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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

Meeting of the EFFAT Executive Committee  
BRUSSELS, 3-4 November 2011

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Agenda item 2:

**ADOPTION OF THE MINUTES OF THE EXECUTIVE COMMITTEE  
MEETING OF 19-20 APRIL 2011**

**Decision:** the Executive Committee adopts the Minutes of the meeting of 19-20 April  
2011



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## **MINUTES OF THE EFFAT EXECUTIVE COMMITTEE MEETING HELD IN BRUSSELS, 19-20 APRIL 2011**

**Chairman: Bruno Vannoni**

**Participants: see list enclosed**

Bruno Vannoni opened the meeting.

### **ITEM 1: ADOPTION OF AGENDA**

Bruno Vannoni informed the members that the order of the agenda had been altered slightly due to the times at which the various speakers had arrived.

**Decision:** The Executive Committee adopted the agenda.

### **ITEM 2: ADOPTION OF THE MINUTES OF THE EXECUTIVE COMMITTEE MEETING HELD ON 16-17 NOVEMBER 2010**

Ø Minutes of the Executive Committee meeting held on 16-17 November 2010

**Decision:** The Executive Committee adopted the minutes of the meeting held on 16-17 November 2010

### **ITEM 2A: DEVELOPMENTS IN NORTH AFRICA/ARAB COUNTRIES SPEAKER: PETER SEIDENECK, ETUC**

Peter Seideneck of the ETUC reported on the problems in Tunisia, Morocco, Algeria, Libya and Egypt and the role of the trade unions. The member organisations debated how best to support the regions and how to address the issue of migration.

**Discussion:** Bruno Vannoni, Arnd Spahn, Inger Furmyr, Giovanni Pirulli

**Decision:** The Executive Committee took note of Peter Seideneck's presentation and it was decided that EFFAT would monitor events via the ETUC.

### **ITEM 3: EFFAT ROADMAP ON IMPLEMENTING THE CHARTER AGAINST PRECARIOUS WORK**

Ø Literature review: Precarious work in the agriculture, food and HORECA sectors

Dr. Anna Paraskevopoulou from the Working Lives Research Institute presented the key research aims of the project on precarious employment. She reported on the initial research findings based on the 60 questionnaires returned to date. The different forms of and criteria governing precarious work were discussed, as were various trends and good practices, and recommendations were also proposed.

The member organisations that had not yet sent in their answers to the questionnaires were asked to do so as soon as possible.



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The next step of the project would be to compile case studies. The next meeting of the Precarious Work Steering Committee was to take place on 7 July 2011. The results of the project would be presented at the next Executive Committee meeting to be held in November.

Daria Cibrario presented the recommendations that had emerged from the workshop on collective bargaining held on 16-18 March in Portugal. At this conference, 26 collective bargaining experts from three EFFAT sectors had delivered presentations and tried to identify best practices.

**Discussion:** Fabrizio De Pascale

**Decision:** The Executive Committee endorsed the literature review on precarious work and the Powerpoint presentation on recommendations arising from the workshop on collective bargaining.

#### **ITEM 4: WAGE DUMPING IN THE EUROPEAN MEAT SECTOR**

Jens Peter Bostrup, Vice-President of NNF and in charge of monitoring agreements with slaughterhouses, reported on developments in the meat industry, employment figures, wages, and current problems in the meat sector and put forward a number of ideas as to how to find solutions and develop appropriate strategies. A working party had been set up in Denmark to address agreements, strategies and action. He explained that slaughterhouses' contracts with retailers were monitored to ensure that slaughterhouses in which social dumping occurred were blacklisted.

EFFAT underlined the importance of collective action and reported that it was endeavouring to tackle the problem on different levels: at shop-floor level by organising trade union density and capitalising on collective strengths, and at national level via national legislation and collective bargaining.

Daria Cibrario also reported on the Caparica workshop on collective bargaining in the meat sector where the decision had been taken to set up a working group.

**Discussion:** Henri Lindholm, Daria Cibrario, Frans-Josef Möllenberg

**Decision:** The Executive Committee took note of the presentation and the members' reports, and it was decided that efforts would continue to be made to combat social dumping in the meat sector.

#### **ITEM 5: PANEL: EP DISCUSSION ON PRECARIOUS WORK AND SOCIAL DUMPING IN THE EU**

The Executive Committee welcomed Jutta Steinruck and Ole Christensen from the European Parliament Social Democrats group. Jutta Steinruck introduced herself and outlined the problem in the meat sector. Both speakers then underlined the circumstances in the various Member States and highlighted the different ways in which directives were transposed.

