



**EFFAT**

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Executive Committee  
BRUSSELS, 17 and 18 December 2018**

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Agenda item 2:

**MINUTES OF THE EFFAT EXECUTIVE COMMITTEE 29-30 MAY 2018**

**Decision:** The Executive Committee adopts the Minutes of the Executive Committee of 29-30 May 2018

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## **EFFAT Executive Committee**

Brussels, EESC Building

Room VM3

29-30 May 2018

9.30am-5.30pm

### **MINUTES**

**Chairwoman 29 May 2018:** Malin Ackholt  
**Chairmen 30 May 2018:** Clas Delp, Harald Wiedenhofer  
**Working Documents:** <http://www.effat.org/en/node/14649>

#### **1. ADOPTION OF THE AGENDA**

- Document: Agenda

As Fabrice Warneck from Syndex cancelled his participation, item 5 of the agenda was postponed.

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

#### **2. MINUTES OF THE EFFAT EXECUTIVE COMMITTEE 22-23 NOVEMBER 2017**

- Document: Minutes of the EFFAT Executive Committee of 3-4 May 2017

**Decision:** The Executive Committee took note of and adopted the minutes.

#### **3. PREPARATION OF THE 5<sup>TH</sup> EFFAT CONGRESS 2019**

##### **A. CONGRESS VENUE**

As decided during the last EFFAT Executive Committee in November 2017, the Secretariat looked at different Congress venues in Zagreb and Prague and concluded that Hotel Westin in Zagreb best answered our needs and criteria. The EFFAT Secretariat is now negotiating the details of the contract.

##### **B. CONGRESS DATE**

The Congress is planned to take place on 6-7 November 2019. We are also planning to organise some side meetings on 4-5 November 2019 (see overview below).

Together with the Croatian affiliates, the Secretariat is checking whether they can offer a programme on 8 November 2019.

##### **C. DRAFT AGENDA 1<sup>ST</sup> DAY**

##### **D. DRAFT AGENDA 2<sup>ND</sup> DAY**

- Document: Draft Agenda Congress

Harald Wiedenhofer presented a draft agenda for the EFFAT Congress and briefed the members that the first day will mainly focus on constitutional items and the second day on the implementation of the work programme and main questions: "How do we have to change and



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further develop trade unions” (organising, strengthen cross border cooperation, challenges of the future) and “How do we deal with the future of work” (new kinds of work, digitalisation), with 5-minutes contributions from affiliates involved in Youth work, Women’s work, Migrant work, etc., and the session will focus on actions/answers to the problems.

The Technical Working Group for the preparation of the Congress will draft some questions / guidelines for the sessions of the second day.

Bart Vannetelbosch pointed out that the adoption of the new Statutes was missing in the agenda.

Gerhard Riess stressed that it would be important to focus on 2-3 key subjects, and to really look at what affects members.

Julia Long proposed to have an adoption process / rules of procedure to elect the new General Secretary and that the process as it is proposed is undemocratic.

Denis Paradis welcomed the fact that the Congress is taking place in their home country and the Croatian unions are happy to support the EFFAT Secretariat in organising the Congress. He also pointed out that for SEE countries, a minimum wage would be extremely important.

**Discussion:** Bart Vannetelbosch, Gerhard Riess, Julia Long, Denis Paradis, Henri Lindholm

**Decision:** The Executive Committee took note of the comments and will update and circulate the new draft agenda. The Technical Working Group for the preparation of the Congress will prepare some questions / guidelines for the sessions of the second day.

## **E. SIDE MEETINGS**

Harald briefed the affiliates on the following side meetings:

- Ø LGTBQI Conference: Monday, 4 November 2019 from 9.30 am-12.30 pm
- Ø Youth Conference: Monday 4 November from 2 pm-6 pm and Tuesday 5 November
- Ø CEE Conference: Monday 4 November from 2 pm-6 pm and Tuesday 5 November
- Ø Women’s Conference: Tuesday 5 November 2019

PROGE, EFFAT and IUF are organising a LGTBQI Conference on 18-19 November 2018 in Vienna which will prepare the conference on 4 November 2019 as well.

The Secretariat is preparing project applications, and more specific information on the agendas will be distributed at the next EFFAT Executive Committee in November 2018.

**Decision:** The Executive Committee took note of and adopted the side meetings presented. More specific information on the agenda for the side meeting will be presented in November 2018.

