



REPORT FROM THE GENERAL SECRETARY

n. 15 | OCTOBER 2016 – FEBRUARY 2017

The ETF represents more than 3.5 million transport workers from more than 230 transport unions and 41 European countries, in the following sectors: railways, road transport and logistics, maritime transport, inland waterways, civil aviation, ports & docks, tourism and fisheries.

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Foreword

MOVING EUROPE FORWARD



The ETF 2017 Congress is approaching fast and the Secretariat is working hard in cooperation with its Spanish affiliates to make this 5th Ordinary ETF

Congress in Barcelona a success.

The transition from the current to the next mandate takes place in turbulent times for Europe and for the international community, characterised by an increasing acceptance of polarising speeches in the public debate, appealing to a sentiment of fear among the population and encouraged by the recent political successes of populist campaigns. Those still valuing nuance and common ethical principles, as for example the use of evidence-based discourses and treating your opponents with dignity, do no longer receive the respect and approval they deserve. The past year we have learned that what is certain and given today, may no longer be that evident anymore tomorrow.

Not by chance this evolution takes place while we are experiencing a growing awareness that the world finds itself at a turning point, with historically stable and friendly authorities being confronted with a discontent and revolting electorate that feels neglected by the political establishment, with (re-)emerging economic and political powers claiming new grounds, with technological revolutions threatening to wash away from beneath us the earth we have lived on for decades, with the consequences of climate change becoming more and more tangible and irreversible. It is pushing us all towards an unknown terrain and creates a climate of uncertainty, making people vulnerable to over-simplified discourses.

It is tempting to respond to these changes by copying the style of our challengers in an

attempt to counterbalance this shift to the far right. But doing so would only further legitimise a disgraceful and destructive attitude, pushing us further in the defence while we would already have lost what defines us, our belief in mankind and its undeniable capacity to move forward by cooperation and in solidarity.

Instead we need the courage to question ourselves and the answers we have offered so far to the needs of the people we represent, to face the mistakes we may have made in the past and possible weaknesses in our functioning. We need to strengthen and reaffirm our core values as trade union movement and optimise our approach in view of the changing realities. The ETF 2017 Congress is the appropriate platform to do so and in preparation of this process the ETF has recently started the exercise of assessing its methodologies by enquiring its affiliates and learning lessons from the feedback we receive from the grassroots' level.

I remind you again of the slogan we decided to use to strive in the next mandate for a better future for transport workers and the wider society: "Fair Transport for Europe – Social Justice, Solidarity, Unity". It reflects the path ETF chooses to tackle the challenges ahead, with a positive approach and with confidence in the strength of a solidary and unified workforce. I look forward to your active involvement and constructive contributions at Congress and when implementing the next ETF Work Programme with the shared aim to move Europe forward.

Eduardo Chagas
ETF General Secretary

"Slander is a form of self-denial and a result of inner uncertainty. By reproaching the mistakes of others, one seeks to confirm their absence with oneself." – Godfried Bomans (1913-1971)

Table of content

1. ABOUT THE SECRETARIAT	3
2. NEWS FROM THE EXECUTIVE COMMITTEE.....	3
3. IN THE SPOTLIGHT	5
4. SECTIONS IN BRIEF	7
5. MEMBERS & PARTNERS.....	41
6. E-PUBLICATIONS	46
7. UP NEXT.....	47
8. ETF BODIES	50

1. About the secretariat

Sammy Deburggraeve leaves the ETF team

Political assistant for the Dockers' and Fisheries Section Sammy Deburggraeve is leaving the ETF, less than a year after he had joined the team. He will now pursue his dream to work full-time as an independent garden contractor. The ETF team wishes him the best of luck at professional and private level. The Secretariat has published the vacancy and is currently running the selection procedure to find Sammy's successor as assistant of ETF Political Secretary Livia Spera.

Laurence Lefèvre and Hanna Maris join ETF as interns



It has been a longstanding tradition in the ETF to hire interns from the Hogeschool Gent in order to assist the administrative secretariat and offer them a professional working experience. Since 2017 is a Congress year for the ETF two trainees have been welcomed and started working on 20 February, one of which will dedicate her traineeship to assisting with the congress organisation. We wish both students an enriching experience in the ETF and are confident it will turn out to be beneficial for both parties.

Stephen Abima concludes his Master Degree at ETF

Since 13 February the Secretariat hosts Stephen Abima from the Amalgamated Transport and General Workers' Union from Uganda who is currently concluding the Master's Programme Labour Policies and Globalisation at the University of Kassel. He will complete his internship at the ETF on 28 March and the Secretariat is happy to welcome him in its team and offer him unique insights into the work and activities of international and national trade unions, and other labour related research institutes and organisations.

2. News from the Executive Committee

New youth representative at the Executive Committee

At its meeting of 29-30 September 2016 in Brussels the ETF Executive Committee has confirmed the acceptance of Kamil Butler, Co-Chair of the ETF Youth Committee as new member of the Executive Committee. He had been nominated to replace Byron McGinley as youth representative after he had been elected as Co-Chair in the ETF Youth Committee meeting of 3-4 May 2016.



Fair Transport Europe campaign in the next stage

The Executive Committee has assessed at its latest meeting the Fair Transport Europe campaign and discussed how to move forward to pursue its objectives. Only some countries managed to get over the minimum target of signatures collected in the frame of the European Citizens' Initiative and none reached the set target; approximately 200,000 signatures were collected across Europe.



The EC members engaged in a debate on all positive and negative aspects of the campaign. Despite not having concluded the ECI successfully, positive conclusions were also made about the overall experiences. The improved cooperation between affiliates and their governments, the new forms of campaigning developed by affiliates, having reached out to thousands of people who were not reachable before,

the set-up of the National Points of Contact (NPoC) network with people from different origin, political level and positions in the union. Also President Juncker’s State of the Union speech in which he reiterated the need to ensure equal pay for equal work and the European Parliament’s Balas report on social dumping were considered as a recognition for ETF’s work.

It was agreed to continue campaigning for fair transport and convey its important messages while learning lessons from the experiences gained in the past year. The problems identified in the ETF vision paper and the proposals contained therein remain of actuality and will be brought to the core of the ETF activities in the period leading to Congress and beyond.

The political approach and communication strategy has been brought in line with the new campaigning circumstances and addresses the need to integrate it further in the ETF Sections’ work while counting on the explicit and active commitment of the ETF affiliates to further promote it at national and European level. It is also in that view that the ETF 2017 Congress theme emphasises the “Fair Transport” slogan which will be an overarching approach for all ETF initiatives, towards its members, transport workers, policy makers and the general public and contributes to achieving the campaign objectives. Management Committee member I. Radoi already took the initiative to propose an event in the European Parliament dedicated to discussions on attacks on labour and social rights, which fits perfectly into the issues the campaign addresses and the aim to continue raising awareness among stakeholders about the dire situation of transport workers in Europe.

Executive Committee Motion on the South Korean Government’s violations

At its latest meeting, the Executive Committee adopted a motion to condemn the situation in South Korea where trade union leaders are being arrested and imprisoned. In the text ETF expresses solidarity for Korean unions and workers in their fight against the continued labour and human rights violations and the



crackdown of trade union rights by the South Korean Government.

In 2015 the South Korean Government introduced labour law reforms that seriously undermine trade union rights. In response to the Government's proposals, the South Korean labour movement held a mass mobilisation in November 2015 which resulted in the arrest and imprisonment of trade unionists and the death of a farmer-activist Baek Nam-gi who was hit by water cannons used by the police to suppress the rally.

The ETF Executive Committee calls on the South Korean Government to free all jailed trade union activists, respect the right to freedom of association, including the right to peaceful assembly and to strike and to withdraw its regressive labour reforms. The motion also reminds the European Commission about its responsibilities and expects it to impose trade sanctions on Korea for egregious breaches should the abuses continue. ETF will continue to work with the ITF and its affiliates to monitor and mobilise affiliates in support of the Korean labour movement.



Resolution condemns violations of human rights in Turkey

At the latest EC meeting its Turkish member Kenan Oztürk reported about the situation in Turkey and the increasing pressure put by President Erdogan on Turkish trade unions. He gave an overview of the developments since the failed putsch attempt: more than 90,000 public workers were dismissed, 50,000 arrested people in the past two months due to allegations of participation in the coup, approximately 11,000 teachers were dismissed, KESK members were dismissed because of their union membership, 200 journalists were arrested and/or dismissed, 28 TV channels and 14 radio stations have been shut down. He concluded with the information that in the Kurdish area in Turkey 28 municipalities have been put under control of the government's administrators in replacement of democratically chosen people.

ETF has been following the situation with concern and on diverse occasions it has expressed its protest against the repression and persecution of trade union leaders solely on the basis of the exercise of the freedom to organise and represent the legitimate interests of their members. It is also very much aware that after the failed coup attempt on 15 July 2016 the Turkish government has declared the state of emergency and used this as a tool for silencing any opposition against the government. In the motion the Executive Committee reiterates its solidarity with the ETF Turkish affiliates, KESK members and activists, and all the labour organisations who are fighting for democracy. It calls on the Turkish government to stop all antidemocratic practices in Turkey, to free the arrested trade union activists and members, to respect ETF's brothers and sisters' right to freedom of association, stop the pressure on the media workers, profession chambers and trade unions.

3. In the spotlight

Build-up an alliance with civil society organisations

The outcomes of TRENDS project about anticipating changes in our transport sector are almost finalised. ETF is now in the final phase of the project aiming to build up alliances with civil society organisations. A protocol has been designed to set up a mapping of NGOs to be invited to define common points of interest in the scope of the megatrends. The final networking seminar will be held on 23 – 24 March in the ETF premises in Brussels.

With this potential alliance, ETF hopes to shift from practices of sending solidarity message or organising gatherings towards a real co-construction, enlarging ETF's dissemination channels and build ground to develop joint actions and strength.

ETF 2017 Congress in full preparation



The Secretariat is at full force preparing the ETF 2017 Congress and has recently concluded a Congress brochure with the relevant information regarding Congress practical arrangements. Hotel bookings are being made at a rapid speed and available places are getting thinner. Congress will be held under the slogan “Fair Transport for Europe – social justice, solidarity, unity” and a Congress logo has been adopted. It gets inspired by the curve lines and mosaics of famous Catalan

architect Gaudi. Back to back with Congress, the ETF Youth Conference and Women's Conference will take place on 22 and 23 May. Congress will run from 24 until 26 May in Barcelona, Spain. All ETF affiliates will be invited to formally register their Conferences' and Congress' delegates and participants via an online registration form.

Affiliates have also been invited to submit proposals for fringe meetings and the following suggestions have been collected and put together with the organisers: warehouse and terminal organising project, Uberisation of logistics, safety of drivers and passengers in bus & coach, equality rights for all transport workers, European and global challenges for civil aviation workers, tugs, industrial hubs project, transport transparency, development of shipping and impact on ports, gender training package, cross-border organising & joint trade union office, future of work in the transport sector in the global and European dimensions, Turkey. We look forward to a fruitful Congress that paves the way for the next mandate and prepares ETF for the challenges ahead.

Maltese EU Presidency receptive to ETF priorities



MALTA EU 2017

At a meeting with the Maltese Transport Minister Joe Mizzi on 7 February 2017, ETF General Secretary Eduardo Chagas exchanged views on the priorities for European transport. Minister Mizzi presented the priorities of the Maltese Presidency, which will run until 30 June 2017, and expressed support for the ETF

campaign for fair transport in Europe. The meeting followed a previous encounter that took place in Malta on 4 October on the occasion of a Maritime Conference where E. Chagas was invited to address the meeting in a panel on social conditions in shipping. His participation was also an opportunity to hold separate meetings with the Greek Minister for Shipping and the Transport Minister of Cyprus.

