



Executive Committee

Geneva, May 29-30, 2013

Item 6: Fulfilling the Mandate – the role of regional organization/regional reports

(d) IUF Europe (EFFAT)

The Crisis

The crisis and its catastrophic effects on employment and wages continues to dominate Europe, because the so-called “EU bailout package” primarily helps European banks and investors but not people. Of course, with the planned introduction of a financial transactions tax, at least in some EU Member States, a longstanding trade union demand has been met. However, in other respects, the European austerity policy merely continues its destructive work and ruins jobs and entire national economies. Although the “EU bailout package” was sold as a major solidarity measure, it has split Europe more than ever. That is why the trade unions are campaigning for much tougher taxation of the wealthy, in order to provide wide-ranging investment in a sustainable future and thus return national economies to growth.

Combating precarious employment

The crisis is also leading to a massive increase in precarious employment. That is why EFFAT last year also concentrated on the establishment of the “Charter against Precarious Work”. The measures addressed included the following:

- studies were prepared on precarious employment in the European agriculture, food and tourism sectors,
- we drew up a 10-point programme to combat precarious employment and guidelines on subcontract work, which were translated into 13 different languages,
- we established guides on the subject of outsourcing,
- we set up a special website on precarious employment,

- we organized meetings and seminars on combating precarious employment and promoting youth employment through wage agreements,
- the subject was discussed in European works councils in order to limit or prevent precarious employment,
- we promoted the national implementation of the European Directive on agency work which provides for minimum social standards and equal treatment of contract workers,
- member organizations report regularly in the Executive Committee on their initiatives on this topic.

We have also increasingly addressed the subject of “Stress in the Workplace”, as insecure jobs and starvation wages are prime causes of stress and psychosocial risks at work.

Combating social dumping

This is a campaign which we are conducting together with other European trade union associations which are faced with the same political challenges. Thus, on 23 January 2013, together with the European construction workers and European transport workers, EFFAT took part in a powerful and highly successful demonstration against the exploitation of migrant workers and social dumping. We highlighted the major social problems in the European labour market by reporting specific cases. One of the biggest problems we have is with the transnational companies in the European meat industry, which is currently one of EFFAT’s sectoral focuses.

Moreover, many employers, where we are strongly organized as trade unions and which thus conclude good wage agreements and social conditions with our member organizations, suffer from social dumping and unfair competition from those companies which fight the trade unions. Thus we take the opportunity, wherever possible, to fight alongside the employers against social dumping. Our Irish member organization, for example, under the slogan “Fair Hotels” has embarked on a joint initiative with hotel owners, setting up a website which recommends those hotels which apply wage agreements. A similar initiative was launched by EFFAT some years ago with European catering businesses. The Belgian trade unions and employers are also working together with the Belgian Government to combat social dumping in the German meat industry, in order to protect the higher Belgian wage agreements.

EFFAT’s most important joint priorities for 2013 are summarized in Annex 1.

Activity Report for the agriculture sector

Activities in the agricultural sector were determined by the effects of the financial and currency crisis. Solutions to the negative developments are expected from the new CAP after 2013. Decisions on the future financing of the Common Agricultural Policy are still unresolved. However, without an acceptable agriculture budget, there will be no progress.

General Assembly of the Sector 2012

The General Assembly adopted the following decisions:

1. Further national observatories for safety and health in agriculture will be established focusing on musculo-skeletal disorders.

2. EFFAT wants to improve worker safety for tractor drivers working with pesticides and herbicides. Appropriate proposals were made to the working group on agricultural tractors.
3. EFFAT wants to improve safety of workers who work alone in isolated places without contact with others. Successful initiatives were introduced in agriculture through social dialogue.
4. Colleagues from the Tunisian Agriculture Union reported on developments in the Arab Spring.
5. Participants in the session congratulated Anja Westberg on her election to vice-President of the IUF Agricultural Group and, with regard to with this personal appointment, expressed the wish for stronger links between the EFFAT Agriculture Sector and the IUF Agricultural Trade Group.
6. New initiatives for wider ratification of ILO Convention No. 184 were launched.
7. A resolution against the free trade agreement between the European Union and Colombia and Peru was adopted.

