28 May 2018 in Brussels
- 30 April 2019 in Brussels

EFFAT Domestic Workers

Since 2017, separate meetings were organised for European trade unions organising domestic workers:

- 19 April 2017 in Brussels
- 24 April 2018 in Brussels
- 29 April 2019 in Brussels

Project meetings

- **EFFAT Project “Promote industrial relations in the domestic work sector in Europe”**
 - Project Steering Committee meetings
 - 17 June 2014 in Brussels
 - 22 September 2014 in Brussels



- 18 November 2014 in Vienna
 - 17 February 2015 in Brussels
- European Conference (EFFAT Women's Conference)
 - 19 November 2014 in Vienna
- **Project “For quality! – European project for quality of jobs and services in personal care and household services (PHS)”**
 - Project Steering Committee meetings
 - 18 March 2015 in Brussels
 - 20 November 2015 in Brussels
 - 26 February 2016 in Brussels
 - Regional Conferences
 - 6 May 2015 in Rome
 - 27 May 2015 in Brighton
 - 22 September 2015 in Vienna
 - European Conferences
 - 23 March 2016 in Brussels (cancelled due to terrorist attacks)
- **FILCAMS-CGIL Project “GIG economy and workers’ information, consultation, participation, and collective bargaining processes”**
 - Project Steering Committee meetings
 - 6 February 2019 in Rome
 - 19 September 2019 in Helsinki
- **Project “Advancing Personal and Household Services (Ad-PHS)”**
 - Project Steering Committee meetings
 - 9-10 January 2019 in Brussels
 - 2 February 2019 in Brussels
 - 8-9 May 2019 in Brussels
 - National Workshops
 - 30 May 2019 in Dublin
 - 5 June 2019 in Brussels
 - 17 June 2019 in Berlin
 - 25 June 2019 in Madrid
 - 13 November 2019 in Stockholm



2.7 Youth

2.7.1 Composition of the EFFAT Youth Committee

Since the beginning of the last Congress term, the EFFAT Youth Committee has become an official and permanent body within EFFAT. Its President has a permanent seat on the EFFAT Management Committee, and both the President and the Deputy President have a seat on the EFFAT Executive Committee.

The EFFAT Youth Committee is composed of 2 official representatives and 2 deputies from the 7 EFFAT regions.

As a prerequisite for membership in the Committee, representatives should:

- not be older than 35 years old;
- actively participate in trade union youth work in one of our member organisations;
- have sufficient English language skills, as English is the working language of the Committee.

Additional young participants that meet these criteria are always invited to attend the meetings as guests. The EFFAT Youth Committee normally meets twice per year. During the meetings training sessions are also normally organized on subjects such as campaigning, organising, trade union leadership and communication skills.

Youth has been a permanent item on the agenda of our Executive Committee. Many young EFFAT activist have been invited to speak at our Executive Committee, sharing their best practices in organising and recruiting young workers.

During the last Congress term, the President of the Youth Committee was Tanja FYNBO from 3F and the Deputy President was Ivan BLAZEVIC from STUH.

In June 2019, the EFFAT Executive Committee adopted new Rules of procedures for the EFFAT Youth Committee confirming the proposal of the Youth Committee. The new rules of procedure introduce the following main elements:

- EFFAT Youth Committee meets at least once a year composed of one member nominated per organisation of the aged of 35 years old or less.
- Creation of a Bureau which is composed of 6 elected members corresponding to the regional areas of EFFAT, sectors and gender.
- Bureau sits in the EFFAT Executive Committee.
- 5 youth members per EFFAT regional area can be delegates attending the EFFAT congress.

2.7.2 A challenging European labour market for young people

At the beginning of the last Congress term the effects of the double economic downturn in 2009 - 2012 still had a very negative impact on working and employment conditions of young people employed in the EFFAT sectors. Youth unemployment in Europe was still at unsustainable levels in many EU Member States, undermining social cohesion and the viability of the EU integration project. Austerity measures implemented at national levels in the years that followed greatly contributed to exacerbate the negative condition of young people in many EU countries.

Even though there has been a decrease in youth unemployment in recent years, the rate remains far too high. Since 2008, youth unemployment has taken an upward trend peaking in 23.9% in the



first quarter 2013, before receding to 14.8% at the end of 2018¹. However, we must consider that the national contexts in Europe are extremely different with two extremes: Greece at 40% and Germany at 6.2% for the youth unemployment rate. This means that access to the labour market for young workers in some countries is still extremely problematic. On average, we can also state that at a European level, the unemployment rate among young people is still nearly two and a half times higher than the rate of people who are 25 and older.

Many youngsters, especially those from Southern and Eastern Europe, still have to leave and go abroad because they cannot find employment in their own country. This forced migration is inevitable since if their present working life is precarious, their future life will likely be poor. Leaving their families, friends and countries with the hope of finding a better future abroad often remains the only viable option. Moreover, this kind of migration further deepens the already existing economic divide and increases imbalances between the EU regions. Those who stay are often stuck in temporary jobs, precarious contracts, unpaid and unlawful traineeships, and bogus self-employment, lacking basic social protection and often being subject to discriminatory practices based on age.

While the number of young people in the EU working with a temporary contractual arrangement is increasing, the number of permanent jobs is constantly falling. This means that for the new generations a permanent contract or an 8-hour working day remains something unreachable before their 30s. Young people are also over-represented in new sectors that have developed during the last term. If we think about the gig economy, we mainly find youngsters employed in platforms which so far fail to guarantee labour and social protection standards.

In order to tackle all these issues, EFFAT has invested enormous energies in strengthening its Youth work. In 2013, we decided to set up an EFFAT Youth Committee. This step was prepared by a working group on trade union youth work in 2011, a conference on youth employment in December 2012 in Vienna and by the adoption of a [Charter and a Roadmap](#) for the employment of young workers in the EFFAT Executive Committee.

The EFFAT Youth Committee is today an official and permanent structure within EFFAT. During the last Congress period we pursued the following political priorities:

- Organising young workers
- Tackling Youth unemployment
- Promotion of quality jobs
- Fostering solidarity
- Fostering the role of young people in trade union structures
- Improving the image and attractiveness of trade unions

2.7.3 Organising young workers

Organising young workers in a fragmented labour market represented one of the top priorities of the EFFAT Youth Committee during the last term. In this regard, the members of the EFFAT Youth Committee regularly exchanged examples of good practices on organising young workers and developed proposals and joint recommendations for EFFAT member organisations.

2.7.4 Tackling Youth unemployment

Fighting against youth unemployment has been one of the main items on the political agenda of

¹ Source: [Eurostat](#) Youth unemployment rate 2008-2018



the EFFAT Youth Committee in the last Congress period. Together with the ETUC and the Youth departments of our sisters organisations, we contributed to the development of the [Back2ourFuture](#) campaign that aimed at influencing governments, EU institutions and civil society and called for the establishment of active labour market policies, as well as demand side measures such as youth employment-friendly growth policies.

2.7.5 Playing an active role in achieving sustainable EU initiatives on Youth

In the aftermath of the crisis, EFFAT, together with the ETUC Youth Committee and our sister organisations engaged in advocating the EU Institutions in taking important policy initiatives to boost youth employment and improve the situation of young workers in Europe.

Thanks to this pressure, the EU Commission adopted a set of European youth employment policies which are comprised of several initiatives, policy packages and financing instruments. The main youth employment policies come under two policy packages, namely the flagship initiative “Youth on the Move”, enshrined in the EU 2020 strategy and its deployment into the Youth Employment Package (YEP). The European Semester is also relevant to this study insofar as reviewing youth employment policy measures, the Youth Guarantee in particular, is strongly embedded in this broader policy governance cycle. The YEP contains three broad initiatives, which are mostly implemented at the national level through a further set of measures, specific to each country and to the initiatives in question. Below you will find a brief explanation of each measure with a reference to EFFAT related work.

Youth guarantee: The Youth Guarantee is a commitment by all Member States to ensure that all young people under the age of 25 years receive a good quality offer of:

- employment
- continued education
- apprenticeship
- traineeship

within a period of four months of becoming unemployed or leaving formal education.

All EU countries have committed to the implementation of the Youth Guarantee (YG) in a [Council Recommendation of April 2013](#). EFFAT, in cooperation with the ETUC Youth Committee has been supportive of the establishment of this instrument since 2009. Several countries, such as Finland, Sweden, Denmark and Austria, had already developed schemes similar to YG, but these were singular cases and nothing systematic was being done throughout the EU Member State. We therefore welcomed the adoption of the Council recommendation in 2013, the endorsement of the financial capacity - €6.4 billion - of the Youth Employment Initiative (YEI) in 2016 with the EC communication on Investing in Europe's youth, and the later agreement at the Council and the Parliament to increase the YEI by €2.4 billion until 2020.

Also, the 4th principle of the European Pillar of Social Rights is a window of opportunity to guarantee that no youngster will be left behind in the labour market and in society. That said, the European Trade Union movement has kept a critical approach throughout the first 5 years of implementation of the Youth Guarantee. Especially in some countries, our affiliates at national level have reported low quality offers and insufficient financial means to meet the situation of NEET (not in education, employment or training) in their countries. Also, the involvement of social partners in the design, implementation and assessment of the Youth Guarantee schemes has not been followed as enshrined in the partnership principle of the Council recommendation. The EFFAT Youth Committee members shared their personal views and experiences with respect to the implementation of the Youth Guarantee at each EFFAT Youth Committee meeting that took place during the last Congress term. EFFAT observed enormous differences among member



states. It is a real pity that the potential value of such an important and innovative EU initiative has been jeopardized by poor implementation at national level.

The European Alliance for Apprenticeships: The European Alliance for Apprenticeships is a platform which brings together various stakeholders to strengthen the quality, supply and image of apprenticeships in Europe. It was launched by the European Social Partners, along with the European Commission and the Presidency of the Council of the EU under a joint declaration, signed in Leipzig on 2 July 2013. Trade Unions mostly participated in the implementation of the EAfA through pledges. EFFAT played an important role to convert this initiative into concrete actions also in its sectors. A total of four have been signed between EFFAT and its social partners in the Food, agriculture, Hotel and restaurants and contract catering sectors. Please find more information in the sectorial activity reports.

Quality Framework for Apprenticeships: The Quality Framework for Traineeships provides a set of recommendations to member states on the following topics: the conclusion of a written traineeship agreement with reference to the learning and training objectives and the working conditions applicable (without specifying such conditions and objectives), the rights and obligations, the duration and the recognition of traineeships. The QFT can be an effective measure to tackle traineeship regulation issues, given that currently less than half of EU Member States have set out clear instructions for trainee working conditions.

2.7.6 Attracting young workers and promoting quality jobs creation

We have placed youth employment related issues and the implementation of the EFFAT youth pledge high on the EFFAT agenda and on the agendas of our member organisations. As far as TNCs are concerned, we pushed our EWC network to introduce Youth employment as a permanent item of European Works Councils agendas. A specific [working tool](#) entitled Tackling Youth Unemployment, practical guidelines for EWC members and trade union officers” has also been created with the aim of encouraging Senior Management to introduce youth-specific measures for quality training and apprenticeship schemes, as well as clauses that favour access to full-time and permanent employment.

Attracting young workers was also a top priority at social dialogue level. In 2015, FoodDrinkEurope and EFFAT, social partners for the EU food and drink industry, commissioned consultants Wilke, Maack und Partner, together with Syndex, to help both organisations work on a European Commission-funded research project entitled 'Bringing in new talents and managing an ageing workforce - two sides of the same coin'.

The main aim of this project was to identify how to build up labour supply and demand in the food sector, manage an ageing workforce and help to fight unemployment, while at the same time improving the reputation of the food and drink manufacturing and processing sector as an employer, especially amongst young people.

A number of examples of good practices and case studies from employers, large and small, in the food and drink industry in different Member States were identified.

The toolbox is available here: <http://fooddrinkeurope-effat-toolbox.eu/>. We now urge all EFFAT member organisations to promote it and to make good use of the positive recommendations that are included in the final report.

2.7.7 Cooperation with other European Trade Union Federations and joint projects

The EFFAT Youth Committee is constantly cooperating with the youth structures of other ETUFs, as well as with the ETUC Youth Committee in order to carry out joint campaigns and influence the EU institutions on common issues affecting youngsters across the sectors.

On Friday 7 March 2014, in the run up to the European elections, the EFFAT Youth Committee,



together with the youth structures of another 5 ETUFs - IndustriALL, EPSU, EFBWW, ETF, UNI Europa - launched a joint campaign to demand that EU institutions and employers put youth at the top of their agenda. Under the slogan “Enough of their crisis – back to our future”, the federations set out their demands: immediate and effective action to release the mortgage the European crisis and policies take out on young people’s future in the European labour market. A dedicated website has also been created <http://www.back2ourfuture.org/> to promote the campaign and the joint demands of the ETUFs.

On 2 April 2014, the six ETUFs surprised Brussels with a flash mob event to highlight the critical situation of young workers in Europe. Under the slogan “Enough of their crisis – back to our future”, the ETUFs reiterated their demands on 4 April 2014 when representatives of the six ETUFs, together with the ETUC youth delegation, led 50,000 demonstrators from 21 countries through Brussels calling for a new path for Europe that includes a secure future for young people in the labour market.

2015-2016 EU project - Empowering the integration of younger workers in the European Metal, Transport, Food, Services, Construction and Wood Industries

In 2015-2016, EFFAT took part in this EU project together with five other European Industry Federations (ETUFs) EFBWW, EPSU, ETF, IndustriAll Europe and Uni Europa.

The main objectives of the project were:

- To address issues hindering an adequate integration of young workers within current trade union structures;
- Support national trade unions in their efforts to attract and integrate younger workers within their structures and policies;
- To present and discuss policies, exchange best-practices, innovative approaches and develop a trade union policy to facilitate the integration of younger workers and to provide them with help and support;
- Facilitate the internal discussion amongst several national trade unions and the EFBWW, ETF, EFFAT, UNI-EUROPA, EPSU and IndustriAll Europe on how to better integrate younger workers and their concerns and demands in the existing structures;
- Publish and present a manual for all national and European trade unions.

The main tangible result of this project is the publication of a booklet called “[Just go for it – a compendium of best practices from all over Europe on involving young people in Trade Unions](#)”.

This booklet provides an overview of good examples coming from different unions in different parts of Europe on how to integrate young people into Trade Unions. The experiences were collected through questionnaires and interviews and from the examples shared during a big conference organized in Croatia, where 150 young Unionist from all over Europe and all economic sectors gathered. The Youth Conference and the 3 regional seminars that followed were a unique opportunity for EFFAT young activists to meet colleagues from all over Europe and to establish a network through formal and informal contacts.

2016-2018 E project - Boosting unions’ participation to guarantee quality transitions and employment to young people in Europe’

EFFAT joined several ETUFs in this project and took an active part in it as a member of the Steering Committee.

Many of the members of our Youth Committee were also involved. The overall objective of this project was threefold:



1. To contribute to the improvement of the situation of young Europeans in the labour market
2. To evaluate and to provide a trade union input to the implementation of European youth employment policies
3. To empower young trade unionists and make them more active in the industrial relations system, in particular via their youth structures

A report was published and can be found [here](#).

The report contributes to the above-mentioned objectives by paying particular attention to the following needs:

- Need for a pool of systematic knowledge on what is happening at European and national levels in implementation of EU youth employment policies, with a focus on trade union involvement.
- Provision of comparable cross-national information on existing practices of trade union involvement in EU youth employment policies.
- Creation of a practical toolbox (recommendations) on trade union involvement in youth employment policies.
- Sharing of good practices and mutual learning

2.7.8 Improving Trade Union image and fostering Youth involvement in Trade Union structures - Monitoring the implementation of the EFFAT Youth pledge

During the 4th EFFAT Congress held in Vienna (Austria) on 20-21 November 2014, a session was prepared, led and moderated by the EFFAT Youth Committee dedicated to youth employment issues, titled “Enough of their crisis – Back to our future!”. The outcome of this very successful session was a signed pledge by which all EFFAT members committed to:

1. Better integrating young people in trade union work and trade union governing bodies
2. Taking at least one initiative to attract more young members.

The EFFAT Youth Committee, together with the EFFAT Executive Committee, has continued monitoring and assessing the concrete implementation of the pledge signed during the Congress.

On a regular basis we have sent out questionnaires to our EFFAT member organisations asking for an update. Thanks to these important initiatives, many of our affiliates took serious measures to strengthen youth presence in their own structures. Some Youth Committees have been established and several campaigns have been launched at national level.

2.7.9 Meetings and training

Year	Date	Activity	Content/Objectives
2015	24-26.06	EFFAT-ETUI Training Organising young workers in the EFFAT sectors and fostering the role of Young leaders in trade unions structures, Dublin	<ul style="list-style-type: none"> • Youth unemployment • Challenges for young people in Europe • Campaigning • Organising young people • Effective communication • Young leadership • Improving trade union image • Implementation EFFAT Youth pledge



	13-15.05	ETUFs + ETUC European Youth Conference	<ul style="list-style-type: none"> • Making trade unions more attractive for youngsters • Shaping innovative ways of communication • Recruiting young workers • New mobilization techniques • Trade unions advocacy • Improving young people's role in trade union structures
2016	24-26.01	Regional ETUFs Seminar	<ul style="list-style-type: none"> • Organising and recruiting young workers into Trade Unions • Trade Unions internal and external communication • Youth representation in Trade Unions
	29.01	EFFAT Youth Committee	<ul style="list-style-type: none"> • Cooperation with the ETUC Youth Committee • The refugee crisis • Building synergies with NGOs and civil society organisations • Implementation EFFAT/Food and Drink Europe pledge on Youth Apprenticeships • Implementation EFFAT Youth pledge
	10-11.10	EFFAT Youth Committee meeting, Vienna	<ul style="list-style-type: none"> • Overview of the Trade Union movement in Austria • How EFFAT operates at EU level • Exchange good practices in campaigns to organise and support young workers • Implementation EFFAT Youth pledge
2017	22-23.03	EFFAT-ETUI training Strengthening leadership capacities for EFFAT Young members	<ul style="list-style-type: none"> • Critical thinking for problem solving • Draft of EFFAT Youth Manifesto • Overview of the EFFAT pledge and work programme 2017-2018 • Lead with Leadership styles • Exercise public speaking
2018	13-15.03	EFFAT-ETUI training: "Developing new capacities to represent young workers- training needs analysis"	<ul style="list-style-type: none"> • Mapping existing trade union training practices/strategies for youth of EFFAT member unions • Identify training needs of EFFAT youth members • Networking and exchanges among young trade union leaders • Defining priorities and future agenda of the EFFAT Youth Committee • Working



2019	5-7.02		<ul style="list-style-type: none"> • Develop the participants' European trade union identity and their engagement in the work of EFFAT • Increase the youth perspectives and participation at the next EFFAT Congress and contribute to the programme • Develop the capacity for setting objectives, propose solutions and drafting Trade Union plans • Analyse complex Trade Union realities and design Trade Union strategies
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2.8 LGBTQI

2.8.1 Background

Promoting justice and equality for all LGBTQI workers is part of EFFAT's commitment to defending basic workers' rights and fostering decent work for all.

As per the decision taken at the Executive Committee on 22 and 23 November 2017, EFFAT has committed to dedicating a new focus to LGBTQI (lesbian, gay, bisexual, transgender, transsexual, queer, intersex) rights at the workplace within its sectors and supporting the IUF initiative.

2.8.2 IUF Conference

The decision follows the IUF LGBTQI [conference](#) that took place in Geneva in August 2017 on the occasion of the IUF congress, where the IUF decided to add its voice, collective power and resources to the movement for full LGBTQI equality for all workers and their families with the objectives to:

- support LGBTQI workers across the globe and educate their members on the importance of LGBTQI equality in the collective struggle for justice at the workplace and in our communities
- provide opportunities for LGBTQI workers and their allies to meet at IUF meetings to discuss how to organize - fight - win on LGBTQI/union issues
- speak out against injustice against LGBTQI workers across the globe.

2.8.3 EFFAT Activities

As the European regional organisation of the IUF, EFFAT followed up on the IUF conference, including securing LGBTQI rights as trade unions rights at the workplace as a new focus of EFFAT activity.

Initiatives taken:

- Collection of a list of best practices on the policies and initiatives around the inclusion of LGBTQI workers at the workplace in the EFFAT sectors (policy paper, flyers, brochures, publications (February 2018)
- Organisation of the first IUF-EFFAT-PROGE joint meeting: Fight against the discrimination of LGBTQI workers at the workplace (Vienna, October 2018) - See [Video](#)
- Joint organisation/set up of the IUF LGBTI Working Group proposal on LGBTI Committee
- Preparation of the EFFAT-PROGE-IUF Conference on LGBTQI rights on occasion of the EFFAT Congress in Zagreb on 6 and 7 November 2019, followed by political declaration and joint commitment.
- Ongoing support of the IUF political commitment around LGBTQI workers.



3. Transnational Companies and European Works Councils

3.1 2014-2019: A difficult economic context

Transnational Companies (TNCs) have operated in a difficult context over the last 5 years. Since 2014, productivity as well as output growth rate and consumer confidence have been weak in Europe and, on average, below pre-2008 levels.

The weak productivity and output growth rates did not support the creation of quality jobs. Although the number of people in employment has returned to pre-crisis levels, the total number of worked hours remain around 6% below the pre-crisis peak. That means that there may be more people in employment now than 5 years ago, but the nature of these jobs has significantly changed. The number of non-standard, insecure and low-paid jobs is increasing.

Inequalities have widened in Europe with real wages lagging behind productivity in the majority of member states. This is mainly due to the implementation of austerity measures and neo-liberal policies, as well as to the progressive decentralisation of collective bargaining and the decline of its coverage.

Following several modest but constant growth years, 2018 was marked by a progressive downturn in the EU economy with countries such as Italy even going into technical recession for two quarters. In 2019, even Germany, after a decade of near-uninterrupted growth, is facing an economic slowdown that may lead to a technical recession as warned by the Bundesbank. Such negative performances are also related to the increasingly fragile state of the global economy.

In the last 5 years, companies operating in the food sector were confronted with several challenges including:

- Conflicts surrounding international trade
- Uncertainties in the European Union due to the impact of Brexit
- The consequences of the Russian ban that have important consequences not only on farmers, but also on companies and transnational companies, especially those operating in the dairy, pork, beef and fruit and vegetable sectors
- Increased volatility of agriculture products also due to the consequences of climate change
- End of sugar and milk quotas
- Counterfeiting of food products and illegal labelling

The tourism sector in Europe was badly affected by the economic crisis in 2008-2012. However, in more recent years, Europe has witnessed a growing number of visitors. This was beneficial for TNCs operating in the HORECA sector. Nonetheless, the industry is still faced with several challenges and mounting competition also due to the growing phenomenon of the 'sharing economy'.

3.2 Main challenges faced by EFFAT affiliates with membership in TNCs

The economic context was certainly not encouraging. Nevertheless, most of the transnational companies operating in our sectors saw enormous increases in their net profits. Often this is due to an aggressive corporate strategy driven by short-term profit maximisation. With the aim of achieving record dividends, workers are perceived as a cost and jobs are therefore often destroyed.



