



**Organise.  
Fight.  
Win.**

*A Recipe for a stronger*



5<sup>th</sup> Congress Zagreb 6-7 November 2019

#StrongerEFFAT



# EFFAT Political Framework 2020 – 2024



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## EFFAT STRATEGIC POLITICAL PRIORITIES 2020-2024

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### Organise, Fight and Win: A recipe for a stronger EFFAT

1. EFFAT's political message and related work will be successful only if it receives wide support by affiliates. To do so, we need strong participation in EFFAT governing bodies, more debate and better planning of our actions. We need strong political conclusions and a clear work programme with a tailored implementation at various levels and with various stakeholders (EU institutions, national governments, social partners, national and senior management of transnational companies, etc).
2. The Executive Committee follows up regularly on affiliates' support and implementation of EFFAT's policies and decisions.
3. Better implementation relies, in part, on improved dissemination at national level, both internally and externally. EFFAT's strength also lies in the diversity of its affiliates. All members of our affiliated unions – whether they be trade union officers, local representatives, shop stewards or works councils' members – must feel part of the EFFAT political project and should be aware of EFFAT's role and political agenda, which is tailored to support their needs and demands. The workers we represent should better contribute to our political action through their local and national unions. To this end, we need to become more open, inclusive and accessible, improving the way we deliver our political message at national and local levels through our affiliates' communication and publication channels.
4. We expect affiliates to assume greater responsibility in our European activities by providing their expertise and capacities/union officers for European tasks and functions. The political leaders of our member organizations are also expected to be more involved in EFFAT's work. Ideally, political leaders should attend at least one Executive Committee meeting per year. Their involvement is crucial in the definition of our political agenda, as well as in ensuring its practical implementation.
5. We will further improve the coordination between the sectors, where needed, through bi-annual meetings of the Sector Chairs, Sector Secretaries and the General Secretary. During these meetings, the Sector Chairs will brief each other on their work, align priorities and discuss joint projects.
6. We encourage and will intensify regional coordination where possible and/or direct trans-border cooperation among affiliates in TNCs and on certain political/sectoral issues. We need a considerably sharper focus on our two top political priorities:
  - a) Better organizing;
  - b) Strengthening national collective bargaining at sectoral level.
7. We should run and jointly finance common EFFAT/IUF organizing and capacity building projects, especially in CEE and SEE countries.
8. In transnational companies, we expect more support by affiliates for the EWC-TNC Coordinators. Affiliates must provide our Coordinators with the time and resources they need to fulfil their duties.



9. We must better coordinate and cooperate in solidarity campaigns, with solidarity meaning two things:
  - a) Solidarity is the commitment of each affiliate to always actively support each other in industrial and/or political conflicts, whenever necessary and required, through agreed actions based on common trade union values. The affiliates must inform the Secretariat about industrial conflicts and actions.
  - b) The strong role of coordination and support of the EFFAT Secretariat in carrying out cross-border solidarity actions
10. The number of cross-border workers is constantly growing. Therefore, we must ensure and implement the mutual recognition of membership among EFFAT affiliates – as in other European Trade Union Federations.
11. We must strengthen cooperation with the IUF on common political challenges and particularly on setting up well functioning networks in transnational companies.
12. We must intensify the cooperation with consumer organizations and NGOs who share our values and aims.
13. At the same time, we need to strengthen our lobbying capacities towards EU institutions to better influence legislative and non-legislative initiatives, so that we have an impact in our sectors. We should also do that through our affiliates' expertise.
14. We need a better implementation of the outcomes of the EU social dialogue discussions and related projects, with a better involvement of our affiliates and our EWC-TNC network.
15. The Secretariat must have sufficient financial and human resources to improve, or at least continue, its activities at the current level.

During the 2020-2024 period, EFFAT will focus on the following strategic priorities:

- A. Build trade union power and international solidarity
- B. Create a better Europe together
- C. Ensure a sustainable future for the world of work
- D. Improve workers' rights and conditions
- E. Pursue a sustainable agricultural, food and tourism policy from farm to fork



