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



## **Item 8: Political motions and resolutions**

**(The Executive Committee recommends the adoption of the following motions)**

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Motion 1 - NGG: Promoting and shaping sustainable food policy in Europe

Motion 2 - NGG: Fighting populism and Europe shifting to the right

Motion 3 - NGG: Fighting the causes of flight, fairer burden-sharing of migration in Europe

Motion 4 - NGG: International co-determination: Strengthening European works councils

Motion 5 - Nordic affiliates: Rules of procedures and mandate to EFFAT regarding Transnational Company Agreements

Motion 6 - EFFAT Women's Committee: Strengthening the domestic work sector in EFFAT

Motion 7 - Nordic region: Saving our planet: Just climate transition in the food supply chain from farm to fork

Motion 8 - Youth Committee

Motion 9 - Kommunal: An equal work life!

Motion 10 - EFFAT-Budgets 2020-2021

Motion 11 – CAP





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## **Motion 1 - NGG: Promoting and shaping sustainable food policy in Europe**

EFFAT calls on the European Commission to develop a comprehensive food policy in the EU with the aim of ensuring healthy eating habits from sustainable food production. The aim must be to provide people with good and safe food, to consider the concerns of employees along the entire value chain and to maintain and create good and safe jobs in Europe. In addition to social and economic sustainability, a comprehensive food policy also focuses on environmental protection and thus on sustainable and ecologically sensible agriculture. It should convey the fundamental value of food and nutrition and promote nutrition concepts that are geared towards healthy nutrition for citizens. It must be possible for consumers to have easy access to safe and sustainably produced food.

In economic terms, the food policy of the last 60 years is regarded as a success in large parts of Europe. Food is available to the majority of the population at all times and the average share of private household expenditure on food in the EU has fallen from 30% to 15%. In addition to the rise in incomes, this is also due to lower consumer prices. On the other hand, it is uncertain whether food prices fully reflect actual production costs. For example, FAO (UN Food and Agriculture Organisation) studies indicate that not all agricultural costs are taken into account. An economically fair and sustainable food policy must therefore ensure greater cost transparency. A presentation of supply flows would also make it easier to organise transnational negotiations and cooperation between member unions.

The international competition in the food industry has increased and creates an imbalance of forces in the food supply chain, e.g. between producers and trade. There are two main winners of this policy: the multinationals and parts of the European food retail trade. The strategic course of the food companies is significantly influenced by a short-term economy. They primarily focus on their shareholders, potential investors and analysts. The maximisation of returns is given top priority. This logic of action is often at the expense of employees and the willingness to invest. EFFAT is against financial market-driven return targets. Good returns should be the result of sustainable management, not their driving force.

Food retail competition in parts of Europe is strongly driven by consumer prices. Food retailing exerts pressure on production companies and thus on the working conditions and remuneration of employees. In addition, falling prices and a tendency towards overproduction encourage food waste. While consumers in the so-called developing countries of the world are estimated to waste 8% of food, in the EU this is the case for about one third of food purchases. The EU-funded "Fusions" project estimates that 88 million tonnes of food are destroyed in the EU every year at a cost of €143 billion. EFFAT therefore calls for a sustainable food policy, with appropriate measures against food waste and a roadmap for a resource-efficient Europe.

The food industry in Europe is an important sector in terms of turnover and number of employees. The EU food sector employs 4.25 million people, has a turnover of 1,098 billion euros, spends 2.5 billion euros on research and development and generates a surplus of 25.2 billion euros from the trade in processed food. Despite the enormous economic importance of food for the EU economy, there is currently no central concept for an EU food policy. The latter must focus on producing quality food through innovation, good work and high skills of workers. Food production must become "better instead of cheaper". Good food has its price. A 21st century food policy must therefore meet a wide range of requirements: This challenge therefore makes it necessary to align industrial food production with the guiding principle of comprehensive sustainability. Comprehensive sustainability encompasses social, economic and ecological dimensions along the entire value chain. A





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comprehensive food policy must ensure that all actors in the food supply chain, both in the EU and in third countries, receive fair wages.

Access to clean drinking water is part of an ecologically sustainable and fair food policy and a comprehensive view of nutrition. The right to water is a human right, but access to water is not guaranteed for all people, even in EU countries. That is why we call for the implementation of the European citizens' initiative right2water, which excludes privatisation of drinking water supplies and obliges the Member States to ensure water supplies, especially for disadvantaged groups in the population.

A comprehensive food policy on the part of the European Commission should bring together all dimensions of sustainability with a view to implementing the sustainability objectives and develop positions on the individual pillars of a comprehensively fair food system with equal objectives:

- Fair wage and income distribution, occupational health and safety and socially secure working conditions,
- Ecologically sustainable agriculture (CAP reform, accelerated development of sustainable production models, adequate income for farmers, public goods for public money, animal welfare),
- Balanced territorial development/rural development (Cork 2.0),
- Sustainable processing (changed product recipes),
- Circular economy (resource efficiency, waste of raw materials and food, energy efficiency),
- Sustainable food consumption (food choices that protect health and the environment, retail leadership),
- Cultural implications (regional or local identity),
- Health, nutrition (healthier nutrition, food safety),
- Environmental protection (soil, biodiversity, water and air quality),
- Education (schooling, value of food, how to cook, what is good food),
- Trade, including international trade (fairer trade practices in the food supply chain food sovereignty),
- Development (coherent development policy).

A food policy conference should be organised for a broad discussion within EFFAT member unions.





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## Motion 2 - NGG: Fighting populism and Europe shifting to the right

Since the advance of neo-liberal economic and social policy, but at the latest since the mid-1990s, a radical right-wing movement has been developing in Europe. It occurs in different forms: As an extremist right-wing movement, it opposes social and liberal democracy and its underlying values of freedom, equality, individualism and pluralism. The populist right is based on the myth of an ethnic or homogenous nation. In an intensified form, the racist right forms specific ethnic, cultural, religious or sexual exclusion criteria in the construction of national affiliations.