The Minister was very supportive when the ETF General Secretary presented ETF's concerns and key issues to be addressed in European transport. He covered many dossiers ETF is currently dealing with and in particular ETF's aims with the ETF Campaign to ensure [Fair Transport in Europe](#), which he explicitly endorsed.

Among other topics Eduardo Chagas raised the issue of socio-economic, social and safety implications of the employment conditions defined in the current revision of the EASA (European Aviation Safety Agency) basic regulation as well as the attempt to limit the right to strike in air traffic

management. In view of the announced road package ETF emphasised this opportunity should not be missed to address many social problems identified in this sector. The delegation made reference to the Posting of Workers' Directive, the Working Time Directive for the Road sector, and the regulation on the access to occupation, in other words the continuing practice of setting up letterbox companies in road transport. The need for a swift conclusion of the negotiations on the harmonisation of professional qualifications and to ensure access to social security for all crewmembers in the inland waterways and river cruise sector were highlighted as well as the plea for the introduction of the digital tachograph combined with adequate controlling resources.

The GS expressed hope that Minister Mizzi, a former seafarer, is sensitive to the ETF priorities and especially those identified for the maritime sector. There exists a dire need for active measures that promote the employment of EU seafarers, including the link with State Aid Guidelines, and to remove barriers in the Schengen visa code in view of granting seafarers access to shore leave. Reference was made to the negotiations on the deregulation of maritime services in third countries. He expects a clear commitment from the Maltese Presidency, and in particular from Minister Mizzi, to make significant progress in the coming months with the burning issues ETF has been addressing over the last years.

ETF General Secretary has invited Minister Mizzi to the ETF 2017 Congress on 24-26 May in Barcelona, Spain. The Minister from his side offered Eduardo Chagas the opportunity to address the Ministerial Maritime Conference on 28 March in Malta where he will reiterate ETF's messages.

4. Sections in brief

Inland Waterways

European Social Partners commit to improve controlling tools

In a joint letter the ETF together with Aquapol, the European Agency of Water Police bodies, and the European Employers organisations EBU (European Barge Union) and ESO (European Skippers' Organisation) express a clear and solid commitment to develop improved controlling tools and to implement them simultaneously with a fundamentally revised manning regulation. The organisations confirm their common interest in the development of a coherent and consistent legislative framework for the inland waterway transport sector in order to improve significantly the enforceability of the applicable regulations. Three main building blocks have been identified as constituent parts of the envisaged framework: professional qualifications – manning requirements and last but not least digital enforcement. All three building blocks must be developed in a parallel manner and simultaneously implemented.

Joint Social Partners' project for a sustainable crewing system

The European Social Partners for Inland Waterways Transport, ETF – EBU – ESO, have launched an EU-funded project under the title TASCs: Towards a Sustainable Crewing System. The first Steering Committee meeting took place on 23 February 2017 and the main project aim is to develop manning requirements for crewmembers on the European Waterway Network.



Besides aspects like working hours, competencies and enforcement, the European Social Partners recognise workload as a relevant dimension in developing new regulations. With the project the

social partners want to investigate the impact of workload on crewmembers at both managerial and operational level. The final ambition is a documented proposal with different options, which can lead to an easy to enforce manning instrument for the European Waterway network, taking relevant differences into account.

The project has a 24-months' time span and the workload and recovery assessment will be carried out by an external research partner. The sector will be heavily involved via project events, workshops and focal groups. A final report will be presented to the Final Conference that is scheduled in December 2018.

Working Time Directive

On 1 January 2017 the first ever Inland Waterways Social Partners' Agreement that was transposed by a Council Directive on 19 December 2014 came into force. This is a milestone for the industry and a cornerstone in the establishment of a sector that is organised in a fair way.

Now a European system of working time for the industry with many different facets has been achieved and covers freight barges, passenger ferries, excursion ships, river cruise vessels, harbour tugs and many more. It is an industry relying on shift work, prolonged absences from home and living on board and the directive brings an international order into this industry.

Commission pursues professional qualifications in inland navigation

The adoption by the European Commission of a proposal for a Directive on the recognition of professional qualifications in inland navigation was very much welcomed by ETF early 2016. The draft directive is now in the hands of the Trilogue that seeks an acceptable compromise.

In ETF's opinion the core element of the proposal is to avoid exemptions – any kind of exemption if possible. The scope of the directive has to be wide and thorough. Contrary to what is sometimes raised, this directive has nothing to do with waterways, linked or not interlinked – lakes or other river basins. This directive evolves around each individual crewmember's qualifications – skills and competences and how they can be certified in a uniform manner throughout Europe.

The main aim of this directive is to make the sector attractive again for young and new workers, allowing the industry to face demographic challenges ahead, and to ensure labour mobility – allowing qualified employees to envisage a career in the sector in every Member State.

However, the final outcome of all negotiations will be a fine point of departure that for sure will need permanent monitoring and evaluation in order to ensure that it always reflects the reality in the sector.

It is of paramount importance that the discussions in trilogue continue without any delay so that the Directive can enter into force as soon as possible.

Directive on technical requirements applicable on inland waterways' vessels

On 1 September 2016 the European Parliament's Transport and Tourism (TRAN) Committee, and in October the European Parliament, has adopted with an overwhelming majority the institutional agreement on the directive laying down the technical requirements applicable to vessels on inland waterways. The Council is now expected to decide in June 2017 and the transposition in national legislation has been set for the 7th of October 2018. This is the first phase of a large coordination process between the Rhine Commission and EU – the second phase is expected to be finalised by May 2020 – and the full coordinated directive will come into force as of January 2021.

Harmonised Social Security regime

The IWT Social Partners insist on having a harmonised social security regime for the European IWT Sector. Regulation 883/2004 was not fit for purpose as it did not take into account mobile workers.

We recognise that we represent mobile workers who may pursue their careers in many different countries over their working lives. We also recognise that social security has become a factor in relocating enterprises and we are therefore working to provide some stability and security for those workers.

In order to ensure that the social conditions of European crewmembers are not too much damaged by this oversight, within the CCNR (Rhine Commission) the Member States agreed to introduce an exception under Article 16, thus safeguarding the social security for the majority of the European sector.

Unfortunately, this exceptional situation only covers those crewmembers working on the Rhine, but not those working outside of the Rhine. As a consequence two different systems on Social Security exist in a parallel manner.

This is something we deeply deplore as we strive for equality. The IWT social partners are doing everything within their power to find a solution – a solution which could be the extrapolation of the exceptional situation for the Rhine to the entire EU IWT Sector. ETF raised this issue with the Maltese Presidency.

The ETF IWT Section will explore sustainable and fair conditions for all via a dedicated in-depth research on possible ways forward.

Danube skills

ETF has embarked as a partner on the EU-funded project called “Danube skills: Increased institutional capacity in Danube navigation by boosting transnational competencies and skills in educational and public development services”. The project is funded via the Danube Transnational Programme and aims at increasing capacity of the Danube region to cope with EU legislation on the recognition of professional qualifications and other standards being prepared by CESNI. The project has been approved and the kick-off event took place on 20-22 February 2017. The project spans 30 months and will finalise in June 2019.



German government paves the way for social dumping in river cruise sector

In January 2017 the German Foreign Ministry decided to restart issuing Schengen visas to non-EU citizens for employment on Swiss river cruise vessels. ETF is very much alarmed by this development since it opens doors to social dumping practices and allows cheap labour in the sector.

The European river cruise sector is a rapidly growing industry. Unfortunately, the social aspects in the sector are not improving and give reason for grave concerns; e.g. low pay, cramped accommodation, long working hours, and unclear regulation on the applicable social security legislation. The issuing of visas for employment on Swiss vessels, with over 100 vessels the largest river cruise fleet in Europe, enables employers to circumvent Swiss national legislation. While the crew is in reality not being employed in Switzerland and with the vessels regularly crossing international borders the principle of

lex loci laboris, the application of the law of the country in which a worker is employed, is difficult if not impossible to enforce.

The now abandoned policy of not issuing visas from Germany forced the Swiss authorities to consider issuing visas only under certain conditions relating to employment and social security legislation. The decision of the German government to resume issuing visas to non-EU citizens on Swiss river cruise vessels opens the labour market to cheap labour from outside the EU. The Section has addressed the German Foreign Ministry and urged them to reconsider their position. ETF is determined to push for reversing the decision and for positively contributing to the improvement of working conditions in the river cruise industry. This is one of the many battles ETF fights in the context of its Fair Transport Europe Campaign that aims to tackle practices of unfair competition and social dumping.

Two crew members die when river cruise ship collides with bridge

During the night of the 11th of September a tragic accident occurred on Main-Donau-Kanal in Erlangen, Germany. Two Hungarian crew members (aged 33 and 49) died while navigating the Swiss flagged Viking River Cruises cruise ship Viking Freya when the wheelhouse was impacted by a rail bridge because it had not been retracted. All 180 passengers were successfully evacuated.



Low bridges have always posed risks directly affecting the tasks and workload of the nautical crew in inland navigation. As the river cruises business grows and grows, the nautical crew is more and more under pressure 24 hours a day to comply with tight time schedules. A recent German study on psychological stress factors in inland waterways highlighted the hazards and stress involved in passing low bridges. Statistics show an average of 16 bridge collisions a year in the western part of the German canal network alone.

Unfortunately that same day a similar accident occurred on the Danube. The new Swiss river cruise vessel «Anesha» from Phoenix Tours, owned by the company SCYLLA and transporting 200 people, stranded on the banks near Vojka, Slovakia. After a check to ensure there was no hull damage the voyage was continued.

Safety of inland navigation should be a priority for all stakeholders. These events, which occur more frequently when the season comes to an end, sadly demonstrate that fatigue of nautical crew has direct consequences on safety. ETF will continue to put safety high on the political agenda in all its works with EU institutions and decision makers.

Dockers

Liberalisation of port labour on the agenda in Spain and Norway



Spain

Following a call from ETF and ITF, unions from all over the globe have sent protest letters to the Spanish minister for public works, calling for an immediate halt of the legislative process and urging to get back to the negotiating table with the social partners. The Spanish government was pursuing a unilateral reform of the port labour scheme thereby ignoring the proposals made by the social partners.

The reform of the Spanish law on port labour is required by a judgement of the European Court of Justice (ECJ) from December 2014 that sanctions the labour scheme as being non-compliant with the principle of the Freedom of Establishment (Article 49 of the TFEU).

The Royal Decree-Law was likely to be approved by the Council of Ministers on Friday 17 February. The government would then have had one month to get it adopted by the Congress by simple majority.

On 14 February, the social partners met the Minister for a last attempt to reopen the negotiating table and avoid industrial action. The next day the Spanish government announced that the presentation of the Royal decree has been postponed and that negotiations were opened with the social partners to find a common way forward.

ETF is following very closely the developments in Spain along with its affiliates FSC-CCOO and FESMC-UGT. This is the Port Packages coming through the backdoor. It is a crucial struggle not only for Dockers but for all transport workers in Europe. The proposal from the Spanish government contains very worrying elements that would open up Spanish ports to social dumping. This goes against all principles that the ETF and its affiliates are promoting to make transport in Europe fair.

Norway

In December 2016 the Norwegian Supreme Court has judged that a boycott of Holship, a freight and logistics company operating in Norwegian ports, was illegal. It considered the action, preventing the company to use own employees for loading and unloading cargo, to be in breach with the provision in the European Economic Area (EEA) agreement on freedom of establishment. The court ruling thereby defined that the EEA agreement takes precedent over ILO Convention 137 on Dock Work and that the collective bargaining agreement (CBA) in Norwegian ports is unlawful.

Convention 137 of the International Labour Organisation (ILO), ratified by Norway, secures dockers' work, salary and terms and conditions and defines that no worker other than a trained, professional

docker can carry out loading and unloading work in ports. Consequently, this judgement will have wider effects for all ports in Norway that are operating under the same legislation.