## A. BUILD TRADE UNION POWER AND INTERNATIONAL SOLIDARITY

- 1 Building the power of workers has never been more important than in the face of neo-liberal politics, globalization and a new world of work that has marginalized workers with precarious jobs. Strong trade unions are essential to improve workers' rights and working conditions, as well as to ensure peace, welfare, democracy and strong, fair and sustainable economies.
- 2 Trade unions in Europe are on the defensive, having suffered a decline in membership, in public status and in effectiveness in achieving their core objectives. Traditionally, trade union strength has relied on manufacturing and public-sector workers in full-time employment with permanent contracts. Today, the context in which Trade Unions operate has changed. Inequalities and social exclusion are growing in almost all European countries. With a more fragmented labour market, a growing services sector and rise in non-standard forms of employment, trade unions across Europe need to use new strategies to regain their strength.
- 3 Trade union strength depends on high numbers of members, but also on the capacity of these members to mobilize, fight and advocate for a better future of work and fair societies. Further means for trade unions to meet the present challenges are to improve their cooperation with other unions at national, European and international level, for instance through coordination in collective bargaining and around common actions and campaigns.
- 4 Strong trade unions are vital for a better Europe**
- 5 Together in solidarity, EFFAT is united at European level fighting for the interests of 25 million workers in the Agriculture, Food, Beverages & Tobacco and Tourism sectors through bargaining and actions.
- 6 Organization, recruitment and retention of members will be a top priority for EFFAT and its affiliates during the next congress period to build collective power. A strong trade union movement is the best response to the rise in precarious work and inequalities and can ensure a better Europe based on values such as solidarity, fairness, equality and sustainability.
- 7 EFFAT needs to become a strong force vis-à-vis employers and the European institutions. Strong European workers' representation and advocacy depends on strong trade unions across Europe, but also on well-coordinated cooperation and solidarity across borders and sectors.
- 8 Organizing and recruiting is primarily a matter for local and national unions. There is no single model for organising, given trade unions' different national and sectoral situations and their very diverse structures, traditions and legal frameworks. However, EFFAT will encourage affiliates to join forces and share new innovative, tested and successful organizing practices with the aim to provide our members with the right tools to change Europe.
- 9 A European trade union movement without borders or barriers between unions also requires the mutual recognition of trade union membership. Affiliates of an EFFAT member organisation working temporarily in another country must receive the appropriate advice and support from member organizations in the host country.
- 10 Strengthen affiliates in Central, Eastern and South-Eastern Europe**
- 11 Social and trade union development continues to be much more difficult in the 'new' EU Member States and in South-Eastern Europe than in other parts of Europe. EFFAT's member organizations in these regions have had a tough time because of the adverse effects of the transformation process, often still insufficient trade union bodies in the private



sector and a lack of sectoral employers' organizations, widespread corruption and governments and parties that are hostile to unions.

- 12 Therefore, supporting our member organizations in Central and Eastern Europe (CEE) and in South-Eastern Europe (SEE) will continue to be a key task for EFFAT in the years ahead. There is also the prospect of all SEE countries joining the EU. However, EU accession alone will not help to improve the living and working conditions in these countries, especially since the economic and financial crisis has hit these countries particularly hard. EFFAT will continue to support its affiliates in this region with regards to capacity building, consolidation of social dialogue and collective bargaining.
- 13 EFFAT will further support EFFAT's SEE Trade Union Council and industrial policy initiatives to improve the European competitiveness of the agricultural, food and tourism sectors in SEEs.

#### **14 Empower and organise young workers**

- 15 Young workers are critical for the present and future labour market. Currently, young workers are under-represented in most EFFAT member organizations. Many young workers have limited knowledge of trade union work, and the presence of unions is often weak in sectors predominantly occupied by young workers. Moreover, unions are often perceived by young workers as old-fashioned, unattractive structures.
- 16 Young workers, however, have good reasons to join a union. They frequently experience precarious working conditions, low wages and insecure employment contracts. They also suffer disproportionately from unemployment, with young women affected at an even higher rate. Investing in good quality jobs for young people is an urgent issue that EFFAT and its affiliates need to put on the agenda if they want to attract the attention of young people.
- 17 EFFAT and its affiliates must make recruiting and organising young workers a priority, but also encourage their participation in trade union work. Therefore, it is important to develop serious initiatives to align strategies, structures, communication and internal union democracy to the needs and interests of young workers, by providing opportunities, tools and forums for young workers and by ensuring that their voice is heard.