The members reported on their national situation and emphasised the importance of having a European minimum wage and of monitoring the situation in order to combat social dumping.

**Discussion:** Bruno Vannoni, Franz-Josef Möllenberg, Pietro Ruffolo, Gerhard Riess, Ermanno Bonaldo, Sebastian Serena, Ole Wehlast, Harald Wiedenhofer



**EFFAT**

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Decision:** The Executive Committee took note of the presentation by Jutta Steinruck and Ole Christensen and the members hoped that they would take our concerns on board.

## **ITEM 5A ORGANISATION IN THE TOURISM SECTOR**

Therese Gouvelin from HRF Sweden reported on the project launched in Sweden to recruit new members. She explained that HRF had experienced a 25% decline in membership since 2007, the main reason being the fact that the membership fee for the unemployed had been increased. A project had been launched whereby new members would pay a special introductory fee for the first six months in order for them to establish a relationship with HRF. Workplaces were visited, goals set and new organisers employed. A total of 202 companies were approached and trade union representatives were educated.

Some of the members also related their own experiences in this regard and they proposed that an item be included on the agenda for Executive Committee meetings once a year on best practices as regards how to recruit new members and on incorporating working methods.

**Discussion:** Gerhard Riess, Gerry McCormack, Rudolf Kaske, Simon Cox, Frans-Josef Möllenberg, Pilar Rato, Gabriele Gugliemi, Kerstin Howald, Fabrizio De Pascale, Marilyn French

**Decision:** The Executive Committee took note of the oral report and it was decided to tackle this issue in more depth at the Management Committee meeting to be held in September.

## **ITEM 6: UPDATE ON RELEVANT EUROPEAN LEGAL ISSUES**

- A) SINGLE PERMIT DIRECTIVE**
- B) SEASONAL WORKERS DIRECTIVE**
- C) INTRA-CORPORATE TRANSFER DIRECTIVE**
- D) WORKING TIME DIRECTIVE**
- E) POSTING OF WORKERS DIRECTIVE**

- Ø State of affairs regarding the Single Permit Directive and the Seasonal Workers Directive
- Ø Report on the ICT Directive
- Ø State of affairs regarding the Working Time Directive
- Ø ETUC Resolution on the Working Time Directive: adopted at the ETUC Executive Committee meeting held on 8-9 March 2011

Harald Wiedenhofer outlined the problems with the different directives and updated the members on new developments concerning the Single Permit Directive, the Working Time Directive and the Intra-corporate Transfer Directive.

Arnd Spahn updated the members on the state of affairs regarding the Seasonal Workers Directive and the Single Permit Directive.

The members were asked to continue to support the EFFAT positions vis-à-vis members of the European Parliament.

**Decision:** The Executive Committee took note and endorsed the report presented.

## **ITEM 7: EUROPEAN ECONOMIC GOVERNANCE AND COLLECTIVE BARGAINING**

EFFAT REGIONAL ORGANISATION WITHIN THE IUF - MEMBER OF THE ETUC

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Ø ETUC resolution on European Economic Governance

Harald Wiedenhofer reported to the members on the two major EU policy proposals (the Euro-Plus Pact and European Economic Governance). He presented the ETUC resolution on European Economic Governance and reported on the amendments submitted by the ETUC to the European Parliament on safeguarding wages and on sanctions. The members were asked to follow this up in their respective countries.

**Discussion:** Bruno Vannoni, Hans Kotzan, Henri Lindholm, Gerry McCormack, Frans-Josef Möllenberg,

**Decision:** The Executive Committee took note of the oral report and endorsed the document presented.

## **ITEM 8: CAP REFORM**

Arnd Spahn was excused from proceedings on the second day of the Executive Committee meeting but Harald Wiedenhofer submitted the written report and reported on the general assembly of the EFFAT agriculture sector at which the Dubrovnik Declaration on the Common Agriculture Policy had been adopted. The declaration emphasises the social criteria that should be taken into account in relation to CAP payments and measures. The members were asked to send the declaration to their MEPs and to exert pressure.

