



ACTION PLAN 2022 - 2023

European Federation of Food,
Agriculture, and Tourism Trade Unions



EFFAT ACTION PLAN



EFFAT

Introduction to EFFAT priorities 2022 2023

As an organisation representing 113 trade unions from 37 European countries, the European Federation of Trade Unions in the Food, Agriculture and Tourism sectors (EFFAT) is clearly an important stakeholder at the European level, defending the interests not only of its 1.2 million members, but also of the 25 million workers in the Agriculture, Food, Beverages & Tobacco, Hospitality, and domestic work sectors, through actions, advocacy and collective bargaining. Through EFFAT, trade unions from Europe join forces in equal partnership to strengthen their organisations and to represent their members.

The Action Plan sets out the activities EFFAT is committed to undertake together with member unions across all sectors over the next few years (2022-2023).

The Action Plan is based on EFFAT's Political Framework for 2020-2024, which focuses on these main actions:

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

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

It is an ambitious work programme, but it is what we need to cope successfully with the complicated challenges of our time. EFFAT has huge potential underpinned by the energy, contributions and expertise of our affiliates and members around Europe. In the last two years EFFAT managed to deliver on some of its commitments and achieved major victories and improvements for workers' rights.

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

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

Building Trade Union power

Strong trade unions are vital to drive the digital and green transition and manage the economic and social consequences of the Covid-19 crisis ensuring a fair recovery for all. Trade Unions are essential to ensure social justice, better working conditions and decent wages. In recent decades, trade unions in Europe have suffered a decline in membership, in public status and in their effectiveness in achieving their core objectives. Forty years of dominant neoliberal hegemony, precarious work, the financialization of the economy and unfair globalisation have weakened our role and our capacity to act in the interests of the people we represent.

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

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

In the next two years, EFFAT will put focus on growing membership, strengthen solidarity, cross-border cooperation, youth empowerment, equal opportunities and overall TNCs coordination. We will keep these as permanent priorities on the political agenda of EFFAT's governing bodies.

In 2022-2023, EFFAT and its affiliates will:

Organising and recruiting

- ✓ Develop an overarching strategy for EFFAT on organising and recruitment with the objective of growing membership
- ✓ Identify, develop and launch organising projects of committed member unions, with a particular focus on affiliates in CEE/SEE
- ✓ Strengthen our engagement on organising in critical sectors such as meat, hospitality, fast-food and domestic work
- ✓ Develop strategies and material to attract new member organisations that share our values to strengthen membership in all sectors and to ensure that we are represented in all European countries
- ✓ Fully implement the EU project *Build Trade Union Power to Create a Fairer Europe* that promotes organising of precarious workers and ensures the exchange of good practices
- ✓ Promote the exchange of good practices on campaigning, organising and solidarity

Build solidarity and campaigns

- ✓ Provide maximum solidarity to affiliates that need help to defend their members' interests and coordinate trans-border solidarity to support trade union campaigns and actions
- ✓ Develop campaigns and communication around important key fights to improve workers' pay and conditions in Europe, eventually together with NGOs and other allies

Run a campaign against shareholder value maximisation

- ✓ Work together with the affiliates on implementing a Global and European campaign based on the concept of “People before Profit”, that addresses corporate greed and the consequences linked to the growing power of financial investors in our sectors
- ✓ Implement a project that assesses the impact of the growing power of financial investors in our sectors, raise awareness on the negative consequences on working conditions and provide workers representatives (including EWC members) with tools on how to address the issue.
- ✓ Ask EWCs of public listed transnational companies to sign a joint declaration against short-term profit maximisation and against compensation structures that link executives' pay to shareholders' interests
- ✓ Defining policy recommendations addressed to the EU and Member States on how to address short-term shareholder value maximization, develop sustainable corporate governance practices and promote long-term value creation for businesses and society.

Empower young workers

- ✓ Further develop EFFAT youth work through various activities, training and seminars that empower young activists to actively participate in trade union work.
- ✓ Develop a short-internship programme at the EFFAT Secretariat in close cooperation with the Youth Committee to give young trade unionist the opportunity to learn about European trade union work
- ✓ Support affiliates in their work to develop methods of organising and mobilising young workers focusing on health and safety issues, for example in the fast-food sector.

Make trade unions more inclusive and more attractive to women

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

Create and strengthen TNC networks

- ✓ Review and update the EFFAT policy to deal with restructurings and conduct a project with other ETUFs to develop an online tool to manage restructurings
- ✓ Organise meetings at national level between the EFFAT Secretariat and members of national and European Works Councils, as well as with trade union officers
- ✓ Assess the need to establish European Trade union alliances/networks in specific TNCs, along the lines of the EFFAT Coca-Cola Coordination Group
- ✓ Promote the use of the [EFFAT portal on TNCs and EWCs](#), as well as the uploaded working tools and develop new ones on specific challenges

Strengthen European Work Councils

- ✓ Strive to ensure all EWCs negotiated by EFFAT have at least an EFFAT coordinator and have a strong union presence to work as an effective trade union tool
- ✓ Offer interesting training opportunities to TNC-EWC Coordinators in cooperation with ETUI and other allies
- ✓ Demand greater commitment of EFFAT affiliates on the coordination of EWCs in line with the “EFFAT Rules for TNC-EWC Coordinators”
- ✓ Ensure a fair implementation of the ETUFs recommendation on “How to deal with Brexit in EWCs and SE-WCs”

Improve Worker's Pay and Conditions

Over the course of the last few years, trade unions in many Member States have been faced with the progressive decentralisation of collective bargaining systems, austerity, and neoliberal policies, which has in many cases resulted in a reduction of collective bargaining coverage, deterioration in wages and working conditions, leaving many workers worse off today compared to 10 years ago.

