

EFFAT Gender Equality and Diversity Action Plan 2022 - 2023

Make trade unions more attractive to women

1. Develop a new strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, work-life balance and sexual harassment and violence at work

- Gender pay transparency Directive: Pay transparency is needed and could speed up progress towards **equal pay**. EFFAT is participating and is actively involving its members in the policy process of the European Directive. EFFAT will continue to develop joint actions to the attention of relevant political authorities in order to influence their decisions and amend the proposal in favour of women workers. The goal is to discuss and identify priorities with our members in order to elaborate EFFAT collective bargaining demands.
- **Work life balance** is an essential part of every worker's daily life. Today, in Europe, it is still women with young children or parents with disabilities who adapt their work organization to allow this combination. A heavy workload that puts their health at risk and limits their career opportunities. A better distribution of family/private tasks between men and women would be beneficial for everyone.
EFFAT will work to promote equal rights for men and women in the access to family/private life and professional career.
EFFAT will assess together with ETUC the transposition of the Work life balance directive.
- Regarding **violence and sexual harassment in the workplace**, EFFAT will support its members to promote and implement the EFFAT Zero Tolerance recommendations both at national and (transnational) company level.

ILO C190 is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. Governments that ratify ILO C190 are required to put in place the necessary laws and policy measures to prevent and address violence and harassment in the world of work.

Every worker, no matter who they are or what work they do, deserves the protection of ILO C190.

Today, two EU Member State has ratified the Convention (Greece and France). Together with ETUC, EFFAT will engage in both political and trade union actions to support its members in the process of ratification and implementation of the C190 in Europe.

(The ETUC Women's Committee seeks urgent clarification as to the alleged legal foundation for the EU Council's objection to Member states' ratification process of ILO C190. The proposal for a Council Decision authorising Member States to ratify, in the interest of the European Union, the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization should be adopted as a matter of urgency as a means for the EU to work together to support the ratification of ILO Convention 190 throughout the EU rather than placing unwarranted obstacles in the way of Member States. Workers should not be made to wait any longer.)

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2. EFFAT will ensure equal participation of women in EFFAT work and decision-making structures at all levels and pursue gender mainstreaming in all EFFAT policy fields

In just a few years, EFFAT and its members have made great progress in **increasing the representation of women** in political decision-making structures and committees.

We have doubled the participation of women in EFFAT Congress in a period of 5 years.

The Secretariat will continue to **monitor** the compliance of the nominations with our objectives.

Our goal is to continue to **strive for equal parity** by “institutionally” incorporating the gender issue into sectoral and cross-sectoral policies. But also, to reflect together on new ways to improve gender equality globally.

3. Continue the fight for equal opportunities, non-discrimination and equal pay

- In addition to points one and two, we believe that the **EFFAT / ITC-ILO Project** will contribute to the implementation of our political work and can play a significant role in achieving our strategies.

Gender Equality

- Strengthen EFFAT’s gender equality and diversity network
- New strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, pay transparency, work-life balance and sexual harassment and violence at work based on EFFAT tools and ILO standards
- Raise awareness among EFFAT affiliates about the need to make trade unions more attractive to women and make gender mainstreaming an integral part of their organising strategies

Migrant Workers

- Raise awareness about the positive economical, societal, and cultural benefits migrants bring to European societies.
 - Tools and material to reach out to migrants, organize them and protect their rights at work
- The **European Works Councils** is a tool for trade unions to achieve objectives on gender equality

On Equal representation, the composition of the EWC should reflect the proportion of gender within the workforce of the respective TNC

On Equal opportunities, it should contribute to the improvement of the situation of female workers by taking up gender equality issues in the EWC

- In parallel, it is essential that we question ourselves and **develop an EFFAT vision** in the context of inclusion and diversity for all vulnerable group of workers in our sectors.

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Celebrate and develop diversity

1. Promote and produce material that addresses populism, anti-European sentiments and xenophobia at the workplace

National-populism spreads like an oil stain over Europe.