Regional conferences

On 3 February 2012, the Regional Conference of Spain, Portugal, Italy, France and Germany was held in Malaga (Spain) on the subject of social dialogue in agriculture. Other regional meetings on the subject were held on 16 February in Helsinki (Finland) (Regional Conference of the Scandinavian Countries) and on 14 March in Istanbul (Turkey) for agriculture unions from Turkey, Bulgaria, Serbia, Montenegro, Kosovo, Macedonia, Croatia and Romania. A European conference with the participation of all member trade unions in the sector and European employers' organizations on this subject took place on 25 and 26 April in Bratislava (Slovakia).

On 18 and 19 April 2013, the Regional Conference of the Nordic member organizations was held in Roskilde (Denmark). The subjects were the annual plan of EFFAT, ESCO and Agripass and the Regional Reports of Member Organizations.

Sectoral educational council

On 1 and 2 March 2012, we prepared a regional meeting in Valencia (Spain) on the establishment of a sector qualifications council in agriculture (SQC-AGR). Other regional meetings took place on 30 and 31 May in Sofia (Bulgaria) and on 5n and 6 June in Bodenheim (Germany). A final position of the sector on this subject was drafted on 14 September 2012 in Alsace (France). We welcomed the establishment of this council and invite employers to take this forward with us.

Coordination of social security systems in the EU

From 21 to 23 March, we began our work on coordination of social security systems in agriculture in Lecce (Italy), continuing in Brussels (Belgium) on 25 and 26 June and in Cluj (Romania) on 19 and 20 July. Many problems were identified and the basis for appropriate solutions was proposed.

Activities in the occupational safety and health sphere

The European Agency for Safety and Health at Work (OSHA), in Bilbao (Spain), recognized EFFAT for the sixth time in succession as a strategic partner – this time in the current campaign 2013-2014 on the subject of Partnership for Prevention.

The sector produced an information brochure on repair and maintenance in agriculture. A new risk assessment tool for agricultural machines, using the example of an auger drill, was included in this work and should be extended in the coming years to other agricultural machines and equipment.

National observatories for musculo-skeletal disorders among agricultural workers were extended and now exist in 6 countries.

Cooperation with European institutions

European Commission: in the Directorate General for Employment, Social Affairs and Inclusion (EMPL), several working groups are working, primarily on the subjects of inclusion, education, occupational safety and health, monitoring, statistics, development of law and social dialogue and also the development of a reference system of skills parameters in agriculture, forestry, aquaculture and veterinary services. In the Directorate General for Agriculture and Rural Development (AGRI) several representatives of the sector and experts from member organizations are working in advisory committees on agricultural and rural subjects – with the focus on reform of the CAP. A new committee on the effects of international trade on agriculture was established, composed of outstanding experts. In the Directorate General for Industry and Enterprise (ENTR), we took our place for the first time in a committee, specifically the Working Group on Agricultural Tractors (WGAT). The working group consists of experts from the sector and employers together with other participants (e.g. agricultural machine manufacturers) working on revision of the European Directive. In the Directorate General for Home Affairs (HOME), we again presented our position on the European Seasonal Workers Directive. Individual meetings were held on special subjects with officials from the General Directorate on for Climate Action (CLIMA), Regional Policy (REGIO), Maritime Affairs and Fisheries (MARE), Justice (JUST), EuroSTAT (ESTAT), Energy (ENER) and Health and Consumers (SANCO). The rejection of the proposal for a project with social partner organizations in the Maghreb countries by the Directorate General for Development and Cooperation – EuropeAid (DEVCO) must be regarded as a setback. In this regard, the sector will develop further activities.

European Parliament: In the agriculture and rural development, EFFAT representatives took part in the most important sessions. The focus is on the CAP after 2013. In particular, Developing relations with national parties and delegations in order to strengthen the achievements of EFFAT's work is crucial.

