



EUROPEAN COMMISSION

DG Employment, Social Affairs and Equal Opportunities

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

RAILWAYS SECTORAL DIALOGUE COMMITTEE

Meeting of Working Group II (Employability and Equal Opportunities)

22 October 2008

Concise minutes (adopted on 7 July 2009)

The meeting was kindly hosted by ETF. The working party was chaired by Mr Preumont (employers). The agenda was adopted. The conclusions of the last working party meeting (28 April 2008) were adopted. However, ETF made clear that they did not agree with CER's proposal on the required language level. In ETF's view, it was not sufficient for mobile staff in cross-border operations to use a schematic language. CER stressed that the level proposed in the TSI OPE was not sufficient and therefore, they had made proposals to ETF and ERA. It would be good to seek a joint position on this issue in the future.

(1) Information by DG EMPL

Ms Durst (DG EMPL) presented recent social policy developments at EU level: the renewed social agenda of 2 July 2008¹, the proposals on maternity leave of 3 October 2008² and the Commission's questionnaire on the functioning of the sectoral social dialogue³. On the latter, CER proposed to issue a joint opinion. ETF informed the employers' side that they were currently coordinating ETF's answer amongst the six sections involved in sectoral dialogue committees. In comparison to other sectors covered by ETF, the social dialogue in the railways sector was considered of good quality, even if there were some problems with regard to the implementation of agreed texts.

(2) Employability High Level Conference

Ms Streichert (DB) and the DB were thanked for the good quality of the conference carried out on 7 October in Potsdam. Ms Streichert presented the background and outcomes of the conference. The next step would be to issue a report on the content of

¹ <http://ec.europa.eu/social/main.jsp?catId=547&langId=en>

² <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=402&furtherNews=yes>

³ http://ec.europa.eu/employment_social/social_dialogue/questionnaire2009_en.htm

the conference which would further promote the employability concept. ETF also considered the conference as a success, even if some of the examples presented had not addressed employability (for instance, actions to recruit young people had nothing in common with the concept of employability). Therefore, ETF proposed to identify good practices which would assist undertakings in implementing the concept in their human resources policy. To do so, one should define the criteria for a "good" practice. One could also look at how employability has to be managed within a company. As far as the final report on the conference was concerned, it was agreed that it would be an objective report and that both sides of industry would look at it before its publication.

(3) Demographic change and attractiveness of the sector

The parties discussed how to best work on the subject. For the employers' side, it was closely linked to the employability issue, whilst the workers considered it as a separate point which should be dealt with independently. It was agreed that a small group would further study the question and make concrete proposals by the end of the year.

(4) Follow-up of the joint recommendations for a better representation and integration of women in the railway sector

On 17 October 2008, a joint CER-ETF letter together with a questionnaire on the annual monitoring of the implementation of the recommendations were sent out. CER and ETF said that even if EIM was not signatory party to the recommendations, they had the option to use the questionnaire in order to receive the respective data from their affiliates. A first report on the results of the survey would be presented at the meeting of 5 December. Since for 2010, a new study on the follow-up was foreseen, it would be appropriate to consider other ad hoc follow-up activities in 2009.

(5) Work programme

ETF announced that they would present proposals on how to deal with the insecurity item at the December steering committee meeting.

Participants Working Group II:

Employers	Mr BLOMBERG (EIM/BV) Mr MOREIRA DA SILVA (REFER) Mr PREUMONT (CER) Ms RAYMOVA (Czech Railways Group) Ms STOYANOVA (NRIC Bulgaria) Ms STREICHERT (DB) Ms VETZKOVA (NRIC Bulgaria) Mr WINKLER (ÖBB)
Workers	Mr BARTL (TRANSNET) Mr DERA (GDBA) Ms MARZOLA (FILT-CGIL) Ms TRIER (ETF) Mr WACSIN (CGT)
European Commission	Ms DURST (DG EMPL/F.1)



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RAILWAYS SECTORAL DIALOGUE COMMITTEE

Meeting of Working Group I (Adaptability and Interoperability)

22 October 2008

Concise minutes (adopted on 4 February 2009)

The meeting was kindly hosted by ETF. The working party was chaired by Mr Greivelding (workers). The agenda was adopted. The minutes of the last working party meeting (16 June 2008) were adopted. It was agreed that the annex of the minutes (comparison of the provisions of the agreement and of Directive 2007/59/EC) should also be published once it would be finalised.

(1) Information by the Commission

The Commission representative presented the latest development with regard to the draft technical specifications for interoperability, the 2009 work programme of the European Railway Agency and Directive 2007/59/EC. The social partners reiterated their intention to meet with DG TREN soon in order to discuss informal consultation mechanisms between the sectoral dialogue committee and the Agency. The social partners took note of the fact that the first certification of staff would not take place before February 2011 since the Agency's recommendations on this matter were behind schedule.

(2) Common report on the implementation of the CER-ETF licence agreement

Mr Hara (CER) presented a draft joint declaration on the application of the licence agreement. The principle had been agreed with ETF that such a declaration would be annexed to the existing agreement. What was still missing in the text in ETF's view were the documents a driver had to carry with himself and CER's commitment to deliver the first certification as soon as the Commission decision was adopted (now probably in February 2009). CER agreed with these two points. The certifications would be delivered by the CER companies under the condition that the registers would be well defined and that the implementation in the respective Member States was underway (by the end of 2009). ETF announced that the text would be submitted to their railway section on 12 November. Clearly, the deadline of December 2009 was a problem for ETF because too late.

The Commission representative invited the social partners to follow the typology of social dialogue results (agreements implemented by Council decision versus autonomous

agreements⁴). It might also be helpful to set a new date by which the implementation of the agreement would be monitored by the signatory parties (follow-up provision).

ETF added some comments on the comparison of the provisions of the agreement and of Directive 2007/59/EC which they would submit in writing. Both sides should then agree on these additional remarks before the summary could be published.

(3) CER-ETF negotiations on working conditions – state of play

The chair informed about the dates of the negotiation meetings (25 September, 24 October, 28 November and 17 December). ETF announced they would send their comments on the draft final TNO report on the impact of the agreement⁵. CER had already submitted theirs. It was agreed to ask the Commission to present their (draft) report to the Council at the next social dialogue meeting of 5 December.

(4) Work programme

The parties went through the work programme and exchanged information about planned dates (study visits or other events taking place in the framework of joint projects, planned project proposals.) The project on freight shall be finished by December. The project on ERTMS could be envisaged for early 2009 (to be confirmed and checked with EIM).

Participants Working Group I:

Employers	Mr BLOMBERG (EIM/BV) Mr HARA (SNCF) Mr INGLESE (FS) Mr PREUMONT (CER) Ms RAYMOVA (Czech Railways Group) Ms STOYANOVA (NRIC Bulgaria) Ms STREICHERT (DB) Ms VETZKOVA (NRIC Bulgaria) Mr WINKLER (ÖBB)
Workers	Mr ARMINGER (vida) Mr BARTL (TRANSNET) Mr DERA (GDBA) Mr GREIVELDING (FNCTTFEL) Ms MARZOLA (FILT-CGIL) Mr PITELJON (CGSP) Ms TRIER (ETF) Mr WACSIN (CGT)
European Commission	Ms DURST (DG EMPL/F.1)

⁴ http://ec.europa.eu/employment_social/social_dialogue/toolkit_en.htm

⁵ http://ec.europa.eu/employment_social/labour_law/docs/2008/final_report_r08678_en.pdf