The main challenges faced by our affiliates in the last term were the following:

- Declining membership
- Financialization > labour under pressure
- Closures and restructuring processes/outourcing
- Increase of non-standard and precarious jobs
- Violation of workers' rights, especially in the subcontracting chains
- Social dumping
- Centralisation of back office functions/creation of shared service centres
- Attacks on workers' rights and democracy at work
- Stress at the workplace

3.3 Our political agenda in TNCs

EFFAT's agenda in TNCs focused on the following political priorities during the last term:

- Enhancing cross-border solidarity and support
- Protecting employment and improving working conditions
- Fighting against social dumping and precarious work
- Ensuring democracy at work is respected at all levels
- Improving health and safety at the workplace with a specific focus on stress at the workplace
- Advocating for the improvement of the EU legislative framework with a strong engagement in influencing the decision-making processes, especially with respect to the initiatives taken within the framework of the European Pillar of social rights and the Company law package
- Developing collective bargaining cooperation networks with the aim of setting common goals to be achieved in national collective bargaining negotiations
- Developing policies and actions aimed at tackling youth unemployment and managing an ageing workforce
- Improving the functioning and the structure of the EFFAT TNC-EWC network
- Making EFFAT EWCs a real and powerful Trade Union tool
- Increasing the number of EWCs in the EFFAT sectors when supported by a relevant number of affiliates
- Improving the quality of existing EWCs by renegotiating old agreements
- Ensuring the presence of an EFFAT Coordinator in as many EWCs as possible
- Dealing with the consequences of Brexit in TNCs and EWCs
- Achieving Trade Union involvement in the implementation of the Sustainable development Goals of the United Nations
- Dealing with the future of work as well as the expected changes in layouts and work organisations due to automation and digital processes
- Ensuring a permanent link between the outcomes of EU sectorial social dialogue and EFFAT work in TNCs, such as the initiatives taken on youth and digitalisation in the EWCs of the food sector and the permanent connection between the work of the contract catering social dialogue and EFFAT agenda in EWCs such as Elior, Compass or Sodexo

All the actions, decisions, projects and working tools that we have implemented and developed had the intent to achieve the above-mentioned objectives. EFFAT political action in TNCs went hand in hand with our intense advocacy work with the EU institutions and the permanent legal and technical support provided to EWCs including the negotiation and the re-negotiation of EWC agreements.



3.4 Solidarity actions

3.4.1 Coca-Cola

Over the last 5 years, EFFAT has coordinated, launched or supported many solidarity actions in Transnational Companies. It would be difficult to mention all of them. We will therefore just report a few examples that give an insight into the way we have developed solidarity in TNCs in the last term. Solidarity has always been provided in full respect of the [EFFAT Code of Conduct on Industrial Policy](#) and the [EFFAT policy for dealing with restructuring](#).

Fuenlabrada and the Spanish conflict: In April 2014, CCIP (Coca-Cola Iberian partners) announced a labour force adjustment plan, which affected 1,190 people and included the closure of four out of 11 plants based in Spain, namely Colloto in Asturias, Alicante, Palma de Mallorca and Fuenlabrada, Madrid. 821 dismissals, of which 236 forced redundancies, were carried out in Fuenlabrada – the major production and logistics plant in Spain – which had benefited from massive investments in recent years. From that moment, a legal conflict started between the local works council, CCOO and the Company. After 5 years of intense fighting, mobilization and struggle, it was finally possible to find an agreement to secure a positive future for all workers in Fuenlabrada. Please find [here](#) more info. EFFAT has strongly supported its affiliates in this fight during these 5 years. Two meetings of the EFFAT Coca Cola coordination Group took place in Madrid in 2014 and 2017 with visits to the Fuenlabrada factory. The EFFAT Coca-Cola action day in 2014 saw the presence of the EFFAT Secretariat in Madrid with relevant media coverage. Several public declarations were adopted. Enormous pressure from EFFAT was also put on the Spanish and European management, as well as on the Senior Management of TCCC in Atlanta. The Spanish conflict has been permanently in the agenda of the TCCC/IUF meetings in Atlanta.

Greece: The EFFAT Coca Cola Coordination Group meeting took place in Athens (Greece) on 1-2 June 2015. The meeting was organised in Greece to bring solidarity and support to workers in Athens, Thessaloniki and Patras who lost their jobs due to a drastic restructuring process that took place in 2014.

Germany: In occasion of the renewal of the collective bargaining agreements in 2017 and 2019, NGG started warning strikes. In 2017, the Company tried to supplement the German market importing goods from Belgium and France. Thanks to the prompt action of the EFFAT Coca-Cola early warning network, and in respect of the EFFAT Code of conduct for the Coca-Cola system, the Belgian colleagues didn't allow any increase in production to supply the German market. In November 2017, a demonstration was organized in Weimar (Germany) against the closure of the Weimar Coca-Cola factory. An EFFAT delegation took part in the protest.

The European Coca-Cola system: Other solidarity actions have taken place in the last 5 years to support the struggles of Coca Cola workers in Italy, Belgium, France and the UK. EFFAT is also currently engaged in supporting workers at the Coca-Cola Ballina factory (Northern Ireland), struggling for recognition and collective bargaining. All these actions took place in compliance with the [EFFAT Code of Conduct for the Coca-Cola system](#).

EFFAT Code of Conduct for the Coca-Cola system: Coca-Cola workers employed in all the European bottlers have suffered continued attacks on jobs, work-life balance and workers' rights. In order to save jobs, enhance transnational trade union solidarity and challenge social dumping, EFFAT and the members of the EFFAT Coca-Cola Coordination Group, adopted the EFFAT Code of Conduct for the Coca-Cola system in 2015. The code includes clear actions to be taken in the event that restructurings, transfers of production, outsourcing, closures, collective redundancies or Management's attempts to dismantle relevant social gains may have potential cross-border impacts.



Coca Cola action days

5 May 2014: On 5 May 2014, Coca-Cola workers undertook actions around Europe under EFFAT coordination to demand the end of job cuts and the incessant demand for labour flexibility. Demonstrations took place in Anderlecht and in Madrid. A strike and press conference took place at the Refrige plant in Portugal, and assemblies at plant level took place in France, Germany, Greece and Italy.

29 April 2019: Workers and trade unions from various countries gathered under the EFFAT flag took street action on Monday 29 April 2019 at Coca-Cola European Partners (CCEP) headquarters in Anderlecht. The action was called against the incessant destruction of jobs and to demand the establishment of a well-functioning EWC in CCEP.

3.4.2 Japan Tobacco International

At the end of 2014, JTI announced plans to restructure operations in Europe, citing declining demand and forthcoming EU legislation: 872 workers in the Lisnafillan factory, the remaining JTI manufacturing plant in the UK, were informed that their factory was about to close. In Lisnafillan, UNITE presented a counterproposal that would have saved hundreds of jobs, taking into consideration the long-term sustainability of the company, making this plant a 'Centre of Excellence' in the manufacture of cigars and pouch tobacco. The proposal was rejected by Management without any reasonable explanation. EFFAT, together with the JTI European Works Council, coordinated solidarity at European level and strongly opposed the restructuring plans.

3.4.3 Imperial Tobacco/Closure Altadis factory in Agoncillo, la Rioja

Altadis, a French-Spanish offshoot of Britain-based Imperial Tobacco announced a restructuring plan in February 2016 which included the closure of the cigarette factory of Agoncillo, in the Spanish region of Rioja. The closure, previously foreseen on 30 June was then postponed to 30 December 2016. It resulted in the loss of 471 jobs. The production was moved to Radom (Poland) and Langenhagen (Germany). As soon as the transfer of production was clear, EFFAT coordinated solidarity actions with NGG and Solidarnosc, since both unions had members in the factories of destination. Thanks to EFFAT's pressure on Senior Management, the Imperial Tobacco EWC and its Select Committee were properly informed and consulted. This was key to gaining time, understanding the economic rationale of the restructuring, as well as improving the conditions of the social plan.

3.4.4 Froneri

On 29 September 2017, the Froneri Group, a joint venture between Nestlé and R&R Ice Cream, announced the closure of the Parma plant in Italy, threatening 120 jobs and 70 seasonal positions, as well as many other jobs in satellite activities. At the same time in Germany, Froneri workers at the former Nestlé factory in Uelzen (Lower Saxony) were informed that the company intended to transfer the production to "more competitive factories", threatening over 180 jobs equal to 50% of the factory's workforce. Solidarity actions were carried out in support of Froneri workers in Italy and Germany thanks to the active involvement of the IUF and the Nestlé Global Works Councils. More info [here](#).

3.4.5 Norse Production

In October 2017, workers were on strike for a month at the fish processing company Norse Production near Bergen, on the west coast of Norway. NNN members demanded the right to a collective bargaining agreement with the company. NNN had a long-running dispute with the company over working conditions and the treatment of foreign workers. The strike ended on 11 October when the employer finally recognised the collective bargaining agreement for the fish processing sector. EFFAT and IUF closely supported this struggle. NNN received more than one



hundred solidarity messages from all over the world, a great encouragement for the workers on strike.

3.4.6 Jacobs Douwe Egberts

Workers in both Germany and the Netherlands took industrial action on Thursday 22 November 2018. NGG travelled with a group of German strikers to Utrecht to show their solidarity. In the Netherlands, the workers at the coffee factory in Utrecht staged a strike for a good collective bargaining agreement. In Germany, JDE refused to negotiate with NGG and had unilaterally terminated the collective bargaining agreement with NGG. The EFFAT Secretariat went in front of the factory to express its support and solidarity together with the IUF. FNV then signed a new collective agreement following two effective 24-hour strikes in Joure and Utrecht on November 19 and November 22, 2018. In August 2019, NGG members in the Bremen factory finally won recognition and an average 3% yearly wage increase following warning strikes. Training for the JDE EWC was also carried out by the EFFAT Secretariat in June 2019.

3.4.7 Barry Callebaut

In May 2019, NGG carried out warning strikes and is still preparing for further industrial action at global cocoa manufacturer Barry Callebaut in response to the company's violation of trade union rights. Barry Callebaut refuses to respect the regional collective bargaining agreement (CBA) for northern Germany. EFFAT, together with IUF has coordinated solidarity actions. The company has made some steps forward, although the last proposal was still unacceptable. Other strikes may occur in September 2019. EFFAT will continue supporting the struggle of German colleagues also through the EWC.

3.4.8 Unilever

In June 2019, the EFFAT TNC-EWC Conference delivered a solidarity message to the 76 workers of the Unilever/Knorr factory in Verona whose dismissal had been announced further to the delocalization of the stock line to Portugal. EFFAT contributed to connect the Italian Unions with the Unilever EWC. A solidarity visit to the Sanguinetto factory took place in July 2019.

3.4.9 Philip Morris (PMI)

Bergen op Zoom (BOZ): In April 2014, Philip Morris announced the closure of the plant in Bergen op Zoom (BOZ), its largest production facility in the world at that time. The closure resulted in 1,230 job losses, i.e. about 90% of its total workforce on that site. Production was shifted to other factories in Europe. EFFAT brought the discussion on the closure to the highest level with European management and was able to positively influence the negotiation of the social plan. EFFAT's support to workers in BOZ had been tireless. Thanks to EFFAT involvement and European solidarity, trade unions were able to reach an agreement with the company that minimised the negative impacts of the closure.

Berlin: In June 2019, PMI announced the closure of the factory in Berlin since the production of cigarettes will be relocated to other PMI factories in Europe. This means 950 jobs are at stake. EFFAT is currently strongly engaged in providing solidarity to workers in Berlin to minimise the impact of this announcement. Meetings with representatives of all PMI sites where production may be relocated are taking place under EFFAT's coordination. EFFAT efforts have led to the commitment of central Management to relocate production only once the social plan in Berlin has been finalised. Following EFFAT's demands, a job fair took place in Berlin with companies of the regions interested in recruiting new personnel.



3.4.10 Support for IUF campaigns

In the last term, the EFFAT Secretariat has always supported IUF campaigns. Please find below some examples:

- March 2017: IUF Mondelez action week, active involvement of the EWC coordinated by EFFAT
- Ongoing: [Myanmar hotel workers](#); photo action in front of the Myanmar Embassy in Brussels and solidarity message - March 2019
- Ongoing: [Coca-Cola Zero right campaign](#), many photo actions, declarations and solidarity messages
- Ongoing: [Perfetti Van Melle Stop use of Child Labour](#): Photo action at the Executive Committee - May 2019
- Ongoing: [Reinstate #TheCargill14 now!](#): solidarity messages also via the EWC and photo action at the EFFAT TNC-EWC Conference - June 2019

3.5 Managing the consequences of mergers, acquisitions and other major corporate restructurings

Corporate restructurings happen more and more frequently in the EFFAT sectors. Each merger, acquisition, conversion or cross-border transfer of head office entails relevant changes for workers. In all these circumstances, EFFAT ensures political cross-border coordination and technical assistance to its affiliates and involved workers' representative structures in order to anticipate and mitigate the negative consequences. Please find below some examples of how we have dealt with major restructuring activities in the last term.

3.5.1 AB InBev hostile takeover of SABMiller

On 11 November 2015, the Boards of AB InBev and SABMiller announced that they had reached an agreement on the terms of a recommended acquisition of SABMiller by AB InBev.

The SABMiller EWC coordinated by EFFAT was entitled to express two opinions: one according to the British Takeovers and Mergers Code "on the effect of the offer on employment", and a second one in line with the consultation rights enshrined in Directive 2009/38/EC.

Following EFFAT's request, several meetings of the SABMiller EWC were convened in order to allow an in-depth information and consultation process. Although still a "potential buyer", EFFAT ensured the presence of AB InBev Senior Management during SAB Miller EWC meetings. The SABMiller EWC benefited also from the assistance of an external expert that was extremely beneficial during the consultation process. The [expert assessment](#) was important for EFFAT and IUF affiliates with membership in AB InBev and SABMiller to understand the business rationale and the risks of the acquisition. The opinion of the SABMiller EWC, assisted by EFFAT, was part of the official documents that SABMiller shareholders had to consult at the final vote on the acquisition. EFFAT also managed to ensure that the employee protection document agreed between SABMiller and AB InBev could be further negotiated with national workers representatives after the takeover.

3.5.2 PGM divestment to Asahi

During the takeover of SABMiller by AB InBev, the Japanese leading Asahi Brewery made a unilateral binding offer to AB InBev to acquire SABMiller's Peroni, Grolsch and Meantime brands and associated businesses. PGM businesses have been marketed for competition law requirements.



The SABMiller EWC coordinated by EFFAT expressed its formal opinion on the divestment of the PGM business based on the information disclosed by the AB InBev, SABMiller and Asahi Management and on its independent research.

Even if formally still competitors, following EFFAT's request Asahi Central Management came from Japan and attended all extraordinary meetings scheduled for the transactions, giving the SABMiller EWC members the opportunity to understand the business model of the acquiring company, as well as the future plans and investments for Europe.

3.5.3 Merger of the three European Coca-Cola bottlers to create CCEP

On 6 August 2015, Coca-Cola Enterprises (CCE), Coca-Cola Iberian partners (CCIP) and CCEAG (Coca-Cola Erfrischungsgetränke) announced that they had agreed to combine their businesses into a new company to be called CCEP (Coca-Cola European Partners Plc). The mega-merger created the world's largest independent Coca-Cola bottler based on net revenues with more than 50 bottling plants.

The EFFAT Coca-Cola Coordination Group worked relentlessly on this merger and its potential effects. As expected, after the merger incessant restructuring processes took place in all countries. In about 3 years around 2,000 jobs have been cut.

As soon as the merger was announced, EFFAT focused on different areas:

- Establishing a well-functioning Trade Union coordination network
- Signature of the EFFAT Code of Conduct for the Coca-Cola system (See 4.1)
- Establishment of an EWC in CCIP: The CCIP EWC was established on 12 May 2016 and ensured information and consultation was provided during a complicated period for workers in Spain and Portugal
- Launching the establishment of the CCEP EWC. Since November 2016, twelve SNB meetings took place without the negotiations reaching a positive outcome
- Opening a permanent dialogue with Coca-Cola Senior Management in Europe. This permanent dialogue does not yet exist officially at European level, but informal meetings with the EFFAT Secretariat have already taken place
- Establishing an efficient collective bargaining coordination to set common goals to be achieved at the next national negotiating rounds. EFFAT also obtained the financial support of the EU Commission. An expert was financed to assess and analyse CB agreements of 8 countries. Two conferences were organised and a [report](#) was published
- An [interactive mapping](#) of CCEP sites was created

3.5.4 Merger Mondelez - Master Blenders

In July 2015, Mondelez International, Inc. and D.E Master Blenders (DEMB) completed the transaction that combined their respective coffee businesses, thereby creating the world's leading pure-play coffee company. The new company was called Jacobs Douwe Egberts (JDE) and is based in the Netherlands. EFFAT closely followed the merger and organised several calls and meetings between union representatives of the two merger companies.

3.6 Activity of our European trade union coordination groups

EFFAT's action in TNCs is supported by both the work of more than 120 EWCs we coordinate (more info in chapter 7), as well as by the invaluable contribution of many Trade Union coordination Groups coordinated by the EFFAT Secretariat. Please find below some examples of the work carried out by some of these extremely important structures.



3.6.1 EFFAT Coca-Cola Coordination Group

The EFFAT Coca Cola Coordination Group is composed of representatives of the workforce of The Coca-Cola Company, Coca-Cola European Partners and Coca-Cola Hellenic BC. During the last 5 years, the EFFAT Coca-Cola Coordination Group has worked on the following priorities:

- Organise solidarity, mutual support and cross-border cooperation;
- Dealing with the consequences of the merger that created CCEP and exchange information on other developments within the Coca-Cola system in Europe
- Defining and agreeing strategic and political priorities
- Coordinating with the agenda of Coca-Cola European Works Councils coordinated by EFFAT
- Monitoring the implementation of the EFFAT Code of Conduct for the Coca-Cola system adopted in 2015
- Developing a collective bargaining coordination
- Defining priorities to be discussed in the Global IUF - Coca-Cola meeting in Atlanta

The EFFAT Coca Cola Coordination Group met several times in the last term according to the following calendar:

2015	16 February 1-2 June 18 September	Brussels, steering committee Athens, plenary meeting Brussels, extraordinary plenary meeting merger CCEP
2016	19 February 6-7 June 24 October	Brussels, steering meeting Barcelona, plenary meeting Brussels, steering committee
2017	8-9 March 19-20 October	Berlin, plenary meeting Madrid, plenary meeting
2018	18 June	Hamburg, plenary meeting
2019	18-19 March	Berlin, plenary meeting

3.6.2 AB InBev

Following the mutual interest expressed by the German and Belgian affiliates with membership in AB InBev, EFFAT has supported the organisation of regular meetings between Belgian and German delegations. Since 2017, this Group has met a couple of times per year under the supervision and coordination of the EFFAT Secretariat. This Group is a successful example of how important cross-border bilateral cooperation among Trade Unions can be.

3.6.3 Lactalis

Following EFFAT's struggle in establishing an EWC in Lactalis (more info in chapter 7), three Trade Union coordination meetings took place among EFFAT member Organisations with membership in Lactalis according to the following calendar:

2017	30 October	Paris
2019	30-31 January 13-14 March	Geneva, in occasion of the IUF International Lactalis Conference Brussels

3.6.4 McDonald's

In the framework of an EFFAT project on collective bargaining cooperation (more info in chapter 10), an EFFAT workshop for the Fast Food Sector was held in Rome on 1 June 2017. The



workshop convened national trade union officers in charge of the fast food sector and had a special focus on McDonald's. The purpose of the workshop was to assess the findings of an expert who carried out a survey on the situation at McDonald's in various countries with respect to, inter alia, working conditions, collective agreements, trade union density, workers' representation, relations with management, etc. Furthermore, it was discussed how to make the EWC in McDonald's a real instrument for trade unions and workers. The meeting was also an opportunity to agree on an EFFAT strategy for McDonald's and the fast food sector for the coming years.

3.7 Work in European Works Councils

In EFFAT's view, European Works Councils are invaluable trade union tools to enhance our influence on companies' decision-making. When EWCs are strongly unionised and well-coordinated by at least one EFFAT representative, they provide a platform where workers' representatives can meet and strengthen cross-border trade union cooperation and coordination. For all these reasons, the negotiation and renegotiation of quality EWC agreements, as well as the technical and political coordination of the day-to-day activities of these essential workers' representative bodies, have been at the top of EFFAT priorities during the last term. At the moment, EFFAT coordinates around 120 EWCs and is involved in the negotiation of several EWC agreements. For a better insight into EFFAT work in the EWCs of the Tourism sector, please have a look at chapter 4.3.3.14 of the Tourism sector activity report.

3.7.1 Establishment of new European Works Councils and SE-Works Councils

In the last term, EFFAT negotiated the establishment of the EWCs that are listed below. Each negotiation entailed intense discussions and several meetings with Senior Management representatives. The Secretariat led and was directly involved in most of the negotiation processes, from the submission of the formal request to the final signature. In some other cases (marked with an *), negotiations were mainly carried out by one of our affiliates on EFFAT's behalf, while the Secretariat provided external support and played a coordinating role. All new EWCs and SE-WC agreements provide a place for at least one EFFAT Coordinator.

Year	Food, Drinks, Tobacco	HORECA
2015	<ul style="list-style-type: none"> Cheque Dejeuner KWS SAAT AG* Westfleisch (SCE-WC)* 	<ul style="list-style-type: none"> Select Service Partner (SSP) NH Hotels
2016	<ul style="list-style-type: none"> Groupe Avril Coca-Cola Iberian Partners Schreiber Food Cloetta* 	
2017	<ul style="list-style-type: none"> Paulig* Tereos Princess* Landewyck 	
2018	<ul style="list-style-type: none"> Asahi ABEG Delivery Hero (SE-WC)* Yildiz* Marine Harvest* Refresco Gerber (negotiations failed after 3 years - subsidiary requirements now apply) 	



2019	<ul style="list-style-type: none"> • Asahi AEL • Ardo • Groupe BEL 	
Negotiations still ongoing	<ul style="list-style-type: none"> • Coca-Cola European Partners • Belvedere 	<ul style="list-style-type: none"> • Accor Invest • Bidvest

At the moment, the EFFAT Secretariat is still involved in the negotiation of 4 new EWC agreements (CCEP, Belvedere, Accor Invest, Bidvest).

It may be the case that other EWC agreements in our sectors have been negotiated without the involvement of the EFFAT Secretariat.

The failure in establishing a well-functioning EWC in Lactalis

EFFAT has tried to establish an EWC in Lactalis for almost 15 years. Lactalis never replied to EFFAT and never accepted to meet with us. In 2018, EFFAT, together with 9 of its Member Organisations in Spain, France, Italy and Belgium decided to institute legal proceedings against the dairy giant in order to enforce the establishment of the EWC.

EFFAT was able to force Lactalis to sign a “protocole transactionnel” that obliged Lactalis to set up the SNB before December 2018 and finalise negotiations by the end of 2019.

Although EFFAT met on various occasions with all affiliated unions with membership in Lactalis and built up a strong political consensus in support of the legal action and the establishment of the EWC, not all SNB members signed the mandate letter to designate EFFAT as SNB expert during the negotiations. One signature was missing to get the majority. Although our representative tried to propose himself as expert at the first SNB meeting held in Laval in December 2018, his attempt was rejected by the company which did not allow him access to the Lactalis facilities.

Management forced the SNB members to vote by a show of hands in favour or against being assisted by an expert. The voting took place in front of the Management and abstention was unilaterally considered as a vote against. Surprisingly only 5 reps voted in favour being assisted by an expert.