The Covid-19 crisis has shown once again the unfair conditions that many workers in Europe face. The workers in our sectors have continued to work during the pandemic – often at great personal risk – and have been publicly praised because of their essential contribution to society. This is very important, but now concrete solutions for our members need to follow. Workers in our sectors need to get the recognition and respect that they deserve. They must earn a remuneration from which they can make ends meet and their unions should be able to bargain for fair and just working conditions.

The European Union's response to the Covid-19 crisis has so far marked a turning point in EU economic policy. Austerity measures have been abandoned to opt for an extraordinary recovery plan which, if well implemented, will ensure investments and the creation of new jobs. A new directive on minimum wages and collective bargaining has also been proposed with the declared objective of fighting working poor and strengthening collective bargaining. Although major conflicting points remain for the trade union movement on this directive, it represents a change of narrative with respect to the years of austerity. It is now crucial to ensure that the EU will not go back to austerity in the next future. This risk is high and represents a major threat to working people, particularly with the growing costs of energy and food prices that may further increase in the upcoming months.

Over the next two years EFFAT will focus on defending and improving jobs, pay and conditions. It is time for action, not empty political rhetoric. We will support affiliates in building capacity.

In 2022-2023, EFFAT and its affiliates will:

Support collective bargaining

- ✓ Provide strong support to affiliates engaged in improving their members' jobs, pay and conditions through collective bargaining and/or legislation
- ✓ Promote the enhancement of sectoral level collective bargaining and share good practices to support social dialogue and develop capacity building, especially in SEE & CEE
- ✓ Monitor the developments of the EU Directive on minimum wages and collective bargaining, ensuring it delivers real improvements for our affiliates, while fully protecting well-functioning collective bargaining systems
- ✓ Provide support to all member unions struggling for recognition and the right to bargain with specific companies, and fight against union busting and the growing phenomenon of "yellow" unions
- ✓ Develop sectoral coordination and cooperation around collective bargaining issues and priorities
- ✓ Continue collective bargaining cooperation at company level using EWCs as a platform

Fight against precarious work

- ✓ Deliver a new EFFAT charter against precarious work to ensure protection for non-standard forms of employment
- ✓ Take an active role within the ETUC ensuring the European Commission proposal on platform work takes on board trade union demands including tackling employee misclassification, regulating the algorithm, and providing better working conditions, collective bargaining rights and social protection
- ✓ Strengthen our engagement for domestic workers by further empowering our internal structure and by developing a clear action plan with initiatives to be taken at national level and before the EU Institutions.

- ✓ Support affiliates in their fight against exploitation of workers and gang master's practices in EFFAT sectors
- ✓ Continue to play an active role in the European Labour Authority and the European platform tackling Undeclared Work

Strengthen collective bargaining in the European meat sector

- ✓ Develop an EFFAT strategy to enhance collective bargaining, cross-border cooperation, and CB coordination in the meat sector with the intention to tackle social dumping and improving working conditions
- ✓ Keep monitoring developments in Germany with the new law and the collective bargaining in the sector and defend and further promote the experience of NGG
- ✓ Follow-up of the [EFFAT demands](#) on the meat sector
- ✓ Promote the exchange of information and best practices about working and employment conditions in the sector
- ✓ Build a trade union network in the sector to support existing EWCs and explore the possibilities of setting up new ones
- ✓ Develop tools and communication material for trade unions and workers representatives to address various challenges and issues in the sector

Strengthen the Sectoral Social Dialogue

- ✓ Encourage greater involvement of the social partners at European and national level to increase the political weight of the sectoral social dialogue
- ✓ Call for a specific social partner consultation, as well outside the social policy field, to increase the impact of the European sectoral social dialogue and make it more relevant
- ✓ Strive for better take up and implementation of sectoral social dialogue outcomes at company (TNC & EWC), national and European level
- ✓ Ensure better coordination between sectoral social dialogues and the EFFAT's political framework and action plan
- ✓ Keep engaging in joint social partners projects with European employers to address relevant challenges
- ✓ Assess the possibility to establish an EU sectoral social dialogue in the meat and domestic work sectors

Ensure better health and safety

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

A fairer and sustainable Europe that delivers more and better jobs

EFFAT fights every day for a fairer Europe based on the fundamental values of democracy, solidarity, equality, just transition, sustainable tourism and food and farming systems. These are our conditions to create a socially inclusive Europe that safeguards and improves workers' rights, provides high social standards and creates more and better jobs.

European workers are faced with new challenges related to new technology, globalisation and climate changes. EFFAT believes that the UN Sustainable Development Goals, which also cover decent work, poverty, quality education, gender equality and climate change, should be used as a trade union tool in the fight for a fairer Europe and just transition.

Effective workers' representation and political influence depends on strong trade unions and cross-border cooperation and solidarity. The first two years of the current mandate has seen EFFAT achieving important victories at EU level thanks to the support of its affiliates. Over the next two years, EFFAT will keep pushing its political agenda and sectorial demands and will keep working with the ETUC and the ETUFs to ensure the launch of new EU initiatives (in line with our demands) and a fair adoption of the ongoing ones.