In many European countries, actors of the *populist right* in particular are now exerting political and social influence. Although the *populist right* acts in the mantle of the "bourgeois conservative", on closer examination behind its arguments reveals similar goals as those of other groups of the radical right: Abolition of the fundamental rights of dissenters, unequal treatment of people on the basis of ethnic and religious affiliation, fomenting of existential fears and erosion of the democratic constitutional state. In particular, the fact that *populist rights* are now being used to secure parliamentary majorities or form government coalitions demonstrates the need for society to take countermeasures.

Trade unionists know from their history that co-determination and participation of dependent workers in political decision-making need a democratic order. Efforts must therefore be made, together with all pluralistic-democratic forces, to actively oppose the radical right.

### **In their awareness raising and educational work in companies, committees and events and in the social framework, EFFAT and its member trade unions will undertake to:**

- Despite all substantive and factual criticism, support democratically elected parliaments and governments in Europe in securing, respecting and safeguarding pluralistic democracy,
- Consistently point out and make public contradictions to trade union values and positions in the opinions, political actions and programmes of the parties and organisations of the populist right,
- Offer seminars and training for multipliers and officials of the international trade union movement,
- Lend increased support to initiatives and activities by ETUC, IUF and other trade union organisations, and intensify cooperation and collaboration with other democratic NGOs,
- Raise public awareness through joint actions and events across Europe.





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### **Motion 3 - NGG: Fighting the causes of flight, fairer burden-sharing of migration in Europe**

For many years, the number of migrants worldwide has been rising steadily. According to UNHCR, the UN refugee relief organization, almost 70 million people were fleeing at the end of 2017. Most of them are refugees within their national borders or are taken in by neighbouring countries. By the end of 2017, Europe had welcomed 2.6 million refugees, and 4 million people were accommodated in Turkey alone.

The causes of flight are manifold. Wars, expulsions contrary to international law, the loss of livelihoods due to natural disasters and climate change, but mainly the effects of neoliberal development and trade policies are driving people into flight out of need.

The European Partnership Agreements (EPAs), EU-funded agreements on free trade areas between the EU and the 78 ACP countries (most of them former European colonies in Africa, the Caribbean and the South Pacific) are one of the reasons why existing structures on the ground are being destroyed and dependencies created. People lose their livelihoods and jobs as a result of privatization, deregulation and customs obligations imposed by the EPAs. It forces African markets to open almost completely - up to 83% - to European products without protective tariffs. A disaster for the local economy. The EU wants African markets to be open to unlimited exports and access to raw materials such as oil, wood, metals and so-called rare earths to be secured. The European Union also wants to enshrine intellectual property rights in the EPAs. Perhaps the biggest problem, however, is that access to lucrative public contracts and the liberalization of competition have already been or will be partly fixed in the EPA contracts.

The defence expenditure of three Member States (United Kingdom, France and Germany) already accounts for 60 per cent of EU-28 expenditure, and would be better used for social action, investment in the future and integration of refugees.

MEPs have called on member states to spend two percent of their GDP for defence purposes. So far, only Greece, Estonia and the UK have done so.

The EU has set itself the target of collectively providing development aid of 0.7% of gross national income by 2015 and an interim target of 0.56% of gross domestic product by 2010. This target was only achieved because the increased number of refugees in recent years forced the European member states to spend more. These refugee movements will not decrease. According to the UNHCR, 20 million young people a year will enter the labour market in African countries alone due to demographic changes. If the structural problems are not tackled seriously on the ground, these young people will continue amongst others to come to Europe to survive.

EFFAT was one of the first European umbrella organisations to consistently campaign for an effective and genuine fight against the causes of flight.

**EFFAT will continue to work with its member unions in the European institutions to ensure that:**

- The so-called developing countries are treated fairly within the free trade agreements within the economic partner agreements (EPAs) and these states are given adequate access to the European markets without neoliberal conditions,
- Additional European investments are channelled into the development of a comprehensive production and value chain within the so-called developing countries and not only into individual projects to enable these countries to build their own economies,





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- Additional European investments are undertaken in the development of education systems and local vocational training,
- Additional European investments will increasingly flow into countries particularly affected by climate change,
- The export surplus generated also benefits these countries through investments, among other things,
- The distribution of refugees is not confined to a few Member States such as Italy, Spain, etc.





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#### **Motion 4 - NGG: International co-determination: Strengthening European works councils**

The increasing number of transnational companies operating in the food and hospitality industries determines the fact that NGG as well as the other EFFAT member Organisations or the national works councils always meet with local Management representatives without ultimate decision-making authority. National management contacts become less effective and therefore it is required the strengthening of international cooperation. It is therefore necessary to improve work and co-determination structures in European and global companies.

While at the German level the opportunities for co-determination support the work of the works council, they are currently of little use at the European level. In many cases the establishment of European works councils is delayed and partly prevented. If European works councils are established successfully, they often encounter further obstacles on the way to regular and successful works council and trade union work.

**EFFAT will continue to work with the ETUC and its affiliates to improve the European Works Council Directive.**

**In particular, we call for:**

- Better and faster legal possibilities to establish European Works Councils (EWCs),
- Genuine co-determination rights for European works councils in economic and social matters, and not just information and consultation rights,
- Strengthening information and consultation rights by clarifying that neither company law nor capital market law take precedence over the rights of European works councils and employees,
- Real, rapid and effective legal protection to enforce information, consultation and participation rights,
- A strong protection against dismissal for European works councils to be anchored in the European Works Council Directive,
- Leave arrangements or release schemes for European works councils as can be found in the rules of the German Works Constitution Act for example,
- Independent organisation of meetings and working structures in Europe,
- The right to independent works council training and further training (including in required foreign languages), to be provided by the company, on social, legal and intercultural issues,
- The right of the ETUFs to designate at least a trade union coordinator in all EWCs
- The right to staff assistance in the form of assistants.