EFFAT asked and obtained the financial support of the ETUI to organise a crisis meeting in March 2019. The EFFAT Secretariat provided support, training and technical assistance to the SNB members until the end of the process. 8 out of 19 SNB members didn't sign the agreement. However, management, also through pressure and intimidation, was able to achieve the majority of the signatures in order to impose a very bad agreement on 23 May 2019. The agreement is poor in all its chapters but what is more shocking is the definition of consultation as an exchange of views and a discussion of the group and members of the body “after implementation of the project”. Some unionized SNB members suffered intimidation and received pressure from management during the whole process. Thanks to this attitude, the management was able to impose its own plan, thereby jeopardizing EFFAT's effort to achieve a good agreement.

3.7.2 Renewal of existing EWC agreements

In the last term, EFFAT was also involved in the re-negotiation of existing EWC agreement. Please see the list below. For the companies marked with an * negotiations were mainly carried out by one of our affiliates on EFFAT's behalf, while the Secretariat provided external support and played a coordinating role.



Year	Agriculture, Food, Drinks, Tobacco	HORECA
2015	<ul style="list-style-type: none"> • Heineken* • Lantmannen* • Barilla • Ferrero* 	<ul style="list-style-type: none"> • Compass • Autogrill* • Rezidor
2016	<ul style="list-style-type: none"> • Philip Morris 	<ul style="list-style-type: none"> • Sodexo
2017	<ul style="list-style-type: none"> • Bonduelle 	
2018	<ul style="list-style-type: none"> • Cargill 	<ul style="list-style-type: none"> • Club Méditerranée
Negotiations still ongoing	<ul style="list-style-type: none"> • San Benedetto* • Kraft Heinz • Ter Beke 	

3.7.3 Political assistance to established EWCs

EWCs currently operating in the EFFAT sectors are around 120. Many of these EWCs benefit from the support of the EFFAT Secretariat, while many others are assisted by our EFFAT EWC-TNC Coordinators. There are still a few EWCs which do not yet have a coordinator. Political and technical assistance of European Works Councils entails:

- Attendance of all regular and Extraordinary meetings of the EWC and the Select Committee;
- analysis of economic, business and HR reports;
- definition of strategic and political priorities in cooperation with EFFAT member organisations with membership in the TNC;
- assistance during information and consultation processes referring to international projects having an impact on employment and work organisation (restructuring, introduction of a new working method, major corporate developments and changes, etc.)

3.7.4 Training to SNB and EWCs

During the last term, the EFFAT Secretariat has provided training to the following EWCs: Barilla, JDE, British American Tobacco, Ferrero, Cargill, Pernod Ricard, Philip Morris, Kraft Heinz, Bonduelle, Elor, Sodexo, Rezidor.

It has also provided training to the Special Negotiating Bodies of the following companies: NH Hotels, Ardo, Groupe Avril, SABMiller, Coca-Cola Iberian Partners, Coca-Cola European Partners, Schreiber, Group BEL.

Trainings were focused on different subjects, including workers' participation rights, the EWC legal framework, European industrial relations systems, public procurement legislation and the EU social acquis in general.

3.7.5 EWCs and Brexit

Since Brexit and the possibility of a 'no deal scenario' became a reality, confusion started arising among EWC members of companies operating in the UK, as well as in those EWCs regulated by British law (TICER Regulation). In 2017, EFFAT, together with other European Trade Union Federations published a [Guidance document](#) to deal with Brexit in EWCs and SE-WC.



3.7.6 Assessment of the 2009 EWC Directive

The year 2016 should have seen the formal conclusion of a new evaluation procedure carried out by the European Commission on the 2009/38/EC Directive. Initially due in February 2017, the evaluation was only published in 2018. EFFAT worked closely with other ETUFs and the ETUC and reached a joint position with [10 clear demands](#) supporting our joint request for a revision or a recast of the current Directive. The Commission concluded its assessment proposing to social partners the drafting of an EWC Handbook on good practices. At the first meeting held in May 2019, the ETUC delegation (of which EFFAT was part) left the table considering such document a useless and, to a certain extent, potentially counterproductive tool.

3.8 Transnational Company Agreements (TCAs)

3.8.1 New TCAs signed

In the last term, EFFAT signed the following TCAs:

May 2017	Barilla Convention on health and safety
April 2018	Schreiber Joint Declaration on diversity, inclusion and equality at the workplace
July 2019	Philip Morris International on protection of human resources data

In 2019, the Unilever EWCs signed an extremely advanced agreement on “Future of work”. The EFFAT Secretariat has now planned a meeting with Unilever Management to further discuss the content of the agreement and ensure a better implementation of its goals.

3.8.2 EU debate around TCAs and next steps


In the last term EFFAT has actively taken part in the EU debate around TCAs. EFFAT joined the EU project Building on experience - A win-win approach to transnational industrial relations in multinational companies, together with the ETUC, other ETUFs, Business Europe and other national employer associations. [Joint conclusions](#) were adopted.

Following the work of the ETUC Congress preparatory Committee that has given the ETUC the mandate to lobby the EU institutions to negotiate a Tripartite Framework Agreement on TCA, EFFAT committed to launch its own internal discussion aimed at the adoption of new Rules of procedure for the signing of TCAs.

3.9 New EWC portal and other working tools

In the last term, the EFFAT Secretariat has created several working tools to support the daily work of members of national and European Works Councils, as well as shop stewards and TU officers dealing with Transnational companies. All these working tools are accessible through the new [EFFAT Portal on TNCs and EWCs](#) that has been revamped with a new style. In order to access the new Portal, affiliates need to request a new log in credential from the EFFAT Secretariat.

Its key features include:

- a restyled [homepage](#) presenting TNC-EWC related news;
- a renewed user-friendly [resources page](#) with a downloadable EFFAT brochure (2016) in multiple languages and easy to access useful mat and other working tools;
- the newly created [EWC database](#)! EFFAT Coordinators are now able to directly provide relevant information about the EWC they coordinate by clicking on: 



The working tools accessible through the [portal](#) provide information and practical steps to deal with several challenges including:

- Precarious work
- Health and safety and stress at the workplace
- Stress at the workplace
- Tackling youth unemployment
- Dealing with the abuse of Temporary agency workers
- What kind of information do EWCs need?
- Collective bargaining cooperation - questionnaire in different languages
- EWC negotiation - a new EFFAT EWC template agreement

3.10 European projects

In the last term the EFFAT Company Policy department successfully ran the following EU projects:

Period	Title	Outcome
1/2015 – 9/2016	Fostering the role of the EFFAT European Works Councils: Taking an active role in managing stress and psychosocial risks	<ul style="list-style-type: none"> • Desktop research • Training provided by experts in 5 EWCs • Working tool to deal with stress at the workplace widely disseminated • Raising awareness • Health and safety included as competence in many new EWC agreements
1/2016 – 10/2018	Anticipation of change and the sustainable management of structural changes: Promoting innovative actions to strengthen employee involvement and social partners' cooperation	<ul style="list-style-type: none"> • Collective bargaining cooperation launched in CCEP with related publication • Assessment of working conditions in McDonald's • CB cooperation launched in several other companies (Asahi, Barilla, Schreiber, etc) • New CB questionnaires
1/2019 - 10/2020 ongoing	Making full use of the EU social acquis to better shape the impact of technological developments in the European food and drink industry	<ul style="list-style-type: none"> • Expected outcomes • Field missions in factories/sites of 5 TNCs assessing impact of automation and robotization on work organisations • Legal analysis on the available means provided by the EU social acquis to deal with the impact of technological developments

In the last term, EFFAT was also actively involved as a partner or co-applicant in many other EU projects providing case-studies from our sectors.

Below you will find the main projects carried out with the ETUC.

1/2015 - 12/2016 [ETUC project on letterbox companies](#)

6/2019 - ongoing ETUC project on Securing workers' rights in the subcontracting chain

6/2019 - ongoing EU project on Due diligence and non-financial information



3.11 Initiatives taken to strengthen cross-border trade union cooperation in TNCs

In the last term, the EFFAT Secretariat devised some concrete proposal to strengthen affiliates involvement and engagement in TNC work. The main proposals that have been launched are set out below.

Initiative	Aims	Did it work?
Meetings/seminars at national level with EWC members, EFFAT coordinators and trade union officers dealing with TNCs	<ul style="list-style-type: none"> Listen to affiliates' concerns and proposals More frequent dialogue with TNC practitioners Developing a new proposal for EFFAT work in TNCs Identifying examples of good practice 	<p>So far only a few meetings have taken place with:</p> <ul style="list-style-type: none"> SIPTU (Dublin) PAM, PRO, SEL (Helsinki) ACV-CSC (Brussels)
Establishment of a permanent EFFAT TNC working Group	<ul style="list-style-type: none"> Contributing to the development of EFFAT political action in TNCs Supporting the EFFAT Secretariat with the mapping and the coordination of EFFAT EWC-TNC network Developing position papers on Company policy matters Preparing the annual TNC/EWC Conference 	<p>Changes in the constitution are underway. Informal meetings already took place in 2017 and 2019</p>

3.12 TNC-EWC conference and other important meetings/seminars

In the last term the annual EFFAT TNC-EWC Conference took place according to the following calendar:

- 27-28 April 2015, Zagreb
- 30-31 May 2016, Venice
- 15-16 June 2017, Belgrade
- 16-17 May 2018, Leuven
- 12-13 June 2019, Brussels

Informal meetings of the future EFFAT TNC working Group took place on the following dates:

- 5 May 2017, Brussels
- 5 December 2017, Brussels
- 15 March 2019, Brussels

The EFFAT-ETUI joint seminar, "EWC as an instrument for organising workers in multinational companies" will take place in Florence on 9-11 October. The Seminar aims at training EFFAT Coordinators and EWC members to make EWCs both a platform for capacity building, as well as organising tools. EWC representatives from the following companies have been invited: Danish Crown, Barry Callebaut, Kraft Heinz, Mondelez Danone, Accor, Sodexo, Compass, Philip Morris.



4. Sector Activities

4.1 Food Sector

Food is unique: the right to food is a fundamental human right. Rights are interrelated, and the fulfilment of the right to food requires effective access to other rights, including the right of workers to freedom of association. Violations of these basic rights are not limited to non-EU countries. They are present in the European Union. Rights abuses are present in different sectors, notably in the meat industry, where contract labour underpins the operations of some companies and our affiliates are fighting hard to establish fair, social standards. Wherever we look, wages in the food and drink industry are typically lower than those of other manufacturing workers, and there are still far too many workplaces where workers are injured, fall ill and even killed on the job.

The FDT sector has overarching objectives that fall within EFFAT's overall work programme: to fight against all forms of precariousness in employment forms, to achieve decent work; to support collective bargaining and thereby improve working conditions and to foster social dialogue at EU and national levels; to promote fair and sustainable trade relationships along the supply chain; to promote education and skills development for all workers; and to protect them from health and safety risks. These overarching objectives are quite ambitious and would be better described as long-term intended effects of appropriate policies.

Our members in the sector are facing major future challenges. The rise of robots, big data, scanners, and other new technologies places overwhelming demands on workers. Climate change challenges threaten the food sector, its supply chains, but the fight against climate change can be a smart strategy, paving the way for a future without carbon. The European food sector can be a role model, developing new jobs and new high value products out of food waste.

It has always been our goal to represent our members' interests towards European employers' organisations, towards EU institutions at both political and administrative levels, towards the European Trade Union movement and towards like-minded NGOs.

It has also been our key objective to promote solidarity amongst EFFAT's member organisations, to develop their capacities to act with their members, to achieve the best result for them.

Solidarity is not a one-way path. It needs engagement from all partners.

The food and drink manufacturing and processing sector employs more than 4.5 million people in some 294,000 companies and is Europe's biggest manufacturing sector in terms of turnover and employment. Small and Medium enterprises represent 99.1 % of food and drink companies and employ around 2.8 million people.

4.1.1 Leadership: Sector Board and Sector Presidents 2015-2019

President for the Northern region	Ole WEHLAST
Vice president 1 for the Central region	Julia LONG
Vice President 2 for the Southern region	Pietro RUFFOLO
EFFAT Secretary	Estelle BRETNALL



Region	Country	Organisation	Name	Position
Nordic countries	Denmark	NNF	Ole WEHLAST	President
	Finland	SEL	Henri LINDHOLM	Alternate
Mediterranean East	Italy	FLAI CGIL	Pietro RUFFOLO	Vice President
	Turkey	TEKGIDA IS	Mustafa AKYUREC	Alternate
Central, Eastern and South-Eastern Europe region	Hungary	HDSZ	Jozsef KAPUVARI	Member
	Lithuania	LMP	Grazina GRUZDIENE	Alternate
Mediterranean West	Spain	FEAGRA CCOO	Margot SASTRE	Member
		FITAG UGT	Francisco PASALOBOS	Alternate
Germany, Austria, Switzerland	Germany	NGG	Claus-Harald GÜSTER	Member
				Alternate
UK, Ireland	UK	UNITE the Union	Julia LONG	Vice President
	Ireland	SIPTU	John DUNNE	Alternate
France, Benelux	Belgium	ACV CSC Alimentation et Services	Bart VANNETELBOSCH	Member
				Alternate

4.1.2 Fight against all forms of precariousness to achieve decent work

Since 2014, we have consolidated and also established different coordinating committees and groups that meet at least once a year to strengthen relations among affiliates, exchange best practices (collective bargaining in multinational firms for example), enhance understanding of the importance of decent work in the sector and contribute to European policies.

4.1.2.1 Meat coordinating committee

The sector is generally marked by difficult working conditions and low wages². A significant proportion of employees in this sector consist of migrant workers. Some may be posted. Temporary work agencies are often involved and in some instances the use of abusive letterbox companies has been reported. The poultry sector and slaughterhouses are known for their difficult work environment. The increasing production line speed enhances health and safety risks. At the same time, increasing mechanisation is resulting in higher production involving fewer workers.

What did we achieve?

- Considerable efforts have been made by EFFAT and its affiliates over the years to advance labour rights, working conditions and health and safety at work in the European meat industry, campaigning against the social and economic distortions caused by social dumping. Unprecedented collective bargaining agreements³ and the introduction of a statutory minimum wage in the German meat industry have been a turning point that has galvanised public attention on the working conditions in an industry that is often undervalued
- Wide publication and dissemination of leaflets on temporary agency workers in various languages⁴
- Published information material for affiliates on antimicrobial resistance (health and safety

² <http://old.effat.org/en/node/14122>

³ <http://old.effat.org/en/node/10800>

⁴ <http://old.effat.org/en/node/14009>



risks)⁵

- Facilitated European meat conferences in Germany (19 October 2016, Rheda-Wiedenbruck⁶) and Spain (20 September 2018, Madrid⁷) to discuss and address persisting practices such as: differences of treatment between workers, unfair, non-transparent recruitment, coercive and threatening behaviour by some agencies and companies, ineffective complaints procedures. A conference is planned for 2020 to address the causes of vulnerability and promote equality, fair remuneration, human rights and good collective bargaining agreements
- Mutual understanding and internal position papers on social protection and OSH (arduous work⁸), nutrition claims, promoting proper working conditions etc
- Supporting the European Trade Union Confederation (ETUC) in their fight against letter box companies identifying examples of exploitation of posted workers in the meat sector⁹
- In cooperation with the European Economic and Social Committee, we have developed a study on the Services directive in the meat processing sector¹⁰
- Engaged as partners in the “Meat.Up.Ffire” project initiated by FLAI CGIL, mapping the pig meat supply chain in different European countries¹¹
- Engaged with European employers’ association such as “l’Union Européenne du Commerce du Bétail et des Métiers de la Viande” (UECBV) and the Liaison Centre for the Meat Processing Industry in the European Union (CLITRAVI) on different topics (such as Mercosur, AMR, unfair trading practices, for example)
- Cooperated with the IUF (antimicrobial resistance, trade issues, solidarity activities, etc.).

4.1.2.2 Dairy coordinating group

The European dairy industry has been confronted by several challenges caused by consolidation processes and internationalisation, as well as the end of the milk quota in 2015. Our members continue to be concerned about the negative impact on employment stability, working conditions and, at the same time, an increase in precarious work.

What did we achieve?

- Final conference of the NGG-EFFAT project “Dairynet” 6-9 January 2015 (Oberjosbach, Germany)¹². The seminar raised four general valid issues to improve the social sustainability of the sector: compliance with fundamental trade union rights and freedom of association, compliance with the EWC Directive, fight against precarious work and combat youth unemployment in Europe.
- Exchange of information on multinational enterprises
- Identification of best practices (as well as worst practices) and discussions of possible actions
- Promotion of active solidarity together with our affiliate NGG (shop stewards in the German

5 <http://www.meat-workers.org/documents>; <https://www.effat.org/publications/practical-advice-for-workers-on-amr/>

6 <http://old.effat.org/en/node/14457>

7 <http://old.effat.org/en/node/14773>

8 <http://old.effat.org/en/node/14168>

9 <http://old.effat.org/en/node/14419>

10 <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/information-reports/services-directive-meat-processing-sector-0>

11 <https://www.meatupffire.com/wp-content/uploads/2019/02/meat-up-ffire-trifold.pdf>

12 <http://old.effat.org/en/node/13778>



dairy industry) and French, Dutch and Danish trade unions in Hamburg in October 2017

4.1.2.3 Fish processing coordinating group

The fish processing industry plays an important role in the development of coastal communities. Fish processing firms are often located in coastal areas with few other economic and employment alternatives. In most EU Member States, employment in the fish processing sector is more attractive than in the remaining industry, as jobs are usually better paid. The EU seafood processing industry is also important for improving gender equality and increasing female employment. A key challenge is that fish imported into the EU may come from countries with lower environmental, social, labour and safety requirements meaning that there is a lack of a level playing field. This means that EU consumers cannot be guaranteed that the imported fish they eat is not at the expense of vulnerable and unprotected workers in third countries. Additionally, EU operators, who need to demonstrate good worker conditions, lose out by having to compete with non-EU companies with lower costs due to weaker regulations. This may lead to businesses in the EU failing and workers losing their jobs if companies move out of the EU.

What did we achieve?

- Joint solidarity IUF-EFFAT actions on the Citra Mina campaign¹³: meetings with the European Commission (the Philippines benefit from preferential trade arrangements with the EU), solidarity actions during the Brussels fish expo. We campaigned for effective mechanisms to be urgently developed to ensure that companies that export their products to the European Union respect the right of workers to form trade unions and to negotiate their conditions of employment.
- Published a joint statement with the European Transport Workers' Federation (ETF) on eco-labels¹⁴; advocacy work towards the European Commission (social aspects) to shape EU policies.
- Joint advocacy work with the IUF, ITUC, ETF and ITF on fishers' and workers' rights in Thailand: organisation of meetings with the European Commission (political pressure on trade arrangements)¹⁵.
- Launched a joint project with the ETF on "a socially sustainable Common Fisheries Policy (CFP): Workers' organisations' participation in the fisheries, aquaculture and processing sectors"¹⁶. Our common vision is for a Common Fisheries Policy that has social objectives, that protects workers and effectively includes the views of worker representatives in all decision making. It is to have a CFP that values workers as well as the environment. In 2018-2019 we organised three seminars on different topics (trade and globalisation, health and safety and collective bargaining¹⁷, financial instruments) and have scheduled a final conference in September 2019.

¹³<http://old.effat.org/en/node/14570>; <http://old.effat.org/en/node/13876> ; <http://www.iuf.org/w/?q=node/4611>

¹⁴ <http://old.effat.org/en/node/14001>

¹⁵ <http://old.effat.org/en/node/14375>

¹⁶<https://www.effat.org/call-for-tender/a-socially-sustainable-common-fisheries-policy-cfp-workers-organisations-participation-in-the-fisheries-aquaculture-and-processing-sectors/>; <https://www.etf-europe.org/activity/3684-2/>

¹⁷<https://www.effat.org/featured/a-sustainable-common-fisheries-policy-cfp-underpins-fair-treatment-of-workers-in-the-fish-supply-chain/>; <http://old.effat.org/en/node/14799>



4.1.2.4 Cocoa steering committee (“Cocoanet” network)

The cocoa and chocolate industries are facing significant challenges in the context of global developments, as well as structural change and restructuring in Europe due to:

- increased competition and intensified transnational restructuring in multinational companies,
- increased pressure on prices and competitiveness of medium sized companies and
- change in consumer behaviour, arising both from health and living trends as well as the ongoing debate on the persistence of child labour and child slavery in the cocoa farming sector, in Africa in particular.

By way of background, a network of EFFAT’s affiliates developed COCOANET.EU¹⁸ to promote the exchange of information and good practice among European trade union partners and employee representatives from companies (multinational and medium-sized) in the sector. The network supports and strengthens initiatives aiming at improving information, consultation and participation processes within undertakings, as well as the development of concepts supporting a sustainable cocoa economy both in the European and global context. The network is a good example of trade union cooperation in the cocoa global supply chain.

What did we achieve?

- Organised a conference in Warsaw on 20 September 2017 for EU chocolate and confectionary shop stewards¹⁹: information and awareness raising workshops (child labour, collective bargaining). The seminar enabled communication and information exchanges that gave practical meaning to solidarity within the EFFAT family and on a global basis through the IUF and promoted a shared identity and tangible solidarity among the participants.
- Published and disseminated material on child labour²⁰ on the World Day Against Child Labour, calling for an end to child labour in all its forms in the sector. The topic is also raised at the meetings of European Works Councils in the sector.
- Participation in the World Cocoa Conference.

It is important to take the global perspective of the entire cocoa chain into consideration as the situation and working conditions of primary producers in African and Asian countries can no longer be separated from Europe. Multinational companies which are dominating the sector are operating globally. Sustainability for all people working in the cocoa economy is a significant issue deserving attention, since the situation of workers in Africa and Asia is linked to the situation of workers (e.g. quality of work and job security) in Europe.

4.1.2.5 Sustainable employment opportunities across sectors

We have also taken cross-sectoral actions in the food and agriculture sectors to promote job creation through better understanding and capacity-building seminars.

The agriculture sector and the food industry are changing as they need to respond to environment, human health and world sustainability challenges. Biological resources need to be better used, so there can be food for more people with less environmental and climate impact per unit produced, and sufficient renewable biological material to produce the replacement for what we currently get from fossil crude oil. New green technologies are of paramount importance for developing a stronger bio-based food industry.

¹⁸ <http://www.cocoanet.eu/the-project.html>

¹⁹ <http://old.effat.org/en/node/14609>

²⁰ <http://www.cocoanet.eu/>



This major change is progressively having an impact on jobs and skills as we currently know them and does raise many questions for the current and future role of trade unions and workers' representatives in the food industry and the agriculture sector.

What did we achieve?

- Launched the project “the bioeconomy and a future bio-based food industry and agriculture sector: how can workers’ organisations shape the change?”. We organised two seminars in 2018-2019 and have scheduled a final conference in October 2019²¹. The overarching aim of this project is to help food and agriculture trade unions across Europe to:
 - increase their knowledge in understanding what the bioeconomy means for their industry, sector, jobs and skills and
 - increase their capacity to respond to the change towards a bioeconomy and being part of industry-relevant and sector-led solutions.

With financial support from the EU Commission, EFFAT food and drink and agriculture sectors have worked with consultants, Areté Research & Consulting in Economics, to enable food and agriculture trade unions to have the necessary tools to contribute to EU policy making, in particular in the field of the greening of the economy, job creation and job matching, quality of work, skills and decent work.

- Promoted, drafted and published an opinion at the European Economic and Social Committee on “opportunities for a sustainable EU bio-economy” (CCMI/160)²². One important recommendation is that while unlocking the bioeconomy potential could lead to creating new jobs, the introduction of new technologies poses important challenges to the organisation of work and the skills workers need. Therefore, ensuring the continued development and adaptation of individuals' skills over their lifetime is of the utmost importance. Skills development and matching policies should be an integral part of a broader set of actions that include employment, industrial, investment, innovation and environmental policies.

