



ETF WORK PROGRAMME 2017-2022



24/25/26 MAY 2017 • BARCELONA
EUROPEAN TRANSPORT WORKERS' FEDERATION



FAIR TRANSPORT

FOR EUROPE — SOCIAL JUSTICE, SOLIDARITY, UNITY!





Index

A. FAIR TRANSPORT FOR EUROPE - OUR VISION – OUR GOALS

1. The ETF vision for fair transport Europe	4
2. The political and economic environment in which ETF acts	5
3. The fight for a solidary, social and fair Europe	6
4. Our goals: social justice, solidarity, unity – Our solutions	7

B. WORK PROGRAM 2017-2022

1. Transport policy and sustainable transport	8
2. Labour and trade union rights	12
3. Organising globally	14
4. Cross border representation and coordination	15
5. Training and education – capacity building	17

C. SECTIONS AND COMMITTEES WORK PROGRAMS

1. Road Transport Section	20
2. Maritime Section	25
3. Railway Section	30
4. Dockers' Section	34
5. Civil Aviation Section	38
6. Inland Waterways' Section	43
7. Fisheries Section	48
8. Urban Public Transport Committee	51
9. Women's Committee	55
10. Youth Committee	62



A. FAIR TRANSPORT FOR EUROPE – OUR VISION – OUR GOALS

Fair Transport for Europe is a political and industrial project initiated by the ETF and our goal is that “fair transport Europe” and ETF are identified as belonging together.

Fair transport is first and foremost fair treatment for all transport workers. But transport is as well one of the key industries for the functioning of the society and the economy. And transport has an impact on the environment in which people live.

A.1 The ETF vision for fair transport Europe includes:

- A sustainable transport system based on cooperation between the transport modes that ensures economic, environmental and social sustainability and thus contributes to preventing social injustice due to climate change;
- A transport policy that ensures economic and social cohesion in Europe; all regions have access to a good and coherent transport infrastructure to be able to develop economically and thus provide employment opportunities;
- All people have access to transport and in particular to affordable quality public transport to allow participation in working, social and cultural life;
- Access to public transport is a collective task that is financed fairly by the collective resources, benefitting companies and users according to their capacity;
- Public private partnerships are no longer in place and transport infrastructure is in public ownership;
- Social dumping in transport is eradicated;
- All transport workers benefit from job security, social security, fair pay, good quality working conditions, training, education and career opportunities;



- Human, labour and trade union rights are guaranteed and all transport workers are covered by collective bargaining agreements and benefit from workers' participation rights at company, sectoral and/or national level;
- Women have equal access to employment in the transport industry with equal pay and career opportunities;
- Young workers have a real future in the transport industry;
- Migrant workers are well integrated in the labour market and society.

A.2 However the political and economic environment in which we have to act is even more challenging and it is changing fast.

In most of the European countries the post-crisis economic situation is stagnating and inequalities are increasing. The 2008 financial and economic crises and the austerity policies have resulted in even more divided societies. Those who caused the crisis did not pay for it rather continue to make huge benefits. There are no effective measures against tax havens and tax avoidance and scandals like Luxleaks or the publication of the Panama Papers demonstrate the lack of commitment to address these problems. More effective tax administrations and investigations, a European wide financial transaction tax and the requirement for multinational corporations to fully publish their accounts in each countries are just some foreseeable steps.

Austerity policies continue across Europe with less public services, increasing poverty and huge youth unemployment of 21% in average in the Eurozone but more than 50% in Spain with disastrous consequences in particular in the southern Eurozone countries. Core labour rights are violated and negotiated, Collective Bargaining Agreements are disrespected. This is politics against workers and against the people, a true war on work.

The people and workers in Central, Eastern and South-Eastern Europe have strongly suffered from the economic crisis and did not experience the promised benefits of the Internal Market. Young people see no future in their countries and are leaving what causes huge problems for the national economies and labour markets.

Additionally, the number of refugees seeking for help in Europe is increasing as a consequence of global crises including wars, increasing poverty or climate change. On the other hand we observe a growing feeling of de-solidarisation within Europe. The European model based on solidarity and the objective of establishing social and economic cohesion is about to fail. A relevant example for transport workers is the yellow card against the revision of the posted workers' directive used by a number of Member States.

The Brexit referendum is just the latest example for the general observation of increasing EU-skepticism. It has its roots, to a great extent, in the disbelief in a European construction process which denies too many of its citizens access to decent and fair working and living conditions.

In many European countries Eurosceptic nationalistic populists are on the rise who preach hate, racism and xenophobia against the spirit of solidarity and democracy.

The Juncker "Last Chance Commission", with its commitment against social dumping and for social dialogue is not delivering. On the contrary, the Commission is taking to court those Member States who decide to enforce EU legislation like with the obligation to apply national minimum wages in cabotage in the road sector or resisting to submit the international trade agreement with Canada,



CETA, to national parliaments for ratification, despite massive protests in Europe and worldwide against CETA and TTIP.

A.3 More than ever there is a need to fight for a solidary, social and fair Europe!

But trade unions have to anticipate as well long term challenges, the so-called mega trends such as globalisation, digitalisation/automation, demographic changes or climate change.

Transport is for several reasons in the heart of such developments:

- Globalisation needs transport; globalization is no new phenomenon but with new technologies it is accelerating and the new generation of trade agreements (TTIP, CETA, TiSA) is paving the way for unacceptable power of multinational corporations over governments. Supply chains and transport and logistics companies are globalising as well as trans-national passenger transport companies. Global players like Google, Amazon or Uber are entering the transport market with disruptive business models.
- Digitalisation and automation are affecting transport jobs: autonomous driving; autonomous (un-)loading, electronic ticketing, intelligent transport and logistics services with more effective tracing and tracking of vehicles and goods but also surveillance of workers. Health and safety problems but also data protection are only two problems to mention. And the platform economy is fast developing new mobility concepts for both freight and passengers transport. It might even endanger public passenger transport companies and it is certainly massively challenging fair transport jobs.
- Climate change with its rise of extreme weather conditions is already affecting the transport infrastructure in certain regions with floods, extreme heat or more frequent and stronger storms. Damaged infrastructure constitutes a problem for safety, for example.
- Demographic change is a complex topic that is different from country to country and region to region.

All those trends have an impact on transport employment, working conditions, professions and future skills needs. We have to be proactive to ensure the best conditions for transport workers in this fast changing world.

But they have an impact on trade unions as well. More and more unions are losing their traditional basis for organizing. They are losing the young workers and women.

It is vital that the trade union movement leads in the formation of a broad movement for a progressive political and economic alternative to neoliberalism across Europe - a movement that protects and advances workers' and trade unions' rights and builds the broadest coalition of political, civil and trade union voices for change.

Trade unions must seize this pivotal moment of challenge to demand another Europe with genuinely democratic, accountable decision making processes; another Europe which puts human, social and workers' rights before business freedoms.



A.4 Our goals: social justice, solidarity, unity – Our solutions

Fair transport Europe – Fighting social dumping in transport – ETF's main priority

Globalisation, the EU Internal Market and austerity policies based on a neo-liberal mainstream thinking, supported by technological developments and partly disruptive business models have translated in the transport industry in social dumping, rapid expansion of FOC-like practices into non-maritime industries such as road transport and civil aviation, unfair practices and a race to the bottom on wages, working conditions and dignity of transport workers. For the ETF fighting social dumping is also fighting liberalisation and deregulation promoted by the EU governments and the EU Commission.

The ETF Fair Transport for Europe campaign is the right answer to raising awareness and to bring the problem to public attention. It points out social dumping practices in all transport modes and therefore has the potential to unify workers from the different transport modes to fight for one objective: eradicate social dumping.

For the ETF the Fair Transport Campaign is the basis for a long term industrial and political campaign to oppose the neo-liberal doctrines of the European Union and national governments across much of Europe and the exploitative practices of corporations, and to promote an alternative European economic and political project based on human, social and workers' rights, civil engagement, decent jobs, and growth through sustainable public investment.

Our vision and our goals remain the same but the challenges are changing – the ETF needs to change

The experiences made with the Fair Transport Europe Campaign have shown:

Political campaigning, addressing the European political institutions as well as national politicians in order to influence decision making and organise the necessary majorities is of utmost importance. In this respect ETF has good records.

But campaigning is more and in particular global and European wide campaigning with the objective to unify transport workers globally and across Europe and across all transport modes to fight for common goals. Strong unions that 'buy in' in international and European campaigns and actively participate nationally and in international solidarity actions are needed.

In order to achieve this the ETF has to expand its activities in three areas: campaigning, organizing and training.

Pursuing the ETF vision of fair transport for Europe, concentrating on the priority political and industrial campaign "Fair Transport for Europe" with its primary goal to eradicate social dumping in Europe and strengthening the campaigning, organizing and training activities of the ETF, will be the guiding principles in the following 5 priority work areas and in the Sections', Women's and Youth work programs.

- **Transport policy and sustainable transport**
- **Labour and trade union rights**
- **Organizing globally**
- **Cross-border coordination and cooperation**
- **Training and capacity building**

B. ETF WORK PROGRAM 2017-2022



B.1 Transport policy and sustainable transport

Transport policy, the regulatory framework for the organization of the transport modes, the rules on the provision of transport services and the political decisions on the development and investment in the infrastructure for the different transport modes have an important impact on employment and working conditions of transport workers.

Therefore it remains a priority for the ETF to influence the EU transport policy and legislation, which also have an indirect effect beyond the EU on the candidate countries, EEA countries, countries with which the EU has a bi-lateral relationship and those which are part of pan-European organizations like the UN-EEC in which the EU has great influence.

The 2011 Transport White Paper remains the Commissions work program since Commissioner Violetta Bulc decided against a review. The Commission's report on the implementation of the White Paper (SWD(2016)226), published in July 2016, basically says that the Commission did its homework, the Member States are blocking further advances and that the time period is too short to measure the impact in particular in view of the de-carbonising transport goals. The Commission's "Strategy for a Low-Emission-Mobility" (COM(2016)501) from 2016 is still focusing on competition and technological innovation, although the Commission announced to move forward with a fair pricing system for charges on external costs.

The ETF position from the 2013 Congress on transport policy, our trade union vision on sustainable transport and the ETF Executive Committee position paper on a mid-term review of the 2011 Transport White Paper, adopted in February 2016, remain our guidelines. They include positions in favour of binding modal shift targets, against the liberalisation and privatisation program for all transport modes and rather propose a model based on inter-modality and cooperation between transport modes;



against private-public partnerships and for strong public investment in transport infrastructure; the proposal to set a target to double the use of public transport by 2025 as a key solution for both, liveable cities and employment creation. The ETF suggests as well a target to eliminate social dumping in transport by 2020 and to tackle the problem of the platform economy and companies such as Uber, ensuring safety and security, professionalism, fair competition with existing services, and prevent new precarious working conditions, just to name some of the ETF proposals.

However, neither the 2011 Transport White Paper nor the previous ETF positions on transport policy sufficiently address the challenges arising with digitalisation/automation and the ongoing globalisation and the interaction between the two trends. The so-called ‘collaborative economy’ or “shared economy” (internet platforms) with Uber as its most prominent example in transport alerted ETF affiliates across Europe and unions worldwide and need an urgent European coordinated strategy and action.

The Commission’s “Digital single market strategy for Europe” (COM(2015)192) does not at all address the future challenges for the labour market, workers’ and trade union rights, working conditions or social security for workers. With the “European agenda for the collaborative economy” (COM(2016) 356) the Commission is preparing a European legal framework for the platform economy with the main concern to ensure easy market access and flexibility rather than ensuring social protection. Also within the DG Move Digital Logistics Platform, the main concern regarding workers lays in how to ensure the needed digital and IT skills for the future for transport and logistics companies.

If the European Commission continues its past practice, the next Transport White Paper is due in 2021. The ETF will use all its experience and expertise to ensure its influence on the next Commission’s transport work program. The ETF TRENDS project is a major tool to prepare this task.

The TRENDS project identified four major trends that will influence employment, working conditions, skills needs and professions in the transport industry in the coming years: economic globalisation, technological change (digitalisation/automation), demographic change and climate change. Answers are needed and it is of high importance for the ETF and its affiliates to address those challenges and to be pro-active.

The ETF TRENDS project developed the following hypothesis to which the ETF has to find an answer and develop a trade union strategy.

Economic Globalisation

- Global competition is carried out through the factor of labour; more and more work is being outsourced to low-wage countries or labour costs are reduced through precarious employment; social dumping is increasing;
- Regulatory standards are being eliminated from international economic relations through trade agreements (TTIP, TiSA etc.) in the interest of large corporations;
- Private capital is assuming control over transport companies and infrastructure;
- Conditions for transport services are being determined by multinational corporations;
- Unregulated business models are gaining the upper hand over regulated forms;
- Employees are seen more as a cost factor than an asset in companies;
- New forms of work are leveraging out gains by trade unions.



Technological Change (digitalisation/automation)

- Customers want a continuous, multi-modal chain and door to door travel or delivery (“synchro-modality”), which is supported by digitalization;
- New players enter the transport market – Google and Amazon as transport agents and even transport service providers
- Digitisation/automation will make jobs superfluous – new jobs and professions will be created but estimations predict no proportionate compensation of lost jobs;
- The platform economy is creating a new digital precariat;
- The use of cyber-physical systems is accompanied by subtle streamlining and will cost a large number of jobs;
- Automation can cause the elimination of occupational groups – on the tracks, on the water, and on the roads;
- New technologies allow permanent supervision and increase work intensification and raise the question of data protection;
- 3D printing as an alternative to traditional production will affect transportation volumes and paths.

Demographic Change

- The low population growth in Europe increases the competition among companies for the recruitment of qualified personnel; the transport sector with its image of unattractiveness due to unattractive working conditions and low pay will have to adapt;
- The increasing average age of employees requires measures to maintain their ability to work; the increasing physical and psychological burdens and an unequal distribution of work load along the working life is generating the contrary;
- In countries and regions with shrinking populations, the demand for services in passenger and freight transport will decrease; the need for employees will drop; regular employment relationships will increasingly be replaced by freelance employees and micro-companies that provide traffic and transport services on demand.
- In urban metropolitan areas and congested regions, the demand for passenger and goods transport will increase and thus employment in public transport and city logistics; however, platform companies threaten to undermine public transport companies and thus quality employment;
- Older and very old people are participating in transportation, using means of transportation and traffic infrastructures that require an adaptation of (public) transport systems;
- Migration from developing countries and regions affected by war, economic and climate crises to Europe will increase; this is positive for Europe as a continent with shrinking population; it requires solidarity and a serious effort to well integrate migrant workers and refugees in the society and in the labour market.



Climate Change

- Climate change is already happening in form of extreme weather conditions like heat and rain; the consequences on transport infrastructure and systems is already experienced in some countries with more and stronger floods or more frequent heavy storms for example;
- Our time is short – climate systems operate in an exponential manner, not linear and changes in whether conditions might occur faster and unexpected;
- To achieve decarbonisation of transport we need new and CO₂-neutral vehicle technology, as well as new mobility and logistics concepts such as a major shift from individual transport modes to collective transport modes; significant investments will be required for this;
- The shift to sustainable mobility can only succeed if it finds broad societal acceptance; this includes the readiness to change behavior and societies' willingness to invest in sustainable transport systems including tolerating higher (energy) prices.

Those mega trends are no new trends but they constitute the basic developments for the next decades in Europe and worldwide. In particular the potential of digital technologies, the speed with which it is transforming production and services and the introduction of new services need fast reaction from the trade unions.

Actions

During the next inter-Congress period the ETF will:

- Implement the ETF strategy developed by the TRENDS project and adopted by the Congress also in view of influencing the content of the next Transport White Paper and the EU transport policy in general;
- Further develop the network of allies established within the TRENDS project to pursue ETF objectives within globalisation, digitalisation, climate change and sustainable transport;
- Use the “Fair Transport Europe” campaign as a framework to promote ETF sustainable transport policy solutions;
- Play an active part within the European trade union movement (ETUC and ETUFs network) to develop solutions on digitalisation and platform economy;
- Promote a regulatory framework for any kind of platform transport business that ensures fair treatment, employment and social protection of workers.

B.2 Labour and trade union rights



The worrying developments in Europe and worldwide demonstrate the importance that the trade union movement and with it the ETF, go into the offensive and fight for labour and trade union rights. Today people and workers are deeply dissatisfied at the consequences of the introduction of neo-liberal and austerity policies and their impact on social inequalities. This is being exploited as the UK EU referendum, European and national elections have shown.

