



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

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

Agenda item 3: PREPARATION OF THE 5TH EFFAT CONGRESS

Decision:

1. The 5th EFFAT Congress is going to take place on 6-7 November 2019 in Zagreb.
2. The EC adopts the draft agenda of the 5th Congress in **Annex 1**.
3. The EC adopts the Congress preparation schedule including the deadlines for submission of motions as in **Annex 2**.
4. The congress adopts the draft "Rules of Procedure" in **Annex 3**.
5. The EC decides that the Management Committee is the Resolution Committee (**Annex 4**).
6. The EC takes note that there is one nomination for the new General Secretary: Kristjan Bragason (CV in **Annex 5**).
7. The EC takes note of the number of delegates in the 5th EFFAT Congress - state of 1. December 2018 (**Annex 6**).
8. The EC takes note of the composition of the Executive Committee to be elected at the 5th EFFAT Congress on 6-7 November 2019 – state of 1 December 2018 (**Annex 7**).



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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

5th EFFAT Congress

Zagreb, 6-7 November 2019

EFFAT 2030

Draft agenda

6 November 2019

9.00 am

- 1. Opening**
- 2. Constitution of the 5th Congress**
 - a) Election of the members of the Congress Presidium
 - b) Adoption of the rules of procedure
 - c) Adoption of the agenda
 - d) Confirmation of the members of the Credentials Committee
 - e) Confirmation of the members of the Resolution Committee

10.30 am

Coffee break

11.00 am

- 3. Report of the Credentials Committee**

Speaker: NN, Credentials Committee
- 4. EFFAT Activity Report 2015-2019**

Speaker: Harald Wiedenhofer, General Secretary EFFAT
- 5. EFFAT Financial Report 2015-2019**

Discharge of the General Secretary



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12.30 pm

Lunch

2.00 pm

6. New EFFAT Statutes

Speaker: NN, Resolutions Committee

2.30 pm

7. Elections

- a) Confirmation of the nominated members and deputies of the Executive Committee
- b) Election of the President
- c) Election of the President and the two Vice-Presidents and their deputies, confirmation of the Sectoral Presidents and Presidents of Standing Committees as members of the Executive Committee
- d) Election of the General Secretary
- e) Confirmation of additional members of the Executive Committee
- f) Election of the members of the Auditing Committee

3.00 pm

Coffee break

3.30 pm

8. Political framework documents

Speaker: NN, Resolutions Committee

- a) Work program **2020-2024**
- b) Budget **2020-2024**
- c) Political motions

6.00 pm

End of 1st Congress day



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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

7 November 2019

8.30 am

1. Introduction: NN (15 minutes)

8.50 am

2. How do we have to change and further develop trade unions in order to:

a) better organise and build stronger trade unions?

b) strengthen the trans-border cooperation?

c) meet the challenges of the future?

Contributions from Youth, Women, Migrant Workers, etc.
(each 5 minutes)

12.30 pm

Lunch

2.00 pm

3. Introduction: NN (15 minutes)

2.20 pm

4. How do we deal with the future of work, i.e.

a) new kinds of work?

b) digitalisation?

Contributions from Youth, Women, Migrant Workers, etc.
(each 5 minutes)

5.15 pm

Closing words of the President

5.30 pm

End of 2nd Congress day


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EFFAT Congress 2019 – Deadlines for Members

Item	Date / Deadline
EFFAT Executive Committee Agenda 5 th EFFAT Congress • Provisional schedule • Draft agenda • Composition of the Resolutions Committee • Composition of the Credentials Committee • Voting rights for the Congress (State December 2018) • Future mandates in the Executive Committee (state December 2018) • Amendments to the draft EFFAT Statutes • Amendments to the draft EFFAT Political Framework 2020-2024 • Nomination for the new General Secretary • Draft rules of procedure	17-18.12.2018
EFFAT's Youth Committee	5-7.02.2019
Deadline for amendments to draft EFFAT Statutes/draft EFFAT Political Framework 2020-2014	11.03.2019
EFFAT Management Committee / Congress Preparatory Group / Resolutions Committee Agenda 5 th EFFAT Congress: • Amendments to the draft EFFAT Statutes • Amendments to the draft EFFAT Political Framework 2020-2024 • Resolutions/Motions • Rules of Procedure (draft) • Draft EFFAT Budget 2020-2024	11.03.2019
Invitation to 5 th EFFAT Congress	01.04.2019
EFFAT General Assembly Food - Beverages – Tobacco • Work Priorities 2020-2024 (in line with Political Framework) • Nomination / election of Chairperson, Deputy Chairpersons and Sector Board • Nomination / election of Representatives in Steering Committees of Sectoral Social Dialogue Committees • Sector-specific Motions and Resolutions	07.05.2019
EFFAT General Assembly Tourism • Work Priorities 2020-2024 (in line with Political Framework) • Nomination / election of Chairperson, Deputy Chairpersons and Sector Board • Nomination / election of Representatives in Steering Committees of Sectoral Social Dialogue Committees • Sector-specific Motions and Resolutions	08.05.2019
EFFAT General Assembly Agriculture • Work Priorities 2020-2024 (in line with Political Framework)	tbc



