



A *Recipe* for a stronger



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

#StrongerEFFAT

Item 9B



## EFFAT Action Plan 2020-2021

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## **A) Introduction: A stronger EFFAT**

As an organisation representing 115 trade unions from 38 European countries, the European Federation of Trade Unions in the Food, Agriculture and Tourism sectors (EFFAT) is clearly an important stakeholder at the European level, defending the interests not only of its 1.2 million members, but also of the 25 million workers in the Agriculture, Food, Beverages & Tobacco and Tourism sectors, through actions, advocacy and collective bargaining. Through EFFAT, trade unions from north, central and south Europe join forces in equal partnership to strengthen their organisations and to increase their capacity to represent their members.

EFFAT is standing at a crossroads. EFFAT and its affiliates are currently faced with numerous challenges caused by the introduction of new technologies, climate change, neo-liberal policies, the rise of nationalism and capitalist greed, all of which are threatening working people across Europe. At the 5<sup>th</sup> EFFAT Congress in Zagreb, important steps are being taken to build a stronger EFFAT through the adoption of a new organisational structure, the election of a new leadership and, more importantly, by laying out clear political priorities, strategies and actions to respond to the major challenges we have ahead of us. EFFAT has also taken certain measures to ensure that its structures, leadership and actions encompass fair representation of all members from the different sectors and areas of Europe.

The Action Plan sets out the activities EFFAT is committed to undertake together with member unions across all sectors over the next few years (2020-2021). Moreover, sectoral priorities, developed by each of the EFFAT sectors in accordance with EFFAT's political framework, are also included in this document.

The Action Plan is based on EFFAT's Political Framework for 2020-2024, and focuses on 3 main priorities:

1. Building trade union power and solidarity
2. Improving workers' rights and conditions through collective bargaining
3. Pursuing the objective of establishing a fair and sustainable Europe from farm to fork

This Action Plan is intended to guide EFFAT and its affiliates towards finding new ways to grow and revitalise the European trade union movement so that more workers get the benefits of strong trade unions, collective bargaining and advocacy at EU level. The EFFAT Secretariat, together with the EFFAT Executive Committee, will work on implementing the action plan, in close cooperation with member unions. If we want to be successful in the accomplishment of our mission, we need to be able to speak with one voice and follow up on these actions at national level. Finally, the EFFAT Executive Committee will integrate these priorities into its work by monitoring and evaluating the implementation of this Action Plan.

It is an ambitious work plan, but it is what we need to cope successfully with the complicated challenges of our time. EFFAT has huge potential underpinned by the energy, contributions and expertise of our affiliates and members around Europe. That is why the Secretariat is fully convinced that we will be able to deliver on our commitments.

Strong trade unions create benefits for their members and all workers every single day. Rights and benefits should never be taken for granted. Through our actions and effective communication, we must always remind everyone of the enormous contribution strong unions have made to working people.

If we are united in our fights, we will win.



## **B. EFFAT Priorities**

### **B.1 Organise, fight & win: A recipe for a stronger EFFAT**

Strong trade unions are vital to ensure more social justice, better working conditions and decent wages. In recent decades, trade unions in Europe have suffered a decline in membership, in public status and in their effectiveness in achieving their core objectives.

Fostering Trade Union power must be our main priority. To be successful, we need to adopt new strategies to regain our strength. We need to think creatively about new forms of organising in a constantly changing world of work, new ways to support membership and the growing number of workers in the services sector and precarious employment conditions.

The strength of our organisation does not depend only on the solid membership of our affiliates, but also on our capacity to mobilise, fight and advocate for a better future for workers and for a European society based on fairness and equal opportunities. A stronger EFFAT depends on the input and commitment from its member unions, not just when it comes to the political direction, but also through real engagement in providing solidarity across borders and sectors. The latter will require closer cooperation between our affiliates and an improved coordination between EFFAT and IUF on common fights and campaigns, as well as other important issues.

In the next two years, EFFAT will put extra focus on young workers, organising, campaigning, cross-border cooperation and overall TNCs coordination, and will therefore keep these priorities as permanent agenda items for EFFAT's governing bodies.