4.1.2.6 Decent and quality work, employment rights

We undertook cross-sectoral initiatives to increase decent work in our sectors, to promote safe work and workplace compliance in the supply chains.

The long-awaited revision of the Posting of Workers Directive was finalised in June 2018 and thanks to the trade unions' collective actions, including EFFAT, the new adopted text is a step in the right direction. This means that there is now the prospect of equal remuneration between posted/foreign and national workers. The current implementation phase of the revised posting of workers directive is crucial to ensure that all workers are effectively treated fairly across the European Union. In addition, the establishment of a European Labour Authority is another step to ensure that fair EU rules on cross-border labour mobility are enforced effectively to prevent abuses.

²¹ <https://www.effat.org/food/food-workers-press-for-changes-and-join-for-climate-protection/>;
<https://www.effat.org/featured/the-bioeconomy-and-a-future-biobased-food-industry-and-agriculture-sector-what-role-for-workers/>; <https://www.youtube.com/watch?v=I3sCUQTps-0&feature=youtu.be>

²² <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/sustainable-inclusive-bio-economy-new-opportunities-european-economy-own-initiative-opinion>



What did we achieve?

- Developed policy papers and carried advocacy work with the ETUC and other European trade union federations on the European Commission's legislative proposals: posting of workers, European pillar of social rights.
- Published an information leaflet for affiliates on zero tolerance of labour exploitation²³.
- Contributed to an ETUC project on letterbox companies²⁴.
- Contributed to projects related to posting of workers as well as enhancing administrative cooperation and information sharing ("Eurodétachement" projects²⁵ and Protecting Mobility through Improving Labour Rights Enforcement in Europe project²⁶).

4.1.3 Foster social dialogue at EU and national level

We engage in the social dialogue with the employers' side at European level on policies and activities. Our main focus is to have initiatives that promote more and better jobs and enhance youth employment prospects, strengthen effective social dialogue and sound industrial relations at European and national levels.

4.1.3.1 Social dialogue in the food and drink industry

With our social partner FoodDrinkEurope, we have been working together to consider the implications of important changes in the food and drink processing and manufacturing sector's workforce, such as an ageing workforce, youth employment, as well as framing better skills and qualifications. The aim has been both to boost the attractiveness of the industry to potential employees and to pave the way for sustainable jobs in the EU food and drink sector. It has been an ambitious work programme which continues to be rolled out.

What did we achieve?

- Published a toolbox, organised workshops and a final conference on "attracting new talents and managing an ageing workforce in the food and drink industry". <https://fooddrinkeurope-effat-toolbox.eu/>²⁷

With the financial support from the EU Commission, FoodDrinkEurope and EFFAT worked with consultants, Syndex and WMP Consult, to examine how different parts of the sector try to bring in new talents and manage an ageing workforce. The result has been the development of a "toolbox" with examples of good practices and case studies from employers, large and small, in different Member States.

- Launched a new project and organised seminars about "new professions and career paths in the food and drink industry: Delivering high level food industry skills in the digital economy"²⁸. This project is directly related to the adaptation of social dialogue to changes in employment and work-related challenges and intends to help the European social partners with the

23 <http://old.effat.org/en/node/14191>

24 <https://www.etuc.org/en/publication/impact-letterbox-type-practices-labour-rights-and-public-revenue>
<https://www.etuc.org/en/publication/hunters-game-how-policy-can-change-spot-and-sink-letterbox-type-practices>; <http://old.effat.org/en/node/14419>

25 <http://eurodetachment-travail.eu/>

26 <http://www.solidar.org/en/activities/protecting-mobility-through-improving-labour-rights-enforcement-in-europe-promo>

27 <https://www.effat.org/publications/fooddrinkeurope/>

28 <https://www.effat.org/in-the-spotlight/digitalisation-and-automated-manufacturing-in-the-food-industry-how-to-deliver-high-level-skills/>



following objectives:

- (a) identifying the new technologies in the food and drink industry, the emerging jobs and the new skills and type of qualifications required; and
 - (b) undertaking a forward-looking reflection on what criteria will underpin socially successful robotisation.
- Participated in the European Commission high-level work launching the European pillar of social rights in January 2017 and presented good practices in the food and drink industry to shape EU policies regarding lifelong learning and training of workers in the dairy sector.
 - Published joint statements (CAP²⁹, sustainability of the food chain³⁰, industrial policy³¹, climate change³², apprenticeships³³) to the EU institutions to highlight the importance of the sector and its workforce, discussed different topics, from nanotechnologies to pension schemes.
 - Promoted sustainable jobs at the FOOD EXPO MILAN 2015³⁴

4.1.3.2 Social dialogue in the sugar industry

The sugar industry plays a crucial role in the rural economy. With 106 factories across 19 EU Member States, the sugar industry provides high-quality industrial employment where few alternatives exist. Although the industry's enhanced competitiveness has no precedent, the EU sugar sector is facing a difficult period. The phasing out of the EU sugar regime in 2017, EU's trade negotiations and low world market prices have translated into a challenging market situation. Despite this difficult context, industry representatives of the European Association of Sugar Manufacturers CEFS and EFFAT continue to cooperate effectively in Brussels.

What did we achieve?

- Published a demographic analysis of the EU sugar industry workforce³⁵.
- Published annual CSR reports (emphasis on health, safety and environment in the workplace, education and skills development)³⁶.
- Drafted and published an opinion at the European Economic and Social Committee on industrial change in the European sugar industry (CCMI/151)³⁷.
- Published joint statements (end of quotas, trade agreements) to highlight to the EU institutions the importance of the industry and its workforce³⁸.
- Published a sustainability review and good practices with CEFS and CIBE (beet growers) to

29 <https://www.fooddrinkeurope.eu/news/statement/fooddrinkeurope-effat-statement-on-cap/%20/>

30 <http://old.effat.org/en/node/11090>; <http://old.effat.org/en/node/11091>; <http://old.effat.org/en/node/13961>

31 <https://www.fooddrinkeurope.eu/publication/joint-fooddrinkeurope-effat-position-on-industrial-policy/>

32 <http://old.effat.org/en/node/14174>

33 <http://old.effat.org/en/node/13057>

34 <http://old.effat.org/en/node/13984>

35 <http://www.effat.org/en/node/14179>

36 <https://sugardialogue.eu/>; <https://www.effat.org/featured/sustaining-livelihoods-eu-sugar-social-partners-release-csr-report/>

37 <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/industrial-change-eu-beet-sugar-industry>

38 <https://www.effat.org/featured/cefs-and-effat-speak-out-no-response-to-an-unrelenting-market-decline/>; <https://www.effat.org/featured/concession-to-mercotur-to-pile-pressure-on-the-eu-sugar-sector/>; <https://www.effat.org/featured/the-eu-sugar-market-crisis-effat-cefs-respond/>



emphasise the importance of the sector³⁹. The objective of this partnership is to highlight and report on representative good practices of sustainable production of beet sugar in the EU, from field to factory.

- Promoted sustainable food systems at the FOOD EXPO MILAN 2015⁴⁰

4.1.3.3 Social dialogue in Central and South-East Europe

We also engaged in wider training and capacity-building actions to encourage the establishment and functioning of effective social dialogue bodies in Central and South East Europe.

In 2016-2018, EFFAT and its sister federation IndustriALL Europe jointly cooperated in a project on industrial policy in South-East Europe. The purpose was to develop an industrial policy platform at national and regional level in Bulgaria, Croatia, Macedonia, Montenegro, Romania and Serbia and to promote trade unions' involvement and capacity to play a role in the industrial policy debates and political choices through social dialogue.

What did we achieve?

- Workshops, seminars, final conference on industrial policy in South East Europe⁴¹.
- Recommendations for an authentic industrial policy in South East Europe.

4.1.3.4 Social dialogue in the tobacco sector

While EFFAT does not have any formal sectoral social dialogue committee for tobacco, EFFAT engages informally with the Confederation of European Community Cigarette Manufacturers (CECCM) in pursuit of EFFAT's mandate related to better working conditions, respect for the fundamental rights of freedom of association and collective bargaining.

Together with the IUF, EFFAT has asked the ILO to strengthen the social dialogue and push for collective labour agreements, to continue its programme aimed at eliminating child labour in tobacco plantations, and to pursue its mandate related to fundamental principles and rights at work and the protection of 60 million workers and their families in the tobacco sector worldwide.

4.1.4 Promote fair and sustainable trade relationships along the food supply chain

4.1.4.1 European Commission's high-level forum for a better functioning of the food supply chain

In 2010, the European Commission set up a high-level forum for a better functioning food supply chain (HLF) to help develop policy in the food and drink sector, as well as contribute to a better functioning food supply chain. The first HLF concluded in 2014. In 2015, the Commission launched a new generation of the forum. The new mandate was set from 1 June 2015 to 31 December 2019.

EFFAT actively participated in both HLF. A constructive dialogue was established in the 2010-2014 HLF between the different European public and private stakeholders and the HLF encouraged the establishment of the social dialogue committee for the food and drink industry, to promote employment in, and the attractiveness of, the sector.

While the 2015-2019 HLF has been the birthplace of discussions on unfair trading practices that led to an EU directive on unfair trading practices in the food supply chain (UTPs) and initiated different tools to improve price transparency in the food supply chain, it fell short in the

³⁹ <http://www.sustainablesugar.eu/>

⁴⁰ <http://www.sustainablesugar.eu/news/2015/9/17/stakeholder-roundtable-at-expo-milan-9-september-2015-open-invitation>; <https://www.cibe-europe.eu/EUBSSP.aspx>

⁴¹ <https://news.industrial-europe.eu/p/ip-in-se-europe>; <http://old.effat.org/en/node/14623>



sustainability and social dimension areas. The forum mainly mandated and facilitated a project led by the Joint Research Centre (JRC) to improve food product comparative tests and tackle the issue of perceived quality differences of products offered under the same brand and packaging in different EU countries.

What did we achieve?

- Advocacy work to both the Commission (DG Grow, DG Agri) and the Parliament against unfair trading practices in the food supply chain: collective efforts with like-minded industry stakeholders and NGOs, as well as involvement in consultations, have led the European Commission to take steps towards a legislative proposal to address UTPs which has been ultimately adopted⁴². The issue has also been discussed within the context of some European Works Councils of food and drink companies.

This new law, known as the Unfair Trading Practices Directive, aims to support suppliers of agricultural products to get a fairer deal from their trading relationships.

This has been a lengthy process that began already in 1984 with a statement of EFFAT's German member organisation and really started to take shape in 2008 with a declaration of the European Parliament. Over the intervening decade, EFFAT has worked with civil society organisations around Europe, including many in the fair-trade movement, to push for a law on Unfair Trading Practices.

The agriculture and food sector bring together businesses of hugely different shapes and sizes, from small-scale family farms to huge multinational enterprises. Large retailers and brands dominate the market, meaning that smaller suppliers are vulnerable to being treated unfairly. This unfair treatment can include cancelling orders at the last minute and failing to pay on time - practices that create insecure incomes amongst suppliers and can also lead to poverty amongst those who work to put food on the shelves, and leaves consumers with no certainty that the food in their shopping basket is not the result of exploitation.

The Directive now needs to be transposed into the law of each of the Member States within the next two years⁴³.

- Drew attention to digital transformation and the food and drink workforce to DG Grow.

4.1.4.2 Jobs and structural changes in world trade patterns

We initiated actions to promote employment and job preservation in the context of changes in trade patterns. The Russian ban (some workers lost their jobs as a result of companies shutting down or the production was moved outside the EU) and Brexit triggered discussions around the social impact of globalisation and support measures or a "job fund" for workers made redundant.

What did we achieve?

- The European Parliament published a report on the functioning of the European Globalisation Adjustment Fund (EGF) and introduced recommendations to broaden the EGF scope thanks to our advocacy work. In connection with the publication of the new proposal for a revised EGF in 2018, we succeeded to convince both the European Commission and the European Parliament to include "trade disputes" as a triggering factor for support for dismissed workers and reduced the threshold to make the fund applicable from 500 to 250 dismissed workers. The European Council also adopted our proposals⁴⁴.

42 <https://www.effat.org/in-the-spotlight/an-important-step-closer-to-a-fairer-food-chain-for-everyone/>

43 <https://fairtrade-advocacy.org/wp-content/uploads/2019/07/The-Unfair-Trading-Practices-Directive.pdf>

44 <https://ec.europa.eu/social/main.jsp?catId=326&langId=en>



- In 2017, the Food Sector adopted a resolution regarding Brexit⁴⁵; this resolution then served as the framework and the guiding paper for EFFAT's involvement in supporting workers in both EU countries and the UK to mitigate the worse consequences of the UK leaving the EU. We engaged in a dialogue with the Task Force 50 and DG Employment, FoodDrinkEurope and other food and drink trade associations in Brussels, and we produced an internal report on Brexit.
- We built network and alliances among EFFAT affiliates.

4.1.4.3 Fair and sustainable international trade agreements

We undertook actions to promote fair and sustainable trade agreements (TTIP, CETA, Mercosur) and to pave the way to fair and sustainable competition, the defence of worker's rights, climate protection and a fair distribution of the wealth generated by fair trade.

What did we achieve?

- Collaborative work with various partners: ETUC, IUF, NGOs to strongly emphasise the need for changes to EU trade agreements
- Published joint information and awareness-raising material "selling off the farm: corporate meat's makeover through TTIP"⁴⁶
- Participated and contributed to the European Commission expert group on trade agreements (on-going)

We are committed to promote and defend a broad spectrum of basic rights: right to adequate, nutritious and safe food, the right to food security and food sovereignty, the right to a safe working and living environment, the right to livelihood protection, and generally democratic rights and the rights of workers and their trade unions. We reject all trade and investments agreements which conflict with those rights and therefore undermine the interests of public health, worker and consumer health and safety, public services and the environment.

4.1.5 Build trade union power and international solidarity

We undertook actions to build active solidarity among the member organisations, to strengthen the capacity of our organisations, to improve workers' rights, including freedom of association and collective bargaining.

What did we achieve?

- Various solidarity activities on, for example, improving collective negotiations (Netherlands; Germany); building social dialogue (Poland); enhancing working conditions (Norway); strengthening freedom of association (Estonia).

4.1.6 Carrying out FDT sector statutory activities

We organised and carried out annual FDT sector General Assemblies.

What did we achieve?

- We developed internal policy papers on, inter alia: posted workers, Brexit, European Job fund, mobilising solidarity, social dumping.

⁴⁵ <http://old.effat.org/en/node/14668>

⁴⁶ <http://old.effat.org/en/node/14420>



4.1.7 Meetings

Social dialogue		
	Food and drink	Sugar
2014	27/02 29/04 17/10	28/02 10/11
2015	27/02 30/04 27/11	26/02 26/10
2016	16/02 28/04 18/11	01/03 18/10
2017	14/02 12/06 13/11	06/03 10/10
2018	30/01 22/06 16/11	26/02 12/10
2019	22/02	30/01

Projects

	IndustriALL Europe EFFAT Industrial policy in South-East Europe	EFFAT FoodDrinkEurope		EFFAT Bioeconomy	ETF EFFAT Common Fisheries Policy
		Attracting new talents and managing an ageing workforce	Digitalisation		
2015	Preparation of the application	Preparation of the application			
2016	13-14/10 (Skopje)	01/06 (Brussels) 26/09 (Bratislava)			
2017	25-26/04 (Zagreb) 17-18/10 (Belgrade)		Preparation of the application	Preparation of the application	Preparation of the application
2018			25-26/10 (Budapest)	09-10/10 (Copenhagen)	25-26/06 (Malaga) 14-15/11 (Mestre)



2019			5-6/02 (Copenhagen) 3-4/06 (Bologna) 15/10 (Brussels, final conference)	28-29/03 (Mestre) 03/10 (Brussels, final conference)	26-27/02 (Boulogne) 24/09 (Brussels, final conference)
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Other projects

	EFFAT, EFBWW and other ETUFs Arduous work	EFFAT, EFBWW and other ETUFs on cross-border social fraud and abuse in social security
2015	13/11 (Brussels)	
2017		24-25/10 (Brussels)
2018		21-22/02 (Brussels) 22-23/03 (Brussels) 17-18/09 (Vienna)



4.2 Agriculture Sector

4.2.1 Summary of the report

Since the 4th EFFAT Congress, work has focused on the dissemination in the institutions and civil society of our common position vis-à-vis the future of the Common European Agricultural Policy (CAP), the introduction of binding written working information for all workers, the further development of occupational health and safety, the assessment of the sectoral impact of the CETA and TTIP international trade agreements and emphasising the importance of agricultural workers for the development of European companies.

[Activity report 2015](#)

[Activity report 2016](#)

[Activity report 2017](#)

[Activity report 2018](#)

[Activity report 2019 \(first semester\)](#)

4.2.2 Board of Management

During the reporting period, Peter HOLM (3F, Denmark) and Antonio PERIANES (FEAGRA-CC.OO., Spain) were Presidents of the sector. Valentina VASILIONOVA (FNSZ, Bulgaria) was Vice-President and Arnd SPAHN (IG BAU, Germany) Sector Secretary. Regional representatives were as follows: the Nordic Region – Anja WESTBERG (Municipal, Sweden); the DE-AT-CH region – Holger BARTELS (IG BAU, Germany); the FR-BE-NE-LU region – Barbara BINDNER (FGA-CFDT, France, retired 2017), the Central and Eastern Europe region – Bohumir DUFEK (OSPZV-ASO, Czech Republic), Claudio PAITOWSKY (CONFEDERDIA, Italy) represented the Eastern Mediterranean Region and Miguel RODRIGUEZ (FITAG-UGT, Spain) the Western Mediterranean Region. The seat of the representative of the British Isles Region was vacant. Luigi ROTELLA (ALPAA, Italy), President of the Small Farmers' Committee, was an automatic member of the Board. The women's representative was Barbara BINDNER. The seat of the youth representative was vacant. The Board meets about six times a year.

4.2.3 European Common Agricultural Policy (CAP)

4.2.3.1 First pillar - direct payments

We have not been able to enforce our central demand that CAP subsidies should only be paid to companies that comply with European employment standards. Nevertheless, we are promoting this demand to the newly elected Members of the European Parliament. With the directive on transparent and predictable working conditions in the European Union adopted in June 2019, we now also have an instrument for enforcing this demand. The representatives of the institutions and civil society will also continue to be informed of this central demand.

The EFFAT demand, taken up by the European Commission, to tie subsidies to the payment of real wages, continues to be rejected by national agriculture ministers. They currently prefer a system of "theoretical wages" that does not help us. These disputes will now have to be taken up by the new representatives in the institutions. We are doing a lot of lobbying, but time is of the essence as a decision on the CAP after 2020 will soon have to be taken.

The sector secretariat has presented and discussed EFFAT's Common Position on the future of the CAP in over 50 meetings and submissions to the European Commission, the European Parliament and other EU institutions. We have received a lot of encouragement from representatives of the European institutions and civil society. In particular, the Secretariat would like to thank all EFFAT representatives who have been promoting our positions in numerous meetings, submissions and fora.



More than 7,000 agricultural workers took part in the Directorate-General for Agriculture's online consultation in 2017. We would like to thank the trade unions who made this participation possible. In this way, it was possible to ensure that work and employment received due prominence at the presentation of the consultation on 7 July 2017. For the first time, the Directorate-General for Agriculture discussed our issues with experts and representatives of civil society.

At an event organised by our sector in March 2017 in Bari (Italy), trade unionists from 10 countries demonstrated their support for our demands.

[Not big against small, rather good against bad](#)

<https://ec.europa.eu/agriculture/sites/agriculture/files/events/2017/cap-have-your-say/170708-haniotis.pdf>

<https://ec.europa.eu/agriculture/sites/agriculture/files/events/2017/cap-have-your-say/170707-matthews.pdf>

[2019-03 CAP and DZ](#)

[Interview Pietro Ruffolo](#)

[Info spring 2016](#)

[2018 Proposal Spain](#)

[News Agri 1-2017](#)

[Position on the CAP reform](#)

4.2.3.2 National examples

EFFAT member unions across Europe – notably in Austria, Bulgaria, the Czech Republic, France, Germany and Italy – have been engaged in frequent discussions with national agriculture ministries, seeking support for our positions.

During the national conference on the country's position on CAP reform, our Bulgarian member union, FNSZ, was able to present and discuss EFFAT's common position with the Minister of Agriculture.

The German union IG BAU has been advocating for a link between CAP direct payments and occupational health and safety: those who do not apply pesticides in accordance with regulations and thus endanger workers should receive less direct payments. The government is currently discussing this demand.

4.2.3.3 Rural areas

After careful preparation, we attended the central conference of the European Commission on the future of rural areas (Cork 2.0). Despite much effort, it was not possible to integrate explicitly the importance of agricultural workers into the final declaration of the conference. Nevertheless, the declaration should be seen as a step in the right direction. We are now proactively advocating appropriate instruments and the provision of financial resources to achieve the resolution.

Our representatives on the Rural Policy Committee actively promoted the integration of agricultural workers into rural development support policies. In particular, we want to achieve compulsory participation by Member States in training measures for agricultural workers. Further topics in the reporting period were poverty reduction and the participation of local structures in LEADER projects. It is becoming increasingly clear that the existing responses to the consequences of demographic change and general changes in the inclusion of rural areas - particularly disadvantaged areas - are no longer adequate to open up sufficient prospects for these areas. We are increasingly seeing young people leaving rural areas, social relations being reduced and demographic ageing becoming a problem. Here we need new answers. That is why the agricultural trade unions support initiatives for the development of rural areas and are actively committed to new economic and social developments.

http://ec.europa.eu/agriculture/events/2016/rural-development/cork-declaration-2-0_de.pdf



4.2.4 Employment

4.2.4.1 The future of work

Megatrends such as digitisation, globalisation, migration, climate change and an ageing population will also fundamentally change the world of work in our sector. Already today, ongoing digitalization is posing great challenges for the sector's employees. It is becoming clear that fewer entire occupations will disappear. Instead, individual activities and the organisation of company work will change. We have asked the European Commission to support us in our further work to deal intensively with the effects of these changes.

[2019 Final Report HLG on the Impact of the Digital Transformation on EU Labour Markets](#)

4.2.4.2 On the importance of agricultural wage labour

With the support of the European Commission, we have been working intensively on changes within, and the importance of, agricultural wage labour. More than 10 million wage earners work in the agricultural sector, e.g. in agriculture, forestry, horticulture and aquaculture. It has become clear that agricultural workers are an important group of wage earners who make vital contributions to the prosperity and supply of European societies.

[Brochure on statistics](#)
[Conclusions](#)

4.2.4.3 European platform on undeclared work

The European platform on undeclared work, which brings together representatives of the European institutions, EU Member States and social partners, has been in existence since 2016. EFFAT is now represented by the agricultural and hotel/restaurant sectors, i.e. the two sectors particularly characterised by undeclared work and illegality.

In describing the situation in our sectors, EFFAT referred to studies on undeclared work, presented new developments in the Member States and called for reform of the Common Agricultural Policy (CAP) to improve the social situation of workers. This would only be possible through substantive cooperation between Commission services for social affairs (DG EMPL) and agriculture (DG AGRI).

At a meeting of the platform on illegal work in the agricultural sector, representatives of EFFAT presented the situation in selected Member States (Italy, Spain, Germany, Bulgaria, Poland) and described the activities of the member organisations.

