



EUROPEAN COMMISSION

DG Employment, Social Affairs and Inclusion

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

SECTORAL DIALOGUE COMMITTEE ROAD TRANSPORT

Work Programme 2011 – 2012

Adopted on 8 November 2010

1. Improved Rest Facilities

OVERVIEW & OBJECTIVES

The IRU and the ETF having previously worked together on the issue of improving rest facilities, having adopted in 2006 joint criteria for minimum safe and secure rest areas intend to continue this work.

The Social Partners also intend to identify the specific parking and rest area requirements for occasional collective passenger transport, both within, and on routes between urban areas.

A new directive came into force in 2010 (Directive **2008/96/EC** on road infrastructure management) to stipulate that parking facilities will be one of the assessment criteria for all new infrastructure projects. However, this is not likely to adequately address the shortage of rest facilities for professional long-distance drivers.

There is still insufficient activity on the part of the European Commission and Member States to address the basic lack of rest facilities or to reverse the rising levels of criminality which occur at such facilities. Moreover, EU driving and rest time rules require drivers to rest more frequently than under the old rules, adding further reasons to address this problem urgently.

The Social Partners will continue to demand all authorities to make a clear improvement in the provision of rest areas.

ACTIONS

SCHEDULE

a) Urging the EU to make legislation on this issue, to impose minimum requirements on EU Member States for the provision of rest facilities.

2011

b) Ensuring that the various EU initiatives and projects on this subject take into account the number of rest facilities as well as their security.

2011 - 2012

c) Undertaking a study to identify where rest facility infrastructure is currently planned and to project where rest facility shortages will be felt most acutely in the next 20 years. This may be done within the framework of a joint Social Partner project.

2012

d) Consider the specific rest area requirements of occasional collective

2011 - 2012

passenger transport both on interurban routes and also in cities, as an integral part of efficient urban access policies. To establish where within Europe these requirements are currently not met.	
e) Finding ways to jointly promote the TRANSPark ¹ tool and to examine how, for example, Member States, Truck Parking Areas and drivers could act as data providers for the system.	2011 - 2012
f) Addressing problems and bottlenecks that occur both at the internal and the external borders of the EU where border crossing delays raise dramatically the importance of adequate rest facilities.	2011 - 2012
2. Logistics Qualifications	
<u>OVERVIEW & OBJECTIVES</u>	
<p>Within the framework of its Freight Transport Logistics Action Plan (COM/2007/607) the EC has decided an EU level approach needs to be established for the award and recognition of qualifications for non mobile workers in logistics.</p> <p>The Social Partners will continue their work in the area of logistics as a follow-up to the joint recommendations on training and employment in logistics and the outcome of the NOVALOG project.</p> <p>The Social Partners should identify additional issues of mutual interest in logistics, with a view to determining whether a special Road Transport Logistics Working Group should be set up under the umbrella of the EU Social Sector Dialogue Committee for Road Transport.</p>	
<u>ACTIONS</u>	<u>SCHEDULE</u>
a) The IRU and ETF will seek to attain these Work Programme objectives via a Social Partners Project on Skills and Training in the Road Transport Sector (STARTS). The second part of this project aims at achieving greater clarity on the tasks of certain non-mobile workers in road transport, their skill requirements and to identify good training practices. The focus is placed on non-mobile, blue-collar workers employed by road transport companies, performing warehouse functions, such as goods in checking, fork-lift truck operation, order picking/packing, goods out checking and stock system coordination.	2011
b) The Social Partners should liaise – within the boundaries of their sector based expertise - with the European Commission in order to contribute to the social dimension of the EC Action Plan on Logistics.	2011 - 2012
c) The Working Group on Logistics Qualifications will be convened to review progress and steer efforts towards achieving the objectives in this Work Programme.	2011 - 2012

¹ <http://www.internationaltransportforum.org/europe/road/pdf/transparkE.pdf>

3. Driver Training Directive

OVERVIEW & OBJECTIVES

The Driver Training Directive (**2003/59/EC**), which came into force in September 2008 for passenger transport and which will apply from September 2009 for goods transport has the potential to significantly boost skills within the sector if its introduction is properly managed. However it could also become a bottleneck for entering the profession depending on how it has been transposed.

The Social Partners will act together to ensure that the Directive has a positive impact on employment in road transport.

This includes ensuring that the Directive efficiently increases drivers' lifelong learning potential and skills, that it helps improve the image of the occupation, leading to better recruitment and retention of drivers and that it does not create barriers to becoming a driver.

ACTIONS

SCHEDULE

a) The IRU and ETF will seek to attain these Work Programme objectives via a Social Partners Project on Skills and Training in the Road Transport Sector (STARTS). The first part of this project will analyse the current situation, problems and challenges resulting from national transpositions of the Driver Training Directive. Specific areas of study will include international enforcement of the Directive, mutual recognition of national systems, cooperation between Social Partners to meet their obligations, the adequacy of national training facilities and infrastructure and an early assessment of the Directive's broader impact on the development of skills within the sector and on how it affects the recruitment of drivers.

2011

b) The Social Partners will make joint political interventions wherever possible to ensure that the Directive meets the needs of industry and drivers. This will include making approaches to the appropriate bodies to present relevant results of the STARTS project.

2011 - 2012

4. Better Enforcement of EU Driving and Rest Time Rules

OVERVIEW & OBJECTIVES

In April 2007 the new EU Driving and Rest Time Rules Regulation (**561/2006/EC**) came into force throughout the EU. However, enforcement of the Regulation has created confusion, difficulties and unnecessary costs for both transport companies and drivers alike due to diverging national practices and interpretations of the Regulation.