#### **18 Reinforce solidarity within transnational companies**

- 19 Promoting cross-border solidarity and cooperation is an essential part of EFFAT's work. The global development of the agriculture, food and tourism sectors is increasingly driven by transnational companies. Corporate decisions that significantly affect our members are increasingly being made at companies' global or European headquarters where senior managements decide where to invest and pay taxes, which technology to use, where to create jobs, close factories and relocate production.
- 20 In recent years, EFFAT has witnessed labour standards being threatened and workers in various countries being played off against each other. Globalization makes it easier for employers to escape national structures of bargaining and employment regulation, and while neo-liberalism remains the main economic and political paradigm, employment and social protection are perceived by many governments as an obstacle to competitiveness and job creation.
- 21 For this reason, IUF, EFFAT and its member organizations need to step up their commitment to cross-border trade union cooperation and solidarity in transnational companies (TNC) by developing effective TNC strategies, establishing networks and coordinating trade union actions. EFFAT will continue to develop guiding principles and codes of conduct for actions





in TNCs. It will promote democracy at the workplace to give workers a stronger say in corporate decision-making at national and European level, thereby reinforcing trade union power and supporting capacity building where workers are not organised or trade union rights are under threat.

- 22 In this context, EWCs provide a platform where workers' representatives can meet and strengthen cross-border cooperation and coordination. The exchange of information is particularly useful to prevent employees of various countries being pitted against each other. In this regard, EWCs can be a first step toward the development of a common cross-border trade union strategy.
- 23 EFFAT believes that the current EWC legal framework has many shortcomings. All too often, workers' involvement is a mere formality and has limited impact on companies' decision making. Some parts of the Directive and national transposition laws leave room to various interpretations and makes difficult the enforcement of rights for EWC members. Access to justice is also very difficult. EFFAT has identified, jointly with the ETUFs and the ETUC, 10 main demands to revise the Directive. Among such demands there is also the request for a more comprehensive definition of "controlling undertaking" to include contract management, franchise systems and joint ventures. EFFAT will continue to cooperate with other ETUFs and the ETUC to advocate for a revision (or recast) of the EWC Directive 2009/38/EC and for the adoption of EU initiatives to strengthen democracy at work
- 24 EFFAT's priority is to ensure companies' long-term sustainability and to implement good practices for anticipating change and managing restructuring processes, including measures designed to increase skill levels and boost employability.
- 25 EFFAT will exert pressure in the fight against workers' exploitation and violation of rights in TNCs, encouraging companies to follow national and international laws and regulations and collective bargaining agreements.

## **B. CREATE A BETTER EUROPE TOGETHER**

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- 26 Austerity measures, high unemployment, increasing precariousness in the labour market, social exclusion and discontent have caused a lack of trust in the EU, which was also reflected in the Brexit referendum. The EU has failed to deal with the challenges it has been confronted with, including globalisation and the migration crisis. A radical change is needed.
- 27 EFFAT strives for the relaunch of the EU integration project in which social rights come before economic freedoms; a Europe which is based on the fundamental values of democracy, solidarity, fairness, equality and sustainability. These are values to create a Europe that safeguards and improves workers' rights, provides high social standards, respects and promotes the role of trade unions and collective bargaining and creates better and more decent jobs. We need reforms and policies that make the EU more democratic and inclusive.
- 28 People before profit**
- 29 The European economy is growing again. However, the recovery in the job market is uneven and there are still too many low quality and precarious jobs. Poverty and the working poor phenomenon are growing. EFFAT urges the European Union and governments across Europe to end their austerity and neo-liberal policies, which affect the most vulnerable in our societies. "A new path for Europe" is needed with investments in infrastructure, public services and affordable housing.



30 We must get rid of short-term financial interests. The power of shareholders has become too dominant as companies try to maximise profits, share prices and dividends by implementing business strategies which are hurting workers in Europe. This is a growing reality, particularly for EFFAT's sectors. Financialization has intensified the exploitation of food workers, increasing their workload while pushing down their wages and jeopardising their employment security; small-scale farmers have become weaker with respect to other actors in the agri-food supply chain as competition and price volatility is growing in agricultural markets. EFFAT will continue the fight for a strong, sustainable and fair European economy with strong collective bargaining, good jobs, fair wages, job security, equal treatment, lifelong learning, healthy workplaces, better work-life balance and stronger trade union representation.

31 EFFAT also needs to identify potential synergies and strategic alliances in the fight for better living and working conditions and in strengthening the role that trade unions can play in society and at EU level. EFFAT will continue to work closely with the ETUC and other European Trade Union Federations to enhance the external political effects with the EU Institutions. EFFAT will continue advocating EU Institutions and national governments to strengthen the current social *acquis*, ensuring stronger workers' rights in a fairer and better Europe.

## **32 Europe needs a pay rise**

33 There is an increased divergence in wages, working conditions and living standards across Europe, but also a polarization among workers based on skills, jobs and gender.