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• Nomination / election of Chairperson, Deputy Chairpersons and Sector Board • Nomination / election of Representatives in Steering Committees of Sectoral Social Dialogue Committees • Sector-specific Motions and Resolutions	
EFFAT Women's Committee • Work Priorities 2020-2024 (in line with Political Framework) • Nomination / election of Chairperson and Deputy Chairperson • Motions and Resolutions	04.06.2019
First deadline for submission of Motions and Resolutions	10.05.2019
EFFAT Executive Committee Agenda 5th EFFAT Congress: • Recommendation of the Executive Committee to the Congress: new General Secretary • Adoption of the draft new EFFAT Statutes • Adoption of the draft Political Framework 2020-2024 • Adoption of the draft Standing Order/Rules of Procedure of the Congress • Adoption of the composition of the Resolutions Committee • Adoption of the composition of the Credentials Committee • Adoption of the composition of the Congress Presidium • Adoption of the number of Delegations • Discussion of the Resolutions/Motions • Discussion and adoption of the Budget 2020-2024	05-06.06.2019
Second deadline to submit initiative Resolutions and draft Amendments to Motions/Resolutions	15.07.2019
Deadline registration of Delegates/Participants for: • 5th EFFAT Congress • Women's Committee • Youth Conference • LGBTQI Conference • Central-Eastern and South-Eastern Conference	31.07.2019
Deadline to transfer congress fee to EFFAT account	30.08.2019
Deadline for nomination of Members for the Executive Committee for 2020-2024 Deadline for emergency resolutions concerning events occurring after 15.07.2019	09.09.2019
EFFAT Executive Committee Agenda 5th EFFAT Congress: Final decisions on: • Adoption of draft Resolutions/Motions • Initiative Resolutions • Any other Congress issues	11-12.09.2019

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EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

Deadline for sending out Congress documents	15.10.2019
LGTBQI Conference (Hotel Westin Zagreb)	4.11.2019
Youth Conference (Hotel Westin Zagreb)	4-5.11.2019
CEE Conference (Hotel Westin Zagreb)	4-5.11.2019
Women's Conference (Hotel Westin Zagreb)	5.11.2019
5 th EFFAT Congress	6-7.11.2019

5th EFFAT Congress

Zagreb, 6-7 November 2019

Rules of procedure (draft)

1. The sessions shall commence at the appointed time, irrespective of the number of delegates present. Any changes in timetable can only be made if decided by the Congress.
2. The Presidium of the Congress shall be composed of the EFFAT President, EFFAT Deputy Presidents, two Vice-Presidents and the General Secretary.
The Congress shall be chaired by the EFFAT President or another member of the Presidium.
3. The Credentials Committee shall be composed of three delegates who shall be appointed by the Executive Committee and must be confirmed by the Congress. The Congress shall decide on the validity of the voting rights of the member organisations represented at the Congress after hearing the report of the Credentials Committee. Voting by proxy is allowed. The Credentials Committee shall also oversee the elections and the counting of votes.
4. The official working languages of the Congress shall be German, English, French, Italian, Spanish, Swedish as well as ECE/CEE/SEE languages. Any delegate wishing to express himself/herself in a language other than these working languages may – if necessary – be accompanied by an interpreter who is approved by the President of the Congress and who translates the delegate's statements into one of the official languages.
5. Requests to speak shall not be accepted until the debate has been opened; they must be presented to the Presidium in writing, indicating the name and organisation of the delegate in question and the topic to be discussed.
6. Permission to speak about the rules of procedure shall be granted out of order with respect to the listed speakers, but at the end of each contribution to the discussion or translation. Requests to speak must not interrupt the speaker while he/she is speaking or the translation of his/her statements. If a request is made to speak about the rules of procedure, there can only be one speaker in favour and one against. The President of the Congress may grant permission to speak to the President and General Secretary at any time out of order with respect to the list of speakers.
7. The Resolutions Committee is composed of the members of the Management Committee.
8. Motions and resolutions as well as proposals for amendments to the draft Statutes and the draft Political Framework 2020-2024 must be submitted to the Secretariat by **11 March 2019** at the latest (postmark).
9. Proposals for amendments whose substance relates to proposals submitted within the prescribed term shall be treated in the same way as emergency motions.