#### **In 2020-2021, EFFAT and its affiliates will:**

##### **Organise to build union power**

- ✓ Develop an overarching strategy for EFFAT on organising and recruitment with the objective of growing membership
- ✓ Identify possible organising projects of committed member unions, with a particular focus on affiliates in CEE/SEE
- ✓ Promote new organising techniques and exchange good practices in organising workers, including most vulnerable groups and workers with non-standard forms of employment, e.g. youth, migrants, disabled, seasonal, domestic and platform workers
- ✓ Attract new member organisations that share our values to strengthen membership in all EFFAT sectors and to ensure that we are represented in all European countries

##### **Build solidarity and campaigns**

- ✓ Provide maximum solidarity to affiliates that need help to defend their members' interests for whatever reason
- ✓ Set up structures which promote a better organisation, cooperation and evaluation of trans-border solidarity in order to provide active support and visibility to trade union campaigns and actions

- ✓ Organise and coordinate trans-border solidarity to provide active support and visibility to trade union campaigns and actions
- ✓ Promote the exchange of good practices on campaigning, organising and solidarity
- ✓ Develop an effective communication and campaigning strategy through a strong network that has strong links to our affiliates

##### **Reach out to young workers**

- ✓ Ensure the Youth Committee is provided with appropriate resources to develop its own campaigns in the interest of young workers
- ✓ Support the global fast-food workers campaign by developing specific actions with the active involvement of the Youth Committee
- ✓ Promote the involvement of young workers and young trade unionists in EFFAT work and governing structures
- ✓ Organise training and seminars in collaboration with ETUI to empower young activists to actively participate in trade union work.
- ✓ Develop a short-internship programme at the EFFAT Secretariat in close cooperation with the Youth Committee to give young trade unionist the opportunity to learn about European trade union work



### **Make trade unions more attractive to women**

- ✓ Develop a new strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, work-life balance and sexual harassment and violence at work
- ✓ Ensure equal participation of women in EFFAT work and decision-making structures at all levels and pursue gender mainstreaming in all EFFAT policy fields
- ✓ Continue the fight for equal opportunities, non-discrimination and equal pay

### **Create and strengthen TNC networks**

- ✓ Develop new TNC strategies and policies to enhance trade union coordination and cooperation by promoting solidarity and support in the event of industrial action
- ✓ Strengthen the role of the EFFAT TNCs Working Group and organise at least one annual TNC-EWC conference
- ✓ Organise meetings at national level between the EFFAT Secretariat and members of national and European Works Councils, as well as with trade union officers
- ✓ Assess the need to establish European Trade union alliances/networks in specific TNCs, along the lines of the EFFAT Coca-Cola Coordination Group
- ✓ Review and develop the “EFFAT Code of Conduct on Industrial action” and an early warning network to provide active support to affiliates, actions and campaigns
- ✓ Promote the use of the EFFAT portal on TNCs and EWCs, as well as the uploaded working tools Create new working tools on specific social challenges to be addressed to members of national and European Works Councils and trade union officers

- ✓ Review and implement the EFFAT work programme for EWCs and TNCs by aligning it with the EFFAT political agenda
- ✓ Ensure a better coordination between EFFAT work in the sectors and in social dialogue and EFFAT action in TNCs and EWCs

### **Empower European Work Councils**

- ✓ Finalise pending negotiations and assess the need to establish new EWCs
- ✓ Ensure all EWCs negotiated by EFFAT have at least an EFFAT coordinator and have a strong union presence to provide a platform to exercise cross-border solidarity and trade union strategies
- ✓ Empower TNC-EWC Coordinators through more training on the EWC legal framework, as well as on their role in ensuring the implementation of the EFFAT political agenda in TNCs
- ✓ Use EWCs as a tool to organise workers
- ✓ Develop new training opportunities for EFFAT TNC-EWC Coordinators, shop stewards and members of national and European Works Councils
- ✓ Ensure greater commitment of EFFAT affiliates to the coordination of EWCs in line with the “EFFAT Rules for TNC-EWC Coordinators”
- ✓ Ensure a fair implementation of the ETUF recommendation on “How to deal with Brexit in EWCs and SE-WCs”
- ✓ Continue cooperation 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



## B.2 Stronger and more widespread collective bargaining

Workers' rights and conditions are under attack across Europe. Over the course of the last few years, trade unions in many Member States have been faced with the progressive decentralisation of collective bargaining, which has often resulted in a reduction of its coverage. In the Member States subject to intervention from Troika, the downward trend in collective bargaining coverage has been even more consistent. Based on neo-liberal assumptions, many governments and employers have exerted further pressures on wage moderation and have actively worked to marginalize the role of the trade unions by weakening their power and undermining social dialogue and existing wage-settlement systems.