**Discussion:** Fabrizio De Pascale, Gerhard Riess, Bruno Vannoni

**Decision:** The Executive Committee took note of the oral report presented and endorsed the Dubrovnik Declaration.

## **ITEM 9: HIGH LEVEL FORUM FOR A BETTER FUNCTIONING FOOD SUPPLY CHAIN – ISSUES AND SCHEDULE**

Harald Wiedenhofer reminded the members of this initiative taken by the European Commission back in 2008 and of the key themes discussed with stakeholders in the food industry, namely monitoring prices in the food industry, B-to-B practices between the retail sector and the food industry, unfair practices, labelling, social issues, innovation and the functioning of the Single Market Act. The Forum was gathering information on all these topics and the results would be presented in 2012. The members were asked to contribute their experiences of unfair retail practices and to submit ideas on innovation in food sector. Italy would pass on its observatory of contracts in collective restaurantion.

**Discussion:** Gabriele Guglielmi, Daria Cibrario

**Decision:** The Executive Committee took note of the oral report on the High Level Forum for a Better Functioning Food Supply Chain.

## **ITEM 10: EFFAT ACTIVITIES (REPORTS FROM THE SECRETARIAT)**

Codruta Liliana Filip presented the written report on horizontal policies

### **A) FOOD, BEVERAGES AND TOBACCO SECTOR**

Ø Activity report on the food, beverages and tobacco sector (November 2010-April 2011)

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Daria Cibrario presented the written report on activities in the food, beverages and tobacco sector.

**Decision:** the Executive Committee took note of and endorsed the report presented.

**B) AGRICULTURE SECTOR**

- Ø Activity report on the agricultural sector (November 2010-April 2011)

**Decision:** The Executive Committee took note of the oral report and endorsed the report presented.

**C) TOURISM SECTOR**

- Ø Activity report on the tourism sector (November 2010-April 2011)
- Ø Work programme for 2011

Kerstin Howald presented the written report on activities in the tourism sector and the work programme for 2011.

**Decision:** The Executive Committee took note of and endorsed the reports presented.

**D) GENDER EQUALITY**

- Ø Activity report on the tourism sector (November 2010-April 2011)

Kerstin Howald informed the members about the new president of the Women's Committee, Pia Stalpaert, and reported that the working group would draw up a draft Gender Equality Plan during the summer. All members would be consulted.

The new Deputy Chair of FILCAMS was Giuliana Mesina.

**Decision:** The Executive Committee took note of the oral report presented.

**E) TNC ACTIVITIES**

- Ø EWC/TNC work programme for 2011

Simon Cox presented the EWC/TNC work programme for 2011.

**Decision:** The Executive Committee took note of and endorsed the reports presented.

**F) LIST OF MEETINGS**

**Decision:** The Executive Committee took note of and endorsed the list of meetings presented.

**ITEM 11: ILO CONVENTION ON DOMESTIC WORKERS**

- Ø ILO convention and recommendations for domestic workers: state of affairs

A circular, including a model letter, had been sent out to all affiliates calling on them to actively lobby their governments to support an ILO convention for domestic workers. The members were reminded to lobby their respective governments if they had not yet done so.

**Decision:** The Executive Committee took note of and endorsed the reports presented.

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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**ITEM 12: 12<sup>TH</sup> ETUC CONGRESS, 16-19 MAY IN ATHENS****SPEAKER: BERNADETTE SEGOL, GENERAL SECRETARY ELECT OF THE ETUC**

Bernadette Segol was welcomed as the General Secretary elect of the ETUC and she reported on the preparations for the ETUC Congress. She outlined the important subjects to be dealt with and the position of the ETUC as regards the social and economic crisis, the Euro-Plus Pact, development of the European labour market, regulation of the financial sector and the Single Market Act. She also addressed the importance of good cooperation between the ETUC and the other European trade union federations.

Therese Gouvelin called for greater efforts to be made to fight gender gaps. The members also expressed their concern over neoliberal governments and asked how this trend could be curbed.

**Discussion:** Bruno Vannoni, Hans Kotzan, Therese Gouvelin, Gabriele Gugliemi, Henri Lindholm

**Decision:** The Executive Committee took note of the report presented by Bernadette Segol and supported the ETUC work programme.

**ITEM 13: REPORT ON DISCUSSIONS WITHIN THE MANAGEMENT COMMITTEE CONCERNING EFFAT COMMUNICATION POLICY**

This reflection document will be discussed at the next Executive Committee meeting.

**ITEM 14: REPORT ON DISCUSSIONS WITHIN THE MANAGEMENT COMMITTEE CONCERNING THE FUNCTIONING OF THE EFFAT GOVERNING BODIES**

This reflection document will be discussed at the next Executive Committee meeting.