10. Every member organisation, the General Assemblies, Executive and Management Committees, the Standing Committees have the right to submit motions.
Emergency motions and emergency resolutions may be submitted up to 31 July 2019 (postmark).
The delegates to Congress shall decide upon the recommendation of the Resolutions Committee how further emergency issues, that must be submitted to the Secretariats by **11 September 2019**, are to be dealt with. These shall be motions which are submitted on the basis of events occurring after **15 July 2019** and requiring a decision by the Congress.
11. When a motion is being dealt with, the spokesman of the Resolutions Committee shall first take the floor, after which the spokesman of the organisation tabling the motion shall be allowed to speak.
When the motions are put to the vote, a vote shall first be held on the recommendation of the Resolutions Committee. Should that recommendation fail to obtain a majority, the motions shall be dealt with in the order indicated.
12. Applications to the positions of President, Deputy-President and General Secretary must be submitted to the Executive Committee meeting in spring 2019.
13. Each speaker shall be allowed to take the floor for a maximum of three minutes; where circumstances require further restriction of the number of speakers or of the time they are allowed, a decision may be taken to that effect.
14. The discussion on any item under debate may be concluded through the approval of a "motion to end the debate" tabled by any delegate.
Neither the person tabling a motion nor those who have spoken on that motion may table a motion to close the debate or the list of speakers.
15. Personal comments on a subject under discussion shall be allowed at the end of the debate.
16. Should a speaker fail to keep to the point, the President of the Congress must call him/her to order. When the President of the Congress has warned the speaker twice to no avail, the permission to speak shall be withdrawn.
17. The voting procedure shall be carried out according to Article IV, Item 5, letter d) of the EFFAT Constitution. Motions and resolutions will be decided by a majority vote of the delegates present, motions on amendments to the Constitution with a two-third majority of the delegates present.
18. The Congress shall constitute a quorum when more than half of the delegates of the organisations represented who are entitled to vote are present.

Nominations of Members and Deputy Members in the EFFAT Management Committee 2015-2019

according to Article VI.1 of the EFFAT Constitution

President	Malin Ackholt
Deputy President	Ermanno BONALDO
General Secretary	Harald WIEDENHOFER

Region/Sector/Committee	Vice-President	Deputy
Nordic Countries	1. Clas DELP	Tina MÖLLER MADSEN
	2. Jan-Egil PEDERSEN	Henry LINDHOLM
Ireland, United Kingdom	1. Julia LONG	Gerry McCORMACK
BeNeLux/France	1. Hélène DEBORDE	Bart VANNETELBOSCH
	2. Tangui CORNU	Dejan TERGLAV
Deutschland, Österreich, Suisse	1. Guido ZEITLER	Peter SCHMIDT
	2. Holger BARTELS	Gerhard RIESS
Mediterranean East	1. Fabrizio DE PASCALE	NN
Mediterranean West	1. Sebastian SERENA	Margot SASTRE
Central and Eastern Europe	1. Bohumir DUFEK	Vera KRIFATON
South-Eastern Europe	1. Svetla VASILEVA	NN
President Agriculture sector	Peter HOLM Antonio PERIANES	Valentina VASILIONOVA
President Food sector	Ole WEHLAST	Julia LONG Pietro RUFFOLO
President Tourism sector	Sunčica BENOVIĆ	Cristian SESENA Kristjan BRAGASON
President Women's Committee	Marianne LANDA	Francesca GRASSINI
President Small Farmers Committee	Antonio CARBONE	Alessandro RANALDI
President Youth Committee	Tanja FYNBO	Ivan BLAZENIC
Secretary Agriculture Sector	Arnd SPAHN	
Secretary Food Sector	Estelle BRETNALL	
Secretary Tourism Sector	Kerstin HOWALD	

11.11.2018, Malmö

To EFFAT Executive committee

I am honored for the trust colleagues across Europe have shown me through the nomination for the position of General Secretary of EFFAT, to be elected at the next EFFAT congress. It is not an easy task to succeed Harald Wiedenhofer, who I have worked closely with for the last couple of years. Harald has built an organization that is respected among the affiliates, employers and EU institutions.