In 2022-2023, EFFAT and its affiliates will:

Promote a socially just transition to a green and digital economy

- ✓ Make the transition towards a green and digital economy a political priority for EFFAT and develop a clear EFFAT vision on just transition that ensure rigorous socio-economic impact assessments, quality job creation, workplace democracy, vocational training, anticipation of change and social protection at the centre of all processes of transformation
- ✓ Conduct successfully the EFFAT project *Taking Part in climate action to build a just transition in the agri-food and tourism sectors* by evaluating the impact of the climate crisis in our sectors and developing objectives and strategies to ensure a just transition for workers.
- ✓ Promote the ban of glyphosate and the protection of agricultural workers health and safety in line with [EFFAT adopted position on glyphosate](#)
- ✓ Ensure that all proposed actions and policies in the framework of the Green Deal, Farm to Fork Strategy and Fit for 55 which are relevant for our sectors include a strong social dimension and do not affect workers' interests
- ✓ Cooperate with ETUC and ETUFs to ensure that the *Council Recommendation to address the social and labour aspects of the climate transition* expected on 14 December 2021, include trade unions demands including on social conditionality
- ✓ Exert pressure on companies, including through EWCs, to ensure they involve trade union representatives on climate related actions and policies, as well as on the introduction of new technologies
- ✓ Demanding the inclusion of just transition in the work program of our sectoral social dialogue

Fight for a fairer Europe and an inclusive recovery

- ✓ Advocate the Commission and the EP to take on board our newly adopted [EFFAT demands on mobility and migration](#)
- ✓ Follow-up on the EFFAT demands enshrined in the [EFFAT position paper relaunching an rethinking tourism with a more sustainable and socially inclusive vision](#)
- ✓ Ensure a fair recovery in our sectors after Covid-19 and use this momentum to call for policy changes and binding measures
- ✓ Follow-up on all Social Partners joint statements adopted during Covid-19 and offer guidance to EWC - TNC Coordinators on how to deal with the consequences of the pandemic
- ✓ Assess the potentials of the EU Pact for Skills
- ✓ Keep our engagement in protecting affiliates in the UK and in the EU, limiting as much as possible the negative impact of Brexit and work jointly along the new realities

- ✓ Keep growing EFFAT's political reach by developing new good relationships and contacts with members of the European Parliament, the European Commission and the Council

Expand the concept on social conditionality

- ✓ Keep supporting affiliates through guidance, meetings and documents to ensure an effective implementation of CAP social conditionality and other social elements as soon as possible in all Member States
- ✓ Pressing the Commission to ensure it delivers a delegated act on social conditionality that takes on board EFFAT demands
- ✓ Push for a strong social dimension to be part of each initiative that will be launched in the framework of the Farm to Fork Strategy, as also demanded by the EP Report on farm to Fork
- ✓ Follow-up on the EP resolution and draft INI report demanding the extension of social conditionality to all EU funds
- ✓ Cooperate with other ETUFs to ensure public procurement contracts are awarded only to companies respecting applicable working conditions and with a collective bargaining signed with the unions

Ensure a socially just recovery of the tourism sector

- ✓ Relaunching the sector with a new socially responsible model as outlined in our Orientation paper *Re-launching and rethinking tourism with a more sustainable and socially responsible vision*
- ✓ Address the labour shortages in the hospitality sector through decent work, higher wages and strong collective agreements
- ✓ Further develop company networks across key hotel chains to build union density, to share organising and campaign strategies and to build solidarity across unions in the sector
- ✓ Develop and promote guidelines for trade unions to ensure that our sister organisations only use hotels and conference venues that respect workers' rights and collective agreements

Promote fair and sustainable value chains

- ✓ Push for the immediate launch of the EU initiative on due diligence and sustainable corporate governance ensuring it will include all EFFAT demands
- ✓ Follow up on the [EFFAT demands on the Farm to Fork Strategy](#)
- ✓ Develop a comprehensive position on labelling that addresses imbalances in the value chain, promote European products, while empowering workers and enabling consumers to make a conscious decision
- ✓ Fight against child labour in all our sectors and for a fair and sustainable international trade in the agri-food supply chain
- ✓ Strengthen alliances with trade unions representing workers in the retail sector to further ensure sustainable agri-food value chain
- ✓ Secure workers' rights in subcontracting chains and building pressure for an EU legislative initiative on subcontracting
- ✓ Follow-up on the implementation of the directive on unfair trading practices as it is important for the whole agri-food supply chain

Promote work-life balance

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

Celebrate diversity and equality and tackle racism, and discrimination

- ✓ Take an active role within the ETUC to improve the proposed Gender Pay Transparency Directive ensuring it can deliver real equal treatment between men and women at work, acknowledging the role of trade unions.
- ✓ Develop strategies and share best practices on how to best counter nationalist rhetoric, far right, and anti-EU politics following up on the EFFAT discussion paper: *A Trade Union Roadmap for a stronger social Europe against rising populism* and the conclusions of the EFFAT demands on mobility and migration
- ✓ Work closely with other ETUFs and the ETUC in the fight to ensure that all members of the LGBTQI community are treated with respect and dignity in society and at the workplace
- ✓ Educating members on the importance of diversity, equality and by creating opportunities to meet to discuss how to organise and mobilise around the issue

Build strong alliances in the interest of workers

- ✓ Work in close cooperation with the ETUC and other ETUFs on various cross-sectoral issues
- ✓ Strengthen our relations with our sister organisations, NGOs and civil society organisations

FOOD



EFFAT

The Food, Drink and Tobacco sector will work towards a joint vision of the food, drink and tobacco sector and where we want it to stand in 10 years' time. Together we will develop our trade union demands and how to achieve them. Our demands will target digitalisation and climate change; key issues transforming our sectors. But we will as well put pro-actively our prioritise on the agenda.