The court's ruling has virtually erased the dockers' right to do dock work. The existing Collective bargaining agreement (CBA) will continue to be in place until the next negotiations in 2018. The Swedish Trade Union Confederation LO stated it would assess the appropriateness for Norway to remain in the EEA, as there is no gain for workers, when economic freedoms are put before their rights.

Once again the liberalisation of dock work is being pursued through court cases. A few hours after the Norwegian judgement, the Belgian Minister for Labour, Kris Peeters, communicated that the European Commission would be ready not to pursue the infringement procedure that had been initiated a few years back against the Belgian port labour law. If confirmed, this would be encouraging news. It would reward Belgian social partners' engagement to negotiate updates to existing legislation.

The European Commission is expected to officially adopt the decision to stop the infringement procedure against Belgium in spring 2017.

EU ports policy: port regulation adopted while approach to state aid exemptions raises concerns

On 15 February the [Port Regulation](#) text has been signed by the Presidents of the EU Parliament and Council, concluding a process that lasted for more than three-and-a-half years.

ETF would have preferred a more stringent text, notably on the protection of workers in case of change of operator and on the good repute of the operators. However, it also appreciates the work done by Mr Fleckenstein and his team who managed to negotiate substantial improvements in a political context that is certainly not favourable to unions' demands. It is crucial that the attack on the right to strike, which was very dear to the former Transport Commissioner, has been removed from the text.

Very important is also Article 14, which is the result of an agreement between ETF and FEPOR, and is determined to block any attempt to manipulate the article in order to take the liberalisation agenda further.

On the occasion of the final vote by the Council ETF expressed its supports for the statements delivered by Germany, Poland, Belgium, France and Italy on the need to ensure coherence between the Regulation and other legal acts, specifically with the revision of the General Block Exemption Regulation (GBER).

ETF/ITF campaign reclaiming lashing for dockworkers enters its next phase

Hundreds of dockworkers from ETF and ITF-affiliated unions descended on 2 December 2016 on the offices of Northern European logistics company Unifeeder in Aarhus, Denmark, to continue the next stage of the [ETF/ITF European Lashing Campaign](#). A noisy and active demonstration raised the pressure on Unifeeder to make an agreement with the ITF over ensuring that lashing and unlashng work is strictly reserved for dockworkers. Messages were sent to all shipping lines and charterers who resist and abuse [ITF agreements](#) that they will find themselves under increasing pressure to adhere to the agreements they sign.

Dockers came from affiliated unions in Germany, Finland, Norway, Sweden, Belgium, the Netherlands, Poland and Denmark.

ITF inspectors had identified that Unifeeder-chartered vessels are regularly failing to hire lashing gangs in European ports and seafarers are tasked with dockers' work. Despite notices being issued to the masters of vessels to put an end to this practice, the ETF and ITF believe that not enough changes have been made.



In January 2017 representatives from 3F (Denmark), ver.di (Germany), ETF and ITF met with Unifeeder in Copenhagen. The general impression after the meeting was that Unifeeder's main concern was to emphasise that as a charterer it has not direct contractual relation with the seafarers or with their unions, and that therefore other actors in the chain should be targeted by our campaign. All involved parties have a role in pushing for cost reduction and, consequently, self-handling. For this reason ETF seeks first of all dialogue with each and every actor in the chain.

Lashing workshops are held in Denmark and in The Netherlands

On 1 December 2016 ITF, ETF and 3F held a lashing workshop with Danish dockers. The workshop allowed evaluating the wins of the campaign in Denmark and plan the next stages.

Dutch dockers and their union leaders met in Rotterdam on Wednesday 18 January to launch a national lashing campaign in the framework of the ITF/ETF campaign to claim lashing. A packed seminar room committed to the objectives of the campaign, notably fighting politically, legally and industrially to ensure that in all ports lashing is done by dockers.

More workshops are scheduled for the coming months in other European countries, notably Sweden, as unions make preparations for a strong and successful campaign. To find out more: <http://www.itfglobal.org/en/transport-sectors/dockers/in-focus/reclaiming-lashing>

First evaluation of the Sectoral Social Dialogue Committee's work programme and set up a working group on training

The EU Social Partners for ports have issued on 15 September a [joint statement](#) on their evaluation of the Sectoral Social Dialogue Committee's work programme and the work done so far. In the statement the social partners welcomed the positive discussions held since its establishment, reiterated their commitment to the objectives of the Social Dialogue for Ports and expressed



the hope that the European Commission will continue to respect the ongoing work and dialogue regarding all items of the agenda as well as their autonomy.

The social partners express commitment to the objectives of the Social Dialogue for Ports and hope that the Commission will continue to respect the ongoing work and dialogue regarding all items of the agenda, particularly those relating to training and qualifications. At their last meeting of 2016 the Committee has decided to establish a working group to draft guidelines for training in the port sector.

Fisheries

EU law with potential global impact

There is an urgent need for the EU to take a leading role in fighting anarchistic practices at sea and pursue a more socially sustainable fishing sector at global level. The current common fisheries policy is focused on environmental protection and resources management. It is high time to start thinking about people and ensure decent working and living conditions which can pave the way for global standards for the sector.

On 14 October 2016 the Council of the EU has approved a Directive regulating working conditions in the fisheries sector following a long-standing request from the EU Social Partners (ETF, Europêche and Cogeca) formalised in a Social Partners' Agreement. The Directive transposes the ILO Work in Fishing Convention 2007 (C188) into EU law with the aim to ensure better working conditions for more than 150,000 fishermen in Europe. The Directive will become effective after the Convention enters into force on 16 November 2017. At the moment the following countries have ratified the Convention: Angola, Argentina, Bosnia and Herzegovina, Congo, Estonia, France, Lithuania, Morocco, Norway and South Africa. Social partners keep working towards EU member states to push them ratifying C188.

«Lawlessness reigns over high seas» NYT investigator reveals

New York Times investigative reporter Ian Urbina has lifted the lid on modern day slavery at sea in his two year, award-winning research 'The Outlaw Ocean'. On Thursday 3 November he presented the highlights of his series of articles to the ETF, ITF and key stakeholders of the EU fishing sector disclosing practices of crime and violence in international waters that often go unpunished.



He stated that only few places on earth are as free from legal oversight as the high seas. His investigation has discovered practices of illegal fishing, illegal manning agencies tricking villagers in the Philippines to work under poor safety and labour conditions on ships, recorded proof of unarmed men being gunned down while the killings went unreported. He finds the complete lack of accountability at sea, sometimes with fatal consequences, astonishing and simply unacceptable in the 21st century.

Fishermen are voiceless victims of some unscrupulous companies that operate in the sector. ETF has the duty to act and deter these unacceptable practices and praises the work done by Ian Urbina to document this unacceptable reality. The EU is one of the major actors in the fishing sector globally and one of the biggest markets for seafood products.

The ETF is planning to hold a presentation of the investigative series at the European Parliament. Ian Urbina's presentation at the ETF premises was attended by representatives of the European Commission and Parliament, EU stakeholders (ship-owners, traders, processors), environmental, social and development NGOs, representatives of several Advisory Councils and ETF/ITF affiliates in the Fisheries Sector.

EU Social Partners meet Commissioner Vella to ensure strong social standards

At the Plenary session held on 4th November 2016, the EU Social Partners in the fisheries sector had a positive meeting with Karmenu Vella, Commissioner for Environment, Maritime Affairs and Fisheries, to discuss the many pressing issues facing the fishing sector; particularly concerning safety, health and working conditions at sea.

The representatives from across Europe spoke with a united voice outlining common areas of concern for all European nations and presented the Commissioner with a synopsis of the current social gaps in the Common Fisheries Policy (CFP) as well as their main priorities:

- Inclusion of social measures in the future CFP reform;
- Establishment of a task force to converge the responsibilities of several DG's to tackle working conditions and safety at sea in fishing (including IUU solid statistics, labour abuse, social opportunities and training) with the aim to effectively address those issues in an integrated manner;
- Alignment of the CFP with national and international standards; e.g. ratification and transposition of the STCW-F Convention into European law;
- Possible proposal for a Regulation establishing a Community control system for ensuring compliance with the rules of the Directive on transposing the Social Partners Agreement (SPA) on ILO Work in Fishing Convention C188, 2007;
- Need for serious impact assessments which must take due consideration of the negative socio-economic and safety effects of European legislation e.g. large cuts in TACs, 30% no-take zones proposed by IUCN, EU rule limiting gross tonnage which impedes improvement of working conditions, possible TAC for the Mediterranean swordfish and the landings obligation.

There was a wide consensus from all parties that there must be a deeper engagement between the fishing industry and all Commission's Directorates Generals, highlighting the need for greater coordination. Commissioner Vella pointed out the need to work with the sector to ensure socio-economic sustainability as well as environmental. He considers that a sustainable Common Fisheries Policy (CFP) means protecting fish stocks as well as fishermen. For that purpose, Mr Vella praised the EU Social Partners for their Social Partners' Agreement which will transpose the ILO Work in Fishing Convention 2007 (C188) into an EU Directive.

Nevertheless, the issues to be tackled to make the sector socially sustainable go beyond C188. For instance, at the moment there are no effective tools to avoid that the EU is sourced with fish caught by slaves. That is why the different services of the European Commission are being urged to set up a task force to analyse in depth the shortcomings of the CFP in respect of the social and safety aspects of fishing in a broad sense and efficiently coordinate the different Commission's services when it comes to fisheries policies.

Social Partners' project on EU regulations and health & safety

The European Commission approved funding for the joint Social Partners' project called "The pillars of the sea: joint action of the European social partners of the sea-fishing sector". It consists in partially implementing the work programme of the Sectoral Social Dialogue Committee for Sea fishing in order to significantly make progress in various key areas of interest for Social Partners that otherwise could not be properly developed.

The project contains three pillars focusing on the following objectives:

1. A feasibility study on negotiating a Social Partners Agreement (SPA) with the aim of implementing STCW-F (Standards of Training, Certification and Watch keeping) in the Union's acquis through a Council decision.
2. An analysis of the EU rule limiting increase in fishing capacity by imposing ceilings on gross tonnage and propulsion power
3. A survey on the legislation in force in the EU regarding deck machinery, fishing gears and other machinery in the engine room (commercialisation, installation, safe use on board and standardization of the rules at EU level).

The project has started in December 2016 and will run until June 2018.

Social partners finalise project to contribute making EU fishing more socially sustainable

Between November 2014 and August 2016 ETF, in cooperation with Europêche, carried out an EU co-funded project to implement some of the aspects of the Work Programme of the Social Dialogue Committee on Fisheries. The project itself consisted of four different pillars which were defined as key points of the Sectoral Social Dialogue Committee's Work Programme.

The first pillar had the objective to raise awareness among national-level social partners about the possibilities offered by the European Maritime and Fisheries Fund (EMFF) to support social dialogue in fisheries and to improve working and living conditions in the sector. This financial instrument has been adopted in the framework of the Common Fisheries Policy and has an improved social dimension, compared to the previous fund, the EFF. To achieve this objective a manual was developed which provides, amongst others, an analysis of the contents of member states' operational plans for the EMFF. The manual is available in EN, FR, ES and IT. In the framework of this pillar a seminar was organised on 17 and 18 March 2016 gathering member states, the European Commission (DG MARE and DG EMPL), Farnet and other stakeholders.

For the second pillar a glossary for the safe navigation and operation of fishing vessels in five different languages was developed: English, French, Dutch, Spanish and Polish. Because of the high workforce mobility, EU fishing vessels' crews are more and more multilingual. The glossary will help to overcome language and communication problems and to complement the necessary training. The glossary is being disseminated by means of a tailored made web application.

In 2007 the ILO (International Labour Organisation) adopted the Work in Fishing Convention (C188) with the aim to ensure that fishermen enjoy decent working and living conditions on board fishing vessels. The Convention is essential for the accomplishment of a social sustainable fishery sector at

global level. Convention 188 will only enter into force after 10 ILO members, of which at least 8 coastal states, have ratified it. As social partners believe that the EU and its member states should play a leading role in promoting socially sustainable fishery worldwide, they decided to engage to meet with national administrations and raise their attention to the importance of C188.