Furthermore, there is continuous disregard of protests against CETA, TTIP, TiSA and workers' concerns about further empowerment of multinational corporations and the threat to labour rights and to democracy as such. The Juncker "Last Chance Commission" did not deliver yet as regards the promises that there is "no place for social dumping in Europe" and to ensure the principle of same pay for the same work at the same place; additionally, nationalism and disregard of the principle of solidarity within the EU is blocking minimum improvements as the yellow card for changing the posted workers directive has shown. Several crises in the world increase migration flows and the number of refugees and thus the threat of xenophobia and discrimination.

Despite announced improvements of the European social dialogue and consultation of trade unions within the so-called economic governance, there is still interference in collective bargaining and social rights at national level. In transport no serious actions have been taken to fight social dumping; on the contrary, the European Commission launched legal proceedings against countries, which want to take the problem "in their own hands" as France and Germany. Furthermore, there are legal proceedings in the ports sector against long functioning and negotiated labour market practices.

The European Commission and parts of the European Parliament continue with attempts to limit the right to strike in particular in transport as in the aviation sector or in public transport; but also national states (try) to introduce minimum services in the case of strike to limit workers' rights as in Belgium for example.

Digitalisation, its potential for work intensification, supervision, flexibility, new business models (platform economy) is changing the world of labour but the Commission's digital internal market strategy totally ignored this aspect; new precarious labour without any protection and chance to negotiate working conditions collectively will be the consequence.



Unity and solidarity at home and across borders is key as it is the strengthening of trade union power in order to fight these trends back.

Our objectives

- Strengthen social Europe as part of the wider European trade union movement; fight against nationalism, de-solidarisation, racism and xenophobia;
- Strengthen fundamental labour and trade union rights against economic freedoms and global corporations' interests;
- Eradicate social dumping, FOCs in maritime transport and similar patterns of unfair practices in the other transport modes;
- Ensure working conditions and workers' rights within digitalisation and the development of platform economy in the (transport) industry through means of regulation, organising and collective bargaining.

Actions

During the next inter Congress period the ETF will:

- Continue to engage together with the European trade union movement, with the ETUC and the ETUFs to promote an alternative model for a social Europe; this includes promoting the "Social compact" to ensure fundamental labour and trade union rights having priority over economic freedoms, decisively strengthening the so-called "Pillar of social rights", ensuring that the "Mobility package" properly recognizes the specific situation of mobile transport workers and ensures equal pay and social security for international mobile transport workers, keeping transport workers in the Posted Workers Directive; this includes as well to jointly promote the establishment of a European Social and Labour Law Observatory;
- Continue to engage with the European and international trade union movement and civil society against international trade agreements with TiSA among the most threatening for transport workers' rights and conditions and work on proposals for alternative socially, economically and environmentally fair trade agreements;
- Continue the Fair Transport Europe campaign as a long term political and industrial campaign and promote the ETF Vision Paper 9 solutions for a proper European regulatory framework to eliminate social dumping in transport ; in order to increase the effectiveness of the campaign strengthen the campaigning capacity of the ETF and the affiliates through research such as the FITE project, strategic planning, training and resources generating;
- Support ETF affiliates by organizing solidarity campaigns whenever their trade union and labour rights are jeopardized at company and/or national level;
- Explore the possibility to develop a dedicated capacity building project on workers' rights and workers involvement within the digitalisation of the transport industry and on ensuring employment and workers' rights within the developing "platform economy" in transport.



B.3 Organising globally

More than ever trade unions have to build union strength to improve the balance of power: Globalisation and in Europe the Internal Market, both under neo-liberal prerogatives with competition and the economic freedoms as overall priority, are continuously undermining the traditional basis for trade unions to organise and negotiate collectively. We can observe fragmentation and concentration while fragmentation is leading to destructive competition among the small players, in transport often self-employed. The big players use outsourcing and sub-contracting as a means to lower labour costs and put pressure on their suppliers. But also in public transport competition is producing similar results of social dumping.

The new generation of trade agreements and in particular TiSA (trade in services agreement) aim to open up national markets for any kind of services, including public services, citizens' data and even for services which are not invented yet (digital economy). The sole purpose is to secure investors' interests and for that aim they are attacking governments' regulatory power and undermining democracy.

Digitalisation is facilitating and accelerating the development of business models in which a worker is not a worker any more, losing all rights linked with the status of a worker and a collective representation of interests against the company is very difficult. Automation is more and more challenging traditional transport professions, often a basis for trade union organising. Those trends are interlinked and increasing the power of multinational corporations. Trade unions have to act by building trade union power.

As regards demographic developments we can observe that in Europe a high average age of transport workers will result in high retirement rates during the next decade. Despite the assumed declining number of traditional transport jobs we can anticipate that there will still be a need for new recruitments within the next years that will be young workers and more and more women workers groups which are not very interested in trade unions.

Those trends are European wide and global and require trade unions to act in cooperation across borders, in unity and solidarity.

The ITF Sofia Congress identified 4 levers for a strategic approach to build trade union power: consolidating key hubs and corridors, influencing lead industry players, activating mass membership and following geographic shifts. The priority projects identified concentrate on: hubs and globalised supply chains, airports, Asia Pacific region, sustainable urban public transport.

The ETF is an integral part of such priority projects to the extent that Europe and the European affiliates are concerned.

The core of the ETF work is taking place in the Sections and Committees (Women, Youth, Urban Public Transport) which are developing projects at sector level. Some examples:

- The Road Transport Section is working since several years on an organising project for international drivers;
- Logistics: ETF involvement in the DHL campaign and the European Works Council of DHL;
- The Inland Waterways Section developed an organising campaign for workers on river cruise boats on the European main rivers;
- Low cost campaign in civil aviation;



- The Railway Section focusses on the need to organise railway workers in private companies and identified TX-Logistics as a pilot company; just starting the mapping exercise;

Those section related projects have to be streamlined and coordinated with the overall organising strategy and campaigns.

Action

During the next inter-Congress period the ETF will explore the following areas as possible priority areas in Europe that are meeting the criteria of the 4 levers strategy and for which organising campaigns will be developed in close cooperation with the ITF also depending on financial decisions to be made by the ITF EB:

- In view of the threat of liberalising the European bus and coach market, announced by the European Commission within the so-called Road Package, the ETF will identify key players in the European bus and coach market to be targeted in an organising campaign;
- The ETF will explore whether one of the TEN-T multi-modal freight corridors would be suitable to develop a cross-sector organising campaign. The development of such corridors is promoted by the EU through specific legislation requiring Member States to develop corridors, EU infrastructure funding and the nomination of EU Corridor Coordinators. Such a project shall build upon the outcomes of the ITF Industrial Hubs programme and the experiences of the ETF Rail Freight Corridor project;
- The ETF will cooperate with the ITF in the warehousing organising programme and assess the possibility to create representative structures for the group of warehouse/terminal workers in Europe; warehouse workers can be a pilot group in developing strategies to ensure decent working conditions and workers' participation rights related to digitalisation/automation in transport.

B.4 Cross border representation and coordination

Transport policy in the EU is no longer decided by national governments but is rather part of EU competences meaning in effect that the past, present and future of the transport sector have been for many years already decided in Brussels.

On the other hand, transport is increasingly treated as a service which, for competitive reasons, must become and be kept cheap – this is what the European Commission calls 'competitiveness' in transport.

The above viewpoint is largely shared by the clients of the transport sector, be it large multinationals using transport and logistics to move their good across Europe or members of the large public expecting their parcels to be delivered at home and to be able to travel at the lowest possible costs.

Transport companies have cut costs in the recent years to the point that it drove the industry into an unsustainable situation.

The main costs they cut are invariably the labour costs i.e. costs with wages, social contributions, training, health and safety, etc.

For mobile workers, these developments have been disastrous. They are recruited in a Member State, employed on a labour contract based in another Member State and working permanently from a third Member State.



This made it easier for companies to subject these workers to fraud and discrimination, particularly in the context where cross-border controls are basically dysfunctional.

Social dumping practices are today deeply enrooted in transport and their victims are the mobile workers who find themselves deprived of basic human and social rights such as access to social security, to health benefits, to allowances and ultimately to pension entitlements.

Today, more than ever, the ETF and its affiliated members must effectively fight social dumping and ensure decent wage and working conditions for transport workers victims to abuses.

Our objectives

- Organise transport workers in international transport, thereby improving their social conditions and contributing to the fight against social dumping;
- Campaign for better law enforcement nationally and cross-border, within Europe; for example fighting letter-box companies effectively requires to target two legal areas, labour law and access to the occupation law; ETF has to campaign that both elements are enforced at the same time in a cross-border environment;
- Raise awareness of transport workers on their rights and on the trade union role and competence in protecting these rights;
- Building trade union capacity to represent the rights of the mobile workers in a cross-border context like knowledge about legal systems in different countries or the capacity to work with mobile membership;
- Improve working and living conditions of transport workers in Europe through strengthening international solidarity, improve trade union ability to take action both nationally and across national borders, by developing cross-border coordination of collective bargaining policies; fighting social dumping and the employers' strategy to play transport workers from different countries against each other;
- Strengthen transport workers' rights through a better information exchange and coordination within global operators, across borders, along corridors, along the supply chains;
- Strengthen transport workers' rights through effective use of EWCs and trade union rights within European scale mergers and acquisitions;
- The fight against social dumping by applying the most favourable legislation or collective agreement.

Actions

The ETF will:

- Actively promote and support cross-border, bi-lateral, regional or any other useful form of cooperation among affiliates as a means to effectively develop actions and fighting social dumping; e.g. Railway Section adopted "Guidelines for cooperation on cross border traffic between ETF affiliates organising locomotive drivers and/or on-board personnel" that includes the establishment of cross-border coordination committees; or the ETF guidelines for cross-border legal representation of non-resident drivers in road transport;



- Support actions, which provide workers with information about their rights with legal assistance necessary to claim their rights and ensure that they are covered by collective bargaining agreements;
- Continue to support the pilot project initiated by the ETF Road Transport section on cross-border organising, including supporting its replication to key countries and sectors, while further exploring possibilities for direct individual membership to the ETF in specific conditions;
- In order to effectively assist mobile workers members of trade unions, continue to promote mutual assistance pacts with the view to service union members during the exercise of their work outside of their country of origin / residence; this requires the conclusion of bi-lateral or multi-lateral agreements among unions;
- Promote cooperation of workers representatives in multinational companies within European Works' Councils (EWC);
- Proceed with the implementation of its new coordination policy by setting active the EWC Liaison Group;
- Ensure that its EWC coordination activity is ultimately a vehicle for trade union cooperation and union action at the level of multinational companies.

B.5 Training and education – capacity building

Capacity building support for affiliates through training

Training and education is a key tool in creating strong unions. It is an essential part of union capacity building.

The ETF plays an important role in supporting affiliates by:

- Supporting unions with limited access to training resources and/or little of their own resources;
- Organising information and good practice exchange between unions across Europe;
- identifying European topics for training, which are not covered by unions' national training programmes and where ETF has greater expertise;
- Working for a greater harmonisation of trade union training at European level among affiliates in implementing the ETF work programme 2017-2022 and its priorities.

To do this effectively it needs to be clear how the unions can benefit from the work, which is already done by other unions within the ETF. We need to make clear which educational programs are required by those unions who have not the opportunity to develop their own materials.

The ETF will, in close cooperation with the ITF:

- Better systematise the identification of training needs of affiliates and define priority areas;
- Deepen its cooperation with donors, training institutes, other affiliates, etc. in order to increase assistance to affiliates;



- Put more emphasis on the dissemination of information and already available training tools, to make them better known by affiliates and raise their awareness of the usefulness for the union work;
- Develop and implement appropriate training on horizontal policies; promote training activities in line with the ITF and ETF global strategy;
- Evaluate, coordinate and support Sections' and sectoral Social Dialogue Committees' training needs and plans.

A relevant capacity building instrument are the ETF/employers joint projects within the different sectoral European Social Dialogue Committees since they embody social dialogue in practice within a multi-national context and strengthen knowledge and intercultural understanding.

Training as a tool to strengthen the ETF and the affiliates campaigning capacity

A stronger focus on coordinated strategic campaigns across borders in the ETF's work program and in particular the strengthening of the Fair Transport Europe Campaign requires strategic research and the development of skills among affiliates and within the ETF.

Actions

During the inter-congress-period 2017 to 2022 the ETF educational and training work will focus on the following strategic actions:

- Continue the mapping of affiliates' training priorities, needs and already existing training facilities, materials and establishments and evaluate the results;
- On the basis of the evaluation, continue to use all available funding possibilities in order to initiate and/or organise capacity building projects with a focus on trade union multipliers;
- Establish a database of all the unions which can provide training materials. The ETF should also establish a database of those unions which are willing to provide training to members of unions which do not have qualified trainers; this work will be done in conjunction with ETUI, ITF and other ETUFs/GUFs on training programs;
- Increase the ETF cooperation with other national and European trade union training and research institutes;
- Set up a pool of trade union friendly researchers and trainers with expertise in transport and other areas of interest for the ETF affiliates;
- Identify external donors and intensify cooperation with donors, training institutes and supporting affiliates; organise financial assistance there where it is needed for educational programs;
- Organise and implement training in accordance with the ETF's priorities and through European Union funded projects;
- Deliver expertise and support to affiliates for project work on training and education.





C. SECTIONS' AND COMMITTEES' WORK PROGRAMMES 2017-2022

C.1 ETF Road Transport Section

Our vision – part of fair transport!

The ETF Road Transport Section will continue to promote as a fundamental value the solidarity between road transport trade unions affiliated to the ETF. This will strengthen the trade union movement in the sector, will eliminate anti-union practices, will improve the cross-border union representation of professional drivers and will ultimately eliminate any disparities in terms of drivers' wages and working conditions in Europe. The ETF Road Transport Section will act to reinstate the driver's occupation to its rightful dignity, the dignity of a highly qualified profession which is a key element for the safety of transport operations and people in Europe.

We believe that our vision and our 2017 – 2022 work programme fully belong to the values and objectives set by the ETF Fair Transport Campaign. A fair road transport will lead to fair conditions for professional bus, coach and freight drivers, to fair competition in the sector and to a fair co-existence of all transport modes. The ETF Road Transport Section will fight to ensure that transportation by road will not become the low-cost service of Europe, but rather an attractive sector for workers and for law compliant business.

We Have Been Stronger Together – Main Achievements Of The Past Inter-Congress Period

The ETF Road Transport Section achievements for the past 4 years are undisputable. Here are some highlights, against the main Section priorities of 2013 – 2017:

Priority 1: Improving the cross-border representation and organising of professional drivers

A joint trade union office will be opened in May 2017 in Targu Mures, Romania, based on the cooperation of road transport trade unions from 6 countries. Its aim will be to organise truck drivers and to defend their rights in a cross-border context. This is a pilot project started in January 2013 which will hopefully inspire and encourage more cooperation initiatives between the Section members in the next 5 years, under the ETF auspices and coordination.

Priority 2: Campaigning for better policies and legislation to protect professional drivers in Europe

The Section has placed social dumping in road transport on the EU and national political agendas. Back in October 2012, the Section launched its "Respect for drivers" campaign, and revealed shocking evidence about the working and living conditions of truck drivers in Europe via the publication "Modern slavery in modern Europe". As a result, social dumping in road transport is today widely acknowledged by policy makers but also by road transport operators impacted by dumping practices. The future 5 years will be of key importance in terms of re-regulating the sector to eliminate social fraud, unfair competition and to improve the sector's compliance culture. To this end, in May 2017 the European Commission is expected to launch a so called Road Initiative. The Section will engage in action and campaigns to ensure that the legal proposals of the Initiative effectively tackle the social and labour problems of the sector.

Priority 3: Staying active in the sectoral European social dialogue



The Section, together with the European road transport employers' organisation, the IRU, blocked EU plans for full liberalisation of cabotage in February 2013. This cleared the path towards a series of ETF – IRU joint actions highlighting the urgent need to address social fraud, enforcement issues and unfair competition in the EU haulage market. This finally resulted in the launch of negotiations on a social code for the road transport sector, to include access to services, improvement of working conditions and equal pay for professional drivers. For the future 5-year period, the Section will remain engaged in social dialogue, as a key tactical instrument to push the sector social and labour concerns on the joint social partner agenda.