In the future, EFFAT is to assume a stronger coordinating role in the fight against international capital and is to be strengthened as the point of contact for member unions in Europe. In its activities, EFFAT will support the representation of trade union interests and the coordination of solidarity among its member unions. To this end, EFFAT's working structures must be adapted with a view to better coordination and holistic thinking across the food chain.





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EFFAT will use the European social dialogue as a platform against the neoliberal policy approaches of the corporations and the European Commission.

EFFAT will advocate European minimum standards and codetermination rights and initiate a discussion on the coordination of European collective bargaining policy with member unions. In addition, EFFAT will work more closely with the IUF to establish global work structures, international framework agreements and world works councils.





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## **Motion 5 - Nordic affiliates: Rules of procedures and mandate to EFFAT regarding Transnational Company Agreements**

The Nordic affiliates of EFFAT propose the following motion to the upcoming EFFAT congress in Zagreb 6-7 November 2019.

### **Rules of procedures and mandate to EFFAT regarding Transnational Company Agreements**

In current EFFAT constitution *Article 4 - EFFAT's role*, is defined how EFFAT can negotiate *on behalf of its Member Organisations in the social dialogue and/or in transnational negotiations with companies*.

It is an important and crucial responsibility that the member organisation have given EFFAT mandate to act upon. EFFAT member organisation come from different countries in Europe with various traditions and procedures to govern and determine the minimum terms in the labour market. Within the Nordic Labour Market Model majority of issues are regulated through sectoral collective agreements between the social partners. In other countries company based collective agreements are the rule, while in other countries the national legislation determines the minimum terms in the labour market.

Irrespective of which model is the used, the minimum terms of working conditions vary considerably between different parts of Europe. Therefore, the demands and needs for improved minimum condition among EFFATs member organisations are not the same.

If EFFAT will be involved in negotiation on a Transnational Company Agreements on behalf of its member organisation, it is important to guarantee a transparent bargaining process based on extensive consultation, where concerned workers and trade unions can influence the outcome.

### **Therefore, the EFFAT congress proposes the following steps to be taken:**

- 1) The Congress adds the following paragraph to article 17 (*Duties of the Executive Committee*) in the statutes: to adopt a procedure to negotiate Transnational Company Agreements (TCAs)
- 2) The Congress mandates the Executive committee to adopt unanimously clear and transparent rules of procedure for Transnational Company Agreements that determines the process, necessary conditions, scope, limitations, mandate, involvement, implementation and ratification.

### **On behalf of the Nordic affiliates:**

Kristjan Bragason, General Secretary NU HRCT  
Henri Lindholm, General Secretary NU LIVS  
Peter K. Holm, Group Leader for the Nordic Green Sector





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## **Motion 6 - EFFAT Women's Committee: Strengthening the domestic work sector in EFFAT**

The EFFAT Congress instructs the EFFAT Executive Committee to develop, without delay, an implementation plan to prioritize the domestic work sector for the next five years.

- Domestic workers will be mentioned in the EFFAT Statutes as a sector which needs special attention, with a view to developing a more sectoral structure.
- The objective is to support EFFAT affiliates in their efforts to better organize domestic workers, among them many migrants, and to represent domestic workers' interests at European level.
- EFFAT shall be the driving force in establishing a Domestic Workers' Liaison Committee with other European Trade Union Federations whose member organisations are also organizing domestic workers, such as the European Federation of Public Services Unions (EPSU) and UNI Europa, the European Services Workers Union.
- A Working Group shall be established between EFFAT, the IUF and the International Domestic Workers Federation (IDWF), to clarify the inter-organizational relationships, which includes a clear understanding of roles and responsibilities of each of the organisations involved.

### **Justification**

Domestic work is a sector which is clearly in the jurisdiction of EFFAT.

Domestic work is a growing sector throughout Europe. An aging population and the increasing female participation in the labour market are the main driving forces for this phenomenon. It is estimated that 5 million additional jobs could be created in the sector in the coming years<sup>1</sup>.

Personal and Household Services (PHS) comprise currently 8 million jobs in the EU, this represents 4% of total employment. Among them, over 50% are migrant domestic workers (documented and undocumented). In comparison: the hospitality sector comprises 5% of total employment, agriculture 4,4%.

91% of PHS workers are women. In the EU, 1 woman out of 13 works in the PHS sector, which represents 7,5% of women's total employment.

Estimates show that 70% of domestic work is delivered by undeclared workers (informal employment). Taking into consideration the current informal nature of the work and the estimated additional need of PHS in the future, it becomes apparent that there is a huge potential for employment, and thus a responsibility for trade unions to organize the workers and to ensure decent work in the sector.

### **Domestic Work - a cross sector category**

Domestic work is defined in the ILO Convention 189 as "work which is performed in or for a household or households".

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<sup>1</sup> All figures with regard to domestic work in this document are based on the "PHS Industry Monitor", April 2018 ([http://www.efsi-europe.eu/fileadmin/MEDIA/publications/2018/PHS\\_Industry\\_monitor\\_April\\_2018.pdf](http://www.efsi-europe.eu/fileadmin/MEDIA/publications/2018/PHS_Industry_monitor_April_2018.pdf)), published by the European Federation for Services to Individuals (EFSI). We align ourselves with the methodology used by EFSI for the report. The statistical data are based on NACE (European statistics), ISCO (International Standard Classifications of Employment), figures from the European Federation of Cleaning Industries (EFCI), European Union Labour Force Surveys (EU LFS), Eurofound and Eurobarometer's surveys and data published by OECD.





