



EUROPEAN COMMISSION

DG Employment, Social Affairs and Inclusion

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

Brussels, 6 July 2011

**SECTORAL DIALOGUE
COMMITTEE
RAILWAYS**

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

1 February 2011

The meeting was chaired by Mr Preumont (employers, chairman of the working group). The minutes of the last meeting (1 July 2010) were adopted.

(1) Information by DG EMPL

The Commission representative informed the participants that the Directorate-General had been reorganised in January and was now denominated "Employment, Social Affairs and Inclusion"¹. The Directorate dealing with Equality was now part of the Directorate-General on Justice (DG JUST) – there Directorate D.

She also drew the participants' attention on tools to help close the gender pay gap published on 11 January 2011 on DG EMPL's website². She reminded the social partners of the new consultation on the review of the EU Working Time Directive³.

Last but not least, she announced that the award notice for the study VT/2010/031 on the implementation of Directive 2005/47/EC (rail agreement) was now in preparation. The social partners reiterated their wish of participating in the kick-off meeting of the study. The Commission representative said that this was not foreseen, but they would be involved in the study as key stakeholders.

(2) Project on employability and demographic change (VS/2008/0488)

Ms Streichert (employers) reported that the joint project VS/2009/0488, which had been well organised by EVA gGmbH, was now in its final phase. The conference took place on 7 October 2010 in Brussels, a steering group meeting followed in November. The guide book was currently being prepared for dissemination in three languages. It would

¹ DG EMPL Organisation chart: <http://ec.europa.eu/social/main.jsp?langId=en&catId=656>

² <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=967&furtherNews=yes>

³ <http://ec.europa.eu/social/main.jsp?langId=en&catId=329&newsId=964&furtherNews=yes>

be put on the social partners' respective websites and in the social dialogue texts database. The Commission representative suggested that the social partners prepare a press release to possibly further disseminate the project results through the Commission and mentioned other possible channels such as the cross-industry social partners or the Forum de Liaison.

(3) Project on better representation and integration of women in the railway sector (VS/2010/0819)

Ms Trier (workers) reported on the kick-off meeting of this new joint project. On 12 January 2011, the basics of the project had been discussed and dates agreed. The next kick-off meeting would take place on 24 February. The first two thematic seminars were planned for 13-14 April (Berlin) and 15-16 June (Brussels). A third thematic seminar was foreseen for September and the final conference would take place in spring 2012. ETF considered that the project would not have any tangible impact if already identified good practices were not put into practice. One should therefore disseminate again the progress report.

(4) Insecurity and feeling of insecurity

ETF reported that the evaluation of the questionnaire was included in the above-mentioned project. Until now, 16 employers and 12 trade unions had replied. Some had sent supplementary material. Now ETF was trying to find a multilingual person who would examine the responses and material. The social partners exchanged their views on potential contact points. CER felt the need to further discuss what kind of report the person would have to deliver (quantitative, qualitative, etc.) and what would be the future steps: a project on best practices? If yes, one would possibly have to associate the (railway) police⁴. Another option suggested by ETF was the organisation of a thematic conference. ETF expected the report (15 pages maximum) ready by end of March, so that further steps could be discussed at the steering committee meeting. CER asked to be focused and to avoid too general discussions or too simplistic solutions. The Commission representative suggested consulting again the "Multi-sectoral guidelines to tackle third-party violence and harassment related to work" adopted in September last year⁵. CER asked ETF to prepare a working paper and was ready to ask their human resources directors if they were interested in carrying out a reflection process on the subject.

(5) Further development of the work programme 2011-2012

Mr Piteljon (workers) presented again an outline for a possible study on stress, linked to interoperability, restructuring, polyvalence and the introduction of new technology. CER asked to further develop the concept/methodology, to be discussed at the next meeting.

Ms Streichert (employers) proposed to hold an exchange with other sectors, for instance on measures to cope with demographic change. ETF liked the idea to invite representatives from other network industries (telecom, electricity, gas) to the working group meetings. The Commission representative drew the participants' attention on the fact that all adopted work programmes were available on the DG EMPL website (under

⁴ Also, possible experts from COLPOFER: <http://www.colpofer.org/>

⁵ http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=8895

sectoral social dialogue/sector of activity), it was hence possible to identify subjects of common interest.

(6) Any other business

Ms Marzola (employers) informed the participants of the final conference of the trade union ERTMS project "AIMESC" which took place last week. The final report would contain the results of seven case studies (IT, ES; DE, FR; BE, HU, UK) and 10-point-guidelines. The report had not yet been studied in detail by or discussed within ETF. Once this would have been done, ETF would share the report on its website and possibly make proposals to the employers' side for joint work on the subject. ETF reported that surprisingly, only few practical experiences existed with the new system whose technology already existed since around 20 years. The employers' side reiterated its interest in the final report.

Participants 1.2.2011

<p>Employers (4 ♂, 4 ♀)</p> <p>CER Mr Le Calvez (FR) Ms Mihaylova (BG) Mr Olofsson (SE) Mr Preumont (CER) Ms Streichert (DE) Ms Vassileva (BG) Ms Vetzkova (BG)</p> <p>EIM Mr Blomberg (SE)</p>	<p>Workers (2 ♂, 3 ♀)</p> <p>ETF Mr de Chateaufvieux (FR) Ms Marzola (IT) Mr Piteljon (BE) Ms Trier (ETF) Ms Zlatkova (BG)</p>
<p align="center">European Commission Ms Durst (DG EMPL)</p>	