Workers in all EFFAT sectors deserve a pay rise to stop the long-term decline of the wage share. EFFAT's priority in the coming years is to strengthen collective bargaining at national and sectorial level. Strong collective bargaining structures ensure workers' rights, fair wages, address inequalities and boost the economy. It is unacceptable that profits and productivity gains are not redistributed to workers who have generated them. Sound social dialogue and effective collective bargaining, especially at branch level, are essential tools to limit the power of shareholders and end the short-term profit maximisation that is hurting our members.

EFFAT believes the EU can play a crucial role by providing concrete support for a more dynamic wage growth through collective bargaining. It is for this reason that we welcome the commitment of the newly elected Commission President regarding the introduction of minimum wages through collective bargaining as one of the main objectives of the next Commission's political agenda. In cooperation with the ETUC and the other ETUFs, we will do our best to make sure that this commitment is translated into concrete actions in full respect of the existing regulations, traditions and practices in the Member States.

### **In 2020-2021, EFFAT and its affiliates will:**

#### **Support collective bargaining**

- ✓ Provide support to member unions engaged in collective bargaining at all levels
- ✓ Facilitate and encourage the sharing of good practices in collective bargaining
- ✓ Promote the enhancement of national and sectoral level collective bargaining
- ✓ Develop strategies aimed at improving the collective bargaining coverage in accordance with the ETUC aim to achieve 60% coverage in all EU Member States by 2025
- ✓ Take an active role in the EU Partnership on Industrial Relations launched by the ETUC and gain the political support of the EU institutions in favour of collective bargaining
- ✓ Continue to support efforts and campaigns designed to increase minimum wages either through collective agreements or legislation
- ✓ Provide support to all member unions struggling for recognition and the right to bargain with specific companies, and fight against the growing phenomenon of "yellow" unions
- ✓ Promote cooperation with other ETUFs to ensure public procurement contracts are awarded only to companies respecting collective bargaining

- ✓ Further develop sectoral coordination and cooperation around collective bargaining issues and priorities
- ✓ Continue collective bargaining cooperation at company level using EWCs as a platform
- ✓ Expand social labelling such as the fair hotels and restaurants initiative to promote socially responsible companies respecting collective agreements and workers' rights

#### **Focus on capacity building**

- ✓ Support social dialogue and develop capacity building initiatives in SEE and CEE, notably through a more targeted use of EU resources
- ✓ Train TNC-EWC Coordinators on the potential use of EWCs as a platform to develop capacity building and share best practices

#### **Strengthen the Sectoral Social Dialogue**

- ✓ Encourage greater involvement of the social partners at European and national level to increase the political weight of the sectoral social dialogue
- ✓ Strive for better take up and implementation of social dialogue outcomes at company and national level
- ✓ Ensure coordination between sectoral social dialogues and EFFAT's political framework



- ✓ Engage in joint social partners projects with European employers to address relevant challenges

### **Explore the opportunities of TCAs**

- ✓ Adopt and promote new EFFAT rules for the negotiation of TCAs
- ✓ Negotiate new TCAs when required to strengthen workers' and trade union rights
- ✓ Share knowledge and examples of good practices in negotiating TCAs
- ✓ Take an active role in the ETUC debate on the future role of TCAs

### **Fight against short-term financial interests**

- ✓ Address and assess the financialization of our sector and the constant pursuit of short-term profits in our sectors
- ✓ Ask EWCs of public listed transnational companies to sign a joint declaration against short-term profit maximisation and against

compensation structures that link executives' pay to shareholders' interests

### **Ensure better health and safety**

- ✓ Strengthen health and safety in all sectors building on good practices and initiatives
- ✓ Implement the EFFAT Recommendations on "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors", e.g. by discussing them in the sectoral social dialogue meetings
- ✓ Promote the implementation and ratification of the new ILO Convention 190 concerning the elimination of violence and harassment in the world of work
- ✓ Promote the implementation and ratification of the new ILO Convention 184 concerning safety and health in agriculture to improve working conditions and fight the exploitation of workers



## B.3 Our commitment for a fairer Europe for workers and a sustainable food supply chain

EFFAT needs to fight for a fair Europe based on the fundamental values of democracy, solidarity, equality, just transition and sustainable European agriculture, food and tourism policies. These are conditions to create a fairer Europe that safeguards and improves workers' rights, provides high social standards and creates better and more decent jobs.

