



A *Recipe* for a stronger



5th Congress Zagreb 6-7 November 2019

#StrongerEFFAT

Item 6



EFFAT



PREAMBLE

Article 1 – Name and jurisdiction

EFFAT was created on 11 December 2000. The full name of the European Federation is “European Federation of Trade Unions in the Food, Agriculture, Tourism sectors and allied branches” (EFFAT / IUF-Europe). The headquarter of EFFAT / IUF-Europe is in Brussels.

EFFAT / IUF-Europe is an organisation of independent and democratic trade unions representing all workers in the Food, Agriculture, Tourism, Domestic Workers and related sectors, services and activities in Europe.

The list of Sectors (see Annex 1) is not exhaustive and others can be added by decision of the Executive Committee.

AIMS AND TASKS OF EFFAT / IUF-EUROPE

Article 2 – Mission

EFFAT / IUF-Europe is established to organise and to enhance the collective power of working people in Europe. Cross-border trade union solidarity is the main asset of EFFAT / IUF-Europe action.

EFFAT / IUF-Europe’s affiliates are sharing joint principles and values aiming to defend the economic, social, and cultural interests of workers in the spirit of unity and solidarity, mutual aid, assistance and respect. The strength of EFFAT / IUF-Europe is built on its affiliates recruiting and organising of workers in Europe into strong trade unions. Union building, organising and cross-border solidarity are key principles guiding all policies and activities of EFFAT / IUF-Europe and its Member Organisations.

EFFAT / IUF-Europe coordinates and promotes actions and policies aimed at improving living and working conditions of workers employed in the EFFAT / IUF-Europe sectors.

Our mission is therefore:

- to create a fairer and more socially oriented Europe;
- to build strong trade union power;
- to defend and improve individual and collective fundamental rights as defined among others in the Charter of Fundamental Rights of the EU and the ILO Conventions;
- to improve living and working conditions of workers employed in the EFFAT / IUF-Europe sectors;
- to promote a sustainable policy of the sectors as a real source of wealth and a necessary basis for growth, innovation, research, development, and more and better jobs.



Article 3 – Tasks

EFFAT / IUF-Europe is particularly pursuing the following tasks:

- to safeguard and reinforce peace and democracy and social justice;
- to reinforce the social dimension of the European Union with high common social standards, a high level of social protection and the involvement of workers and trade union representatives at all levels;
- to safeguard human and workers' rights and the basic right to trade union organisation and activity;
- to improve the right to democratic participation of workers in the economy and in companies;
- to protect and promote the creation of sustainable, freely chosen jobs with fair remuneration;
- to advocate sustainable economic development that provides higher living standards, decent work and employment in healthy and safe workplaces, as well as social and retirement security for all workers, while protecting our natural environment;
- to promote the sustainable development of the food supply chain and fight against unfair trading practices;
- to support the exchange of information, experiences and good practices among Member Organisations;
- to combat all forms of discrimination and guarantee equal rights, equal opportunities and equal treatment of all workers irrespective of ethnic origin, nationality, gender, religion or belief, age, disability, sexual orientation, employment contract, trade union membership;
- to incorporate the dimension of equal opportunity and gender and youth perspective in all activities and policies, furthermore, to strengthen women's and youth participation in its decision-making bodies;
- to protect and improve rights as well as working and employment conditions of all vulnerable categories, including young, migrants and disabled workers, regardless of their type of employment contract (e.g. seasonal workers, temporary agency workers, platform workers, apprentices, students, bogus-self-employed, unemployed and others);
- to promote the fair inclusion of migrants and refugees in the labour market;
- to fight against old and new forms of exploitation;
- to support the relaunch of the EU integration process and the further enlargement of the European Union;
- to actively support weaker Member Organisations particularly in Central, Eastern and South-Eastern Europe;
- to support the process of economic and social cooperation between the trade unions around the Mediterranean and the Baltic Sea;
- to fight against social dumping across Europe;
- to promote fair taxation in Europe;
- to encourage affiliates to practice solidarity at European and national level to guarantee mutual aid and support in industrial disputes;
- to promote social dialogue at all levels and in particular collective bargaining at national and sectoral level;