1. Ensure a just and healthy future for the workers in the FDT sector

In order to lay the ground:

- A report shall look into the working conditions in the FD sector across Europe with a clear focus on the processing industry. The report would be a snapshot of the situation in the food processing industry at the moment of writing, but allowing an outlook in the future.
- EFFAT and its member organisations will develop our main priorities for the sector for the recovery and the future based on this report
- This report and our main priorities will be the basis for further lobbying work on national and European level

Further:

- The situation of collective agreements in the FD sector will be mapped, with the help of a questionnaire, highlighting the key priorities of the member organisations. A collective bargaining calendar will be established.

On the basis of the above we will choose three key areas of joint European wide work. This in order to set the agenda along our prioritise. Those might be in the area of:

- Collective agreements: support EFFAT affiliates to obtain and improve collective agreements (see point 3)
- Health and safety: develop concrete European wide demands and campaign around them (proposal: Right to a long and healthy life in the food sector)
- Education and training: develop our trade union position and defend it on European level

2. External boundaries to our trade union work

The key issues transforming the food and drink sector at the moment and over the next years will be the accelerated digitalisation and the new imperatives due to climate change and what these developments mean for the workers.

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

Just transition¹:

- We will work on our specific sectoral demands on just transition in the frame of the broader EFFAT project (meat and dairy sector might be most affected) and continue the work on the Farm to Fork Strategy (see below).

Digitalisation:

- The work on digitalisation will be accompanied on different levels, e.g. sectoral and company level.
- Seen that new technologies arrive in each and every company it is an issue all worker representatives have to deal with at one moment in time. Therefore a template collective agreement on digitalisation will be developed for the use of the member organisations and the worker representatives who will negotiate this issue in their company.

¹ Our vision of just transition needs to take on board social considerations alongside environmental ones. It needs to put the future of jobs and the sustainability of our sectors at its centre.

International Trade:

- The FDT sector is in favour of a new generation of fair and sustainable trade agreements and will follow the ongoing negotiations between the EU and third countries on the basis that new agreements shall pave the way to fair and sustainable competition, the defence of worker's rights, climate protection and a fair distribution of the wealth generated by fair trade.
- The EFFAT position will be developed and further lobbying work around it will take place.

Mobility:

- We will look at the sectoral demands of worker mobility; the main focus will be put on subcontracting and enforcement through labour inspectors.

Farm to Fork Strategy:

- Legislative framework for sustainable food systems:

The Commission will make a legislative proposal before the end of 2023. It should mainstream sustainability in all food-related policies and strengthen the resilience of food systems. It will address the responsibilities of all actors in the food system.

It will be crucial to ensure that sustainability embraces the environmental and social dimension and that the workers perspective is heard and taken up in this proposal.

- Food labelling:

Under the Farm to Fork strategy one of the policy measures foreseen is a sustainable food labelling framework. An EFFAT position will be developed taking into consideration the labour dimension in labelling.

Human Rights Due Diligence²:

- We will follow the work on EU level with regard to a new Directive and input with sectoral examples.

3. Specific focus – organising and collective bargaining

Improvements for the work and life, for the working and employment conditions of the workers in the Food, Drink and Tobacco sector will only be achieved if we remain strong as trade unions and if we think organising along all our actions. In this sense:

- The Meat sector will be a priority in the work of the sector, through the project which was submitted, having the following focus:
 - Strengthen cross-border TU cooperation and coordination
 - Strengthen collective bargaining at national, sectoral and EU level
 - Improve the working and employment conditions
 - Reinforce membership
- Aquaculture: is a sector in development and might therefore open possibilities for organising of new membership. We will:
 - Map which member organisations have membership and are active
 - See if policy demands can be developed at a later stage

² It is generally understood as the process for businesses to identify, prevent, reduce and account for negative impacts of their activities or relationships, which often involve subsidiaries, subcontractors, suppliers and other economic transactions. It is a tool to hold business accountable for the impact on people and the planet.

4. How to ensure change?

The only way to ensure change is through our collective strength. The voice of the workers of the sector need to be put to the forefront, the concerns and the needs need to be continuously put in the centre of any policy discussion.

Our policy demands should be streamlined into our work on every level:

- European institutions:

We will continuously bring our key demands to the attention to the European policy makers. This can be done through visits with the FDT board and specific affiliates (depending on the issue) to MEPs and the Commission; through conferences and through social media.

- EWCs:

It is essential to bring the knowledge of the EWCs through the coordinators back into the sector and vice versa. We will organise an exchange of the EWC coordinators of the Food and Drink Sector only.

- Social Dialogue:

The work in our SSDC Food and Drink and SSDC Sugar should be used to advance our policy demands. Those demands should as well make their way into the SSDC workprogrammes. The link between the national social dialogue and the European needs to be reinforced.

Social dialogue in the food and drink sector (FoodDrinkEurope)

- Common project on social dialogue under the Covid19 pandemic and sustainable growth of the sector (if accepted by the Commission)

Social dialogue in the sugar industry (CEFS)

- Develop a new work programme for 2022-2023 by including our policy demands for the future food sector

5. Reinforce our ties to build trade union power

Only a united movement, build on mutual support, understanding and trust, offers the basis to build more trade union power. From this starting point EFFAT and our member organisations will influence policy agendas, policy measures and legislation and promote the freedom of association, collective bargaining and social justice at all levels.

Our own work will take place through the statutory bodies:

- Board meetings
- General Assembly

But as well through:

- The exchange of information. It is essential to be in contact, to be aware of the priorities of the colleagues in order to reinforce the feeling of belonging to one group/family especially after the Covid pandemic, which did not allow for face to face meetings
- Giving the opportunity to member organisation to present their key collective agreements, bargaining strategy, etc.
- Means of communication – to be developed by the FDT sector along our needs
- Putting focus on one sectoral example per month in line with our political priorities, this through social media and through email to our FDT list

➤ International solidarity

- EFFAT and our member organisations will continue to engage in the work of the Cocoa steering committee.
- Our work with the IUF will continue

➤ Partners / Allies

- Continue our work in cocoa, but as well on the Unfair Trading Practices Directive with NGOs active in the field. Other issues might be taken up with different partners and allies.