In 2013 EU social partners have concluded an agreement on the transposition of the Convention into EU law which should soon become an EU Directive.

Fishermen working on fishing vessels flying the flag of a European Union Member State might be employed or self-employed. In order to bring some clarity for their work in the framework of the Sectoral Social Dialogue Committee, social partners requested a study on self-employed fishermen in the EU. Besides providing an overview of the *acquis communautaire* applying to self-employed fishermen and presenting employment figures, the report analyses the situation of self-employed fishermen in France, Denmark, The Netherlands, Spain and the UK regarding working conditions, social security and health and safety. The report is available on the [ETF website](#) in EN, FR and ES.

Railways

European campaign day to keep staff on board of trains



On 27 October, ETF coordinated a second European campaign day on the need to keep train crews on-board of trains. Under the slogan “Your safety and comfort are our priorities” ETF affiliates have set up actions in 11 European countries including Belgium, Bulgaria, Denmark, France, Germany, Luxembourg, the Netherlands, Norway, Sweden, Switzerland and the UK to raise awareness about the crucial role of on-board train personnel for passenger safety and comfort.

With the on-going liberalisation of the railway sector comes the introduction of the so called “disruptive” new business-models adapting low-cost models already existing in civil aviation and road transport. This short term financial logic, sacrificing safety to reduce costs, is in contradiction with the growing need for safety of passengers and railway workers in the railway stations and on-board of trains regarding recent events as the attack on a Thalys train in the summer of 2015.

For ETF safety remains the main priority to develop a sustainable railway public service with highly skilled on-board personnel.

You can find out more about our campaign on the [ETF website](#).

Call for stronger focus on human element at ETF Railway Safety Conference

On 10 November 2016 ETF shared with EU stakeholders and decision-makers in a conference about railway safety and security the trade union vision that the human factor must be at the core of any safety policy. Over one hundred participants participated in four panel debates on the importance of the human factor in assuring safety in a competitive railway environment, the importance of controlling and enforcing safety related topics like working time or proper qualifications of safety relevant staff, the impact of business models and interface issues and the trade union priorities for railway security.

From a trade union point of view the current trends in the discussions between European institutions and involved stakeholders on tackling safety issues still miss crucial points above stated.

ETF received support from MEP Michael Cramer, President of the European Parliament’s TRAN Committee, who commented that railways can - and should - become even safer as they are today, which requires a stronger focus on the human dimension of safety.

Large protest in Strasbourg against amended PSO regulation in the 4th Railway Package

On 13 December more than 500 European rail workers from across Europe protested in front of the European Parliament (EP) in Strasbourg to urge Members of the European Parliament (MEPs) to reject the Public Service Obligations (PSO) Regulation on public passenger transport, which is part of the political pillar of the 4th Railway Package.



The gathering in Strasbourg followed the rally organised the week before in Brussels prior to the TRAN Committee’s vote to express its concerns about the lack of protection of public transport workers in the amended text. As the legislative process was speeded by the European Parliament between the transport committee vote and the plenary, we supported our traditional actions with a social media campaign via [@ETF_Railways](#), [#FairTransport](#) & [#OurPublicTransport](#).

ETF also actively lobbied for rejection the amended PSO Regulation 1370/2007 based on absence of staff protection argument.

Despite the active lobby ETF made for rejection of the amended PSO Regulation 1370/2007 based on the absence of staff protection argument, the European Parliament adopted in plenary the political pillar of the 4th Railway Package on 14 December. The small majority in plenary with only a difference of 24 votes, with 23 additional abstentions clearly shows how divisive this Regulation is and how controversial the liberalisation of domestic passenger rail services is in view of the need to promote the development of the most sustainable transport mode in Europe.



ETF considers this as an invitation towards introducing more social dumping in European railway services and as a condemnation of the future rail transport public services. The protection of staff in competitive tendering is a crucial condition for high quality and safe rail public services.

It also shows that Europe has not learned any lessons from the growing dissatisfaction about a Europe that gives more importance to opening the market and competition than to

social protection of workers against social dumping practices.

ETF empowers coordinated expertise on the implementation of the 4th Railway Package with a training course for ETF affiliates



Mid-November 2016 the second edition of the ETUI-ETF training course for ETF affiliates “Empowerment of trade union representatives for the work in the European Railway Agency (ERA)” took place.

The 4th Railway Package is fully adopted now on both technical and political pillars. The ERA has a decisive mandate in the implementation of this legislation.

ERA representatives were present to lead the training so as to qualify participants on the EU railway political background, decision making process and the structure and functioning of ERA. Also some technical points were developed on interoperability (TSI OPE). Another part was based on the European legislative process itself to identify our trade unions lever of manoeuvre regarding the legislative stage we are facing. This training was designed to give our affiliates tools and inputs so as to help affiliates addressing ETF requirements in the different experts working groups of the Agency they attend and strengthen our vision as social partner among sectoral stakeholders’ positions.

Urban Public Transport

The Urban Public Transport is affected by the voted amended PSO regulation regarding social protection of staff and the definition of public service obligations via the interference of transport plans. Also, Urban Public Transport Committee’s affiliates joined forces with the Railway Section during the campaign of rejection in December.

Final conference of WISE II “women’s employment and gender policy in urban public transport companies in Europe”



On 17 October 2016 the European Social Partners held the final conference of the project WISE II on women’s employment in Urban Public Transport. This Conference aimed at supporting companies and trade unions to achieve a better representation and integration of women in the urban public transport sector. Good practice examples and the joint recommendations “Women employment in urban public transport” of the European social partners were promoted and

key aspects and topics influencing women’s employment in the urban public transport sector were discussed. The Conference looked at the developments and progress that have been made regarding the overall aim to increase the share of women in the companies to 25% by 2020. Following the Conference a brochure will be produced with good practice examples regarding women’s employment and gender policies in the urban public transport sector which will be available soon on our website.

Digitalisation in the sectoral social dialogue

On 27 September 2016 ETF took the opportunity of the plenary meeting of Sectoral Social Dialogue Committee to address the issue of digitalisation and its potential impact on the sector.

ETF is already partner of the UITP European Project **European Bus System of the Future 2 EBSF II**. The project “Advanced bus concepts for increased efficiency” is co-funded by the European Union’s Horizon 2020 research and innovation program. The overall objective is to increase the attractiveness and improve the image of bus systems in urban and suburban areas. The aim of this participation is to share the ETF expertise and background in the activities performed within EBSF II such as green driver assistance systems, vehicle design, predictive maintenance, interface between bus and urban infrastructure, the industrial related systems for public transport, etc.

ETF is organising a workshop for the ETF experts the end of March and preparing on-site visits of pilots.

Social conditions in urban public transport companies in Europe

The joint ETF-UITP study on social conditions in urban public transport are now available on the [ETF website](#). Valuable information is available in the country reports which give a good picture on how public transport is organised in each country, the main players, etc.

The European Social Partners in the UPT sector have commissioned this study with the primary goal of gathering information about the market organisation of the sector and the legal framework underpinning it, as well as the setting of employment and working conditions and the role of collective bargaining within this. The study investigates how social conditions have evolved over the past 10 years. More specifically, the social partners wanted to understand to which extent Regulation 1370/2007 has played a role with regard to requiring bidders to meet certain social conditions and/or requiring a transfer of staff in case of change of operator as well as the impact this may have had on employment security and working conditions in the sector.

The goals of this study carried out on behalf of ETF and UITP were essentially fourfold. It aimed to:

- describe how urban public transport is organised in the different Member States and how working conditions are determined;
- describe social conditions in urban public transport for a sample of companies’ personnel and the development over the last ten years;
- describe the impact of direct award and/or tendering for public service contracts in urban public transport on social aspects and the protection of staff;
- describe the impact of change of operator in urban public transport on social aspects and the protection of staff.

ETF has started negotiations on joint conclusions with UITP, also in the context of the PSO Regulation’s final adoption.

Maritime Transport

ETF Conference « Seafarers Matter » during European Shipping Week

The Section hosted on 28 February a [conference](#) on how to make the sector a generator of wealth and EU-based employment as a side event during the European Shipping Week of 2017 that runs from 27 February until 3 March in Brussels. The event brought



together academics and high-level speakers from trade unions, the European Commission, the European Parliament, representatives of member states' governments, academics, journalists from the trade press, ECSA and shipping companies. Panel sessions were organised to discuss topics relevant for making the shipping industry in Europe fair and a screening of the animated film "[Seafarers matter!](#)" was shown to the participants and guest speakers.

The European Shipping Week, organised by the European Community Shipowners' Associations (ECSA) every two years since 2015, aims to be a platform where policymakers from the main EU institutions meet and engage with European shipowners and other stakeholders from the shipping sector. It is an excellent occasion for ETF to promote its views on for example how to protect European jobs in the maritime transport sector and to enhance labour rights and training.

SEAFARERS MATTER FOR A FAIR SHIPPING SECTOR IN EUROPE

A conference on how to make the European shipping sector a generator of wealth and EU-based employment

BRUSSELS ■ 28 FEBRUARY 2017

The conference offered a platform for MEPs and representatives from among others ETF affiliates, DG MOVE and DG EMPL, employers' organisations, the University of Paris Nanterre and nautical schools to exchange views on the reality of working in the maritime sector and how to work towards a fair shipping industry in Europe. The Section was very pleased with the outcomes of the round table sessions and the active participation and contributions from the panellists and the audience. This was well illustrated by the activity and posts on the ETF Seafarers' [Twitter wall](#) and [Facebook page](#), which everyone is encouraged to follow.

ETF gives voice to seafarers' concerns at Malta maritime summit

At the Maltese government's first Maritime Summit in October 2016 ETF expressed its concerns and views to make tomorrow's maritime transport sector fair and a generator of wealth and EU-based jobs. Malta wants to promote the island as a centre of maritime excellence in the Mediterranean and to reflect on the industry's future in Europe engaging a wide range of stakeholders. In the context of the review of the EU shipping policy, high level speakers of both the industry and the EU Commission presented their views on the challenges that lay ahead.

Apart from bilateral meetings with Greek, Cypriot and Maltese transport ministers aimed at presenting both the ETF Fair Transport Europe Campaign and the Federation's Manifesto on a social agenda for quality shipping in Europe, ETF participated actively in the Malta Maritime Summit's round tables and side activities to ensure the human element receives the highly needed attention in the debate and that workers' interests are not being overlooked when talking about future maritime policies.



ETF General Secretary Eduardo Chagas moderated a debate on human resources and new skills, and participated in a round table on EU maritime legislation. He reported afterwards that Mr Thodoris Dritsas, Greek Minister of Maritime Affairs fully concurs with the ETF that the future of EU shipping lies in the quality of the European seafaring manpower. At a time when the European Commission publishes a mid-term report on the implementation of its European Maritime Transport Strategy which is lacking in ambition, it is important to reaffirm that challenges need to be addressed not only in international fora such as the IMO but also at EU level through a ‘coalition of the willing’. Lately, eight European Transport Ministers have called on Commissioner Bulc to act against abusive practices in road transport. More of this kind of initiatives are needed, in particular in the maritime transport sector.

ETF Political Secretary Philippe Alfonso participated in a debate on competitiveness and jobs, organised by the ECSA. Talking on the eve of this event, he stressed that a solution must be found to balance sector’s economic performance with the socio-economic need for more and better jobs at sea for European seafarers. The recruitment and retention of skilled European based seafarers is of paramount importance to avoid losing the capacity to operate a diverse merchant shipping fleet. Emanuele Grimaldi, Managing Director of the Grimaldi Group, also shares this approach and even referred to the possibility of using fiscal incentives to reward those shipping companies that are committed to take on European cadets for the completion of their maritime training and ease their entrance into the seafaring labour market.

