



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

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

Agenda item **17: ACTIVITY REPORTS AND EFFAT WORK AREAS 2018**

F) GENDER EQUALITY

Decision: The Executive Committee takes note of the reports and endorses the documents presented.

EFFAT

EFFAT Women's Committee

Brussels, 28 May 2018

Summary Minutes

Welcome and opening

Marianne LANDA, President of the EFFAT Women's Committee, welcomed the participants and opened the meeting.

Kerstin HOWALD, EFFAT Tourism Sector Secretary, excused Harald WIEDENHOFER, EFFAT General Secretary, who couldn't attend the meeting, because he had to deal with the selling of the old EFFAT offices.

The participants presented themselves (see attached list).

1. Minutes

Participants adopted the minutes of the Women's Committee meeting on 18 April 2017.

2. Gender equality in Europe

Cinzia SECHI, Senior Advisor ETUC, gave a presentation on recent developments on gender equality in Europe and ETUC activities in the field, focussing mainly on work-life balance, i.e. the actual EU Directive (see attached Presentation) and the ETUC "REBALANCE" Project.

Participants informed the Women's Committee about the latest developments in the field of work-life balance in their countries.

In Italy, the fact that women have better education and are higher qualified hasn't had a positive impact on the labour market and on pay equality, and the prolongation of working lives, i.e. the increase in the retirement age, also affects work-life balance.

Countries with a wider pay gap between women and men have a poorer work-life balance. If parental leave is not payed at all or only a small allowance is given, this leads to a wider pay and pension gap. Furthermore, availability and affordability of child care facilities play an important role. Child care is Member States' responsibility, the agreed target to have childcare for 30% of all 0 to 3-year-old children has not been met by Czech Republic, Hungary, Italy and Poland.

Hungary has the lowest level of women in the labour market. In Portugal, grandparents are entitled to take up parental leave, Finland is also experimenting this. The UK has family life policies, but no work-life balance policy. The French trade unions wrote to Macron urging him to support the Directive.

Sweden has a very good parental leave legislation since 1995. Childcare facilities and the possibility for grandparents to stay with their sick grandchildren are needed. Furthermore, workplace culture needs to change, so that more men take up family responsibilities.

Kerstin Howald, EFFAT, draw the attention to the [OSE Study “Overview of measures related to work-life balance in the European Union”](#) commissioned by the ETUC, which gives a brief overview of measures in the Member States in this area. The focus is on parental leave and carers’ leave, as well as on flexible working arrangements schemes within the EU.

The ETUC project “REBALANCE: Trade unions’ strategies and good practice to promote work-life balance” to which EFFAT is a partner, covers 11 sectors. Trade unions’ good practices aiming at addressing work-life balance policies, as well as measures to address the work-life balance gap in the social dialogue at all levels, notably in collective bargaining at sectoral and company level, will be collected and assessed. The aim is to raise awareness that work-life balance also boosts productivity.

3. EFFAT activities in the field of gender equality and domestic workers

Kerstin HOWALD, EFFAT, informed about the recent [EFFAT activities on gender equality](#).

As a follow-up of the request of last year’s Women’s Committee to compile and share basic information on the legal provisions in the different countries regarding maternity leave, EFFAT disseminated the OSE Study “Overview of measures related to work-life balance in the European Union. The other demand, namely to collect information about trade union actions on work-life balance, e.g. through provisions in collective agreements, company agreements, etc., will be pursued by participating in the ETUC’s REBALANCE project.

On sexual harassment and violence at the workplace, EFFAT member organisations in some more countries have compiled evidence on the phenomena in the hotel and restaurant sector and brought it up, again, in the Horeca social dialogue. Furthermore, the “IUF-Sodexo Joint Commitment on preventing sexual harassment” was widely disseminated as a good practice example, and presented at the plenary meeting of the sectoral social dialogue in the European contract catering sector. The issue should be taken up in the other EFFAT sectors. A proposal on how to follow this up at cross-sectoral level will be made under the next agenda item, EFFAT Congress.

EFFAT continued the cooperation on gender equality in Europe with the ETUC and the other European Trade Union Federations (ETUFs). EFFAT participated in the ETUC Women’s Committee meetings, contributed to the ETUC’s Annual Gender Equality Survey 2018, attended several meetings between gender equality officers of ETUC and ETUFs, and is partner in the ETUC REBALANCE project.

Grace PAPA, ACV-CSC, informed about the recent [activities on domestic workers](#).

