



A Recipe for a stronger



5th Congress Zagreb 6-7 November 2019



EFFAT Women's Conference

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

Zagreb, 5 November 2019

Activity Report Gender Equality

1. EFFAT Women's Committee

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

1.1. President and Vice-President of the Women's Committee

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

1.2. Members of the Women's Committee

The EFFAT Women's Committee was composed of the following members (2 representatives and 2 deputies per EFFAT region):

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

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

2. Meetings

EFFAT Women's Committee

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

ETUC Women's Committee

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

Project Meetings

❖ ETUC Project “Rebalance - Trade Unions' and Social Partners' Actions to improve reconciliation of work, family and private life for women and men”

- Project Steering Committee meetings:
 - 15 March 2018 in Brussels
 - 5 July 2018 in Montepulciano, Italy
 - 8 February 2019 in Brussels
 - 19 June 2019 in Brussels
- European Conferences
 - 28 February - 1 March 2019 in Berlin
 - 24 October 2019 in Rome

❖ EFFAT Project “Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors”

- Project Steering Committee meetings
 - 27 May 2019 in Brussels
 - 10 September 2019 in Brussels
- European Conference (EFFAT Women's Conference)
 - 5 November 2019 in Zagreb, Croatia

Others

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

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

3. Gender Equality Bodies

3.1. EFFAT Women's Committee

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

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

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

The Committee further discussed issues such as:

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

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

3.2. EFFAT Women's Conference

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

Agenda items of the Conference were:

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

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

[EFFAT Recommendations on Equal Pay](#)

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

[EFFAT Recommendations on Decent Work for Domestic Workers](#)

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



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

4. Gender Balanced participation in decision-making

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

EFFAT Congress	EFFAT Executive Committee	EFFAT Management Committee	EFFAT Sectors													
<p>The participation of female delegates in the EFFAT Congress has been rising steadily:</p> <ul style="list-style-type: none"> • 2000 - 23% • 2005 - 32% • 2009 - 35% 	<ul style="list-style-type: none"> • Members - 82 • Women - 33 • % 40 	<ul style="list-style-type: none"> • Members - 23 • Women - 9 • % 40 	<table border="1"> <thead> <tr> <th></th> <th>President(s)</th> <th>Vice-President(s)</th> </tr> </thead> <tbody> <tr> <td>Agriculture</td> <td>♂ ♂</td> <td>♀</td> </tr> <tr> <td>Food</td> <td>♂</td> <td>♂ ♂</td> </tr> <tr> <td>Tourism</td> <td>♀</td> <td>♂ ♂</td> </tr> </tbody> </table>			President(s)	Vice-President(s)	Agriculture	♂ ♂	♀	Food	♂	♂ ♂	Tourism	♀	♂ ♂
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Food	♂	♂ ♂														
Tourism	♀	♂ ♂														

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

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

5. Areas of Work

5.1. Gender Pay Gap

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

5.2. Sexual Harassment and Violence at Work

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

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

In 2016, the Women’s Committee adopted the “[EFFAT Policy on Mutual Respect](#)” which was endorsed by the EFFAT Executive Committee. The aim was to send a positive signal and to give guidance to ensure that EFFAT meetings and activities continue to take place in an atmosphere in which the dignity of each individual is respected, a principle that enjoys a very high degree of appreciation among trade unionists. The document was welcomed and considered to be in line



with initiatives developed at national level (e.g. Swedish web training on harassment). It underlines that there is zero tolerance, and that implementation has to be ensured and training offered. The policy shall help to raise awareness and to contribute to a positive work environment.

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

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

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

5.3. Work-Life Balance

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

- paternity leave: 10 working days, compensated at least at the level of sick pay
- parental leave: 4 months, 2 months non-transferable, and compensated at a level to be set by Member States
- carers' leave: 5 days per year
- flexible working arrangements: for working parents of children up to at least 8 years old and carers

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

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

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

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



national legislation.

5.4. Gender Equality in EFFAT Sectors

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

Domestic Workers

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

6. Cooperation with other organisations

6.1. ETUC and European Trade Union Federations (ETUFs)

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

6.2. European Commission

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

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www.effat.org/5congress

