



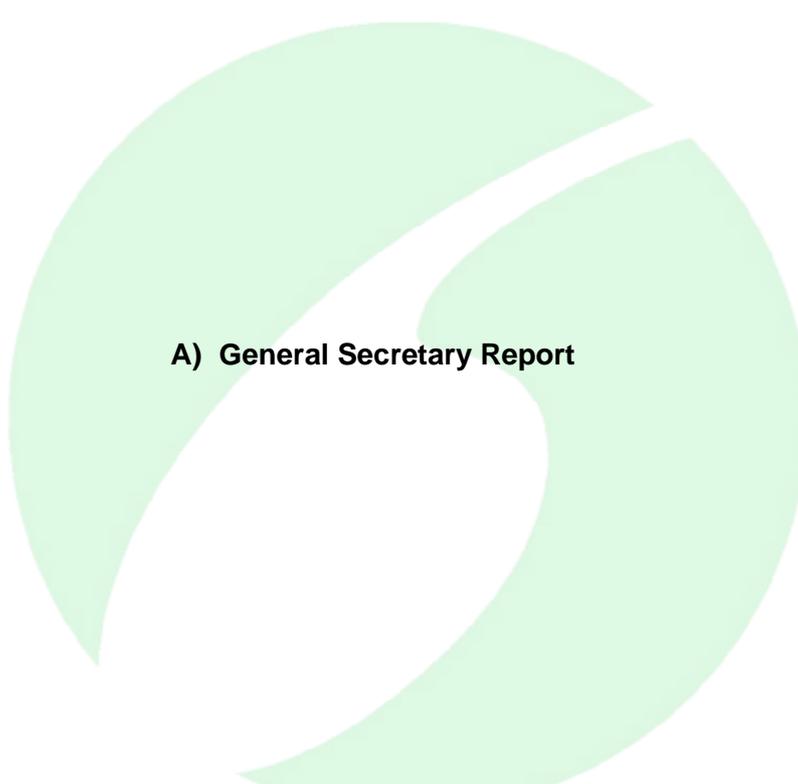
**EFFAT**

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Executive Committee  
BRUSSELS, 03 and 04 March 2020**

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Agenda item 7: **Political Framework and follow up on Action Plan 2020-2021**



**A) General Secretary Report**

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

**EFFAT**



## General Secretary Report – EFFAT State of Affairs

The first few months on the job have been very challenging and hectic, primarily because of the new European Commission's initiative on Minimum Wages and EU Green Deal (Farm to Fork Strategy). But also, because during the first three months of my assignment as General Secretary I was responsible for two organizations: EFFAT and NU HRCT. At the end of January, I finished all my work for my old organization and since the beginning of February there has been full focus on EFFAT work, both on a political and administration level.

I am very much enjoying the assignment and look forward to the future challenges together with the secretariat and all the EFFAT affiliates implementing the political framework and action plan that we adopted during the congress. I am quite confident that soon you will see some changes in the way EFFAT works and organizes its activities.

I have also set up social media accounts in order to strengthen EFFAT communication and presence on social media, but also to allow our affiliates to follow the activities from my assignment as General Secretary of EFFAT:

**You can find me both on Twitter and Facebook in my personal capacity:**

**Twitter: @EFFAT\_GS**

**Facebook: @EFFATGS**

## Secretariat

I have received a lot of support from all staff and positive feedback from the secretariat. I see a lot of potential in our secretariat and look forward to further developing our work. We are already starting to reshuffle some of the responsibilities to streamline our many activities and my hope is that we will be able to create a more effective and stronger EFFAT. But as I have said at the Congress, this will be possible only with your support.

## Staff related issues

### *Deputy General Secretary*

According to the EFFAT statutes the General Secretary can appoint a Deputy General Secretary from the Secretariat and the Executive Committee must confirm this designation. The Deputy General Secretary assists in managing the operations of the Secretariat and takes on various other responsibilities determined by the General Secretary. I would like to appoint Enrico Somaglia again as Deputy General Secretary, with special responsibility of sectoral coordination and EU policy work. Enrico will also continue coordinating EFFAT work in TNCs, but the future Political Secretary responsible for the Food, Drink and Tobacco sector will deal with some TNC and EWC work in the future as Kerstin is already doing for some of the companies operating in the Tourism sector. This will ease Enrico's workload and will also give the possibility to our future Secretary responsible for the FDT sector to have a direct connection with companies and the shop floor.