## **F. EFFAT FACTS AND STRUCTURE**

- Document: Powerpoint presentation facts and structure

Kristjan Bragason presented some figures on the structure and membership development in EFFAT since 2001. It will be a major challenge to stop the decline in membership. He also presented a new proposal for the distribution of member organisations in regions and areas based on membership figures.

**Discussion:** Julia Long, Pilar Rato, Harald Wiedenhofer

**Decision:** The Executive Committee took note of the facts and structure.

## **G. DRAFT STATUTES**



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- Document: draft EFFAT Statutes

Harald Wiedenhofer presented the new draft Statutes and highlighted the most important changes.

- Article 2: the mission reflects the 5 points of the new 2020-2024 Work Programme
- Article 4: EFFAT's role is better defined
- Article 8: Structure
  - o Credentials and Constitution Committee deleted
  - o ExCom can always decide to setup WG/Committee
  - o 18h: Management Committee deleted but a Steering Committee will be set up (President, Deputy President and General Secretary)
- several articles: more involvement of women/youth
- Article 11g + annex: new proposal for composition of the regions, new 8<sup>th</sup> region SEE, Baltic countries incorporated in the Northern region, France shifted to South West Europe
- Article 19: role of the regional groups: no statutory role but role to ensure communication, implementation of decisions, role of regional coordinators to monitor and ensure effective implementation of the decisions
- Article 21: role of sector boards and rotation system for the two deputies and the chair
- Article 26: languages: official languages English, French, German, but the Secretariat often offers more languages

Some members discussed the regional distribution and expressed their concerns concerning the new proposal.

Pilar Rato informed the members that for her the geographical distribution (Spain and Italy in one region) does not make sense.

Gerhard Riess noted that the German speaking region never worked properly, and that this cooperation should not be forced, and that flexibility is needed.

Ivan Blazevic proposed to implement some of the good articles on Youth/ Women of other confederations and international organisations.

Anja Westberg/Henri Lindholm/Bart Vannetelbosch/Grazina Gruzdiene proposed an addition to EFFAT's name: EFFAT (IUF Europe)

Julia Long remarked:

- Article 10: black and ethnic people should also be involved and reflected in Statutes
- Article 11: election of General Secretary: "Applications" should be replaced by "nominations", which should be submitted at least six months before the Congress
- Article 18: The Steering Committee should also include representatives from the regions and the sectors
- Article 22: Women's Committee and Youth Committee: The Chair and deputy should not be member already of the ExCom.

Kristjan Bragason agreed that we need to rethink and maybe skip the structure of the regions.

Pilar Rato and Sebastian Serena commented that we should not multiply structures.

Bart Vannetelbosch remarked that in Article 21 the domestic workers are not mentioned as a full sector and asked to include them even in the name of EFFAT as this would give a strong signal



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to European Institutions. He also pointed out that Germany and Belgium have much in common, but he prefers to work together on an ad-hoc basis and not to impose regional cooperation.

Peter Kaae Holm also proposed to include representatives from the sectors in the Steering Committee.

Miodrag Bradonjic and Valentina Vasilyonova explained again why it is extremely important for the SEE countries to set up the 8<sup>th</sup> region, because they have common needs and this would give importance/an extra vague/an institutional place to meet and cooperate more closely. They asked the Executive Committee explicitly not to neglect the decision of the previous Congress and not to oppose the establishment of the 8 regions.

It was also noticed that the abbreviations of the countries are not always clear and have to be written in full or need to be checked.

**Discussion:** Peter Kaae Holm, Gerhard Riess, Anja Westberg, Pilar Rato, Henri Lindholm, Julia Long, Kristjan Bragason, Eamon O'Hearn Large, Sebastian Serena, Miodrag Bradonjic, Ivan Blazevic, Grazina Gruzdiene, Valentina Vasilyonova,

**Decision:** The Executive Committee took note of the comments and proposals, and the Congress Preparatory group will consider all proposals and come up with a new document for the next EFFAT Executive Committee in November 2018.

The Secretariat will also send out a new circular asking the member organisations to send further comments in written by end of August 2018.

## **H. WORK PROGRAMME 2020-2024**

- Document: Draft Work Programme 2020-2024

Harald Wiedenhofer presented the draft Work Programme 2020-2024 and the 5 main strategic priorities of EFFAT's work

- 1) Creating a better Europe together
- 2) Future of work
- 3) Improving workers' rights and conditions
- 4) Build union power and solidarity
- 5) Sustainable agricultural, food and tourism policy

Annual action points and sector priorities will be further developed and presented on a yearly basis.