Food, drink and tobacco sector

EU Social Dialogue in the Food and Drink Industry

EFFAT and the employers' organization, FoodDrinkEurope, have completed their Work Programme 2012 on the reform of the Common Agriculture Policy (CAP), a joint position on food taxes and are on track with the implementation of the EU Commission-funded joint project '*Ensuring sustainable employment in the European food and drink sector: meeting the challenges of the labour market*' which aims at identifying and mapping the key job profiles, skills and competences needed in the food industry today and in 10-15 years, with a view to enhance the attractiveness for job seekers and secure access for young people to decent employment in the industry. The Social Dialogue Work Programme 2013 will focus on youth employment, "Solvency II" (EU directive on insurance regulation) and pension systems and the ageing workforce.

Youth Employment

EFFAT, in cooperation with ETUI, held its annual thematic training workshop in Vienna (Austria) from 12 to 14 December 2012. The focus this year was on understanding the causes and mechanisms underlying the extremely high rates of youth unemployment in the EU; analyzing the obstacles that preclude access to employment for young people, and identifying strategies for trade unions to help them gain access to decent work and enhance their participation in the labour market. The Secretariat is preparing a draft 'EFFAT Youth Employment Charter' that will be presented at the next Executive Committee.

Meatpacking

Among the most recent EFFAT initiatives in the meatpacking sector were a large demonstration that took place in Brussels on 23 January 2013 against the current proposal for an Implementation Directive of the Directive on the Posting of Workers; the yearly collection and dissemination of national good practices for the implementation of the 'EFFAT Charter and Roadmap to fight social dumping in the EU meat packing industry' and the forthcoming establishment of an affiliate-led EFFAT Steering Committee for the EU Meatpacking industry.

Social Dialogue in the EU Sugar Industry

EFFAT and the European Committee of Sugar Producers (CEFS) have carried out substantial work over 2012 to secure the prolongation of the sugar Common Market Organization until 2020. On 13 March 2013 the EU Parliament cast a vote supporting this position. In their 2013 SD Work Programme, EFFAT and CEFS included carrying out a demographic analysis of the industry (including gender and age) and launching national level initiatives to pre-empt and tackle the psycho-social risks associated with company restructuring.

Tourism Sector

EFFAT Tourism Sector General Assembly

44 colleagues from 18 European countries attended the Tourism Sector General Assembly in Dublin in October 2012. 40% of delegates were women. Major item on the agenda was the project "Changing ownership patterns in hotel and restaurant chains and their impact on workers information and consultation rights". In addition, SIPTU presented its Fair Hotels campaign <http://www.fairhotels.ie>, which encourages consumers to use their purchasing power at hotels which treat their workers fairly, respect workers' and trade union rights and comply with collective agreements. Furthermore, a first discussion on the Implementation of the EFFAT Gender Equality Plan in the tourism sector took place, identifying the major gender equality issues in the sector.

EFFAT project "Changing ownership patterns in hotel and restaurant chains and their impact on workers' information and consultation rights"

The project aims at research on hotel business models and on legal implications of ownership/legal structure on workers' information and consultation rights, as well as on the mapping of the transnational hotel chains in Europe and of workforce and workers' representation in those transnational hotel chains. First findings were presented and discussed at the EFFAT Tourism General Assembly in Dublin, and guidance was given to

the experts on how to finalise their work. A survey amongst member organisations on trade union density and workers' representation in hotel chains in Europe was launched. The results of the project are expected in 2013.

Training tool for food hygiene in the contract catering sector

In the framework of the Social Dialogue Committee for the European Contract Catering sector, an online training tool for food hygiene in the catering sector was developed by EFFAT and FERCO, which is currently available in seven languages: English, French, German, Hungarian, Italian, Portuguese and Spanish (www.contract-catering-guide.org/food-hygiene-training-for-all).