European workers are faced with new challenges related to new technology and climate changes. EFFAT believes that the UN Sustainable Development Goals, which, amongst other things, address decent work, poverty, quality education, gender equality and climate change, should be used as a trade union tool in the fight for a fairer Europe and just transition towards a new world of work based on a green and digital economy.

EFFAT needs to strengthen its voice 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. Over the next two years, EFFAT will intensively work and cooperate with the ETUC, the ETUFs and its affiliates to ensure a fair implementation of all newly adopted EU legislative acts and will continue demanding concrete and binding measures to further implement the European Pillar of Social Rights (EPSR).

### In 2020-2021, EFFAT and its affiliates will:

#### **Fight for a fairer Europe for workers**

- ✓ Grow EFFAT's political reach by developing good relationships and contacts with members of the European Parliament, key stakeholders in the European Commission and the Council through communication and meetings
- ✓ Speak with a strong voice to influence EU decision making through solid sectoral advocacy at all levels
- ✓ Use ad-hoc working groups to develop joint EFFAT strategies on various common European issues and priorities
- ✓ Promote the implementation of the Council Recommendation on a European Framework for Quality and Effective Apprenticeships 2018/C153/01

#### **Build strong alliances in the interest of workers**

- ✓ Work in close cooperation with the ETUC and other ETUFs on various cross-sectoral issues
- ✓ Ensure strong presence in the work of the ETUC and governing bodies
- ✓ Strengthen our relations with our sister organisations, NGOs and civil society organisations to enhance our demand for a fairer taxation system in Europe and globally

#### **Promote just transition to a green and digital economy**

- ✓ 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

- ✓ Promote a stronger, worker-friendly and sustainable biobased food industry
- ✓ Raise awareness about the consequences of climate change in our sectors through campaigns, political positions and guidelines
- ✓ Keep an active role in the ETUC project "Involving Trade Unions into adaptation to climate change" and explore new opportunities for EU projects
- ✓ Include the impact of new technologies as a permanent item of our political agenda, with a specific focus on employment conditions, training and new working patterns
- ✓ Finalise the EFFAT project on digitalisation in the food sector
- ✓ Identify good practices for anticipating and efficiently managing change and restructuring at company level, especially measures designed to increase skills levels and boost employability
- ✓ Exert pressure on companies, including through EWCs, to ensure they involve trade unions in the implementation of the UN Sustainable development goals
- ✓ Continue participation in the project "GIG economy and workers' information, consultation, participation, and collective bargaining processes"



- ✓ Relaunch the European Tourism Liaison Committee to strengthen cross-sectoral work and exchange examples of good practices on how to deal with the impact of digitalisation and new technologies on tourism

### **Fight against precarious work**

- ✓ Fight against precarious employment through projects and implementation of the EFFAT charter against precarious work
- ✓ Review the EFFAT charter against precarious work to ensure protection for non-standard forms of employment
- ✓ Strengthen our engagement for domestic workers who are among the most vulnerable workers. To this end, EFFAT will promote the establishment of a European Liaison Committee for domestic workers
- ✓ Push for the adoption of a floor of rights and guaranteed access to social protection for all workers
- ✓ Promote national initiatives for older workers to retire from the labour market with dignity, based on effective age management policies and the nature of the work