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One of the difficulties for trade unions to reach out to domestic workers is the variety of occupations they are engaging in. The defining feature of domestic work is not an occupational sector, but rather the place of work, namely the private household.

Domestic workers may be doing e.g. cleaning, cooking, shopping for a family, or caring for children or the elderly. Domestic workers may be employed directly by a private household or through an agency, either by a public or a private employer, and they may work only for one employer or have multiple employment relationships.

In the European context, domestic work is often referred to as "Personal and Household Services (PHS)". We use the terms interchangeably, bearing in mind the variety of occupations and tasks performed in a private home.

In the light of the above, it is indispensable to create a European Liaison Committee on Domestic Work.

### **History of EFFAT work on domestic workers 2009-2019 and lessons learnt**

"Domestic Workers" has been a standard item on the agendas of the EFFAT Women's Committee, the EFFAT Management Committee and the EFFAT Executive Committee meetings since 2009.

The highlights of EFFAT's engagement with regard to domestic workers were the following:

- EFFAT has been instrumental in supporting domestic workers organizing and supporting advocacy for the ratification of ILO Convention C 189 and domestic workers' rights generally, within the EU institutions since 2009.
- EFFAT and its affiliates actively participated in an ILO-ETUC-EFFAT domestic workers project in 2011-2012.
- The EFFAT EU project "Promote industrial relations in the domestic work sector in Europe" (2014-2015) produced for the first time an overview of laws, regulations and collective agreements relevant for domestic workers in Europe. It also documented the impressive ways of how domestic workers are organizing in various European countries, supported by EFFAT affiliates in most of these countries.
- Several initiatives at European level which led to reports on specific problems of domestic workers were supported by EFFAT, e.g. by providing information, giving comments on draft versions, etc.<sup>2</sup>
- EFFAT has been representing domestic workers at the [European Platform Tackling Undeclared Work](#)
- At the last EFFAT Congress in 2014, a motion was unanimously adopted to create a "platform for domestic workers" in EFFAT. In addition to the standard item "domestic workers" at agendas of the EFFAT governing bodies (see above), it was possible to (self-)organize 3 one-day meetings on domestic workers: 19. April 2017, 24. April 2018 and 29 April 2019. The 2018 meeting was the official IDWF Europe regional meeting to prepare for the IDWF Congress in November 2018, including elections of the European representatives for the IDWF Executive Committee. Other EFFAT affiliates participated as guests.
- Currently, EFFAT is actively engaging in a broader European project "Advancing Personal and Household Services (Ad-PHS)" under the EU Budget line "Promotion of

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<sup>2</sup> See Annex 2





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domestic worker cooperatives and service voucher systems", jointly with six other partners.

The list of activities shows that EFFAT carried out an impressive amount of activities with regard to domestic workers (see detailed list in Annex 1). It has been operating - de facto - already as the European Secretariat for domestic workers.

The EU project "Promote industrial relations in the domestic work sector in Europe" (2014-2015) helped to bring together member organisations in Project Steering Committee meetings, and it showed that EFFAT has to be considered as the European trade union federation which mainly covers the sector.

Despite many good results of these efforts, it is fair to say that some of the activities would have needed more in-depth attention and follow-up. For example, the European "My Fair Home Campaign", supporting the campaign originally initiated by the International Domestic Workers Federation (IDWF), did not show the expected results because of lack of time and resources.

Furthermore:

- The self-organized meetings were not accessible to all who would have been interested, due to limited resources, e.g. regarding interpretation (which was also self-organized).
- Many activities were initiated by others (e.g. projects, conferences, reports, etc.) to which EFFAT contributed. This had to be done on top of an already heavy workload of the EFFAT Secretariat in charge of the tourism sector and gender equality.
- The different official reports at European level (see Annex 2) are a good basis to hold policy-makers accountable to what they agreed, but so far, due to lack of resources, it has not been possible to organize any follow-up.
- This is also true for any other activities, which include, for example, better communication amongst and learning from affiliates, resulting in better organizing and advocacy strategies. So far, hardly any pro-active initiative could be taken, which would have led to better policies and representation structures of domestic workers at European level.
- The biggest gap is the lack of resources to reach out to potential new affiliates. Migrant domestic workers are often organizing in self-help groups and/or NGOs and would need assistance to link-up with trade union structures. Many trade unions in Europe have effectively organized migrant domestic workers, including undocumented workers. Learning from these experiences would most likely lead to more organized migrant domestic workers at local, national and European level.

### **Collaboration among trade unions and beyond - an essential element in organizing domestic workers**

Because of the complexity outlined above, trade unions have started to collaborate around all aspects of domestic work.

#### ***Collaboration at European level***

Actually, the new EU project Ad-PHS, which has started in 2018, is aiming at bringing together the different actors, employers' and trade union organizations, and also including the so-called "social economy" to improve the collaboration. The main goal of the project is to create a European Platform in which all actors involved will collaborate in the area of PHS on a continuous basis. A European Liaison Committee of all trade unions which organize domestic workers seems to be a logical consequence in order to join forces and to maximize impact with regards to ensuring domestic workers' rights.





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### ***Collaboration at International level***

The IUF has supported international organizing of domestic workers from the very beginning. In fact, without the unconditional support of the IUF, it would have been very difficult - if not impossible - to create an International Federation of Domestic Workers (IDWF). Many EFFAT members, who are engaging in organizing domestic workers, play an important role also at the international level.

In order to take into account the cross-sector nature of PHS - and the increasing relevance in a global economy - the Global Union Federations (GUF's) and the International Trade Union Confederation (ITUC) created a global taskforce on care with all relevant sector GUFs involved in order to increase the collaboration among each other.

