



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

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

Brussels, 18 April 2013

**SECTORAL DIALOGUE
COMMITTEE
RAILWAYS**

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

18 October 2012 (afternoon)

The meeting was chaired by Mr Preumont (employers, chairman of the working group). The minutes of the last meeting (21 February 2012) were approved.

1. Joint project "Insecurity and the feeling of Insecurity in rail passenger transport (VS/2011/0400)

Ms Boecker (employers) informed the participants on the follow-up and timeline of the joint recommendations of the European social partners. The final conference of the project would take place on 5 December 2012 (afternoon). Comments on the draft joint recommendations should be sent by 22 October (see slide presentation distributed after the meeting). ETF announced that they had already sent their comments to EVA Akademie; with these they were ready to sign the recommendations. For the conference, ETF suggested to invite the deputy head of cabinet of Commissioner Kallas, Mr Fitch (an invitation had already been sent to Commissioner Andor).

2. Joint project "WIR – Women In Rail" (VS/2010/0719)

Ms Boecker also presented the follow-up on the WIR project, focussing on the communication of the project results and the future line of action on the project (see slide presentation; KPI = key performance indicator). The reports produced by the project were excellent¹ and should be widely disseminated. Workers delegates from Bulgaria announced that the Good Practices and Implementation Guide would be translated into Bulgarian. Belgian delegates had made a summary leaflet in Dutch. The Swedish employers' representative announced he would send a newsletter to all HR departments of Swedish transport companies. Ms Boecker said the guide would be presented to the board of DB.

¹ Available on the CER, EIM and ETF websites and in the Commission's social dialogue texts database.

Regarding the key performance indicators, there was still some need for discussion. According to ETF, the exercise did not have the primary objective to collect statistics but to regularly confront companies with the subject. Therefore, ETF wished to send a questionnaire on a yearly basis after the publication of the companies' annual reports. Mr Preumont (CER) preferred to collect this information every two or three years only to better see the progress made. Some work still needed to be done to finalise the indicators (to be done by the project members by e-mail).

The other subject to discuss further was the possible women's award. Both sides of industry agreed that the price should rather go to a company, not to an individual person. The criteria should be clear and the action rewarded should be sustainable (for instance, not a one-off media event on women). In ETF's view, the price should be a public relations event which should be well defined prepared; therefore, using the next plenary meeting for the first award was too ambitious.

3. Information by DG EMPL

The Commission representative informed the participants on relevant developments with regard to equal opportunities. The new "Equality Pays Off" initiative² aims at supporting the efforts of companies in tackling skills shortage by promoting equality between men and women, thereby reducing the gender pay gap. The programme offers workshops for companies in all participating countries and a conference in Brussels (2013) that will allow for the sharing of good practices and networking n gender equality across borders.

4. Work programme 2013-2014

Looking at the current work programme, ETF thought that for the first item (women), one should add the annual reporting on defined indicators. One should add the joint project on "Social aspects and the protection of staff in case of change of railway operator". CER wondered whether the project on psychosocial risks should be put in working group II rather than in working group I.

5. Any other business

The Commission representative announced the tentative meeting planning for next year (some changes needed to be made to ensure the presence of the committee's chairperson). She referred to Mr Tricart's letter of 17 October 2012 regarding the need to further improve the way to organise and support EU social dialogue (new rules on the organisation of the meetings). She also announced the thematic Liason Forum on EU social dialogue outcomes and policy impact, to be held on 3 December 2012.

² http://ec.europa.eu/justice/gender-equality/equality-pays-off/index_en.htm
Contact: equality-pays-off(a)rolandberger.com

Participants 18.10.2012

<p>Employers (2 ♂, 3 ♀)</p> <p>CER Ms Boecker (DE) Ms Grau (FR) Mr Olofsson (SE) Mr Preumont (CER)</p> <p>EIM Ms Malheiro</p>	<p>Workers (8 ♂, 4 ♀)</p> <p>ETF Mr Albertazzi (ETF) Mr Aufrère (FR) Mr Gamez Ramirez (ES) Mr Gobé (FR) Ms Marzola (IT) Mr Minchev (BG) Mr Peer (BE) Mr Piteljon (BE) Ms Reiss (AT) Ms Trier (ETF) Mr Verleysen (BE) Ms Zlatkova (BG)</p>
<p>European Commission</p> <p>Ms Durst (DG EMPL/B.1)</p>	