[2018-01-24 Presentation](#)
[Platform Study 2018](#)
[2019-01-24 Learning Resource Agriculture Seminar](#)
[2019-01-24 Minutes](#)
[2019-01-24 Seminar Q&A](#)
[2019-01-24 Types of workers](#)

4.2.4.4 Special forms of work in the sector (especially seasonal work)

In various conferences we observed changes in seasonal work, which is the predominant form of work, especially in southern member states. We would particularly like to thank FAI-CISL for leading a project on this subject in collaboration with many of our members.

[Situation of seasonal workers in Europe](#)
[Info and survey](#)
[Charter for seasonal workers](#)
[Expert report on the quality and safety of seasonal workers' employment](#)



4.2.4.5 Seasonal workers directive

For our member organisations we prepared a work presentation outlining the next steps they should take towards implementation of the Seasonal Workers Directive in the Member States. We are currently observing that the Directive, which has been implemented with great scepticism on the part of the sector, is hardly being applied and enforced by the Member States.

Directive 2014/36/EU is currently being implemented in the Member States. We continue to urge our member organisations to exert strong pressure to ESTABLISH AN INSTITUTION IN THE MEMBER STATE RESPONSIBLE FOR ALL ASPECTS OF THE DIRECTIVE. Otherwise, trade unions will find it difficult to assert their interests in the application of the Directive.

The member organisations reported to us on the state of implementation of the Directive in 2018. The Seasonal Workers Directive is not yet generally and widely applied. But the realities are changing. More and more Member States are opening their labour markets to third-country workers on the basis of bilateral agreements with third countries. Whether these openings then also apply to other EU member states is the subject of much controversy. Trade unions are often not, or not sufficiently, involved in such decisions.

[EU Directive on seasonal workers](#)

4.2.4.6 Integration of refugees into the agricultural labour market

The increased number of refugees in the European Union seeking safe haven from war and conflict, originating especially from states in the Near and Middle East (e.g. Syria, Libya, etc.), means that some European societies are faced with the task of integrating these people. Agricultural trade unions are particularly affected by these developments as certain national actors often believe that integration into agricultural work is easier than integration into other sectors. This is why, together with the employers' association GEOPA-COPA, we conducted a survey of the agricultural social partners in order to be informed about developments in Member States. We forwarded the results of the survey to the European institutions. It is important for us to make it clear that such integration must not be accompanied by a reduction in the protection of those traditionally employed in agriculture. That is why we emphasised that important prerequisites for successful integration are the transfer of knowledge and skills, as well as compliance with, and application of, social standards on the ground.

4.2.4.7 Posting (Expert Group and INTEFP)

We are actively involved in the meetings of the COM expert group and in the INTEFP project of the University of Strasbourg (FR). Information on the application of secondment in the agricultural sector is increasing, but often remains difficult to interpret. Direct recruitment by individual employers still remains the predominant form of placement in the sector. However, we continue to collect information and monitor developments.

[2018 Report data from national declaration tools](#)

4.2.4.8 Written work information / employment contract by the commencement of work period

Our activities in this area have been focused on ensuring new employees receive written confirmation of their employment relationship, at the very latest on the day of commencement of work. Furthermore, we want to ensure that such confirmation is also sent to the relevant social insurance (in accordance with national conditions) at the latest on the day the employee starts work. For these activities, we use both the European legal bases (Directive 91/533/EEC) and the discussions on the future European Common Agricultural Policy (CAP). In the social dialogue, we want to achieve the support of agricultural employers. In the European "Platform against undocumented work" we want to convince the Member States that this instrument is an



unbureaucratic and effective measure which can reduce the problem of undeclared work in our sector.

[Written employment contracts in agriculture](#)
[2019 TPWC What to do](#)

4.2.4.9 Brexit

Anti-immigration sentiment certainly played a part in the UK's vote to leave the EU. But resulting labour shortages – especially under the proposed post-Brexit immigration rules – will be difficult for British workers to fill. In the past, many seasonal agricultural workers came from Central and Eastern Europe. We are therefore committed to ensuring that the negative consequences of Brexit do not come at the expense of agricultural workers.

[2019-03-13 Position Brexit](#)

4.2.4.10 Palm oil

At the initiative of our French member FGA-CFDT, a meeting took place in Geneva between IUF, EFFAT and external experts on the subject of "Protection of workers' rights in the palm oil sector". The implementation of the results will be discussed.

[Position EFFAT 2019](#)

4.2.4.11 Bio-economy

Scientific and technological progress in replacing products produced from crude oil with products produced from renewable raw materials offers many opportunities for new work in our sector. We therefore support the activities of the EFFAT food sector and are engaging with our experts in this work.

4.2.4.12 European legal developments

In addition to the CAP after 2020 and the Directive on Transparent and Reliable Working Conditions, other priorities included monitoring the Directive against Unfair Commercial Practices, the European Drinking Water Directive, the European Soil Protection Directive, the Regulation on the Integration of Emissions and Reduction of Greenhouse Gases from Land Use, Land Use Change and Forestry (LULUCF) into the Framework for Climate and Energy Policy until 2030 and the implementation of the European Pillar of Social Rights.

4.2.4.13 FAI-CISL project about seasonal work

The cooperation of several EFFAT member associations in a project of our Italian member association FAI-CISL, which dealt with the improvement of the situation of seasonal workers, has provided us with important insights.

[RESUME PROJET 2017](#)

4.2.5 Forestry

4.2.5.1 For a renewal of the European Forestry Strategy

Since the adoption of the EU Forestry Strategy in 2013, the EU policy framework and EU policies related to forests have evolved considerably. It is now widely recognised that forests and the forestry sector play a crucial role in addressing major environmental challenges in line with the UN's objectives for sustainable development and the climate change objectives of the Paris Convention.

In addition to the coherence of its legislation and policies, the EU also needs an effective instrument to address forest-related issues on a pan-European and international basis.



[2019-01-15 Joint statement on forest strategy](#)

4.2.5.2 Protection from working alone in dangerous situations

Increasingly, the rules to protect workers from working alone in dangerous situations are being undermined. With this in mind, we dealt intensively with this issue at a conference in Marseille (France) in 2019, developing the position set out via the link below.

[Position on solo work](#)

4.2.5.3 Europe-wide standards for the use of chainsaws

We are taking a critical look at various initiatives to create module-based standards for the handling of chainsaws by untrained or semi-skilled persons. Such systems must not result in the safety net for forest workers and foresters being dismantled.

<https://efesc.org/european-chainsaw-certificate>

4.2.5.4 Outsourcing of hazardous work to subcontractors and others

Insufficiently trained and/or qualified contractors should not be carrying out hazardous or highly dangerous work. Where such work is outsourced by forestry operations to unqualified persons or subcontractors, the responsible occupational health and safety authorities should be informed immediately.

4.2.5.5 Emergency systems

For some years now we have been negotiating with the employers of GEOPA-COPA to establish sufficient access to seamless rescue chains in agriculture and forestry. There are now many different forest emergency call systems in EU Member States. These are partly CB-based, whilst new systems also use general mobile radio networks, which are often not sufficiently accessible in the forest. In some Member States, forest contact points are being established to speed up the rescue chain. We have applied to the European Commission for a project to assess the different systems, formulate regional requirements and make progress in protecting workers.

[2019 emergency call system](#)

4.2.6 The importance of workers in agriculture, forestry and horticulture for the development of Europe

With the support of the European Commission, we are carrying out a study in 2016 and 2017 on the extent and quality of dependent employment in our sector. This study will provide the necessary information to present:

- the importance of agricultural workers as an important group in the EU,
- the obstacles to the development of employment in agriculture, forestry and horticulture,
- a description of the different types of workers in our sector,
- the differentiation of employees from employee-like types,
- requirements for instruments to strengthen the protection of workers,
- requirements for instruments for the qualification of workers.

[Brochure on statistics](#)



4.2.7.1 Social dialogue Agriculture

The Agricultural Social Dialogue Committee meets four times a year (2 working groups, 1 plenary group, 1 board meeting), with a rotating chair between the social partners. The work was characterised by the joint efforts of the social partners to be involved in various institutional developments, including WGAT, platform against undocumented work, preparatory work in the mobility package.

4.2.7.2 Agripass

Following the withdrawal of the British Farmers' Union NFU from the LANTRA educational structure, the future of the "AGRIPASS ONLINE" project is unclear. Before further steps are taken, GEOPA's position should first be clarified. Until then, progress is not possible. EFFAT also calls for an instrument for the documentation of work experience for migrant and seasonal workers. GEOPA rejects negotiations about the "AGRIPASS CARD" project as long as the situation at AGRIPASS ONLINE has not been clarified.

4.2.7.3 Mobility package

The experiences of agricultural social partners were presented to representatives of the European Commission and willingness was expressed to link possible conclusions of the development of the mobility package with the realities of the agricultural labour market. This would make it possible to implement the ideas of social partners on promoting the employment of young jobseekers and trainees, as well as their attempts to evaluate the suitability of new labour market policy instruments for maintaining and improving the social conditions of agricultural workers. EFFAT has justified its rejection of the e-card and is developing its positions in close consultation with the European Transport Workers' Federation (ETF).

4.2.7.4 Agenda for new knowledge and skills in Europe

The social partners asked representatives of the European Commission to involve them as experts in the ongoing work and to report regularly on the progress of these activities. This has been implemented. The first stage of work on categorising vocational skills has been completed. ESCO is the multilingual European classification of skills, competences, qualifications and occupations and is part of the Europe 2020 strategy. ESCO categorises the skills, competences, qualifications and occupations relevant to the labour market and education and training in the EU. It systematically shows the relationships between the different approaches.

Results have been evaluated and improvements are being made.

<https://ec.europa.eu/esco/portal/home>

4.2.7.5 ILO recommendations for strengthening the formal sector

The recommendations of the International Labour Office to strengthen the formal sector were presented and discussed. They recognise that most people do not enter the informal economy voluntarily, but rather due to a lack of opportunities in the formal economy and the absence of any other livelihood. Labour standards provide strategies and practical guidelines for principles and measures that can facilitate the transition from the informal to the formal economy. The social partners have issued a joint declaration and agreed to incorporate the above conclusions into their work.

[wcms_303821](#)



4.2.7.6 GEOPA work on "unregulated and undeclared work in agriculture: implications for legal bases, labour inspections and effective sanctions".

The GEOPA project on the reduction of illegal or covert work in agriculture was presented and the conclusions intensively discussed.

[GEOPA Presentation](#)

4.2.7.7 EFFAT work on migrant workers

The EFFAT project on the possibilities for improving the working and living conditions of migrant workers was presented and the conclusions intensively discussed.

4.2.7.8 ILO Convention 184 on Occupational Safety and Health in Agriculture

The social partners at European level are working together for the ratification of the ILO Convention 184. To date, however, European states have been very reluctant to improve occupational health and safety in agriculture in this way.

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/normativeinstrument/wcms_c184_de.htm

4.2.7.9 European Employment Agency (ELA)

The social partners have worked intensively on the establishment of the European Employment Agency and have repeatedly advocated a strong sectoral involvement of the social partners in key ELA structures within the European institutions.

[2019-06-20 ELA AG Final Report](#)

4.2.7.10 CFE-CGC study (France) on social dialogue

At the initiative of our French member association CFE-CGC, we participated in a project on social dialogue. We thank GEOPA for their support and cooperation in this project.

[2019 Report CGC](#)

4.2.8 Industrial safety

4.2.8.1 General information

In 2019, as a result of our health and safety project, which we carried out from 2017 to 2019, we were able to publish the priorities of health and safety activities in the sector.

[10 Priorities for better H&S](#)

4.2.8.2 Work-related stress / Hazardous substances / Cooperation with OSHA Europe

In cooperation with the European Agency for Safety and Health at Work (OSHA Europe), we participated as a partner in the OSHA campaign. In particular, as part of the European Network of Agricultural Social Security Systems (ENASP), representatives of the trade unions involved worked to find solutions to reduce work-related stress. We are currently partners in the OSHA campaign on hazardous substances and focus on crop protection products in this context. We also want to become partners again in the next OSHA campaign on musculoskeletal disorders.

<https://osha.europa.eu/de/healthy-workplaces-campaigns/2016-17-campaign-healthy-workplaces-all-ages>
[Stress presentation FSI DE](#)



4.2.8.3 Working Group "Agricultural Tractors" (WGAT)

A new regulation for the safe construction of forage harvesters has been developed. The new machines are available on the market. Retrofit solutions could be found for old machines. Their application, however, depends on the question of who bears what share of the costs of the retrofit solutions. This question has not yet been clarified. At the EFFAT Conference on Machines and Equipment 2018 in Prague (Czech Republic), we were able to develop important uniform strategies. In a seminar of the European Trade Union Institute in 2019, we were able to further negotiate these problems together with other external experts and representatives of the European institutions.

[Position on machinery and tools](#)

[Pressemitteilung EGI Seminar Maschinen.docx](#)

4.2.8.4 Commemoration day for the dead and injured workers

Since 2002, this United Nations Day of Remembrance has been called "World Day for Safety and Health at Work". In recent years, EFFAT's activities on this day have been considerably expanded. We would like to thank all the trade unions involved. For the coming years, we hope that our member organisations will participate even more in this day of remembrance.

To date, we do not have comparable data from European countries on the number and circumstances of fatal accidents in our sector. We therefore want to develop a basis for comparability in the recording of fatal accidents by 2021 in order to obtain an instrument to reduce the number of fatal accidents in our sector.

www.28april.org

4.2.8.5 Risk assessment

The Electronic Sectoral Risk Assessment (OIRA) developed by the European Agency for Safety and Health at Work (OSHA Europe) was to be evaluated and the foundations laid for the development of a European sectoral instrument. Unfortunately, EFFAT's request was rejected by the European Commission. Nevertheless, we hope to be able to carry out this important work in the coming years.

<https://oiraproject.eu/en/>

4.2.8.6 Musculoskeletal Disorders (MSD)

The development of national "Observatories on musculoskeletal disorders of agricultural workers" is not progressing well. We missed our target of setting up new observatories in 2016. We therefore need a joint discussion on the future of this concept. As preliminary work, the social partners GEOPA-COPA and EFFAT conducted a joint survey on the status of the work.

The social partners in agriculture, EFFAT and GEOPA-COPA, held a European conference on the reduction of musculoskeletal disorders among agricultural workers in Bologna (Italy) in September 2017. The conference was also attended by representatives of the National Observatories, which were set up in 9 Member States in implementation of the 2005 social partners agreement. The representatives of the national institutions reported on their activities and the situation regarding changes in the diseases of the musculoskeletal system in agricultural workers. A new EFFAT position was drawn up.

[Position on MSD](#)



4.2.8.7 Plant Protection / Pesticides

The focus of our work was on issues relating to the approval and application of chemical plant treatment substances. Further work included the implementation of the "Directive on the Sustainable Use of Plant Protection Products" (2009/128/EU) and the monitoring of the associated National Action Plans (NAPs) and the development of an EFFAT position on the future of plant protection.

[Position on pesticides](#)

4.2.8.7.1 Glyphosate

The position of the agricultural sector was distributed and presented in many meetings and events. We were able to state EFFAT's position in the cross-group network, "Members against Cancer" (MAC) of MEPs from all political groups. The conditional temporary approval of glyphosate is a success for the campaign and its members. In particular, the significant reduction in the use and quantity of the active ingredient is an important contribution to improving the protection of workers' health. In the coming months it will be important to achieve the final termination of the approval of glyphosate. To this end, there are many events and meetings at technical level in which we are engaging intensively with national experts.

At present, we are translating our other demands into practical measures. This is the only way to replace glyphosate with safe alternatives.

[Fighting cancer- ending the use of glyphosate](#)
[Ending Glyphosate](#)

4.2.8.7.2 Spreading of crop protection agents by self-propelled machines and tractors

In December 2017, we held a conference on this subject in Prague (Czech Republic). While the first types of self-propelled machines with class 4 cabins can already be purchased, the situation with tractors looks bad. It is still unclear how long the corresponding filters (so-called CAT 4 filters) will maintain their function. In addition, there are still no suitable solutions for storing personal protective equipment on the machines. Further work relates to a uniform label for the packaging of pesticides (EN ISO 4254-6). Following the conference, we published an EFFAT position and introduced it to the responsible bodies.

[Position on machinery and tools](#)

4.2.8.8 Problems caused by the use of new small vehicles

At the initiative of our Spanish member organisations, we have addressed the safety problems of new small vehicles in agriculture and forestry – most specifically, quadbikes. The problem with these vehicles is the inadequate protection they provide against tipping/turning over and the associated risk of serious-to-mortal danger for vehicle users. These reports have been forwarded to the European Commission and initial investigations have started in the Member States (e.g. IRSTE from France). We have also received positive feedback from some member organisations on the use of quadbikes, including those who do not perceive any particular problem with their use.

4.2.8.9 Ultraviolet radiation

This topic has become particularly important since the summer of 2018. Following the death of several seasonal workers as a result of heat stroke, we are receiving increasing support for better and precautionary occupational health and safety. Together with the European Federation of Building and Woodworkers (EFBWW), we are working to improve the protection of outdoor workers against dangerous solar radiation. We would like to thank the member organisations that have implemented many initiatives (access to drinking water in the workplace; protection from



sunlight; shifting working hours to less sunny hours; distribution of hats, sun creams and other protection materials). Since the summer of 2018, employers have also been more open on the issue. In April 2019, we launched a joint global call for action with leading dermatologist organizations to combat skin cancer among outdoor workers.

[2016-04-20 EFBWW and EFFAT](#)

[2019-04-26 Global Call](#)

4.2.8.10 Emissions from hand-held devices

Together with the European Federation of Building and Woodworkers (EFBWW), we have discussed initiatives to reduce emissions from two-stroke hand-held power tools at the EFFAT conference "On occupational health and safety of agricultural and forestry machinery and equipment" in Prague (Czech Republic), December 2017, using the example of chainsaws and motor scythes. We want to ensure that the health burdens for equipment operators are ended or at least significantly reduced and we look forward to discussing more future-oriented alternatives.

[EFFAT EFBH](#)

4.2.8.11 Information on African swine fever

In 2019 we published new information on African swine fever (ASF), which we produced in collaboration with European and national institutions. The information is intended in particular for employee representatives and trade unions.

[ASF](#)

4.2.8.12 Improving occupational health and safety through the use of safety belts in agricultural vehicles

In collaboration with our Dutch member association FNV, we have launched an initiative to improve the use of safety belts in agricultural vehicles. Further information will follow in 2019/2020.

4.2.8.13 Report of the UN Special Rapporteur on the impact on human rights of the environmentally sound management and disposal of hazardous substances and waste

At the recommendation of our Swedish member association KOMMUNAL, we are informing our member organisations about the report of the UN Special Rapporteur on Social Standards in the Handling of Hazardous Substances.

[2019 UN Information on 15 principles](#)

[2019 UN 15 Principles](#)

4.2.8.14 EFFAT initiatives in the field of biological hazards / ticks

At the initiative of our Dutch member association FNV, we have resumed our work on biological hazards, which was begun about 10 years ago. Current work is centred on the best way to protect yourself as an employee against tick bites. The results of this work will be published in 2020.

4.2.9 Vocational training

4.2.9.1 European Classification of Knowledge and Skills (ESCO)

EFFAT participated in the first completed stage of work on the European classification system ESCO. Now a first amendment will be put forward and we hope that we can participate in further development. We thank our experts for their great support.

<https://ec.europa.eu/esco/portal/home>

4.2.9.2 Future of vocational education and training after 2020



The Advisory Committee on Vocational Education and Training published a policy statement on the future of vocational education and training in 2018.

We will look closely at the issues raised and inform our members in 2019/2020.

[2018 Opinion of the Advisory Committee on Vocational Education and Training](#)

4.2.10 Small farmers' committee

The development of the UN Human Rights Council Declaration on the Rights of Small Farmers and Other People Working in Rural Areas was at the centre of this work. Thus far, EU Member States have refused to sign this declaration requested by IUF, EFFAT and other members of civil society. With the Romanian smallholder organisation TERRA, we now have a new and powerful member on the Committee. The Committee is currently preparing a "best example" for the EFFAT Congress.

[1542782444-Declaration EN](#)

4.2.11 Climate change

Climate change has been a central political issue since the summer of 2018. We have attended climate summits and organised several side events. We are following the related dossiers in Europe, in close cooperation with the European Trade Union Confederation. We are analysing the impact on work in the sector and calling for active and forward-looking adaptations for workers in the sector. As agricultural trade unions, we are particularly aware of the importance of protecting the climate, which is the most important resource for our jobs. Many of the dramatic changes in soil, water, air and biodiversity are climate related. That is why we are committed to creating two million new jobs through our "green jobs" demand.

[Brochure Green jobs](#)

4.2.12 Social Security

4.2.12.1 Method of open coordination

With regard to the future of social security systems in the Member States of the European Union, we have drawn the attention of the European Commission to the problems of transferring possible social security rights of cross-border workers, some of whom pay contributions into the systems of the target countries for years without giving rise to social security rights (this applies above all to pension insurance). Solutions are still not in sight.

<http://ec.europa.eu/social/keyDocuments.jsp?advSearchKey=EUSSCFactSheets&mode=advancedSubmit&langId=en&search.x=0&search.y=0>

4.2.12.2 European Network of Agricultural Social Protection Systems (ENASP)

An overview of the functioning of the agricultural social security systems in this network is available and can be viewed.

www.enasp.eu

4.2.12.3 International Social Security Association, Agriculture Section

After several years of preparation, we held a relevant meeting with trade union representatives in the Section for the first time in the framework of the 38th International Colloquium of the Agriculture Section (2016) in Paris. EFFAT Agriculture Secretary Arnd Spahn also took part in the Section meeting as a speaker. Our aim is to reach a regular agreement between the elected trade union representatives, at least from European countries, in order to develop common positions and contributions to new social security regulations. At the 39th International Colloquium 2019 in Seville (Spain), we presented the social partners' agreement on light skin cancer.



<https://ww1.issa.int/index.php/de/news/vision-zero-agricultural-sector>

4.2.13 Trade policy

In recent years, we have worked intensively on various trade policy issues: the trade embargo on Russia, TTIP, CETA and other bilateral and interregional trade agreements (Colombia, South Korea, Vietnam, Australia, New Zealand). New questions will emerge in the future and appropriate answers will have to be found.

4.2.13.1 Trade Agreement with Canada (CETA)

At the Trade Ministers' Conference in Bratislava in September 2016, we were able to communicate our position on the planned trade agreements and shed light on the effects of further negotiations (especially TTIP). In the meantime, our fears have come true, particularly in the beef sector where entire European regions are suffering from the opening of the market, without alternatives or sufficient aid being available.

4.2.13.2 Trade agreement with the USA (TTIP)

We have worked to reduce possible negative consequences for our sector. The focus was on the impact on cattle production and the lack of access for fruit and vegetable operators to the US market. A presentation by the Agriculture Secretariat was given on several occasions and it became clear that other important players in the sector also support our position (e.g. the COPA Cattle Producers Group).

4.2.13.3 Trade agreement with Mercosur

Following the presidential elections in Brazil, it is once again clear that trade agreements must define social and ecological standards, as well as economic standards, if they are not to be misused as instruments for social dismantling and tropical forest destruction. In particular, EFFAT advocates a change in feed imports into the EU and calls for an ambitious feed strategy for the EU.

[Mercosur](#)

4.2.13.4 Trade Agreement 20019 with the USA

US trade policy under the administration of US President Donald Trump is certainly to be assessed differently than it was in the past. Nevertheless, the recent EU decision to open its market to 10,000 tonnes of US beef a year can only be seen as genuflexion towards the USA. This EU decision is likely to be sharply criticised by the sector.