The three-day event in Valetta brought together, amongst other speakers: Kitack Lim (IMO Secretary General), Marios Demetriades (Cypriote Minister of Transport), Fotis Karamitsos (Transport Director, EU Commission), Pete Hinchliffe (General Secretary International Chamber of Shipping -ICS), Patrick Verhoeven (Secretary general of the European Community Shipowners’ Association - ECSA), Markku Mylly (Executive Director European Maritime Safety Agency - EMSA), and Tineke Netelenbos (President Royal Dutch Shipowners’ Association).

Social Partners ask Commission to amend seafarers’ “Bill of Rights”

In December 2016 the European Social Partners in the maritime transport sector have requested the European Commission to amend the Social Partners’ Agreement Directive on seafarers’ right to decent conditions of work. The Directive adopted in 2009 reflected the International Labour Organisation’s (ILO) Maritime Labour Convention (MLC), an international agreement setting minimum requirements for nearly every aspect of working and living conditions for seafarers. The Social Partners now expect the Commission to revise Directive 2009/13/EC in accordance with the MLC as amended in 2014.

In 2014 the ILO adopted a set of amendments to the international rules introducing provisions to further ensure the welfare of seafarers and their families if seafarers are abandoned by the shipowner. The Social Partners aim for the inclusion of these provisions in EU law via the Social Partners’ Agreement.

The MLC 2006 sets minimum requirements to improve seafarers’ working and living conditions including recruitment and placement practices, conditions of employment, hours of work and rest, repatriation, annual leave, payment of wages, accommodation, recreational facilities, food and catering, health protection, occupational safety and health, medical care, onshore welfare services and social protection.

The new amendments make financial security compulsory for shipowners to cover the costs of maintaining and repatriating abandoned seafarers. It also expands the existing provisions on shipowners liability for sickness injury or death in service to ensure that contractual compensation is

paid in full and without delay to the seafarers or their representative. This offers very important protection for seafarers.

The future EU Directive does not detract from the obligations of ILO Member States stemming from ratification and acceptance of the amended Maritime Labour Convention and its subsequent. Therefore the European Social Partners urge the EU Member States to implement the 2014 amendments to the MLC as soon as possible, and, in any case, by no later than their entry into force on the 18th January 2017.

The Social Partners trust that the European Institutions will now facilitate the legislative procedure in a timely fashion. This will allow for a common implementation of all its provisions at community level and increase compliance of its requirements.



ETF meets with Maltese transport minister

Representatives of the ETF maritime transport section met on 20 December 2017 with the Maltese minister for transport and infrastructure Joe Mizzi and the head of the country's ship register Ivan Sammut (pictured with Mark Dickinson General Secretary of Nautilus International and Philippe Alfonso, Political Secretary, ETF maritime transport section).

The Minister, himself a former ships radio officer, highlighted the importance of the human element in Malta's priorities for the EU presidency which began in January. Emphasising the need for the EU to respond to the needs of the international shipping industry the minister stressed the importance of global responses and to reflect that the EU fleet employs seafarers from around the world not just Europe. He further explained how he wants to ensure shipping is at the heart of the EU agenda and said he would very much welcome the ETF's involvement, as a key stakeholder and social partner, in shaping the anticipated Valetta Declaration which he said should include outcomes that address the employment of more EU seafarers.

Mark Dickinson stressed as ETF spokesperson the need for action to create demand for European seafarers and for increased positive measures to ensure that European shipowners who commit to train and employ European seafarers could remain competitive. He also emphasised the need for industry partnership to address past failures to agree a manning directive for European passenger and scheduled freight ferry services and urged the Malta Presidency to send a clear signal to the European Commission and to ECSA that action on jobs is essential and that future state aids should only come in return for investment in European maritime skills.

Dickinson also highlighted the plight of the crew of the MTA Svetlana in Cardiff and the Minister promised to personally intervene to ensure the crews' issues were resolved.

ETF Position on EC STUDY on Labour Supplying Countries pursuant to MLC, 2016

The study's recommendations are intended to enhance awareness of seafarers' rights and enable MLC stakeholders to better guarantee these rights and duties. Social partners are mentioned as main implementation stakeholders in several proposals. The EU Commission has asked social partners to prepare a response. ETF and ECSA have sent their respective positions to the EU Commission as well as a common position.

Political Secretary's involvement in "Assises de la Mer" – La Rochelle (France)

The PS participated in this Conference assembling a wide range of French maritime stakeholders on 7 and 8 November 2016. The PS had the occasion to be in close contact with the officials of the French Minister for Transport and welcomed the announcement of the French President François Hollande to convene a European conference to address social dumping in shipping.

Secretariat's initiative towards the European Commission Coordinators for Motorways of the Sea and for TEN-T corridors

The Secretariat held two separate meetings with the European Coordinator of the Motorways of the Sea, [Mr. Brian Simpson](#) (former Chairperson of the EP Transport Committee) and with the Coordinator of the TEN-T North Sea – Baltic Corridor [Ms Catherine Trautmann](#), on 8 December 2016. These meetings should be seen as the start of the MTS broadening its contacts and network with the TEN-T Coordinators - in particular those with a strong maritime component and being sympathetic to social issues. In this regard, five other TEN-T coordinators have been identified, namely: [Péter Balázs](#); [Karel Vinck](#), [Mathieu Grosch](#), [Kurt Bodewig](#), and [Pawel Wojciechowski](#). The idea is to provide the identified Coordinators with valuable inputs and remind them of the importance of including the human element in the development of these corridors, and more specifically in the Implementation Plan for the Motorways of the Sea. It should be noted that the Secretariat has obtained the inclusion of an ETF speaker at the next MoS Stakeholder Conference due to take place sometime during the first semester of 2017.

Completion of the joint ETF ECSA project Implementing Part of the Work Programme (IPWP)

The project will be finished by end of March 2017 providing three different outcomes: the negotiation of a Social Partners' Agreement (SPA) on the transposition of the 2014 Amendments to the Maritime Labour Convention (MLC) which was transposed into Directive 2009/13/EC; a Guide on EU-funding possibilities for the shipping sector; a report on EU Occupational Health and Safety Legislation applicable to shipping including best practices.

General Secretary's participation to the Hearing by the French Economic, Social and Environmental Committee in Paris

The hearing was entitled: "The European maritime transport policy in the light of the sustainable development challenges and the 2015 global Climate Agreement" (rapporteur Mr Beall). Both ETF representatives participated in this hearing by making a plea for a socially successful waterborne transport year in 2017. In particular the ETF GS presented the Fair Transport Europe Campaign and how this campaign is set out at sectoral level for shipping, whilst the PS insisted on the long-awaited action towards demand-side policies in support of the recruitment and retention of European seafarers.

MTS priorities presented by an ETF delegation to new DG MOVE Director responsible for Waterborne Transports, Ms Magda Kopczynska

The Political Secretary argued, amongst other things that financial support to EU shipping should only be granted under condition of investment in training & job creation for European seafarers. Magda Kopczynska showed support in the need for upgrading European seafarers' profiles and skills.

Road Transport

European Commission “Road Initiative”

The European Commission is currently scrutinising 10 pieces of legislation which may be amended within the frame of the future “Road Initiative”. The “Road Initiative”, expected to be published by the European Commission later this year, has been the key priority of work for the ETF Road Transport Section. In September 2016, ETF presented its [consolidated position](#) to eradicate letter-box companies, to clarify the definition of cabotage, to ensure that drivers’ rights are respected and to achieve enforcement of posting of workers and cabotage rules in the sector.

ETF meets with Transport Commissioner Bulc



Following an invitation by Transport Commissioner Bulc, an ETF delegation consisting of union representatives from 12 countries, ETF President Lars Lindgren and ETF General Secretary Eduardo Chagas met with Ms Bulc on 24 January 2017.

ETF President Lars Lindgren invited the Commissioner to an ETF parking area visit and ETF Road Transport Section President Roberto Parrillo announced that an ETF trade union demonstration will be taking place in Brussels on 26 April 2017. While the European Commission claimed to

seek a balance between social and market interests, ETF warned against the danger to adopt half-way measures.

ETF letter to Transport Commissioner Bulc on proposed policy measures



ETF wrote early February 2017 to Transport Commissioner Bulc to demand guarantees for a strong social dimension in the future revision of EU road transport legislation. The reason for this letter was that the ETF had come across a questionnaire addressed to drivers and to the road inspectorates, by which the EU Commission evaluates concrete changes to this legislation. The content of the questionnaire is alarming. Five out of six measures under evaluation are pro-companies. Therefore, ETF invited the European Commission for a meeting with bus & coach drivers from Belgium, Germany, France and the Netherlands on 22 February 2017. The meeting was the result of the above mentioned European Commission plans to extend the number of consecutive driving days from 6 to 8 before a 24 hour rest, and to slash 21 hours of the driver’s total rest time over a three-week period.

The drivers shared their working experiences and warned the European Commission over the disastrous effects of longer driving days and hours and shorter weekly rest.

ETF presents concrete proposals on the upcoming ‘road initiative’ to EU Member States

On 13 June 2016, ETF met with representatives of the German Ministry of Transport to present the [ETF proposal on enforcement solutions for road transport](#) and the preliminary position on the future “Road Initiative”. The meeting also provided the opportunity to present the ETF vision paper on fair transport.

ETF Event “The EU haulage market - between law revision and better enforcement”



On 10 January 2017, in an event addressing EU transport attachés, ETF shared its [concrete views and proposals](#) on a possible revision of cabotage and access to occupation rules in road transport. The *Maltese Presidency delivered a key note speech during the event*

Euro Contrôle Route (ECR) complimented this with a presentation on risk-rating of road transport undertakings, a legally required instrument that stays at the heart of ‘smart’ enforcement.

The event put across recommendations for law revision together with a strong message for better enforcement of the current rules in a sector whose law-compliance and labour standards are on a constant decline. The European Commission’s preparation to launch a road initiative has induced an increase of calls for a full respect of the current EU road-specific rules and for minimum but effective legal amendments. ETF and the European enforcement community represented by the ECR have been fervent promoters of this approach.

Meeting with the Austrian Ministry of Transport



On 16 February 2017, ETF together with representatives of the Austrian ETF affiliate Vida and the Austrian Chamber of Labour met with top advisers of the Austrian Minister of Transport Jörg Leichtfried to discuss social dumping in road transport as an expanding phenomenon across the EU. ETF presented its concrete proposals on better law enforcement, eradication of letter box companies and on the improvement of working conditions for professional drivers. Vida presented the outcomes of its new study on cabotage, which shows € 500M damage due to illegal cabotage in Austria. The Ministry proposed to

have follow-up meetings to discuss in more detail the ETF proposals. Austria is one of the nine EU Member States who signed an alliance to fight social dumping early February 2017.

“Weekly rest in the lorry is against the EU law”

On 2 February 2017 the Advocate General of the European Court of Justice concluded that weekly rest taken in the vehicle by professional drivers is in breach of the EU driving and rest time regulation. This comes in support of enforcement measures taken by Belgian authorities in 2014, against companies forcing their drivers to spend the 45 hours rest in the vehicle cabin. France adopted the same course of action as Belgium, at about the same time. The French and Belgian initiatives to enforce weekly rest legal provisions prompted considerable protests by hauliers, and a sudden change in the European Commission’s interpretation of rules in favour of the industry.



ETF welcomes this much awaited positive step in a long battle to have the law complied with, to restore dignity of professional drivers and to substantially improve their working and living conditions.



UNITE the Union Road National Committee meeting in Liverpool

On 12 January 2017, UNITE held its first 2017 Road National meeting. Topics such as organising agency workers, protecting drivers' rights and curbing down abuse on driving hours were discussed. Automated driving was on the agenda as well. ETF made a presentation about social dumping, letter-box

companies and exploitation of drivers across Europe.

