



## In the spotlight

# GENERAL

### European Parliament against bullying and sexual harassment at work

Mobbing and sexual harassment are structural problems that involve victims and perpetrators of any age, education, income and social status. Gender and sexual harassment are recognized forms of discrimination and are therefore prohibited by EU Directives on equal treatment. The new EP Report “Bullying and sexual harassment at the workplace, in public spaces, and in political life in the EU”, published in March 2018, provides an overview of the situation, an update on achievements and which issues remain to be solved. Disappointingly – while mentioning the autonomous Framework Agreement on Harassment and Violence at Work signed by European social partners ETUC, BUSINESSEUROPE, UEAPME and CEEP in 2007 – the report ignores the social partners as stakeholders. EFFAT will take up the issue, again, in the Social Dialogue of the Horeca sector,

following new evidence from Ireland and the UK on harassment and violence in the hospitality sector. [Read more on the EP website](#)



### Decent work for domestic workers

At the EFFAT-IDWF meeting on domestic workers on 24 April 2018 in Brussels, participants discussed recent and planned EFFAT activities in the sector. These included the upcoming European Parliament Pilot Project “Promotion of domestic worker cooperatives and service voucher schemes” and the working document “Shared concerns and joint recommendations on migrant domestic and care work”, jointly elaborated by a group of national, European and global level trade unions, NGOs and networks. The documents summarise challenges for migrant domestic workers and put forward solutions to policy makers. EFFAT advocates the European Platform against undeclared work to consider service vouchers such as the Belgian *titres services/Dienstencheques* as a tool to ensure decent work for domestic workers. Participants also prepared the upcoming IDWF Congress in November 2018 in South Africa. To this end, Grace Papa from ACV-CSC and Wendy Galarza from FILCAMS-CGIL were elected European representatives to the IDWF Executive Committee. [Read more on the IDWF website](#)



## Europe's workers in the same workplace deserve equal pay for equal work

The new EU rules to better protect workers posted to another member state were informally agreed by the European Parliament and Council negotiators in March. This provisional agreement was confirmed by EU member states' permanent representatives (COREPER) and still needs to be adopted in the European Parliament's Employment and Social Affairs Committee. Before entering into force, the draft directive will need to be formally approved by the full Parliament and the Council. EFFAT's overall assessment is that the revised Directive brings important improvements in several areas, but that it also contains some possible setbacks regarding the board, travel and lodging provisions which, in EFFAT's view, partially lack legal clarity. Against this backdrop, the European Labour Authority legislative proposal recently published by the European Commission will be pivotal to better enforce European rules on worker mobility. EFFAT will strive to contribute to the debate on the scope of action of the future ELA. More information will follow.



[EP briefing on the revision of the Posting of Workers Directive](#)

## EFFAT welcomes proposed directive on whistleblower protection



The European Commission is proposing a new law to strengthen whistleblower protection across the EU. "The proposal contains good elements with a broad scope of applicability. Employees in EFFAT's sectors have reported wrongdoing in issues of public interest such as the safety of food, animal feed, health and welfare. It is about time that individuals feel free to report suspected breaches of EU rules and are protected by law across Europe", said EFFAT General Secretary Harald Wiedenhofer. EFFAT is part of the whistle-blower protection platform lead by EUROCADRES, together with other trade unions and NGOs, advocating for EU-wide protection of whistleblowers. EFFAT will follow the developments of this proposal before the European Parliament and help to further improve its content. [Read more on the whistleblower platform](#)

## FOOD

### Unfair trading practices directive is a good start

In April the European Commission published a proposal for a Directive on unfair trading practices (UTPs) in the food supply chain. Although the proposal is welcome, EFFAT is concerned with its limited scope, as it covers only SMEs suppliers. It is crucial to ensure effective cooperation among enforcement authorities addressing transnational UTPs that could otherwise be left unchallenged. EFFAT calls upon the co-legislators – the Council of Ministers and the European Parliament – to jointly work on the Commission's proposal and ensure its timely adoption.