In the past 4 years the Section forged **strategic alliances** with key organisations such as the European organisation of national road transport enforcement agencies **Euro Contrôle Route (ECR)**, with road safety organisations such as the **European Transport Safety Council (ETSC)** and with user groups, notably in road passenger transport, such as the **European Federation of Road Traffic Victims**. The **Nordic alliance between the road and logistics trade unions and employers' associations** played a substantial role in shaping up an ETF – IRU joint agenda for the sector, and in launching the social code negotiations.

In terms of **campaigning vis-à-vis policy makers**, while maintaining our strong relations with the European Parliament, the Section has assiduously worked to improve its contacts with **national administrations** and with the **Council of Transport Ministers and its Brussels structures**.

Having flagged social dumping and lack of law enforcement as key problems in the road transport sector, the Section has made unprecedented progress in **developing concrete, enforceable solutions to tackle these problems**. This has substantially contributed to increasing the Section credibility vis-à-vis EU and national policy makers and other parties with an interest in road transport. The Section is today perceived as a reputable partner with constructive input in all debates concerning the future of the sector.

At The Core Of The 2017 – 2022 ETF Road Transport Section Strategy - Engage More With Our Members, While Engaging Our Members More

The EU road sector undergoes a crucial phase of existence, with the upcoming revision of its EU regulatory framework also known as the '**road initiative**', and an unprecedented will at EU level to develop a **digital agenda** for the sector.

The upcoming European Commission '**road initiative**' is expected to simplify and clarify the EU regulatory framework in road transport. About ten pieces of legislation will be under scrutiny as part of this initiative, covering both freight and passenger transport, but also targeting the applicable law (posting of workers and Rome I) to professional drivers in the context of the high workforce mobility in this sector.

On the other hand, it is generally acknowledged by policy makers and stakeholders that the road sector urgently needs to modernise. The ETF already called for massive introduction of innovation and technology in all law enforcement processes. But besides the ongoing EU debate on 'smart' enforcement whose revival owes a great deal to the ETF, the EU is moving fast towards digitalisation and automation in the very way road transport functions and is organised, ranging from an increased use of the Intelligent Transport Systems to the connected and automated driving. Building Section know-how and developing a Section position on **digitalisation and automated driving** will be one of the key topics of our 5-year future work programme.

With social dumping in road transport high on the political agendas of our governments and the EU Institutions, the Section will continue **campaigning for the improvement of working and living**



conditions for drivers, both in road passenger and freight transport. Achieving this goal is only possible if transport unions shift the balance of power to their advantage, by strengthening their ranks via recruitment and better representation of their members, essentially mobile workers, in a cross-border context. **Cross-border organising of professional drivers** will remain one of the Section key goals for the next inter-Congress period.

To adequately respond to the challenges posed by the changes in the road transport sector, both passenger and freight, the Section and its member organisations will need to further **build strength and capacity via continuous training, information and research.** This will enable the Section to further participate in the process of improving the work and lives of professional drivers. This will equally enable us to ensure that innovation and technical progress - i.e. digitalisation - works in the advantage and not against our members. For the training part, the ETF Secretariat will work in close partnership with organisations such as the European Trade Union Institute and with union friendly foundations. In as much as Section resources allow, research will be conducted with external experts on the priority topics.

Across Europe, **social dialogue** is part and parcel of industrial relations culture. Thus, social dialogue will remain one of the Section priorities, as a key tactical instrument to push the sector social and labour concerns on the joint social partner agenda.

To sum up, the Section main goals for 2017 – 2022 are:

- **Campaigning for the improvement of the working and living conditions of drivers in passenger and freight transport**
- **Cross-border organising of professional drivers**
- **Building union strength via training, information and research**
- **Keeping active in the sectoral European social dialogue**

In achieving these goals, in implementing its objectives and actions, the Section will **engage more with its members, while engaging its members more!** An overarching working method, this approach will allow us to draw closer to our workers and their concerns, while mobilising them to be actively involved in defending our European social agenda. It is an acknowledged fact that decisions made in Brussels impact on the lives of us all, much beyond the EU borders. This working method will entail the ETF Secretariat being more in the field, to meet the rank and file union members (truck, bus and coach drivers), to build a direct dialogue with them, to better understand their workplace problems and voice them at all policy-making levels. The field visits will also assist our Section members build a strong dialogue with national policy makers, strengthen national social dialogue and give full visibility to the transport trade unions in road transport. This approach reflects lessons learnt from the ETF Fair Transport campaign, but is also inspired by recent activities in Poland, the UK and Austria, organised in cooperation with Solidarnosc, UNITE the UNION, respectively Vida.

Concrete objectives and actions

Goal A: Campaigning For The Improvement Of The Working And Living Conditions Of Drivers In Passenger And Freight Transport

Objectives

- **Campaign for a social EU Road Initiative**, in other words campaign for legally binding measures meant to eradicate social dumping and to ensure protection, health and safety of professional bus, coach and truck drivers



- **Campaign for the future social sustainability of the road transport sector**

Actions

- **Organise at least two major centralised demonstrations** - in Brussels respectively in Strasbourg - **as well as centralised and decentralised actions** to sensitise the EU and national institutions over the Section demands and proposals regarding the improvement of drivers' working and living conditions
- **Publish a brochure about the facets of social dumping in road transport**, aiming to get the policy makers act and react to eradicate the phenomenon
- **In road passenger transport, launch a "safety of driver, safety of passenger" campaign.** The aim will be to raise public awareness on the bus and coach drivers' working conditions and their impact on passenger safety. The campaign will ultimately promote an ETF set of solutions meant to improve driver and passenger safety
- **In freight transport, organise actions in cooperation with the Section youth representative** to raise awareness of the ageing workforce and the need to improve quality of jobs and working conditions in the sector, as means to attract young workers
- **Launch two studies and publish two reports on pricing practices in road freight and respectively passenger transport**, flagging up the danger of the sector becoming a low-cost service (i.e. the typical example of a 1 € cross-border coach trip). The studies will feed into an ETF vision on a socially and economically sustainable transport by road
- **Organising annual 'reality checks' on bus, coach and freight drivers' working and living conditions.** These will be meetings bringing together professional drivers, trade unions and policy makers (European and national level), to build up a direct dialogue between these parties

Goal B: Cross-Border Organising Of Professional Drivers

Objective

- Assist in recruiting professional drivers, particularly those exposed to social dumping, in order to better represent them and defend their rights

Actions

- **Continue to support the pilot project** of the joint trade union cooperation office **in Romania, while help it become self-sustainable**
- **Assist in expanding the cross-border union cooperation model** by consolidating the Romanian pilot project, by fostering further union partnership for a second project of the kind, involving other partner unions, etc.
- **Organise annual workshops to exchange information and experience** on cross-border organising of professional drivers

Goal C: Building Union Strength Via Training, Information And Research

Objectives

- Place the Section and its members at the core of the "future of the sector" debate on digitalisation and automated driving
- Enable the Section members and the rank and file union members to fight social dumping at all levels



- Enable the Section members to fully engage in the Section campaigns

Actions

- **Digitalisation and automated driving / Undertake a research study on the social dimension** of digitalisation and automated driving
- **Digitalisation and automated driving / Develop a Section position** on the social dimension of digitalisation and automated driving, to focus on training needs, tasks and roles of professional drivers, while defending working and driving time rules
- **Enable Section members to fight social dumping / Develop a set of informative materials for unionised professional drivers or potential union members** on aspects such as: the trade union role in defending drivers' rights, risks associated with recruitment via letter-box companies, access to health insurance and social security, pay components, drivers' guide in documenting abuses
- **Enable Section members to fight social dumping / Organise annual legal training workshops** to enable trade unions to better represent professional drivers in a cross-border context i.e. **training on posting of workers and on the Rome I Regulation**
- **Enable Section members to fight social dumping / Organise annual workshops** to exchange experience on **basic trade union roles and labour rights across Europe**
- **Enable Section members to fully engage in the Section campaigns / Organise annual workshops on campaigning, networking and new means of communication, with a focus on social media**

Goal D: Keeping Active In The Sectoral European Social Dialogue

Objectives

- Place the sector's social and labour concerns on the joint social partner agenda
- Develop joint work to address the problems of unfair competition, social dumping and road safety in the sector
- Support dialogue in road transport at national or regional levels

Actions

- **Continue the ETF – IRU negotiations on a social code**
- **Participate in an ETF – IRU project on shortage of skills** in road transport, to include a strong dimension on job attractiveness for women and young people
- **Organise annual country visits**, on our Section members' request, to promote social dialogue at national and regional levels

Final considerations

In implementing this strategy, the Section will work in cooperation with the ITF, with other ETF Sections and Committees. Strategic cooperation will be further developed with the European association of transport inspection services Euro Contrôle Route (ECR), the European Transport Safety Council (ETSC) and the European Federation of Road Traffic Accidents.

This is a work programme of the Section members, and therefore its success depends on the combined efforts of us all. In running its campaigns, the Section will continue to be inclusive, involving all its Section members and accommodating all actions that are in line with the Section objectives, values and vision.



C.2 ETF Maritime Transport Section Work Programme

Vision and objectives

Following objectives make up the **overarching goals** the Section stands for:

- Secure the European maritime cluster and strengthen the maritime transport industry in Europe;
- Fight against social dumping and unfair competition in the maritime transport sector, promoting the creation of a European Maritime Space without Social Dumping;
- Defend the employment of European seafarers, notably of young people through the promotion of European-controlled tonnage reflagging from FOCs to European bona fide national flags and creating an enabling environment for the recruitment and retention of European seafarers;
- Defend the ILO trade union fundamental rights and freedoms (especially Conventions n° 87 and 98) for seafarers operating on-board European flagged vessels and promote implementation of their social rights;
- Defend and guarantee decent and safe employment and high quality training and certification standards of European seafarers;
- Promote a greater participation of women in the maritime transport sector;

More specifically the new Work Programme 2017-2021 will have as an objective the creation and preservation of jobs through the improvement of recruitment, job prospects, retention and working and living conditions of European seafarers. The new Work Programme proposes a specific strategy that will result in improved employment and working conditions for European seafarers and which will in turn contribute to the overarching goals. In this regard the Work Programme envisages pursuing **three major results** in the coming years:

- Adopt a Regulation on a European Maritime Space without Social Dumping
- Enhance, promote and better implement Social Right for Seafarers
- Adopt a Social Partners Agreement on Training for Seafarers

In order to increase and protect employment of European seafarers, a regulatory response on EU level should be enacted. The idea would be to provide a basis for the creation of a **'European Maritime Space without Social Dumping'** so that the true implementation of the EU social regulation – Community acquis – is not limited to inland transport but is extended to intra-community shipping, hence creating an enabling environment for the employment of European seafarers with fair terms and conditions.

Working towards the eradication of social dumping in European waters and the achievement of the principle of fair treatment irrespective of the nationality or place of residence will benefit not only to Community nationals but also to other European nationals. Therefore, the pan-European dimension of this action will be satisfied.

This result should be tied up with the ITF policy on cabotage in the sense that redefining international voyages to domestic ones would mean creating an internal maritime space where a European cabotage policy may apply. Additionally this result could contribute importantly to the first (Consolidating key hubs and corridors), second (Influencing lead industry players), and third lever (Activating mass membership) of the ITF strategy. The promotion of European employment in the



industry and awareness raising on manning conditions should also have a positive effect on the size of the potential membership. European maritime traffic, particularly the North Sea and Baltic Sea regions, is one of the most dense traffic areas in the world including some major ports and logistics hubs. More European seafarers working in the industry could entail more potential for European maritime unions to gain members (be more representative), empower themselves and throw more political weight in negotiations when facing employers. Moreover, the involvement of maritime affiliates in this action will also broaden their network towards other stakeholders in the industry which could empower them even more. In this regard also major shipping companies will be involved and targeted in this action. The contribution of this result particularly to the development of the European maritime cluster as a whole will enforce European trade unions in the industry which are now looking with fear at the decrease of European ratings and officers as part of the workforce on board European flagged vessels. Part of this action consists of gathering data through surveys on seafaring workforce and conducting a study on manning conditions in a European context (see below) which would also be complementary with the work ITF is doing in this regard.

With regards to the second result the Section must aim for the strengthening of an environment where **seafarers' social rights could thrive in order to guarantee decent work and better living conditions** which in turn will benefit to job entry and retention, in particular for seafarers on board European flagged vessels. This result would have a pan-European dimension in the sense that awareness raising and information campaigning towards seafarers on their social rights would not be limited to an EU level as it would also benefit to European seafarers outside the EU.

Moreover, it would contribute to the ITF strategy and particularly to its third lever (Activating mass membership). Awareness raising and to dispose of effective tools to deliver a positive message could have an effect on the membership of individual unions involved in this action. The availability of instruments to approach seafarers saying what unions can do for them and what their rights are is one of the most effective ways to convince them to become members and to activate existing members.

With regards to the third result, **when talking about employment and decent working conditions, training is a fundamental aspect** which cannot be overlooked. It guarantees a closer match between skills demand and supply in seafaring jobs and helps seafarers to adapt to changing working environments and new technologies in the context of increased automation and digitisation. At the same time it is essential in order to contribute to the improvement of seafarers' job prospects and future career paths in view of more and better employment for European seafarers. In first instance the objective would be to address this in the framework of the Social Dialogue because there are many opportunities in this area to find common ground with the shipowners and have more value for money on the end. Secondly, the products and results that come out of this dialogue could also be useful on a pan-European level.

Moreover, having a good cooperation with Maritime Education and Training Institutes and looking for inclusion of new skills in order to face future challenges in maritime curricula will strengthen the maritime cluster as a whole in the future and will contribute to safeguarding European employment in the industry. This will in turn provide new opportunities for unions to organise workers and create powerful alliances with other stakeholders, i.e. METs (third lever of the ITF strategy: Activating mass membership). The fact that this action also includes a reflection on the mobility within seafaring career paths and the possibility for seafarers to continue their career onshore could also contribute to the first lever of the ITF strategy (Consolidating key hubs and corridors). Having more experienced seafarers working in onshore positions within the maritime cluster could increase a wider perspective awareness of labour rights and a public which is more receptive to union pleas and actions relating to intermodal aspects of the industry.



Concrete actions will be tied up to the three results as envisaged in the objectives.