Modernising European policy on public procurement

On 3rd July 2012, the European federations and employers in the cleaning (UNI Europa/EFCI), contract catering (EFFAT/FERCO) and private security (UNI Europa/CoESS) sectors, submitted a joint position paper on the European Commission's proposal for a Directive on public procurement that was sent to all relevant contacts in the European Institutions. They expressed their support for the proposed amendments which integrate many of our concerns and demands as regards the inclusion and the reinforcement of social considerations in public procurement and in particular the elimination of the lowest price option, the respect of social legislation and collective agreements including the respect of the employment terms and conditions applied in the place where the service or the work is performed. We believe our contribution will provide further insights and perspectives to the ongoing discussions and help achieve the underlying objectives of the proposed directive, and to allow for greater strategic use of public procurement while increasing the efficiency of public spending.

Cross-industry cooperation on tourism

The ETLC at its meeting in May 2012 discussed the situation in tourism in Europe and the latest developments in TNCs / EWCs in travel & tourism, a possible follow up of the ETLC project "Tourism 2020 - Towards the development of a sustainable tourism industry", a project proposal for combating child sex exploitation in tourism, possible joint activities on Social Tourism, and prepared upcoming tourism meetings.

Appendix 1: Common EFFAT Priorities 2013

These priorities are drawn by the working programs 2013 of the EFFAT sectors as approved by their respective General Assemblies and by the Executive Committee. As common EFFAT priorities, they not only require action at European level - coordinated by the EFFAT Secretariat - but must also be implemented by EFFAT affiliates through specific actions at a national level.

1. Fight against social dumping and precarious work
 - Implementation of the "10 Key Points to Fight Precarious Work" and the "EFFAT Guidance on the Use Of Temporary agency Workers" in Collective Bargaining and EWC
 - Implementation of the road map on meat
 - Demonstration on 23.01.2013 on the enforcement directive (posting of workers directive)
 - Prevention of social dumping through the directive on seasonal workers and the intra-company transfer of skilled workers from non EU countries
 - Incorporation of social criteria in public procurement
 - Collecting further examples of initiatives/good practices in the sectors and adding them to the PW website
 - Managing the website on PW as a forum for EFFAT affiliates (examples of good practices)
 - Reporting back to EFFAT governing bodies (Executive Committee, General Assemblies)
2. Promoting health and safety in the workplace
 - Fighting stress in the workplace, e.g. raising the issue in EWCs, working tool on stress for EWC members
 - Muscular-skeletal disorders, national observatories, pesticides, working on isolated places, tractors, etc. (agriculture)
 - Harassment/third-party violence at the workplace, workload e.g. housekeeping (horeca)
3. Promoting youth employment
 - Implementation of the outcome of the seminar in Vienna on youth employment
 - Raising the issue in EWCs
 - Recommendations of the EU social dialogue with FoodDrinkEurope
 - Initiatives of the EFFAT youth group?
 - Implementation of the "Youth Guarantee"
4. Promoting national collective bargaining

- Defending the autonomy of CB against EU interventions (EU tripartite wage group?)
 - Promoting trans-border cooperation in CB on precarious work and in TNCs.
 - Increasing of coverage of national CBAs
5. Organising
 - Exchange of good practises
 - Using the QSP as an organising tool
 6. Qualification and training
 - Implementation of European Qualification Passports in the Hospitality and Agriculture sectors (Agripass & QSP)
 - Development of typical professional profiles in the Food & Beverage sector
 - Good practises on employability and up-skilling measures in F&B
 - ESCO (European taxonomy on skills, competences/qualifications and occupations)
 - Sector Skills Councils
 7. Implementation of the EFFAT gender equality plan 2011-2014
 8. Establishing of the EFFAT Youth Committee
 9. Capacity building CEE and SEE
 - Strengthening social dialogue in new Member States and SEE
 - Establishing of the EFFAT Trade Union Council South East Europe
 10. Reform of the CAP
 11. Legislative initiative on B2B (fair relationships in the food chain)
 12. Implementation of the new EFFAT external communication policy - especially managing of EFFAT website: new website and regular media report