AGRICULTURE



EFFAT

Based on the decisions of the Congress and the Executive Committee of EFFAT, as well as on the results of the General Assemblies and the Board of the sector, EFFAT's agricultural sector is proposing the following priorities for its actions in the coming two years:

Actions

Implementation of Social Conditionality in the Member States

The sector supports affiliates in the implementation of Social Conditionality in the countries.

Improving working conditions for mobile workers

By creating a website and an app for mobile migrant workers, we want to better inform them about their rights and achieve a better understanding of the role of trade unions among these workers.

Overview of wage increases and minimum wages in the countries

Annual wage increases and the level of national minimum wages are collected and made available to affiliates.

Effects of digitalisation for employees in the sector

With the DigiVET project, we will enable better adaptation of workers to the digital transformation and strengthen affiliates.

Improving conditions for small farmers

The Small Farmers' Committee will intensify the activities of recent years and extend its network to new countries. The results of the CAP reform will be analysed and new initiatives to improve working conditions for small farmers will be proposed.

Strengthening the social dialogue

The social dialogue is to be expanded on the basis of the Joint Declarations of the social partners in the sector. In particular, it is to be achieved that further branches (contractors...) carry out a strong social dialogue. A joint initiative of the social partners on the image of work in the sector is to be advanced.

Improving occupational health and safety

Based on the sector's positions, work will continue. In particular, work on the consequences of climate change (skin cancer, desiccation) and the ratification of ILO Convention 184 will be intensified.

Strengthening vocational education and training

Vocational education and training is a central building block for the adaptation of employees to the changes in the sector. The framework conditions for future education are analysed and further initiatives are called for.

Adaptation to climate change

Climate change is changing the basis of agricultural and forestry production in Europe. These changes are analysed and necessary measures for the sector are developed.

Strengthening employment in the sector

Agricultural structural change is increasing and changing the role of dependent employees in the sector. The increasing importance of workers is to be strengthened by improving the social situation of workers. This includes in particular higher wages, an alignment of working conditions with those in other sectors and better social protection.

Strengthening trade unions in the sector

We want to strengthen trade unions in countries where they are not recognised and respected by employers' organisations and/or governments.

The degree of organisation in the trade unions is to be strengthened. To this end, we work together with initiatives in other sectors.

Broadening trade union representation of the sector in EFFAT

In some countries, the sector is not represented. We want to strengthen the membership base in these countries.

Cooperation with the AWTG in the IUF

Cooperation with the agriculture group in the IUF is being expanded. A successor will be found to represent the EFFAT sector in the group.

TOURISM



EFFAT

EFFAT overall objectives and priorities in the Tourism sector

- ✓ Relaunch the sector with a new socially responsible model as outlined in our [Orientation Paper](#) “Relaunching and rethinking tourism with a more sustainable and socially responsible vision”.
- ✓ Address the labour shortages in the hospitality sector that can only be resolved through decent work, higher wages and collective agreements.
- ✓ Further develop company networks across the key hotel chains to build trade union density, to share organising and campaign strategies, and to build solidarity across trade unions in the sector.
- ✓ Develop and promote guidelines for trade unions to ensure that our sister organisations only use hotels and conference venues that respect workers’ rights and collective agreements.

Proposed EFFAT Action points

Ensure social and just recovery of the tourism sector

- Continue to exchange information about the situation in hospitality in the various countries and member organisations’ activities to improve the conditions in the sector.
- Elaborate an EFFAT position on better and more sustainable working conditions in the European hospitality sector.
- Try to reach a joint position with HOTREC: criteria / indicators / guidelines for a more attractive and sustainable employment in hospitality.
- Continue to give input to the initiatives on tourism of the European institutions (e.g. Tourism Transition Pathways 2030, European Agenda for Tourism 2050), lobby for a more sustainable and socially responsible tourism, on the basis of the principles of the EFFAT Orientation Paper.
- Revive the initiative on Just Tourism / social labelling of hotels and restaurants, in cooperation with IUF, to encourage trade unions and consumers to use their purchasing power to support socially responsible businesses when they look for restaurants or accommodation, assess state of affairs of existing fair hotels and restaurants schemes and facilitate the start of similar campaigns by trade unions in more countries.
- Continue to promote the “Choosing Best Value in Contracting Food Services - A guide for private and public client organisations”, elaborated in cooperation with the European contract catering employers, to strive for the take up of social and quality criteria in the awarding of contracts and public procurement; support EU initiatives that push for social conditionality in the Public Procurement Directive.

Qualification & training in the hospitality sector

- Exchange information about affiliates’ activities on vocational education and training, apprenticeships, re-/up-skilling in hospitality, and share successful initiatives / models for mutual inspiration.
- Promote apprenticeships as a tool to give young workers a substantial vocational training, and advocate for the respect of the criteria of the [European Framework for Quality and Effective Apprenticeships](#).
- Assess the potential of the EU Pact for Skills and consider joining the Pact for Skills for Tourism.
- Ensure that initiatives on qualification & skills take into account and build on work carried out jointly by social partners, e.g. European Hospitality Skills Passport.
- Pursue the involvement of workers and their representatives in assessing training needs, planning, implementing and evaluating training measures.