The EFFAT – IDWF Domestic Workers meeting on 24 April 2018 in Brussels convened 12 representatives from trade unions organising domestic workers in Belgium, Denmark, Italy, Netherlands, Sweden, Switzerland and the UK, as well as from IUF, IDWF and EFFAT. Agenda items were a report on activities on domestic workers in Europe 2017-2018 and planned activities for 2018-2019, EU projects to promote decent work for domestic workers through service vouchers, and the preparation of the IDWF Congress in November 2018 in Cape Town, South Africa.

Grace PAPA, ACV-CSC, and Wendy GALARZA, FILCAMS-CGIL, were elected as European members to the IDWF Executive Committee.

ACV-CSC has produced a [video](#) on sexual harassment at work where a domestic worker figures as victim, and has with this contributed to the preparation of the ILO Standard Setting procedure on “Ending violence and harassment in the world of work”.

The My Fair Home campaign had been relaunched in Europe on 16 June 2017.

Finally, Grace PAPA acknowledged the platform EFFAT has provided for domestic workers throughout the last years, but proposed, also with a view to the upcoming EFFAT Congress in 2019, that more formal structures for domestic workers in Europe are needed in future. This should be discussed among EFFAT members and in the EFFAT Executive Committee, and lead to a proposal to be discussed at the EFFAT Congress.

Kerstin HOWALD, EFFAT, recalled the 'history' of EFFAT work on domestic workers, starting with an informal side event at the EFFAT Congress 2009, and subsequently dedicating a part of the annual EFFAT Women's Committee meetings to domestic workers for many years, having domestic workers on the agenda of EFFAT Management and Executive Committee meetings since 2011, having published the report "Promote industrial relations in the domestic work sector in Europe" and the brochure "Domestic workers in Europe - Getting Organised!" in 2015, running "My Fair Home" campaigns since 2016, organising separate meetings on domestic workers in Europe since 2017. Furthermore, EFFAT has attempted to get EU funding for in-depth research on existing service voucher systems in the domestic work sector, in cooperation with European employers' organisations, but projects were rejected twice. In 2018-2019, there is chance now to achieve the goals in a wider consortium via a European Parliament Pilot Project "Promotion of domestic worker cooperatives and service voucher schemes".

Karin PAPE, IDWF, thanked EFFAT and the Women's Committee for having provided a platform for domestic workers in Europe for so many years. It allowed us to learn from each other and to give more visibility to systems bringing domestic workers into the formal labour market, such as service vouchers. Many European countries think they do not have to ratify ILO Convention 189 as domestic workers have all the rights, but in effect, in most cases those rights are not enforced. E.g. in Germany, about 1 million workers are working in the domestic work sector, the vast majority informally without any social protection.

Participants shared with the Women's Committee their views on the different items.

Anja WESTBERG, KOMMUNAL, informed that in Sweden the fight against sexual harassment and violence is in the law, e.g. the discrimination act and the work environment act. KOMMUNAL works hard on the issue, e.g. with training for workers and employers, movies, a checklist, etc. Sexual harassment and violence have to be dealt with at cross-sectoral level, there are similar issues. Existing framework agreements such as the ones with Unilever and Sodexo should be used.

Isabelle OUEDRAOGO, FGA-CFDT, expressed interest in the Swedish checklist. The CFDT trains the trade union representatives in the companies (délégués syndicaux) on sexual harassment and violence, but the issue still needs to gain more awareness in trade unions. An attempt to organise a meeting on women in rural areas did not attract many participants.

Debi BELL, UNITE, informed about Nestlé's engagement for domestic violence shelters, and talks between the UNITE equalities officer and government.

Anneke VAN WEZEL, FNV, pointed out that much more needs to be done on sexual harassment and violence in agriculture, citing recurring cases with female strawberry pickers in Spain, and the exposure of agricultural workers to pesticides causing women getting handicapped children.

Margot SASTRE, CCOO de Industria, informed that the Spanish gender equality legislation of 2007 brought some progress, but that the actual government has lowered the standards. This is why the Spanish trade unions went on strike on 8 March 2018, demanding e.g. a law for wage equality, laws against gender violence at work and at home, rules on anti-discrimination in all collective agreements, etc. Sensitization on gender issues must start in school.

Grace PAPA, ACV-CSC, informed about a survey carried out by her union on sexual harassment and violence in the sectors horeca, cleaning and domestic work, which showed that workers are exposed to a wide range of threats, from verbal aggression to rape and murder.