As an organization representing 114 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, which defends the interest of its members and 25 million workers in the agriculture, food, and tourism sectors. I believe that I have both the experience, qualifications and network needed to lead EFFAT in its work to empower European agricultural, food, and tourist workers in their fight for better jobs, stronger unions, and more social Europe.

What do I want to achieve as a General Secretary of EFFAT?

In recent years, Europe has been marked by the longest, most severe financial and economic crisis of the post-war period, which has had serious effects on the living and working conditions of European citizens. This situation has reinforced the need for a strong European trade union organization to defend workers' interests across Europe. To build union power EFFAT must become more militant and proactive to deal with future challenges caused by new technologies, short-term financial interests and globalization. If we want to counter the power of multinational corporation EFFAT must focus on taking initiative and bringing member organizations together around important issues, actions and campaigns. International solidarity is the key to stronger trade union movement, which will require close cooperation with IUF and a progressive communication strategy.

There are number of political challenges that EFFAT needs to address in the coming years, such as the growing nationalistic rhetoric, exploitation of workers, gender inequality, digitalization, social dumping, precarious working conditions, and high youth unemployment. This requires that EFFAT speaks with a single voice on behalf of all European food, agriculture and tourism workers, otherwise we will not maximize our influence at EU decision-making level and we will undermine workers' influence in the social dialogue at the European level. Therefore, better coordination between EFFAT sectors is crucial for pursuing more, better and safer jobs in the whole food value chain from farm to fork.

Finally, due to falling membership in many of EFFAT's member unions in recent years, recruiting and organizing new members must be a top priority for trade unions in the years to come. In this regard, emphasis should be placed on young workers, female workers, and workers in the ever-growing number of precarious jobs in the service industry. EFFAT together with its member unions must invest in organizing and recruiting, but also encourage sharing of new innovative, tried and tested strategies. In this respect EFFAT must put special focus on strengthening trade unions in Central, Eastern and South Eastern Europe through organizing campaigns, solidarity actions and knowledge sharing.

How can my experience and qualifications benefit EFFAT?

EFFAT has just started a transition process that is intended to make the organization stronger, more effective and better aligned to the work of IUF. I have been directly involved in this process and contributed to the development of the strategies and policies. I believe my education, ideas and ten years' experience working as a General Secretary for NU HRCT and

SGS have equipped me with the necessary tools and motivation to lead this process and ensure that EFFAT will become a strong and proactive organization that fights for its members at corporate and European level.

During my years as General Secretary of NU HRCT and SGS, I have gained extensive experience in dealing with most of the daily administrative activities required to manage an organization and a small secretariat, including budgets, finances, human resources, communications, negotiations, and to prepare, develop, coordinate and implement the political agenda together with the rest of the secretariat. I also refer to the attached CV for further information about my background.

I hope my nomination will be well received and I will get the opportunity to lead EFFAT during the next congress period(s) and continue to develop the organization, its politics and strategies for the benefit of our members in Europe. I am aware that it is a large and demanding task, but I look forward to the challenge.

Yours sincerely



Kristjan Bragason,

General Secretary

Nordic Union HRCT

KEY PROFESSIONAL SKILLS

- Good communication and networking skills – used to communicate with various stakeholders both verbally and in writing, i.e. politicians, media and organizations, to build networks and to influence outcomes.
- Strong background in strategic, change and organizational management – experienced in formulating and planning projects, strategies and decisions, and moreover implementing and executing them.
- Good coordination and leadership skills. – used to organize and prepare various events and meetings, as well as to follow through their decisions and policies.
- Self-motivated and a good team player - not afraid to maintain and voice my own opinions and take the initiative and meet deadlines.
- Experienced negotiator – participated in negotiations and collective bargaining at different levels.

