



Brussels, 10. April 2018

**SECTORAL SOCIAL DIALOGUE  
COMMITTEE RAILWAYS**

**Minutes of the "Employability & Equal Opportunities" working group meeting**

**10 March 2017**

The meeting was chaired by Ms. Maria Cristina Marzola (ETF/FILT-CGIL), chair of the working group.

**1. Adoption of the agenda and of the minutes of the meeting on the 9 October 2016**

The agenda was adopted with changes.

Before going into the substance Mr. Bularca (DG EMPL) informed the social partners (ppt) that as from the next meeting the Commission will use the IT-tool AGM (Advanced Gateway to meetings) for preparing the meetings. He informed that the main elements of the procedure would remain the same, i.e. the social partners' secretariats operating as correspondents and putting together the delegation, i.e. nominating the participants. He also indicated that during the first meetings this might require some additional work, in the sense of introducing data and information into the system and of course of getting used to the system.

The main advantages of the system shall be quicker reimbursements and that data will not need to be provided several times, but only once.

Social partners were assured that it remains in the responsibility of the social partners to compose their delegation and to decide on who should be reimbursed in case of more participants than possible reimbursements. Deadlines remain the same as the deadlines so far.

**2. Employment in Rail project**

The project was finalized in June 2016. CER suggested preparing draft conclusions, sharing them with ETF, so that there would be a document which could be adopted in June. ETF was open to that proposal and promised to try to work accordingly, however not excluding that the meeting in June could be used to discuss the conclusions.

ETF objected to discuss the draft conclusions of the previous project at the margins of the ongoing project as in ETF different persons follow the two projects and – furthermore – the meetings of the rail-mobile workers project should be used to discuss that topic.

Social partners agreed that at latest at the plenary meeting a joint document should be agreed. The starting point was the summary and the conclusions the consultants had provided for the project. ETF stressed that the outcome has to go beyond recruitment and image/ PR; it should also say something on working conditions.

### **3. Women in Rail survey**

Before entering into the topic, the Commission initiative to stop violence against women was presented.

2017 has been made the European year to fight violence against women. This initiative is coordinated by DG JUST (see also: <http://ec.europa.eu/justice/saynostopvaw/index.html>). The main components are a campaign (aiming at increased awareness, drawing attention at the work of stakeholders and facilitating networking), bundeling awareness raising, mutual learning and some financial support to change the situation. Social partners were encouraged to link their activities in that field to the initiative (via above website). Ms. Marzola confirmed that a number of (national transport) trade unions are working on that topic, including on company level.

Before presenting the results of the 4<sup>th</sup> annual survey on Women in Rail (WIR) (with ppt) Ms. Daniela Zlatkova informed that ETF and FTTUB are undertaking activities to fight violence against women in the transport sector and suggested to present the results of these activities during the next plenary meeting of the Committee.

31 responses have been received; the evaluation of the responses is still ongoing. The number of companies which has responded to all surveys is limited, making it difficult to compare different surveys. The impression is, that overall there has not been much progress with the topic; however, for some companies substantial improvements have been registered. In a few other cases the survey also informs that previous plans have not been realized or there have been set-backs (such as withdrawing the option to have a sabbatical or to allow for teleworking).

Ms. Zlatkova indicated a need to look closer into the reasons for the negative answers, into the relevance of the joint recommendations of the EU-level social partners for action at the company level and regretted that around 1/3 of the responding companies did not have a policy against violence and harassment in place. She also regretted that the initiative to indicate an equal-pay-day was not visible in 2017 and asked for more information about the reasons for this development.

Ms. Caldana suggested that a more qualitative follow-up to the survey could be useful to avoid misunderstandings. Ms. Zlatkova stressed that such analysis would require much more resources. Ms. Marzola highlighted the importance of a continuous monitoring of the topic, without excluding changes in the way it is done. – Social partners agreed on the relevance of the topic and that such material could also be useful to link with Commissioner Bulc's activities on Women in Transport.

### **4. Railway Security**

ETF had organized a conference on Safety and Security in Rail at the end of 2016 to share the respective TU priorities with the EU stakeholders and institution. During her

presentation (ppt) Ms. Marzola explained that safety and security have been topics for the sectoral social dialogue as well as for the internal ETF working groups since long and that this work – also due to recent events (terroristic attacks as well as various forms of ‘every-day’ aggression) – should continue. She suggested concrete activities and put a specific focus on the need for monitoring and comprehensive collection of information about the various forms (including whether there is a sexual dimension) of aggression. CER explained that the security of rail staff was also a topic in their internal discussions.

## 5. All other Business

Mr. Rohrmann expressed that in particular employers would see a need for a specific social partner consultation before the envisaged interpretative Communication on Working Time would be published. Ms. Caspar replied that the communication shall only provide transparency of the existing rules and jurisdiction and that the Commission considers therefore a specific consultation not necessary.

### Participants

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| <p><b>Employers 19 (9 ♂, 10 ♀)</b></p> <p><b>CER</b><br/> Ms Busschots (BE)<br/> Ms Caldana (CER)<br/> Ms Češková (CZ)<br/> Ms de Wilde (BE)<br/> Ms Grau (FR)<br/> Mr Koucky (CZ)<br/> Ms Kürzl (AT)<br/> Ms Lang (CH)<br/> Mr Lochman (CER)<br/> Mr Neveu (FR)<br/> Ms Pfaff (DE)<br/> Mr Raimondi (IT)<br/> Mr Rohrmann (DE)<br/> Mr Simonnet (CER)<br/> Mr Svetkovsky (CZ)<br/> Mr Vollmuth (DE)<br/> Mr Wojciechowicz (PL)</p> <p><b>EIM</b><br/> Ms Durez<br/> Ms Roussel</p> | <p><b>Workers 19 (12 ♂, 7 ♀)</b></p> <p><b>ETF</b><br/> Mr Aslaksen (NOR)<br/> Mr Aufrere (FR)<br/> Ms Carstens (DE)<br/> Mr Clyndes (UK)<br/> Mr Gobé (FR)<br/> Ms Guerin (ETF)<br/> Mr Haze (AT)<br/> Mr Horvath (AT)<br/> Mr Hourican (UK)<br/> Mr Hudd (UK)<br/> Mr Martin (BE)<br/> Ms Marzola (IT)<br/> Ms Mindum (HR)<br/> Mr Molive (ES)<br/> Mr Piteljon (BE)<br/> Ms Romanova (CZ)<br/> Mr Tauchner (AT)<br/> Ms Trier (ETF)<br/> Ms Zlatkova (BG)</p> |
| <p><b>European Commission</b><br/> Ms Caspar (EMPL)<br/> Ms Williams (MOVE)</p>   | <p><b>ERA</b><br/> Mr Delsoir<br/> Mr Schittekatte<br/> Ms Reinartz</p>  |