Kristjan Bragason proposed to draft an action plan for 2019 by September which would highlight the key points of the work programme.

Gerhard Riess proposed some amendments to the chapter concerning international trade, the Social European Semester, and on research and development in food sector.

Kerstin Howald presented comments and suggestions resulting from the discussions at the EFFAT Women's Committee:

- The Congress documents (e.g. work programme, statutes) should be gender-mainstreamed re language and content
- In the work programme, activities on domestic workers have to be added
- In the work programme, the importance to involve young workers in trade unions as soon as they enter the world of work should be added
- Make child care available at the EFFAT Congress

Henri Lindholm asked to check wording on page 11: similarly, collective bargaining policy



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principles can be agreed at sectoral level in the form of social partner agreements.

The working group needs to look at priorities to ensure that the most relevant political challenges for the affiliates are incorporated in the work programme.

**Discussion:** Gerhard Riess, Kerstin Howald, Julia Long, Henri Lindholm

**Decision:** The Executive Committee took note of the proposals and the Congress preparatory group/Management Committee will consider the proposals and come up with a new Document by November 2018.

The Secretariat will also send out a new circular asking the member organisations to send in further comments in written by end of August 2018.

## **I. EXPECTATIONS OF AFFILIATES – DRAFT QUESTIONNAIRE**

- Document: Draft Questionnaire

The EFFAT Secretariat only received 10 replies on the questionnaire to obtain more information on the structure and expectations of the member organisations.

**Decision:** The Executive Committee took note of the update and Harald made a call for member organisations to send it back to the Secretariat.

## **J. NEW GENERAL SECRETARY – PROFILE AND NEXT STEPS**

- Document: Draft profile of new General Secretary

Malin Ackholt briefed the participants on the recruiting process of the new General Secretary and the setup of a small group which will consist of Malin Ackholt (EFFAT President), Michaela Rosenberger (NGG), Pia Stalpaert (ACV-CSC), Harald Wiedenhofer (EFFAT General Secretary) and which will prepare this item for the governing bodies. She also explained the procedure and process and the time schedule.

- |                            |                                                |
|----------------------------|------------------------------------------------|
| - EC May 2018:             | Adoption Profile                               |
| - MC September 2018:       | Circular to MO's with job opening/description  |
| - Autumn/Winter 2018/2019: | Interviews Recruiting Committee                |
| - Jan/Apr 2019:            | Briefing with member organisations             |
| - EC May 2019:             | Proposing nomination ExCom                     |
| - November 2019:           | Congress Election of the new General Secretary |

The members commented on the profile and the recruiting process and pointed out that this process must be democratic and transparent.

**Discussion:** Julia Long, Pilar Rato, Scott Walker, Gerhard Riess, Bart Vannetelbosch, Ian Hodson

### **Decision:**

- 1) According to the EFFAT Statutes, the Executive Committee must make a proposal for the General Secretary to be elected by Congress.
- 2) A small group (Malin Ackholt, Michaela Rosenberger, Pia Stalpaert, Harald Wiedenhofer) is preparing the discussion and decision of the Executive Committee in spring 2019 on a proposal for the new General Secretary.

## **K. NEXT STEPS**

The next meeting of the Congress Preparatory Group will be on 12 September 2018 and the next EFFAT Management Committee will be on 26 September 2019.



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#### **4. CONTRIBUTION OF THE YOUTH COMMITTEE**

**SPEAKER: HÜSEYİN ANAPALI, TARIM İS**

Hüseyin Anapali briefed the participants on the youth political priorities in Turkey and the Youth work in TARIM İS.

**Discussion:** Ivan Blazevic, Malin Ackholt

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

#### **5. AGING WORKFORCE AND YOUTH EMPLOYMENT**

**SPEAKER: FABRICE WARNECK, SYNDEX**

This agenda item was postponed

#### **6. EUROPEAN LABOR AUTHORITY**

**SPEAKER: JAN CREMERS, UNIVERSITY AMSTERDAM**

Jan Cremers from the University of Amsterdam briefed the Executive Committee on the establishment of the European Labour Authority and presented this assessment of the ELA-proposal, as presented last week in the EP.