Occupational health and safety in hospitality

- Cooperate with IUF on promotion and implementation of the “Guide to COVID-19 Occupational Safety and Health in Hotels”, and support IUF in pushing for health and safety to become one of the ILO core Conventions.
- Continue to fight for the elimination of sexual harassment & violence (SH&V) in hospitality
 - Collect and share good practices on how to fight SH&V, e.g. obligatory SH&V protocols in Spain, “Draw the line on sexual harassment” training in Norway; mutually support campaigns such as “We are not on the menu”
 - Promote the Global Framework Agreements on SH&V which IUF has signed with hospitality TNCs, and pursue their implementation at national level
 - Put SH&V on the agenda of sectoral social dialogues Horeca and Contract Catering, share good practices, strive for concrete outcome, e.g. toolkit of good practices, joint recommendations of social partners, standard policy on SH&V
 - Push for the ratification and implementation of ILO Convention No. 190 on Eliminating Violence and Harassment in the World of Work
- Support campaigns for the safety of hospitality workers, such as guaranteeing safe transport home for workers who have to work early or late hours.
- Further promote the Online interactive Risk Assessment (OIRA) tool for the hotel and restaurant sector, jointly elaborated by HOTREC and EFFAT, under the umbrella of the European Agency for Safety and Health at Work (OSHA), and encourage take up by national social partners, pursue that risk assessments are undertaken properly, with the involvement of workers’ and health & safety representatives.

Hotel housekeeping

- Continue to support IUF campaigns and the Global Week of Action for hotel workers.
- Elaborate guidelines for affiliates, other trade union federations, befriended organisations, etc., to only use hotels for events and travel which do not give guests a “green choice” to opt out from daily room cleaning, in cooperation with IUF.

Platform economy

- Continue to monitor the “platformisation” in the hospitality sector, e.g. short-term accommodation rentals, food delivery, meal sharing, dark kitchens, and to advocate for fair competition and a level-playing field.
- Continue cooperation with ETUC and ETUFs (European Trade Union Federations) in fighting for equal treatment and fair working conditions for platform workers and all non-standard forms of work, and for a strong EU Directive on working conditions in platform work.
- Support affiliates in strive to organise platform workers, exchange information on successful practices.

Climate change

- Contribute to the EFFAT project “Taking Part in climate action to build a just transition in the agri-food and tourism sectors” by evaluating the impact of the climate crisis in hospitality-tourism and developing objectives and strategies to ensure a just transition for workers, on the basis of affiliates’ activities in this field, and in line with the IUF initiative on “Climate crisis and its impact on the tourism sector”.

Build membership

- Collect and share examples of member organisations’ efforts to organise hospitality workers, to recruit new members and to build trade union strength, organise a specific seminar.
- The Action Plan for the EFFAT-IUF Fast Food Sector is an integral part of this action plan.
- The Work Programmes of the Sectoral Social Dialogue Committees (SSDC) Hotels & Restaurants (with HOTREC) and Contract Catering (with FoodServiceEurope) are an integral part of the work in the EFFAT Tourism Sector.

Background

The Fast-Food sector is a quite unique phenomena in the world. It employs roughly 12 million people worldwide at burger restaurants, coffee shops, take-away and home delivery restaurants. Throughout the pandemic, the sector has been able to turn a profit, which other parts of the hospitality sector has not. A large portion of the workforce is young, women, migrant, minority, and other groups that are generally vulnerable on the labour market. Far too often, these workers are treated badly, and are forced to work under precarious working conditions, with a poor work to life balance. The sector is also largely unorganised, and trade union membership is very low, compared to other sectors. The sector is often considered an entry point to the labour market for many young workers, and this is something companies like McDonald's take great pride in.

The Fast-Food sector is here to stay and will continue to grow. It is also a very standardised sector, where kitchens, work routines, management structures and so on are practically identical around the globe. The sector sets a standard for jobs in other restaurants, but also in general, because of the size.

All of this combined creates an opportunity for us, in the sense that a change in the fast-food sector, means it has potentially wider implications than within in the sector alone.

EFFAT overall objectives and priorities in the sector:

- Organising and building trade union power
- Strengthening coordination among EFFAT and affiliates
- Improving working conditions, and in particular health and safety standards

Proposed EFFAT Action plan:

- Continue to work with the global partners to find common approaches in the sector.
- Continue the work to improve Occupational Safety and Health for young workers by focusing on issues in the Fast-Food sector.
- Continue the work around fighting Sexual Harassment and gender-based violence in the fast-food sector.
- Creating an ad hoc EFFAT working group on fast-food of interested trade unions.
- Follow up on the OECD complaint against McDonald's.
- Work for an inclusion of franchise-network in the EU due diligence directive.
- Support affiliates in their work to develop methods of organising young and precarious workers, with an extra focus on the fast-food sector.
- Develop strategies on how to increase the number of young members, and the number of workplace union representatives in the sector.
- Support affiliates in their work to improve occupational safety and health for precarious workers, with an extra focus on the fast-food sector.
- Continue to map membership and activities in the sector across Europe.
- Develop our policy and advocacy work targeted at the European institutions, with a special focus on Members of the European Parliament.

Upcoming events:

- ILO Convention June 2022

DOMESTIC WORKERS



EFFAT

Organise Trade Union power

- Our first priority is to organise workers and **build trade union power**.

EFFAT and our members will develop strategies to increase the membership of domestic workers in Europe. We will cooperate closely with our affiliates as well as contacting other relevant trade union organisations, mapping existing structures and organised domestic workers' groups, supporting the development of representative and democratic structures.

- Actively participating in the **ITC-ILO / EFFAT project** in the promotion of new organizing techniques and exchange good practices in organizing vulnerable workers. (Focus group : Migrant Domestic Workers) Organizing a face to face workshop (February or March 2022) with all EFFAT member organisations organising domestic workers, developing concrete approaches to integrate documented and undocumented Migrant Domestic Workers into existing TU structures and speak with one voice.
- Cooperate with IDWF in participating in the **OSF project** to attract new member organisations that share our values to strengthen membership, targeting 5 European countries.

