



Young
workers
can really
move
things

ETF YOUTH
WORK PROGRAMME
2013 - 2017

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INTRODUCTION

The ETF Youth Work Programme for the period 2013-2017 has been developed in the context of two EU-funded projects (TRANSUNION and the follow-up project Transunion Youth) that ran from 2010 to 2013.

The first project focused on identifying the key challenges young workers are facing in Europe and how to attract more young workers to the trade union movement and the transport sector. The second project further elaborated on the first project's outcomes to identify and develop the main topics and actions for the future ETF Youth Work Programme.

Young workers from more than 35 affiliated organisations and more than 25 European countries participated in the activities and debates organised in the context of both projects, thus contributing to the development of the ETF Youth Work Programme 2013-2017, adopted at the Transunion Youth Conference on 14-15 October 2013 in Zagreb, Croatia.

The ETF Youth Work Programme 2013-2017 focuses on the following issues:

- Better addressing the impact the **European crisis** is having on young workers with the aim to provide young people in Europe with sufficient tools to feel assured of a career in the European transport sector with good working conditions and appropriate social protection;
- Better addressing the issues facing young women in a male-dominated transport sector and trade union movement, with the aim of promoting **gender equality**, developing more gender-balanced strategies and attracting more young women to both the sector and the trade unions;
- Raising awareness of the impact the transport sector has on the environment with the aim to join forces in tackling its impact on **climate change** and ensuring a social transition towards a more environmentally friendly and sustainable sector;
- A campaign to improve the perception young workers in Europe have of trade unions and the transport sector, with the aim of attracting more young workers to both the trade unions and the sector.

Following the ETF Youth Committee's internal rules, the ETF Youth Committee is responsible for implementing the ETF Youth Work Programme, evaluating the progress made and defining the main priorities. Progress will be regularly presented to the ETF Executive Committee. The Committee can rely on the active support of the ETF Youth Network and is expected to establish effective working methodologies ensuring its active participation in implementing the ETF Youth Work Programme.

EUROPEAN CRISIS

EUROPE'S GENERATION WITHOUT HOPE

The prevailing conditions, particularly in relation to the current financial crisis, calls for more international cooperation of the trade union youth. The ETF youth must continue to expand, strengthen and act as a solidary partner, in cooperation with ETF affiliates and European youth organisations.

The situation for young people in Europe is heating up more and more, with youth unemployment rates of nearly 60% in some European countries. What are these young people thinking of Europe? How do they see their future, do they still have a future?

Cooperation between the EU Member States is ridden with fatal errors. Countries with significant debts are being forced to adopt austerity measures in order to gain financial support that then flows directly to the banks, without national situations improving. The working population is the loser, with more and more social services being cut back, or no longer being able to rely on a social safety net.

Researchers have studied the impact of the policy pursued since the 2008 financial crisis. Previously exterminated diseases are returning to Europe.

Tough austerity measures as a result of the financial crisis and high levels of government debt in Europe have increased the number of suicides and allow the return of diseases previously considered to be exterminated. Austerity measures have not solved the economic problems, instead creating major health problems.

The ETF Youth Committee has the major task of ensuring that young people regain hope and see a future in their own countries.

European labour market

The same working conditions and labour rights must apply to migrant workers as to local workers. National efforts must be coordinated. An improved coordination of the European labour market is required. We need an investment programme to create new jobs and support education.

It is assumed that the young are interested in jobs located in their own countries. The majority have to leave their home country involuntarily in their search for work, with the result that they are no longer available to work in their own country. Therefore, measures have to be coordinated; jobs and training opportunities have to be created in each country to drive the development of a sustainable labour market.

Uniform training standards in Europe

Despite the existing differences in training systems, uniform training standards are required, enabling similar qualifications to be achieved. Germany's apprenticeship system – its "dual system" has proven its use and needs to be further developed throughout Europe. With the same training standards, social dumping in Europe can be reduced.