- to improve the transnational cooperation and coordination on collective bargaining;
- to anticipate, shape and address future changes in the labour market driven by digitalisation and technological developments;
- to take an active role in addressing climate change related issues ensuring just transition to a low-carbon economy;
- to set up, coordinate, support and train EWCs;
- to coordinate the European Trade Union Liaison Committee on Tourism (ETLC);
- to coordinate and cooperate with other ETUF's in case workers of a certain sectors are organised in various branch trade unions, e.g. domestic workers, food delivery riders, fish, forestry, etc.

Article 4 – EFFAT / IUF-Europe's role

EFFAT / IUF-Europe's role for its Member Organisations is to implement and promote the mission, tasks and policies by:

- providing services, including to inform and consult with Member Organisations on the European political agenda, supporting European Works Councils (EWCs) and organising Europe-wide exchanges of information, experiences and good practises;
- coordinating the fight to protect jobs and against social dumping and illegal and precarious work, for example in the event of company restructuring, during collective bargaining and industrial actions;
- adopting common united positions on European / transnational challenges and speaking with one strong voice at European level;
- representing Member Organisations towards the European institutions (European Council, European Commission and European Parliament), European industrial and employers' associations and European management of transnational companies;
- negotiating/bargaining on behalf of its Member Organisations in the social dialogue and/or in transnational negotiations with companies;
- organising solidarity, campaigns and European mobilisation in the event of industrial disputes with employers and/or governments.

Article 5 – Relations with European and International Trade Union Organisations

As a member of the ETUC, EFFAT / IUF-Europe takes part in, promotes and supports ETUC activities and missions. As the European regional organisation in the IUF, EFFAT / IUF-Europe takes part in, promotes and supports the IUF's global activities and missions.

The relations with ETUC and IUF are based on the principles of solidarity, close cooperation and consultation as well as respect of mutual autonomy, complementarity and reciprocity.



MEMBERSHIP AND AFFILIATION

Article 6 – Affiliation

Membership is open to all democratic and independent trade union organisations in the sectors covered by EFFAT / IUF-Europe in Europe.

In order to strengthen the international capacity of solidarity and action, all trade unions in the EFFAT / IUF-Europe sectors mentioned above must be affiliated to IUF as well. The Executive Committee can decide to make an exception to these criteria.

Other trade unions may join EFFAT / IUF-Europe with the status of associated member, provided they accept the mission of the Statutes.

Applications for affiliation must be submitted in writing to the General Secretary and include the necessary supporting documents (Statutes, membership, etc.). Decisions on requests for affiliation shall be made by the Executive Committee.

Article 7 – Disaffiliation/Withdrawal

A Member Organisation can be excluded by decision of the Executive Committee and the Congress when it is in clear violation of the Statutes or is two years in arrears regarding payment of affiliation fees. In this case, the Executive Committee decides based on the report of the General Secretary and after consultation with the affiliate that is being considered for exclusion. The affiliate may appeal to Congress against the exclusion decision taken by the Executive Committee. The rights and obligations of the affiliate concerned shall be suspended pending the outcome of the appeal.

A Member Organisation may withdraw from membership, if it has fulfilled all its obligations, by submitting written notice to the General Secretary six months before the end of any calendar year.

DECISION-MAKING AND EXECUTIVE BODIES

Article 8 – Structure

The decision-making and executive bodies are:

- the Congress
- the Executive Committee
- the Secretariat
- the Sector General Assemblies



Article 9 – General

Decisions should be based on the broadest possible consensus in all EFFAT / IUF-Europe bodies and every working area.

Only Member Organisations that have paid their annual affiliation fees in accordance with Article 23 of the Statutes shall be entitled to vote in the decision-making bodies.

Representation in the different decision-making and executive bodies shall correspond to the composition of the affiliated unions, considering membership, gender, regions and sectors.