Concrete actions

1. With regards to the first result (the adoption of a **European Maritime Space without Social Dumping**), despite a rather hostile political and socioeconomic context, such a regulation remains a top priority of the Section in the light of the overarching goals on which it would have a major impact. A way to achieve this would be to engage in an informal lobby strategy including the gathering of data aimed at creating a momentum for launching a formal campaign.
2. Define for this specific purpose the content of “manning conditions” in a European context
 - Particularly focus on regular passenger and ferry services but consider expanding scope to all intra-community trade;
 - Refer to the Task Force of Maritime Employment and Competitiveness’ recommendation leaving to Members States the right to decide on manning conditions on board vessels providing offshore services in their national waters;
 - Define the transparent and adequate manning scale concept;
 - Identify and meet the needs of workers involved in towage operations through a dedicated cross-sectoral working group. Use the work carried out in this ad-hoc body as leverage for achieving some of the objectives set at Sections’ level in connection with the Fair Transport campaign;
 - Develop the concept of Fair (European) Shipping as part of the Fair Trade supply chain.
3. Gather data in order to prepare for lobbying and campaigning
 - This involves surveying the seafaring workforce to bridge gaps in data collection and calling on the policy makers for a uniform and harmonised methodology in that regard. Ideally, this collection should include information regarding European-controlled vessels, the evolution of the number of seafarers according to their nationality (nationals/ non-domiciled) and the flag status. This mapping exercise will also require the active involvement of affiliates and it will be complemented with information from ITF;
 - Take on an external consultant to perform a study on manning conditions and the link between the granting of state aid to shipowners and the creation of employment for EU seafarers. The rationale of the latter statement (state aid to shipowners shall only be granted to shipowners, provided that they recruit, educate and employ EU-seafarers) could be based on the EU Commission’s own communication where it has stressed that increased transparency of State aid is necessary to raise awareness among national authorities as well as companies and individuals of their rights and obligations¹. These Guidelines are intended to contribute to this and to clarify what State aid schemes may be introduced in order to support the Community maritime interest, with the aim of e.g. maintaining and improving maritime know-how and protecting and promoting employment for European seafarers.
4. Develop a campaign aimed at preparing ground for the adoption of a Regulation on a Maritime Space without Social Dumping

¹ According to Commission communication C (2004) 43 — Community guidelines on State aid to maritime transport art 2.2



- Prepare ground in an informal manner with ECSA, EU Commission and MEPs (bilateral meetings, 'coalition of the willing' against social dumping, etc.);
 - Involve Member States and Transport Council (high-level meeting with Transport Ministers, involve national affiliates, etc.);
 - Develop activities through the ETF MTS Ferry Working Group, including convening Ferry Conferences when appropriate;
 - Develop targeted campaigns for Fair Shipping in European waters, including a (social) media campaign.
5. With regards to the second result (enhanced, promote and implement **Social Rights for Seafarers**), the strategy to achieve this would be to opt for one or more EU-funded project(s) on the issue parallel to an information campaign.
 6. Define the scope of the social rights to be included in this action (e.g. social security, state pension entitlements, fair treatment of seafarers, labour and trade union rights, the protection afforded by the legislation on occupational health and safety including specific protection afforded to women seafarers, etc.). Include the ILO trade union fundamental rights and freedoms (particularly Conventions 87 and 98) in the wider scope of a social rights campaign.
 7. Perform a study - through an EU funded project - mapping the coverage rate of seafarers on EU-flagged vessels concerning social security and pension entitlements taking into account the differences between Member States;
 8. Develop a campaign aimed at informing seafarers on their social rights (including trade union fundamental rights and freedoms) with specific attention to protection that should be afforded towards women seafarers:
 - Produce information material e.g. toolkit on social rights and duties onboard EU flagged vessels, video, leaflet, etc.
 - Develop a social media campaign;
 9. Engage in discussions with third party stakeholders:
 - Reflect on how to participate in a Forum for the promotion of bilateral/ multilateral agreements for seafarers' recruitment, social security and insurance cover;
 - Give the issue (social rights and trade union fundamental rights and freedoms) a prioritised place at the table of the Sectoral Social Dialogue Committee;
 - Reflect on how to control operation of manning agencies;
 10. With regards to the third result (adopt a **Social Partners Agreement on Training for Seafarers**), acknowledging that the issue is of relevance to the Social Dialogue, the proposal would be to opt for a joint action with ECSA whilst reflecting on the potential of a better interface between the industry and the Maritime Education and Training institutes (METs).
 11. Define for the purpose of an SPA the scope of the issue of training including e.g.:
 - The allocation of training berths;
 - The use of State Aid and the creation of incentives for training;
 - Reference to the EC midterm review of the European maritime transport policy and the need for the creation of new skills among seafarers in the light of automation and digitisation and

new technologies for the greening of the industry (environmental performance of shipping) in order to guarantee a competitive edge for European seafarers.

12. Highlight the need for EU funding in this regard (based on the Policy Recommendations resulting from the current Joint Project's Pillar 2 on EU funding opportunities for training and apprenticeship) which would include the need to:
 - Gather information regarding (conditions for) state aid given to shipowners, based on the premise that state aid to ship owners should only be granted provided that they recruit, educate and employ and EU-seafarers.
 - Look more carefully at the impact of digitalisation on employment and training in the context of the EU being at the edge of research on new technologies and automation.
13. Look for an enhanced exchange and cooperation between the industry and the METs in order to look into the need to review the current curricula in view of preparing the next generation of seafarers for tomorrow's challenges, needs and skills; Build on previous projects on career paths and the transition from sea to shore based activities
14. Look for joint action with ECSA on the matter e.g. through setting up a dedicated working group aimed at the adoption of an SPA on Training

Additional specific activities will be developed in view of enhancing the effectiveness and efficiency of the Secretariat's work by minimising the impact of limited staff and resources, enhance cooperation with third party stakeholders, and developing a communication and lobby strategy.





C.3 ETF Railway Section Work programme

Preamble

The railway sector in Europe is dramatically changing with on-going restructuring, privatization, the introduction of competition in rail public passenger transport and the further development of traditional state-owned railway companies to trans-national multi-sector companies, competing at European and global level. The accelerating digitalization and automation is changing the scope of work and even the concept of work itself also in the railways.

Additionally, the increasing competition in the rail freight sector remains without impact on the modal shift and shows that competition is not the solution but proper investment in the rail sector and a fair regulative framework. The lack of modal-shift towards rail is worrying considering climate change and the fact that rail is the most climate friendly mass transport mode. Within the EU, the first 3 deregulating railway packages are now fully developing their impact at national as well as at company level. These developments are hitting the railway unions and railway workers hard. The 4th Railway Package is now, after 5 years of heavy debate, decided. Market opening for commercial domestic passenger transport starts with the December 2020 time table and it is already visible that competition in rail public passenger transport is progressively spreading in more and more countries.

These developments are not exclusive to the EU due to mandatory EU legislation. Efficiency gains through competition, privatization and restructuring are considered by neo-liberals globally as the right path for railways (e.g. IMF and World Bank influence on European governments). However, through bi-lateral agreements or the requirements for EU Candidate Countries and within the EEA, EU legislation is reaching out beyond the European Union. Therefore, fighting liberalization and privatisation remains a pan-European and global challenge.

This pressure on the rail sector to become competitive and reduce costs results in multiple strategies of companies: reduction of employment, lowering working conditions and attacks on workers' rights. Also in the rail sector, social dumping is a reality, in freight and passenger transport, in domestic and in cross-border transport. But this fact is constantly denied by politicians and companies. This attitude has to be changed.

Additionally to cost cutting, fragmentation in the sector and multi actors' activities (including specialized temporary works agencies or multiple sub-contracting) constitute a threat for railway safety standards as it is social dumping (wages, work organization, training and qualifications). The ETF railway section has and always will be fighting for railways being safe workplaces for our members, but also safe for passengers and the public in general. If not managed properly, there is a huge potential for damage and death. It is therefore important that trade unions put pressure on politicians, decision-makers and budget holders who can grant money for new safety-related investments in the infrastructure. Another angle of activities for unions remains the fight for well-qualified transport professionals including lifelong learning and updates, allowing the transport workers to acquire the new skills and knowledge needed for a smooth career development in a changing environment.

Union membership is shrinking in the rail sector. It is due to employment reduction in the traditional companies, increasing outsourcing or the use of agency workers as well as difficulties to organise in new private operators. Furthermore, we have to take note that trade unions seem to be unattractive for women and young workers. The latter is particularly problematic considering the age structure in the rail sector with high retirement rates in the next 10 years and therefore a need to employ new and young workers to a large scale.



Young workers and female railway workers are particularly affected by negative developments in the rail sector, which result in less attractive jobs. In countries, which increased the retirement age they have to bear the consequences of a decreasing turn over or even recruitment freezes. But they are at the same time the future of the railways and the railway unions. It is important to pay more attention to their needs in all activities developed by the Railway Section.

Despite the Section's targeted actions to increase employment and integration of women in European railway companies, their representation is increasing marginally and unsatisfactory. To become more efficient, gender equality measures need to be envisaged within the trade union structures too.

Based on this analysis the ETF Railway Section adopts the following priorities and the following work program 2017-2021:

The priorities of the ETF Railway Section are:

1. Promote quality railway employment – fighting liberalization and privatisation
2. Fair Transport: Fighting social dumping in the railway sector in Europe; for labour and trade union rights and social protection in a liberalized rail sector
3. Ensuring railway safety and security in a changing railway world

In order to achieve these aims, the Section will work in three main areas. All activities within those areas shall be directed towards the three Section priorities:

1. Railway policy and legislation
2. Industrial policy and organizing globally, European Social Dialogue
3. European Union Agency for Railways (ERA) and Shift2Rail

The Section's activities will take into account as well the findings of the TRENDS project that analyses the impact of four mega trends on employment, working conditions, professions and skills in the transport sector:

- Globalisation, digitalization/automation, climate change and demographic change.

In particular the technological developments (digitalization / automation) will have an important impact on the railway sector within the next 10 years and the Section has to be prepared.

Within the three areas of activities the Railway Section will focus on the following elements. The three Advisory Groups of locomotive drivers, on-board personnel and maintenance workers shall support the work of the Section by providing their specific expertise.

1. Railway policy and legislation

The Section will continue to observe and influence for the railway sector relevant EU legislation and Commission roadmaps with the objective to promote and ensure quality employment in the rail sector. The European Social Dialogue shall be used as an instrument when useful and possible to enhance the Sections' influence.

- Influencing the content of the announced revision of the locomotive drivers' certification directive (TDD 2007/59/EC) and continuing to insist in high level qualification and certification regimes for all safety relevant professions including the certification of on-board personnel;
- Follow-up on the PSO Regulation on public passenger transport: informing members, promoting direct award of rail passenger services and workers' protection in competitive tendering (also UPTC)



- Follow-up on the ETF / CER rail freight declaration to promote rail freight transport also within the revision of rail freight corridor directive
- Linked: Follow-up on the EU decarbonising transport agenda (European strategy on low emission mobility)
- Follow-up on the EU Collaborative Economy Agenda (also UPTC).

2. Industrial policy and organizing globally, European Social Dialogue

The Railway Section's work program addresses all railway affiliates in Europe. The implementation of the work program shall ensure that railway unions inside and outside the EU are well integrated in the campaigns and activities.

- Fighting social dumping: collecting data and cases of social dumping in the rail sector; awareness raising activities to show that social dumping exists in the rail sector;
- Fighting social dumping: developing and promoting instruments as
 - o Cross-border Coordination Committees;
 - o Check and enforcement of working time (e.g. digital tachograph and driver smart card);
 - o Using European Works Councils (EWC) in the rail sector for information and mutual support;
 - o Developing trade union networks in multinational railway companies;
- Develop a railway safety and security campaign with focus on social dumping and operational safety;
- Digitalisation and automation in the rail sector: collect and exchange information; anticipate the impact on railway workers and employment;
- continue the anti DOO campaign (keep train crew on board of trains) as an example of the importance of human presence in the railways for quality public services including station personnel; make link at European and national level with NGOs and community groups;
- Organising globally: further develop the TX-Logistics pilot project; identify additional 2 railway companies to be targeted for cross-border organizing campaigns;
- Creating an environment to exchange and implement best-practice examples of organizing female and young railway workers, as well as their integration and career opportunities within the railway sector.

The European Social Dialogue is an instrument that shall support the achievement of the Railway Section's priorities. Accordingly the Section will engage in the SSDC for rail with the following objectives:

- Continue to push for a relaunch of the European social dialogue in the rail sector with the objective to put highly relevant European topics on the agenda and achieve more binding results;
- Insist on the ETF priorities:
 - o check and enforcement of working and rest time (e.g. joint ETF/CER project on mobile workers and the application of the ETF/CER agreement - Directive 2005/47/EC);



- high level of training and qualification for all safety relevant professions including checks and enforcement;
- Negotiations to render the non-binding Joint Recommendations into more binding instruments (women in rail, psycho-social risks in the rail sector, security of staff against aggressions and violence, employability in the face of demographic change).

3. European Union Agency for Railways (ERA) and Shift2Rail

The European Union Agency for Railways plays a major role in preparing secondary legislation also relevant for railway workers. In particular with the implementation of the technical pillar of the 4th RW Package the Agency together with DG Move are working on legislative measures to implement topics like monitoring driving and rest time, qualification and training for safety relevant rail professions or the introduction of a just culture in the rail sector and occurrence reporting, just to mention some topics. Where useful and possible, the European Social Dialogue shall be used as an instrument to jointly influence ERA and Commission decisions.

- Continue to look for solutions to effectively follow and influence ERA work;
- Continuing the ERA training course (depending on the commitment of the affiliates);
- Concentrate on major topics
 - TSI OPE (technical specification interoperability on operations and traffic management)
 - Introduction of a no-blame-safety culture in the railway sector and occurrence reporting
 - Using the ERA Human Factor Network
- Shift2Rail
 - Focus on the Shift2Rail research funding in the areas of automation and digitalisation
 - Continue to insist on funds to be made available for accompanying social research

The Steering Committee of the Railway Section will develop an implementation plan, define action points and assign responsibilities to its members, who are accountable for the implementation. The implementation plan shall assure the mainstreaming of youth and women activities of the Railway Section.



C.4 ETF Dockers' Section

Background

The port sector has not stopped changing over the last decade and so has port labour.

Technological innovation applied to ports results in increased automation and digitalisation. These processes have an impact not only on the number of jobs in ports, but also on the nature of port labour. In this context the main challenges for trade unions are anticipating and accompanying these changes and, through collective bargaining, trying to minimise the negative effects on workers. Crucial for trade unions is also the need for boost their capacity to organise and properly represent a changing workforce, which will include more women and white-collar jobs. The future strength of the dockers' movement will also depend on its ability to organise young workers and give them leadership.

Transnational and national shipping policies, notably on state aid exemption, and the strategies applied by the major actors in the maritime logistics chain affect deeply ports and notably the sector's capacity to create and retain good jobs. The establishment and consolidation of shipping alliances increase the negotiating power of shipping companies, while the growing size of ships is a big push for port automation. The shipping sector is benefiting from very favourable tax regimes and state aid exemptions, while they contribute to significantly downsize employment in ports.

Ports policies, at both national and EU level have poorly accompanied these developments. For instance, an incoherent public investment policy has contributed to create terminal overcapacity in Europe. Public funds are being used to co-fund automated terminals that will not contribute creating jobs in ports. Notwithstanding a long-lasting economic crisis, over the last years policy-makers across Europe kept designing ports policies as if an imminent growth in cargo was to be expected.



At the same time, strategies to liberalise port labour moved from being EU-wide legislative attempts to legal challenges on the various national port labour scheme. This development represent a challenge to the dockers' movement. While in the past liberalization had been fought industrially and politically, trade unions are pushed to develop new strategies to shape labour reforms and avoid wild liberalisations. Labour pools remain very efficient and fair tools to deal with peaks and lows, which are made even more frequent by the use of megaships. In several European countries there are ongoing debates or disputes over labour organization, including on labour pool, subcontracting and precarious work.

International solidarity still plays a fundamental role for dockers' trade unions and a constant work is necessary to build the capacity of our members to provide mutual support and solidarity.

Occupational health and safety remain a priority for dockers' union. The number of fatal accidents occurred in European ports over the last few years worryingly confirms port work as one of the most dangerous professions. Much is still to be done, both to improve legislation and to promote enforcement.

Against this background three priority areas of work have been identified:

1. Shaping the future of port work
2. Campaign for fairer European policies and legislation on shipping and ports
3. Boosting our capacity for international solidarity.

Priority area 1: Shaping the future of port work

OBJECTIVE 1.1 Protect port labour in a context of growing automation and digitalisation

Actions

- Further develop a comprehensive policy on automation, including a model CBA
- Set up training sessions for members on automation, including its consequences for union organising and collective bargaining
- Negotiate a EU framework agreement on automation
- Consolidate and possibly extend to additional countries the ETF/ITF Lashing campaign
- Promote research on automation
- Campaign for a social policy to accompany automation
- Organise national automation seminars with unions activists
- Organise an automation conference with policy-makers and other stakeholders

OBJECTIVE 1.2 Ensuring fair organisation of port labour and a socially sustainable port sector

Actions

- Promote research on port labour schemes to get evidence of their effectiveness and their contribution to employment protection and productivity. Set up a political/communication strategy on our priorities on labour organisation
- Support affiliates dealing with legal/political attacks to port labour schemes



- Promote research to develop a strategy on the existence and effects of subcontracting in ports and run targeted political and industrial campaigns
- Jointly with the other concerned ETF Sections, run a political campaign on the protection of workers' rights in case of change of operator/concessionaire
- Build a network of ETF members representing workers in the Ro-Ro sector in order to develop an ETF policy on the sector with a focus on collective bargaining and the sustainability of the sector

OBJECTIVE 1.3 Improve skills and meet future training needs

Actions

- In the context of the European social dialogue work to a set of guidelines to promote adequate training in the port sector

OBJECTIVE 1.4: Improve occupational health and safety in ports

Actions

- Establish a contact group of union experts on occupational health and safety in ports
- Implement the priorities for occupational health and safety identified by the Sectoral Social Dialogue Committee
- Establish cooperation with the MTS on issues related to safety on ships

Priority area 2: Campaign for fairer European policies and legislation on shipping and ports

OBJECTIVE 2.1: Influencing EU and national shipping policies to make them fairer to port workers

Actions

- Pursue a more coherent and mutually supportive policy and lobbying strategy between the ETF Dockers and Maritime Transport Sections
- Establish a closer coordination between ETF Dockers and Seafarers
- Promote a study on the effects of the current state aid regimes to shipping on maritime workers
- Lobbying EU and national institutions on fairer arrangements for state aid to shipping
- Lobbying to make sure that shipping and port policies tackles the effects of megaships and shipping alliances on the port sector and in particular on workers

OBJECTIVE 2.2: Shaping a fairer ports policy

Actions

- Campaigning in order to influence EU port policy, with a particular focus on: state aid and infrastructure financing, concessions, infrastructure policies
- Promote research in the above-mentioned fields when needed
- Establish strategic alliance with other stakeholders when needed and appropriate



- Lobbying/campaigning on policies and legislation that will be tabled

Priority area 3: Boosting our capacity for international solidarity

OBJECTIVE 3.1: Reinforce union cooperation around strategic European operators in order to improve terms and conditions

Actions

- Work towards the creation a network of unions representing workers in terminals owned by Yilport holding, including also rank and files
- Work towards the creation of a network of unions representing workers in terminals operated by companies owned by the Eurogate/Contship group, including also rank and files

OBJECTIVE 3.2: Reinforce international solidarity at sub-regional level

Actions

- Promote a structured dialogue between unions in the North Adriatic area
- Continue and strengthen the structure and scope of the cooperation amongst trade unions in the North Range
- Establish close cooperation among unions in the Mediterranean area

OBJECTIVE 3.3 Make the work of the Section more visible and closer to workers, consolidate our presence and our capacity to mobilise Dockers in Europe and build our capacity and future leadership

Actions

- Organise a yearly membership meeting
- Establish a Section's communication strategy to be implemented jointly by the Secretariat and affiliates
- Establish a contact group of young dockers and young union officials, organise targeted activities and involve them in the work of the Section. Organise training for young workers on building capacity for international solidarity.