[http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/619003/IPOL\\_BRI\(2018\)619003\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/619003/IPOL_BRI(2018)619003_EN.pdf)

The affiliates exchanged their views and current national provisions but they also expressed some concerns about the lack of involvement of trade unions and the interference in national collective bargaining systems.

**Discussion:** Anja Westberg, Gerhard Riess, Pilar Rato, Kristjan Bragason, Rhys Mc Carthy, Arnd Spahn, Grazina Gruzdiene, Valentina Vasilyonova

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

#### **7. CLOSER COOPERATION BETWEEN EFFAT, EFBWW, ETF**

**SPEAKER: SAM HÄGGLUND, GENERAL SECRETARY, EFBWW**

- Document: Closer cooperation between EFFAT, EFBWW, ETF

Sam Hägglund proposed a stronger cooperation between EFFAT, EFBWW and ETF on cross-border work. It was proposed to cooperate more closely under the umbrella and with the support of the ETUC in campaigns to influence legislative initiatives, campaigns aiming at influencing the European Parliament elections in 2019 and campaigns in capacity building and organizing Central and Eastern European countries.

**Decision:** The Executive Committee took note of and endorsed the proposal for a closer cooperation and it was agreed that the Executive Committee would be briefed regularly.

#### **8. UPDATE ON EU ISSUES**

- Documents: Update on EU Issue, Brexit statement

The Secretariat presented a written report and briefly updated the affiliates on the latest



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developments concerning work-life balance, undeclared work platform, posting of workers directive, international trade, written statement directive, service E-card, European pillar of social rights.

Estelle Brentnall briefed the participants that EFFAT welcomed the approval of the Parliament of the revised rules for workers posted temporarily to another EU country. EFFAT's overall assessment is that the revised directive brings important improvements in several areas, but the revision also contains some possible weaknesses as for example the articles on travel/lodging costs which are deducted from salary. Estelle also reported on the schedule for the transposition and the EFFAT Secretariat asked members to monitor the process in their home countries closely.

The Secretariat presented a draft statement on Brexit and outlined EFFAT's demands to protect the workers' rights and high food standards for consumers and to sustain jobs. The British affiliates welcomed the statement and valued the European support in organising a meeting with Taskforce 50/Barnier.

Estelle Brentnall briefed the affiliates on a proposal concerning access to social protection for workers and the self-employed as part of the implementation of the European Pillar of Social Rights.

Arnd Spahn briefed the participants on ongoing international trade/Mercosur negotiations and the impact on the EFFAT sectors.

Arnd also briefed the members on the progress made concerning the written statement directive.

**Discussion:** Rhys McCarthy, Scot Walker, Eamon O'Hearn Large, Ian Hodson, Bart Vannetelbosch, Grazina Gruzdiene, Carles Catala, Suncica Benovic, Gerhard Riess, Luigi Rotella

**Decision:** The Executive Committee took note of and endorsed the reports presented. The Executive took note of the comments on the Brexit Statement and will finalise the text in the coming weeks.

## **9. ACTIVITY REPORTS**

### **A. FOOD, DRINKS AND TOBACCO**

- Document: Activity report Food, Drinks and Tobacco

Estelle Brentnall presented the written activity report and briefed the members that an invitation for a meat conference on 19 September 2018 in Spain will be sent soon.

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

### **B. AGRICULTURE**

- Document: Activity report Agriculture

Arnd Spahn presented the written activity report and updated the members on the CAP reform and reported on the progress made concerning the framework conditions for direct payments/training.

**Discussion:** Valentina Vasilyonova

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

### **C. TOURISM**

- Documents: Activity report Tourism, List of tourism meetings, EFFAT-HOTREC Work programme 2018-



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2019, EFAT-FoodServiceEurope Work programme 2018

Kerstin Howald presented the written activity report and gave a short update on recent developments.

Rhys McCarthy reported on the TGI Friday's campaign in the UK which took place on 18 May 2018. Workers went on strike over a change in tip policy which could cost waiting staff £250 a month in lost wages. EFFAT supported the strike of the TGIF workers and asked all member organisations to sign the letter of support urging TGI Fridays' CEO to sit down with workers and UNITE the Union to find a solution to the dispute and to guarantee fair wages and tips.

The affiliates exchanged experiences on organising workers and other campaigns on McDonald's, Melia Hotels.

Pilar Rato proposed to set minimum standards and common indicators for fair hotels labels.