### **Conclusion**

Despite the good collaboration which is already ongoing, there is a gap at European level regarding the representation of domestic workers. Domestic Work is a sector which is clearly in the jurisdiction of EFFAT. It is necessary to create an institutionalized platform at European level - a "driving force" in a process of increasing trade union engagement in the domestic work sector. EFFAT is well positioned to take the lead in this endeavour.

This is particularly important, as most of the workforce is - still - informal (undeclared work), which means that there is an urgent need for action regarding implementing existing labour regulations for domestic workers, and to open the doors of trade unions so that domestic workers are represented and have a voice. Special attention needs to be given to organizing migrant women domestic workers, who are the majority of the workforce.

EFFAT would be far better positioned in the set-up described above if it committed itself to an approach which goes beyond 'ad hoc' intervention and support. So far, it has not been possible to develop a comprehensive approach in a structural way.

The lessons of the history of EFFAT with regard to domestic workers and the recent development of cross-sector trade union engagement show that there is an urgency to make a political commitment with regard to domestic workers, which also translates into providing resources.

### **Implementation of the Motion**

The newly elected EFFAT Executive Committee would need to take the following steps to implement the motion:

- a) contact other European Trade Union Federations whose member organisations are organizing domestic workers and to establish a European Liaison Committee on Domestic Workers;
- b) establish a Working Group, consisting of EFFAT, IDWF and IUF, to clarify the inter-organizational relationships;
- c) provide resources for the implementation of the motion which are adequate and in line with provisions for other EFFAT sectors.





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## Annex 1

### EFFAT Activities on Domestic Workers

2009 – 2018

10/2009	• EFFAT Congress Berlin: side event on domestic workers, jointly organized with Justice and Peace, Germany
Since 2009	• <b>Domestic Workers on the agenda of each</b> - <b>EFFAT Women's Committee</b> - <b>EFFAT Management</b> - <b>EFFAT Executive Committee meeting</b>
2010-2012	• EFFAT supported the ILO process and sent out circulars on updates on a regular basis • EFFAT Executive Committee endorsed pleas of IDWN, IUF, EFFAT Women's Committee by urging affiliates to push their governments to support the ILO process (which led to C 189) and after 2011 to push governments for ratification • Several internal discussions how to make domestic workers an integrated part of EFFAT's work
2012	• Joint <a href="#">ILO / ETUC / EFFAT project "Decent Work for Domestic Workers in EU Member States"</a> - Regional workshops in Berlin, Dublin & Madrid - Final conference in Turin - Final report
11/2014	• EFFAT Congress Recommendation "Decent work for domestic workers"
1/2014 2/2015	• EFFAT project " <a href="#">Promote industrial relations in the domestic work sector in Europe</a> " - 4 Project Steering Committee meetings - Results: ○ Report "Promote industrial relations in the domestic work sector in Europe" ○ Booklet "Domestic workers in Europe - Getting Organised!"
2/2015	• Participation in EP hearing on "Women domestic workers and carers in the EU"
6/2015	• FES-EFFAT Roundtable "Four years of adoption of the ILO Convention for Domestic Workers C 189"
3/2015 3/2016	• EFFAT participation in EU project " <a href="#">For quality!</a> – European project for quality of jobs and services in personal care and household services (PHS)" - Regional workshops in Rome, Brighton, Vienna - Final conference in Brussels (cancelled) - Final report, recommendations
4/2016	• EP report " <a href="#">Women Domestic Workers and Carers in the EU</a> " - EFFAT and IDWF Europe provided input - vote in EP Plenary on 28/4/2016
4/2016	• 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	• EFFAT application for EU funding for the project "Declared and decent work for domestic workers through service vouchers", in cooperation





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	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"> <li>EFFAT and ACV-CSC support to the IDWF "<a href="#">My Fair Home</a>" campaign</li> </ul>
4/2017	<ul style="list-style-type: none"> <li>EFFAT-IDWF Meeting on Domestic Workers in Europe           <ul style="list-style-type: none"> <li>Discussion with employers' organisations EFSI (European Federation for Services to Individuals) and EFFE (European Federation for Family Employment)               <ul style="list-style-type: none"> <li>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</li> <li>Other fields for future cooperation</li> </ul> </li> <li>Internal discussion               <ul style="list-style-type: none"> <li>Organising and supporting domestic workers - exchange among participants</li> <li>Re-launch of My Fair Home Campaign</li> <li>Creating closer bilateral cooperation ("sister organisations")</li> <li>ILO standard setting process on "Violence at Work"</li> </ul> </li> </ul> </li> </ul>
6/2017	<ul style="list-style-type: none"> <li>EFFAT launch of 2<sup>nd</sup> "<a href="#">My Fair Home</a>" campaign – "Give decent work to domestic workers"</li> </ul>
6/2017	<ul style="list-style-type: none"> <li>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.</li> </ul>
11/2017	<ul style="list-style-type: none"> <li>Adoption of European Parliament Pilot project "Promotion of domestic worker cooperatives and service voucher schemes"</li> </ul>
12/2017 – 3/2018	<ul style="list-style-type: none"> <li>Building of consortium of major European stakeholders in domestic workers and care</li> </ul>
1/2018	<ul style="list-style-type: none"> <li>EFFAT - IDWF Europe Strategic Planning Meeting on Domestic Workers:           <ul style="list-style-type: none"> <li>Preparation of the IDWF Congress in 11/2018</li> <li>IDWF Europe structure</li> <li>New EU project on domestic workers</li> <li>ILO discussion on "Violence and harassment against women and men in the world of work"</li> </ul> </li> </ul>
2/2018	<ul style="list-style-type: none"> <li>Network of NGOs and trade unions issued "<a href="#">Shared concerns and joint recommendations on migrant domestic and care work</a>"</li> </ul>
3/2018	<ul style="list-style-type: none"> <li>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</li> </ul>
4/2018	<ul style="list-style-type: none"> <li>EFFAT - IDWF Domestic Workers meeting:           <ul style="list-style-type: none"> <li>Planned activities for 2018-2019</li> <li>Preparation of IDWF Congress, e.g. election of European reps to IDWF Executive Committee, resolutions, etc.</li> </ul> </li> </ul>
5/2018	<ul style="list-style-type: none"> <li>Publication of the <a href="#">Call for Proposals VP/2018/013</a> - Pilot Project on personal and household services: "Promotion of domestic worker cooperatives and service voucher schemes"</li> </ul>
6/2018	<ul style="list-style-type: none"> <li><a href="#">Call</a> of a network of civil society organisations to use the United</li> </ul>