The fact that the IRU and the ETF jointly submitted a request to the EU in 2007 to begin clarifying these new rules played a very strong part in the establishment by the European Commission of a Legal Working Group to issue enforcement guidance notes on the Regulation.

During 2011 and 2012 the IRU and the ETF should continue to seek common ground and submit joint proposals to the Commission and other bodies at clarifying and improving enforcement of these rules.

ACTIONS

SCHEDULE

a) To ensure through common approaches on relevant issues that the Commission and Member States continue to work on clarifying and improving enforcement of the Regulation through the TRACE project on the training of enforcement officers, the EC Legal Working Group and any other appropriate means.

2011 - 2012

b) To call jointly for the establishment of an EU monitoring procedure by which the Commission ensures that Member States adhere to the guidance notes that they have agreed to in Brussels

2011

c) To jointly lobby Member States and the EU Institutions to conclude their legislative revision of the Digital Tachograph Regulation in line with the common IRU ETF statement and other possible future agreements concerning the subject.

2011 - 2012

5. Driver Shortages, Image, and Recruitment in road transport

OVERVIEW & OBJECTIVES

The commercial road transport sector has suffered persistently from shortages of skilled drivers; most acutely during periods of economic growth and low unemployment. These difficulties are long-term and systemic in nature.

The character of previous driver shortages are also likely to re-emerge being felt right across the industry and not simply restricted to individual sub sections. So too will concerns about a specific skills shortage amongst workers in the sector challenged by increasingly complex legal, technical, operational, and product-related job demands.

Furthermore, these problems are likely to be compounded by a serious medium term demographics threat, resulting from an ageing workforce approaching retirement age, which is not being replaced by younger entrants to the profession who appear unattracted to work in road transport.

The Social Partners acknowledge the fact that the above have already led to a shortage of skilled workforce for the sector. The Social Partners should take steps to address these issues. Efforts should focus on attempts to improve both recruitment and retention of drivers, the latter not least by emphasising the importance of training.

The Social Partners intend to tackle all the above issues by developing own research and initiatives on the nature and impact of driver shortages and to identify ways to remedy the problems through better recruitment retention strategies.

<u>ACTIONS</u>	<u>SCHEDULE</u>
a) Identify the main causes of the recruitment deficit, particularly amongst young people.	2011 - 2012
b) Examine the possibility of a joint IRU – ETF approach / position and further action, on the basis of the above findings.	2011 - 2012
<i>If successful on the above</i> c) Undertake joint initiatives to promote the image of road transport employment, the positive role of drivers in society and the diverse and rewarding range of job opportunities available in the sector.	2012
d) Identify best practices for targeting specific social groups with information on how and why to seek employment as a commercial driver.	2012
e) Identify best practices that aid the retention of drivers such as career development strategies, working conditions and training. <i>Carry out the above by utilising relevant results of the IRU/ETF joint project on training in road transport to inform and support actions intended to improve recruitment and retention of drivers.</i> <i>Carry out the above by utilising relevant aspects of the IRU/ETF joint initiatives on rest facilities to support work aimed at countering negative aspects of the driver's working environment that may negatively affect the retention of drivers.</i>	2012

6. The European Skills, Competences and Occupations Project (ESCO)

OVERVIEW & OBJECTIVES

The ESCO project, launched by the European Commission's DG Employment and DG Education and Culture, aspires to be a multilingual 'taxonomy' or a compendium of skills, competences and training classifications with a common terminology across the EU.

By adopting a sectoral approach, it intends to provide comprehensive coverage of employment and occupations that can be gradually expanded and updated over time.

The EU considers that this tool will help: Member States develop national employment strategies based on common EU skills criteria; assist employment mobility across the EU; match the supply of skills entering the labour market with real workplace requirements; assist job seekers orientate themselves within the employment market; and assist education and training providers adapt their services accordingly.

The IRU and ETF as Social Partners for the Road transport sector have a clear interest in exploring the extent to which they can contribute their expertise and influence the outcome of this project.

ACTIONS

SCHEDULE

a) Agree on involvement in the ESCO project as an element of the IRU ETF 2011 – 2012 Social Dialogue Work Programme.

2011

b) Examine further the possibility to set up a 'Reference Group' that could feed into the ESCO project to ensure that it contains accurate information concerning skills, training and qualifications within the road transport sector.

2011

7. Illegal employment

OVERVIEW & OBJECTIVES

The IRU and the ETF stand for the very highest standards of professionalism in the road transport industry. Good employment practices are at the heart of the profession.

Illegal employment practices do exist at the margins of the sector and damage the sector's profitability, its return on investments, place responsible employers and workers at a competitive disadvantage, damage working conditions and disproportionately undermine the image of the industry.

The road transport sector is sensitive to economic change and operates in a highly competitive environment. Illegal employment is often a result of market conditions that *can* be beyond the control of employers and workers. Even if not all the characteristics can be changed, it is important to tackle the causes and not the symptoms of this problem.

(quote from the Common IRU ETF Declaration on Illegal Employment)

ACTIONS

SCHEDULE

a) The Social Partners will restart and follow up the activity on illegal employment in road transport, using as basis the "Common IRU and ETF Declaration on Illegal Employment".

2011 - 2012

Public Local Transport	
<u>OVERVIEW & OBJECTIVES</u>	
To be completed	
<u>ACTIONS</u>	<u>SCHEDULE</u>

Evaluation of the Work Programme 2011 - 2012

Since this Work Programme covers a period of two years, the Social Partners should have an evaluation of the progress by the end of 2011. At that stage, they may choose to update the Work Programme.

The current Work Programme does not exclude discussion of other topics. The Social Partners will seek to tackle other issues of common concern as and when they arise.