**ITEM 15A: CHANGES IN MEMBERSHIP AND AFFILIATION FEES IN 2010**

- Ø Overview of fee payments 2008-2009-2010-2011
- Ø Member organisations which are in arrears

Harald Wiedenhofer outlined the situation regarding payment of affiliation fees for the year 2011 and informed the members that in 2010 EFFAT's membership had declined by 2%.

A final reminder to pay their affiliation fees had been sent to CFTC SNHR and LATU.

EFFAT had received a letter from TUFAPWA/FSPBUPASH reporting that they now had a new chairman and wanted to re-affiliate to EFFAT. An agreement concerning unpaid fees had been sent. UGC-CISL would be contacted one last time.

**Decision:** The Executive Committee took note of and endorsed the overview presented.

**ITEM 15B: NEW AFFILIATIONS**

The Secretariat had received three new requests for affiliation:

- 1) Turkey: TOLEYIS: 2,500 members in the hotel and catering sector
- 2) Turkey: OZ-ORMAN IS:10,000 members in the forestry sector (not members of IUF)
- 3) Poland: FZZPPT: 1,031 members in tobacco sector
- 4) Re-affiliation of TUFAPWA/FSPBUPASH

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The procedure to be followed in relation to new applications for affiliations would be assessed and more information would be gathered on the affiliation of OZ-ORMAN IS.

Gabriele Guglielmi wanted to receive a list of members in each sector/subsector.

Discussion: Amac Mecit, Gabriele Guglielmi

**Decision:** The Executive Committee approved the affiliation requests received from TOLEYIS and FZZPPT.

### **ITEM 15C: EXEMPTIONS**

- Ø Document on payment of and exemption from affiliation fees
- Ø Request for exemption received from AGRIKOMPLEKSI, Kosovo

Harald Wiedenhofer presented the document on payment of and exemption from affiliation fees and explained that requests for exemption would be considered by the Executive Committee on a case-by-case and yearly basis.

**Decision:** The Executive Committee took note of and endorsed the report presented and approved the request for exemption for the year 2010 received from AGRIKOMPLEKSI.

### **ITEM 16A: EFFAT FINANCIAL REPORTS 2010**

- Ø Notes on the EFFAT 2010 Annual Statement
- Ø EFFAT balance sheet as at 31 December 2010
- Ø Audit report by the European Commission on Grant Agreement VS/2007/0320
- Ø External auditor's report on the 2010 financial statements
- Ø Internal auditor's report on the 2010 financial statements

Harald Wiedenhofer presented the 2010 financial statements and informed the members that the accounts showed a surplus of approximately €80,000.

**Decision:** The Executive Committee adopted the 2010 financial statements and the internal and external auditors' reports. The Executive Committee discharged the General Secretary. It was decided that the surplus stated would be kept in reserves.

### **ITEM 16B: NON-PROFIT ASSOCIATION LA MAISON EUROPÉENNE DE L'ALIMENTATION**

- Ø *La Maison Européenne de l'alimentation* balance sheet as at 31 December 2010
- Ø External auditor's report on the 2010 financial statements
- Ø Internal auditor's report on the 2010 financial statements

**Decision:** The Executive Committee recommended that the general assembly of *La Maison Européenne de l'alimentation* approve the 2010 financial statements submitted.

### **ITEM 16C: CEEFAT**

- Ø CEEFAT balance sheet as at 31 December 2010
- Ø External auditor's report on the 2010 financial statements
- Ø Internal auditor's report on the 2010 financial statements

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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

Although it was common knowledge that the second non-profit association, CEEFAT, had ceased all its activities, Belgian law still required that EFFAT prepare an annual financial statement for it. The low-level expenditure was due to unavoidable tax and insurance costs. The Secretariat now recommended that CEEFAT be dissolved once the five-year development programme for the former CEEFA projects had ended.

**Decision:** The Executive Committee recommended that the general assembly of CEEFAT approve the 2010 financial statements submitted by the Secretariat and that CEEFAT be dissolved.

#### **ITEM 17: ANY OTHER BUSINESS**

EFFAT had celebrated its 10<sup>th</sup> anniversary on 19 April 2011. On 11 December 2000, 200 delegates had adopted the merger of EFA with SETA-UITA from which EFFAT subsequently emerged. Bruno Vannoni took the opportunity to thank the members and the Secretariat for the progress made to date and called upon them to continue their efforts and take further steps towards developing a more social Europe.

The members thanked Inger Furmyr for her work and wished her a happy retirement!