EFFAT and sister organisations co-signed a letter to highlight the proposal's shortcomings. [Read more on the EFFAT website](#)

## **IUF Seafood working group agree on programme to boost solidarity**

During the meeting on 10-11 April in Rome, the IUF Seafood working group agreed to strengthen union consolidation and action and pursue its advocacy work to defend human rights and social protection across the entire seafood chain - from fishing net to plate. When discussing the situation in Europe, participants agreed that EFFAT should coordinate and lead discussions with the European Union on two priorities: market access and consolidation of trade unions, through the support of the joint ETF-EFFAT project for "A socially sustainable Common Fisheries Policy (CFP): Workers' organisations' participation in the fisheries, aquaculture and processing sectors". [The CFP on the European Commission website](#)



# **AGRICULTURE**

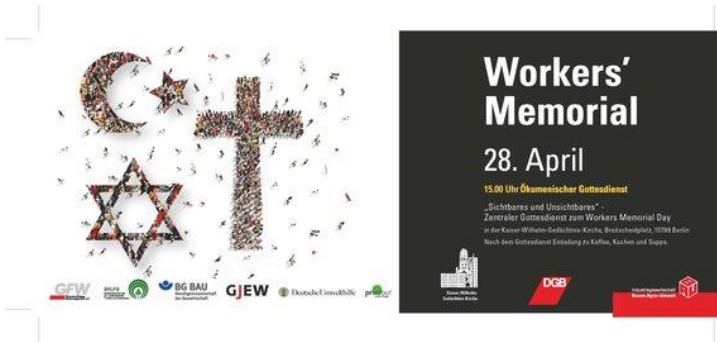
## **Consultation on reducing psychosocial risks**

On 25 April with the participation of EFFAT, representatives of institutions from France, Germany, Austria, Switzerland and South Tyrol discussed new offers for the reduction of psychosocial burdens on agricultural workers. Stress, back pain and headache are typical symptoms that can be largely avoided with modern work organization in the companies. Workers suffering from the symptoms should receive appropriate offers from social security authorities.

## **Agricultural unions from Central Europe advise on the reform of the CAP**

On 26 April representatives of trade unions and agricultural chambers from the Czech Republic, Slovakia, Hungary, Poland and Lithuania met in Prague following an invitation from the Czech Agricultural Workers' Union OSPZV-ASO to discuss common demands for the future European agricultural policy. The focus was on demands for a fairer form of direct payments and the European Commission's proposals to cover them. [Go to the CAP consultations page](#)

## **Workers' Memorial Day in Germany**



During commemorations on 28 April in Berlin, the agricultural unions representative pointed out the dangers faced by workers in EFFAT sectors. Representatives of the Christian, Jewish and Muslim faiths supported the trade unionists in their fight for better working conditions. Last year hundreds of workers died in

European agriculture and forestry, making it one of the deadliest industries in Europe. At a conference on 27 June in Brussels, EFFAT will discuss the proposals for better worker protection and plant health. [Go to the IGBAU website](#)

## TOURISM

### New risk assessment tool in the Horeca sector

After signing a Memorandum with OSHA – the EU Occupational Safety & Health Agency – in July 2017, social partners in the European hotel and restaurant sector EFFAT and HOTREC have now started working on a Europe-wide Online interactive Risk Assessment (OiRA) tool. At a kick-off meeting on 20 April 2018 OSHA, HOTREC, EFFAT and external experts discussed general methodology and planning. The SSDC Steering Committee will act as Project Steering Committee and advise the experts in their work, while the entire sector will be consulted throughout the process. [Read more on the OiRA website](#)



### Solidarity with McDonald's workers on strike in the UK



On 1 May 2018, McDonald's workers went on strike across the UK, demanding a pay rise to £10 per hour, an end to zero-hour contracts and trade union rights and recognition. On behalf of all EFFAT member organisations representing workers in agriculture, in food, beverages and tobacco, and in hotels, restaurants and catering in Europe, EFFAT extends their solidarity and full support in the fight for decent working conditions and pay and for

workers' and trade union rights at McDonald's. [Read about the campaign on the BFAWU site](#)

## COMPANY POLICY

**Inclusion, diversity and equality are not just words at Schreiber**

On 5 April 2018, during the Schreiber EWC annual meeting, EFFAT and Schreiber's management signed a declaration on diversity, inclusion and equality in the workplace. By signing the declaration, the parties committed to enforce effective measures aimed at achieving real equality between women and men and eliminate any direct or indirect discrimination based on religion, ethnicity, gender, sexual orientation, political beliefs, trade union membership or any other personal or social condition or circumstance. [Read more on the EFFAT website](#)



## SE works council agreement signed at Delivery Hero



On 16 April 2018, an agreement establishing an SE Works Council in Delivery Hero – the global delivery company with subsidiaries including foodora, Yemeksepeti, foodpanda, hungryhouse – was finally signed in Berlin, after months of tough negotiations. This is good news, after the decision of the Tribunal in Turin on 11 April 2018 rejected the request of six riders who lost their jobs after refusing piecework. [Read more](#)

[on the EFFAT website](#)