However, the legal framework to protect young people from exploitation and psychological and physical harm has to be created as well. Trainees should be paid and enjoy the same working conditions as regular workers.

Recognition of qualifications

The situation of young workers is tensed as never before. Completed studies or training are no guarantee of job security. When jobs at home are no longer available, migration to other countries is an option. However, there is no guarantee that educational qualifications will be recognised, and further qualifications are often necessary to start new training or a study course.

In most cases the language barrier is the only difficulty, since many training systems are developed in only one language. Internationalisation is thus also necessary, with vocational education and training (VET) systems needing to be developed in the local language and at least in English.

European Youth Guarantee

The European Youth Guarantee is a step in the right direction. It ensures that all young people under 25 get a good-quality, concrete offer within 4 months of them leaving formal education or becoming unemployed. The good-quality offer should be for a job, apprenticeship, traineeship, or continued education and be adapted to each individual need and situation. However, the problem is that the Member States are responsible for implementation since they may lack the resources to do so effectively or give it lower priority than the current youth employment situation demands.

The ETF Youth will seek to ensure that young people do not become the “fair game” of the economy. Young people need to be paid fairly for their services by their employers and not abused to the detriment of taxpayers. Training and certified qualifications have to be the goal of the measures to be taken - and not merely to fill vacancies in the labour market.

WORK PROGRAMME

1. European Young Workers Network

The ETF Youth will build a European young workers network for exchanging information, building campaigns, etc.

2. Policy

Over the next few years the ETF Youth will promote their position with regard to a European labour market and seek support within the European labour movement. Every single ETF affiliate is encouraged to discuss the idea of improving the coordination of the European labour market within their organisations and introduce youth positions into their political work.

3. Recognition of qualifications

The ETF Youth will work to promote using an EU framework to recognise qualifications on European level and remove unnecessary barriers between EU Member States. Therefore, they will actively address and discuss appropriate policy measures.

GENDER EQUALITY

PROBLEM DESCRIPTION

- The transport sector is not attractive for women
- The transport sector has always been a male-dominated sector, unsuitable for women

Analysis

In the transport sector, a male-dominated sector, a series of stereotypes regarding women exist. Women often earn less than men for comparable work, partly because of the existing gender stereotypes. Several research studies in companies show that women doing the same job as men tend to receive lower salaries. Men demand higher salaries for the same work and most of the time actually receive them.

Transport companies are organised in a way that suits men. Transport is a sector where physical strength play a main role. Women are usually hired for administrative or supporting positions such as a secretaries or receptionists.

National differences in Europe with regard to social provisions also have an impact on and are reflected in the expectations of which role men and women have to take up. In some countries there is a general perception that women are responsible for looking after the family and are physically unsuited for (shift) work in such “heavy sectors” as the transport sector. This men-oriented perception creates an invisible boundary between job profiles considered suitable for women and those considered unsuitable. As a consequence, the latter remain unattractive for women.

Effects

Gender discrimination in the transport industry

There are more and more cases of gender discrimination in the transport industry, with women in male-dominated workplaces often uncertain about the roles expected of them at work, and women experiencing gender discrimination not prepared to report these cases because they are afraid of losing their jobs or being bullied by their colleagues.

Working hours in the transport industry do not match with family responsibilities

The working hours and work organisation in the transport industry often make it difficult to combine the work with family responsibilities, taking care of children and/or parents. In such an environment, working in the transport industry can be difficult for women unless their partners are willing to share responsibilities.

Health and safety measures and ergonomics in the transport industry are male-targeted

Workplaces are often designed in such a way they do not take into account the specific needs of women: e.g. truck cab dimensions, seats placed too high and uncomfortable for driving, a lack of sanitary facilities suitable for women for example in train driver cabs, no changing rooms for women, workplaces located in dangerous areas.