On the following day, UNITE organised an action at Peel Ports Liverpool where dock workers and lorry drivers protested over lack of facilities for workers in the port.

ETF-ETUI workshop on atypical working conditions

At an ETF-ETUI workshop on 14-15 February 2016 in Vienna union representatives from 9 countries discussed the temporary agency work as a source of precarious employment. ETF affiliate UNITE denounce job insecurity, lack of career opportunities, and serious impacts on the health and safety of drivers. Trucker union representatives from Romania, Hungary, Malta and Bulgaria pointed out that in mainland Europe letter box companies are so successful in breaking the law and circumventing drivers' rights that they leave no room in this respect to agencies.

The participants also discussed the European Commission potential plan to get rid of the working time directive for professional drivers. For Belgian and French drivers this will have an impact on their collective agreements and will substantially reduce drivers' pay. For the UK, this will lead to exposing drivers even more to fatigue and will impact on road safety. The trade unions from Central and Eastern Europe will be left with no legal arm to fight pay per kilometre. Safeguarding the working

time directive while enforcing it in an effective way is what ETF is fighting for. In the weeks to come ETF will be campaigning with labour ministries to raise awareness of all these risks.

ETF visits parking areas in Austria



During the ETF-ETUI workshop on 15 April 2016, ETF organised a visit to parking areas in Austria with the assistance of ETF affiliate Vida. Most of the drivers the delegation met were ready to discuss their conditions with the participating trade union representatives.

At their first stop, they talked with Hungarian, Bulgarian and Romanian drivers who repeatedly reported on bad pay and working conditions, no possibility to spend the minimum time with their families. During the second stop, UNITE went to check on the sanitary conditions at the parking lot: 1 euro for a 15 minute shower, one shower facility for a parking area with a max capacity of over 50 lorries. Romanian colleagues got 5 membership forms filled in.

ETF will organise more field visits in the near future as it proves to be an engaging way to learn about those who move goods across Europe. It is exactly for these people ETF fights to make this Europe fairer.

ETF Project “Building the future of the road sector – transport workers getting involved”

ETF has embarked in an EU-funded project, which aims to build capacity among the ETF and its member organisations to effectively participate in shaping up the future of the road transport sector, to understand, contribute to and manage these changes in the day-to-day exercise of their work.

The project includes three objectives:

1. Involve the ETF affiliates in all stages of the revision of the EU legislation applicable to the road sector, with a view to generate valuable contributions at all stages of the EC ‘Road Initiatives’ process;
2. Develop an understanding among the ETF affiliates on the challenges of road passenger transport, notably on market organisation and business models, social and labour aspects and law enforcement and to develop the ETF contribution to the EU debate on the future of the sector;
3. Develop an understanding among the ETF affiliates on the EU digital agenda in road transport and encourage their contribution in terms of the impact of digitalisation / automation on job quality, skills etc.

The project runs from November 2016 until November 2017 and during this time two workshops, four project steering group (PSG) meetings and two field visits will be organised. Two PSG meetings will be dedicated to freight transport and two will be dedicated to passenger transport.



To adequately meet the project objectives, ETF will be working with two external experts: one will be in charge of the outcomes relating to digitalisation / automation and one will deal with the outcomes relating to road passenger transport. In terms of the latter, Peter Turnbull was contracted as project expert.

The first PSG meeting dedicated to road passenger transport was held on 17

January 2017 in Amsterdam while the second PSG meeting dealing with freight transport took place on 7 February 2017 in Brussels. The first workshop is scheduled to take place in Warsaw, on 4-5 April 2017, and will bring together the members of the ETF road transport section.

During the first meeting in Amsterdam the PSG members met with members of the FNV Bus and Coach Touring Section to discuss working conditions in road passenger transport. The testimonies by the drivers included strong evidence on prolonged working hours, work on weekends, fatigue, and serious concerns about passenger safety and, more generally, about the future of the sector.

This evidence will help ETF to map the sector and to develop a campaign on improving working conditions in the bus & coach sector.

Social partner project to negotiate a social code

In January 2016, IRU and ETF agreed in the plenary meeting of the European sectoral social dialogue to start negotiations on a social code. The list of topics subject to negotiations between the two parties contains:

- 1) conditions for drivers at loading and unloading points
- 2) access of drivers to medical assistance during the exercise of their work
- 3) weekly rest conditions and regular return to the drivers' home country
- 4) the applicable labour law and the language of labour agreements

A series of three negotiation meetings financed by DG Employment took place in the second half of 2016, with the view to already tackle the above topics but no agreement has been reached yet.

In order to allow for further negotiation meetings in 2017, the Belgian ETF affiliate ACV Transcom applied in May 2016, on behalf of IRU and ETF, for a project funded by the European Commission. The ultimate intention of the project is for an agreement on the social code topics and / or a joint outcome, namely recommendations and a statement on additional topics relevant for the problematics of the sector, and in line with the ETF and IRU social dialogue work programme.

The project envisages to organise three working group meetings and one final event. Each meeting will be accompanied by individual preparatory meetings. The project started in January 2017 and will run for 12 months.

New ETF Road Transport Section Facebook account

Since mid-January 2017, the ETF Road Transport Section has a [Facebook page](#). ETF will be using the page to share information and promote our actions and activities, news and studies about the sector, but also Section members' activities.



Civil Aviation

New EASA Basic Regulation: ETF denounces attack on workers' rights

On 10 November 2016 the Transport and Tourism Committee of the European Parliament (TRAN) voted on the amendments to the revision of the "Basic Regulation" setting the framework and competences of the European Aviation Safety Agency (EASA). ETF welcomes that some of its long-standing claims such as the interdependence between safety and socio-economic factors have been reflected. However, the indirect attack on the rights of workers in air traffic management through the establishment of minimum service levels is deplorable.

By introducing a new article on the interdependencies between safety and socio-economic factors the TRAN Committee offers a platform for EASA to address the negative social consequences of its safety-focused rulemaking on aviation workers. However, ETF believes that mandatory consultation of social partners both at EU and national level must be included.

It is also regrettable that the TRAN Committee supports the controversial minimum service levels in air traffic management. The right to strike is fundamental and experience shows that minimum services are not the solution.

ETF supports the proposal of the European Commission to include ground handling in the EASA scope as an important part of the safety chain. Unfortunately, both the original proposal as well as the amendments suggest only a 'light' regulation relying on industry standards and without any certification of staff and providers. That is, however, essential for maintaining high safety and employment in the industry and to resist to the competitive pressure exerted by the airlines. Other important areas, such as compulsory staffing levels or health risks stemming from air pollution on the tarmac have also been omitted.

ETF also welcomes the acknowledgement of the safety role of cabin crew by proposing a certification instead of a current attestation. Nevertheless, this is short of ETF's demand for a full cabin crew license. Measures against pay-to-fly and public flight cost sharing, which could compromise the existing safety standards, are highly welcomed. Furthermore, the proposed robust rules for drones including the obligation to hold a drone pilot license for commercial operations will ensure their integration into one safety system together with manned aviation. The TRAN Committee also took a firm position against the relaxation of existing rules on wet-leasing which could create an open door for regulatory shopping and ultimately also social dumping.

ETF position on drones: "one sky – one safety"

In the past, remotely piloted aircraft systems (RPAS) or drones have been primarily used for military purposes. However, the decreasing costs of their purchase and operation enabled a more wide-

spread use. Today, RPAS are being used among other things for aerial filming and photographing, safety inspections of pipelines or buildings or by farmers. Tests are being performed for delivery of goods or even transport of passengers. Given the shape and size of RPAS, they might not be visible to other traffic, especially when speed is taken into account. RPAS – even the light ones below 1kg – can cause immense damage to helicopters; the impact of damage to fixed-wing commercial aircraft is not even evaluated yet. The potential safety and security risks are immense, and the safety and security aspects of integrating RPAS into airspace need to be carefully addressed by the regulators.

As part of the Aviation Strategy for Europe published in December 2015, the European Commission announced that it would propose a legal framework for safe integration of RPAS into the shared airspace. The ETF strongly supports the inclusion of RPAS into the scope of the EASA Basic Regulation, as well as other regulatory initiatives aiming to ensure a safe co-existence of manned aircraft and RPAS in line with the principle "one sky – one safety". As an outcome of joint work of the Pilot Working Group and the Air Traffic Management Committee, the Section adopted in December 2016 the [ETF views on remotely piloted aircraft systems](#) (RPAS).

The document enumerates major risks of drones operations, such as collision, human factor, terrorist attacks, cybersecurity and third party risks. It further calls for a robust regulatory framework including categorisation of drones, pilot licenses for drones, training, registration, hardware requirements and airspace separation.

ETF calls upon Aviapartner to respect its workers

On 17 January 2017 ETF and its affiliates from Belgium, Germany and Italy have been leafleting workers at Aviapartner to raise awareness about the problems they are facing with the company's management. Despite numerous attempts to engage into social dialogue, there is a persisting lack of good industrial relations between the workers and the management.

Reports from Belgium show that a poor choice of managers has resulted in serious operational problems and distrust between the workers and their managers. This has consequences for the sustainability of the jobs and the company. In Germany, the employment is precarious and the remuneration is just above the minimum wage. Moreover, the management has imported strike-breakers from other countries during the last industrial action in 2015. The situation in Italy is similar with the company paying very low salaries and requesting excessive flexibility. In addition, the lack of organisation and resources has led to many operational disruptions and safety issues. ETF called upon the CEO Mr Sauv -Hopkins to personally engage into an effective social dialogue with the workers' representatives.

Furthermore, the company does not respect its legal obligation to inform workers through the European Works' Council. For years, the balance sheets are being published late and incomplete. The workers' questions concerning shareholders, possible mergers, takeovers or sale of activities are not being answered. In other words, Aviapartner does not respect its obligations stemming from national and EU legislation. Despite of all of the problems, the trade unions and workers still believe in Aviapartner. However, the current situation is unbearable for the employees and if no measures are taken quickly the whole atmosphere in Aviapartner workplaces will deteriorate.

ATM workers say "no" to attacks on their rights

Given the latest attacks on the ATM workers' rights and in particular, the "call for action" and a so-called "study" on ATC strikes recently published by Airlines for Europe (A4E), the ETF and ATCEUC issued a joint statement in November 2016 on the ATM workers' rights. In this statement, both organisations condemn the direct attack on the fundamental rights of workers and state that they determined to promote the highest level of safety and defend the fundamental rights of ATM.

Moreover, the ETF initiated a joint letter of six organisations (ATCEUC, ECA, ETF, IFAIMA, IFATCA and IFATSEA) to defend the rights of the ATM workers.

Early February 2017, at a summit of the lobby association Airlines for Europe (A4E), Civil Air Navigation Services Organisation (CANSO) signed up to the A4E 'Call for Action' which aims among other things at limiting the right to strike in air traffic management. In reaction ATCEUC and ETF have issued on 15 February a [joint statement](#) in which they deplore the support for A4E's approach since both organisations are of the opinion it is not for Air Navigation Service Providers (ANSPs) to join an attack from airspace users on their own staff. Therefore, ATCEUC and ETF consider the content of the press statement following this event as a dangerous step in the wrong direction for the future of European ATM. ATCEUC and ETF also recall that the right to strike is enshrined in the EU Treaties.

Aviation Strategy for Europe: ETF urges Commission to act on social agenda

ETF has welcomed the European Parliament (EP) resolution on an Aviation Strategy for Europe adopted on 16 February 2017 and calls upon the European Commission to follow up on the EP's social recommendations by turning them into binding legislative proposals and thus contribute to obtaining fair transport in Europe.

Unlike the Commission's Aviation Strategy for Europe, the EP resolution addresses a number of topics that are important for European aviation workers, such as the need to clarify the definitions of principal place of business and home base, the call on EASA and the Member States to scrutinise new business and employment models in order to ensure aviation safety, the importance of high-quality training, the encouragement to protect workers' rights and prevent abuses by clarifying labour legislation and social security. ETF also welcomes the emphasis on fair competition and level playing field both in the internal market and vis-à-vis third countries, which is one of the demands formulated in the [ETF vision on Fair Transport](#).