Build solidarity and campaigns to address political priorities

- **Ratification and implementation of the ILO C189** by the European countries is a political priority for EFFAT, its members and millions of domestic workers in Europe. ILO Convention 189 recognizes domestic work as decent work and the respect of fundamental rights. We ask the political authorities to recognize, value and professionalize this workforce that is essential to families and that contributes directly to the economy. Therefore, our objective is to assess the current situation in the process of ratification and implementation, country by country, and to support affiliates by proposing actions and concrete tools to move forward in this process. EFFAT will promote examples of good practices in Europe, particularly at the annual Domestic Workers' Day on 16 June. (date of the adoption of the ILO C189)
- Domestic workers face multiple **health and safety** problems in the workplace. As the workplace is considered a private space of the family, the problems encountered are mostly not submitted to the competent bodies in terms of control and sanction. Domestic workers are confronted with multiple problems such as: ergonomic, articular, musculoskeletal and other risks like work at height, slipping on wet ground, working with chemicals, relational problems which leads to psychological problems,...
EFFAT is committed to discuss and promote health and safety measures for domestic workers and to fight for the recognition of the household of users/employers as a workplace under European legislation. **Mandatory and adequate training of domestic workers** in terms of protection and prevention in the workplace is essential in this area.
- The links between [domestic work](#) and female international labour **migration** is well established. Documented and undocumented migrant domestic workers face additional problems related to social, economic, racial/cultural and legal discriminations. EFFAT is committed to develop key guidance and recommendations for improving migration policies, awareness raising campaigns and capacity building programmes for migrant domestic workers.
- Approximately 90% of domestic workers in Europe are women. **Gender related Issues** : Integration of domestic workers into the agenda of EFFAT's Women's Committee. Integration of the Women's Committee action points into the domestic Work Sector's priorities. With a focus on gender based violence. (ILO C190)
- Organisation, cooperation and evaluation of **trans-border solidarity** in order to provide active support and visibility to trade union campaigns and actions.

Improving Worker's Conditions through Social Dialogue and Collective Bargaining.

- **The European Sectoral Social Dialogue;** EFFAT, UNI Europe, EFSI and EFFE are launching an 'informal PHS social dialogue'. We are committed to meet monthly and develop a common program and sectoral projects to address relevant challenges through solid sectoral advocacy. Our intention is to integrate EPSU in order to have a global representation. Discussions are in progress.
- Explore the possibilities of setting up a **PHS liaison committee (EFFAT/UNI Europa/EPSU)** in order to establish a strong union collaboration with common sectoral goals.
- **Building Strong Social alliances in the interest of Domestic Workers;** EFFAT is committed to collaborating closely and ensuring a strong relationship and presence in the work of IDWF, ETUC, IUF and other NGOs or competent actors in civil society to enhance our demands. EFFAT is Committed to align EFFAT and IDWF conceptional strategic planning regarding Domestic Workers for Europe, gradually taking over Karin Pape's (Wiego) operational tasks.
- **EU Funds:** Explore the possibilities to apply for EU funding to support the work in the sector

GENDER EQUALITY AND DIVERSITY



EFFAT

1. Develop a new strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, work-life balance and sexual harassment and violence at work

- Gender pay transparency Directive : Pay transparency is needed and could speed up progress towards **equal pay**. EFFAT is participating and is actively involving its members in the policy process of the European Directive. EFFAT will continue to develop joint actions to the attention of relevant political authorities in order to influence their decisions and amend the proposal in favour of women workers. The goal is to discuss and identify priorities with our members in order to elaborate EFFAT collective bargaining demands.
 - **Work life balance** is an essential part of every worker's daily life. Today, in Europe, it is still women with young children or parents with disabilities who adapt their work organization to allow this combination. A heavy workload that puts their health at risk and limits their career opportunities. A better distribution of family/private tasks between men and women would be beneficial for everyone.
- EFFAT will work to promote equal rights for men and women in the access to family/private life and professional career.
- EFFAT will assess together with ETUC the transposition of the Work life balance directive.
- Regarding **violence and sexual harassment in the workplace**, EFFAT will support its members to promote and implement the EFFAT Zero Tolerance recommendations both at national and (transnational) company level.

ILO C190³ is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. Governments that ratify ILO C190 are required to put in place the necessary laws and policy measures to prevent and address violence and harassment in the world of work.

Every worker, no matter who they are or what work they do, deserves the protection of ILO C190.

Today, two EU Member State has ratified the Convention (Greece and France). Together with ETUC, EFFAT will engage in both political and trade union actions to support its members in the process of ratification and implementation of the C190 in Europe.

2. EFFAT will ensure equal participation of women in EFFAT work and decision-making structures at all levels and pursue gender mainstreaming in all EFFAT policy fields

In just a few years, EFFAT and its members have made great progress in **increasing the representation of women** in political decision-making structures and committees.

We have doubled the participation of women in EFFAT Congress in a period of 5 years.

The Secretariat will continue to **monitor** the compliance of the nominations with our objectives.

Our goal is to continue to **strive for equal parity** by “institutionally” incorporating the gender issue into sectoral and cross-sectoral policies. But also to reflect together on new ways to improve gender equality globally.

³ (The ETUC Women's Committee seeks urgent clarification as to the alleged legal foundation for the EU Council's objection to Member states' ratification process of ILO C190. The proposal for a Council Decision authorising Member States to ratify, in the interest of the European Union, the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization should be adopted as a matter of urgency as a means for the EU to work together to support the ratification of ILO Convention 190 throughout the EU rather than placing unwarranted obstacles in the way of Member States. Workers should not be made to wait any longer.)