4.2.14 Working with European institutions

Numerous meetings with MEPs took place in the reporting period - including agricultural policy spokespersons from the major European Parliament groups (S&D, EPP, Greens, Left) and members of the Social Committee, the Trade Committee and other committees. We have tried to get support for our demands on the future of the CAP. These activities are supported by a strong and growing exchange with the European Commission and the deepening of relations with the European Economic and Social Committee and the Committee of the Regions. We are currently meeting the new members of the European institutions and informing them about our work.



4.3. Tourism Sector

4.3.1 Leadership

Presidents and Vice-Presidents

Nomination Region	President	Vice-President
North		Kristjan BRAGASON, 3F Denmark / NU HRCT
Central	Sunčica BENOVIĆ, STUH Croatia	
South		Cristian SESENA, FILCAMS-CGIL Italy

Sector Board

Region	Member	Deputy
Nordic countries	Markku BJÖRN, PAM	Pim VAN DORPEL, HRF
Central and Eastern Europe	Pal KOVACS, VISZ	NN
Mediterranean East	Maria Elena VANELLI, FIST-CISL	NN
Mediterranean West	Pilar RATO, CCOO Servicios	Cesar GALIANO, FESMC-UGT
BeNeLux/France	Nabil AZZOUZ, FGTA-FO	NN
Deutschland/Österreich/Schweiz	Christoph SCHINK, NGG	Marianne LANDA, VIDA
Ireland/United Kingdom	Dave TURNBULL, UNITE	Ethel BUCKLEY, SIPTU

4.3.2 Projects

In the reporting period, the following sector relevant projects were carried out with the financial support of the European Commission:

2015

- Tourism is people: Working together for strong Social Dialogue in the Tourism and Hospitality sector

2017

- Update of the “Guide to the economically most advantageous offer in Contract Catering”

2018

- OiRA (Online interactive Risk Assessment) tool for the European HORECA sector
- Survey on the Fast Food Sector in Europe

2019

- Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors

4.3.3 Areas of work

4.3.3.1 Collaborative / platform economy and digitalisation

For the last decade, technology has influenced and continues to shape the way people travel: from choosing the holiday destination, booking the transport means to get there and accommodation, activities at the destination to the evaluation of the quality of the trip. According to a Google Travel study, 74% of travellers plan their trips on the Internet, while only 13% still use travel agencies. New technologies have also changed the workplaces in the hospitality and



tourism sector, with the automation and robotization of an increasing number of tasks and activities.

Short-term accommodation rental services

Throughout 2017, EFFAT took part in a series of workshops for collaborative short-term accommodation rental services organised by the European Commission as a follow-up to the Communication “A European Agenda for the Collaborative Economy” of June 2016, bringing together representatives of EU Member States, EU institutions and tourism stakeholders. The workshops discussed issues such as market access requirements for accommodation providers, requirements for platforms, consumer protection, taxation and employment, with the objective to agree on a set of guiding policy principles to be taken into account when developing policies in the sector. EFFAT provided input on the impact of collaborative short-term accommodation rentals on employment and outlined a series of key measures that could contribute to limiting the negative impact and to ensuring fair competition and a level playing field, as well as decent work and equal treatment for workers in the platform economy. Major EFFAT demands on how to deal with short-term accommodation rentals (STAR) to ensure a level playing field and fair competition were:

- obligatory registration of all hosts and users (guests) of STAR, as a precondition for e.g. statistics, taxation, safety and security, urban planning, etc.
- more detailed data on impact of STAR on employment in the hospitality sector, i.e. job losses vs. new jobs
- strong labour and social protection legislation applicable to all workers and all types of work to ensure decent work and equal treatment for all
- commitment of companies (platforms) and their national / European trade associations to set and implement common rules

In late 2017, EFFAT and HOTREC addressed a joint letter to Commission President Juncker, calling upon the Commission to initiate the necessary measures to transform, in close cooperation with the stakeholders, the broadly agreed conclusions of the Workshops into Commission guidelines to be made available to the national authorities.

In October 2018, the Commission organised a Conference on “Collaborative economy – Opportunities, challenges, policies”, addressing the outcomes of the Workshops in a specific panel on “Collaborative short-term accommodation rental services”.

In July 2019, some progress was made with an agreement reached between the European Commission and EU consumer authorities and Airbnb on the way Airbnb presents accommodation offers on their web portal (e.g. price including all charges and fees; private or professional host; dispute resolution).

- On 18 November 2015, the EFFAT tourism sector published its [position “Sharing Economy” in Tourism](#)
- On 4 December 2015, HOTREC and EFFAT issued a [joint statement on the sharing economy](#)

Food delivery riders

In recent years, an increasing number of companies have emerged offering delivery services in the restaurant-catering sector. People order from home and pay via Apps; the meals are transported by (bicycle) couriers. Such delivery services are growing rapidly - especially in the big cities and metropolitan areas.

Food delivery riders are fully depending on the digital platforms they work for. They mostly have



to use their own equipment such as bikes, outdoor clothes and smartphones. A vast majority of riders have the status of self-employed, i.e. labour and social regulations are bypassed, they do not benefit from minimum salaries, paid holidays, social protection, workers' rights, etc. Furthermore, the platform companies exercise significant control over the riders, via the electronic devices used, and they can arbitrarily disconnect a rider, e.g. if a worker doesn't have a sufficient score in the rating system used by customers.

In recent years, struggles have taken place in many cities and countries around Europe. In some places, food delivery riders have succeeded in getting organised in trade unions, setting up works councils, etc. In April 2018, an agreement on an SE-WC was signed in Delivery Hero / Foodora, and workers' representatives now sit on the Supervisory Board of the company. In other places, food delivery riders have found other forms of organising to jointly defend their interests.

In many countries, national member organisations of EFFAT have been supporting food delivery riders working for platforms such as Deliveroo, Uber Eats or Foodora / Delivery Hero in their struggles and in some countries the riders are organising in transport or services workers unions.

These multiple initiatives have been relatively isolated from each other for many years. In October 2018, a first European Riders' Assembly took place in Brussels, to share experiences of their struggle and to define common strategies to achieve better working conditions, decent pay, workers' rights, etc. The meeting brought together riders from 12 European countries: Austria, Belgium, Finland, France, Germany, Ireland, Italy, Netherlands, Norway, Spain, Switzerland, United Kingdom, working for food delivery platforms such as Foodora, Deliveroo, UberEats, Stuart, Glovo, etc. EFFAT supported the participation of trade union organised riders in the meeting.

In March 2019, EFFAT invited ETF, UNI Europa and ETUC for a first meeting to coordinate future activities, in cooperation with national affiliates active in the organisation of food delivery riders.

Cooperation in this field is also being pursued in the context of current projects, such as "GIG economy and workers' information, consultation, participation, and collective bargaining processes" run by FILCAMS-CGIL, and "Establishing workers representation and social dialogue in the platform and app economy" carried out by the ETUC.

Meal-sharing

Another phenomenon is the growing number of platforms facilitating the sharing of home-cooked meals. At the SSDC Horeca plenary meeting in November 2018, a first discussion took place about the possible impact of this on the hospitality sector. EFFAT joined HOTREC in the demand for regulation of this new business model, e.g. regarding registration, taxation, consumer protection, health, safety and security, to ensure a level playing field and fair competition.

Digitalisation

New technologies, automation, robotisation and digitalisation have a growing impact on the hospitality sector. EFFAT is addressing the issue in the Sectoral Social Dialogue Committees (SSDCs) in the European Hotel and Restaurant sector and the European Contract Catering sector. As a follow up on discussions at the SSDC plenary in November 2018, EFFAT and HOTREC have been carrying out a survey amongst their member organisations to collect information on new technologies, automation, robotisation and digitalisation in the hospitality sector and their impact on employment and workers. An overview of the first replies was presented at the Steering Committee meeting in March 2019.

4.3.3.2 Health & safety

Risk assessment



Risk assessment at workplaces is a legal obligation for all enterprises in the context of occupational health and safety regulation, to maintain safe and healthy working environments. Having signed a Memorandum with OSHA, the EU Occupational Safety & Health Agency, in July 2017, EFFAT and HOTREC worked on the development of a Europe-wide [Online interactive Risk Assessment \(OiRA\) tool for the European Horeca sector](#) throughout 2018. A Project Steering Committee (PSC) advised the expert in her work. The progress of the work was discussed at various SSDC meetings and, in March 2019, a test version of the OiRA Horeca tool was launched and subsequently tested by volunteers from EFFAT and HOTREC. The final version was launched in September 2019. Social partners in the EU Member States are called upon to jointly develop national OiRA tools for the Horeca sector based on the European model. The tool is mainly targeting small and medium size enterprises (more than 90% of hospitality companies are SMEs) and shall facilitate their compliance with health and safety and risk assessment obligations.

Sexual harassment and violence at the workplace

For many years, EFFAT has been raising the issue of sexual harassment and violence at the workplace in the sectoral social dialogue in the hotel and restaurant sector, pursuing a joint initiative of the EU social partners, covering, for example, third-party harassment and violence at the workplace but, despite growing evidence and public discussions, the European employers' association was reluctant to engage.

In 2015, the Nordic HRCT Unions presented a report about the problem in the hospitality sector in Scandinavia, including information about common approaches by social partners in the Nordic countries and recommendations for joint initiatives at European level.

Since 2017, hotel and restaurant workers unions in the Nordic countries have been organising the joint campaign "[We are not on the menu!](#)" to raise awareness around sexual harassment against personnel during the Christmas period and to create a culture of zero tolerance against harassments at work.

Over the following years, EFFAT and HOTREC continued to collect and share information about successful initiatives to combat sexual harassment and violence at the workplace at national level, e.g. in Ireland and the UK.

At the 2017 and 2018 plenary meetings of the Sectoral Social Dialogue Committee Contract Catering, the "IUF-Sodexo Agreement on the prevention of sexual harassment" and its implementation were discussed.

In early 2019, EFFAT obtained EU funding for the project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors". The project collected information about the situation regarding sexual harassment and violence in the EFFAT sectors and compiled examples of initiatives of member organisations to fight sexual harassment and violence at work. Recommendations will be discussed at the EFFAT Women's Conference and adopted by EFFAT Congress in November 2019. The European social partners in Horeca and Contract Catering have been supportive of the project. Findings and recommendations shall be taken up in the SSDCs EFFAT is involved in.



Housekeeping

EFFAT has been supporting the IUF housekeeping campaign “Make up my workplace”, underlining the need for negotiated measures to tackle sexual harassment which threatens housekeepers’ safety and well-being, and the annual IUF Global Housekeeping days.

In the social dialogue for the European hotel and restaurant sector, EFFAT and HOTREC have discussed sector specific health risks for workers and came to the joint opinion that the workload in housekeeping is a health & safety issue.

4.3.3.3 Qualification & training

Vocational training and qualifications are important issues in the hospitality and tourism sector, which is characterised by a high percentage of young workers making their first entry into the labour market in the sector and by high staff turnover.

European Hospitality Skills Passport (EHSP)

Based on the skills lists elaborated by EFFAT and HOTREC in the context of their joint project “European Qualification and Skills’ Passport (QSP) in the Hospitality Sector”, a new tool, the “[European Hospitality Skills Passport](#)” (EHSP), was created on the EURES Portal and launched in June 2014. In the EHSP, workers can record all the skills and competences gained during their education, training and practical work experience in an easily accessible format, complementing a traditional Curriculum Vitae and enabling employers to quickly overcome language barriers and find the skilled workers they need to fill their vacancies, hence facilitating a better match between supply and demand on the hospitality labour market.

Having monitored the take up and use of the EHSP over several years, EFFAT and HOTREC realised it had had very limited success and continuously lobbied the Commission to make the EHSP more visible and better accessible on the EURES portal. In February 2019, the Commission finally acknowledged that from their perspective, the European Hospitality Skills Passport is sufficiently visible on the EURES Portal for end users, and that they do not plan to implement further significant changes in this area.

The EHSP skills lists are currently available for experimentation by seasonal workers on a regional scale in the French Rhone-Alpes via <https://www.tribeo.net>.

European Skills, Competences, Qualifications and Occupations (ESCO)

For many years, EFFAT was involved in the ESCO Reference Group “Hospitality & Tourism”, supporting the European Commission in the development of a new European taxonomy of skills, competences, qualifications and occupations, with the intention of providing a common language for education/training and employment in Europe.

The first version of the multilingual classification of [ESCO](#) (European Skills, Competences, Qualifications, and Occupations) was launched in August 2017, with hospitality sector occupations widely spread under the various categories. EFFAT and HOTREC have been in continuous discussions with Commission representatives on ESCO, since the skills and competences attributed to the occupations need revision.

European Alliance for Apprenticeships (EAfA)

Launched in 2013 by the European Commission, the [European Alliance for Apprenticeships](#) (EAfA) is a multi-stakeholder platform to strengthen quality, supply, image and mobility of apprenticeships in Europe through national commitments and voluntary pledges from stakeholders. Recognising the value and benefits of apprenticeships for youth employment, social inclusion, skills matching and economic competitiveness, apprenticeships are one of the main elements of the Youth Guarantee.



As a follow-up to the signature of the “Joint EFFAT-HOTREC EAfA Pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector” in December 2015, successful apprenticeship schemes in the hospitality sector in EU Member States have been presented at the EFFAT-HOTREC SSDC plenary meetings (2016: Denmark, Spain; 2017: Austria, 2018: Ireland). More examples shall be shared in future.

Following the adoption of the EFFAT-FoodServiceEurope EAfA Pledge in September 2017, EFFAT and FSE conducted a survey on apprenticeships in contract catering, to raise awareness regarding the relevance of apprenticeships in the sector and to strive to improve the quality and attractiveness of existing apprenticeships schemes. At the SSDC plenary in September 2018, the Austrian model was presented.

Council Recommendation on a European Framework for Quality and Effective Apprenticeships

EFFAT welcomed the “[Council Recommendation on a European Framework for Quality and Effective Apprenticeships](#)” adopted in March 2018, which lays down important quality criteria for apprenticeship schemes, e.g. a written agreement concluded before the start of the apprenticeship; learning outcomes which ensure a balance between job-specific skills, knowledge and key competences for lifelong learning; pedagogical support by designated in-company trainers; remuneration in line with national or sectoral collective agreements; social protection and insurance; compliance with regulations on working conditions, in particular health and safety legislation; and the active involvement of social partners in the design, governance and implementation of apprenticeship schemes, etc.

In August 2018, McDonald’s had submitted an EAfA pledge promising to offer 43,000 apprenticeships by 2025 in the UK, Germany, the Netherlands, Italy and Switzerland. EFFAT wrote to McDonald’s, offering cooperation in the implementation of their pledge, given the experience and involvement of EFFAT and national member organisations in vocational training and apprenticeships schemes, in the spirit of the above-mentioned Recommendation - no reply.

EFFAT launched a political discussion with the Commission to ensure that all EAfA pledgers have to comply with the Recommendation, and that the implementation of the pledges should be better monitored, to avoid companies using EAfA pledges for mere PR reasons (see above).

A new element has since been added to the application form for EAfA Pledges requesting the submitting entity to agree with the European Framework for Quality and Effective Apprenticeships and to contribute to its implementation, and to commit to provide updates on activities related to the pledges.

New Skills Agenda

In June 2016, EFFAT replied to the European Commission’s Consultation on how to better target EU initiatives and funding opportunities for developing skills in the tourism sector.

In the context of the [New Skills Agenda for Europe](#), announced by the Commission in June 2016, the [Blueprint for Sectoral Cooperation on Skills](#) was launched in January 2017, to improve skills intelligence and address skills shortages in specific economic sectors. The tourism sector was addressed in the first round, and was also covered in the Erasmus+ project, “[The Next Tourism Generation](#)”.

In April 2017, the European Commission’s DG GROW launched an EASME project “Blueprint for sectoral cooperation on skills in tourism: Enhancing the image of careers in the tourism sector”. EFFAT was sceptical about the usefulness of such a project, as we always underline that it is not enough to improve the image of jobs in the hospitality-tourism sector, if similar efforts are not made to also improve working conditions, remuneration and career perspectives. The results show that the 1 Million Euros could have been better allocated: <https://jobsintourism.eu>.



4.3.3.4 Social labelling

A growing number of consumers consider elements other than the price when making purchasing and consumption decisions. Besides ecological criteria, consumers are particularly concerned that the health, safety and human rights of workers are protected and respected. Companies have also become increasingly more aware of the potential benefits of communicating their socially responsible way of operating through labels.

Fair hotels and restaurants

For about 10 years, EFFAT has monitored the initiatives of national hotel and restaurant workers' unions promoting hotels and restaurants which respect workers' rights, provide decent working conditions and stick to collective agreements.

In October 2018, EFFAT and IUF organised the first International Fair Hotels & Restaurants Seminar in Dublin, convening trade unions running such social labelling initiatives from Ireland, Croatia, Slovenia, Denmark, Sweden, Norway, USA, Spain, and Germany. Participants identified differences and similarities of the various fair hotels & restaurants schemes, e.g. regarding criteria for "fair", sub-sectors covered, scope, target groups/audiences, languages, PR, monitoring, evolution, etc. and agreed on future steps.

In December 2018, 3F promoted the Danish website to find fair hotels and restaurants <https://okforhold.dk> to participants of the 4th ITUC World Congress in Copenhagen.

In March 2019, the Just Tourism website <http://www.justtourism.org> was launched to promote the existing 7 initiatives for fair hotels and restaurants.

A second Fair Hotels and Restaurants Seminar will be organised in January 2020, inviting more trade unions to get involved.

The fair hotels & restaurants initiatives are also discussed at the ETUC Permanent Committee on Standardisation, as examples of trade union driven social labelling initiatives.

4.3.3.5 Undeclared work

For many years, EFFAT has been pursuing efforts to tackle the issue of undeclared work in the sectoral social dialogue in the European hotel and restaurant sector, based on evidence collected amongst national employers' associations and trade unions about the scope of the phenomenon in the sector. Following the signature of the "Joint EFFAT-HOTREC Statement on Undeclared Work in the European Hotel and Restaurant Sector" in December 2010, the social partners jointly lobbied the European institutions on the need to take further action.

In October 2016, the European Commission set up the [European Platform on Undeclared Work](#) with the aim of helping EU countries to better deal with undeclared work in its various forms, to drive change at national level, to promote better working conditions and formal employment, to increase awareness of issues related to undeclared work and to enhance cooperation between EU countries.

EFFAT is represented on the UDW Platform as one of the social partner observers and contributes to the work. For example, in 2017, EFFAT fed national / sectoral experiences regarding the fight against undeclared work into the Platform, including the "Fair Hotels" social labelling initiatives undertaken in 6 EU Member States.

In the UDW Platform Work Programme 2019-2020, a sector-specific seminar on undeclared work in the Horeca sector is scheduled for the first quarter of 2020.



4.3.3.6 Responsible procurement

For many years, EFFAT has, in cooperation with the social partners of other sectors, lobbied the European institutions for the inclusion of social criteria in procurement procedures to fight unfair competition in the awarding of contracts. The main demands were the elimination of the lowest price as a major criterion for the awarding of contracts and the introduction of the principle of the most economically advantageous tender (MEAT) as the predominant criterion; the obligatory compliance with labour law and collective agreements, extended to the whole subcontracting chain; the exclusion of abnormally low bids to avoid a race to the bottom in wages and working conditions; and national enforcement measures, e.g. observatories monitoring the awarding of contracts.

The revision of the Public Procurement Directive started in 2012, and after trialogue negotiations in 2013, the revised Directive was finally adopted by the Council of Ministers in February 2014 and had to be transposed by Member States into national legislation in 2016.

Socially responsible procurement in contract catering

In January 2006, EFFAT and FERCO published the first “Guide to the economically most advantageous offer in contract catering” and made it available as a tool in 8 languages on a specific website www.contract-catering-guide.org.

In the light of the revised Public Procurement Directive, EFFAT and FoodServiceEurope decided to update the old Guide. In 2017, they obtained the financial support of the EU, and selected the consultancy firm which had updated the best value guides in private security and cleaning as experts. A Project Steering Committee (PSC), composed of representatives from national employers’ associations and trade unions from Austria, Belgium, Finland, France, Hungary, Italy, Portugal and Spain, as well as from the EFFAT and FoodServiceEurope Secretariats, assisted in the work.

Several PSC meetings took place throughout 2018 and 2019, and the completed Guide “Choosing best value in contracting food services - A guide for private and public client organisations” was presented at a final European Conference in September 2019. National social partners were encouraged to jointly organise events at national level to launch and promote the Guide in their countries.

In June 2019, OIB, the Commission's Office for Infrastructure and Logistics in Brussels, wanted to meet the social partners of the contract catering sector. While preparing the new framework agreements for all canteens and cafeterias of the European Commission, they wanted to know the constraints of the sector and its future developments, in order to take the needs of the sector into account in the new agreements. At the SSDC Steering Committee meeting in June 2019, a very positive first exchange took place between the OIB and the Belgian trade unions active in the sector, accompanied by workers’ representatives who have been working in the Commission canteens for decades.

4.3.3.7 Fast Food

Since January 2015, EFFAT has been part of the global fast food alliance focussing on poor jobs and tax avoidance. In close cooperation with EPSU, the European Public Services Union, and SEIU, the US Service Employees International Union, the following reports were published:

- Unhappy Meal - €1 Billion in Tax Avoidance on the Menu at McDonald's, 2015
- McJobs - Low Wages and Low Standards around the World, 2015
- Golden Dodges - How McDonald's Avoids Paying Its Fair Share of Tax, 2015
- McLandlord - Global Rent excess at the World's Largest Franchisor, 2017



- Unhappier Meal - Tax Avoidance Still on the Menu at McDonald's, 2017

The reports were brought to the attention of relevant units of the European Commission as well as Members of the European Parliament.

In December 2015, the European Commission opened a formal state aid investigation into Luxembourg's tax rulings for McDonald's, which went into a second stage in July 2016, with a publication in the Official Journal. In September 2018, the European Commission announced that the arrangement between McDonald's and Luxembourg, which allowed the fast food company to pay almost no tax on its European royalties in both the EU and US, did not break the EU's laws. EU Competition Commissioner Vestager nonetheless stressed that, "Of course, the fact remains that McDonald's did not pay any taxes on these profits - and this is not how it should be from a tax fairness point of view."

In November 2015 and June 2018, McDonald's had to justify their tax practices at hearings of the European Parliament's Special Committee on Financial Crimes, Tax Evasion and Tax Avoidance (TAX).

In January 2016, consumer organisations filed a complaint with the European Commission regarding McDonald's anti-trust practices inside the European Union, abusing their position vis-à-vis franchisees.

In January 2016, three petitions relating to working conditions at McDonald's were submitted to the European Parliament's Petitions Committee:

- BFAWU on zero-hour November 201 contracts in the UK
- FGTB-ABVV on flexi-jobs in Belgium
- CGT on precarious jobs and avoidance of union representation

The petitions were subject to hearings at the Petition Committee in November 2016 and November 2017, and subject to an EP study "Temporary contracts, precarious employment, employees' fundamental rights and EU employment law". The EP Petitions Committee wrote to McDonald's Belgium, France and United Kingdom, as well as to the national authorities of these three countries, to invite them to communicate their position on the issues raised in the petitions. The issues are followed up by the Commission's DG EMPL with a view to potential breaches of EU legislation.

In March 2017, the "McLandlord" report was issued, showing how McDonald's market power and real estate practices enable the corporation to extract excessive rental payments from its franchisees. The report demonstrates that most of McDonald's profits come from its real estate operations rather than its burger business, and that customers at franchised McDonald's stores may pay higher prices as a result.

