



EUROPEAN COMMISSION

DG Employment, Social Affairs and Inclusion

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Brussels, 21 February 2012

**SECTORAL DIALOGUE
COMMITTEE
RAILWAYS**

Concise minutes of the "Employability and Equal Opportunities" working group meeting

6 July 2011

The meeting was chaired by Mr Preumont (employers, chairman of the working group). The minutes of the last meeting (1 February 2011) were adopted.

(1) State of play of the joint project "WIR – Women In rail" (VS/2010/0719)

Ms Trier (workers) reported on the state of play of the project (workshops carried out in Berlin and Brussels, third workshop to come in Rome. The report by the external consultant was not ready yet. The response rate from questionnaire was not satisfactory (17 companies and 10 trade unions). The interviews should be held in the same companies which were already covered by the first project (2004). The final conference was now planned for March 2012. Both CER and EIM gave a very positive feedback on the project and the consultant moderating the workshops. There had been a very good interaction at the workshops. It was premature to say that there had been huge progress since 2004; especially middle management seemed not to take gender targets in. ETF confirmed that the question of women representation within trade union organisations was also covered by the survey.

(2) Concept for a future study on insecurity and the feeling of insecurity

Ms Streichert (employers) informed the participants on the state of preparation of a future joint study on insecurity and the feeling of insecurity in local public transport / rail transport (see slide presentation). A preliminary report had already been carried out. The composition of the steering committee was almost complete. The project proposal would be submitted by 30 August. The Commission representative referred again to the "Multi-sectoral guidelines to tackle third-party violence and harassment related to work" signed in September last year¹.

¹ http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=8895

(3) Information by DG EMPL

The Commission representative informed the participants on several relevant aspects such as the public consultation on free movement of workers (open until 12 August), the conference on posting of workers (27 June), the Commission's proposal presents its proposal for a new financial framework 2014-2020², and the recent first phase social partner consultation (Article 154 TFEU) on the possible review of Directive 2001/86/EC supplementing the Statute for a European company with regard to the involvement of employees.

(4) Project on employability and demographic change: follow-up

The parties reiterated their intention to further disseminate the guide book (meanwhile available on the social partners' respective websites and integrated in the Commission's social dialogue texts database³).

(5) Any other business

The social partners had an exchange on the items to be discussed at the next meeting, possibly to discuss the adaptation of Annex IV of Directive 2007/59/EC (see working group on Adaptability and Interoperability which met in the morning). However, it turned out that the employers did not agree to discuss the length of vocational training at all. In their view, the level of competence was the determining criteria. The workers' side however wished to address the differences in length amongst Member States (without requesting a minimum length of training), since this was an important cost factor. Another idea was that the accreditation of training centres (overview over the whole architecture) should be presented by each side's expert within the Agency. This should not be an information session and documents should circulate beforehand. Last but not least, the idea of presenting examples regarding transfer of staff/tender was mentioned (see working group on Adaptability and Interoperability).

Meanwhile, the planned 14 September and 16 November meeting have been merged to one new meeting date: **21 November** (morning: steering committee, afternoon: working group on Adaptability and Interoperability).

² http://ec.europa.eu/budget/reform/index_en.htm

³ <http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

Participants

<p>Employers (4 ♂, 5 ♀)</p> <p>CER Mr Castelletto (IT) Ms Ignatova (BG) Mr Olofsson (SE) Mr Preumont (CER) Ms Rousselet (FR) Ms Streichert (DE) Ms Vassileva (BG) Ms Vetzkova (BG)</p> <p>EIM Mr Blomberg (SE)</p>	<p>Workers (6 ♂, 2 ♀)</p> <p>ETF Mr Aufrère (FR) Mr Gamez Ramirez (ES) Ms Marzola (IT) Mr Piteljon (BE) Mr Tauchner (AT) Ms Trier (ETF) Mr Verleysen (BE) Mr Wacsin (FR)</p>
<p>European Commission Ms Durst (DG EMPL)</p>	