After many years of dogmatic liberalisation that focused solely on driving the costs down, this proposal gives some hope to European aviation workers. Provided that they will be transposed into concrete binding legislation, they can go part way to reverting the current trend and make the sector socially sustainable and attractive for workers.

Several amendments introduced by the MEPs and reflected in the final text of the resolution almost literally mirror the ETF proposals adopted in view of the Commission's Aviation Strategy for Europe. They are not limited to mobile staff in aviation but also concern ground and air traffic management staff. ETF welcomes the commitment to include ground handling into the scope of EASA. However, ETF remains very cautious regarding the proposal on the establishment of the so-called single European upper flight information region (EUIR) which could – under the pretext of ensuring continuity – limit the rights of workers enshrined in EU Treaties.

ETF expresses gratitude towards the Members of the European Parliament, and in particular EP Employment Committee rapporteur Ole Christensen, who have taken on board proposals that rebalance the European aviation market at social level.

Ground handling workshops on social issues, training and quality standards



The Social Partners representing employers and workers in the European Ground Handling – ACI Europe (ACI), Airport Services Association (ASA) and ETF – met on 8 and 9 December 2016 in Barcelona to discuss the issues of market access and social conditions in the ground handling industry. This workshop was part of an EU co-financed project in the framework of social dialogue.

The aim of the project is to prepare social partners' views in light of the assessment of the Directive 96/67/EC that was announced as part of the Commission's Aviation Strategy for Europe. Before the workshop, an extensive research has been conducted by the consultant company Syndex consisting of desk research and a questionnaire.

The participants agreed that market opening without social regulation has caused excessive pressure both on the ground handling companies and workers. There is a need for rules that will ensure a level playing field and binding social protection for the workforce. Therefore, the three organisations will continue their joint efforts to have a sustainable and fair ground handling sector.

The second workshop took place in February 2017 and looked at quality and training standards. As a starting point of the debate, the external consultant from STC-Group presented the results of their desk research and case studies in the selected countries. This was followed by the presentation of the views of the individual organisations and a debate with the audience.

The three organisations agreed to explore possible common grounds on the revision on the EASA Basic Regulation as well as preparatory work for the assessment of the Directive 96/67/EC on ground handling services. The final conference presenting the outcome of the project will take place on 28 – 29 April 2017 in Copenhagen.

ECJ deliberates about homebase and labour law applicable for aircrew

Early February the ETF Secretariat attended oral pleadings in the cases of five former Ryanair crewmembers against Ryanair and Crewlink in front of the European Court of Justice (ECJ) in

Luxembourg. The outcome of these court cases will set an important precedent for the working and salary conditions of crewmembers in Europe.



The Labour Court of Mons, Belgium, referred to the ECJ a preliminary question in March asking whether the notion of homebase, as per FTL legislation, can be assimilated to the notion of habitual place of work which is decisive for the competent jurisdiction and labour law applicable. If the reply to this question will be affirmative, it will be a game-changer and Ryanair will no longer be able to enforce Irish labour law throughout its bases in other EU countries.

Several governments, including France, Sweden and Belgium, as well as the European Commission have supported ETF's position in their written submissions and during the hearing. The only government supporting the standpoint of Ryanair and Crewlink was Ireland. However, the argumentation of both the government as well as the two companies was very flawed and it consisted mainly of creating confusion and uncertainty. On one occasion, the lawyer of Ryanair even directly attacked trade unions for supporting this case. It is expected that the Advocate General delivers its conclusions very soon and consequently, the Court delivers the final judgement.

NAI: a battle is lost but the fight continues

Despite the efforts of workers' representatives on both sides of the Atlantic, the US Department of Transport has recently decided to approve a foreign air carrier permit for Norwegian Air International (NAI). This is of course a major setback but ETF will carry on its fight against social dumping and flags of convenience (FoCs).



ETF and its affiliates, in coordination with ITF, have been involved since 2014 and marked some partial successes – the temporary permit has been refused and the decision on the permanent one has been postponed several times. The European decision-makers are now aware of the dangers of the aviation FoCs. Some of them understand very well that this is not only about NAI but about the future of European aviation jobs.

ETF will continue the battle at several levels. It will launch a public awareness campaign on equal treatment of third-country nationals working on board of EU-registered airplanes to keep the spotlight on this issue. ETF will also pursue legislative changes at EU level so that third-country nationals have the obligation to obtain visa and work permits. Including enforceable labour clauses in all agreements that are currently being negotiated between EU and third countries is another objective.

Section elects its new leadership



From 29 November to 1 December 2016, the Section held its meetings in ver.di’s headquarters in Berlin, Germany. Since this was the last meeting before the ETF 2017 Congress, a new leadership team was elected for the coming four years. The Section welcomed Anu Hietala (SLSY, Finland) and Oliver Richardson (Unite, UK) as their Co-Presidents. In their introduction speeches, they both insisted on the need to cooperate for the benefit of ETF affiliates' members. They will be supported in their efforts by a strong and balanced Steering Committee both in terms of gender and geographical representation. Apart from the Co-Presidents the Section elected at the meeting their Vice-Presidents, Committee Chairs, Ordinary members and the Women’s and youth representative. To introduce the newly elected officials, the Secretariat will shortly publish a series of interviews with them.

Strategic CAS steering committee meeting in Helsinki

From 22 to 24 February 2017, the newly elected leadership of the ETF Civil Aviation Section met in Helsinki in order to discuss strategic priorities of our work for the years to come. The agenda was organised around a proper brainstorming and team building. The topics discussed included the challenges that aviation workers face at European and global levels, the work programme of the Section 2017 - 2022 or relations with other stakeholders. The SC also discussed the format and timetable of the new project entitled Fair Aviation for All. Besides the formal part, it was also a great opportunity for team building.

European Works’ Councils

DP-DHL

ETF participated in the preparatory meeting of the employee representatives as well as in the DP-DHL Forum on 22-24 November 2016. The newly elected EWC-members elected their Presidium members of the various Business Committees.



Although the DP-DHL EWC is a well-oiled and well-structured instrument that has gathered a lot of expertise over the last ten years, there is little impact to be perceived on the corporate decisions on relocations or even shutting down entire departments. Too much national focus prevails when assessing important decisions, thus underlining the limited capacity of even one of the best EWCs.

DB AG EWC

ETF will participate as an associated partner in a 24-months’ project on the practical implementation of briefing regional employee representatives. The process and practice of forwarding information from the participating EWCs to regional works’ councils as well as the applicable framework conditions will be carefully looked at with the main aim to develop a unique methodology. The objective of improved communication to local works’ councils lies at the heart of the project.

EWC Recast Directive

7 years after the Recast of the EWC Directive, the European Commission is shortly due to deliver an evaluation of the implementation of the Directive, from which may derive “appropriate proposals where necessary”.

Although the Recast delivered improvements in the setting up and the functioning of EWCs and also opportunities to strengthen workers’ rights to transnational information and consultation, some expectations have not been fully met. Also some of the initial Directive’s weaknesses still remain to be tackled especially in the area of impediments to the setting up of new EWCs since too many EWC agreements still have sub-standard provisions. The still limited impact of a EWC on restructuring plans is also one of the main concerns.

ETF joined the other European Trade Union Federations in their position to aim for a robust EWC Directive that focusses on two demands:

- The proper implementation of the current directive
- Making information-consultation rights effective.

The clear request for a new Recast has been voiced and in case this is rejected, the ETUFs demand the European Commission to start the process of introducing an ‘enforcement Directive’.

The joint ETUFs’ position “Towards a robust EWC Directive” has been circulated to all ETF affiliates.

Gender Equality

Widely spread survey investigates workplace violence against women transport workers



One of the key priorities of the [ETF Gender Equality action plan for 2013-2017](#) is 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. Thus, the topic has been largely debated in all gender activities organised by the ETF Women’s Committee.

On the occasion of the UN Day for the Elimination of Violence against Women on 25 November 2016 the ETF Women’s Committee launched an [online survey](#) on workplace violence against women transport workers in Europe. Its aim was to collect data and evidence on workplace violence against women in the transport sector. To reach as many women transport workers as possible, the survey

was made available in 13 languages. This initiative fits into the ETF long term Fair Transport campaign.

More than 1,400 responses were collected until the survey closed on 28 February 2017. The Irish researcher Jane Pillinger was contracted to analyse the survey and prepare a report. The key findings will be presented at the ETF Women’s Conference on 23 May 2017 in Barcelona.

Women’s Committee meeting in Sofia, October 2017: Kick-off of the ETF Women’s conference preparations

At its meeting held on 24-25 October 2016 in Sofia, Bulgaria, the ETF Women’s Committee started the preparations for the next Women’s Conference in Barcelona, on 23 May 2017. The draft agenda was discussed and it was agreed that no amendments to the ETF constitution would be put forward. Other key issues discussed were the implementation of the ETF Gender Equality Plan of Action 2013 – 2017 and a first exchange on the priorities of the next work programme.

Furthermore, the Women’s Committee used the opportunity of being in Sofia to meet with local women activists from FTTUB to have an exchange of views on the situation of women transport workers in Bulgaria and Europe.

European Commission initiative “Women in Transport”

The European Commission attended the ETF Women’s Committee meeting in Sofia and presented the EC initiative “Women in transport” and the next institutional steps planned by DG MOVE and DG Justice, in particular the public consultation launched in the summer of 2016. The EC representative stated that Transport Commissioner Violeta Bulc, who initiated the initiative, wants to embrace the issue of making the transport sector more attractive for women from both angles, i.e. from the employers’ and employees’ point of view, as they are complimentary. He further added that the interest of the capitalist society is to have more women working in the sector as they bring in certain qualities, which are of interest for employers, e.g. more awareness about health and safety and customer safety, better customer service. During a debate, the ETF Women’s Committee members raised their concerns relating to the initiative and underlined that the employment of women in transport is not a business case.



The ETF but also many Women’s Committee members responded to the public consultation in November 2016. Furthermore, the ETF contacted the EU Transport Counsellors and Attachés to Brussels prior to the debate on “Women in Transport” at the Transport Council meeting of 1 December 2016 to make them aware of the ETF position.

The ETF will continue to engage in this initiative as it gives certain hope that the EC will tackle the issue of gender equality in the transport sector.

ETUC project: Safe at work, Safe at home



In the frame of the [ETUC project “Safe at home, safe at work”](#), a conference was organised on 24-25 November 2016 in Madrid. Both the ETF and ITF participated in the conference, together with a large delegation of ETF Women’s Committee members and women transport workers/ unionists from across Europe.

The aim of the conference was to share experience of negotiations and agreements at company and sectoral level to combat violence against women and sexual harassment at work. Furthermore, the ETUC presented the key findings from its (unpublished) study ‘Safe at Home-Safe at work’, revealing how trade unions in Europe have addressed violence against women at work and how support at the workplace can help eliminate violence against women at home.

The EU-funded project aims at developing trade unions’ strategies to prevent, manage and eliminate work-place harassment and violence against women. Both the ETF and FTTUB are part of the project steering committee.

Project on Education for Valuable Employment (EVE)

FTTUB and ETF have joined forces to deploy the EVE-project in partnership with Unite, FNV and FGTE-CFDT. The project aims to complete the ETF Gender training package developed in the context of the Transunion project which ran in 2011-2012 with training materials on violence. By doing so the project wants to help unifying existing trade union education across Europe and give it an EU dimension while updating the content and the methods and prepare relevant actions.

The project has started in December last year and will last until May 2018 and encompass four training activities and a final conference envisaged to take place in Sofia, Bulgaria under the title “Improve gender equality in the transport sector”. The project is expected to deliver a 4th training module on violence against women transport workers, the creation of a European trainers’ network, improved awareness in the workplace and knowledge and skills for collective bargaining on the issue.