**Discussion:** Rhys Mc Carthy, Ian Hodson, Ivan Blazevec, Francesca Grassini, Pilar Rato, David Gill, Kristjan Bragason

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

#### **D. TNC/EWC**

- Document: TNC/EWC activity report

Enrico Somaglia reported on the Coca-Cola restructurings and the members briefed the Executive Committee on the deteriorating relationship with Coca-Cola and the importance to keep the pressure.

He also informed the participants on the latest developments in the court case against Lactalis who finally decided to set up an EWC.

He also called upon the affiliates to create more and better working TNC networks and asked the members to contact the Secretariat to present the EFFAT work and the challenges at national level in order to strengthen the cooperation.

**Discussion:** Denis Paradis

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

#### **E. GENDER EQUALITY**

#### **F. DOMESTIC WORKERS**

- Documents: Draft agenda Women's Committee 27/05/2018, ETUC project rebalance, ETUC-OSE overview work-life balance measures

Kerstin Howald briefed the participants on the outcomes of the EFFAT Women's Committee meeting which took place on 27 May 2018 and the proposed future priorities: preparation of the EFFAT Congress, combat sexual harassment and violence at work, work-life balance (ETUC REBALANCE project), Domestic Workers.

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

#### **G. LIST OF MEETINGS 2018**

- Document: List of meetings 2018

Harald Wiedenhofer added that the next EFFAT Executive Committee might not take place on 22-23 November 2018 as we were informed by EESC that the meeting room is not available. The Secretariat will inform the affiliates asap.

Additional meetings:



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27-29 June 2018: ETUC-ETUI Conference – the World(s) of work in transition

19-20 October 2018: PROGE/EFFAT/IUF meeting on LGBTQI

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

## **10. EFFAT FINANCIAL REPORTS 2017**

### **A. EFFAT**

### **B. ASBL MAISON EUROPÉENNE DE L'ALIMENTATION**

- Documents: State of income and expenditure EFFAT 31/12/2017, Balance sheet EFFAT 31/12/2017, Internal and external audit report EFFAT, ASBL Balance sheet 31/12/2017, Auditors report ASBL

Harald Wiedenhofer presented and explained the EFFAT and ASBL end of the year balance. The external auditing company and the internal auditors audited the financial statements and no complaints were noted.

**Decision:** The Executive Committee decides to adopt the 2017 financial statements of EFFAT submitted by the Secretariat and audited by the external and internal auditors and to discharge the General Secretary. The surplus amount of € 524,372 will be allocated to the equity reserve; € 30,000 will be allocated to the provisions for the Congress, as we don't know at present whether the European Commission will provide us with interpreters for the next Congress; € 30,000 will be allocated to the Solidarity Fund.

The Executive Committee recommends that the General Assembly of the ASBL adopt the 2017 financial statements submitted by the Secretariat.

## **11. MEMBERSHIP AND AFFILIATION FEES**

### **A. OVERVIEW OF PAYMENTS**

- Document: Overview payments 2017

Harald Wiedenhofer presented the affiliation fees payment overview and reported that there was a 1.2 % loss in membership in comparison to 2016. He also briefed the members on the agreement between EFFAT and IUF in 2017 concerning the fees payments for affiliates in Central and Eastern and South-East Europe.

**Decision:** The Executive Committee took note of and endorsed the overview presented and it was agreed to send again the joint EFFAT/IUF circular.

IUF 100% category countries (Czech Republic, Croatia, Hungary, Poland, Slovenia, Slovak Republic)

### **B. NEW AFFILIATIONS**

The Secretariat hasn't received any requests for new affiliations.

### **C. DISAFFILIATION AND EXEMPTIONS**

- Document: Overview member organisations which are in arrears

The following organisations are in arrears for more than 1 year and will receive a final reminder: NGZGS PODREPA (Bulgaria), UIMEC UIL(Italy), Nezavisnost (Serbia), Unionen (Sweden), Oz-Gida Is (Turkey)

**Decision:** The Executive took note of the overview presented and exempted AGRIKOMPLEKS (Kosovo)

## 12. NEW EFFAT OFFICE

- Document: Overview budget/actual costs acquisition new offices

Harald briefed the members that the Secretariat moved in December 2017 and that the timetable and budget for the new offices were respected. He presented a table with the actual costs and informed the affiliates that the old offices were sold for a better price than expected and the final sales act was signed on 18 May 2018. The member organisations which provided a loan to cover for liquidity problems until sale will be reimbursed before the summer break.

