



Social Charter of the European network of employee representatives in the dairy industry

Dairynet.eu is a European network of trade unions and employee representatives in the dairy industry with the aim to enable a systematic exchange of information and discussions on current trends and companies' expansion plans. Under the auspices of EFFAT and IUF and under the leadership of NGG in January 2015 more than 90 delegates from Austria, Belgium, Denmark, France, Germany, the Netherlands, Spain, Slovakia, Sweden, Romania and Poland met at the final Dairynet.eu conference in the German Trade Union Training Centre BZO close to Frankfurt in order to jointly demand the following:

- I. **Compliance with fundamental trade union rights and freedom of association**
- II. **Compliance with the EWC Directive**
- III. **Fight against precarious work**
- IV. **Combat youth unemployment in Europe**

Fundamental trade union rights and freedom of association

The Dairynet.eu members in the New EU Member States have reported difficult or even illegal conditions hindering their trade union work. Such behaviour of individual companies is unacceptable!

We demand the respect and acceptance of all fundamental trade union rights as formulated in the following ILO Conventions:

87 und 98: Freedom of association and right to collective bargaining

135: Prohibition of discrimination against trade unions and employee representatives

Compliance with the EWC Directive

Also members of Dairynet.eu reported that access of their national employee representatives to EWCs of individual multinational companies was denied. We require compliance with the EWC Directive 2009/38/EC with regard to the representation of employees from all EU countries. Companies must allow the participation of employee representatives from all EU countries with company sites once the respective country fulfils all stipulated conditions.

Multinational enterprises in the dairy industry are here in specific responsibility and called upon to support the EWC Directive and to prevent obstruction of employee representatives.



Precarious work

Members of the dairynet.eu are highly concerned about unsustainable levels that precarious work has reached in Europe. Precarious employment in form of agency work, fixed-term work, low and unsecured wages as well as temporary work which puts employees unilaterally at a disadvantage is something that also exists in the dairy industry.

For an increasing number of people precarious work is part of their daily working life. These jobs are particularly precarious as they accumulate many risks of the European labour market.

Many jobs are unsecure and in the low wage labour market. The risk to lose one's is particularly big, phases of employment and unemployment often take turns.

Fight against precarious work! – We need a fair and humane labour market for the entire EU!

Youth unemployment in Europe

The image and attractiveness of the food industry as a good and future employer for young people needs to be increased. This is of common interest for trade unions, employee representatives and companies. An internship and trainee programme for young people, offering permanent working contracts on the long-term, has to be implemented and advertised by every multinational enterprise.

Young people in Europe need secure and attractive working conditions. Only together and with their support, negative impacts of demographic change can be managed and counteracted.

As representatives of dairynet.eu, we declare our openness for cooperation and demand a common road map with industrial associations in the sector in order to actively approach this topic.

Also, we support all activities of EFFAT on youth employment. To fight youth unemployment has to be key aspect of our common work as European trade unions.