34 All EFFAT workers deserve a pay rise and decent working conditions. Dignity at work across sectors can only come from sound industrial relations and strong collective agreements. Such agreements should apply to all workers, including the most vulnerable groups such as domestic or platform workers. Coupled with regulatory provisions, nationwide collective agreements shield workers from inequality and in-work poverty, granting them a fair share of productivity gains.

35 EFFAT will continue to support campaigns aimed at securing a pay rise, as holding a job is no longer a guarantee to escape poverty. EFFAT demands the adoption of active labour market policies and believes minimum wages, fixed by law or through collective bargaining, need a substantial rise in Europe to pull workers out of poverty, ensure equal pay between men and women, and to close the East-West pay gap. Furthermore, real wages must rise in line with productivity and cost of living.

## **36 Tax justice is key to a better Europe**

37 Fiscal dumping destroys as many jobs as social dumping. A just tax system is one of the keys to a better and fairer Europe where everybody contributes to society, which provides for quality public services and social protection. Whilst privatisation and asset sales may provide governments with temporary fiscal relief, they represent a huge cost for the long-term interest of European societies.

38 EFFAT will continue its fight against tax evasion and avoidance, tax rulings, tax havens and undeclared work. Europe needs clear tax policies and regulations to ensure that companies, investors, financial institutions and digital platforms pay their fair share of taxes in the countries where they generate their turnover and profit. EFFAT supports the implementation of initiatives that have been launched by the EU Commission, including public country-by-country reporting and the Common consolidated corporate tax base.



### **39 A social Europe to combat nationalism and right-wing politics**

- 40 The European social model is a vision of a society that combines sustainable economic growth with ever-improving living and working conditions, implying full employment, quality jobs, equal opportunities, social protection for all, social inclusion, as well as strong social dialogue and collective bargaining, workers' participation and democracy at work.
- 41 The lack of proper European social policies, high unemployment, increasing precariousness in the labour market, cuts in national labour market protection and welfare state, combined with increased inequality in Europe: these are the main reasons behind the rise of right-wing populist politics, xenophobia, extremism and euro-scepticism, as well as a general discontent and lack of trust in the EU among European citizens, which is something we saw in the Brexit referendum.
- 42 Europe needs a radical change. EFFAT believes that the EU has a future only as a social Europe. The European Social Pillar of Social Rights (ESPR) is a tiny step in the right direction. However, EFFAT will continue its fight for social Europe based on equal opportunities, fair and transparent working conditions and social protection for all workers.

### **C. ENSURE A SUSTAINABLE FUTURE FOR THE WORLD OF WORK**

- 43 New technology has led to the fourth industrial revolution, which is changing agriculture, food production and tourism through automation, robots, artificial intelligence and digital platforms. European economies and societies depend on workers' income. Therefore, trade unions must fight social and economic disparities, divisions, dislocations and divides.
- 44 Digitalization can deliver universal benefits for all, bring a circular economy with less waste, better information, communication, participation transparency and democracy. However, digitalization can also lead towards a future with dramatically high job losses, blurring of barriers between private and working life, increasing supervision and control, polarization of jobs, widening inequalities, shadow economy, and leading to a race to the bottom in wages and working conditions.
- 45 EFFAT is in favour of using new technologies in a way that serves citizens, and workers through better working conditions and more equal societies. The digital revolution should be developed thoughtfully, through fair and just transition which considers workers' interests and rights. The involvement of trade union movements is crucial if we want to avoid digitalization causing further social inequalities and more unequal distribution of wealth.
- 46 However, the future world of work is not just about new technologies. It is about a new social, economic and political reality. The creation of quality jobs with decent working conditions, high skills and living wages is still the key to Europe's competitiveness and social dimension. Trade unions engaging in strong collective bargaining can develop a fair transition processes to avoid the labour market splitting into first and second-class jobs.
- 47 The impact of digitalization on the future of work will depend on how productivity gains are distributed and whether the transition creates decent and good work through qualifications, sustainable growth, collective bargaining and social protection.
- ### **48 An ageing population and new developments in the labour market**
- 49 Important changes are confronting the labour market. We are faced with the paradoxical problem of skills and labour shortages at a time of very high youth unemployment. The future challenge will be to harness the full potential of these changes, through substantial investments in social protection, health care and education.