Double-working superwomen and transport sector working hours

There are a significant number of well-educated young women today, many of whom have made their way into male-dominated professions. The problem is that many of them feel

torn between competing with men in the workplace and taking on a caring role outside their work environment. Studies looking at the time allocation of men and women show that even in families where both parents work, women spend far more time than men on housekeeping and taking care of their children. The average man spends two and half hours on home-related chores per day, while the average woman spends nearly four and a half hours. Even when she has a full-time job, she spends well over four hours a day on housekeeping. On top of that, in the transport sector workers often have to work unusual hours and shifts, include night work and whole weeks away from home. This is difficult to combine with normal family life.

OBJECTIVES

As young unionists our intention is to make the transport sector more attractive for women, removing barriers for women and promoting a gender-neutral adjustment of the work environment.

WHAT WE ARE PROPOSING

First of all, to identify the key players involved and in a position to improve the image of the transport sector and lower thresholds for women:

Trade unions

Even within the unions, a quantum leap is required. One cannot defend the interests of women when there is no gender balance in a union's own organisation. Unions must be the bulwark of change, not only in words but also in deeds, ensuring that competences prevail over gender in recruitment practices.

Employers

Foster a gender-neutral corporate culture, removing barriers to effective equality (sanitary facilities, ergonomic workplaces, working hours and shift organisation, safer and better illuminated working areas). Where cultural barriers exist, it is important to train managers in how to work with women and men in an equal way - taking into account a female approach often provides a different perspective and improves the quality of the services offered.

Female workers

Women need to hold meetings where they can share their experiences with other women. They also need to invite men to their meetings, promoting acceptance and understanding of their cause.

We believe that training courses on self-awareness and solidarity constitute a good way of combating self-depreciating attitudes. We also believe that being proactive is more effective in terms of recognition. Stopping complaining could be a positive way to deal with the problem. Women should stop considering themselves as victims of the system, instead proactively working to change it.

Male workers

Many men consider women as weak and in need of protection. Instead of being more sensitive to the potential hazards of the work, they prefer to radically solve the 'problem' by removing women from workplaces where typically male types of tasks are performed or physical strength is required. Trade unions must foster a corporate culture that encourages men to support women instead of protecting them as an endangered species.

ACTIONS

- **Look for good practices, exchange experiences, use the most advanced countries in terms of gender policies as a model: e.g. Norway.** Women should understand that the lack of gender policies is not only an issue in their own country. Sharing information across borders can be the first step, for instance by organising international conferences on this topic.
- **Increase awareness of gender issues:** organise national or regional meetings, inviting women who have been successful in this field; promote gender equality on trade union websites; organise face-to-face meetings involving also men; share campaign experiences, blogs, magazine articles, etc. It is also necessary that in any gender-related initiative at least one young man from the ETF Youth Committee participates.
- **Include a gender dimension in the education system.** A focus needs to be put on the education system. Children are the future of the transport industry, its future engineers, drivers, freight workers, administrative workers, etc. Partnerships between schools, trade unions and companies can offer a plethora of occasions to change the image of working in the transport sector. Education systems need to remove the roots of gender stereotypes. For example, when children are taught the alphabet, the letters of the alphabet are combined with pictures and you will see that the teacher is often a female, while the pilot is a male. Such small issues contribute to creating gender stereotyping at a very early stage.
- **Improve collaboration between specialized organisations and bodies at all levels.** Increasing the attractiveness of the transport sector for women is not only a single country's business. To promote the inclusion of women in the sector and to improve the image of the sector with regard to gender balance, the ETF and other non-profit organisations have to work together, organising events and campaigns. Organisations and trade unions can benefit from exchanging information and experiences; informing them about and inviting them to activities dedicated to this topic could already be a first step.

Campaign

The development of a campaign highlighting women's capabilities and raising awareness for job opportunities for women in the transport sector could be a first concrete and tangible action for the ETF Youth Committee. Based on facts and practices we would illustrate the idea that women can be a part of a "men's world", helping to destroy the concept of a "men's only sector".