In February 2016, EFFAT organised a meeting on the Fast Food sector in Brussels, discussing a European strategy for the sector and the TNCs operating in it.

In June 2017, an EFFAT fast food workshop took place in Rome, in the context of the EFFAT project "Anticipation of change and the sustainable management of structural changes: Promoting innovative actions to strengthen employee involvement and social partners' cooperation". Topics were the situation in the fast food sector in Europe and globally and the future work in the fast food sector in Europe. An outline of the project and first findings were presented by the researcher collecting information on and analysing the situation in fast food / McDonald's in the various countries, e.g. workforce and working conditions, collective agreements, trade union organisation, workers' representation, relations with management, etc. The report was published in September 2019.



In September 2017, the German NGG organised a seminar for shop stewards in fast food companies, tackling issues such as branch collective agreements, health & safety, psychological risks and pensions. Kerstin Howald presented the work undertaken in the fast food sector at international level.

EFFAT has been supporting the Global Fast Food Action Days coordinated by the IUF. In September 2017, the first ever strike took place at McDonalds in the UK and in October 2018, workers from McDonald's, TGI Fridays and Wetherspoons went on strike in the UK, demanding better working conditions, £10 an hour, an end to precarious contracts and the right to join a union.

EFFAT supports the initiative "Fight for €14" of the Belgian FGTB, focussing on the Horeca sector.

4.3 3.8 Integration of refugees in the labour market

In 2016, EFFAT and HOTREC discussed a draft joint position on the role of social partners for the integration of refugees into the labour market and society, but the signing of this position eventually failed due to the opposition of some national employers' associations.

The social partners agreed to collect and share examples of good practices regarding refugees' integration into the labour market. One example presented was the [Swedish "Fast Track"](#) initiative facilitating a quicker inclusion of newly arrived immigrants into the labour market, building on each individual's education and experience, the progress of its implementation was continuously monitored. The Italian system of vocational training and internships for asylum seekers and the INTEGRA project providing multi-disciplinary orientation and training projects in the hospitality sector were also shared.

In early 2019, EFFAT and HOTREC carried out a survey amongst their member organisations to collect information on initiatives facilitating the integration of refugees in the labour market, with a focus on the hospitality sector. An overview of the first replies was presented at the Steering Committee meeting in March 2019.

4.3 3.9 Sexual exploitation of children in travel and tourism

In 2016, the partners of the first [SAFE HOST](#) project, national and European trade union federations, as well as national and European tourism employers' associations, confirmed their readiness to be part of a follow-up project, aimed at disseminating and implementing the results of the first project and widening its scope (more countries, languages, training tools), but the project application for EU funding was rejected.

In December 2016, the results of the EU co-funded project "[COMBAT - Trafficking of Human Beings in Hospitality and Tourism](#)" were presented at the EFFAT-HOTREC SSDC Plenary.

4.3.3.10 Capacity building in Central, Eastern and South Eastern Europe

In 2015-2016, employers' associations and trade unions from Slovenia, Croatia, Serbia, Montenegro and FYR of Macedonia ran the project "[Tourism is people: Working together for strong Social Dialogue in the Tourism and Hospitality sector](#)", aimed at strengthening industrial relations and social dialogue in the hospitality and tourism sector in those countries.

As part of the project, a study visit to Brussels was organised in December 2015, giving project partners the opportunity to attend the EFFAT-HOTREC Sectoral Social Dialogue Plenary.

Between March and May 2016, national workshops took place, bringing together social partners and a wider group of tourism stakeholders in each country. EFFAT contributed to these workshops with reports on European social dialogue. At the final conference in November 2016 in Ljubljana, Slovenia, the results of the project were presented.



4.3.3.11 Cooperation within the framework of the ETLC

The European Trade Union Liaison Committee on Tourism (ETLC), set up in 1995 by the European Trade Union Federations and the Global Union Federations representing employees in the tourism sector (EFFAT, IUL, ETF, ITF, Uni Europa, UNI), is a cooperation platform with the aim of joining trade union forces in the representation of workers' interests. The ETLC meetings provide workers' and trade union representatives with the opportunity to take part in-depth discussions of tourism-related trade union topics. The cross-sectoral cooperation has shown good results, in particular with regard to the increased recognition of trade unions in the tourism sector by the European institutions.

Issues discussed at ETLC meetings were, for example:

- Situation in tourism in Europe
- TNCs / EWCs in travel & tourism
- Collaborative / platform economy - impact on the transport and tourism sectors
- Sustainable and responsible tourism, e.g. fair hotels initiatives, boycott low cost airlines, ILO Guidelines on decent work and socially responsible tourism
- European Tourism Manifesto for Growth and Jobs
- Combating sexual exploitation of children in tourism
- Tourism meetings at European level
- Cooperation with European institutions

In June 2015, Pilar Rato, CCOO Servicios Spain, was elected new ETLC President.

4.3.3.12 Social tourism

Following the signature of a Joint Declaration in 2005 and the carrying out of a joint project, "Employment in the Social Tourism Sector in Europe" in 2008-2009, EFFAT and ISTO, the International Social Tourism Organisation, continued their cooperation.

In July 2015, EFFAT and ISTO jointly submitted the project "Enhance industrial relations in Social Tourism in Europe to facilitate the insertion and professionalisation of young workers in the sector" for EU co-funding, but it was rejected.

In March 2016, representatives of EFFAT and ISTO met in Bruges to discuss future joint activities. As fields of common interest were identified: the right to holidays, the conditions of workers in social tourism, trade unions as providers of travel and tourism services, and the establishment of an ISTO-EFFAT-ETUC Trade Union Task Force on Social Tourism. In May 2016, a delegation of EFFAT and ISTO met the ETUC General Secretary to discuss cooperation in the Task Force.

In June 2016, EFFAT and ISTO, in cooperation with the EESC, organised the Conference "80 years of holidays with pay – a social right to safeguard", to celebrate the anniversary of ILO Convention 52 on holidays with pay, adopted in June 1936, which was a major social right for millions of workers, and significantly contributed to the development of tourism.

In March 2017, representatives of EFFAT, IUF, ETUC and ISTO met in Milan and discussed international and European actions to pursue socially responsible tourism and decent work in tourism.

Further Task Force meetings took place in March 2018 and April 2019. EFFAT was represented in the ISTO Congress in Lyon in October 2018.



4.3.3.13 Tourism for Growth and Jobs Manifesto

In December 2015, EFFAT, ETF and UNI Europa, as well as ETLC, joined the [Tourism for Growth and Jobs Manifesto](#), which, for the first time ever, brings together Europe's public and private tourism actors to call for the European Union to do more for this important industry. The Tourism for Growth and Jobs Manifesto highlights the key EU policy priorities for the sector on topics ranging from skills and qualifications to sustainability and competitiveness of Europe's tourism. The Manifesto group regularly organises or attends European tourism events. EFFAT represents the tourism trade unions in the Manifesto Steering Committee.

4.3.3.14 Information and consultation rights of workers in transnational companies

Employer-employee relations and workers' rights to information and consultation are usually linked to the legal relationship between the brand and the single hotel or restaurant. Employees of transnational hotel and restaurant chains have to comply with all the policies, rules and standards imposed by the brands, but they increasingly do not have access to those who take the decisions about their daily working conditions and the future of the company, because brands operate their hotels and restaurants more and more under asset light aspects, i.e. as managed or franchised subsidiaries. Workers' representation structures beyond the local level are hence increasingly eroded.

The impact of the asset-light trend can be monitored in the existing EWCs. Many of the EWCs cover a decreasing number of countries and are composed of a shrinking number of workers' representatives, as hotels and restaurants belonging to the transnational chains are increasingly transformed into managed or franchised entities.

In the light of these developments, EFFAT brought the issue up in the process of the assessment of the EWC Directive 2009/38/EC and its possible revision or recast, calling for a more comprehensive definition of "controlling undertaking", to include contract management, franchise systems and joint ventures.

Another important development observed in recent years was the increasing investment of Chinese investors in the travel and tourism sector, by taking over, or investing in, transnational groups, e.g. Fosun International: Club Méditerranée; Hainan Airlines: NH Hotels, Carlson-Rezidor, Gate Gourmet, Hilton, Marriott; JinJiang International: Radisson. As a consequence, workers in the hospitality companies concerned have seen their working conditions and industrial relations deteriorate.

European Works Councils / Transnational Companies

EFFAT is coordinating the EWCs of Autogrill, Club Méditerranée, Compass, Elinor, Fazer, NH Hotels, Rezidor, Scandic, Sodexo, SSP, Starwood (through nominated Coordinators or members of the EFFAT Secretariat).

In 2015, new EWC agreements were concluded with SSP and NH Hotels.

After termination of the Compass EWC agreement in 2012, a Special Negotiating Body negotiated a new EWC agreement, which was signed in 2016 and a first EWC meeting took place in March 2017.

The negotiations of an amendment to the Club Méditerranée EWC agreement were concluded in June 2018.

After a merger with Marriott in 2016, the Starwood-Sheraton EWC was dissolved.

In the first half of 2019, the Elinor EWC was consulted on the sale of the Elinor travel catering activities. The EWC was supported by the French cabinet of lawyers SECAFI and EFFAT.



The increasing movement of contract catering, cleaning and security companies into facility management is increasingly visible in the composition of EWCs. EFFAT and UNI Europa are cooperating in this respect, facilitating cross-sectoral cooperation.

4.3.3.15 Cooperation with EU and international institutions

European Commission

EFFAT, representing workers in hospitality-tourism, is a recognised tourism sector stakeholder and is regularly informed and consulted by the European Commission Tourism Unit on EU tourism policy.

For the European Tourism Day 2018 held in November in Brussels on “The Renewed EU Industrial Policy Strategy: Making EU Tourism stronger in a new industrial era”, Kerstin Howald was invited to give a statement on “The future of tourism jobs and skills” as a ‘teaser’ for the panel on “Valorising human capital in tourism management”.

The following tourism conferences were organised by the European Commission:

- European Tourism Day 2015 on 16 December 2015 in Brussels: Promotion of Europe as a quality competitive tourism destination
- High-Level Conference 'Attracting investment in tourism' on 5 April 2016 in Brussels
- European Tourism Day 2016 on 29 November 2016 in Brussels: Enhancing synergies between tourism and cultural and creative industries. Innovative solutions as the driver for jobs and growth
- European Tourism Day 2017 on 28 November 2017 in Brussels: What's the future of EU tourism?
- European Tourism Day 2018 on 7 November 2018 in Brussels: The Renewed EU Industrial Policy Strategy: Making EU Tourism stronger in a new industrial era

European Parliament

The European Parliament's Committee on Transport and Tourism mainly deals with transport questions. Tourism issues were dealt with in the Intergroup “European Tourism Development, Cultural Heritage, Ways of St. James and other European Cultural Routes” (Tourism Intergroup) and in the Tourism Task Force. EFFAT participated in events of these bodies when relevant topics were discussed. In May 2015, Kerstin Howald spoke at the Intergroup hearing on “Overcoming the shortage of skilled labour in the Tourism industry”.

EU Presidencies

Since 2001, the EU organises, in cooperation with the respective EU Presidency, an annual European Tourism Forum. The aim of these forums is to serve as an important interface and to promote and improve communication between interest groups active in tourism. Participants are several hundred representatives of the tourism industry, regional, national and European authorities and institutions in travel and tourism, representatives of international organisations and trade unions representing workers in tourism. We have successfully managed to get employment-related issues on the agenda and to place trade union representatives as speakers and moderators.

The topics covered by the European Tourism Forums:

- 14th European Tourism Forum on 17 September 2015 in Luxembourg
 - Joint Promotion of Europe via Transnational Tourism Products
 - Skills and Competences in the Tourism Sector



- Regulatory Framework for Tourism – Visa Policy
- Tourism and Digitalisation – The Sharing Economy in the Hospitality Sector
- 15th European Tourism Forum on 11 October 2016 in Bratislava, Slovak Republic
 - A Favourable Business Environment for the Competitiveness of the EU Tourism Sector
 - Taxation
 - Collaborative Economy in the Tourism Sector
 - Digital Transformation in the EU Tourism Sector
- 16th European Tourism Forum on 18-19 October 2017 in Tallinn, Estonia
 - Innovation in tourism through digitalisation for competitive growth of the sector
 - Transport connectivity and intermodality as critical success factors for the European tourism sector
 - Energy efficiency, protection of natural resources and environmentally friendly measures towards more sustainable EU tourism
- 17th European Tourism Forum on 1-2 October 2018 in Vienna, Austria
 - A Glance into the Future
 - Who will travel? How will people decide where to go?
 - How will people travel and how will they move around at the destination?
 - How will destinations meet travellers' expectations? How will they secure regional value-added? How will resources be managed?
 - Strategic planning for sustainable tourism development - Issues and responses
 - Strategic planning for sustainable tourism development - Successful implementation: processes, partnerships, networks
- 18th European Tourism Forum on 9-10 October 2019 in Helsinki, Finland

International Labour Organisation

In February 2017, EFFAT was part of the IUF delegation to the ILO Meeting of Experts to elaborate "[Guidelines on Decent Work and Socially Responsible Tourism](#)".

Others

On various occasions, Kerstin Howald has given lectures at universities, e.g.

- "Employment and working conditions in the tourism sector", on 26 April 2018 "Business and Development" studies at the Haute École Bruxelles-Brabant / ULB Brussels

4.3.4 Social Dialogue

The EFFAT tourism sector is involved in two sectoral social dialogues, the Sectoral Social Dialogue Committee (SSDC) HORECA with HOTREC, and the SSDC Contract Catering with FoodServiceEurope (FSE).

In 2017-2018, Eurofound, the European Foundation for the Improvement of Living and Working Conditions, carried out, under the auspices of the European Commission, representativeness studies for the Horeca and the Contract Catering sector, confirming that that EFFAT and their respective sectoral social partners, HOTREC and FoodServiceEurope, are the most important European-level social partner organisations within the sectors, i.e. they are representative according to the Commission definition and hence entitled to continue the sectoral social dialogues. The reports published in December 2018 can be found here:

Representativeness of the European social partner organisations:

[Hotels, restaurants and café \(HORECA\) sector](#)

[Contract catering sector](#)



4.3.4.1 Hotels and Restaurants

The following topics were dealt with in the SSDC in the hotel and restaurant sector:

- Qualification, training & skills
 - European Alliance for Apprenticeships (EAfA)
 - Council Recommendation on a European Framework for Quality and Effective Apprenticeships
 - New Skills Agenda for Europe
 - European Hospitality Skills Passport (EHSP)
 - European Skills, Competences/Qualifications and Occupations (ESCO)
- Collaborative economy in hospitality and tourism
 - Short-term accommodation rentals
 - Meal-sharing platforms
- New technologies, digitalisation, automation and robotisation
- Undeclared work
- Integration of refugees in the hospitality sector
- Health & safety at the workplace
 - OiRA tool for the European Horeca sector
 - Housekeeping
- Sexual harassment and violence at work

Major achievements of the last years include:

- Joint EFFAT-HOTREC Statement on the Sharing Economy - For a level playing field and fair competition in hospitality and tourism, in December 2015
- Joint EFFAT-HOTREC Pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector under EAfA in December 2015
- Europe-wide Online interactive Risk Assessment (OiRA) tool for the European Horeca sector in September 2019

4.3.4.2 Contract Catering

The following topics were dealt with in the SSDC in the contract catering sector:

- Public Procurement
- Corporate Social Responsibility (CSR)
- Qualification and training
- Sexual harassment and violence at the workplace
- Capacity building
- Digitalisation and automation: Future challenges for companies and employment in the Contract Catering sector
- Online Interactive Risk Assessment (OIRA)

Major achievements of the last years include:

- Joint EFFAT-FoodServiceEurope EAfA Pledge in September 2017
- FoodServiceEurope-EFFAT Recommendation on the transfer of information between employers in the context of a transfer of undertaking in September 2017
- Updated Guide “Choosing best value in contracting food services - A guide for private and public client organisations” in September 2019



In order to create synergies between the work undertaken in the social dialogue and in the European Works Councils in the sector, Kerstin Howald had reported about the situation in EWCs in contract catering TNCs to the SSDC plenary, and informed the EWCs of Compass, Sodexo and Elinor about the European Social Dialogue in the Contract Catering Sector.

4.3.5 Meetings

4.3.5.1 General Assemblies

- 26 October 2015
- 2 May 2017
- 25 September 2018
- 8 May 2019

4.3.5.2 Sector Board Meetings

- 4 December 2014
- 5 May 2015
- 3 December 2015
- 22 June 2016
- 3 December 2016
- 5 December 2017
- 29 November 2018

4.3.5.3 Sectoral Social Dialogue

Year	EFFAT-HOTREC SSDC Horeca		EFFAT-FoodServiceEurope SSDC Contract Catering	
	Steering Committee	Plenary	Steering Committee	Plenary
2014		5 December		
2015	13 March 1 October	4 December	9 February 11 September	6 October
2016	18 March 30 September	9 December	19 February 23 June	14 September
2017	24 March 29 September	4 December	6 February 22 June	12 September
2018	16 March 24 September	30 November	6 February 7 June	17 September
2019	14 March 24 September	29 November	19 February 7 June	17 September

4.3.5.4 Further Conferences and Seminars

EFFAT has been involved in the following conferences, seminars, etc. in the sector, organised or supported by a large variety of actors, e.g. European institutions, national member organisations, social partners, etc.

2015

- European Commission DG GROW Tourism Unit meeting on the future EU tourism policy on 7 May 2015 in Brussels
- European Parliament's Tourism Intergroup meeting on 13 May 2015 on "Overcoming the shortage of skilled labour in the tourism industry"
- ETLC meeting on 23 June 2015 in Brussels
- European Tourism Industry Task Force Meeting on 1 September 2015 in Brussels



- European Tourism Forum on 17-18 September 2015 in Luxembourg
- ISTO European Social Tourism Forum on 21-23 October 2015 in Albufeira, Portugal
- EFFAT Workshop “Working conditions in the fast food industry in the EU: - What makes the difference?” on 2 December 2015 in Brussels

2016

- European Commission Conference “Managing and promoting sustainable and accessible tourism destinations” on 28 January 2016 in Brussels
- EFFAT meeting on McDonald's/Fast Food on 23 February 2016 in Brussels
- ISTO Trade Union Task Force on Social Tourism on 22 March 2016 in Bruges, Belgium
- National Workshops in the framework of the project “Tourism is people: Working together for strong Social Dialogue in the Tourism and Hospitality sector” between March and May 2016 in Podgorica, Montenegro, Belgrade, Serbia, Skopje, FYR of Macedonia, Zagreb, Croatia
- European Commission High Level Conference “Attracting investment in Tourism” on 5 April 2016 in Brussels
- Lecture “Employment and working conditions in the tourism sector” for Business and Development students in “Sustainable tourism and ecotourism” at Haute Ecole Bruxelles Brabant / ULB on 24 April 2016 in Brussels
- EP TRAN Committee - Tourism Task Force Hearing on the Tourism for Growth and Jobs Manifesto on 26 April 2016
- “European Platform tackling undeclared work” kick-off meeting on 27 May 2016 in Brussels
- EFFAT and ISTO Conference “80 years of holidays with pay – a social right to safeguard” to celebrate the anniversary of ILO Convention 52 on holidays with pay on 17 June 2016 in Brussels
- European Tourism for Growth & Jobs Manifesto Steering Committee meeting on 28 June 2016 in Brussels
- European Tourism for Growth & Jobs Manifesto General Assembly on 16 September 2016 in Brussels
- European Parliament event “Towards a stronger tourism policy for European growth and jobs” on 27 September 2016 in Brussels
- Nordic Forum of the Nordic Union for Hotel, Restaurant, Catering and Tourism workers on 3-5 October 2016 in Malmö
- “European Platform tackling undeclared work” plenary meeting on 10 October 2016 in Brussels
- Final conference of the project “Tourism is people: Working together for strong Social Dialogue in the Tourism and Hospitality sector” on 8 November 2016 in Ljubljana, Slovenia
- IUF HRCT Trade Group Conference on 9-11 November 2016 in Punta Cana, Dominican Republic
- SIPTU Services Division Biennial Delegate Conference on 24 November 2016 in Dublin
- European Parliament’s Petition Committee hearing on petitions against McDonald’s in Belgium, France and United Kingdom on 29 November 2016 in Brussels
- European Commission European Tourism Day on 16 December 2016 in Brussels

2017

- European Tourism for Growth and Jobs Manifesto Steering Committee meeting on 12 January 2017 in Brussels
- ILO Experts meeting on “Guidelines on Decent Work and Socially Responsible Tourism” on 20-24 February 2017 in Geneva
- ACV-CSC meeting of workers’ representatives from contract catering companies on 23 February 2017 in Brussels
- ETLC meeting on 6 March 2017 in Brussels



- European Tourism for Growth and Jobs Manifesto Steering Committee meeting on 15 March 2017 in Brussels
- IUF Hotel Chains Working Group on 23 March 2017 in Geneva
- ISTO Trade Union Task Force on Social Tourism on 22 March 2017 in Milano
- Maltese EU Presidency Ministerial Conference on Tourism on 25-26 May 2017 in La Valetta, Malta
- EFFAT Workshop on Fast Food in Europe on 1 June 2017 in Rome
- High-level Meeting with EP President Tajani on 11 July 2017 in Brussels
- NGG seminar for shop stewards in fast food companies on 26 September 2017 in Oberjosbach, Germany
- European Parliament's High-level Conference on Tourism on 27 September 2017 in Brussels
- ITF Tourism Section meeting 6 October 2017 in London
- NU HRCT EWC Seminar on 8 and 9 October 2017 in Helsinki
- IUF HRCT Trade Group Board on 6-7 November 2017 in Palma de Mallorca, Spain
- "Tourism for Growth and Jobs Manifesto" General Assembly on 15 November 2017 in Brussels
- European Parliament's Petition Committee Hearing "Protection of the rights of workers in temporary or precarious employment, based on petitions received" on 22 November 2017 in Brussels
- European Tourism Day on 28 November 2017 in Brussels
- European Tourism for Growth and Jobs Manifesto Steering Committee meeting on 11 December 2017 in Brussels

2018

- European Parliament's Tourism Intergroup European Tourism Development Roundtable on 24 January 2018 in Brussels
- EFFAT - French HRCT trade unions meeting on 30 January 2018 in Paris
- European Parliament's Tourism Task Force on 27 February 2018 in Brussels
- European Tourism for Growth and Jobs Manifesto meeting with new Secretary General of the UN World Tourism Organisation (UNWTO) on 28 February 2018 in Brussels
- ISTO Trade Union Task Force on Social Tourism on 13 March 2018 in Brussels
- European Parliament's Tourism Task Force Hearing on the impact of Brexit on tourism on 25 April 2018 in Brussels
- IUF Hotels Steering Group Board on 2 May 2018 in Geneva
- EFFAT-IUF International Fair Hotels & Restaurants Seminar on 10-11 October 2018 in Dublin
- International Fast Food Workers' Day on 4 October 2018 in London
- IUF Catering Steering Group on 16-17 October 2018 in Paris
- ISTO Congress on 17-18 October 2018 in Lyon
- 1st European Food Delivery Riders' Assembly on 25-26 October 2018 in Brussels
- European Tourism Day on 7 November 2018 in Brussels
- European Commission DG EMPL Conference "Sectoral Skills for the Future - Blueprint in the Spotlight" on 15 November 2018 in Brussels
- ISTO Trade Union Task Force on Social Tourism on 26 November 2018 in Brussels
- NGG seminar for shop stewards in the hotel sector on 27 November 2018 in Oberjosbach, Germany

2019

- European Tourism for Growth & Jobs Manifesto General Assembly on 24 January 2019 in Brussels



- Meeting of German-speaking tourism trade unions on 30-31 January 2019 in Vienna
- Euractiv / TUI Workshop "Tourism - a key driver for socio-economic progress" on 26 February 2019 in Brussels
- European Commission's Digital Tourism Network on 18 March 2019 in Brussels
- ISTO Trade Union Task Force on Social Tourism on 2 April 2019 in Brussels
- ACV-CSC meeting of works councillors in the contract catering sector on 23 April 2019 in Brussels
- IUF Hotel Steering Group on 9 May 2019 in Brussels



5. Organisation

5.1 Results of the EFFAT Congress 2014

The 4th EFFAT Congress took place on 20 and 21 November 2014 in Vienna and was attended by 85 affiliates represented by 151 delegates with 151 voting rights, representing more than 90% of EFFAT's members. Among the 151 delegates with voting rights, there were 72 female colleagues, i.e. 48% of delegates were women. This was much more than the 35% representation of women in 2009, the 32% representation in 2005, and more than double the 23% representation in 2000 when EFFAT was founded.