EFFAT / IUF-Europe is striving for strengthening youth and women's participation in the trade union decision-making bodies at all levels. Therefore, the proportion of mandates allocated to women and youth in all executive bodies and working structures should correspond to the proportion of their membership.

Those who were conferred the mandates and their deputies should be of opposite sex.

CONGRESS

The Congress is the highest decision-making body of EFFAT / IUF-Europe. It meets every five years.

Article 10 – Composition

The Congress is composed of delegates from all Member Organisations.

Each member trade union is entitled to send at least one delegate with voting rights and one deputy with no voting rights.

The number of delegates is as follows:

Member Organisations, with the following number of members for whom affiliation fees are paid, have the right to

up to 10,000 members	1 delegate;
10,001 - 20,000 members	2 delegates, of whom at least one must be a woman;
20,001 - 30,000 members	3 delegates, of whom at least one must be a woman;
30,001 - 40,000 members	4 delegates, of whom at least two must be women;
40,001 - 60,000 members	5 delegates, of whom at least two must be women;
60,001 - 80,000 members	6 delegates, of whom at least three must be women;
80,001 - 100,000 members	7 delegates, of whom at least three must be women;
100,001 - 120,000 members	8 delegates, of whom at least four must be women;
120,001 - 140,000 members	9 delegates, of whom at least four must be women;
above 140,000	10 delegates, of whom at least five must be women.

Each of the three geographical Areas (North, Central and South, see Annex 2) is entitled to nominate 5 additional delegates not older than 35 years and considering the gender balance, and this will be coordinated by the President and the two Deputy Presidents.

The Secretariat will monitor the compliance of the nomination of delegates with this objective. Any Member Organisation not fulfilling this requirement must provide an explanation to the Credentials Committee.

Unless exceptional circumstances prevail, organisations shall be allocated representation rights by the Congress Credential Committee according to their compliance with the proportion of women delegates specified in this article.



Article 11 – Duties of the Congress

The duties of the ordinary Congress shall be among others:

- a) to examine and adopt the report on activities and financial reports presented by the Secretariat, as well as the report of the Auditors;
- b) to give discharge to the President and the General Secretary;
- c) to determine the strategy and general policy;
- d) to decide on all resolutions and motions;
- e) to amend the Statutes;
- f) to elect the Executive Committee members, based on proposals from the Member Organisations;
- g) to elect the President and two Deputy Presidents based on proposals from the Member Organisations and on the recommendation of the Executive Committee. Candidates for the position of President must hold an elected position within their organisation. President and the two Deputy Presidents must come from different geographical Areas (North, Central and South, see Annex 2) and sectors, and at least one must be of opposite sex. Presidency should rotate between the three geographical Areas. Should one of the elected posts fall vacant during the period between two Congresses, the Executive Committee is empowered to appoint a replacement for the post in question until the next Congress;
- h) to elect the General Secretary; based on a recommendation from the Executive Committee, applications to the function of the General Secretary must be submitted to the President at least six months before the Congress;
- i) to confirm the Chairpersons and their Deputies of the Sectors and the Committees;
- j) to elect the Auditing Committee members, based on a recommendation from the Executive Committee;
- k) to decide about the affiliation fees;
- l) to decide about the dissolution of EFFAT / IUF-Europe.

Article 12 – Organisation of the Congress

Congress must be convened by the President and the General Secretary, in accordance with the decision of the Executive Committee, at least six months before the meeting is due to take place. The convening and preparations are undertaken by the Secretariat on the instructions of the Executive Committee. The final Congress documentation must be sent to the affiliated organisations no later than 6 weeks before the Congress. The Executive Committee, each Member Organisation, the Sector General Assemblies and the Committees are entitled to submit motions to the Congress. The Executive Committee shall set the precise deadlines for the submission of motions each occasion. The motions must be submitted to the Secretariat in one of the three official languages (EN, FR, DE). The motions must be communicated to affiliates at least six weeks before the Congress. The Congress shall determine its own rules of procedure, which shall be proposed by the Executive Committee.