### **Promote fair and sustainable value chains**

- ✓ Pursue a holistic and sustainable political approach across the whole agri-food supply chain and advocate for a Common Food Policy for the European Union
- ✓ Fight against child labour in all our sectors and for a fair and sustainable international trade in the agri-food supply chain
- ✓ Strengthen alliances with trade unions representing workers in the retail sector to further ensure sustainable agri-food value chain
- ✓ Follow-up on the European Globalization Fund legislative proposal
- ✓ Secure workers' rights in subcontracting chains focused on identifying violations in such chains and building pressure for an EU legislative initiative on subcontracting
- ✓ Fight for a sustainable reform of the Common Agriculture Policy which respects workers' rights, sustainability and creates more and better jobs
- ✓ Pay close attention to developments on a mandatory human rights' due diligence law at

EU level

- ✓ Improve knowledge about the EU Directive on the disclosure of non-financial information, which can be a useful trade union tool to ensure that TNCs respect human rights and other social standards
- ✓ Follow up on the implementation of the directive on unfair trading practices as it is important for the whole agri-food supply chain

### **Fight against social dumping**

- ✓ Assess the new powers of the future European Labour Authority and demand an EFFAT seat on the Stakeholder Group
- ✓ Support affiliates in their fight against exploitation of workers and gang master's practices in EFFAT sectors through campaigns and local initiatives
- ✓ Take an active role in the transposition of the revised posting of workers directive and participate in the Expert Committee on Posting of Workers set up by the Commission
- ✓ Continue to play an active role in the European platform tackling Undeclared Work
- ✓ Follow-up on the consequences of Brexit in the UK and in the EU for workers employed in EFFAT sectors

### **Promote work-life balance**

- ✓ Play an active role in the debate on how to achieve a general reduction on working time without pay cuts
- ✓ Promote best practices of successful examples of reduced working time achieved at national level through collective bargaining
- ✓ Promote a strong transposition and swift implementation of the work-life balance directive

### **Celebrate and develop diversity**

- ✓ Promote and produce material that addresses populism, anti-European sentiments and xenophobia at the workplace
- ✓ Promote social partners involvement in the integration of migrants and refugees in the labour market and continue the exchange of good practices at national, sectorial and company level
- ✓ Work closely with IUF in the fight to ensure that all members of the LGBTQI community are treated with respect and dignity in society



and at the workplace by educating members on the importance of LGBTQI equality and by

creating opportunities to meet to discuss how to organize

## C. Sectoral priorities

### C.1 Agriculture sector priorities

#### ✓ **For a Social European Common Agricultural Policy**

We are in favour of a social European common agricultural policy that helps workers and prevents social dumping through strong instruments. We want employees to be prepared for change and encouraged to do so. We also want to make work safer through the common agricultural policy.

#### ✓ **For a liveable environment in rural areas**

To combat the depopulation and destruction of jobs in rural areas we promote the solidarity and cooperation of local communities, adapted developments and the equal participation of disadvantaged areas in the development of society as a whole. Trade unions can be an important partner in this.

#### ✓ **The future of work must help people**

Digitisation, globalisation and demography will fundamentally change the world of work in our sector. Digitalisation is already posing major challenges for workers in the sector. We will look closely at change and its impact on work and employees.

#### ✓ **Recognize agricultural wage labour**

Agricultural wage labour must finally receive appropriate social recognition. Without workers in agriculture, forestry, horticulture and aquaculture, the food supply of our societies would be poor. These services, which are provided by employees on a daily basis, must be adequately recognised by society.

#### ✓ **Securing and creating sustainable jobs**

EFFAT is committed to sustainable jobs in our sector. The reduction of certain crops must not be at the expense of individual regions. Sustainability must become the top priority for all economic investments. Sustainable and environmental production processes must be promoted and socially harmful processes must

be changed or terminated. The sector needs adequate and targeted policy support. The interests of employees must be taken into account from the outset when developing new concepts.

#### ✓ **For fair work in agriculture**

Exploitation, social dumping and illegality must no longer be linked to wage labour in our sector. EFFAT therefore advocates fair work in the agricultural sector. Illegal employment must therefore be strictly combated, and illegal practices eradicated by European framework legislation. Workers must be adequately informed of their rights and obligations on the ground. Minimum social standards laid down in laws or collective agreements must be the basis for appropriate practices to combat illegality and trafficking in human beings.

#### ✓ **For better occupational health and safety**

Work in our industries is still among the most dangerous in the world and in Europe. That is why EFFAT is committed to strong occupational health and safety. Our work focuses on protection against heat and the sun, protection of the back, muscles, tendons and joints and improved protection of the skin. Exposure to hazardous substances must be reduced and dangerous substances banned. Machines and equipment must be oriented towards people and not people towards machines. New biological hazards must be identified at an early stage and workers must be trained about them.