OBJECTIVE 3.4: improve women's presence in the sector

Actions

- In social dialogue continue the work on better involvement of women in ports.
- In cooperation with the ETF Women's Committee establish a contact group of women port workers to better define an agenda for the Section on gender equality in ports and promotion of opportunities for women in the sector.

OBJECTIVE 3.5: Promote international solidarity in disputes

Action

- Keep assisting affiliates to coordinate international solidarity in disputes



C.5 ETF Civil Aviation Section Work Programme

Problem description

Aviation is a strong driver of economic growth and jobs in the European Union, although, large parts of this sector have lost its power as an engine able to generate direct employment in numbers and in quality. The liberalisation of the air transport in the early 1990s has brought certain benefits to the users in terms of access to transport, cheaper air fares and diversified offer, but certain costs are hidden. Unfortunately, the workers didn't come out as winners. Recent Eurostat statistics show that despite growth of traffic, there has been hardly any increase in aviation employment over the past 10 years. In addition to this, the quality of the jobs in aviation has deteriorated. Some jobs are disappearing and being outsourced or replaced by cheaper work.

This development can be attributed to the liberalisation of the industry exacerbated by lack of social regulation which has led to social dumping that is still omnipresent: airlines are confronted with fierce competition claiming that profit margins are lower than in any other industry and employers are using this as an excuse to cut costs under the pretext of 'remaining competitive'. Continuous pressure to reduce costs that started within the low fare sector and spilled over to the network or full-service carriers has intensified competition. As a result, airlines are increasingly putting pressure on wages and working conditions as well as cutting prices of all their service providers.

In addition, the EU institutions take the advantage of economic and social problems to make substantial amendments to their regulatory framework and are insatiably requesting further market liberalization and competition. All of this together has created a never-ending downward spiral for aviation workers.



While some costs (such as fuel or aircraft ownership) are to a certain degree fixed, airlines believe that labour costs can be pushed down in a never-ending spiral. Due to the increased share of atypical forms of employment, such as agency work, zero-hour contracts or even (bogus) self-employment, job precariousness in aviation has increased. These are no longer the preserve of third party service providers, but are built into the core operational model of airlines themselves. In addition to unfair competition on the back of the workers in the EU, we are facing the expansion of new business models (often facilitated by forum shopping and/or flags of convenience) and pressure from non-European airlines which do not respect workers' rights and lead to unfair competition.

The Commission's proposal "An EU aviation strategy" does nothing to mitigate these problems but under the banner of stimulating competition exacerbates a number of negative tendencies. The ETF has been raising the workers' voice to radically change the approach of the EU Institutions and we will not miss any opportunity to do so in the future.

Social dialogue is an important feature of the EU social model enshrined in the founding Treaties. However - despite verbally supporting social dialogue – the European Commission is constantly restricting its financial support and some of the Commission's proposals are going directly against it, such as the recent proposal to impose minimum services in Air Traffic Management in order to circumvent the right to strike. Furthermore, due to the overall climate driven by competitiveness and liberalisation, the EU airlines' associations are less and less eager to engage in a meaningful social dialogue, with some withdrawing altogether from the formal EU model. Despite all of this, the ETF remains committed to social dialogue provided that it will bring a positive change to the life of European aviation workers.

Safety of workers and passengers must remain a number one priority. Therefore, we believe that the whole aviation safety chain including airlines, airports, independent ground handling companies and air traffic management must be covered by adequate safety rules. Safety and security cannot be compromised because of excessive competitive pressure. We are concerned about the recent proposals for a full performance-based scheme replacing prescriptive rules aiming at increasing competitiveness and reducing the "burden".

The globalisation of the air transport and its liberalisation lead to a consolidation of the aviation industry without the establishment of a legal structure that protects workers' rights. Furthermore, TTIP and TISA proposals, together with the CETA provisions, could amplify the pressure on jobs and social rights of the workers. Together with ITF, the ETF and its affiliates need to be more and more involved at ILO and ICAO levels to develop a fair and sustainable industry.

Objectives to be achieved

The evolution and developments of the aviation must constantly be reassessed by trade unions. The ETF insists that European aviation industry including all of its sub-sectors (airlines, ground handling, air navigation services, security, etc.) must offer fair opportunities for workers and all other stakeholders and rogue competition under the pretext of "getting cheaper airfares" should be forbidden. Along these lines, we will oppose any attempts to further liberalize European aviation, both in terms of the internal market as well as for external relations. Furthermore, we want a level playing field and equal conditions for all airlines operating from, to and inside the European Union. Both the internal market and the EU external aviation policy have to be taken into consideration.

The ETF will always be present alongside its affiliated organizations in case of any attempt to limit the right to strike or attack workers' social rights.



In order to create quality jobs with properly qualified professionals, there is a need to promote education, vocational training and lifelong learning in all sub-sectors of aviation. This will also help to address new challenges such as digitalization, drones or cyber-security.

The ETF must retain and strengthen its influence towards the EU institutions (Council, Commission and Parliament), consultative bodies (such as the European Economic and Social Committee), as well as in the European Aviation Safety Agency (EASA) and EUROCONTROL. The standardisation or harmonisation of safety standards should never be used as a pretext to reduce social rights, and the social rights, values and norms of Member States should not be impacted upon by such institutions and their rules.

In line with democratic principles, the ETF will stimulate mutual understanding between affiliates and work towards a coordinated civil aviation strategy. We will also continue to provide support to those affiliated unions in their struggle with employers, governments or regulatory authorities.

Due to the increasingly global nature of aviation, we remain committed to closely cooperate with the ITF in order to improve the working conditions and safety everywhere in the world. At the same time, strengthening solidarity between workers worldwide is a key priority of ETF.

The ETF's vision of European aviation² can be summarized in the following five points which are at the same time the leading principles for developing sector-specific policies:

Strong regulation and safety (including occupational health & safety)

In the light of the expected growth, aviation must retain its reputation as the safest mode of transport. To achieve this goal, there is a need for a high and uniform level of protection by adopting common safety rules covering the whole aviation safety chain including airlines, airports, independent handlers and air traffic management. Safety and security cannot be compromised because of excessive competitive pressure. When developing aviation safety rules, their impact on health and safety of aviation workers must be addressed.

Quality Job retention and creation

European aviation must keep and generate sufficient number of quality jobs providing decent standards. There is no place for social dumping in European aviation. ETF is opposed to any pay-to-work or pay-to-fly schemes.

Labour rights (individual and collective)

The rights of workers and their representatives as stipulated by ILO Fundamental Conventions and the Charter of Fundamental Rights of the European Union must be guaranteed. The four fundamental EU freedoms defined in the framework of the single market must not be used as a pretext for forum shopping or circumvention of applicable labour laws.

Social protection rights

Every aviation worker has the right to adequate social protection including social security, unemployment benefits, health insurance, maternity and parental leave. Precarious employment that

² This vision has been developed notably in the ETF CAS Policy and Strategy Paper (2014), the ETF vision for the future of European Transport – Fair Transport Europe (2014), in the 12 ETF Proposals to prevent social dumping and flags of convenience in European aviation (2015) and in the ETF Response to the Commission's Aviation Strategy for Europe (2016)



does not open social protection rights to the workers have no place in European aviation and must be prohibited.

Fair aviation for all

European aviation should offer equivalent opportunities to all stakeholders. Rogue competition should not be permitted with the pretext of “getting cheaper airfares” as workers are citizens at the same time and deserve the same level of protection. A comprehensive legal framework has to be adopted with the aim to ensure fair aviation for all and put an end to policies that solely prioritise profit before people and safety.

These principles form not only the work programme of the Section, but also our approach to new challenges that may arise.

Possible concrete actions

All actions below are important and there is no priority in the presentation. Any such prioritisation would be given to the ETF Civil Aviation Section.

Regulatory and Legislative framework

- in line with the ETF campaign ‘Fair Transport’, establishing fair aviation for all and strongly fighting social dumping, flags of convenience and forum shopping; this approach should be developed notably when the Commission assesses and/or proposes legislations (e.g. Regulation 1008/2008 on Air Services in the EU)
- actions in the framework of the revision of EASA Basic Regulation to address social implications of safety rulemaking; coordination of the work in EASA for all categories of civil aviation workers; work inside EASA to promote qualifications and certification
- influencing the EU external aviation policy and inserting a strong social clause in all international air transport agreements (incl. reference to ILO Conventions) in which the EU is involved; at the same time, strengthening the cooperation with ITF at ICAO and ILO levels
- efforts to ensure that cabin crew enjoy the highest protection of labour and other legislations under the jurisdiction of where they are based and/or operate’
- influencing the creation of the Single European Sky in order not to liberalise it (opposition to forced unbundling) and to keep and create quality jobs
- work to regulate drones including with all related workers’ rights and adequate training for remote pilots as well as to create jobs in this sector
- work to restrict and regulate better flight cost sharing
- proper and harmonized implementation of the new Flight Time Limitations
- extending the licensing scheme to Air Traffic Safety Engineering Professionals (ATSEPS), and achieving competence requirements for safety related professions
- strengthening the SES fifth pillar (human factor)
- extension of the cabin crew attestation into a full European cabin crew licensing system
- addressing air quality through the European standardization bodies (CEN)
- supporting binding social protection for all workers in case of call for tenders and/or full or partial loss of activities



- applying the representative collective labour agreements in the ground handling sector
- specific work to restrict sub-contracting in ground handling
- developing the training and certification standards for ground staff within the remit of EASA; the costs of the training should not be paid by the workers

Campaigning and Organising

- action against the imposition of minimum services in ATM and for a better social dialogue in order to reduce the risks of conflicts
- fight against "new business models" involving subcontracting, agency work, zero-hours contracts, pay-to-work, pay-to-fly, two-tier employment, bogus self-employment and all other forms of atypical employment and promotion of direct employment
- implementation of Just Culture principles in all sub-sectors of aviation
- in coordination with ITF, specific work against the possible effects of TISA in aviation
- work on gender-related discrimination in the aviation industry (*in close cooperation with the Women's Committee*)
- strengthening the industrial base of ETF by organising/recruiting new affiliates
- reconciliation of work and family life, maternity/paternity/parental leave, violence at work, gender pay gap, discrimination at work, etc...
- campaign on 'European Plane, European Pay', aiming at equal treatment of third-country crewmembers working on board of EU-registered airplanes
- opposing further liberalisation of the ground handling market and thereby improving job stability and security
- specific work on the effects of ultrafine particles at airports and baggage weight

Industrial relations and Social Dialogue

- including social provisions in the SESAR deployment phase (2016-2020)
- improving the consultation arrangements within the Functional Airspace Blocks (FABs)
- consolidating the social dialogue work, notably in relation with EASA, the Just Culture, the new technologies and the change management.
- actively influence the ongoing development of the performance scheme
- improving social protection of aircrew
- consolidating social dialogue with ACI and ASA
- coordination of trade union activities within selected companies (e.g. Ryanair, EasyJet, Aviapartner, Celebi)



C.6 ETF Inland Waterways Section Work Programme

The inland waterways transport sector (IWT) is developing and changing rapidly. As with the other transport sectors, the trends identified in the ETF project TRENDS (climate change, globalisation, digitalisation, demographic change) have significant consequences for the industry.

To cope with these developments, the ETF Inland Waterways Section has the following priorities for 2017-2021:

- Fighting social dumping in the industry;
- Defending and improving the living and working conditions of all crew members.

These priorities will be addressed by the work done in the following areas:

1. European legal framework
2. Social Dialogue and industrial policy
3. Strengthening our unions

Taking into account the particularities of the European level, the actions and activities included in this work programme will be consistent with the “Four Levers” to build union power adopted at the ITF 2014 Congress: consolidating hubs and corridors, influencing lead industry players, activating mass membership and following geographic shifts.

1. European legal framework

At the moment the industry suffers from the lack of a harmonised European legal framework and the present situation is one of dozens of national and regional regulatory systems. The situation faced by mobile workers in the IWT sector is considerably more complicated. Historic reasons resulted in a Rhine basin area that was well managed since the early fifties, but due to political and physical division, Eastern Europe and the Danube basin were left behind. Since the nineties the situation has changed a lot due to political and physical openness and connectivity.

Employment practices were borrowed from the maritime sector and hundreds if not thousands of inland navigation employees have received Cypriot contracts be it through Cyprus subsidiaries or letter box companies or a mix of both. Malta, another EU Member State, is also very available when it comes to open up its register for IWT vessels, thus putting the responsibility of social security coverage and income tax solely on the shoulders of the employees. This new realities render access to legal redress problematic: how do Bulgarians employed by a Slovakian agency with Cypriot contracts to work on a Swiss vessel operating in Hungary find satisfaction in a Cyprus court? And all of this is topped with the negative reputation that Cyprus acquires through this process as a state that allows its employment conditions to be used as a basis for social dumping in mainland Europe.

These last couple of years an additional layer of legal uncertainty and complexity is the entry of many third country crewmembers coming from the Philippines, China and Indonesia.

The principle of the country/Member State where effective economic control of the vessel is based being the key indicator of the applicable social legislation should be implemented throughout Europe for all crew members of the same vessel. Better controlling capacity regarding enforcement is another main point of attention. All EU Member States should invest more in their controlling capacities if social dumping practices are to be halted.

The current challenge is to harmonise four key areas:



Working time

The 2012 working time agreement signed by the Social Partners was adopted as a European Directive in 2014. Since then the Member States have had to transpose the Directive into national legislation and from 1 January 2017 have to implement it.

- The Section will continue to monitor the concrete implementation of the agreement into national legislation in all EU and, if possible, in non-EU countries through an exchange of information between and amongst the affiliates and the Secretariat.

Harmonisation of professional qualifications

After a long process in which the section was closely involved, the Commission published a draft directive on the harmonisation of professional qualifications in IWT in February 2016. The Transport Council already adopted its position in June 2016. A dedicated and amended ETF position has been adopted and submitted to the European Parliament and the TRAN Committee that finalised its position in December 2016.

- The Section will closely monitor the final compromise position adopted by the trilogue negotiations between the Council, Commission and Parliament.
- The achieved compromise position although not being perfect, is a good point of departure for harmonising individual crewmembers' skills, knowledge and competencies.
- ETF clearly advocated an early assessment even before the coming into force of the Directive, in this case during the transitional period thus ensuring a tailored directive.

Manning requirements

At the moment manning requirements only exist on a sub-regional level. And all stakeholders are by now convinced that the present stipulations are no longer fit for purpose. But rather than revisiting outdated systematics and logics, the EU Social Partners for IWT agreed to an in-depth assessment and workload analysis of current working practices and see how the requirements of today can be reflected in a new modular system that can face time.

- ETF makes sure that priorities are centred on the employee, aiming at guaranteeing workloads that are compatible with modern expectancies and ensuring safe and healthy work places.
- For ETF, apprentices cannot be counted part of the effective crew
- A TASCs project proposal has been introduced to DG Employment and is outlined in section 2.
- This project research could be the basis for new EU legislation governing manning requirements.