- 50 In the majority of European countries, the retirement age and number of the ageing population are going up. However, many older workers do not have the physical capacity or skills to adapt to the constantly changing requirements and arduous nature of their occupations. As such, EFFAT acknowledges that the automatic adjustment of the retirement age to life expectancy may become a dangerous mechanism when designing future pension systems at national level.
- 51 EFFAT believes that good working conditions and effective age management policies considering the different needs of employees concerning their retiring age – in combination with public service investments – are an important factor in helping the ageing population. Social partners must play a major role in developing these policies.
- 52 Women in the European labour market remain a largely untapped pool of skills and their employment rate is overall lower than that of men. Low participation of women in the labour market and the gender pay gap are consequences of the systematic discrimination against women at work and in society. Women still bear the biggest burden of family responsibilities and tend to be under-represented in decision-making positions. EFFAT believes that the future of work needs active employment policies and that it must be a world where women and men are offered equal opportunities and equal pay.
- 53** Youth unemployment in Europe remains high. EFFAT demands effective policies aimed at reducing youth unemployment and promoting active labour market interventions. Much higher investments in youth employment projects, apprenticeship schemes and vocational training are needed, together with better pay for young workers frequently employed under non-standard and precarious contracts.
- 54 Balancing work and private life**
- 55 Work represents a significant share of peoples' life. EFFAT believes that the key to better work-life balance is the provision of affordable and universal care programs (i.e. children, elderly, sick and disabled), combined with paid care leave and equal treatment between men and women in the workplace with equal pay for equal work, sharing family and household responsibilities. In this regard, the recently adopted work-life balance Directive may represent a step in the right direction once correctly transposed at national level.
- 56 Working time and work arrangements remain a major challenge for workers to maintain a healthy and balanced private life. Working time should become more predictable for workers. In this regard, EFFAT supports the ETUC demand for a revision and a better implementation of the EU Directive on Working Time, as well as a fair implementation of the Directive on transparent and predictable working conditions. Moreover, EFFAT demands a general reduction of the working week with no cut in pay. EFFAT believes that, although regulations are crucial, collective agreements on working time and work arrangements are still one of the most important means to balance work and private life.
- 57 Migration and free movement**
- 58 The right to move freely around Europe has greatly increased the freedom of European citizens. It is not only a fundamental right in the EU, but also a fundamental trade union principle, which EFFAT fully supports as a key value.
- 59 However, all too often free movement in Europe is no longer a choice, but rather a forced option due to poverty and lack of opportunities. This is a growing phenomenon with thousands of young people in Europe leaving their families and friends hoping for a better future in another country.



- 60 Free movement and migration are not the cause of social dumping. Social dumping is due to the violation of laws, non-compliance with collective agreements and equal treatment principles. Migrants should not be treated as second-class workers with fewer rights, poorer working conditions and lower pay. An effective integration of migrants into the labour market and society without the exploitation of workers and social dumping will require that all workers have access to quality jobs, equal rights at work and access to social security systems. EFFAT believes that the European labour Authority will support the fight against social dumping and contribute to better enforcement of labour and social security law at European level.
- 61 In recent years, Europe has experienced a massive increase in the number of refugees seeking protection from war, persecution, natural disasters and poverty. Many of them risk their lives and those of their families and children in search of a peaceful and dignified place to live. The integration of migrant workers in the labour market will therefore continue to be a priority for EFFAT, as well as the fight against *gang masters* and exploitation of migrant workers.
- 62 EFFAT condemns the nationalist movements around Europe designed to divide societies and stigmatize refugees and migrants. Trade unions have a key role to play in defending migrants against discrimination, exploitation and abuse, but also in reaching out to migrant workers to provide them with information, advice and support, and to organize them. Trade unions also have the responsibility to inform their members about the economical, societal and cultural benefits of migration; as the ageing population and skills shortage in Europe increases, there is an increasing demand for human resources that the native working population cannot provide.

### **63 New skills and training throughout working life**

- 64 Today, appropriate qualifications and training are one of the keys to finding a quality job. At the same time, highly qualified and skilled workers are the main factors behind the success of companies' innovation and competitiveness. However, many EFFAT sectors lack the qualified workers they need, because companies are failing to take the opportunity to establish partnerships with local employment and education bodies, including schools and universities, and also because too often they fail to provide the necessary initial and continuous vocational training. Moreover, jobs in agriculture, food, hotel, restaurant and catering sectors are often not considered to be sufficiently attractive to workers, in part due to poor employment conditions and limited career paths.
- 65 The future of work will continue to change. Therefore, EFFAT will continue to promote the importance of vocational training and education, re-skilling and lifelong learning through more investments and stronger workers involvement and participation to ensure the future labour market with the necessary skills and competences to cope with future challenges.