The EFFAT Secretariat warmly thanked all the affiliates to enable this new working environment and invited all members to a reception to inaugurate the new offices on 29 May 2018.

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

## 13. ANY OTHER BUSINESS

The EFFAT Executive Committee supported the IUF campaign and the Marriott workers in their actions to end sexual harassment and gender-based violence at work.

The EFFAT Executive Committee welcomed Sue Longley as new IUF General Secretary. She briefed the participants on the most important ongoing IUF campaigns, e.g. on Marriott, Coca-Cola, and reiterated that she is looking forward to cooperating more closely with EFFAT in the future, e.g. on Youth and LGBTQI issues.

The EFFAT Executive Committee welcomed a DGB delegation of young food sector apprentices and informed them of the EFFAT work and agenda.

The EFFAT Executive Committee wished Elke Libbrecht a speedy recovery.

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**EFFAT Management Committee**

Brussels, EESC Building

**26 September 2018****9.30am-5.30pm****MINUTES****Chairwoman****Malin Ackholt****Working Documents:**<http://www.effat.org/en/node/14657>**1. ADOPTION OF THE AGENDA**

- Document: Agenda

**Decision:** The Management Committee adopted the agenda**2. MINUTES OF THE EFFAT EXECUTIVE COMMITTEE 29-30 MAY 2018**

- Document: Minutes of the EFFAT Executive Committee of 29-30 May 2018

**Decision:** The Executive Committee took note of and adopted the minutes.**3. PREPARATION OF THE 5TH EFFAT CONGRESS 2019**Document: Draft agenda 5<sup>th</sup> EFFAT Congress -6-7 November 2019

Harald Wiedenhofer informed the members that the intention is that the Congress will take place in Hotel Westin in Zagreb. This hotel is recommended by our Croatian Tourism affiliate STUH. The EFFAT Secretariat is planning to sign the contract end of October 2018.

The Congress is planned to take place on 6-7 November 2019 and the Secretariat is also planning to organise some side meetings on 4-5 November 2019 (see table in annex).

Together with the Croatian affiliates, the Secretariat is checking whether they can offer a sightseeing programme on Friday, 8 November 2019.

An updated draft agenda was presented.

The Secretariat presented an overview concerning the responses received on the questionnaire.

**Decision:** The Management Committee took note of and endorsed the report and the updated Congress agenda.

**4. DRAFT EFFAT STATUTES**

- Document: Draft EFFAT Statutes

So far the Secretariat received four comments from member organisations on the draft EFFAT statutes.

Harald summed up the proposals received so far:

- 1) It was proposed to elect two deputy Presidents instead of one to ensure fair representation of gender, regions and sectors (Pres + two deputies);
- 2) It was proposed to set up a Steering Committee which would be composed of President, two Deputy Presidents, General Secretary, Sector Presidents and to eliminate the Management Committee;
- 3) It was proposed to organize three Executive Committee meetings per year instead of two;

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- 4) It was proposed to abolish the Constitution Committee as there has been no need since 2001;
- 5) Regions: The Secretariat received various proposals concerning the regions. It was agreed that we should encourage cooperation within and/or beyond national and regional borders but not force it. We need a flexible provision in the Statutes considering the different practices, experiences and approaches. To be further discussed is the need to have a regional coordinator.
- 6) Cooperation IUF and EFFAT: It was proposed to add to the name EFFAT 'IUF Europe';
- 7) It was proposed to ensure stronger participation of youth in the Congress;
- 8) It was proposed to make clear in the statutes that EFFAT also represents domestic workers. Domestic workers should be mentioned as a separate point and not included in 'Other services';

Harald Wiedenhofer proposed to work permanently on this issue by setting up a Liaison Committee on domestic workers across Europe involving the ETUFs, similar to the Liaison Committee on Tourism. Deeper structures will be discussed further;

- 9) It was proposed to add a fourth working language: a Nordic language.

Harald Wiedenhofer explained that most of the time we already work with more languages at the Management Committee, Executive Committee and in all project meetings financially supported by the European Commission. In addition, we translate many documents in many more languages. We should continue this practice and decide case by case which languages we need. Another permanent language would not only cause an additional burden for the Secretariat but also additional costs; This proposal needs to be further discussed.