EMPLOYMENT

- 2014 – General Secretary, Nordic Union Hotel, Restaurant, Catering and Tourism
Responsible for the management of NU HRCT, a federation of seven affiliates in the Nordic hospitality sector with 100.000 members that provides its member unions an important forum for cooperation. NU HRCT runs a small secretariat in Copenhagen that carries out the daily activities, communication, shares best practices and co-ordinates the affiliates interests at Nordic, European and Global level through conferences, meetings, campaigns and solidarity.
- 2013 – 2014 Consultant/Owner, KB consulting
Started my own consulting firm, specialising in labour market and trade union issues. Managed various projects for labor unions in Iceland.
- 2011 – 2013 General Secretary, General Workers' Union (Starfsgreinasamband Íslands)
Temporarily appointed General Secretary at SGS, which was in trouble as there were conflicts within the governing board about the management and finances of the federation. Massive financial and organizational re-structuring was conducted following a conflict resolution and re-staffing.
In addition to traditional managing of a central office and close cooperation to the executive board, the general secretary has various internal and external responsibilities, such as communication, coordination, representation and negotiations.
- 2005 – 2009 Senior investment and research analyst, Landsbankinn
Managed a small team of financial analysts and economists responsible for investment analysis and strategies of various Nordic companies within the food and beverages industry. Following trends, outlook and performance.
- 2000 – 2004 General Secretary, General Workers' Union (Starfsgreinasamband Íslands)
Managed a federation of labor unions in Iceland with approx. 50.000 members in the private and public sector and with 30 local offices, whereof around 6000 work within the HRCT sector. Worked with the governing board and the Chairman on strategic planning of the whole organization, policy-making and implementation of its decisions.
Managed a successful merger of three labor organization into one organization (SGS), leading to synergies such as cost savings and improved service and benefits for members, i.e. sick pay, vacation houses and information service.

- 1997 – 2000 Consultant/Specialist, General Workers' Union (Starfsgreinasamband Íslands)
Expert in labor market and vocational educational issues, incentive systems, surveys and statistics.
- 1996 – 1997 Project Manager, Trade Union Confederation in Iceland (Alþýðusamband Íslands)
Managed a project for five sectoral unions within the TUC. Developed a new framework for an educational fund for companies and individuals to engage in education and training. Lead the start up of vocational educational funds in co-operation with employers' associations.

EDUCATION

- Sept 2009 – Jun 2011 MPH - Master of Public Health Malmö University, SE
Two-year master program in Public Health, with a focus on global public health issues, inequalities in health, gender related issues, empowerment and communications.
- Sept 2004 – Sept 2005 MBA - Master of Business Administration Copenhagen Business School, DK
Twelve months full-time business studies in an international environment with focus on general, finance and knowledge management.
- Summer of 2002 Geneva School – A Nordic Folk High School
Five weeks comprehensive Nordic summer course where students learn about the objective, structure and work of the International Labor Organization (ILO) and how trade unions can influence and protect the rights, interests of workers globally.
- Sept 1995 – Aug 1996 MA of European Industrial Relations Warwick Business School, UK
A one-year master in comparative labor studies with its focus on employment relations within the European Union on company, national and supra-national levels.
- Sept 1989 – Aug 1994 BA of Political Science and Economy University of Iceland, IS
A three years undergraduate program with the focus on politics and institutions in Iceland and Europe. Completed a one-year exchange program at University of Giessen Germany.

LANGUAGE COMPETENCES

Icelandic (mother tongue), English and Swedish (fluent), German (Intermediate), Norwegian and Danish (able to read and understand), Spanish (Basic).

INTERNATIONAL TRADE UNION EXPERIENCE

- 2014 – Represented NU HRCT within EFFAT and IUF at various levels
- 2011 – 2013 Represented SGS on the executive board of NBTF (Nordic Construction & Wood workers Union), IN Nordic (Nordic Industrial Union), NU HRCT, NU LIVS (Nordic Food workers Union) and EFFAT
- 2000 – 2004 Represented SGS on the executive board of EFFAT, LIVS (Nordic Food workers Union), IN Nordic (Nordic Industrial Union)

PERSONAL INFORMATION

I was born on 19th of August 1969 in Reykjavik, Iceland. I am married to Margret Leosdottir a Medical Doctor at Skåne University Hospital and father of two young girls, Elin (8) and Maria (6). My hobbies are modern art, long distance running and travelling. I like listening to music and enjoy reading books, particularly about politics, economy, and public health.

Number of mandates in the Congress

Number of mandates in the Congress calculated according to the number of members in December 2018 - According to Art. IV of the EFFAT Constitution