Among other things, the 4th Congress:

- approved the main working priorities 2015-2019 and adopted the framework policy documents
- adopted the activity report 2010-2014
- adopted the budget for the period 2015-2019
- adopted the financial report 2009-2013
- elected EFFAT's governing bodies

The Congress adopted the following motions:

a) Organisational matters

1. Regional balance and presence in the EFFAT leadership position
2. Representation of EFFAT member organisations from South-Eastern Europe in the EFFAT Management Committee

b) Political motions

- Resolution 3 Towards a fair and decent EU labour market
- Resolution 4 A socially, ecologically and economically sustainable industrial and food policy in Europe
- Resolution 5 Fighting precarious employment and defending job security in Europe
- Resolution 6 Stop the EU-USA free trade agreement
- Resolution 7 Promoting workers' rights through sectoral collective bargaining
- Resolution 8 Strengthening social dialogue
- Resolution 9 Full support for the workers of Hong Kong
- Resolution 10 Full support and solidarity for the workers of the Campofrio processing plant in Burgos
- Resolution 11 Response to the Russian import ban on perishable foods

The Congress unanimously adopted nine important resolutions: 3,4,5,6,7,8,9,10 and 11. Motion 6 on TTIP was adopted with two abstentions.

5.2 Executive Committee and Management Committee

The Executive Committee met twice annually, the Management Committee at least two times as well.



Standard items on the agenda were:

- Development of membership and affiliation fees
- New affiliations / exemptions / disaffiliations
- Annual financial statements
- Annual budgets
- Reports on the activities of EFFAT's sectors
- Work on companies and European Works Councils
- Work priorities and events
- Campaigns
- EU issues
- EFFAT Youth Work

The main topics discussed were as follows:

2015

- EFFAT Work areas 2015
- ETUC Congress
- Fighting precarious work and social dumping (Letterbox companies)
- Refit/Better regulation watchdog
- Societas Unius Personae (SUP)
- Implementation of European Directives (Posting of workers Directive/ Public Procurement Directive, Seasonal Workers Directive, Shareholder rights Directive, Youth Guarantee)
- Updates on national labour reforms (Spain, Italy, UK, Finland, Lithuania)
- European economic crisis
- Domestic Workers
- Europe's responsibility for refugees
- TTIP
- Russian Ban
- Fair competition and social dumping (mobility package and single market project and the Austrian anti-social dumping law)
- COP 21: Climate change conference in Paris
- Implementation of the Youth pledge
- Organising – building trade union power
- Renovation of the EFFAT office
- Future role and agenda of the EFFAT Management Committee

2016

- Update on EU issues (Commission work programme 2016, Dutch/Slovakian Presidency 2016, TTIP, Russian Ban, Social Pillar/Mobility package, Precarious Work project, Letterbox project, Platform undeclared work, Better regulation, CAP, Posting of workers directive, Glyphosate)
- Outcome COP 21
- Reform of the CAP
- Challenges and future of EWCs - Workers' participation rights in the EU
- Fair taxation in Europe/Tax dumping and tax avoidance
- Challenges and future of the EU sectoral social dialogue
- EFFAT communication programme 2016
- Brexit and its consequences
- Refugees - report national situations and Fast track project in Sweden



- Mercosur/EU negotiations
- Transnational Company Agreements
- Election new EFFAT President
- Digitalisation in the EFFAT sectors - Future of the Industry 4.0
- Outcome ETUC Congress
- Strike in the Norwegian hotel and restaurant sector
- Work life balance - examples and good practices
- EFFAT Youth Committee
- Working tool on stress at the workplace
- EFFAT website portal for European Works Councils
- Precarious work activities of EFFAT affiliates

2017

- Workers' participation rights in the EU - how to benefit from the Social Acquis
- Implementation of the ETUC pay rise campaign
- Right Wing Populism in Europe and USA
- European Pillar on Social Rights
- Challenges of digitalisation in the tourism sector
- Economic platforms: towards new protection of self-employed workers in Europe
- EFFAT Youth work and views and expectations of young EFFAT members
- Organising in new member states
- Dealing with ageing workforce and Youth employment - examples and good practices
- EU issues: international trade (CETA, Mercosur, Russian ban), European Globalisation Fund, Review of Posting of Workers Directive, Precarious work, Platform on undeclared work, European Service E-card, CAP, Fair taxation in Europe, European Pillar of Social rights
- 27th IUF World Congress
- New EFFAT offices
- Composition of the EFFAT Constitution Committee
- New labour law in France
- Situation migration /refugee challenges in EFFAT sectors
- Attack on the right to strike in Spain
- Brexit: State of negotiations and impact on Food, Drink and Tobacco Sector
- First IUF-LGTBQI Conference
- 5th EFFAT Congress - preparation
- Amendments to the Constitution- Follow-up of the Resolutions of the 4th EFFAT Congress
- Election of Trump - new challenges for the trade union movement and civil society
- Study group on food security of EESC
- EFFAT activities in South-Eastern Europe
- Recast of the EWC Directive - ETUF's proposals
- Exclusion of the Tobacco Social Dialogue from ILO
- EFFAT TNC working Group/ New EWC/TNC portal/Project Transnational Company Agreements

2018

- Preparation of the 5th EFFAT Congress and Technical Working group of the Congress
- EFFAT Statutes
- EFFAT Work Programme 2020-2024
- 15 points for a stronger EFFAT
- Draft Political Framework document 2020-2024



- EFFAT action Programme 2020-2021
- Motions and resolutions
- Future leadership and new General Secretary
- Update on EU issues (European Labour Authority, Reform of the CAP, Written Statement Directive, Company Mobility Package, International Trade, European Globalisation Fund, Work-Life Balance, European Pillar of Social Rights, Platform on undeclared work, whistleblowing, Access to Social protection for workers and self-employed, EWC handbook and democracy at work campaign, EU project on securing workers' rights in the subcontracting chains)
- New EFFAT offices
- New EFFAT website
- Cooperation between the EFFAT Sectors
- Company Law Package
- Brexit
- Organising Projects - Building trade union power
- European alliance for Upward Wage Convergence
- ETUC Partnership on industrial relations
- European elections
- ETUC Congress
- Fair hotels and restaurants
- Food delivery services
- Domestic Workers
- EFFAT Youth
- Internal EFFAT rules for negotiating Transnational Company Agreements
- ETF Campaign fighting workplace violence and harassment against women in transport

5.3 Secretariat

The EFFAT Secretariat is currently composed as follows:

Harald WIEDENHOFER General Secretary

Kerstin HOWALD Political Secretary for Tourism, in charge of equal opportunities

Arnd SPAHN Political Secretary for Agriculture

Estelle BRENTNALL Political Secretary for Food, Drink, Tobacco and Collective Bargaining

Enrico SOMAGLIA Deputy General Secretary, Company Policy Officer

Maddalena COLOMBI Head of Communications and European Policy and Youth

Wendy VAN HAVER Project administration, HR, accounting, financing

Sylvie DE BRUYCKER Personal Assistant to the General Secretary

Elke LIBBRECHT Organisation and administration - Tourism sector

Blerina BRUCAJ Organisation and administration - Agriculture sector

Oona MARTENS Organisation and administration - Food sector

Priya KLINKENBERG Organisation and administration - EWC/TNC sector

The Secretariat is supported by an external bookkeeping company 'ChrisCoFis Sprl' and a Social Secretariat (Sodalis). Our accounting activities are audited by the external auditor Willy Gillisjans.



The Secretariat currently uses three working languages (English, French, German) but is translating more and more documents into other languages as well.

Further improvements have been made to the IT infrastructure in the Secretariat over the past few years. The PC network is maintained by an external IT consultant (Techne IT).

5.4 Trainees

Skilling trainees is part of the Secretariat's HR policy. More than 11 trainees have worked in the Secretariat over the last four years, for periods of one to three months and according to clear criteria in line with national legislation and collective bargaining policies. Our affiliates have also been offered traineeships in the EFFAT Secretariat to enable national trade union officers to gain qualifications in European trade union networks. However, this opportunity has not been taken up very often.

5.5 Membership

The following organisations were accepted as new members during the reporting period 2015-2019:

- Turkey, SEKER IS
- Turkey, DEV TURIZM IS
- Romania, TERRA
- Netherlands, DMW FNV
- Bosnia Herzegovina, SSRPPIFBIH
- Kosovo, ITUFAWIEH

On 31 December 2018, the number of member organisations totalled 112. The number of EFFAT members has fallen from 1,233,304 in 2014 to 1,197,988 in 2019.

5.6 Communication Policy

5.6.1 EFFAT Website

5.6.1.1 General Content Management

Communication since 2015 has been devoted to the visibility of EFFAT activities at the EU level, with special focus and dedication to each of the 3 sectors, domestic workers and company/EWC work.

We have been closely monitoring and reporting via the publication of weekly news and press releases on the website in different languages.

Average number of news items uploaded: 6-10 news items / month. The items cover:

- Social partner's collaboration results
- EFFAT events
- EFFAT political messages
- EFFAT projects
- EFFAT affiliates' achievements
- Solidarity letters
- Actions undertaken



5.6.1.2 2015-2018 Restructuring

The website has been given a particular focus as the EFFAT window to the wider public.

Over the course of time, we have restructured the platform to better reflect and serve the needs of the sectors, secretariat, affiliates and political priorities.

Changes have included:

- The inclusion of a space for domestic workers
- Uploading recent campaigns supported by EFFAT
- Inserting a new take-action item
- Cleaning up all content
- Addition of new graphics/ sections

5.6.1.3 2017 EWC Portal/Website

In 2017, EFFAT revamped the EWC portal and specifically restructured the homepage and the resources section and created a new EWC database, information page and webform. Special relevance was given to the brochure 'Enhancing EFFAT's role in European Works' Councils' which can be downloaded in various languages with interactive links.

5.6.1.4 2019 A completely new Platform

In March 2019, we designed a website to create a user-friendly platform for our affiliates and for the wider public, which allows the user to get a first-hand sense of what EFFAT does, where it is active and what issues our organisation fights for.

The structure has been specifically designed to:

- Organise things more clearly by our 3 sectors (+ company work)
- Add sub - areas (precarious work, health and safety, collective bargaining, social dialogue, migration, youth) to collect news that are not strictly sectorial but share some topical cross issues.
- Pay more attention to the quality of pictures and privilege the faces of our workers
- Facilitate take-action through an embedded button
- Enhance social media traffic through embedded twitter and link to social media

Users' Analytics (page views)

Months and Years							
	Jan	Feb	Mar	Apr	May	Jun	Jul
2019			2,380	6,108	6,576	4,489	2,848

Average per Day							
	Jan	Feb	Mar	Apr	May	Jun	Jul
2019			298	204	212	150	95

*Old website still available at www.old.effat.org

5.6.1.5 2019 Congress Website

For the upcoming 5th Congress, we have produced a brand-new portal that serves as the guide to the Congress for affiliates, invitees and the wider public.

The Congress website offers a single platform to access Congress documents (i.e.: agenda,



practical information, invitations), multimedia material capturing the Congress and online registration.

5.6.2 Events

EFFAT has provided affiliates with a new electronic registration system

Each sector now has a new system of registration. It enables administration colleagues to work more easily and affiliates to submit their request to attend events in a less complicated way.

5.6.3 Campaigns and Cross Border Solidarity

Within EFFAT, the intention to reinforce the mutual collaboration between EFFAT and its affiliates when it comes to solidarity, campaign and communications, has played a vital role in supporting and amplifying the messages of the campaigns initiated by the affiliates.

5.6.3.1 Affiliates' supported campaigns (non-exhaustive list)

- ★ NU HRCT Not on the menu
- ★ NGG Fair-dient campaign
- ★ FLAI CGIL Ancora in Campo (with onsite visit)
- ★ BFAWU McStrike
- ★ FGTB Fight 4 14
- ★ Stop Glyphosate
- ★ CCOO Servicios/SIPTU/STUH Fair hotels
- ★ SEL/PAM - Finland law on working time

EFFAT has taken photo actions along with extensive social media action to support affiliates' struggles in companies or in specific vulnerable sectors.

5.6.3.2 Affiliates' company struggles (non-exhaustive list)

- ★ Douwe Egbert In Utrecht (visited)
- ★ NGG strikes coca cola
- ★ Coca-Cola (Anderlecht, Ballina)
- ★ Barry Callebaut (Hamburg)
- ★ Unilever Knorr Sanguinetto (Italy)
- ★ Pernigotti workers (Italy)
- ★ Iceland Hotel Workers (Iceland)
- ★ Mokate Workers (Poland)
- ★ Findus factory Workers in Sweden
- ★ Rakvere workers (Estonia)
- ★ Norse production (Norway)
- ★ Cargill (Turkey)
- ★ Poultry workers (Spain)



5.6.3.3 Other International solidarity actions with IUF (non-exhaustive list)

- ★ Myanmar Tharabas gate workers
- ★ One Job is enough campaign Marriott
- ★ My Fair Home
- ★ Perfetti van Melle (Bangladesh)

5.6.3.4 EU Pay Rise Campaign 2016 - 2017

At the end of 2016, the ETUC Executive committee approved the implementation of the EU Pay Rise campaign until 2018.

EFFAT played an active role on the steering committee coordinating the activities for the implementation of the EU Pay Rise Campaign:

Social Media results:

- Campaign tweets from ETUC linked to only 6 issue 'launches' - over 1.3 million impressions (received by open twitter accounts over 1.3 million times).
- Pay Rise campaign Facebook posts reached over 600,000 people June-November 2017.
- Campaign videos, including on young workers' wages, have been viewed 115,000 times.
- ETUC has engaged the ITUC in the pay rise campaign on World Day of Decent Work and for supporting collective bargaining as part of Human Rights Day.

The campaign will be followed up by some initiatives around collective bargaining in the Autumn coordinated by the ETUC. More information will follow.

5.6.3.5 More Democracy at Work (2018 - 2019)

The ETUC campaign on more democracy at work was fully supported by EFFAT, which linked it to the sectors wherever possible, especially in relation to company work and EWCs (i.e.: Coca-Cola EWC, Lactalis)

Supporting other ETUF's campaigns:

- ETF Fair transport
- ESPU #NOCETA
- UNI Europa #notbetter campaign on health and safety for hairdressers

5.6.4 Social Media

Social media over the years has become one of the main vehicles to be active and engaged and active online with our community of trade unions across Europe. It has become a standard means of communication with affiliates, European like-minded organisations and institutions, as well as being used as a tool to express and receive cross border solidarity.

Twitter

- Daily tweets
- Followers growth +1,400 followers
- Average impressions: 15K /month
- Average profile visit: 500 /month



Facebook

- Weekly posts
- +800 likes
- Organic growth
- No paid ads

5.6.5 EFFAT Cooperation with ETUC and ETUFs

5.6.5.1 EFFAT - ETUFs Cooperation

Since 2015, the ETUC communications departments have held regular meetings with communication officers of other ETUFs. These meetings aim at sharing communication activities among federations, planning joint activities and exploring new ways of cooperating in order to shape a stronger identity for the European labour movement. Every year, the ETUC and ETUFs communications departments are carrying out common initiatives on the following dates:

- March 8 - International Women's Day
- April 28 - International Workers Memorial Day
- May 1 - International Workers Day
- October 7 - World day of Decent Work
- November 25 - World Day for the elimination of violence against women
- December 18 - UN International Migrants Day

5.6.5.2 ETUFs - ETUC

The ETUC and its affiliates tend to work together to send a common, clear and interesting message to working people across Europe.

A more formal press and communication working group held with the participation of all ETUC affiliates including the ETUFs is held twice a year with the contribution of the ETUI in order to achieve the abovementioned objective.

On these occasions, ETUC presents the past and upcoming activities and initiatives with the aim of fostering mutual collaboration and joint commitment in reaching the ETUC communication and political objectives,

EFFAT was deeply involved in communicating around the last 2015 Paris and 2019 Vienna ETUC congress.

5.6.6 Information to the members

5.6.6.1 Snapshot

On-going bi-weekly update on EU, international and national labour news through the 'EFFAT Snapshot' sent in English to all affiliates

- Spotlight on national/sectoral collective bargaining successes
- Amplification of IUF and ETUC news
- Further update on EU policy developments



5.6.6.2 Monthly Newsletter

EFFAT delivers a newsletter on a monthly basis. The newsletter is compiled in 5 languages (EN, FR, DEU, IT, ES, and CR) and feature monthly activities of EFFAT, as well as best practice from affiliates in the three sectors.

5.6.6.3 EFFAT Communication Network

The EFFAT secretariat has created a network of affiliates that are able to provide support with the planning and implementation of the communication around the event so that we can ensure that all affiliates can be involved in amplifying and conveying the Congress' messages. The first meeting is due to take place on 18 September 2019.

5.6.7 International days/partly in cooperation with the IUF cooperation

- World Day against Child Labour
- International Fast Food Workers Day
- International Domestic Workers Day
- World Tourism Day
- International Illegal Fishing Practices Day
- Housekeeping Week
- World Food Day
- World Youth Day

5.6.8 Graphic material

5.6.8.1 Brochures

The EFFAT communication department provides infographic guidance on project materials, including brochures and other publication: liaising with graphic designers, website developers.

2015 Domestic Workers Brochure

2016 EU Sustainability Partnership brochure

2017 EWC Brochure

Enhancing EFFAT's role in European Works Councils

2018 EFFAT Brochure

EFFAT has produced a new general EFFAT brochure and banner which will be presented and displayed at Congress.

2019 EU Brochure

EFFAT is producing a new EU brochure aimed at new members of the Parliament with the aim of getting them acquainted with the organisation, outlining our activities and priorities and putting forward our specific requests to the new European Parliament (planned for October 2019).

2019 EFFAT Congress material

Production of a whole new set of graphics and material for the Congress.



5.6.9 Projects

EFFAT communication has lent its support in communicating extensively about EFFAT sectoral projects, especially where they feature a communication component.

Examples include:

5.6.9.1 2016 End precarious work

- Creation of website
- Infographics
- Videos
- Organisation of conference
- Extensive promotion on social media (#end precarious work trending in Belgium on the day of the conference)

5.6.9.2 2017 “Attracting new talents and managing an ageing workforce in the food and drink industry”

- Creation of landing page
- Social media
- Creation of multilingual brochure for report and executive summaries

5.6.10 Press

The EFFAT communication department oversees media relations and provides outlets with news and press releases where needed.

Press work designed to see EFFAT appear in newspapers and online outlets has not been a particular focus in the last 4 years due to the limited resources of the Secretariat. In this sense, much of the press work has been done on an ad hoc basis.

Results include

- Arnd Spahn Interview with Bloomberg on working conditions amongst female agricultural workers
- Harald Wiedenhofer’s opinion on working conditions at McDonald’s
- Arnd Spahn interview with Alexander Mato (Capital Radio) on EU Directive to regulate working conditions on non-standard job
- Enrico Somaglia on RTBF on the case of Coca -Cola Anderlecht
- McDonald’s Unhappy meal report on various European outlets (Parliament magazine, la Repubblica, The Guardian)
- Lactalis



5.7 Implementing the Motions adopted at the 4th EFFAT Congress

In this context, we refer in particular to the comprehensive Activity Report 2015-2019.

5.7.1 Regional balance and presence in the filling of EFFAT management positions

The new statutes submitted for decision to the 5th Congress provide for two deputies in addition to the President. In line with the proposal adopted at EFFAT's 4th Congress, the representatives for these three leadership positions should come from the three different regions: North, Centre and South.

5.7.2 Representation of EFFAT Member Organisations from South Eastern Europe (SOE) in the EFFAT Presidium

The SOE Trade Union Council has decided that the President of the Trade Union Council should represent this region in the EFFAT Presidium. This was done during the last Congress period in accordance with the approved proposal.

5.7.3 For a fair and humane EU labour market

Among the focal points of EFFAT's work were the reform of the Posting of Workers Directive; the support of initiatives towards providing social security for new forms of employment, such as platform employees, solo or bogus self-employed and food delivery couriers; the implementation of the pillar of fundamental social rights; and the establishment of the European employment authority.

5.7.4 Socially, ecologically and economically sustainable industrial and food policy in Europe

See activity report

5.7.5 Against precarious employment and for safe work in Europe!

See Motion 3

5.7.6 EU/USA Free Trade Agreement (Transatlantic Trade and Investment Partnership) - Stop TTIP

The Executive Committee has regularly dealt with TTIP at a variety of meetings, absorbing and adopting a range of opinions. EFFAT was also part of the ETUC team which had access to documents not made available to the public. EFFAT supports any fair international trade that contributes to improving the employment and living conditions of workers, farmers, small self-employed and others. However, EFFAT has seen TTIP as far more risky than beneficial for workers, consumers and the environment. That is why we intervened with the Commission, registering our criticism at its handling of negotiations. We have supported the TTIP alliance of opponents and sceptics on many occasions and, ultimately, this movement was strong enough to prevent the conclusion of the negotiations.

5.7.7 Strengthening workers' rights through sectoral collective bargaining

In addition to the strengthening of trade unions through increasing the number of members and their organisation in the companies, the strengthening of collective bargaining within the framework of social dialogue has always been one of the foremost priorities of EFFAT's work, because the trade unions are on the defensive in their core business, collective bargaining. Unfortunately, the initiative put forward by the EU Commission to strengthen social dialogue and collective bargaining systems has not provided the necessary support for national collective bargaining. EFFAT has asked a colleague in the secretariat to support campaigns by our national member organisations.



5.7.8 For a strengthening of the social dialogue

See Motion 7

5.7.9 Major fire in a Spanish Campofrio plant

Together with its Spanish member organisations, EFFAT held talks with Campofrio's management on the effects of the fire on jobs and workers. Our Spanish member organisations have been very successful in ensuring that workers have not lost their jobs as a result of the fire.

5.7.10 Fight for democracy and political reform in Hong Kong

The events of recent weeks highlight once again the need for democracy and wholesale reform in Hong Kong.

5.7.11 EFFAT calls for aid to workers in the food industry affected by the consequences of the Russian boycott of horticultural products and food products processed in Europe

EFFAT, along with our Danish member organisation NNF, has taken steps to further develop the EU Globalisation Fund to maintain and protect the employment of workers in the food industry in the event of policy measures such as a trade boycott. See also the report on the food sector.



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