#### ✓ **Fight climate change**

#### ✓ **farmers and trade unions fight side by side**

Many smallholders are employees in their main or secondary occupation. They provide important services for the environment and rural areas. This is why workers and their trade unions fight together with small farmers and their associations for social coexistence in rural areas. EFFAT is proud of its smallholder farmers' committee and will intensify its cooperation.



✓ **Improving social protection**

Workers in our sector must benefit from general improvements in social protection, regardless of nationality or education. Anyone working in Europe must have the same access to social protection systems as any other local worker. Bureaucratic barriers must be reduced, as they serve only to reduce the protection of certain workers. All workers should contribute to social protection systems through their work and thus also develop rights.

✓ **For fair and social international trade**

Europe must pursue a sustainable and social trade policy in order to continue to play a strong

role in international competition in the future. The dismantling of social achievements and the denial of workers and their services in international trade agreements reduce Europe's role in the world of the future.

✓ **International solidarity helps workers in Europe and worldwide**

Together with the IUF, we stand up for the social rights of workers in our sector worldwide and in Europe. Europe has a great responsibility for the social rights of workers worldwide. We face up to this responsibility by practicing international solidarity.



## C.2 Food-Drink-Tobacco sector priorities

The Food-Drink-Tobacco sector (FDT) is a part of EFFAT and, as such, is covered by EFFAT's common action plan which will be endorsed at EFFAT's Congress on 6-7 November 2019 in Zagreb.

The FDT sector will contribute to the common goals of EFFAT and to the development of new political targets and solutions serving the common cause of EFFAT's members.

The FDT sector goals are linked to the UN Global Goals for Sustainable Development:

- ✓ 1 No Poverty
- ✓ 2 Zero Hunger
- ✓ 5 Gender Equality
- ✓ 8 Decent Work and Economic Growth
- ✓ 10 Reduce Inequalities
- ✓ 12 Responsible Consumption and Production
- ✓ 13 Climate Action
- ✓ 17 Partnerships for the Goals

### In 2020-2021, EFFAT and its affiliates in the Food-Drink-Tobacco sector will:

#### 1. Create a better Europe together

Our main focus is to prevent social dumping at national and cross border levels and reduce poverty and achieve inclusive growth and social justice.

EFFAT and our member organisations will monitor and influence upcoming policies and legal frameworks in the fields of:

- ✓ Social cohesion (European Globalisation Fund)
- ✓ Human and labour rights in food supply chains (Due diligence in supply chains)
- ✓ The right for workers to retire from the labour market with dignity, before they get sick or worn down

#### 2. Build a better future of work

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.

EFFAT and our member organisations will engage in the social dialogue and capacity building of social partners at national and European levels:

##### 2.1. Social dialogue in the food and drink sector (FoodDrinkEurope)

- ✓ Common project on digitalisation: defining the next steps
- ✓ Call for proposals 2020?

##### 2.2. Social dialogue in the sugar industry (CEFS)

- ✓ New project on "A transforming European sugar industry-New and better jobs in a competitive, innovative and sustainable industry"

#### 3. Improve workers' rights and conditions

Our main focus is to increase sustainable employment opportunities and decent work in our sectors, to promote safe work and workplace compliance in the supply chains.

EFFAT and our member organisations will continue to engage in the work of the following committees:

- ✓ Cocoa steering committee
- ✓ Fish processing coordination committee
- ✓ Meat coordination committee

#### 4. Build trade union power and international solidarity

Our main focus is to strengthen the capacity of our organisations, enhancing their knowledge base, with a view to enabling them to respond effectively to the needs of their constituencies; to improve workers' rights, including freedom of association and collective bargaining.

EFFAT and our member organisations will support each other, build networks, influence policy agendas, and promote freedom of association, collective bargaining and social



justice at different levels:

- ✓ Organisation of a meat conference 2020
- ✓ Work with the IUF

As far as international trade is concerned, the FDT sector is in favour of a new generation of fair and sustainable trade agreements and will follow the ongoing negotiations between the EU and third countries on the basis that new agreements shall 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.