- 10) Guarantee financial independence from third parties (see item 18);

**Discussion:** Kristjan Bragason, Henri Lindholm, Peter Schmidt, Pietro Ruffolo, Dominik Roland, Tangui Cornu, Bart Vannetelbosh, Julia Long

**Decision:** The Management Committee took note of the comments and endorsed the document presented. The Secretariat will submit a revised version which reflects the discussions so far by the next EFFAT Executive Committee on 17-18 December 2018. The organisations were asked to send any further proposals in writing by 16 November 2018.

## 5. Draft work programme 2020-2024

- Document: Draft EFFAT work programme 2020-2024

Harald Wiedenhofer presented the draft work programme and briefed the members on the proposals received from the member organisations. He also presented a draft document 'How to make EFFAT stronger';

It was agreed to shorten the draft work programme; to present a yearly action plan; to rename the draft work programme 'political framework document';

**Discussion:** Peter Schmidt, Henri Lindholm, Pietro Ruffolo, Dario Campiotto, Malin Ackholt, Kristjan Bragason, Julie Long, Valentina Vasylyonova, Tangui Cornu

**Decision:** The Management Committee took note of the proposals and decided that:

- 1) The document should be shortened;
- 2) The document should be renamed 'political framework document';
- 3) A yearly action programme should complement the political framework and focus on the political priorities;

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- 4) The affiliates shall immediately inform the Secretariat about any actions/campaigns. One person in the Secretariat is in charge to follow-up these actions/campaigns at European level;
- 5) The Secretariat will submit a revised version which reflects the discussions by the next EFFAT Executive Committee on 17-18 December 2018.

## **6. New General Secretary – job description and next steps**

- Document: Job description General Secretary

Harald Wiedenhofer will not present himself as candidate General Secretary again. Therefore, the 5<sup>th</sup> EFFAT Congress in November 2019 will have to elect a new General Secretary.

The EFFAT Executive Committee already dealt with this issue and decided on the next steps in order to involve all member organisations as early as possible in the democratic selection and decision-making process.

The General Secretary shall be elected by the Congress in accordance with Article IV(k) of the EFFAT Constitution. The Executive Committee is required to submit a nomination to the Congress in accordance with Article V(e) of the Constitution.

An updated job description taking into account the comments of the last Executive Committee meeting in May 2018 of EFFAT's General Secretary (F/M) was presented.

**Discussion:** Julia Long

**Decision:** The Management Committee adopted the job description and the next steps. The secretariat will send out the vacancy to the members and will ask to send applications/nominations by 15 November 2018.

## **7. Conference SEE/CEE, Zagreb**

**(Congress side meeting on 4-5 November 2019)**

## **8. Women's Conference, Zagreb**

**(Congress side meeting on 5 November 2019)**

- Document: outline project EFFAT Women's Conference

## **9. Youth Conference, Zagreb**

**(Congress side meeting on 4-5 November 2019)**

## **10. LGTBQI Conference, Zagreb**

**(Congress side meeting on 4 November 2019 in the morning)**

Harald Wiedenhofer briefed the members on the various side-conferences and informed the members that the applications for EU funding have been sent.

The Secretariat shortly briefed the members on the themes and draft agendas of the side conferences.

The SEE conference will deal with migration and integration of migrant workers and promoting education and training.

The Women's Conference proposed as central theme to work on sexual harassment and violence in the workplace.

The Youth Conference will be prepared by the Youth Committee and main items on the agenda will be organising and youth mobility.

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The LGBTQI conference will be prepared together with PROGE and IUF during the upcoming meeting on 17-18 October in Vienna.

**Decision:** The Management Committee took note and endorsed the proposals and document presented.

## **11. Cooperation among the EFFAT sectors**

Harald Wiedenhofer briefed the members on the ongoing cooperation in the EFFAT sector as for example on sexual harassment, undeclared work, social labelling, bio-economy, B2B, international trade, CAP, digitalisation, ELA, posting of workers directive, written statement directive and other issues.

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

## **12. Company law package**

Enrico Somaglia briefed the members on the ongoing discussions concerning the company law package at the European Parliament and Council and evaluated the current dangers and shortcomings more specifically on the lack of effective rights for workers involvement and information and consultation rights.

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

## **13. Brexit**

- Document: Statement Brexit

Estelle Brentnall presented the statement adopted at the Executive Committee on 29-30 May 2018. The members welcomed the revised statement and discussed possible impacts of Brexit on workers.