### *IUF Global/European Fast Food Coordinator*

Jointly with the IUF it has been decided that the new Global Fast Food Coordinator will be based at the EFFAT office in Brussels. He will be responsible for coordinating the ongoing fast food workers campaigns and fights in several European countries. This is a part of a 9-month trial project that the IUF has agreed to finance together with EFFAT and SEIU. We have offered



a project contract to Jonathan Johansson from Sweden and he will start working on this trial project in early March.

#### *Political Secretary for the Food sector*

Our Food, Drink and Tobacco Political Secretary, Estelle Brentnall, is moving on as she will be taking over as Head of Maritime Sector at the European Transport Workers' Federation (ETF) in the beginning of March. We wish Estelle all the best in her future endeavours and thank her for the great contribution to the FDT sector.

In the middle of January, EFFAT published the vacancy for the FDT Political Secretary post, with a deadline at 24 February. For the moment the vacancy has only circulated among our affiliates and our European trade union network. EFFAT received 9 applications from many interesting candidates with strong trade union backgrounds and some also with experience of trade union work at EU level. We have already held a first round of telephone interviews with seven candidates and we intend to hold the first round of face-to-face interviews with 3-4 possible candidates soon.

#### *Communication Officer: maternity leave cover*

Our Communication Officer Maddalena Colombi will go on maternity leave in May for six months. To cover for her absence, we decided to offer a replacement contract to Stephen Gilmore from the UK until she returns. Stephen did an internship with EFFAT around the congress period.

## Implementation of the Action plan 2020-2021

Since the EFFAT congress in November the primary objective of the secretariat has been rolling out our Action Plan. The secretariat believes it is important to follow up on the Action Plan to see if we can deliver on our commitments. We are currently developing reporting instruments to monitor the implementation of the Action Plan and we intend to present it at our September meeting.

Strong focus has been on EU advocacy, in recent months, because of a new European Commission that has presented its work programme and priorities. This work mainly relates to 2 of the 3 main priorities of the Action Plan: **Priority 2. Stronger and more widespread collective bargaining** and **Priority 3 Fairer Europe for workers and a sustainable food supply chain**.

Over the last four months, the EFFAT secretariat has put emphasis on developing new positions around EU policies related to our sectors. In the context of this Executive Committee meeting we intend to discuss and possibly endorse a Farm to Fork (F2F) position, a resolution on the EU-Mercosur Free Trade agreement, and a renewed position on CAP which highlights our demands in view of the upcoming post-2020 reform. All these new documents have been made available for our affiliates before the meeting. We are looking for comments and input from our affiliates and ExCom members.

During these two days we will also provide you with an update on some other important EU policy issues relevant for our sectors.

One of the EFFAT objectives in the 2020-2021 Action Plan was to strengthen EFFAT's voice vis-à-vis employers and the European institutions. Since the Congress in November, the EFFAT Secretariat has prioritized this part of the action plan through communication and meetings with various stakeholders at EU level in order to influence the adoption of EU policies

around important dossiers such as the CAP Reform, Green Deal, Farm2Fork strategy, and Minimum Wage initiative. We have among others met with the Commissioner for Jobs and Social Rights and the Deputy Head of Cabinet of the Commissioner for Agriculture.

We have also set up several meetings with our Social Partners to strengthen the European Sectoral Social Dialogue and develop synergies to deal with some of the challenges affecting our sectors. In this respect we have also explored the possibility to launch joint projects. For example, we are starting a new project with our Social Partners in the sugar sector on the future of the sugar industry and held a meeting with the new people in charge of communication and social dialogue at Food Drink Europe to explore possible common ground around some aspects of sustainability of the food supply chain

Over recent months, we have been cooperating closely with other ETUFs and the ETUC on various cross-sectoral issues for example on Platform Workers, Airline Catering, Minimum Wage Initiative, EWCs, Gender Pay Gap, Due Diligence, Just Transition, and Brexit.

Our work in TNCs has also carried on and we have continued assisting our affiliates in several companies going through restructurings (for example Coca Cola, Asahi and Continental Food). We have also after nearly 3 years of negotiations finalized the negotiations with Coca Cola European Partners. It has been a long journey and but now we have secured information and consultation rights for about 25000 employees of the Group.

In the coming months more focus will be put on **Priority 1 Organise, fight & win: A recipe for a stronger EFFAT**. Among other things, we are planning initiatives around the empowering of young workers, identifying organizing projects, developing our communication strategy, and organizing cross-border solidarity. It is also important to mention that we have been discussing how to improve the coordination between EFFAT and IUF on various common issues, fights and campaigns, among others People Before Profit, and the global fast food campaign.

Still it is worth mentioning that after our successful EWC seminar in November in Florence on organizing and the role EWCs can play in supporting organizing, some possible organizing projects have emerged.