Article 13 – Congress voting rights

At the Congress, all voting takes place by a show of hands, using a delegate's card, unless five organisations ask for a secret ballot, and unless there are not more than one candidate for one leading position.



Article 14 – Extraordinary Congress

An Extraordinary Congress can be convened by decision of the Executive Committee, upon a written request from at least one-third of the affiliates or from a number of Member Organisations representing at least 50 % of the total number of members.

EXECUTIVE COMMITTEE

The Executive Committee is the highest decision-making body between Congresses.

Article 15 – Composition

The Executive Committee is composed of

- (1) the President, the two Deputy Presidents and the General Secretary;
- (2) countries with the following number of members, for whom affiliation fees are paid, will delegate

up to 25,000 members	1 representative;
25,001 - 50,000 members	2 representatives, of whom at least one must be a woman;
50,001 - 80,000 members	3 representatives, of whom at least one must be a woman;
80,001 - 120,000 members	4 representatives, of whom at least two must be women;
120,001 - 200,000 members	5 representatives, of whom at least two must be women;
above 200,000 members	6 representatives, of whom at least three must be women;
- (3) the Chairs and two Deputy Chairs of the Sectors and the Chairs and Deputies of the Committees;
- (4) the six members of the Bureau of the Youth Committee.

The Sector Secretaries and the Deputy General Secretary (if applicable) are ex officio members of the Executive Committee without voting rights.

All members of the Executive Committee appointed by the affiliates will have a deputy member who may attend the meetings and exercise the voting rights in the absence of the ordinary member.

In the period between two Congresses, the Executive Committee replaces a resigning member based on the proposal made by the organisation of the resigning member.

Each member of the Executive Committee has one vote. To delegate voting rights is possible.

The Executive Committee will strive to take decisions unanimously. In case this is not possible, decisions are taken by simple majority.

The Executive Committee is open to the attendance of representatives from all affiliates without voting rights.

Article 16 – Meetings

The Executive Committee shall meet at least twice a year. President and General Secretary are inviting to the meetings of the Executive Committee.

The Executive Committee is chaired by the President.

An extraordinary meeting of the Executive Committee may be requested by at least one third of the members of the Executive Committee. The Secretariat will organise the extraordinary meeting at the earliest possible time.

Meetings of the Executive Committee are prepared by the General Secretary on the basis



of an agenda drawn up in agreement with the President.

The invitation should be sent to the affiliates no later than two months prior to the meeting.

In the event of the need for an urgent decision, the Executive Committee can take a decision via a written procedure.

Article 17 – Duties of the Executive Committee

The duties of the Executive Committee shall be:

- a) to decide on the policy required to implement the general strategies adopted by Congress;
- b) to adopt common positions;
- c) to supervise the work of the Secretariat;
- d) to approve the annual accounts reviewed by the Auditors and to discharge the General Secretary of any further responsibility;
- e) to decide on applications for affiliation;
- f) to prepare the Congress;
- g) to confirm members of the Committees and confirm the designation of the Chairs and their Deputies of the Committees proposed by the Committees;
- h) to appoint a President, Deputy President and General Secretary should one or the other of these elected posts fall vacant during the period between two Congresses. This appointment shall remain valid until the next Congress;
- i) to appoint, where necessary, and after nominations from the affiliates, replacements for members of the Executive Committee, Committees established by the Statutes, as well as the Auditors, if these posts become vacant between Congresses;
- j) to set up working parties whose tasks and powers it lays down;
- k) to delegate certain powers to the President, Deputy Presidents or the General Secretary;
- l) to endorse the nomination of TNC/EWC coordinators.
- m) to nominate the EFFAT / IUF-Europe delegates for the ETUC Congress;
- n) to confirm the annual budget;
- o) to supervise the regular payment of affiliation fees;
- p) to consider and decide on requests for exoneration;
- q) to decide on the composition and the mandate of the delegation entrusted with negotiations with the European employers and their associations on European level. The Executive Committee shall be given regular progress reports on bargaining in progress. Decisions on the outcomes of negotiations shall be taken by the Executive Committee. The decision shall have the support of at least two thirds of the organisations directly concerned by the negotiations. The Executive Committee will establish the internal rules of procedure that have to be applied in case of European negotiations. The Secretariat will be the spokesperson of the delegation charged with the negotiation;
- r) to monitor and ensure the implementation of the decisions of the governing bodies through the Member Organisations and the Secretariat;
- s) to adopt a procedure to negotiate Transnational Company Agreements (TCAs);
- t) to adopt an annual action plan and to monitor its implementation;

