



## EU SECTORAL SOCIAL DIALOGUE ON PORTS

### TRAINING AND QUALIFICATIONS

#### Introduction

Under the work programme for the European social dialogue on ports, it was agreed that the social partners (FEPORT, ESPO, ETF & IDC) would explore possible action on the issues surrounding training and qualifications. Given the complexity of the topic, coupled with the varying training systems throughout Europe, it is important for the social partners to establish the direction of discussions moving forward.

Firstly, as outlined by all social partners, there is a need to acknowledge and agree upon the fact that different training systems exist in Europe, be it at national, regional or company level. It is not the role of the social partners to set mandatory training requirements or attempt to undermine existing systems.

The objective of social partners in regards to training should rather be to:

- Agree on European guidelines for the establishment of training requirements that take into consideration the future training needs of the sector in light of technological and logistical changes and changes in customer demand;
- Ensure that guidelines remain relevant to both employers and employees in terms of health and safety as well as competitiveness of the sector;

Such a framework, could possibly be inspired not only by ILO guidelines – which European port terminals have far surpassed in many instances - but also, and more importantly, national good practices, and would ensure that all individuals carrying out port work and working in European ports, regardless of their status, are trained in a relevant manner whilst respecting national/regional/company training and qualifications systems.

These guidelines would aim at granting sufficient flexibility that will allow European ports to manage new market trends such as larger vessels, shipping alliances, over capacity or life-long learning whilst ensuring high levels of efficiency and health and safety standards.

#### Next Steps

Agreeing to begin discussions on training guidelines would be a first step in the social partners looking to address current and future training issues in European ports. These guidelines would be further developed as more substantive discussions progress.

Signed:

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