



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Management Committee
BRUSSELS, 28 February 2018**

Agenda item 3:

MINUTES OF THE EFFAT EXECUTIVE COMMITTEE OF 22-23 NOVEMBER 2017

Decision: The Management Committee adopts the minutes of the Executive Committee of 22-23 November 2017

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EFFAT Executive Committee

Room VM3

23 November 2017 (9.00 am – 4.30 pm)

Working documents and Participants list: <http://www.effat.org/en/node/14490>

A photo action on the international day on elimination of violence against women was incorporated.

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

Hélène Debordes updated the participants on the 36 new measures which have been introduced on more flexibility. But in reality, it means less security for the workers and more precarious contracts.

Hélène Debordes and the other members called for a common European position and strategy addressing these labour reforms.

We need a social Europe and as trade unions we need to think how we can put more pressure and bring together more political force to fight these reforms at national and European level but also at company level.

Grazine Gruzdiene reported on the changed labour legislation and social security systems in Lithuania.

Discussion: Henri Lindholm, Kristjan Bragason, Pilar Rato, Pietro Ruffolo, Valentina Vasilyonova, Gerhard Riess

Decision: The Executive Committee took note of and endorsed the press release by FGA-CFDT.

a) Ancora in Campo



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of the IUF Congress and came up with some proposals how to improve the cooperation with the IUF. The members discussed the EFFAT - IUF cooperation.

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

8. REPORT OF FIRST IUF LGTBQI CONFERENCE

Speaker: Gerhard Riess, PROGE, Austria

- **Doc:** Summary record of the IUF LGTBQI Conference

Gerhard Riess reported on the discussions of the last IUF Congress on the role of trade unions against the violation of rights of lesbian, gay, bisexual, transgender and intersex people at the workplace.

It was therefore proposed to draw up a brochure to educate our members on the importance of LGTBQ equality for all workers.

Discussion: Ivan Blazevic, Malin Ackholt, Eva Guovelin

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

It was decided to draft an information leaflet/brochure by the next EFFAT Executive Committee and to brief affiliates about the initiatives and activities of its affiliates with regard to LGTQI members.

9. 5TH EFFAT CONGRESS 2019

A) PREPARATION

- **Doc:** Replies questionnaire future of EFFAT from 3F& Komunal, NU HRCT, PPDIVUT

Harald explained that the next EFFAT Congress will take place in November 2019 most likely in one of the new member states, in cities like Prague or Zagreb and explained the different criteria to choose the venue.

The Congress will consist of 2 days, one dedicated to matters related to the statute and accounts and one dedicated to certain political themes. We are planning a Women's conference, a Youth conference and a CEE/SEE conference as well.

It was proposed at the last EFFAT Management Committee to set up a technical group to look at the future of EFFAT and the first results on the questionnaire sent concerning the future of EFFAT were discussed and presented. Harald made an appeal to all members to reflect and give feedback to the questionnaire in written by 6 February 2018. First meeting technical working group will be 7 February 2018.

The technical working group would consist of Pietro Ruffolo, Kristjan Bragason, Helene Debordes, Valentina Vasilyonova, Steen Karlsen and EFFAT Secretariat.

Discussion: Henri Lindholm, Kristjan Bragason, Bohumir Dufek, Anja Westberg, Peter Kaae Holm, Miodrag Bradonjic, Gerhard Riess, Ivan Blazevic, Jan Egil Pedersen

Decision: The Executive Committee took note of the documents presented and adopted the set-up of the technical working group. All members were reminded to send their written proposals concerning the future of EFFAT to the secretariat by 6 February 2017.

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10. EUROPEAN PILLAR OF SOCIAL RIGHTS AND OTHER EU ISSUES

- Doc: Proposal European Council on the European of Social rights

Harald Wiedenhofer underlined some of the areas which are particularly important for EFFAT and highlighted some positive points but also highlighted some of the weaknesses as most of the text is not legally binding.

Estelle Brentnall also updated the members on the review of the posting of workers directive. Meanwhile, a compromise has also been reached in the European Parliament and this compromise has taken a number of trade union demands on board. It is a step in the right direction at the start of the triilogue negotiations. The forthcoming weeks and months will be decisive. An initial draft report is due to be presented by the European Parliament by the end of 2017.

Discussion: Bohumir Dufek, Pietro Ruffolo, Valentina Vasilyonova

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

11. EFFAT YOUTH WORK 2018 AND NATIONAL EXPERIENCES

Speaker: Eveliina Reponen, PAM, Finland

- Doc: Actions to organize young workers
- Open letter to the EFFAT affiliates from the Youth Committee

Evelliina Reponen presented the youth initiatives of PAM and reported on PAM's membership figures.