3. Continue the fight for equal opportunities, non-discrimination and equal pay

In addition to points one and two;

We believe that the **EFFAT / ITC-ILO Project** will contribute to the implementation of our political work and can play a significant role in achieving our strategies.

➤ Gender Equality

- Strengthen EFFAT's gender equality and diversity network
- New strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, pay transparency, work-life balance and sexual harassment and violence at work based on EFFAT tools and ILO standards
- Raise awareness among EFFAT affiliates about the need to make trade unions more attractive to women and make gender mainstreaming an integral part of their organising strategies

➤ Migrant Workers

- Raise awareness about the positive economical, societal, and cultural benefits migrants bring to European societies.
- Tools and material to reach out to migrants, organise them and protect their rights at work

The **European Works Councils** is a tool for trade unions to achieve objectives on gender equality

On Equal representation, the composition of the EWC should reflect the proportion of gender within the workforce of the respective TNC

On Equal opportunities, it should contribute to the improvement of the situation of female workers by taking up gender equality issues in the EWC

In parallel, it is essential that we question ourselves and **develop an EFFAT vision** in the context of inclusion and diversity for all vulnerable group of workers in our sectors.

Celebrate and develop diversity

1. Promote and produce material that addresses populism, anti-European sentiments and xenophobia at the workplace

National-populism spreads like an oil stain over Europe.

The discourse of populist parties/groups or identity movements responds to citizens' fears related to the economic crisis and globalization (social status, material distress) by advocating economic protectionism, the closing of borders as a miracle solution to the economic crisis and as a bulwark against globalization, through a discourse, a rhetoric in which they pose as an alternative to the "establishment".

In parallel, we are confronted with a global lack of vision of social and labor policies, ecology and migration. This reinforces fear and increases this polarization.

EFFAT and its members are aware of the multiple difficulties- and attacks that vulnerable groups of workers face in the workplace. Stereotypes, biases, discrimination in employment, in human resources management, in communication...

Together with ETUC, we will not allow workers to be set against each other. We will continue to reject scapegoating of migrant workers and call for national governments and the EU to tackle the root causes of local people's concerns. We need action to stop wage undercutting and ensure that workers doing the same job, in the same workplace, get the same pay, and collective agreements and national industrial relations systems are respected. Migrant workers contribute to our economy and labour market, and provide significant social contributions and taxes, which make our welfare state more sustainable.

But we must also dare to question ourselves. We must DARE to ask ourselves real societal questions and open the debate, with the workers, and thus inform & train them, deconstruct and propose real democratic and non-violent alternatives.

The awareness and training of union organisers, shop stewards and activists in the fight against stereotypes, biases and discrimination as well as the design and development of educational tools is essential in the field.

EFFAT condemns right-wing extremism and is fully committed to fight every form of racism, discrimination and xenophobia. EFFAT is fully committed to promote and pursue the objectives of the UN Sustainable Development Goals at each and every level.

EFFAT will support its members in these challenges and we will continue to fight for democracy, solidarity, mutual respect and dignity for all.

2. Promote social partners involvement in the integration of migrants and refugees in the labour market and continue the exchange of good practices at national, sectorial and company level

EFFAT affiliates do tremendous work for mobile and migrant workers, as well as for refugees and asylum seekers. They try to make them visible and to bring an end to the abusive practices and exploitation. They fight to ensure that their employment and social rights are always respected. Inclusion and equal treatment for all these workers must become reality. The EFFAT Secretariat will work tirelessly in the upcoming weeks and months to promote the demands included in this paper.

Moreover, specific actions will be put in place together with affiliates to strengthen trade union power among mobile and migrant workers and improve their living and working conditions;

- EFFAT was actively engaged in the ELA Campaign on seasonal workers during 2021 to ensure that it can become an effective initiative to strengthen affiliates' work in assisting mobile and migrant workers. EFFAT will try to use the Campaign as leverage to create long-term synergies and strengthen cooperation among social partners and competent authorities, both at national and cross-border levels. EFFAT will advocate to ensure that the commitment of ELA to support workers in our sectors will also continue after the Campaign.
- EFFAT will facilitate (upon request) specific cooperation meetings between affiliates from departure and receiving countries of mobile and migrant workers in order to strengthen synergies, particularly during the harvesting season.
- EFFAT will offer ad hoc support for specific campaigns carried out by affiliates to organise mobile and migrant workers.
- EFFAT is committed to building union power in the Domestic work sector with a view to strengthening sectoral collective bargaining and cross border solidarity and cooperation.

3. EFFAT is working closely with IUF in the fight to ensure that all members of the LGBTQI community are treated with respect and dignity in society and at the workplace by educating members on the importance of LGBTQI equality.

Workers need to be empowered **to fight against stereotypes, biases and discrimination, to fight against homophobia, transphobia, hostility, rejection, ...**

EFFAT will support its members in the **development of adequate tools** for workers as well as to **promote diversity** in sectors, in companies and to strengthen solidarity between all without distinction.

EFFAT is committed to **integrating a formal program of discussion and exchange within the Women's Committee** and will support its members to strengthen their diversity work.

EFFAT will continue its **reflection on how to integrate these issues in a structural way** in the future.



EFFAT

EFFAT

European Federation of Food, Agriculture and Tourism Trade Unions

Avenue Louise 130a, 1050 Brussels, Belgium

T +32 2 218 77 30 | F +32 2 218 30 18 | effat@effat.org | www.effat.org