## **D. IMPROVE WORKERS' RIGHTS AND CONDITIONS**

- 66 Trade unions are the core of democratic societies and a means to fight inequality, while they ensure social stability and strong, fair and sustainable economies. Strong unions are essential to improve workers' rights and decent working conditions, as well as to guarantee social security, a fair distribution of wealth and the representation of employees in the workplace and in society.
- 67 Workers' rights and conditions are under attack across Europe. Many national governments and employers have actively worked on marginalizing trade unions, diminishing their power and undermining their rights and those of workers. Companies are using the threat of



outsourcing production and services as they push for greater flexibility and impose new forms of employment and work practices on employees, to avoid employer responsibilities.

- 68 EFFAT demands that all European and transnational companies (TNCs) accept their responsibilities as employers and respect and promote collective agreements, abiding by laws and regulations. We do not accept a European labour market where social dumping gives competitive advantages to companies that find the most cunning and sophisticated ways of circumventing laws and collective agreements by using letterbox companies, bogus self-employment, outsourcing or subcontracting.

## 69 The Fight against anti-trade union practices must not stop

- 70 Labour rights are human rights guaranteed by national constitutions, the EU Treaties and ILO Conventions. They comprise the freedom of association, the right to organise and engage in collective bargaining, as well as the right to collective action and strike.

- 71 EFFAT believes that assaults on workers and trade union rights in any country have implications beyond national borders. European economic integration means that reducing trade union rights in one country automatically weakens the resilience of trade unions in other countries. It gives rise to a vicious circle of social dumping that harms workers. Collective trade union strength has always been, and remains, the basis of EFFAT.

## 72 Strengthen collective bargaining

- 73 Over the course of the last few years, trade unions have been faced with the progressive decentralisation of collective bargaining. EFFAT's priority is strengthening collective bargaining at national and sectorial level. Strong collective bargaining structures ensure fair wages and help in coping with social challenges at the workplace and in society. Increasing real wages boost the economy through the creation of more purchasing power and it affects the living conditions and development prospects of communities.

- 74 EFFAT and its affiliates need to identify common objectives, learn more from each other, exchange information and best practices and innovative strategies to strengthen their collective bargaining and collective agreement coverage. In this regard, capacity building projects aimed at exchanging practices and strengthening collective bargaining at all level will be an EFFAT priority.

- 75 EFFAT will defend and strengthen the autonomy and bargaining capacity of the social partner involved in collective bargaining and fight for enforceable, industry-wide wage agreements that guarantee that all workers, including precarious workers, receive a fair share of the wealth they generate.

EFFAT acknowledges that Transnational Company Agreements (TCAs) have become an increasing practice in recent years, and therefore EFFAT will implement a clear rule of procedures for TCAs to ensure transparency, democracy and unanimity.

## 76 Strengthen information, consultation and participation rights

- 77 Information, consultation and participation rights are key to ensure democracy at work which, in turn, can deliver a more social, inclusive and fairer Europe. In this regard, EFFAT will continue to cooperate with the ETUC and other ETUFs to ensure the strengthening of the current legal framework at European and national level and the establishment of the ETUC Horizontal Framework for Information, Consultation and board-level representation.



## **78 Address non-standard forms of employment**

- 79 Non-standard forms of employment often mean cheaper labour, lower job quality and precariousness, fewer work-related benefits, greater job insecurity, lack of social protection and a higher job strain. EFFAT will play an active role in coordinating trade union work and strengthening the rights of workers in the gig and platform economy.
- 80 EFFAT demands a European employment policy that limits the possibility of non-standard employment and addresses precarious working conditions faced by a growing number of workers in agriculture, food, beverages and tobacco and tourism. The objective is not to eliminate all forms of non-standard forms of employment, but to prevent unequal treatment and abuse.
- 81 EFFAT will push for the adoption of a floor of rights and guaranteed access to social protection for all workers. Although far from being ideal, the adoption of the EU Directive on transparent and predictable working conditions could be an important step forward in the right direction to ensure some basic rights for all European workers.
- 82 EFFAT and its affiliates must make efforts to organise workers on non-standard employment contracts, such as fixed-term employment, seasonal work, part-time work, zero-hour contracts, temporary agency work, labour platforms and bogus self-employment.
- 83** EFFAT will continue and strengthen its work for domestic workers who are among the most vulnerable workers. To this end, EFFAT will set up and lead a European Liaison Committee for domestic workers in order to organise close cooperation with other European Trade Union Federations who also represent domestic workers.