- u) to coordinate between the sectors;
- v) to confirm the Deputy General Secretary proposed by the General Secretary.

Article 18 – Role of the President and Deputy Presidents

- a) The President chairs all meetings of the Congress and the Executive Committee.
- b) The President ensures that all meetings have been convened according to the Statutes and the standing orders.
- c) The President and the General Secretary are externally representing the organization.
- d) If the President in exceptional cases cannot attend a meeting, he/she will be represented and replaced by one of the Deputy Presidents.
- e) The Executive Committee has the mandate to give specific further tasks to the President.
- f) Should the President or the Deputy Presidents resign from the position before the official end of the tenure, article 17h applies.
- g) The President and the Deputy Presidents determine the salary system and the working conditions of the General Secretary.
- h) The President, the two Deputy Presidents, the General Secretary, the three Chairpersons of the Sectors, the Chairpersons of the Committees and three representatives of the three geographical Areas (North, Central, South) form the Coordination Group which prepares and follows up the meetings of the Executive Committee and the implementation of its decisions, and whose composition will be confirmed by the Executive Committee.

REGIONS

Article 19 – Regional groups

On the initiative and demand of affiliates, the Executive Committee can decide to set up regional groups.

For each regional group, one Regional Coordinator and a Deputy from their members in the Executive Committee may be nominated by the regional members as a link between the regional affiliates and the Secretariat.

SECRETARIAT

Article 20 – Secretariat

The Secretariat consists of the General Secretary, the Deputy General Secretary (if applicable), the Sector Secretaries - among whom gender balance has to be considered - and the necessary additional personnel to carry out its work.

The Secretariat has particularly the following tasks:

- to monitor and ensure the implementation of the decisions and the work programs adopted by the decision-making bodies through the Member Organisations and the Secretariat;
- to ensure representation of EFFAT / IUF-Europe at the level of the European Institutions;
- to prepare, co-ordinate and further develop the sectoral and inter sectoral social dialogue with the European employers' associations;



- to promote, coordinate and develop activities in transnational companies, including establishing, coordinating and assisting EWCs;
- to promote the cooperation and coordination in the collective bargaining policy;
- to plan and propose to the EC concrete actions which must be implemented to achieve the aims laid down in the Statutes and in the decisions;
- to prepare the documents and agenda for all meetings of the statutory decision-making bodies and/or the Committees and working parties set up by these bodies;
- to manage the coordination of the Committees;
- to ensure cooperation with the ETUF's, ETUC and IUF.

The Secretariat works under the leadership of and reports to the General Secretary. The General Secretary is the spokesperson and legal representative of the organisation. She/he is, together with the President, responsible for the external representation of the organisation.

The General Secretary also has the following duties:

- carrying out the duties decided upon by the governing bodies;
- management of the Secretariat;
- co-ordination of the Sectors; and management of the work of the working structures (Committees and Working Groups);
- management of the federation's daily business;
- presentation and implementation of the budget;
- preparation of the governing bodies' meetings;
- cooperation with the ETUF's, ETUC and IUF.

The General Secretary can appoint a Deputy General Secretary from the Secretariat. The Deputy General Secretary assists in managing the operations of the Secretariat and takes on various other responsibilities determined by the General Secretary.

SECTORS AND COMMITTEES

Article 21 – Sector activities

Sector Assemblies shall be formed in the Food, Beverages and Tobacco sector, in the Agriculture sector, in the Tourism sector and for Domestic Workers.