## 5. Promote a sustainable agricultural, food and tourism policy

Our main focus is to increase sustainable employment opportunities and decent, quality work in our sectors, and to support more climate-friendly production of meat, food and beverages.

EFFAT and our member organisations will build strategic partnerships across our sectors, with other ETUFs and like-minded NGOs to work on environmental changes and their impact on the world of work.

- ✓ Bioeconomy project: defining the next steps
- ✓ Call for proposals 2020?  
Just transition to environmental sustainability, decent jobs and social justice?
- ✓ Common project with the tourism sector on sexual harassment at the workplace.



## C.3 Tourism sector priorities

### In 2020-2021, EFFAT and its affiliates in the tourism sector will:

#### **Digitalisation / new technologies**

- ✓ Continue to monitor the impact of automation and robotisation on workers and employment in the hospitality-tourism sector
- ✓ Collect and share information on initiatives and measures undertaken by member organisations, social partners, in companies, etc. to ensure a smooth and socially responsible transition at the workplace

#### **Collaborative / platform economy**

- ✓ Continue to monitor the evolution of the platform economy in the hospitality-tourism sector, paying particular attention to new business models, e.g. meal sharing, food delivery platforms setting up joint kitchens, labour platforms, etc.
- ✓ Collect and share information on measures to regulate the collaborative economy and on member organisations' initiatives to organise platform workers
- ✓ Coordinate the organising of food delivery riders at European level, in cooperation with other concerned ETUFs and the ETUC

#### **Social labelling – fair hotels and restaurants**

- ✓ Promote the Just Tourism website
- ✓ Encourage trade unions in more countries to undertake similar initiatives
- ✓ Organise, in cooperation with the IUF, a follow up Fair Hotels & Restaurants Seminar in January 2020 in Brussels, to take stock of progress made
- ✓ Collect and share information on similar initiatives in other sectors
- ✓ Continue discussions within the ETUC Standardisations Committee about social labelling

#### **Sustainable and responsible procurement**

- ✓ Disseminate and promote the updated best value Guide "Choosing best value in contracting food services - A guide for private and public client organisations", jointly

formulated with the social partner FoodServiceEurope, in line with new public procurement legislation, emphasising the importance of quality, sustainability and social criteria to be considered in the awarding of contracts

- ✓ Collect and share examples of good practices in Member States to promote socially responsible procurement, such as the Dutch Code of Responsible Market Conduct

#### **Health & safety at the workplace**

- ✓ Disseminate and promote the use of the Online interactive Risk Assessment (OiRA) tool for the European hotel and restaurant sector, jointly elaborated with the social partner HOTREC, and encourage member organisations to engage with the national employers' associations in the creation of the national OiRA tools

#### **Sexual harassment and violence at the workplace**

- ✓ Continue to support the Global Housekeeping Campaign
- ✓ Implement the recommendations elaborated in the context of the EFFAT project "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors", adopted by the EFFAT Congress 2019
- ✓ Raise the issue in the SSDCs Horeca and Contract Catering, with a view to establishing common actions with the social partners

#### **Decent work and fair pay**

- ✓ Continue cooperation in the European Platform Tackling Undeclared Work and get involved in the preparation of the sector specific seminar focusing on tackling undeclared work in the HORECA sector scheduled for Q1 2020
- ✓ Strive for the improvement of working conditions in fast food, by continuing to support the Global Fast Food campaign and by pursuing dialogue with leading fast food companies



### **Qualification & training**

- ✓ Continue to strive for high quality vocational education and training in the hospitality sector, e.g. by putting pressure on the Commission to ensure that companies submitting European Alliance for Apprenticeships (EAfA) Pledges promising to provide apprenticeships are complying with the principles laid down in the “Council Recommendation on a European Framework for Quality and Effective Apprenticeships” of 15 March 2018, e.g. McDonald’s

### **Cross-sectoral cooperation**

- ✓ Continue the cooperation with trade unions and their ETUFs & GUFs from other tourism sub-sectors in the ETLC, mainly in the field of the platform economy and social labelling
- ✓ Continue cooperation on the European Tourism Manifesto for Growth & Jobs in the EU’s Tourism policy





# Organise. Fight. Win.