The EFFAT Youth Committee made an appeal to all member organisations to include the youth in Trade union activities, decision making bodies.

Ivan Blazevic asked the members to reply to the questionnaire on the EFFAT Youth pledge and the actions to organise young workers. An updated overview on youth activities organized by our member organisations was presented.

Tanja Fynbo presented the open letter to the EFFAT affiliates asking to further implement EFFAT policies, guidelines and strategies for Youth, to develop examples of good practice and to support young workers and actively involve them in union activities, to provide financial resources, etc...

Enrico Somaglia briefed the Executive Committee on the next EFFAT Youth seminar in March reminding that we had to cancel the last seminar because of a lack of participants.

Discussion: Tanja Fynbo, Ivan Blazevic, Pilar Rato, Pim Van Dorpel, Jan Egel Pedersen, Gerhard Riess, David Gill.

Decision: the Executive Committee took note of endorsed the documents presented.

12. ACTIVITY REPORTS AND EFFAT WORK AREAS 2017

A) FOOD, DRINKS AND TOBACCO

B) AGRICULTURE

C) TOURISM

D) TRANSNATIONAL COMPANIES / EUROPEAN WORKS COUNCILS (TNC/EWC)

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E) GENDER EQUALITY**F) DOMESTIC WORKERS**

The EFFAT secretariat presented the written activity reports.

Jos Hendriks presented a proposal on further activities in the Cacao sector. It was agreed to set up a working program for the Cacao sector.

Peter Schmidt asked for a clear position on CAP.

Enrico Somaglia encouraged the members to use the new EWC portal and invited the EWC coordinators once more to complete EWC database.

Henri Lindholm updated the members on HK scan

Discussion: Jos Hendriks, Peter Schmidt, Estelle Brentnall

Decision: The Executive Committee took note of and endorsed the activity reports presented. It was agreed to set up a working program for the Cacao sector.

G) LIST OF MEETINGS 2017-2018

The final governing body meeting dates 2018 will be sent to the members asap.

Decision: The Executive Committee endorsed the list of meetings presented.

H) EFFAT COMMUNICATION (WEBSITE / NEWSLETTER)

Maddalena Colombi updated the members on the new EFFAT website and its new functionalities, graphic look, etc...

Decision: The Executive Committee took note of the new website.

i) EFFAT REGIONAL COUNCIL OF TRADE UNIONS IN SOUTH-EAST EUROPE

- Doc: Declaration: Europe is one and we do not want wages at different speeds
- Doc: Minutes meeting EFFAT-SEE Council, Belgrade 2-4 October 2017

Valentina Vasilyonova reported on the results of the last EFFAT-SEE council and expressed her concerns concerning the labour costs and low wages in the sectors in the SEE region

Discussion: Henri Lindholm, Gerhard Riess, Malin Ackholt, Ramiro Vega

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

Discussion: Hélène Debordes, Valentina Vasilyonova

13. NEW EFFAT OFFICES

Harald Wiedenhofer briefed the members that the works in the new office and cooperation with the architects are going well and smoothly and in line with the budget. Works should be finished mid-November and the move is planned on 11 December 2017.

14. MEMBERSHIP AND AFFILIATION FEES ISSUES**A) OVERVIEW OF PAYMENTS**

Harald Wiedenhofer presented the payment overview and briefed the Executive Committee that 17 member organisations out of 150 (10%) did not yet pay affiliation fees for 2017. Sindalimanta from Romania and SETAA from Portugal did not yet pay for two years. It was proposed to wait to disaffiliate

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them early next year as Sindalimenta has internal problems and SETAA is the only member organisation left in Portugal.

Decision: The Executive Committee endorsed the update presented.

B) NEW AFFILIATIONS

No new demands for affiliations

C) DISAFFILIATIONS/EXEMPTIONS

No disaffiliations/exemptions

15. BUDGET 2018

A balanced 2018 budget was presented which is in line with the previous years.

Decision: The Executive Committee adopted the budget

16. ANY OTHER BUSINESS

Kristjan Bragason presented the Nordic HRCT unions' campaign "Not on the menu".

In the run up to the UN's International Day for the Elimination of Violence against Women (25 November). This campaign highlights that, through collective bargaining agreements, trade unions and employers can play a major role in combatting harassment and violence against women at work.

As sexual harassment is a widespread problem within the tourism sector, EFFAT has a crucial responsibility towards its workers in the hotel, restaurant and catering sector, where workers are often victims of improper behavior.

Decision: The Executive Committee takes note and endorsed the report presented and decided to join the Nordic HRCT unions' initiative against sexual harassment

Eva Guovelin briefed the members on the principle agreement reached on the employment of refugees.