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	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"><li>• Submission of project "Advancing Personal and Household Services (Ad-PHS)"</li></ul>
8/2018	<ul style="list-style-type: none"><li>• Approval of Ad-PHS Project</li></ul>
11/2018	<ul style="list-style-type: none"><li>• EC-ILO Joint <a href="#">Conference</a> on Domestic Workers and Occupational Safety and Health</li></ul>
11/2018	<ul style="list-style-type: none"><li>• IDWF Congress</li></ul>
1/2019	<ul style="list-style-type: none"><li>• Kick-off meeting Ad-PHS Project</li></ul>





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## Annex 2

### European Economic and Social Committee and European Parliament:

#### Reports on Domestic Workers

At the European level domestic work was subject to a series of discussions, reports, opinion statements etc. This is a non-comprehensive list, referring to official documents adopted by EU bodies:

- a) **Opinion of the European Economic and Social Committee on "Developing services to the family to increase employment rates and promote gender equality at work" (Rapporteur: Béatrice Ouin; SOC/508, adopted 16 Oct. 2014 by the EESC)**  
<https://publications.europa.eu/en/publication-detail/-/publication/134aa873-9c89-11e4-872e-01aa75ed71a1/language-en>

The report gives an overview of the numbers and conditions of domestic workers in Europe, acknowledging the fact that most of them work informally under precarious conditions and isolated which could even lead to slavery conditions. The report calls for reforming the sector by for example, introducing tax deduction schemes and to professionalize the sector. It also states that unions have a role to play to organize the sector.

- b) **"Report on women domestic workers and carers in the EU" (Rapporteur: Kostadinka Kuneva; A8-0053/2016, adopted in the European Parliament on 28 April 2016)**  
<http://www.europarl.europa.eu/sides/getDoc.do?type=TA&reference=P8-TA-2016-0203&language=EN&ring=A8-2016-0053>

The report gives a comprehensive overview about the working conditions of domestic workers, including "au pairs" and domestic workers in diplomatic households. It calls on the Commission to come forward with a set of policy instruments (para 2.) The exemption of domestic workers in the Directive 89/3921/EEC on Safety and Health at Work needs to be revisited. C 189 needs to be ratified by European Member States. The report further calls on several supportive measures by the EU, such as studies, awareness campaigns and other pro-active measures by the EU and its member States.

- c) **Opinion on "The rights of live-in care workers" (Rapporteur; Adam Rogalewski, SOC/535, adopted by the European Economic and Social Committee on 21 Sept. 2016)**  
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52016IE0941>

The report focuses on a special group of domestic workers, namely live-in home care workers, almost all migrant domestic workers, who are among the most vulnerable of domestic workers in Europe. Special attention is given to undocumented domestic workers (4.3), who are those who are denied to exercise their rights - not de jure, but de facto.

For the reports mentioned under b) and c) EFFAT and IDWF Europe provided input for the documents, which were incorporated. Generally, our approach was to cover the fact that domestic work is THE informal sector in Europe, despite often good legislation in place. Therefore, implementation is the challenge and must be a priority. A set of policies and implementation measures are needed to address the diversity of the sector.

**Motion 7 - Nordic region: Saving our planet: Just climate transition in the food supply chain from farm to fork**





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**Climate change affects us all.** Lives, livelihoods and jobs are being lost because of rising temperatures, desertification, deforestation, pollution and natural catastrophes all around the globe. Despite the many scientific reports describing this multi-dimensional crisis, the political response has been weak.

**Action must be taken now.** EFFAT believes it is of the utmost importance to urgently address the climate emergency. The EU Institutions and national governments must take necessary steps and concrete actions to prevent further environmental disasters. The effects of a warmer climate will hit Europe and its citizens hard, even though many European countries are at the forefront in promoting ambitious climate policies.

**EFFAT** congress demands actions. The fight to save the planet must be intensified through change through the development of new and more sustainable models of production, transportation and consumption. Still, the climate goals laid out in the Paris Agreement will not be reached without a radical political change.

**EFFAT** sectors are among the sectors having the greatest impact on global warming. At the same time, the effects of climate change on the whole food supply chain are dire. Jobs in EFFAT sectors are at risk due to the lack of vision and initiative of policymakers.

**EFFAT's** challenge lies in driving the climate issue broadly; saving the planet also means fighting for a new economic model based on sustainability, technological innovation, workers' rights, democracy and workers involvement.

**EFFAT** will continue its fight against environmentally destructive and unfair trading practices and trade agreements that create stark imbalances in the food-supply chain with few large companies having excessive bargaining power through intensified production practices that jeopardizes workers and farmers human rights and livelihood.

**EFFAT** priority for the years to come must be to take an active role in managing the just transition process to a low carbon and digital economy while protecting workers interests and promoting the creation of new sustainable and decent jobs in agriculture, food manufacturing and tourism sectors.

**EFFAT** will continue to encourage investments in research and development of sustainable food production, farming practices and tourism through innovation, new technology, bio economy and the circular economy.