Loredana PESOLI, CONFEDERDIA, stated that the service vouchers (buoni lavori) in Italy were not meant for permanent employment. Sexual harassment and violence should also be dealt with in education and training.

Francesca GRASSINI, FILCAMS CGIL, informed that the trade union action demanding to abolish the service vouchers was stopped, as the Italian government withdrew the vouchers. Government immediately proposed a new system where professional and private persons can be 'employers', workers have to be registered with social security. In the national collective agreement for the tourism sector there are provisions on sexual harassment and violence at the work place.

4. EFFAT Congress 2019

Kerstin HOWALD, EFFAT, informed the Women's Committee about the state of affairs of the preparations of the next EFFAT Congress scheduled for November 2019, which will be held in Zagreb, Croatia.

Documents for discussion were:

- Draft Agenda 1st and 2nd day EFFAT Congress
- Draft EFFAT Work Programme 2020-2024
- Questionnaire on EFFAT and its future
- Draft New EFFAT Statutes
- Profile of the new EFFAT General Secretary

Other items were:

- EFFAT Women's Conference to be held before Congress
- Gender equality input to the 2nd day of Congress
- Priorities of the future EFFAT Gender Equality Policy

Participants shared with the Women's Committee their views on the different documents and items.

- EFFAT Work Programme 2020-2024
 - the work programme should be proofread with regard to gender equality, content- and language-wise
 - there should be more on the sectors, on domestic workers and on young workers
 - to improve the coordination between the sectors, including setting strategic priorities for the sectoral social dialogues, an annual meeting should be organised between the sectors
 - the cooperation between EFFAT and IUF in the sectors should be improved
- EFFAT Statutes
 - Article 1: to the name of EFFAT should be added: (IUF Europe)
 - Article 16: 3 instead of 2 annual meetings of the Executive Committee
 - Article 19: the Regional Coordinators should meet at least once a year with the Secretariat

- Article 21: domestic workers should be formally acknowledged; domestic work should be added as 4th EFFAT sector
- general:
 - the better involvement of LGBTQBI, ethnic and black workers / members should be added as equality issue
 - the Women's Committee needs resources / a budget, to be autonomous and not depending on projects, only, e.g. to reimburse costs for participation in meetings
- EFFAT General Secretary
 - divergent opinions were expressed on whether the competency profile of the new EFFAT General Secretary was adequate and needed or too detailed and demanding and hence putting off certain candidates
- Congress
 - to facilitate the participation of trade union representatives with family responsibilities, the possibility to provide child care for the Congress should be assessed
- 2nd day of Congress
 - The gender equality input to the programme will be further discussed when the issues are more clearly defined
- EFFAT Women's Conference
 - in order to enable a maximum of participation in the Women's Conference before the EFFAT Congress, a project shall be submitted on "Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors", with these main features:
 - collection of information on the situation re sexual harassment and violence at work in the EFFAT sectors
 - compilation of examples of initiatives of member organisations to fight sexual harassment and violence at work, e.g. collective agreements, company agreements, trade union policies
 - elaboration of recommendations
 - conference to present and discuss findings and recommendations (Women's Conference)
 - take up in sectoral social dialogues
- EFFAT Gender Equality Policy
 - work-life balance and sexual harassment and violence at the workplace were proposed as major topics for the future EFFAT Gender Equality Policy

These proposals shall be reported back to the EFFAT Executive Committee that will be held in Brussels the following days and hence fed into further discussions. All documents revised based on discussions in the Executive Committee and the Technical Working Group for Congress Preparation will be re-submitted to the Women's Committee for further discussion and proposals for amendments.

5. Conclusions and next steps

- Gender equality in Europe
 - continue cooperation with ETUC and European Trade Union Federations
- Work-life balance
 - participate in the ETUC project “REBALANCE: Trade unions’ strategies and good practice to promote work-life balance”
 - inform EFFAT member organisation about progress made with regard to the “Proposal for a Directive on work-life balance for parents and carers”
- Sexual harassment and violence
 - apply for EU funding for the project “Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors”
- Domestic workers
 - participate in the project “Advancing Personal and Household Services (Ad-PHS)” under the Budget line “Promotion of domestic worker cooperatives and service voucher schemes” (if accepted)
 - pursue a more formal structure for domestic workers within EFFAT
- EFFAT Congress
 - monitor Congress preparation documents, e.g. Work Programme, Statutes
 - give input to 2nd Congress day
 - draft EFFAT Gender Equality Policy
 - prepare EFFAT Women’s Conference