



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

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

Brussels, 2 June 2015

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
RAILWAYS**

Draft Minutes of the "Employability and Equal Opportunities" working group meeting

3 March 2015

The meeting was chaired by Ms. Marzola (workers), chair of the working group. She welcomed all participants.

1. Workprogramme

ETF accepts the workprogrammes for both working groups as proposed while making two comments:

- A) The previous version of the working programme included an item called “Social aspects and protection of staff in case of change of railway operator (the current situation): Follow-up of the joint project VS/2012/0454; promotion of the joint opinion from 23 September 2013”. This item has – following CER’s intervention – been moved to the items ‘to be kept in mind’. ETF is irritated about this change. ETF considers this as one of the main achievements of the last activities and will insist on jointly working on that topic when the legislative process requires that.
- B) The item “monitoring and enforcement of driving and rest time of locomotive drivers”, was not accepted for the work programme. ETF underlines that this is – as a consequence of liberalization – an increasingly problematic issue which should be tackled by the committee and announces to continue to ask for integration into the work programme.

Following some discussion around the timing of the project proposal on the ‘follow-up, evaluation and review of the ETF/CER agreement’ and the expected content of the point ‘health & safety at work: the drivers’ cab’. The work programme is accepted. It is agreed that this last point (drivers’ cab) might in particular require involving technical experts from both sides.

2. Women’s day

Commission is asked to inform the secretariats about activities of 8. March (International Women’s Day). Secretariats are asked to send these items to their affiliates.

3. Adoption of minutes last meetings

The minutes from the meetings in September and December were adopted with the changes suggested by CER and ETF.¹

4. Report from the joint project

The committee has successfully applied for a new project which will look into potential consequences of the demographic change for the staff and the human resources policy of railway enterprises. The objective of the project is to improve the attractiveness of the sector. The work of the core group has started and Ms. Kalass (CER) presented the work programme (ppt).

Mr. Rohrmann (CER) stressed the importance of the project in particular for the employers in the sector, given the difficult recruitment situation in many Member States. He also asked the members of the committee to appreciate and support the foreseen efforts to go to the Member States. The workshops in the Member States were built in to allow attracting political attention for the topic.

5. WIR 2015 – preparation of the survey

In February ETF had circulated a press release summarizing the 2014 survey. The chair expressed her hope that the press release was used to disseminate the survey results as well as the included best practice examples.

Diverging views between the ETF and CER. ETF considered the comparative figures included in the press release as important and saw the fact that such a survey takes place and produces substantial data as overall positive. The communication department of CER did substantial changes, including removing the figures, arguing that this b. As a potential for compromise for the future it was envisaged to maintain relatively few key figures in the main text and have somewhat more detailed information in an annex, so to comply with the idea of a more standard-type press release, while also giving access to the more substantial findings.²

The chair thanked CER for providing the draft 2015 questionnaire. It was agreed that questions 1-4 should be kept stable in substance (to arrive at a time series), while in future years (not yet 2015), changes to questions 5-7 could be envisaged. Thereby the 'light' character of the survey should be maintained. All social partners were open to the idea to make the survey more useful, the idea of linking it to a theme which is on the committee's agenda was discussed positively.

CER promised to check whether it was possible to ask for the reason in case the respondents answer that there are '0' women in rail-driving. Footnotes or explanatory text were considered a potentially useful instrument to clarify questions.

¹ Tracked changed version circulated by ETF, corrected spelling of participant's name and adding the sentence „Different interpretations of ‚vocational training‘ might have caused inaccuracies in the data" under point 5 of the minutes from 5 December 2014.

² E.g. Press release and fact sheet.

Question 3 ‘number of female workers in vocational training’ was found to have been understood differently by different respondents thus it was expected that the figures were inconsistent. While it was not possible to come up with a generally accepted definition, two clarifications were provided:

- The question as it stands was supposed to collect data on apprenticeships or similar in-house training schemes.
- The original motivation to ask the question was to get an understanding of the efforts of a rail company to train young women in railway-specific operational/technical professions – and to see the development of these efforts over time.

To arrive at a common definition it was concluded that the partners will have a written exchange.

6. PSR Rail – definition of common steps

In March 2014 the Committee had signed joint recommendations to ‘Identify and prevent psychosocial risks within the railway sector’. In point five of these recommendations the social partners commit to implement, monitor and evaluate these recommendations. It was highlighted that the Commission is particularly attentive to these aspects.

CER has planned for 2015 awareness-raising activities, towards its members. ETF indicates that they will approach their members once CER has informed the management via their channels. The topic will again be on the agenda of the meeting in October, to debrief on the activities undertaken, the feedback received and to discuss a draft questionnaire. The draft will be elaborated by ETF.

The idea of a workshop to exchange experience between railway companies was positively discussed but not yet planned. Three years after the signature, i.e. 2017, the social partners envisage to have a more thorough evaluation of the recommendations, including an analysis of the impact of the recommendations, probably in the form of a project.

7. Diversity in employment

CER withdraws the point from the agenda.

Participants

<p>Employers (6 ♂, 4 ♀), 7 countries</p> <p>CER</p> <p>EIM (1)</p>	<p>Workers (5 ♂, 5 ♀), 8 countries</p> <p>ETF</p>
<p align="center">European Commission (1 ♀)</p>	