Digital controlling capacity

Although implementation of all the above-mentioned legislation is a big step forward, control is essential. A digital tool is already in the making that could register not only the vessel's sailing-time and the crew members' certificates, but also the individual crew members' working and resting times.

- A solid commitment between stakeholders, and especially the IWT Social Partners must ensure that new legislation is introduced simultaneously with the proper controlling capacity.

CESNI and the River Commissions (Rhine, Danube, Moselle, Sava)



The river commissions have historically played a role in setting up the rules of inland navigation, also with regard to the crew and their working conditions. The ETF IWT Section has always followed and tried to influence the works of the river commissions – in particular the Rhine Commission (CCNR), it being the most important one – which are relevant to workers.

In 2015 the European Commission established the European Committee for drawing up Standards in Inland Navigation (CESNI), a body that could be the genesis of a European Inland Navigation Agency. The ETF is a recognised and active member organisation of CESNI.

- The Section will continue to follow and try to influence the relevant works of the river commissions, in particular of the CCNR.
- Consistently with its past position, the Section will support CESNI becoming a European Inland Navigation Agency. At the same time the ETF will demand that measures are put in place to assure the independence of CESNI.

Harmonised social security coordination

A 2011 agreement elaborated in the Administrative Centre for the Social Security for Rhine Boatmen (CASS) provides that the applicable social security laws are determined by the seat of the owner/operator or the true commercial exploitation of the vessel for all nautical crew and board personnel (including hotel and catering staff on passengers vessels), this in the absence of flag state legislation in IWT.

- The Section continues to defend the principle of one social security regime for all workers on the same vessel
- a principle that should be applied in all European inland navigation and not being limited to a specific river system
- The Section will strive for a considerable increase of the controlling capacity on the applicable social security legislation.

2. Social Dialogue and industrial policy

The European Sectoral Social Dialogue Committee for Inland Waterways is the only and unique platform where representative industry organisations meet to discuss and resolve sector related topics. Although it being a slow moving process, the IWT SSDC booked important advancement in some major dossiers.

Working Time

In 2014 a Working Time Council Directive was adopted thus constituting a major cornerstone in addressing an EU wide social level playing field in the sector.

- The implementation of the agreement remains a permanent item on the agenda of the European Sectoral Social Dialogue meetings, to ensure a constant exchange with the employers about the situation in the different countries and address possible problems.

TASCS

The Social Partners introduced in June 2016 an application for the EU-funded joint Project “Towards A Sustainable Crewing System” (TASCS). The objective is to carry out a workload analysis, in particular with regard to technological innovations of the last forty years and identify and assess the critical situations for the crew when at work and at rest.



The project commences in 2017 and should finish in 2018. The ambition is to agree on a set of easy-to-use and easy-to-enforce measures for a manning instrument for European waterways.

- The Section will invest energy and resources in this ambitious joint Project. The activities of some working groups of the Sectoral Social Dialogue will be incorporated in the Project.

Digital tachographs

Since fatigue, and its negative effects on safety and well-being, is a real issue for inland navigation workers, the ETF has long been demanding the compulsory introduction of digital tachographs on board of vessels to record working and rest time.

In cooperation with Aquapol the technical feasibility of such tachographs has been explored.

- Together with the Social Partners the ETF will continue to demand to the Commission to take initiative to introduce such tachographs.
- The ETF will ask that the tachographs will function with a compulsory smart card covering the qualifications of the crew member. This will facilitate controls and enforcement of rules.

Gender equality

The IWT section will work further on developing and putting into practice a programme on gender equality aiming in ensuring more women friendly working and living conditions and improving women's participation and leadership in the sector. It shall be relevant to both navigational and non-navigational staff. The gender equality item will be introduced in the sectoral social dialogue agenda with a proposal for a joint approach.

ILO report in European Inland Waterways Transport

For the first time since 1922 the International Labour Organisation published a dedicated report on living and working conditions in European IWT in 2014. The ETF IWT Section is working towards a deeper analysis of the data gathered and is encouraging the ILO to carry out further updating work not only in Europe but also in other regions.

- The ETF will use the analysis as a basis for their input into the work of sectorial social dialogue in working to improve living and working conditions.

3. Strengthening our unions

The ETF IWT section invests a great deal of time and effort in strengthening affiliates. Alternative meeting moments and methodologies are introduced and constantly assessed in order to reach out as much as possible to the grass root level and to create an added value by exchanging good practices and positive experiences. The ETF IWT section adopted a cross border approach from the very outset as membership can only be successfully assisted by an international *modus operandi*.

River Cruise Campaign

The river cruise industry has expanded rapidly in Europe in recent years. Hotel and Catering staff (the by far greater part of those on board) have very low pay and many live on board for months in very poor conditions. The majority of these workers come from Eastern Europe and South-East Asia, the latter raising a number of immigration and labour permit questions. Unionisation amongst the some 14,000 workers is very weak and the need to improve pay, working and living conditions is as great as the large membership potential.



The River Cruise Working Group (RCWG) has organised in recent years a series of activities to achieve those objectives and aims to strengthen its work in coming years by:

- Securing the appointment of a river cruise inspector by 2018. Meanwhile ETF affiliates, co-ordinating through the RCWG and with the assistance of the ITF, will continue visiting cruise ships with the objective reaching out to the workers and assisting recruitment.
- The RCWG will continue to organise regular joint activities mediating them as much as possible.
- New and updated tools will be used for the campaign (gadgets, website, flyers, database etc.).
- Engaging the trade association IG River Cruise and individual companies in a permanent dialogue.

ETF IWT annual Seminar

Since 2008 the Section has organised a thematic annual Seminar. During these seminars union officials and rank-and-file membership have the opportunity to deepen their knowledge on particular topics, learn from experiences in other countries, build capacity to cope with national problems and also network with the colleagues from other countries.

- The Section will continue to organise seminars as an important event to strengthen our unions.
- Efforts will be made to include more rank-and-file members, who can profit as well from such event.

Tugs

The problems of major consolidation within the Tug industry have come under closer attention in recent years not least due to conflicts between leading operators. Main corporate aim is to maximise profit by imposing unfair tariffs and demands on local tug operators to do likewise.

The section has worked closely with national affiliates, the ITF and the Dockers' and Maritime Sections to develop an effective response to these challenges.

- Identify and meet the needs of workers involved in tug and towage operations through a dedicated cross-sectoral working group.
- Use the work carried out in this ad-hoc body as a leverage for achieving some of the objectives set at Sections' level in connection with the Fair Transport campaign.



C.7 ETF Fisheries Section

Background

The latest version of the Common Fisheries Policy (CFP) entered into force in 2014 and delivered an unbalanced strategy, mainly focused on environmental sustainability and with very little attention paid to the social consequences of the measures proposed. This is partly due to the huge resources that environmental NGOs put into a long-lasting communication and lobbying campaign that focused on the environmental performance of the fishing sector.

From a stakeholder perspective, the reform reduced the possibilities of formal centralised consultations, as the Advisory Committee for Fisheries and Aquaculture (ACFA) was discontinued, and increased the regional consultation process. New Advisory Councils were established and, even if doubts can be raised on the importance given by policy-makers to the opinions issued by those bodies, major efforts are required to stakeholders to be properly represented in this new framework.

With a revision of the CFP due to take place by 2020, it will be crucial for the ETF to establish clear priorities and deliver a robust strategy giving a stronger voice to employed fishermen. This will have to be necessarily delivered through an even closer involvement of members, due to the regionalised approach of consultations on fisheries policies.

Social dialogue at EU level, which has been playing an important role in voicing the need for more socially sustainable fisheries in the EU, will remain a crucial tool for delivering a part of the future ETF strategy.

The Section's work programme for the mandate 2017-2021 is structured around two priority areas.

Priority area 1: Shaping fairer Fisheries and Social Policies and ensuring a sustainable future to employed fishermen

OBJECTIVE 1.1: Design and implement a lobbying and communication campaign in view of the upcoming revision of the CFP

Actions

- Request the inclusion of a strong social conditionality principle of in the CFP, including in the future financial instrument
- Ensuring the inclusion of decent labour into the policies and measures to deter IUU fishing
- Ensuring an organization of the market fairer to employed fishermen
- Reinforcing the cooperation with EFFAT to develop a joint trade union strategy for a more socially sustainable CFP all along the supply chain
- Make sure that each Advisory Council has a working group on socio-economic issues
- In the framework of the social dialogue committee pursuing a joint lobby strategy in order to request that CFP rules that disregard safety are amended/adjusted
- Pursuing the integration of a stronger social dimension in all advices adopted by the Market Advisory Council on the common market organization so as to make sure that third-country producers respect and have to comply with the same rules applied to EU producers.
- Request a better integration in the work of the concerned Commission's services (MARE, EMPL, TRADE, etc.) in order to properly take into account the social dimension of Fisheries



- Establish a closer cooperation with the European Fisheries Control Agency

OBJECTIVE 1.2: Focus actions on priority geographical areas

Actions

- Develop a targeted strategy on the socio-economic situation of the fisheries sector in the Mediterranean Sea, also through the Mediterranean Advisory Council:
 - o Promoting research on the current socio-economic situation in the area and identify possible management tools to improve the social, economic and environmental sustainability of fishing activities
 - o Advocate reinforced controls to deter IUU fishing
 - o Identify and make concrete proposals for targeted social safety nets for employed fishermen affected by the crisis of the sector in the area
 - o Seek dialogue with the organisations representing fishermen in non-EU Mediterranean countries
- Together with ITF pursuing a targeted strategy on abuses in the Irish fishing sector from an EU perspective, also through political actions in the framework of the North Sea and North Western Waters Advisory Councils

OBJECTIVE 1.3: Revamp the ETF policy on the international dimension of EU Fisheries

Actions

- Pursuing the integration of a stronger social dimension in all advices adopted by the Long Distance Advisory Council
- Pursuing the integration of a stronger social dimension in all advices adopted by the Market Advisory Council on imports from third countries
- Through the Social Dialogue Committee seek for a framework agreement on working conditions non-EU nationals onboard EU-owned fishing vessels
- Follow closely the work of the Regional Fisheries Management Organisations (RFMOs)
- Follow the Fisheries chapter in the Brexit negotiations and establish synergies with other stakeholders to campaign for an agreement fair to EU fishermen

OBJECTIVE 1.4: Improving working conditions, safety and training for women and men working as fishermen

Actions

- Further investigate the notion of self-employed in EU law and possible actions on how to better protect self-employed fishermen
- Promote further research on the presence and working conditions of migrant workers in the EU fishing sector
- Promote a higher participation of women in the sector
- Promote a wider ratification and enforcement of ILO Work in Fishing Convention (C188)
- Promote the principle of 'Just culture' on accident reporting within the Fishery sector



- Influence the ongoing revision process of the STCW-F at IMO level

Priority area 2: Making trade unions in fisheries stronger

OBJECTIVE 2.1: Strengthen union development and presence in the Fisheries Sector

Actions

- Map the existence of organisations representing fishermen (also self-employed fishermen) in Europe and develop a cooperation on issues of common interest
- Investigate labour mobility within Europe and identify possible forms of transnational cooperation on workers' representation

OBJECTIVE 2.2: Reinforcing collective bargaining in the sector

Action

- Promote exchanges on collective bargaining among affiliates and develop a joint collective bargaining strategy



C.8 ETF Urban Public Transport Committee

Preamble

Good quality public transport is of utmost importance to ensure inclusive and affordable mobility for European citizens, it is the solution number one within the transport sector to fight climate change, it reduces congestions and (air-noise) pollution and contributes to health and to safety in the cities and thus is increasing the quality of life for European citizens. And it has a high potential to provide local quality employment, green jobs also for women and young workers that cannot be delocalized.

Yet, quality public transport is not getting the political and financial support and attention it deserves. Instead of ensuring proper public investment in infrastructure and networks and proper financing, neo-liberal austerity policies with the ideological prerogative of cost saving via competition are determining the conditions in urban public transport in Europe. Public transport needs a supportive general political framework like for example higher eco-taxes, stronger measures against air pollution (e.g. restricted areas), measures against urban sprawl and certainly more money for municipalities and regions. The results of this cost saving policy are in a number of countries a reduction of the public transport offer in particular in rural areas, deregulation and privatization. For European citizens this policy does not ensure the quality they need and for urban public transport workers this policy results in social dumping, deterioration of working conditions and attacks on their labour rights.

Additionally, further challenges are arising:

The rapid raise of the platform economy is a threat to public transport systems and to workers jobs, pay and conditions. Uber is just the most prominent case of a disruptive business model that destroys – more or less – regular employment and creates precarious work. Disruptive platforms externalize all costs and risks to the workers and to society. But also local public transport companies are considering the use of platforms to create additional services as last mile offers or to replace traditional services such as (mini) bus services in rural areas or during late hours. It is not for granted that quality employment is their employment model. Furthermore, automated driving in combination with the platform economy can even challenge the existence of urban public transport companies themselves.

The new generation of trade agreements with TiSA (Trade in services agreement) as the most relevant can undermine all efforts at European and national level to set a legal framework and rules that assure public transport workers' jobs and fair working conditions. The so-called "real friends of services" are basically representing the interests of multinational corporations. It is about market opening also for public (transport) services, it is about limiting the capacity of local, regional and national authorities to regulate e.g. urban public transport for the benefit of investors' protection and they are a threat to democracy. The objective is as well to assure free market access for platform services like Uber and any kind of new services that are not invented yet as well as access to data of citizens and workers.

Those challenges require more than ever strong unions, which are able to fight deregulation, austerity and social dumping and to fight for quality public transport and quality working conditions. Trade union power is built on mass membership and the capacity adapting to new challenges and developing strategies.

This is setting the scene for the activities and priorities of the ETF Urban Public Transport Committee for the next years.

The ETF Urban Public Transport Committee adopts the following priorities and the following work programme 2017-2021:

1. Fair transport Europe: Fighting social dumping in Urban Public Transport



2. Capacity building actions to support UPT unions in Europe
3. The future of UPT: promoting quality public transport and jobs – understanding technological developments and digitalization

With these priorities the ETF will be part of the ITF campaign “Our public transport”.

The ETF will use the European social dialogue in the urban public transport sector with UITP as an instrument to promote, where possible, our priorities. However, building trade union power is a pre-condition for meaningful social dialogue.

Actions

Fair Transport: Fighting social dumping in Urban Public Transport

The introduction of competition but also the threat to introduce competition without strong legal and bargained safeguard measures, leads to a deterioration of working conditions and social dumping in urban public transport. Reduction of employment, replacing workers by technology, increased work density, reduced training activities, outsourcing and sub-contracting are typical cost saving measures of the companies to assure the lowest price bid in competition. Furthermore, competitive tendering for contracts with limited time periods lead to repeated job insecurity and threat of unemployment. Trade unions from several countries reported that new players entering the national market, mostly multi-national operators refuse social dialogue and collective bargaining at company level. Fighting social dumping within the ETF Fair Transport Europe campaign will be the main priority of the UPTC.

The ETF Urban Public Transport Committee will:

- Up-date the PSO Trade Union Guide and inform the UPTC members about the legal possibilities of the PSO Regulation to introduce social criteria and standards as well as a ‘transfer of staff’ in competitive tendering, to safeguard publicly owned companies via direct award of public service contracts;
- Organise information exchange about good legal and conventional systems and practices in European countries and support trade unions in their national campaigns to obtain similar protection measures in their countries, regions or municipalities;
- Collect cases of unfair practices in UPT and inform the European institutions to raise awareness and create political pressure; use these cases to influence the next version of the Commission’s guidelines for the implementation of the new PSO regulation;
- Promote cross-border cooperation and mutual support for union actions in particular in multinational companies also in cooperation with existing European Works Councils; support international solidarity campaigns in cooperation with the ITF in particular on targeted players;
- Support trade union actions at national level against Uber and similar platforms in urban public transport; campaign the European institutions on a legal framework for platform workers that ensures their workers status, working conditions, health and safety, qualifications, collective representation and social security coverage;
- Get involved in the European and international anti TISA (CETA, probably TTIP) campaign of trade unions and civil society;

Within the European Social Dialogue with UITP:

- Negotiate joint recommendations on working conditions and awarding procedures in UPT;



- Continue to promote a European standards for the bus drivers' work place (EBSF I) and influence the recommendations on the 'drivers assistance systems' (EMSF II)
- Promote the Joint ETF/UITP recommendations on 'Insecurity in UPT' and on 'Better representation of women in UPT'
- Aim to Joint Recommendations with UITP on 'new technologies and social dialogue' preferably based on a joint project;

Capacity building of UPT unions in Europe

Strong unions are needed to effectively fight social dumping in UPT, to negotiate collective bargain agreements also in private companies and to influence the political agenda at national, regional and local level to maintain UPT companies in public hands or even to re-municipalise companies. Strong unions need young workers and women on board. Strong unions need to reach out to out-sourced and sub-contracted workers in the urban public transport sector when they are not organized by other unions. But also the ETF needs a stronger membership in urban public transport.

