

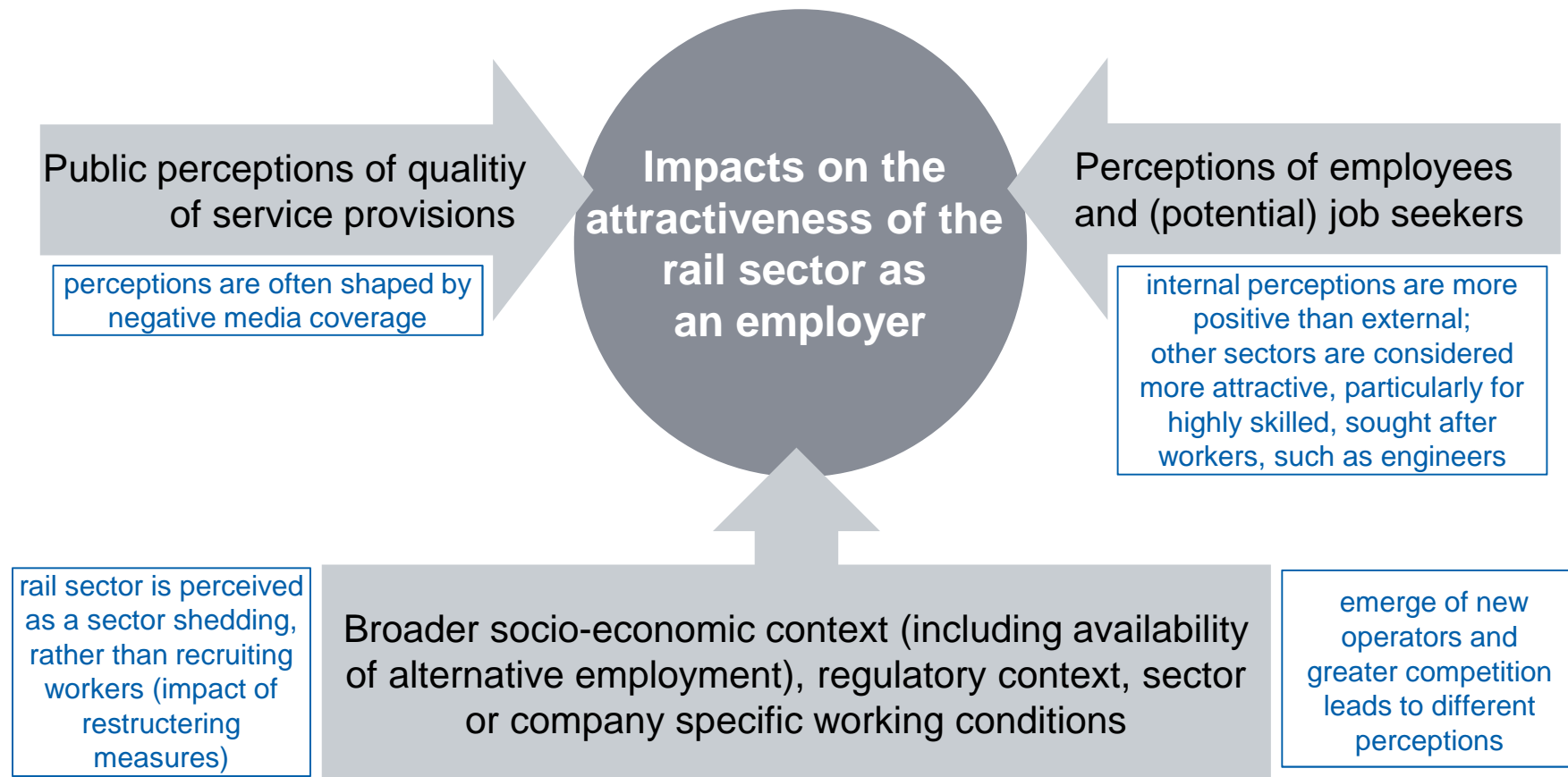
Conclusions of the joint project “promoting employment and attractive working conditions in the European rail sector”

SSD plenary

13 October 2016, Bruxelles

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The perception of the sector impacts on the attractiveness of rail companies as employees



Significant efforts have been taken already by many rail companies in the EU to increase the attractiveness of the sector

The key rail sector strength for employees is job security

For employees count:

- Job security
- Good employment conditions with opportunities for work-life balance
- Good development opportunities
- Good working climate “rail sector family”
- Meaningful and sustainable activities
- A variety of employment opportunities
- The diversity of the sector
- Modern and sometimes international jobs

Surprising result of the project:

In all of the EU countries that were examined, the greatest importance was given to **job security** by all generations and employee groups without any exceptions.

Rail sector strength
for employees

Another rail sector strength is the strong and well-functioning social partnership

Social partners have been and are active at European sectoral, national sectoral, regional sectoral and at company level



Social partner actions can play a key role in enhancing the attractiveness of the sector.

The vast majority of the actions which can contribute to the **attractiveness of the sector** are currently taken by the social partners at company level and focus around issues as:

- stability and security of employment;
- ensuring attractive salaries, terms and conditions;
- providing opportunities for flexible working;
- ensuring work ability and employability.

The social partners on EU level submitted a specific proposal with regard to another important point, the appeal of the sector: The difficult legal and economic framework conditions applied to the rail sector and their disadvantages in inter-modal competition. In their "**Rail freight declaration**" CER and ETF have agreed upon and proposed up-to-date points regarding fairness and growth plans.

The social partners have to work together to implement improvements to the rail sector's image

Key issue

Negative media coverage of the rail sector

Key issue

Overcoming the “insider-outsider phenomenon” which means that those external to the sector often of significantly more negative perceptions of the quality and attractiveness of employment

Key issue

Addressing skills mismatches and the impact of demographic change

Key issue

Tackling the factors which can make the sector appear less attractive

Key issue

Exploiting and ensuring the continuation of factors which make the sector attractive

The concrete handling of the results of the projects has to be discussed

“What are the best means for securing employment and good social standards in the rail sector? - The answer is: more rail traffic.”

Developing further solutions ("ongoing processes")

Addressing results from the project as part of the relaunch

Relaunch of the social dialogue with support of the European Commission

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