The discourse of populist parties/groups or identity movements responds to citizens' fears related to the economic crisis and globalization (social status, material distress) by advocating economic protectionism, the closing of borders as a miracle solution to the economic crisis and as a bulwark against globalization, through a discourse, a rhetoric in which they pose as an alternative to the "establishment".

In parallel, we are confronted with a global lack of vision of social and labour policies, ecology and migration. This reinforces fear and increases this polarization.

EFFAT and its members are aware of the multiple difficulties- and attacks that vulnerable groups of workers face in the workplace. Stereotypes, biases, discrimination in employment, in human resources management, in communication...

Together with ETUC, we will not allow workers to be set against each other. We will continue to reject scapegoating of migrant workers and call for national governments and the EU to tackle the root causes of local people's concerns. We need action to stop wage undercutting and ensure that workers doing the same job, in the same workplace, get the same pay, and collective agreements and national industrial relations systems are respected. Migrant workers contribute to our economy and labour market, and provide significant social contributions and taxes, which make our welfare state more sustainable.

But we must also dare to question ourselves. We must DARE to ask ourselves real societal questions and open the debate, with the workers, and thus inform & train them, deconstruct and propose real democratic and non-violent alternatives.

The awareness and training of union organizers, shop stewards and activists in the fight against stereotypes, biases and discrimination as well as the design and development of educational tools is essential in the field.

EFFAT condemns right-wing extremism and is fully committed to fight every form of racism, discrimination and xenophobia. EFFAT is fully committed to promote and pursue the objectives of the UN Sustainable Development Goals at each and every level. EFFAT will support its members in these challenges, and we will continue to fight for democracy, solidarity, mutual respect and dignity for all.

2. Promote social partners involvement in the integration of migrants and refugees in the labour market and continue the exchange of good practices at national, sectorial and company level

EFFAT affiliates do tremendous work for mobile and migrant workers, as well as for refugees and asylum seekers. They try to make them visible and to bring an end to the abusive practices

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and exploitation. They fight to ensure that their employment and social rights are always respected. Inclusion and equal treatment for all these workers must become reality. The EFFAT Secretariat will work tirelessly in the upcoming weeks and months to promote the demands included in this paper.

Moreover, specific actions will be put in place together with affiliates to strengthen trade union power among mobile and migrant workers and improve their living and working conditions;

- EFFAT was actively engaged in the ELA Campaign on seasonal workers during 2021 to ensure that it can become an effective initiative to strengthen affiliates' work in assisting mobile and migrant workers. EFFAT will try to use the Campaign as leverage to create long-term synergies and strengthen cooperation among social partners and competent authorities, both at national and cross-border levels. EFFAT will advocate to ensure that the commitment of ELA to support workers in our sectors will also continue after the Campaign.
 - EFFAT will facilitate (upon request) specific cooperation meetings between affiliates from departure and receiving countries of mobile and migrant workers in order to strengthen synergies, particularly during the harvesting season.
 - EFFAT will offer ad hoc support for specific campaigns carried out by affiliates to organise mobile and migrant workers.
 - EFFAT is committed to building union power in the Domestic work sector with a view to strengthening sectoral collective bargaining and cross border solidarity and cooperation.
3. EFFAT is working closely with IUF in the fight to ensure that all members of the LGBTQI community are treated with respect and dignity in society and at the workplace by educating members on the importance of LGBTQI equality.

Workers need to be empowered **to fight against stereotypes, biases and discrimination, to fight against homophobia, transphobia, hostility, rejection, ...**

EFFAT will support its members in the **development of adequate tools** for workers as well as to **promote diversity** in sectors, in companies and to strengthen solidarity between all without distinction.

EFFAT is committed to **integrating a formal program of discussion and exchange within the Women's Committee** and will support its members to strengthen their diversity work.

EFFAT will continue its **reflection on how to integrate these issues in a structural way** in the future.

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