	Country	Members 2018	Delegates with voting rights (Based on the number of members in December 2018 for whom affiliation fees were paid)
	<u>ALBANIA</u>		
1	FSPBUPASH	500	1
2	SPPBBSH	320	1
	<u>AUSTRIA</u>		
3	PROGE	12,000	2
4	VIDA	9,000	1
5	GPA	2,500	1
6	GÖD	1,781	1
	<u>BELGIUM</u>		
7	CCAS-CSC	89,278	7
8	FGTB-CG	1,500	1
9	LBC-NVK	6,000	1
10	FGTB-HORVAL	44,279	5
11	SETCA	6,220	1
12	CNE-CSC	1,382	1
13	CGSLB-ACLVB	12,450	2
	<u>BOSNIA-HERZEG.</u>		
14	PPDIVUT	800	1
	<u>BULGARIA</u>		
15	FKP-PODKREPA	300	1
16	FITU-FOOD	1,000	1
17	FITUA/FNSZ	300	1
18	NFZGS	300	1
	<u>CROATIA</u>		
19	SSUTH	5,500	1
20	PPDIV	6,428	1
	<u>CYPRUS</u>		
21	OEXEKA-SEK	3,000	1
22	OVIEK-SEK	485	1
23	FTPAW	485	1

	<u>CZECH REP</u>		
24	CMOSPHCR	1,000	1
25	OSPZV-ASO	1,463	1
	<u>DENMARK</u>		
26	NK/Handel	2,000	1
27	NNF	20,890	4
28	3F	29,300	4
29	3F-CO-Industry	8,175	1
-	Serviceforbundet	698	1
	<u>FAROE ISL</u>		
30	FAA	2,700	1
	<u>FINLAND</u>		
31	PAM	33,890	4
32	PRO	2,558	1
33	SEL	17,222	2
34	PEL	1,585	1
35	PARDIA	304	1
	<u>FRANCE</u>		
36	FGTA-FO	10,600	2
37	FO tabacs	300	1
38	FGA-CFDT	35,000	4
39	FDS-CFDT	8,764	1
40	CGT-Service	1,735	1
41	CFE-CGC hotel	1,502	1
42	CFTC-AGRI	620	1
43	CFE-CGC Agri	6,000	1
44	CFTC CSFV	1,500	1
	<u>GERMANY</u>		
45	NGG	197,384	10
46	IG-BAU	8,246	1
	<u>GREAT BRITAIN</u>		
47	UNITE	90,000	7
48	USDAW	11,367	2
49	GMB	7,525	1
50	BFWAU	9,458	1
	<u>GREECE</u>		
51	POEYTE	1,000	1
	<u>HUNGARY</u>		
52	VISZ	5,890	1
53	MEDOSZ	4,855	1
54	HDSZ	1,125	1

	<u>IRELAND</u>		
55	SIPTU	6,600	1
	<u>ISLAND</u>		
56	SGS	4,500	1
57	MATVIS	1,918	1
	<u>ITALY</u>		
58	UILTUCS-UIL	10,000	1
59	FIST CISL	10,500	2
60	ALPA	7,000	1
61	FILCAMS-CGIL	11,500	2
62	FAI-CISL	9,000	1
63	FAI-CISL pesca	3,850	1
64	FLAI-CGIL	21,000	4
65	UILA-UIL	11,000	2
66	UIMEC-UIL	10,000	1
67	CONFEDERDIA	9,212	1
	<u>KOSOVO</u>		
68	AGROKOMPLEKS	4,587	1
	<u>LETVIA</u>		
69	LAKRS	136	1
70	LIA	200	1
	<u>LITHUANIA</u>		
71	LMP	2,000	1
72	TUFLAW/LZUDPSF	600	1
	<u>LUXEMBOURG</u>		
73	OGB-L	1,500	1
	<u>MACEDONIA</u>		
74	AGRO-SINDIKAT	1,400	1
75	SUTKOZ	400	1
	<u>MALTA</u>		
76	GWU	1,500	1
	<u>MONTENEGRO</u>		
77	Trade Union of	700	1
78	Trade Union of Tourism	320	1
	<u>NETHERLANDS</u>		
79	FNV-BG	38,001	4
80	CNV	8,866	1
81	HB-FNV	21,872	4
	<u>NORWAY</u>		

82	NNN	28,147	4
83	FELLESFORBUNDET	9,604	1
84	IE	871	1
	<u>POLAND</u>		
85	NSZZ Food/HCR	7,600	1
86	ZZPR	1,600	1
87	FZPPT	1,031	1
	<u>ROMANIA</u>		
88	SINDALIMENTA	1,100	1
89	AGROSTAR	680	1
90	CERES	1,050	1
	<u>SERBIA</u>		
91	NEZAVISNOST	1,875	1
92	SSPPDVS	2,000	1
	<u>SLOVAKIA</u>		
93	OZPSR	100	1
94	OZPP	1,280	1
	<u>SLOVENIA</u>		
95	SGITS	3,075	1
96	KZI	3,700	1
	<u>SPAIN</u>		
97	ELA-STV	1,600	1
98	FICA-UGT	17,000	2
99	FeSMC-UGT	12,500	2
100	CC.OO SERVICIOS	7,000	1
101	CC.OO DE	25,000	4
102	Fi USO	1,200	1
	<u>SWEDEN</u>		
103	LIVS	37,000	4
104	UNIONEN	13,400	2
105	HRF	30,466	4
106	SKF	15,700	2
	<u>SWITZERLAND</u>		
107	UNIA	15,941	2
	<u>TURKEY</u>		
108	ÖZ-GIDA-IS / HAK IS	5,000	1
109	TARIM-IS	2,000	1
110	TOLEYIS	2,500	1
111	TEK GIDA IS	15,000	2
112	SEKER-IS	1,018	1
	TOTAL	1,194,664	185