To ensure the continued development of European agriculture, food and tourism industries and ensure just transition to a low carbon society and climate friendly food production, it is important to equip working people with the necessary skills required to avoid rising unemployment. This is only ensured by strong investments in vocational education, lifelong learning and re-skilling.

**Therefore, the Congress engages on the following actions to be implemented in the next term:**

- Work on climate change and just transition will be a political priority for all EFFAT sectors during the next term.
- EFFAT Secretariat will both address climate change and promote just transition in the sectoral social dialogue and transnational company work to tackle the social and employment impacts and potential job losses.
- EFFAT will advocate the European institutions and policy makers at national level to implement the Paris agreement and agree on common sustainable forward-looking strategies to address climate change on a European and global levels.





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- EFFAT will promote its sectoral views and priorities within the ETUC debate on climate change.
- EFFAT will promote sustainable climate-friendly food production and agriculture practices.
- EFFAT will continue promoting socially responsible and sustainable tourism as it has potential to boost economic growth and quality job creation, in rural and underdeveloped areas.
- EFFAT Secretariat will create opportunities for its affiliates to exchange good practices on the need for a fair transition to climate-friendly jobs in agriculture, food and tourism sectors.
- Policy development and work will be guided by all governing bodies of EFFAT including sector assemblies, women committee, youth committee, TNC committee and LGBTI work.
- EFFAT and IUF must co-ordinate policies and work program on climate change to fight for climate-friendly food-supply chain from farm to fork.

Submitted by:

3F, Denmark  
Kommunal, Sweden  
NU HRCT





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## **Motion 8 - Youth Committee**

The Youth Committee members propose a motion to encourage EFFAT and its member organisations to further step up their efforts towards the reduction of youth unemployment and the increase of younger participation in the unions. In particular the Youth Committee encourages to strengthen the tool and availability of apprenticeships across sector in Europe to help the transition from education and training into jobs.

### ***Rational behind the motion***

Driven by its commitment to promoting quality youth employment and quality jobs, EFFAT Youth committee addresses the 5<sup>th</sup> EFFAT Congress, and puts forward the following motion recognizing that:

- young workers face specific challenges on the labour market, especially vulnerable to unemployment, poor working conditions, low wages and lack of social protection.
- young people are much more likely than older people to live atypical and precarious working conditions, thus subject leading to potential abuse of working rights
- few training opportunities impacts disproportionately on young workers
- intergeneration solidarity at the workplace can greatly contribute the acquisition of skills mutually benefitting both younger and older workers
- youth unemployment in some Eastern and Southern European regions has forced many young people to leave home to find work, creating an imbalance inside the European Union
- young workers are under-represented in trade unions across Europe and EFFAT sectors.

### ***Activities in place***

The Youth Committee is aware of the actions already initiated by EFFAT in view of strengthening apprenticeships across EFFAT sectors but deems proper implementation of EFFAT objectives towards reducing youth unemployment as key. In particular, it recognises the value of many initiatives at the social dialogue level aimed at reducing unemployment in Europe including:

- EFFAT and HOTREC Pledge aimed promoting the quality and the attractiveness of apprenticeships schemes as a way of fighting youth employment and assuring a qualified workforce for the sector
- EFFAT FoodServiceEurope Pledge aimed at enhancing the value and attractiveness of apprenticeships schemes in order to facilitate the entrance of young employees into the catering labour market
- EFFAT FoodDrinkEurope Pledge – addressing the employability of young people in the food and drink manufacturers

At the member unions level, the Youth committee recognizes the work of many EFFAT affiliates towards involving younger generations including:

- Seeking greater participation from young workers governing bodies, through changes in the organisations' statute
- Committing to the EFFAT Youth pledge adopted at the 4<sup>th</sup> EFFAT congress in Vienna 2014, as a concrete action to encourage youth employment





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Nonetheless, the Youth Committee is committed to ensuring that the issue of youth unemployment will not be overlooked and will continue to be taken into serious account over the next EFFAT mandate.

### ***Demands***

Youth committee therefore encourages EFFAT to:

- continue to put youth unemployment as a standing agenda item of EFFAT meeting and social dialogue meetings
- continue to place the issue of apprenticeship high on the political agenda of the next mandate through the sharing of best practices and monitoring and reporting back about the ongoing and new initiatives
- provide activities such as workshop, seminars and training to exchange experiences within the EFFAT network
- introduce young activists to special programs tailored at empowering young activists and enhance their leadership skills
- create opportunities for dialogue and development of policies or recommendation between EFFAT young members and youth organisations like the European Youth Forum, AGE Platform, Lifelong Learning Platform as well as the ETUC youth committee to develop policies, make recommendations and propose initiatives with the aim of improving working conditions of apprentices
- involve young people in all other activities of trade unions at all levels.
- Develop a traineeship program for young trade union activists at the secretariat in order to train and educate young trade union leaders about European trade union work.

The Youth committee particularly encourages EFFAT member organisations to:

- implement successful EFFAT policies and guidelines in trade unions and developing strategies for youth at national level
- develop examples of good practices in working with young people and sharing them through the EFFAT network
- continue the implementation of the Youth pledge adopted at the EFFAT Congress in Vienna
- encourage more young workers and appoint them for role of engagement in EFFAT youth work
- provide expertise, organizational and financial support to EFFAT Youth Committee activities aimed at recruiting young workers
- encourage them to become more actively involved in union work, as well as other activities envisaged by the new rules and procedure of the Youth committee
- bridge the communication gap between young people and trade unions through the development and use of new communication channels able to reach young people
- consider the specific interests and problems of young workers membership when bargaining





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### **Motion 9 - Kommunal: An equal work life!**

NOTES that, while almost half of the people in Europe regularly menstruate, this is often a taboo area filled with prejudices, which we neither talk about nor disseminate knowledge about. Stigmatization and lack of knowledge mean that old customs survive and prevent people from fully enjoying their human rights. Menstruation is a reason why women / girls miss parts of their schooling, finish it prematurely and thereby get worse conditions in working life or lose income because you have to stay home during this period. What is needed is workplaces and schools with sanitary facilities and spaces where it is possible to handle their hygiene.

