

10 KEY POINTS TO FIGHT PRECARIOUS WORK IN FOOD, AGRICULTURE AND TOURISM

1 If it's the same work, it's the same job - so it must come with the same rights and pay.

Equal pay and conditions must be provided for equal work, regardless of the employment contract, the origin, the nationality or the gender of the workers.

2 It is where you work that counts, not where you are from.

The 'host country principle' must be implemented everywhere in the EU. Every worker must be entitled to benefit from the rights and social conditions of the country where s/he works. Exporting lower pay and conditions along with workers is economically and socially harmful to individuals, families, companies and communities. It undermines social dialogue and it leads to unfair competition and social dumping.

3 All workers in Europe deserve decent minimum wage protection – either through collective agreements or legislation.

All European countries should have minimum wages covering everyone; either bargained by the social partners or mandated by legislation, and they must be respected, defended and enforced.

4 Employment relationships must be simplified and harmonized to create clarity and avoid abuse.

Precarious work feeds on the fragmented and complicated mish-mash of rules about employment that exist in the EU. Over-complexity obstructs protection from exclusion and discrimination, creates lack of transparency, administrative and transactional costs and allows bad employers to evade social legislation. We need clear, simple and fair rules at the EU level, in line with ILO standards, the EU Social Charter and the Decent Work agenda.

5 All workers should be covered by collective bargaining - it is the most effective way to prevent people suffering in low wage work.

Vulnerable workers need to be covered by collective agreements and employers have a fundamental duty to engage constructively in bargaining with trade unions. Governments need to support this process with measures including capacity building for social partners and social dialogue, and they must promote universal coverage of collective agreements in order to secure equal treatment and social inclusion.

6 Precarious workers need clear, simple routes into permanent jobs.

We need mechanisms to transition precarious workers into permanent positions and to break the barriers that socially exclude precarious workers from the "first tier workforce". This divide disproportionately affects vulnerable categories of workers such as young people, women, migrant, posted and seasonal workers.

7 Europe needs strong and well-funded public employment services, focused on combating precarious work.

Public employment services must be preserved and strengthened to ensure that they can monitor the movement of workers in Europe and can ensure compliance with labour and social legislation combating unfair and illegal practices. Private employment agencies are not suitable for these roles.

8 Effective regulation is needed for temp agencies and other labour providers - and it must be well enforced.

Temporary employment agencies must be made to comply with decent minimum standards.





The implementation of the Temporary Agency Work Directive must be carefully monitored and complemented with white/black listing mechanisms and clear, effective sanctions in cases of abuse.

9 Employers must be held to account for their subcontracted workers.

Companies that use subcontractors must ensure decent working conditions for all workers in their supply chains. It cannot be an excuse that unfairly treated workers are not employed directly by them. They need to insist on decent standards, with effective penalties for subcontractors that fail to meet them.

10 Precarious workers need to be organised and given a voice.

It is the duty of trade unions to fight the erosion of solidarity caused by precarious employment conditions, to organize precarious workers, to represent them and to incorporate their interests into collective agreements. Precarious workers must be allowed and encouraged to speak out, to support each other and to fight precariousness as members of trade unions.



FIGHT PRECARIOUS WORK

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EFFAT represents the interests of more than 2.6 million members, affiliated to 130 national trade unions in 38 European countries in agriculture, food production and tourism.

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