Membership / Effectifs / Mitgliederstand / Medlernsläget / Efectivos				
Country	2018 MEMBERS	2018 EURO	TOTALS PER COUNTRY	SEATS EC
ALBANIA				
FSPBUPASH	500	265.00	820	1
SPPBBSH	320	169.60		
AUSTRIA				
PROGE	12,000	15,720.00	25,281	1
VIDA	9,000	11,790.00		
GPA	2,500	3,275.00		
GÖD	1,781	2,333.11		
BELGIUM				
CCAS-CSC	89,278	120,954.18	161,109	4
FGTB-CG	1,500	1,965.00		
LBC-NVK	6,000	7,860.00		
FGTB-HORVAL	44,279	59,005.49		
SETCA	6,220	8,148.20		
CNE-CSC	1,382	1,810.42		
CGSLB-ACLVB	12,450	16,309.50		
BOSNIA-HERZEG.				
PPDIVUT	800	424.00	800	1
BULGARIA				
FKP-PODKREPA	300	160.00	1,900	1
FITU FOOD	1,000	530.00		
FITUA/FNSZ	300	159.00		
NFZGS Podkrepa	300	159.00		
CROATIA				
STUH	5,500	2,915.00	11,928	1
PPDIV	6,428	3,406.84		
CYPRUS				
OEXEKA-SEK	3,000	3,930.00	3,970	1
OVIEK-SEK	485	635.35		
FTPAW	485	635.35		
CZECH REP.				
CMOPHCR	1,000	530.00	2,463	1
OSPZV-ASO	1,463	775.39		
DENMARK				
HK/ Handel	2,000	2,620.00	60,365	3
NNF	20,890	27,865.90		
3F	29,300	38,883.00		
3F/Co-industry	8,175	10,709.25		
FAROE ISL.				
FAA	2,700	3,537.00	2,700	1
FINLAND				
PAM	33,890	45,395.90	55,559	2
PRO	2,558	3,350.98		
SEL	17,222	23,060.82		
The Finnish industrial union	1,585	2,076.35		
PARDIA	304	398.24		
FRANCE				

Membership / Effectifs / Mitgliederstand / Medlernsläget / Efectivos					
36	FGTA-FO	10,600	13,886.00	<u>66,021</u>	3
37	FGTA-FO Tabacs	300	393.00		
38	FGA-CFDT	35,000	46,850.00		
39	FDS-CFDT	8,764	11,480.84		
40	CGT-Service	1,735	2,272.85		
41	CFTC-AGRI	620	812.20		
42	CFE-CGC hotel	1,502	1,967.62		
43	CFE-CGC agri	6,000	7,860.00		
44	CFTC CSFV	1,500	1,965.00		
GERMANY					
45	NGG	197,384	262,573.04	<u>205,630</u>	4
46	IG-BAU	8,246	11,302.26		
GREAT BRITAIN					
47	UNITE	90,000	121,900.00	<u>118,350</u>	3
48	USDAW	11,367	14,890.77		
49	GMB	7,525	9,857.75		
50	BFWAU	9,458	11,807.43		
GREECE					
51	POEEYTE	1,000	1,310.00	<u>1,000</u>	1
HUNGARY					
52	VISZ	5,890	3,121.70	<u>11,870</u>	1
53	MEDOSZ	4,855	2,573.15		
54	HDSZ	1,125	596.25		
IRELAND					
55	SIPTU	6,600	8,646.00	<u>6,600</u>	1
ISLAND					
56	SGS	4,500	5,895.00	<u>6,418</u>	1
57	MATVIS	1,918	2,512.58		
ITALY					
58	UILTUCS	10,000	13,100.00	<u>103,062</u>	3
59	FIST-CISL	10,500	13,755.00		
60	ALPA	7,000	9,170.00		
61	FILCAMS-CGIL	11,500	15,065.00		
62	FAI -CISL	9,000	11,790.00		
63	FAI-CISL PESCA	3,850	5,043.50		
64	FLAI-CGIL	21,000	28,010.00		
65	UILA-UIL	11,000	14,410.00		
66	UIMEC-UIL	10,000	13,100.00		
67	CONFEDERDIA	9,212	12,067.72		
KOSOVO					
68	AGRIKOMPLEKS	4,587	exempted	<u>4,587</u>	1
LETVIA					
69	LAKRS	136	72.08	<u>336</u>	1
70	LIA	200	106.00		
LITHUANIA					
71	LMP	2,000	1,060.00	<u>2,600</u>	1
72	TUFLAW/LZUDPSF	600	318.00		
LUXEMBOURG					
73	OGB-L	1,500	1,965.00	<u>1,500</u>	1

