

**Join  
Now**

**FAIR  
TRANSPORT  
YES!**

**Your Federation**  
for a Better Tomorrow

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**The European  
Transport Workers' Federation**

# YOUR UNION, YOUR RIGHTS !

Everyone involved in the river cruise industry, from nautical crew to hotel-, catering- and restaurant staff, are entitled to their rights.

With new cruise lines, the number of colleagues arriving from around the world is also increasing.

**ETF works to ensure that all those working onboard are met with acceptable working and social conditions.**



## Let Your Voice Matter:

# ! JOIN YOUR UNION

Your union represents you, negotiating on your behalf on vital issues such as salary, work and living conditions, leave, training standards, workload and more.

There is power in numbers. We can defend the rights of more than 10,000 people working in the western European cruise vessels.

Located in every main town on the Rhine and Danube, ETF member union offices offer immediate support on employment related matters, as well as workplace advice on issues such as non-payment, sick leave, redundancy or discrimination.

Plus, there are concrete financial benefits to membership including insurance and travel discounts.

# ETF – FIGHTING THE GOOD FIGHT



**We campaign for  
decent living and working  
conditions and we fight  
social dumping and unfair  
competition.**

Europe is the dynamic hub of the cruising business. In this highly successful and growing industry, the call for larger profits is loud.

Harder work, lower wages, longer hours, reduced medical and social provisions, overcrowded crew rooms, even pay discrepancies: these are all the result of cost-cutting measures stemming from the increased competition in the river cruise sector.

To ensure you are offered a job that is safe, fair and properly paid, our unions are working hard on your behalf.



# You deserve a job that is **FAIR, SAFE AND EQUAL**

## **FAIR**

- **Fair salaries**, paid regularly and in full. Salaries should not be less than nett €800 after all stoppages.
- **Fair working and resting hours**, as agreed upon by the European social partners for all Inland Waterway workers.
- **Social security** contributions and provisions (based upon the social security system of the country where the economic control of the vessel is located).
- **Travel expenses**, to and from the ship at the beginning and end of the season to be paid in full by the employer.



# EQUAL

- An **employment contract**, clearly written and legally enforceable, for every member onboard the vessel in a language they can understand.
- **Non-discrimination** on the basis of gender, religion, race, colour, nationality, political opinion, national extraction or social origin or sexual orientation to be guaranteed at all times.



# SAFE

- **Insurance**, fair and non-discriminatory, for accident, health and sickness, as well as access to medical care. Personal effects should be insured by the employer for no less than € 4000.
- **Safety as a priority**. Training should be provided at the employers' expense as well as adequate health and safety equipment and any required personal protection gear.
- **Comfortable living conditions**. Free lodging has to be provided by the employer and the cost cannot be included as part of the salary. A comfortable cabin for all is the ultimate goal. Balanced meals, healthy, varied and sufficient to be offered for free to all crew during employment.

# YOU DESERVE MORE

Let us help you get there

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# FAIR, EQUAL AND SAFE

Don't settle for less

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# ABOUT ETF

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The European Transport Workers' Federation (ETF) is the European arm of the global International Transport Workers' Federation (ITF).

The ETF brings together more than 5 million transport workers from more than 230 transport unions and 41 European countries

Representing the following sectors: railways, road transport and logistics, maritime transport, inland waterways, civil aviation, ports & docks, tourism and fisheries.

The ETF can be found online at [www.etf-europe.org](http://www.etf-europe.org).



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