You will of course receive more information on our work in the sectors' and Committees' reports.

## Coordination Group

The newly established Coordination Group met for the first time on the 6-7 February to prepare for the ExCom meeting in March and develop the agenda. General Secretary and President also took the opportunity to consult the group on how EFFAT should respond to the ETUC Reply to the First Phase Consultation of Social Partners on a possible initiative relating to minimum wages and collective bargaining. It was clear from that discussion that I needed to consult the ExCom through a written procedure as the statute allows when urgent decisions have to be taken. Other topics on the agenda included a follow-up on financial and membership issues and decisions on the future role of the Coordination Group. Its next meeting will take place on 20 May in Sofia, Bulgaria, as part of the General Assembly of the Agriculture Sector.

## Minimum Wage process

Ursula Von der Leyen, before being elected as President of the European Commission, declared in front of the European Parliament her intention to take action on minimum wages with an initiative to be developed in respect of the different labour markets.



In the political guidelines for the newly confirmed European Commission, she clarified: within the first 100 days of my mandate, I will propose a legal instrument to ensure that every worker in our Union has a fair minimum wage. This should allow for a decent living wherever they work. Minimum wages should be set according to national traditions, through collective agreements or legal provisions.

On 14 January 2020, a first-stage consultation document was sent to the European Social partners (including EFFAT) according to art 154 of the TFEU.

Since this announced proposal was made, EFFAT has consulted on a regular basis with its affiliates and carried out several initiatives including an extraordinary consultation meeting that took place on 28 November. As a result of that meeting, EFFAT drafted a position paper “Strengthening Collective Bargaining and Ensuring Living Wages for European Workers.” The document defines the EFFAT objectives and redlines with respect to this announced initiative and we plan to adopt it at this ExCom meeting.

Moreover, EFFAT has shared with its affiliates the European Commission consultation document as well as the ETUC draft reply. EFFAT affiliates were asked to send comments and proposals for amendment, that were forwarded to the ETUC.

Finally, we consulted the ExCom on how EFFAT should vote on the proposed ETUC Reply to the Commission’s First Phase Consultation of Social Partners. The result of the vote was quite decisive. The majority of the Executive Members (77% of the votes) wanted EFFAT to vote YES concerning ETUC proposal. With this clear result EFFAT voted YES to the ETUC Reply to the First Phase Consultation of Social Partners under Article 154 TFEU on a possible action addressing the challenges related to fair minimum wages. As the 2/3 majority was also met within the ETUC, the Reply has been sent to the Commission.

**The results from the consultation of the ExCom:**

Number of ExCom members with a voting right: 85

Total number of votes received: 65

Voted Yes: 50

Voted No: 3

Abstentions: 12

## GS meeting schedule

Since the 5<sup>th</sup> EFFAT congress in Zagreb, I have participated in various meetings and actives organized by our affiliates, our global organization IUF and other European partners.

Over the course of 6 months (March-August) the General Secretary is scheduled to attend the following meetings and activities:

- ETUC ExCom, 9-10 March, Brussels, Belgium
- EFFAT Youth Committee 11-12 March, Sesimbra, Portugal
- EFFAT South East European Council 16-18 March, Ljubljana, Slovenia
- FNV, 24 March, Utrecht, Netherlands
- Finnish affiliates, 26 March, Helsinki, Finland
- EFFAT Cocoa Steering Group, 30-31 March, Hamburg, Germany
- Flai Cgil ExCom, 15 April, Rome, Italy
- SSDC Food, 16 April, Brussels, Belgium
- IUF, Global Fast Food Conference, 22 April, Chicago, USA
- SEIU, Convention, 23-25 April, Chicago, USA
- SEKER.Is, Digitalization Conference, 27-28 April, Antalya, Turkey
- IUF ExCom, 5-8 May, Geneva, Switzerland
- IUF Hotel Steering Group meetings 12-14 May, Madrid, Spain
- EFFAT General Assembly Agriculture, 18-19 May, Sofia, Bulgaria
- EFFAT Coordination Group, 20 May, Sofia, Bulgaria
- IndustriAll Europe Congress, 26-27 May, Thessaloniki, Greece
- ETUC ExCom, 3-4 June, Brussels, Belgium
- EFFAT TNC Committee Conference, 16-18, Rome, Italy
- IUF Meat Conference, 23-24 June, Calgary, Canada
- Unite the Union Policy Conference, 29-1 June/July, Liverpool, United Kingdom
- ETUC Summer School, 2-3 July, Berlin, Germany