## **84 Improve health and safety at the workplace**

- 85 Protecting the health and safety of workers continues to be a top priority for EFFAT. Whilst a lot has already been achieved, the increasing pressure created by unbridled competition not only means that necessary preventative measures are all too often neglected, but also psychosocial risks, such as stress, violence, harassment and bullying, are occurring at alarming levels.
- 86 The EU and the social partners must promote and implement high-level gender sensitive and inclusive occupational health and safety policies that ensures equal treatment at work and secures workers' right to well-being throughout their life.
- 87 The ILO Convention 190 on Violence and Harassment needs to be swiftly ratified and binding legislation enacted to ensure better working conditions and an end to gender-based violence at work. EFFAT believes that everyone has the right to earn a living without fear of violence or harassment.

## **88 Ensure strong social dialogue**

- 89 A well-functioning social dialogue at EU, national, regional, sectoral and company level is important to devise efficient policies that will increase European prosperity and ensure social fairness. EFFAT is a representative partner in five Sectoral Social Dialogue Committees (SSDCs). Currently, in some social dialogues the outcomes have not met our expectations, while others have produced positive results.
- 90 The European social partners must be directly or indirectly consulted on EU policies affecting employment, agriculture, food and tourism, as well as policies on climate change, trade, future of work, labour market and skills. Their involvement should be timely, meaningful, and allow for independent social dialogue in areas that are the responsibility of social partners.



91 EFFAT sees sectoral social dialogue as a platform and an instrument for discussion and consultation and as a means for joint actions and positions to defend the interests of workers in the EFFAT sectors and to influence European policies and implement industrial, social and company policy demands of EFFAT. Similarly, collective bargaining policy principles can be agreed at sectoral level in the form of social partner agreements.

92 The experience of the past years has taught us that when there is a will on both sides, joint declarations and agreements between social partners can make a difference on important social policy aspects, such as education and training, job security in crisis situations, as well as the employment of young and older workers. Still, EFFAT acknowledges various shortcomings that require improvements, such as limited resources, poor participation and lack of employers willingness to engage in joint work.

### **93 Fight for gender equality**

94 Gender equality is a fundamental right and one of the founding principles of the European Union. Achieving gender equality is a shared responsibility of both men and women and remains a major challenge for EFFAT. Full, equal participation of women and men at all levels at work, in trade unions and civil society is a vital factor for democracy and welfare in the workplace and society. EFFAT will continue to pursue the elimination of the gender pay gap for a better work-life balance and for the proportional representation of men and women in all fields and at all levels. EFFAT will ensure that equal opportunities and the gender perspective are considered in all areas of EFFAT policymaking (gender mainstreaming).

### **95 Fight against any form of discrimination**

96 EFFAT fights against any discrimination based on a wide range of grounds including sex, race, colour, language, religion, political or other opinion, national or social origin, age, disability, marital status, association with a national minority, property, birth or other status.

97 EFFAT opposes any kind of unfair treatment, including discrimination against refugees, asylum-seekers, undeclared and cross-border workers and unequal treatment because of different employment contracts.

98 EFFAT is committed to equal treatment and non-discrimination, to respect and dignity of lesbian, gay, bisexual, transgender, questioning and intersex persons and workers (LGBTQI).

99 No one within the workplace, on the labour market and wider society shall be bullied, harassed, discriminated against (directly or indirectly) or killed based on sexual orientation, gender identity, expression and/or family diversity. Trade union action must promote equality and contribute to the eradication of LGBTQI phobia.

## **E. PURSUE A SUSTAINABLE AGRICULTURAL, FOOD AND TOURISM POLICY FROM FARM TO FORK**

100 More, better and safer jobs require a sustainable European agriculture, food and tourism policy that creates favourable framework conditions for sustainable company activities and successful collective bargaining. EFFAT call for an European Green Deal with ambitious targets including a social oriented new strategy “from farm to fork” that respects all actors involved in the food chain including and especially the most vulnerable ones, namely agriculture workers and small farmers. But to reach environmental targets in a successful manner a socially just transition process that doesn’t leave anyone behind is very much needed. And trade unions must be fully involved in defining it. Finally, the UN Sustainable Development Goals, which, amongst others, address decent work, poverty, quality





education, gender equality and climate change, are crucial for the future of our societies. Europe must play a crucial role in implementing these goals and EFFAT will cooperate with the ETUC to promote and implement them at all levels.