EFFAT is concerned that part-time work not only provides lower incomes, but in many cases can also provide lower compensation for sick leave and unemployment. All of this also has harmful effects on women's pensions and increases the already higher risk that women run to become poor. Therefore, full-time must be the norm also in women-dominated sectors.

EFFAT notes that we still have a very unequal and gender-segregated working life. Therefore, we should work to ensure that the right to full-time work, a reasonably long paid parental leave and pregnancy allowance becomes an EU right. A good childcare and good rules for parental leave for both parents contribute to a more equal work life.

The following points can be added to the already ambitious objectives of EFFAT's gender equality work

- that everyone should be able to support their entire lives,
- that both men and women should be able to combine jobs and care responsibilities,
- women-dominated and male-dominated sectors must have equal pay, terms and conditions,
- to have safe workplaces without gender-based threats, violence, sexism or harassment
- having equal power in working life and in the trade union, and
- to work for workplaces and school environments where women / girls have access to toilets and sanitary areas where they can feel safe even during the times they menstruate.





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### **Motion 10 - EFFAT-Budgets 2020-2021**

The new EFFAT Statutes, adopted at the 5<sup>th</sup> EFFAT Congress on 6 and 7 November 2019 in Zagreb, say in Article 11 k): one of the duties of the Congress is „to decide about the affiliation fees“.

The Executive Committee asked the Secretariat in its meeting on 5 and 6 June 2019 to examine the availability of additional financial resources for the EFFAT budget.

As this examination is not yet finished and needs more time, the Congress takes the following decision:

1. The Congress adopts an increase of the affiliation fees of 0,02 € and of 0,01 € (for the affiliates in CEE/SEE except Turkey) for each of the years 2020 and 2021 and adopts the proposed budgets for 2020 and 2021.
2. The Congress asks the Executive Committee to continue looking for additional financial resources for the EFFAT budget.
3. The Congress instructs the Executive Committee to decide about the affiliation fees for the years 2022 to 2024.





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## **Motion 11: Fair work through a better European Agricultural Policy (CAP)**

In addition to landowners and their families, over 10 million workers are employed in European agricultural holdings. They are involved in advocating for the protection of soil, water and climate through sustainable animal and plant production, forest management, the production of renewable raw materials and renewable energies, and the preservation and strengthening of rural areas and their social relations.

The European Common Agricultural Policy (CAP) was also created for them in order *"to increase agricultural productivity by promoting technical progress and by ensuring the rational development of agricultural production and the optimum utilisation of the factors of production, in particular labour"* and *"thus to ensure a fair standard of living for the agricultural community, in particular by increasing the individual earnings of persons engaged in agriculture"* (Article 33 of the Treaty establishing the European Community).

However, in practice, the CAP has largely failed as far as the social situation of workers is concerned. Today, some 4 million agricultural workers operate as migrant workers, seasonal workers, harvesters or day labourers in conditions characterised by illegal employment, exploitation, and precarious working.

### **THE EUROPEAN AGRICULTURAL POLICY MUST KEEP ITS PROMISES**

Trade unions are therefore calling for a social agricultural policy that distributes European subsidies only to farmers in compliance with the social, legal and collective minimum standards. It should no longer be possible for European taxpayers' money to be used to promote violations of the law, social dumping and human trafficking.

EFFAT views the following minimum requirements as a priority:

- ✓ Evidence of legal employment
- ✓ Implementation of the European rules on health and safety at work, and
- ✓ Mandatory access for employees to training and further education (2nd pillar)

These three standards create a contribution to fair work.

There is a European legal basis for these standards:

- The implementation of the Directive on transparent and predictable working conditions in the European Union (EU 2019/1152) provides for simple and unbureaucratic evidence of legal employment,
- The application of European regulations on occupational health and safety (89/391 EEC) is demonstrated by the application of risk assessment in companies, and
- Compulsory access to training for agricultural workers can be imposed on Member States under the reformed CAP framework through the 2nd pillar rules.

Fewer and fewer workers in rural areas are able to find local work and income in agriculture close to their families and social relationships. This is a direct consequence of social dumping in the sector. Instead, increasing numbers of workers are migrating through many countries in search of new income for themselves and their families. The remaining farms are thus increasingly losing their social cohesion with the local population. The negative effects of this migration for rural areas outweigh the benefits of remittances from workers at a distance.





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EFFAT - the European Federation of Agricultural, Food and Tourism Unions - calls on the

## GOOD EXAMPLE

The "**DIRECTIVE ON TRANSPARENT AND PREDICTABLE WORKING CONDITIONS IN THE EUROPEAN UNION**" (EU 2019/1152) of 20 June 2019 can be applied simply and without bureaucratic effort in holdings in order to legally employ and legalise illegal employment.

- ✓ **EFFAT CALLS ON THE EUROPEAN EMPLOYERS' ASSOCIATION FOR AGRICULTURE (GEOPA-COPA)** to work with EFFAT to draw up and submit to Member States a form for the implementation of this Directive which can be applied without the burden of disproportionate bureaucracy on the agricultural holdings concerned.
- ✓ **EFFAT INVITES THE EUROPEAN INSTITUTIONS** to support this work and thus make possible an important step towards the creation of decent work in agriculture.

new representatives of the European institutions to establish a social commitment for direct agricultural payments. Only employers who employ legally and comply with the current legislation should fully benefit from direct payments. This promotes decent work.