- One good practice involves organising a 'special working day for daughters'. On such a day, women working in the transport sector could take their daughters to work with them;
- The promotion of a 'gender neutral' label for companies;
- Create a poster campaign (under the gender neutrality logo) with the aim of provoking public opinion by reversing clichés: e.g. a poster with two trains, one with a male driver, the other with a female driver.

Coordination within different steering bodies

It is necessary to collaborate with the ETF Women's Committee, as, in the transport sector, women face the same barriers, independent of their age.

It goes without saying that close cooperation with the ITF Youth Committee and the other regional youth structures should be sought.

Engagement and participation

A bigger presence of active young women and men can be a first step towards influencing negotiations, in formal and non-formal forums such as national social dialogue or in company meetings.

Being present can make the difference. It would be good to have at least 50% female members in governing bodies.



TRANSPORT AND CLIMATE CHANGE

GENERAL APPROACH

Transportation remains responsible for a quarter of the world's CO₂ emissions and uses 28% of all final energy. The European Commission's White Paper on European Transport Policy defines the Commission's transport policy work programme until 2020/2030, including long-term objectives regarding the reduction of greenhouse gas (GHG) emissions until 2030 and 2050. These require strategic infrastructure investment and technology decisions to be taken now.

In its position paper the ETF welcomed the ecological objectives of the White Paper but decisively rejected its key messages. It is a continuation of the focus on liberalisation of all transport modes, on the assumed efficiency guarantee of market forces and on mobilizing private capital for infrastructure investments.

In the context of the Transunion project, external expert Jonathan Neale drafted a report for the ETF on the implications of climate change for transport workers, stating that climate change science says we need to cut CO₂ emissions by 75 - 80% within 20 years. He also states that this will require 6.5 million new transport jobs and 6.5 million new renewable energy jobs. He is convinced that these jobs must be in the public sector, with governments guaranteeing proper retraining and a new job for anyone losing their job.

The ETF is of the opinion that a consistent and ambitious climate change policy, on the one hand able to achieve the GHG reduction and energy consumption targets and on the other hand creating new direct and indirect jobs in the transport industry, needs strong political will on the part of European, national, regional and local decision-makers.

European climate change policy for the transport sector must be based on the principles of reducing its impact on climate change, improving its efficiency, shifting to more environmentally friendly transport modes where appropriate and electrify engines where possible. For each transport mode there is a different weighing of these four elements of climate change policy. The ETF has undertaken to address the need for a sustainable transport system in Europe with the European employers' organisations and to put "sustainable transport" on the agenda of the sectoral social dialogue committees.

PROBLEM DESCRIPTION

Since transport is a significant and growing source of polluting emissions it is key that transport unions put forward their views on how to reduce emissions and shift towards a more sustainable sector.

The shift towards a sustainable transport sector

Transportation presents tough challenges as society tries to ensure a more environmentally friendly and sustainable future.

It is the only sector in the EU in which GHG emissions have consistently risen since 1990, and current transport patterns are clearly unsustainable.

As well as contributing to climate change, the growth in traffic congestion, accidents, air and noise pollution all lead to substantial costs that are borne by people, businesses and society.

Sustainable transportation means creating the right conditions for economic growth, whilst ensuring fair working conditions and quality jobs in a socially responsible industry that does not harm the environment. Transport infrastructure that takes into account the aforementioned issues is the basis for a sustainable transport sector at economic, social and environmental levels.

The lack of knowledge and common view

The first problem when talking about climate change is unionists' and workers' general lack of knowledge on the topic. There is an urgent need for a thorough analysis by the trade union movement on the social impact of climate change as well as the development of a trade union strategy to make the shift while ensuring the sustainability at all three abovementioned levels.