The ETF Urban Public Transport Committee will:

- Map the UPT unions in Europe and identify unions not member of ETF;
- Update the ETF training manual on the PSO Regulation and promote it as a tool for building union knowledge and capacity to get involved at local and regional level in political and industrial campaigns;
- Develop within the overall ETF training policy a training program on the political and ideological background of neo-liberal and austerity policies to better understand certain political discourses and strategies, to better understand the "real enemies" (e.g; tax-evasive transnational companies, right-wing populists).

Within the European Social Dialogue with UITP:

Organise a joint project with UITP and with the social partners in Central, Eastern and South-Eastern countries on the European social dialogue and the national social dialogues. The objective of this project is to get to know better the situation of UPT in those countries, the industrial relations in the UPT sector and the social partners. It will also allow to translate all JR and joint statements in the national languages that can be used as tools for the national and local dialogue.

The future of UPT: promoting quality public transport – understanding technological developments and digitalization

Political campaigning to promote public transport will remain a priority of the UPT Committee. We will insist on the citizens' right to mobility and to accessible and affordable public transport. And we will insist on the human presence and quality working conditions to deliver quality services. Yet, the technological developments might change mobility considerably and we have to be prepared. It will be a task of the UPT Committee to help each other in understanding the challenges and developing union strategies.

The ETF Urban Public Transport Committee will:

- Support the ETF Secretariat to collect data and facts in order to develop an argumentation guide promoting campaigns for re-municipalisation and against privatization as a support tool for national campaigns;



- Deepen cooperation and alliances with EPSU and NGOs to promote quality public transport in view of climate change and congested cities on the one hand and an aging society on the other hand;
- Collect and exchange information on automation and digitalization in UPT and its impact on employment; develop a strategy discussion among UPT unions in Europe with a focus on the importance of human presence for quality services, on trade union priorities and involvement within technological change and on working time reduction.

Within the European Social Dialogue with UITP:

- Promote jointly, where possible, the Joint Statement “Towards sustainable urban mobility”
- Aim to organise a joint project on automation and digitalisation including new players in urban public transport and its impact on public transport systems and on employment and working conditions. (“Lead the transition” is the title of the UITP Montreal Summit 2017)



C.9 ETF Women's Committee

Introduction

The transport sector in Europe is rapidly developing and changing. As identified by the ETF project TRENDS, the so-called mega trends are globalisation, digitalisation / automation, demographic changes and climate change and transport workers are massively impacted. However, the awareness of how these mega trends will impact on women workers and their jobs is very limited.

Transport gradually opens up to women, while workplace culture is still very much male-focused. Furthermore, the sector lacks to a large degree equal access to employment with equal pay and career opportunities for women. Thus, women's participation and leadership in the sector is not improving significantly.

In September 2015, Transport Commissioner Violeta Bulc launched the initiative **Women in transport** aiming to encourage more women to join the transport industry. Although the initiative is a positive step towards better participation of women in the transport industry, it fails to address the real problems faced by the women working in the sector. The employment of women in the transport sector tends to be considered by the European Commission as a business case, a way to deal with the shortage of workers in the different sectors. Improving working and living conditions of women transport workers is a major factor in attracting and retaining women.

Following the vision and objectives of the **ETF Campaign Fair Transport for Europe**, the ETF Women's Committee will continue to strive for the improvement of women's employment and quality of work, fight social dumping and precarious working conditions of women transport workers. Hence, the



central theme of the ETF work programme on gender equality for 2017-2022: **Fair transport in Europe, fair jobs for women.**

The ETF Women's mid-term conference organised in Bucharest in April 2016 provided the ETF Women's Committee and the ETF affiliates the opportunity to exchange views on suggested priorities for the work programme on gender equality for 2017-2022. On basis of the feedback and remarks made by the participants, the following five priorities were identified and included in the work programme:

- Saying 'NO' to violence against women transport workers in Europe, at work but also at home
- Making the transport sector more attractive for women
- Ensuring the principle of "equal pay for work of equal value" for women transport workers
- Building a pool of ETF women trainers
- Addressing the impacts of digitalisation / automation on women employment

Furthermore, it was stressed that the work programme needs to highlight the situation of migrant women workers and young workers. This issue will be an underlying concept of all five priorities but will be highlighted in particular in priority 2.

The ETF work programme on gender equality for 2017-2022 will continue the plea of previous work programmes on all ETF affiliated trade unions to recruit, better represent and better promote women in transport trade unions. Gender equality shall not only be achieved in the transport industry but also within transport trade unions.

Lastly, the Women's Committee will continue to raise awareness of its work and achievements to foster and stimulate a more complete understanding of its activities.

Priorities

To address the developments described above, the main priorities of ETF Women's Committee for 2017-2022 are:

- Saying 'NO' to violence against women transport workers in Europe
- Making the transport sector more attractive for women
- Ensuring the principle of "equal pay for work of equal value" for women transport workers
- Building a pool of ETF women trainers
- Addressing the impacts of digitalisation / automation on women employment

Saying 'NO' to violence against women transport workers in Europe

One of the key priorities of the ETF Gender Equality action plan for 2013-2017 was to fight workplace violence against women in transport. Transport is said to be one of the sectors with the worst record in this area and the economic crisis has left women transport workers even more exposed to violence while exercising their work. According to the International Labour Organisation (ILO), violence against transport workers is one of the most important factors limiting the attraction of transport jobs for women and breaking the retention of those who are employed in the transport sector.³

³ ILO (2013) Transport policy brief 2013 – Women in the transport sector, Geneva. Available on the [ILO website](#).



In order to address the persistent lack of comparable data at European level, the ETF conducted a 3 - month online survey (November 2016 - February 2017) on gender-based workplace violence in transport, in Europe. 1444 women transport workers from all transport sectors took part in the process. The survey gives alarming evidence of high levels of violence against women at work in transport across Europe. New risks of violence are also evident resulting from changes in work organisation, staffing shortages and job insecurities.

Objectives:

Based on the alarming outcome of the ETF survey, the ETF Women's Committee will:

- continue and deepen its campaign to say 'NO' to violence against women transport workers in Europe, following the recommendations accompanying the report on the findings of the "ETF survey on workplace violence against women transport workers";
- input into the campaign on the proposed ILO convention on violence against men and women in the world of work;
- encourage ETF affiliates to take action in effectively addressing gender-based workplace violence;
- formulate recommendations for the ETF affiliates, on the way to act towards empowerment and security for those women who survived domestic violence.

Concrete actions

- The ETF Women's Committee will achieve these objectives by:
- following up on the outcomes and recommendations of the report on the findings of the "ETF survey on workplace violence against women transport workers" and further developing the campaign against gender-based violence and harassment at work. This will include social media campaign means;
- developing a European position on the ILO convention on violence against men and women in the world of work, which is expected to be introduced in 2018, and start lobbying at European level for a strong focus on gender based violence in the new instrument;
- consolidating the ETF gender training package with a training module on violence against women transport workers. This is currently being developed in the frame of the FTTUB EU-funded project "Women in transport – education for valuable employment (EVE)";
- following up on the recommendations of the ETUC project "Safe at home, safe at work" in terms of domestic violence and consider the impact domestic violence has on women in the workplace;
- spreading good practice and monitoring actions by the ETF affiliates, the ETF sections and the ETF Executive Committee with an aim to reduce gender-based workplace violence;
- together with the ETF affiliates and the ETF section, raise awareness for a zero-tolerance approach to violence at work, with a strong focus on violence against women;
- identifying key European stakeholders as potential partners to campaign jointly, e.g. the ETUC, the European Women's Lobby, other European Trade Union Federations;
- working in close partnership with the ITF Women's Committee, in raising awareness on gender-based violence and harassment at work.



Making the transport sector more attractive for women

From the very beginning of the European Commission initiative “Women in transport” in 2015, the ETF Women’s Committee has been the voice of the women transport workers in raising awareness of key workplace issues such as gender-based violence at work and the need for fair working conditions in order to attract and retain women in the sector. However, further engagement and commitment are required to ensure that the initiative will include a robust and holistic pillar on job quality, equal pay and fair working conditions. The ETF message has been articulate and clear: women transport workers are not there to fill the employment gap, by taking up precarious and low paid jobs resulting from the constant deterioration of working conditions in transport, to the point that these jobs have become of no interest to male workers.

A social pillar is essential to make transport more attractive for women and young workers. In any case, a better and more attractive workplace is good for all workers!

Objectives

The ETF Women’s Committee will focus on the following objectives:

- contributing to the European Commission initiative “Women in transport”;
- promoting the participation of women in the transport sector and highlighting the positive side of transport jobs for women;
- work towards overall improvement of working conditions in transport;
- work towards attracting more young women in transport;
- bringing forward the concerns of migrant women workers.

Concrete actions

To achieve the set objectives, the ETF Women’s Committee will:

- launch an ETF campaign aimed at promoting the participation of women in the transport sector;
- initiate a campaign to show the faces of women working in the sector, especially those who have "male" professions, so that to overcome gender stereotypes. This might include the preparation of short clips to showcase what it means to be a women transport worker;
- play an active role in the initiative on “Women in transport” and lobby for the initiative to include a robust social pillar;
- campaign for a better and stronger legal frame to support gender equality at the workplace in transport;
- continue the dialogue with the European Commission and the European Parliament on the topic of gender (in)equality in transport;
- organise a joint conference with the ETF Youth committee on gender equality and how to make the sector more attractive to young workers (both women and men);
- seek an enhanced cooperation with the ETF sections in order to address the issue of occupational segregation.

Ensuring the principle of “equal pay for work of equal value” for women transport workers



According to the ILO “Transport is one of several sectors that have traditionally been regarded as ‘no place for women’. In many respects and in many countries, this is still the case today.”⁴

Women in transport typically perform different jobs than men (non-mobile) and they represent the majority of workforce in part-time, temporary and low(er) paid types of employment. This is often reflected by income or pay inequalities, i.e. women do not receive equal pay for work of equal value.

Furthermore, the ILO states that concerns of women in the transport sector are, amongst others, “wage disparities, unequal pay, and wage structures with unpredictable and variable components (e.g. commission on in-flight sales or tips from cruise ship passengers) and unequal access to premium wage rates (e.g. overtime or weekend work that is difficult to reconcile with family commitments).”⁵

However, in order to ensure / achieve quality of work and employment, income and equal pay policies are crucial factors.

Objectives

The ETF Women’s Committee will focus on the following objectives:

- promoting economic independence of women transport workers;
- effectively addressing the gender pay gap in the transport sectors.

Concrete actions

To achieve the set objectives, the ETF Women’s Committee will:

- gather information on the topic, in particular of the gender pay gap and gender pension gap in transport;
- engage in discussions with the ETUC Women’s Committee to reflect how to tie up the priority with their campaign “Europe needs a pay rise”;
- mark the European Equal Pay Day;
- submit a project which can contribute to achieve equal pay for work of equal value, such as building up methods for adequate and fair assessment of jobs;
- raise awareness of the issue in the frame of the European Commission initiative “Women in transport”.

Building a pool of ETF women trainers

Training and education is key to building capacity among the ETF and its member organisations and to create strong unions. It also allows unions to effectively participate in shaping up the future of transport sector.

The ETF Women’s Committee was tasked at the Women’s Conference in Ponta Delgada (2009) to develop a gender training package for rank and file trade union members. This commitment was taken over by the ETF under the gender pillar of the TRANSUNION project. The training package, addressed to women and men transport workers, includes three modules (women empowerment, women in

⁴ ILO (2013) Working paper 298 – Promoting the employment women in the transport sector – obstacles and policy options, Geneva. Available on the [ILO website](#).

⁵ ILO (2013) Working paper 298 – Promoting the employment women in the transport sector – obstacles and policy options, Geneva. Available on the [ILO website](#).



collective bargaining, women's health and safety) and a fourth module on violence against women transport workers will be available as of 2018.

While more women are joining trade unions, they are often under-represented in decision-making structures. Thus, training of women union leaders is as important as the training of women transport workers! In order to address their training and education needs, the ETF Women's Committee will take up the topic and engage in women leadership training.

Objectives

The ETF Women's Committee will focus on the following objectives:

- In order to encourage women's active participation in trade union life, the ETF gender training package shall be widely disseminated and promoted;
- In order to address the training and education needs of women trade union leaders, the ETF Women's Committee will engage in women leadership training;
- This priority will be developed in line with priority 5 of the ETF work programme on "Training and education – capacity building".

Concrete actions

To achieve the set objectives, the ETF Women's Committee will:

- organise training activities to educate women transport workers on gender equality and promote the ETF gender training package, having in mind that funding sources must be identified;
- develop a structured training programme for women trade union leaders, this work will be done in close cooperation with the ITF Women's Committee;
- identify external funding sources to organise training sessions and develop the training programme for women trade union leaders;
- set up a pool of trade union friendly trainers with expertise in gender equality and transport.

Addressing the impacts of digitalisation / automation on women employment

Digitalisation and automation are not only changing the scope of work but also the concept in itself and they are affecting transport jobs in all sectors. Currently, in the EU debates, there is no link between the digital agenda in transport and the impact on job quality and skills.

The World Economic Forum (WEF) has identified that women would be more affected by the coming changes than men and the expected new trends might sustain or even worsen existing gender inequalities.⁶ A report by the European Parliament's Committee on Transport and Tourism forecasts that "there will be a continuation of the participation of women in the labour market and increases in flexible working including part-time and role sharing."⁷

However, there is a general lack of knowledge in terms of how the fourth industrial revolution will impact on women employment and skills in the transport sector in Europe. In any case, as women

⁶ WEF (2016) The Industry gender gap – women and work in the fourth industrial revolution, Geneva. Available on the [WEF website](#).

⁷ European Parliament (2016) Research for TRAN Committee – the world is changing. Transport, too, Brussels. Available on the [European Parliament website](#).



transport workers are not a homogenous group and the changes will not be spread evenly across the female population

Objectives

The ETF Women's Committee will focus on the following objectives:

- gaining more knowledge on how digitalisation / automation will impact on women transport workers in Europe;
- defend women transport workers' skills and employment.

Concrete actions

To achieve the set objectives, the ETF Women's Committee will:

- gather information on the current initiatives relating to digitalisation / automation in the transport industry;
- develop an understanding of the impacts of digitalisation / automation on women's employment, job quality and skills;
- develop an opinion, which allows the ETF Women's Committee to contribute to the discussion at European level and defend women's jobs and skills.

Resources / Methodology

The success of the ETF work programme on gender equality will depend on the combined efforts of the ETF secretariat and the ETF Women's Committee members. It will also require the active involvement of all ETF affiliates. Having this in view, the priorities will be implemented by the following resources and methodology:

- in order to implement the work programme the ETF Women's Committee will apply for EU-funded projects, in particular on developing a campaign against gender-based workplace violence and harassment and on contributing to achieve equal pay for work of equal value (through building up methods for adequate and fair assessment of jobs);
- the ETF Secretariat will coordinate the work on the priorities and will look for joint actions / cooperation with the ITF Women's Committee and other third party stakeholders on the matters;
- the ETF Women's Committee will play the leading role in implementing the priorities. A system of champions, as used in the ETF Management Committee, might be a tool to enhance effectiveness and efficiency of the work;
- the ETF affiliates will be requested to implement the outcomes of the ETF gender equality work at national level;
- a closer cooperation with the ETF sections would be desirable in order to implement the concrete actions outlined in the work programme, here the section representatives will have an key role to play;
- the European social dialogue committees are an important tool / mechanism to address gender equality at work and closer cooperation should be considered.



C.10 ETF Youth Committee

Introduction

The ETF Youth Work Programme for the period 2013-2017 has been implemented among others in the context of the EU-funded project called FITE - Inclusive and Fair Transport in Europe, by means of the ETF Youth school taking place in October 2016 in Sesimbra, Portugal, and many other activities organised by the ETF Youth Committee as for example the ETF youth survey launched in February 2016, the logo contest and joint activities with the youth structures of other European Trade Union Federations (ETUFs).