Membership / Effectifs / Mitgliederstand / Medlernsläget / Efectivos					
MACEDONIA					
74	AGRO-SINDIKAT	1,400	742.00	<u>1,800</u>	1
75	SUTKOZ	400	212.00		
MALTA					
76	GWU	1,500	1,965.00	<u>1,500</u>	1
MONTENEGRO					
77	TU of Tourism and Catering	700	371.00	<u>1,020</u>	1
78	TU of Agriculture, Food and Tob	320	169.60		
NETHERLANDS					
79	FNV-BG	38,001	50,781.31	<u>68,739</u>	3
80	CNV	8,866	11,614.46		
81	HB-FNV	21,872	29,152.32		
NORWAY					
82	NNN	28,147	37,372.57	<u>38,622</u>	2
83	FELLESFORBUNDET	9,604	12,582.00		
84	IE	871	1,141.01		
POLAND					
85	NSZZ FOOD / HRC	7,600	4,028.00	<u>10,231</u>	1
86	FZPPT	1,031	546.43		
87	ZZPR	1,600	848.00		
PORTUGAL					
-				<u>0</u>	0
ROMANIA					
88	SINDALIMENTA	1,100	583.00	<u>2,830</u>	1
89	AGROSTAR	680	360.40		
90	CERES	1,050	556.50		
SERBIA					
91	NEZAVISNOST	1,875	exempted	<u>3,875</u>	1
92	SS PPDIV SRBIJE (Agri and Fo	2,000	1,060.00		
SLOVAKIA					
93	OZPSR	100	53.00	<u>1,380</u>	1
94	OZPP	1,280	678.40		
SLOVENIJA					
95	SGITS	3,075	1,629.75	<u>6,775</u>	1
96	KZI	3,700	1,961.00		
SPAIN					
97	ELA- STV	1,600	2,096.00	<u>64,300</u>	3
98	FICA UGT (FITAG UGT)	17,000	22,770.00		
99	FeSMC-UGT	12,500	16,375.00		
100	CCOO servicios	7,000	9,170.00		
101	CCOO de Industria(FEAGRA)	25,000	33,250.00		
102	Fi USO	1,200	1,500.00		
SWEDEN					
103	LIVS	37,000	49,470.00	<u>96,566</u>	3
104	UNIONEN	13,400	17,554.00		
105	HRF	30,466	40,910.46		
106	SKF	15,700	21,067.00		
SWITZERLAND					
107	UNIA	15,941	20,793.21	<u>15,941</u>	1

Membership / Effectifs / Mitgliederstand / Medlernsläget / Efectivos				
TURKEY				
108	ÖZ-GIDA IS /HAK-IS	5,000	6,550.00	1
109	TARIM-IS	2,000	2,620.00	
110	TEK GIDA IS	15,000	20,150.00	
111	TOLEYIS	2,500	3,275.00	
112	SEKER_IS	1,018	1,333.58	
TOTAL		1,193,966	1,532,560.61	1,193,966



EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

Proposals Congress slogans

A new recipe for a better Europe
A new menu for Europe
A new Europe is served
A new Europe on the plate
A new Europe on the menu
A new Menu for Europe

We feed Europe
New food for Europe
A new plate for Europe
A stronger EFFAT in a better Europe
A new plate for a better Europe
A new Europe on the menu
A new menu for Europe
A decent menu for a social Europe
A fairer and better Europe on the menu

People are the future of Europe
Europe's future is in people
Europe's future involves everyone
Europe's future includes everyone
Everyone's included in Europe's future
You are the future of Europe
We are the future of Europe