### **101 A sustainable agriculture and food policy**

102 The future of work and society depends on sustainable production and consumption and employment. This policy must be based on an EU sustainable agri-food system which better integrates sustainable agriculture, healthy nutrition, quality food products, environmental protection and fair-trade relations in the food chain. Prices should remain fair yet boost eco efficiency and shift our economic models away from fossil fuel dependency, while being fair and just to workers and communities. This will turn eco-efficiency and the circular economy into a competitive advantage for agri-food products in Europe and in turn promote worker's skills and qualifications, ensuring high levels of worker protection and making the producer accountable and liable for new technologies.

### **103 Sustainable tourism**

104 Tourism is one of the few sectors with a potential for growth and job creation. To overcome the high staff turnover and the lack of skilled workforce in the sector, it is not enough to improve the image of tourism as a sector to work in. This requires a substantial improvement of working conditions, with employment contracts and salaries that guarantee a livelihood, solid social protection, career perspectives through continuous training and the possibility to reconcile work with private and family life. Collective agreements must be strengthened, and the workforce must be truly appreciated. This must be reflected by allowing employees to have their say, e.g. through elected representation such as works councils.

### **105 Common Agricultural Policy (CAP)**

106 A sufficient self-supply of food in Europe needs a strong sustainable and social agriculture sector which does not only provide sustainable jobs to 10 million agriculture workers, but also protects the environment, climate and biodiversity and ensures sustainable development in rural communities.

107 Any reform of the CAP must promote employment, training and health and safety. EFFAT calls for an end to subsidies for employers who exploit workers and do not abide by social standards and collective agreements. This is a necessary condition to stop exploitation of workers in agriculture and ensure the quality of the jobs in the sector.

### **108 Just transition requires strong worker participation**

109 EFFAT sectors undoubtedly have a substantial impact on the environment; yet our members are also greatly affected by climate change with thousands of jobs at stake. Addressing the climate crisis is both a priority and a responsibility for EFFAT: the fight to save the planet must be intensified through the development of an environmentally sustainable food-supply chain from farm to fork, and the implementation of concrete forward-looking regulatory measures based on science. Trade unions must stand together at the forefront of this battle for our future.

110 EFFAT will promote the implementation of a European Green Deal, that respects workers interests and ensures a just transition. To reach the climate goals set in the Paris agreement will require a deep and rapid change of the way we produce, move and consume. This transition will profoundly reshape the labour market, creating risks and opportunities for workers. In accordance with the UN 2030 Agenda for Sustainable Development, it is crucial to ensure a just transition towards environmentally sustainable economies and societies with decent and quality jobs. EFFAT will make the transition



towards a green economy a political priority and take an active role, together with IUF and other allies, to develop sectoral policies that address workers' needs.

### **111 Fair global food supply chain**

112 EFFAT believes that Europe needs a fair, transparent, equitable and sustainable food supply chain that can benefit all actors in this chain, including the consumer. Over the last decades, we have seen an increasing concentration along the entire value chain. A few multinational companies increasingly dominate both the distribution side and the input side of the agri-food chain. Giving a few large multinationals excessive powers over the global food supply chain is having a significant negative impact on workers and farmers. The continuous strive for cheaper food is not sustainable, therefore, EFFAT will continue to promote a fair global food supply chain and hold multinationals responsible for their actions.

113 Furthermore, we welcome the EU Parliament's move to ban unfair trading practices in the food supply chain. The legislation guarantees that agreed contracts between farmers, producers and retailers are respected and that no party can apply Unfair Trading Practices.

### **114 Trade agreements**

115 International trade agreements should be a tool to promote social progress, food safety and sovereignty, and sustainable globalization. Trade and investment agreements must not be instruments for entrenching and expanding corporate power at the expense of democratic rights and the rights of workers and their trade unions. International trade is not an end in itself and should never lead to a global race to the bottom through unfair competition.

116 EFFAT therefore rejects attempts to include investor protection rules in EU-Trade agreements which will seriously undermine government efforts to protect citizens and environment.

117 Trade agreements must be transparent and democratically controlled by stakeholders, including civil society and trade unions. They must promote fair trade and give priority to human and workers' rights, including civil and political rights, as well as global environmental protection standards. EFFAT supports a resolution of the UN Human Rights Council (2014) on the creation of an international agreement to prevent human rights violations by companies and to strengthen the rights of victims.

118 Multinational companies must be obliged to implement these global standards, including in their foreign operations, subsidiaries and supply chains. Moreover, a strong international enforcement mechanism with the possibility to address individual complaints for violations against workers' rights to an international body is also needed.

119 International trade agreements of the EU should be concluded with countries only which signed and implemented the core labour standards of the ILO.