Scot Walker updated the members on the current state of negotiations and expressed his concerns about the negotiations with the British government.

Enrico Somaglia presented the joint recommendations of the European Trade Union Federations (ETUFs) to deal with Brexit in European Works Councils and SEs.

The paper includes five recommendations and it is particularly addressed to EFFAT EWC-TNC Coordinators, EWC and SE-Works Councils members and, in general, to all Trade Union Officers dealing with transnational companies. He hopes that the recommendations will provide practical support and advice to deal with the expected consequences of Brexit.

**Discussion:** Scot Walker, Peter Schmidt, Henri Lindholm, Arnd Spahn, Jan Egil Pedersen, Julia Long, Enrico Somaglia

**Decision:** the Management committee took note of and endorsed the reports.

## **14. Reform CAP**

- Document: CAP after 2020

Arnd Spahn updated the members on the current state of affairs and presented a document with EFFAT demands concerning the post-2020 CAP proposals by the European Commission. He asked the members to conduct national-level lobbying to support the proposals on direct payments.

Valentina insisted to include social standards and more visibility for the employees but also safeguarding workers' rights.



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**Discussion:** Valentina Vasilyonova, Pietro Ruffolo

**Decision:** The Management Committee took note of and endorsed the report.

## **15. EFFAT meetings 2018**

- Document: List of meetings 2018

Harald Wiedenhofer presented an updated list of meetings and briefed the members that the next Executive Committee will take place on 17-18 December 2018.

## **16. Update on other EU issues**

- Document: Update on EU issues

Harald Wiedenhofer presented a written document with updated information on EU issues

**Discussion:** Valentina Vasilyonova

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

## **17. Draft agenda of the Executive Committee on 17./18.12.2018**

Harald Wiedenhofer presented a draft agenda for the next EFFAT Executive Committee.

**Decision:** The Management Committee took note of and endorsed the draft agenda presented.

## **18. EFFAT budget 2019**

Harald Wiedenhofer presented a balanced EFFAT budget 2019.

The members asked if EFFAT is dependent on EU money and other third parties and if salaries are paid by the projects.

Harald Wiedenhofer explained that the functioning of the whole EFFAT Secretariat is covered by affiliation fees and does not depend on third-party contributions such as the European Commission. But we need the support of the European Commission and the EESC in order to organise interpretation for our governing body meetings and we also need the EU projects to allow all affiliates with smaller budgets to attend our meetings.

**Discussion:** Jan Egil Pedersen

**Decision:** The Management Committee took note of and endorsed the budget presented and supported the proposal by the Secretariat concerning common ETUF projects on transnational companies. The Secretariat will regularly present an overview of revenues of EU projects

## **19. Membership and affiliation fees**

- a) Overview of payments**
- b) New affiliations**
- c) Disaffiliation and exemptions**

Harald Wiedenhofer presented the overview of payments and listed the member organisations in arrears of payments. He reminded the members that the number of Congress delegates will be calculated on the basis of the contributions paid this year.

**Decision:** The Management took note of and endorsed the documents presented. The secretariat will send out reminders.

## **20. Any other business**

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The Management Committee said goodbye to Enrico and thanked him for his excellent work, commitment and support over the last five years at EFFAT and wished him all the best with his new challenges at ETUC.

Henri Lindholm briefed the members on the labour code reform in Finland and the planned strikes.

Peter Schmidt briefed the members on the Nestlé conflicts.

Peter Schmidt also announced the withdrawal of Michaela Rosenberger for the next Congress period.

Pietro Ruffolo informed the members that the Italian unions also strike against job losses at Jacob Douwe Egberts (JDE). The EFFAT Secretariat will coordinate with IUF.

**Decision:** The Management Committee agreed to write solidarity letters to support ongoing conflicts in Nestlé, JDE and Finland.



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ANNEX: Overview Congress side meetings

|     | Monday 4-Nov                | Tuesday 5-Nov                     | Wednesday 6-Nov | Thursday 7-Nov | Friday 8-Nov |
|-----|-----------------------------|-----------------------------------|-----------------|----------------|--------------|
| 9am | LGTBQI (40-50 P)            | CEEC (80 P)                       | Congress (300P) |                | Outing       |
| 2pm | YOUTH (45 P)<br>CEEC (80 P) | Women (100 P)<br><br>Youth (45 P) |                 |                |              |