The duties of the Sector Assemblies are:

- to decide about their regional structure
- to implement policies and decisions in the sectors;
- to discuss and follow-up to the sector-related issues and policies;
- to launch sector specific initiatives;
- to respond and react to sector-specific EU initiatives;
- to nominate the members of the sectoral social dialogue and to manage this dialogue;
- to nominate the sector experts representing EFFAT / IUF-Europe at EU structures;
- to confirm the new Sector Secretary proposed by the General Secretary;



- to submit their proposals and positions on trans-sectoral issues to the Executive Committee which is together with the Congress the only body entitled to adopt final positions.

In the Assemblies, all the concerned Member Organisations are represented with at least one delegate and one deputy who exercises the ordinary member's voting right in the absence of the ordinary member. Member Organisations with more than 10,000 members in the sector have the right to one additional delegate, and Member Organisations with more than 30,000 members have the right to two additional delegates, under the condition that at least one of the nominated delegates is a woman.

As a rule, the Assemblies shall meet at least once a year and/or as required. They may determine their own rules of procedure.

Each Sector Assembly should elect a Sector Board, among them a Chairperson and Deputy Chairpersons. The Chair and the Deputies must come from different geographical Areas (North, Central and South), and have to be of opposite sex.

The Board should strive for gender balance.

The Sector Board meets at least once a year to prepare and follow up the General Assembly. The Chairpersons and two of their Deputies coming from different geographical Areas shall represent the Sectors within the Executive Committee.

The activities of the sectoral bodies will be prepared and coordinated by a Sector Secretary. He/she is a member of the sectoral bodies.

Article 22 – Committees and working groups

EFFAT / IUF-Europe sets up permanent Women's, Youth, Transnational Companies (TNCs) and Small Farmer's Committees. The Committees elect a Chair and a Deputy Chair who are also a member of the Executive Committee.

The Committees shall have the right to draft and present motions to the Executive Committee.

The Executive Committee can set up Working Groups on specific issues. The Executive Committee decides about the composition and work program of the working groups.

A share of at least 40% is strongly recommended for the representation of each gender within the Youth and the TNC Committees and the Working Groups.

FINANCE AND MEMBERSHIP FEES

Article 23 – Affiliation fees

EFFAT / IUF-Europe activities are financed by affiliation fees paid by the Member Organisations. Contributions are payable in Euro into the EFFAT / IUF-Europe account at the latest by 1st of April every year, unless partial or total exoneration is granted by the Executive Committee. Exoneration is granted after submission of a written request detailing the circumstances behind that request. Exoneration shall only be granted for one year at a time.

The level of the statutory annual affiliation fees shall be determined by Congress.

The fees concerned are calculated based on the membership on 31 December of the preceding year.

An organisation which has not paid membership fees in line with the Statutes has no right to vote in the decision-making bodies and cannot nominate candidates to the decision-making bodies nor members to the Executive Committee or to the Committees and working groups established by the Statutes. When a Member Organisation is more than



one year in arrears of affiliation fees without having been granted an extension in the delay of payment, its members lose all their rights. If a union has not paid its affiliation fees for two years and if, despite a summons to pay, it has not settled its dues, membership is suspended. The Executive Committee takes the decision on exclusions from membership. Exemptions from the rule are subject to a decision by the Executive Committee.

Article 24 – Mutual recognition of membership

The EFFAT / IUF-Europe Member Organisations should add provisions to their national constitutions requiring recognition of membership of other Member Organisations as part of a general cooperation.

The Executive Committee shall be responsible for determining the principles of this cooperation.

AUDITING

Article 25 – Auditors

The Congress shall elect 3 internal Auditors, none of whom may be a member of any of the decision-making and executive bodies.

The Auditors shall inspect the books at least once a year. They shall verify that the books are kept in accordance with the law, good accounting practices and the Statutes. The Auditors shall submit a written report to the Executive Committee with their findings regarding the finances.

The accounts shall also be subject to an external audit once a year to be submitted to the EC.