Climate change has an impact on employment. Many jobs are set to be lost, created and transformed following the European Commission's plans for the future of our mobility. Therefore it is crucial that trade unions have a clear and shared idea on how they want to address the impact climate change has on employment, and how to adapt the labour market to the challenges it faces.

Changing the regulatory framework

Climate change policies will affect all sectors differently. Each sector and business will face its own set of challenges and opportunities.

The significance of climate change is becoming increasingly clear, with companies having to adapt to changing regulatory frameworks, such as constraints on CO₂ emissions for car manufacturers and the CO₂ Emissions Trading Scheme (ETS) introduced in 2005, leads to restructuring, at least in some sectors and for some businesses.

Rigidity and adaptability of the labour market

A failure by companies to take anticipatory measures may lead to hasty, reactive and forced adjustment, damaging companies and leaving their employees inadequately prepared, or trained, for alternative employment. Workers will also need to acquire new skills. We all know that the transport sector is an "old" sector, a large proportion of whose employees will retire over the next 10-15 years. The challenge will be to minimise the costs and seize the opportunities that such generational change brings - quicker career progression, effective recruitment, and more flexible job profiles and workforce deployment.

Responsibility of the young generation

The transport industry is focusing on lowering labour costs and wages and replaces quality jobs by precarious jobs with deplorable working conditions. Investments in training and upskilling and in health and safety are being reduced.

As a consequence, young workers' job security is being reduced.

Young workers will be more affected, having to face the consequences of the choices made by the older generation in a setting where the active population is shrinking year by year. A dangerous shortage of skilled workers is emerging, as already seen in the maritime transport sector and possibly in the rail sector by 2030.

OBJECTIVES TO BE ACHIEVED

Our main goal in this field should be to secure jobs and ensure good wages and decent working conditions for all generations to come when the shift to a more sustainable sector starts.

The following sub-objectives to achieve the overall objective can be identified:

- Educate and mobilise our members. Education is a prerequisite for promoting behavioural change and providing key competences, with the aim of achieving sustainable development for all citizens.
- Increase awareness of the impact of climate change on youth employment in the transport sector and facilitate the development and implementation of union strategies to tackle climate change challenges, at both social and financial levels, in the sector.

ACTION

- Develop a training module on climate change and implement a comprehensive education programme on climate change in all sectors to raise awareness and build union capacity to respond to climate change. An online presence collecting relevant data from different countries is one of the tools that will facilitate awareness-raising;
- Develop a network with other youth representatives, for example with IndustriAll, to exchange views and harmonise strategies;
- Organise a day of action to stress the urgent need for a social dimension in climate change policies, while at the same time making our demands known.



ETF YOUTH CAMPAIGN

INTRODUCTION

At the Transunion Young Workers Conference in Riga, attended by almost 80 young transport workers from 30 different countries, the participants adopted the Riga Resolution, demanding that the ETF gives highest priority to the perspective of young workers, and that the Executive Committee supports the setting up of a campaign.

Following the discussion in the Executive Committee meeting and after receiving its support, the young workers steering committee, set up in preparation of the Transunion Youth project, further developed the objectives and framework of a young workers campaign.

CAMPAIGN FRAMEWORK

Why a young workers campaign?

- To address and denounce the youth employment situation in Europe;
- To pass on the message of what unions can do for young workers.

What do we want to achieve with the campaign?

- Express the voice of young European transport workers;
- Increase the attractiveness and relevance of trade unions for young transport workers.

What will the ETF Youth Committee do?

- 1.** Set up a campaign working group and working methodology;
- 2.** Coordinate and implement the ETF Youth Campaign;
 - a. Develop the campaign strategy (campaign messages, actions and timing);
 - b. Promote the campaign and execute the actions as defined in the campaign strategy;
 - c. Encourage ETF affiliates to assist and support the campaign;
 - d. Actively look for support from external partners;
- 3.** Evaluate the campaign and amend its strategy accordingly.

"Young
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European Transport Workers' Federation



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