The youth activity organised in the frame of the FITE project focused on youth (un)employment, the attractiveness of the transport sectors for young people, working conditions in transport sectors and the role of trade unions. Skills development sessions in plenary and working groups were organised; informal debates took place during side events. The elaborated survey outcomes helped to develop the main topics and actions for the future ETF Youth Work Programme.

Young workers from more than 25 ETF affiliates and 20 European countries participated in the activities and debates organised in the context of the ETF Youth School in Sesimbra, thus contributing to the development of the ETF Youth Work Programme 2017-2022.

The ETF Youth Work Programme 2017-2022 focuses on the following issues while taking into account the principles of continuity, cooperation, positive approach and financial independency voted at the ETF 2017 youth conference in Barcelona:



- After a thorough analysis of the impact of the **European crisis**, following many initiatives taken in cooperation with ETUFs' youth structures, the youth committee will concentrate its efforts on new trends in the European labour market aiming at an increase of the **youth employment** in the European transport sector with fair working conditions and appropriate social protection;
- Address the issues faced by young women in a male-dominated transport sector and trade union movement, with the aim to promote **gender equality**, in the transport sector and in the union, to develop more gender-balanced strategies and attract more young women to both the sector and the trade unions in cooperation with the ETF Women's Committee in terms of education and training;
- Raise awareness about 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 and fair transition towards a more environmentally friendly and sustainable sector. The young workers are not enough aware of the consequences of climate change while in many countries they suffer from it, as for example earthquakes, floods, droughts.
- An **organising strategy** to improve the perception young workers in Europe have of trade unions and the transport sector, to attract more young workers to both the trade unions and the sector by means of an integrated strategy that focuses on training, communication, campaigning and negotiation techniques.

According to 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 made 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 Versus Youth Employment: A Challenge For Fair Transport

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

The youth unemployment is not decreasing, austerity measures failed and have caused a deterioration of living and working conditions and a rise of xenophobic as well as anti-European sympathies.

The ETF Youth Committee aims to reverse the youth pessimism by focusing on new trends that have the potential to generate new job opportunities.

Demographic changes have an impact on youth employment, the brain drain from south and east to the north of Europe continues, and an increasing number of young immigrants coming from outside Europe pursue their hope for a better future.

The ETF Youth Committee's approach aims to break barriers and build bridges, in cooperation with young European transport workers and youth structures in different European Trade Union Federations.

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: Young European Transport Workers' Views

The same working conditions and labour rights must apply to both migrant and 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.

What do young transport workers think about the European crisis? A summarised overview of the ETF youth survey outcomes with regard to the European crisis:

- The European crisis negatively affected the *youth employment* in the transport sector: unemployment rate, emigration and precarious work increased from 2008 depending on the region.
- The European crisis negatively affected the *working conditions* of young workers in the transport sector: more temporary contracts being offered (especially in road transport), pay freeze and cuts in social benefits are visible in every sector.
- Some *actions* have been taken to reduce the consequences of the crisis but are not sufficiently coordinated and the ways of tackling youth unemployment differ in every region.
 - o Internships are not available for young Europeans especially in the aviation and road transport sector. Actions need to be taken to force those sectors that do not so yet to offer interns wages.
 - o Internships seem to be good quality jobs in every sector but not all interns are paid (e.g. in the aviation sector). The periods of Internships are quite short (0-3 months in road and rail sectors). The main problem is that only half of the interns are being offered a full time job afterwards.
 - o Trade union actions to tackle EU crisis, even when successful, are not visible for their members.

Be Aware Of New Trends: Demographic Change, Immigration, Digitalisation & Automation

The new trends in the labour market have to be studied by the ETF Youth Committee during the next mandate with specific training sections and in cooperation with NGOs. The outcomes of the TRENDS project should provide valuable input into this exercise.

The European Union is facing unprecedented demographic changes (an ageing population, low birth rates, changing family structures and migration). In the light of these challenges it is important, both at EU and national level, to review and adapt existing policies.

In the European Union (EU) two distinct trends are observed when it comes to migration of highly-skilled workers. First, there are European professionals and scholars who flee out of the Union, causing a brain drain and similarly non-EU citizens are entering Member States and bringing a brain gain for the Union. On the other hand, a brain drain/gain phenomenon is also observed within the EU, with the currently extensive migration of highly-skilled workers from Central and South-eastern Europe to the Western parts of the Union.

The digitalisation and automation of the labour market also bring new challenges for the transport sector, requiring reorientation of the workforce and active involvement of the trade union movement to ensure a fair transition.



European Youth Guarantee

The European Youth Guarantee is a step in the right direction but it is not enough, the results are not all successful in every country.

The ETF Youth Committee has expressed its opinion about the implementation of the Youth Guarantee in the resolution presented at the ETF Youth Conference 2017 in Barcelona, Spain, and will seek to ensure that young people do not become the "fair game" of the economy. The ETF Youth Committee aims to encourage the ETF affiliates to share among its members basic knowledge about the Youth Guarantee and the ETF's position on the subject. ETF affiliates need to play an active role in organising young workers and pushing the companies towards an increased employment of young workers with fair conditions. The active involvement of the young section representatives in the sections' work to spread this statement is crucial. Young people need to be paid fairly for their services and being abused to the detriment of taxpayers can never be allowed. 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.

Actions

Active cooperation with the European Young Transport Workers Network

- ETF Youth Committee members are expected to increase their activity on social media and raise awareness of ETF affiliates and their young and older members about the challenges and solutions for young transport workers. Social media are the tools that help sharing good practices, policies and solidarity actions from other EU countries. While the ETF Youth committee is active on Facebook, more work needs to be done on other platforms such as Twitter, Instagram or other new social media that could be popular in the upcoming years (#ETFYOUTH).
- ETF Youth Network members need more one to one information about the work of the ETF and the sections. This obviously cannot be done only by the members of the ETF Youth Committee but should be facilitated by a person from the ETF Secretariat. The communication between network members and the secretariat is crucial and the position of a youth officer must be established. If not as a full time employee solutions should be sought, e.g. with an apprentice or secondments from the affiliates.
- A group of minimum two members of the ETF Youth Committee and in coordination with the ETF Youth Officer are in charge of ETF Youth's social media accounts. Those members will be rotating every year and each one of them should post at least one post per week relevant for ETF young transport workers and unions.

Policy

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

The ETF Youth Committee must take an active role in the process, in cooperation with the ETUC and the ETUFs' Youth structures, of the implementation of the Youth Guarantee and monitor the employment rates in all transport sectors.

- Highlight the problem of the so called "youth contracts" which have often lower standards.
- Focus on precarious work and how to receive the same benefits as all employees.



- Increase the visibility of the Youth Guarantee and trade union actions to tackle EU crisis and focus on their implementation at national level.

This should also be highlighted during the ETF Youth Schools and the outcomes of the ETF Youth Committee's work need to be presented and feed into the ETUC Youth Committee's work programme.

The ETF Youth Committee should organise a meeting with policy makers in order to push forward the solutions regarding the increase of fair youth employment, when required in cooperation with the ETUC and ETUFs' Youth structures.

New trends as an opportunity to create youth employment

The ETF Youth Committee must closely monitor changes in the transport industry by actively participating in the seminars and trainings related to the new trends in the labour market as for example technological and demographic changes.

Young transport workers will be affected by those trends and confronted with it throughout their careers. These changes do not necessarily have negative consequences if they are being followed up in time. The ETF Youth Committee should have a more active role in raising awareness, not only for young workers but in general for all transport workers.

The next ETF youth schools should also be concentrating on changes in transport and seek involvement of NGOs on the subject. The creation of a new working group for trends in the transport sector should be considered or be integrated in the Youth employment working group. One member of the ETF Youth Committee should be actively involved in the ETF work related to the new trends and report back to the ETF Youth.

Gender equality

- The transport sector is not attractive for women.
- The transport sector has always been a male-dominated sector, unsuitable for women.
- Violence in work place remains a huge issue.
- There exists a lack of knowledge about gender issues and the appropriate vocabulary to discuss it.

Analysis

In the transport sector, a male-dominated sector, a series of stereotypes regarding women exist. There also exist differences among the different transport sectors. Women often earn less than men for comparable work, partly because of the existing gender stereotypes. Several companies' research studies 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 they actually receive it. The development of young women is restricted because of industrial segregation.

Transport companies are organised in a way that suits men. Transport was a sector where physical strength played a main role. As the transport sector developed it initially exploited the physical differences between men and women. Today these practices are outdated and have been replaced by technological developments to facilitate manual handling. Women are usually hired for administrative or supporting positions such as secretaries or receptionists.

Young female workers have to be more active in the union life, and it is crucial to introduce gender issues in collective bargaining.



It is also important to have the right training about terminology used to discuss gender issues like bullying, harassment, rape, violence. In trade unions many male or female unionists are not familiar with the different terminologies and the different situations that unfortunately can occur in the work places.

Effects

- Violence: Gender discrimination and violence in the transport industry persist to exist. According to the results of the ETF Youth survey 20% of the respondents have suffered from some form of harassment.
- Bad working conditions: Working hours in the transport industry do not match with family responsibilities. Health and safety measures and ergonomics in the transport industry are male-targeted.

Objectives

Make the transport sector more attractive for women, remove barriers for women and promote a gender-neutral adjustment of the work environment and offer training about gender for both men and women.

What we are proposing

Identify the key players involved and in a position to improve the image of the transport sector and lower thresholds for women:

- 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. To stop complaining could be a positive way to deal with the problem. Women should stop considering themselves as victims of the system, instead they can work proactively to change it.
- We must ensure a proper representation of women in our media publications and broadcasts in order to increase female visibility across the transport industries.
- Cooperation with the ETF Women's Committee on a common project.

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. We can also look for good practices in collective agreements with a gender perspective.
- **Increase awareness of gender issues:** organise national or regional meetings, invite 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 specialised 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.
- **Improve knowledge about gender equality through training.** The first thing to do is to start with the members of the ETF Youth Committee. We can use the guides about gender and sexual harassment that the different ETF affiliates have made available and integrate them in our training.
- To keep in mind for the future. We must also work with transgender people, who are double discriminated when they are women. In addition, we will have to develop our work with the whole collective LGBTI +.

Transport and climate change - From theory to action

General approach

Transportation still represents almost a quarter of Europe's greenhouse gas emissions and is the main cause of air pollution in cities. The answer for the transport sector is the irreversible shift to low-emission mobility. Such a strategy integrates a broader set of measures to facilitate the transition to a low-carbon economy and to support jobs, growth, investment and innovation. The strategy will benefit citizens by delivering improvements in air quality, reductions in noise levels, lower congestion levels and improved safety. Consumers will benefit from less-energy consuming cars, from better infrastructure for alternative fuels, better links between modes of transport and better safety and fewer delays thanks to the roll-out of digital technologies. Generally speaking, starting such a transition leads to more working places. European climate change policies for the transport sector must therefore 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 electrifying engines where possible.

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

ETF Youth is aware that the information that has been circulated is not always clear and easy to access inside trade union structures. Therefore, to have a more precise picture of the feeling and the knowledge of young people, a survey was disseminated in May in EU (but not only) countries, and a deep analysis was made out of the results.

The outcomes were then further discussed during the Sesimbra Youth School, the first school where the topic was part of the programme in order to raise more awareness about the issue among young trade unionists. In order to achieve this, a round table was arranged involving panellists with different points of view (company, NGOs and TU) on this particular argument. At the end everyone agreed that



despite the changing process has started, it is still too slow, and more has to be done. Trade unions may play a very relevant role.

To better understand why some northern trade unions are doing much more (and well) to reverse or stop climate change, it is necessary to collect some good examples about the way they are doing it, so to disseminate this information to all ETF affiliates and educate our young members, the future decision makers.

Problem description

The climate is changing. The earth is warming up, and there is now an overwhelming scientific consensus that it is happening, and human-induced. With global warming on the increase and species and their habitats on the decrease, chances for ecosystems to adapt naturally are diminishing.

Many agreed that climate change may be one of the greatest threats the planet is facing. Recent years show increasing temperatures in various regions, and/or increasing extremities in weather patterns, with consequences on transport infrastructure and systems which must be reduced wherever possible.

Our time is short – climate systems operate in an exponential manner, not linear and their effects are not understood by most people. To achieve decarbonisation of transport we need new and CO₂-neutral vehicle technology, as well as new mobility and logistical concepts; significant investments will be required for this. But the shift to sustainable mobility can only succeed if it finds broad societal acceptance; this includes the readiness to tolerate higher (energy) prices. The shift to environmentally friendly transport services will be accompanied by higher demands for worker's qualifications.

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

Some steps were finally taken, but the lack of knowledge on the topic, probably also due to the existing information (too broad and too technical), still remains.

It is also the responsibility of the younger generations to start the processes mentioned above.

Objectives to be achieved

Many are afraid that tackling climate change is going to be too costly. But increasingly, studies are showing action will not just be cheaper than inaction, but could actually result in economic, environmental and even health benefits, while improving sustainability.

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. This, by raising more and more awareness amongst all members and people in general, spreading through all possible channels comprehensible information about the problem and possible solutions. Young people should be the ones more involved in starting the process because they have a range of experiences, thoughts, ideas and perspectives that can enrich the decision making processes and lead to more relevant and encompassing community decisions, projects, policies, programmes, use of resources and outcomes. Young people are the experts of their own lives and provide unique perspectives. Meaningful engagement of young people may provide decision makers with information, ideas, and solutions to issues, initiatives, policies, and programmes that they may even not have considered.

The following sub-objectives to achieve the overall objective can be formulated as follows:



- **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.
- **Recommend** all trade union structures to create a sustainable mobility department with an office manager who will keep contact with other trade unions and allies in order to create an efficient and wide network, while not forgetting about the importance of involving young people in the interest of being more attractive to other youngster.

Action

In the next mandate the ETF Youth Committee will, also by taking into account the outcomes of the Sesimbra School:

- Implement the ETF strategy developed by the TRENDS project and adopted by the Congress also in view of the next Transport White Paper, with a particular focus on how to involve more and in a better way young trade unionist on the topic.
- Further develop the network of allies to pursue ETF objectives with regard to climate change and sustainable transport.
- Play an active role within the European trade union movement (ETUC and ETUFs network) to develop solutions on sustainable transport / climate change.
- Use a friendlier way to communicate about the topic.
- Strengthen the trainings in order to achieve good education for the younger members on this particular topic by giving examples on how to start the change process within the union and outside, focusing also on how to implement in collective agreements some good practices on sustainable mobility.
- Facilitate the cooperation between trade unions' departments that are into the topic.

ETF Youth organising Strategy

Introduction

The discussions in the ETF youth school and the ETF Youth survey outcomes show a low perception of the ETF Youth Committee's existence among young transport workers all over Europe.

To increase the involvement of the ETF youth network we launched a logo contest in order to create the ETF Youth Committee's logo.

Many young workers participated in the ETF Youth school, hosted by ETF Youth Committee members, and a best practice guide on involving young people in trade unions was developed in the frame of an EU-funded joint ETUFs youth project. However, this is not enough and more needs to be done to more effectively organise young workers and have them integrated in trade union structures and decision makers.

Objective

Increase the exchange of experiences among young transport workers with the aim to facilitate

- their integration in the trade union movement,



- empowerment of young workers in the trade union movement and the transport sector
- ensure a proper reflection of young workers' issues and points of view in trade union strategies, decision making and policy development

Actions

The development and implementation of an integrated strategy and action plan covering different key issues:

Communicate

Increase the activity on Facebook and the attendance of ETF Youth Committee members in youth events all over Europe to raise awareness of the ETF Youth works and policies

Train

Provide training opportunities relevant for young transport workers and trade unionists to develop skills and prepare them for integration in decision making in trade union bodies and the society as a whole by organising a bi-annual ETF Youth School, cooperating with the trade union movement, disseminating training information

Campaign

Attract young workers to the trade union movement at national level by

- organising and participating in events and activities appealing for youth;
- actively lobbying among the ETF affiliates to integrate young trade unionists in the decision making bodies via the ETF Youth Committee's representatives in ETF decision making bodies;
- actively cooperating with ETUFs' youth structures to develop campaign strategies at European level









EUROPEAN TRANSPORT WORKERS' FEDERATION

Rue du Marché aux Herbes 105, Boîte 11,
B — 1000 Bruxelles
T: +32 (0) 2 285 46 60 / F: +32 (0) 2 280 08 17
etf@etf-europe.org / Twitter: [@ETF_Europe](https://twitter.com/ETF_Europe)