OFFICIAL LANGUAGES

Article 26 – Official languages

EFFAT / IUF-Europe has 3 official languages: English, German and French.

EXPENSES

Article 27 – Expenses

The expenses of participants arising from their attendance of meetings organised by EFFAT / IUF-Europe shall be met by the participating organisations. The Executive Committee can decide upon exemptions from this rule, in particular to promote the participation of Member Organisations from Central, Eastern and South-Eastern Europe (CEECE).

CHANGES TO STATUTES AND DISSOLUTION

Article 28 – Changes to the Statutes

Each Member Organisation, as well as the Executive Committee, is entitled to present proposals for statutory changes. Decisions on changes are to be taken by a two-thirds majority at the Congress.

Article 29 – Dissolution

The voluntary dissolution of EFFAT / IUF-Europe can only be decided upon by a Congress. The decision to this effect must obtain at least two-thirds of the total number of votes in favour of this dissolution.



Annex 1 to the EFFAT / IUF-Europe Statutes: Sectors and branches

Primary sector (production)	Secondary and tertiary sector (processing and services)
<ol style="list-style-type: none"> 1. Arable farming <ul style="list-style-type: none"> Cereals Oil seeds and Protein seeds Dried fodder Sugar Rice Starch 2. Non-food and fibres <ul style="list-style-type: none"> Renewable energies Cotton Flax and hemp 3. Animal production <ul style="list-style-type: none"> Milk Beef and veal Sheep and goat-meat Pig-meat Poultry and eggs 4. Fruit, vegetables and flowers <ul style="list-style-type: none"> Floriculture and ornamental plants Tree nursery Fresh fruit and vegetables 5. Horticulture 6. Specialised productions <ul style="list-style-type: none"> Wine-growing Spirits Olives and olive products Apiculture Hops cultures Tobacco culture 7. Agra-forestry <ul style="list-style-type: none"> Agricultural forestry Cork production Hunting and game culture 8. Biological agriculture 9. Seeds production 10. Aqua Culture 	<ol style="list-style-type: none"> 1. Food industry <ul style="list-style-type: none"> Meat processing/slaughter-houses Mills/Flour processing Fats Foodstuffs Confectionery Sugar processing Bakery and pastry (family enterprises) Bakery and pastry (industry) Processing of fruit and vegetable Fish processing industry Dairy industry 2. Tobacco and Beverage Industry <ul style="list-style-type: none"> Tobacco processing Breweries Spirits Non-alcoholic drinks Coffee industry 3. Hospitality and Tourism <ul style="list-style-type: none"> Hotels Fast food Contract catering Restaurants, Cafés, Bars Rural tourism Leisure and amusement parks Recreation and camping areas Youth hostels Railway and ferry restaurants Digital platforms in hospitality/tourism e.g. short-term accommodation rentals, food delivery 4. Other Services <ul style="list-style-type: none"> Cold storage halls and market facilities Fair, congress and exhibition service Retail trade 5. Landscape Protection and maintenance Environmental protection <ul style="list-style-type: none"> Recapturing Open air museums and protected areas Irrigation systems Hail suppression systems Veterinarian and food safety



control
Agricultural science

6. Domestic workers
Personal and household services
such as cleaning, cooking,
washing, ironing; gardening;
driving; taking care of children,
elderly, house

This Annex is an annotation to the Statutes. If necessary, this list will be actualised by the Executive Committee.

Annex 2: Composition of the geographical Areas

Northern Area:

- Denmark, Estonia, Faroe Island, Finland, Great Britain, Ireland, Iceland, Latvia, Lithuania, Norway, Sweden

Central Area:

- Austria, Belgium, Czech Republic, Germany, Hungary, Luxembourg, Netherlands, Poland, Slovakia, Switzerland

Southern Area:

- Albania, Bosnia Herzegovina, Bulgaria, Croatia, Cyprus, France, Greece, Italy, Kosovo, Macedonia, Malta, Montenegro, Portugal, Romania, Serbia, Slovenia, Spain, Turkey



Organise. Fight. Win.