New Women Representative to the ETF Executive Committee

Following the retirement of the Women’s Committee member Elena Rodrigues (FeSMC-UGT, Spain) in early 2016, Laura Andrei was elected during the Women’s Committee meeting in October 2016 as the new women representative to the ETF Executive Committee.

ETF Women’s Committee Facebook account

The ETF Women’s Committee has launched on 25 November 2016 its official Facebook page at [@ETFwomen](#). Via this page the ETF will inform about its gender activities and promote actions / campaigns of its affiliates. Please go to the [page](#) and like it, share it and invite your members to like it.

ETF Youth Committee

1st ETF Youth School brings together unionists from 21 countries

More than 50 young transport workers travelled from all over Europe to Sesimbra, Portugal to attend from 13 to 15 October the first ETF Youth School. The practical organisation and content of the programme was completely in the hands of the ETF Youth Committee that used this opportunity to present the Youth Committee’s work and hold discussions and workshops on the central themes of the ETF Youth work programme. It was the perfect occasion to receive feedback from young transport workers on the work done so far and collect input to identify priorities for the next mandate which starts in May 2017.



Earlier this year the ETF Youth Committee has run a survey to get a clearer picture of the ETF youths’ views on the impact of the European crisis, climate change and gender equality, the focus points of the Committee’s 2013-2017 mandate. More than 900 young respondents from 27 European countries replied to the questionnaire which provided lots of food for discussion at the ETF Youth School where the first analyses were presented to the participants. The presentations were followed by discussions with external experts on the different topics, namely a professor in labour law from the University of Valencia, representatives from Greenpeace, an Italian public transport company, a trade unionist specialised in climate change and ITF education officer Ali Howes who acquainted the participants with the [ETF Gender Training Package](#).



Campaigning for young trade unionists

The young trade unionists also received a training on how to campaign with your smartphone, how to record a one shot video which passes on the message in a clear way and allows you to publish it online while you are still at the action and without the need for editing. They practiced by recording videos on the Youth work programme themes. The 1st ETF Youth School also offered the opportunity to announce the winner of the logo contest launched earlier this year. Via social media the ETF youth

network was asked to send in proposals for the ETF Youth logo. Sergii Ivanskyi, a young Ukrainian trade unionist who has been active in the ETF youth work since the beginning was the laureate and was celebrated at the social evening in Sesimbra.

The ETF Youth Committee and the participants evaluated this first school activity as a fruitful and rewarding event and expressed hopes to organise a similar event for young transport workers every two years. You can get some impressions of the atmosphere via the following [web link](#).

This event has been organised in the context of the EU-funded project called “Inclusive and Fair Transport in Europe”. The project aims to provide ETF members with additional tools for better dealing with the current challenges the transport sector is facing, among which the lack of attractiveness for women and young workers.

ETF Youth Conference in preparation

The ETF Youth Committee is at full speed preparing the ETF Youth Conference that takes place back to back with the ETF 2017 Congress in Barcelona. On 22 and 23 May the ETF Youth Committee will present to Conference the works achieved in the past mandate, formulate recommendations for the next Youth Committee on how to organise themselves in order to ensure an effective and efficient cooperation among the members and with the ETF Youth Network and discuss the work programme for the next mandate. They will discuss how to improve the internal rules to anticipate to difficulties encountered in the first mandate and the new Committee will be elected on the second day. ETF General Secretary Eduardo Chagas strongly encourages all affiliates to ensure the participation of their youth representatives in the ETF Youth Conference as well as in the ETF 2017 Congress taking place on 24-26 May 2017 and preferably as a delegate to Congress.

ETUC-ETUFs joint EU-funded youth project



ETF is partner, together with five other European trade union federations (ETUFs) and under the lead of the ETUC, for the project called “Boosting unions’ participation to guarantee quality transitions and employment to young people in Europe”. It aims to contribute to the improvement of the situation of young Europeans in the labour market, to evaluate and to provide a trade union

input to the implementation of European youth employment policies and to empower young people in the trade unions and make them more active in the industrial relations system, in particular via their youth structures.

The first Steering Committee meeting, in which ETF is also represented, is scheduled early March and the project will run until the end of 2018. By then an expert will have executed a thorough research on the development of European youth employment policies and trade union recommendations based on best practices. The main findings will be presented in the final project conference taking place in Sweden and a 10-page brochure will be made available in French, English, Spanish, German and Italian to disseminate the outcomes of the survey and a summary of the recommendations. The next ETF Youth Committee will be able to take maximum benefit of this project to further develop initiatives to improve youth employment in the transport sector and to join forces with youth structures of other federations to push European decision makers for reverting the youth employment trend in Europe.

Best practice guide on involving young people in trade unions



A joint ETUFs project funded by the European Commission has delivered a compendium of best practices from all over Europe on how to integrate young people into trade unions. The

experiences were collected through questionnaires and interviews carried out among young unionists and workers represented by six European trade union federations. Young people need to be the driving force of the change and this publication offers inspiration on how to involve and attract more young workers and unionists.

The labour market is in continuous evolution and where young workers in particular are increasingly facing precariousness if not unemployment, the renovation of trade unions is imperative in order to respond and to be able to properly address the new challenges ahead.

The EU funded project called “Empowering the integration of younger workers in the European Metal, Transport, Food, Services, Construction and Wood Industries” aimed at giving the possibility to young workers and young trade unionists to meet and share their best practices on the involvement of youth into their trade unions, discuss challenges, prepare recommendations to improve the situation and plan and implement common actions. Through interviews, a conference and workshops young workers from all over Europe and across all the industry sectors - represented by the six European Trade Union Federations (ETUFs) EFBWW, EFFAT, EPSU, ETF, IndustriAll Europe and UniEuropa - were able to put together a booklet which gathers best practices, concerns and recommendations.

The cross-sectoral international approach ensured a coverage of the different experiences in different realities and conditions, thus mobilising an interest among young workers. The booklet is downloadable under related documents in English, French, German and Italian and was created by the young unionists themselves.

5. Members & Partners

ETF affiliates' activities

On 9 and 10 November, in Rome, the General Secretary met Italian affiliates respectively, UIL Trasporti and FIT-CISL to discuss the preparation of Congress and the affiliate's expectations towards the ETF work.

On 14 and 15 November, E. Chagas intervened at a conference on “The Scandinavian welfare state under attack” in Oslo. The debate, organised among others by the Norwegian Coalition for the Welfare State, led by Asbjørn Wahl, allowed for an exchange of information on the ongoing attacks performed by neo-liberal governments and capital on workers' rights and working conditions.

A delegation of Portuguese CGTP-IN trade union leaders invited to Brussels by the Friedrich Ebert Stiftung was received on 16 November by the General Secretary who presented the ETF work priorities and in particular the Fair Transport Campaign.

E. Chagas was one of the key speakers at a conference on Labour rights under attack and trade union resistance. Departing from the ETF experience with the fight against the two port packages, he explained how the ETF tries to combine its social dialogue experience with campaigning and the mobilisation of the membership.

On 19 and 20 January the General Secretary attended the Congress of French affiliate CGT Cheminots, in Saint Malô, where former General Secretary Gilbert Garrel, who retired, was replaced by Laurent Brun.

On 24 January the GS attended an initiative on social dumping in the road sector promoted by the NTF, 3F and the Danish hauliers association. The meeting took place in the European Parliament and counted with the participation of V. Bulc, EU Commissioner for Transport.

The same day in the afternoon he joined a delegation of ETF Road Section representatives who met Ms Bulc and several EU officials in the context of the preparation of the Road Package announced by the commission for later this year.



From 1 to 2 February, E. Chagas participated in the congress of FEETS-FO, in Bussang, France, where he intervened referring to the ETF work priorities and inviting the delegates to become active ambassadors of the Fair Transport Europe campaign. Jean Hedou has been re-elected as General Secretary.

European Commission and Presidency

In the frame of the Fair Transport Europe campaign, the General Secretary has met several officers from DG EMPL, as several of the demands contained in the ETF Vision Paper for Fair Transport fall under the competence of that DG. This is part of long term exercise to raise EU officials' awareness of the need to decisively act against the ongoing lack of compliance with EU social regulations in transport and to address the many gaps that leave room for social dumping practices.

On 17 January, the General Secretary joined P. Alfonso attending a hearing on the European Shipping Policy, in Paris, organised by the French Economic, Social and Environmental Committee. Again he could draw the participants attention to the ETF Fair Transport Europe campaign, complementing the more specific presentation by P. Alfonso on the ETF proposals for the maritime sector.

Posted Workers' Directive

The proposal for the revision of the Posted Workers' Directive was presented by the European Commission on 8 March 2016. In the Commission's words, "the aim of the proposal is to facilitate the posting of workers within a climate of fair competition and respect for the rights of workers, who are employed in one Member State and sent to work temporarily in another by their employer. More specifically, the initiative aims at ensuring fair wage conditions and a level playing field between posting and local companies in the host country". It addresses three main areas: remuneration of posted workers, including in situations of subcontracting, rules on temporary agency workers, and long-term posting. The proposal sets out that posted workers will generally benefit from the same rules governing pay and working conditions as local workers.

Despite the joint request from the European Social Partners to be consulted before the wider consultation was launched, the Commission decided to submit this proposal without any prior consultation. Confronted with the “yellow card” shown by a number of mainly Eastern European Member States calling on the Commission to withdraw or amend the proposal, ETF has joined the ETUC and the other ETUFs who have called on the Commission not to stop the process and although the proposals contained therein did not fully respond to the demands from the trade unions, it was considered to be a good starting point. In particular they welcomed “the idea of equal pay for equal work in the same place” which can contribute to eliminating the wage differences between workers from the labour providing countries and those from the host countries.

Still, the ETUC and ETUFs made a number of particular remarks on the proposal, among others the abusive contractual arrangements, such as repetitive postings, must not be encouraged; endorsing the principle of equal remuneration for equal work would send a strong and much needed signal that Europe does not support unfair competition and cross-border exploitation of workers; and posting should not exceed a 6 months maximum time limit, beyond which the worker should be considered as a migrant worker within the meaning of Art 45 TFEU.

Together with the ETUC and other ETUFs, ETF is actively following these discussions and striving to ensure the best possible defence of transport workers’ interests given the highly mobile character of their activities. Several meetings have taken place between ETF Secretariat members and the EP Co-Rapporteurs on this matter. The possibility of having a specific directive to address transport workers is not necessarily rejected but no changes should be made to the *status quo* until that alternative is known and accepted. Further discussions will take place in the coming weeks with the Commission services and the Co-Rapporteurs. The final adoption of the EP report might only take place in July.



**IT'S TIME FOR
OUR RECOVERY!**

#OurPayRise

ETUC launches “Europe needs a pay rise- It’s Time for Our Recovery” campaign.

ETUC launched the “pay rise campaign” on 14 February during a two-day conference in Brussels attended by union leaders and government and business representatives. ETUC General Secretary Luca Visentini argued that wages in

Europe, and more in general at global level, have collapsed in the last decade. This has been due to globalisation, to the financial and economic crises, and above all to the austerity measures which have followed the crises. Since today it is clear that this approach has not produced any positive results but only stagnation and unacceptable levels of unemployment, an awareness raising campaign is highly due. It aims to change “the narrative” on the need to keep pay in line for competitiveness reasons and looks to put the issue of the EU economy’s need for stronger internal demand with a reduced reliance on exports in front of European and national public authorities, employers, etc. For this to come about, citizens’ purchasing power requires a boost through higher salaries and remunerations as a result of developing negotiations that combat inequalities and relaunch Europe’s economy. Visit <http://payrise.eu/> and add your name to join the campaign.

The General Secretary has also attended on 16 and 17 November, in Brussels, the final conference of an ETUC project on letter box companies.

ETUFs urge MEPs to adopt ENVI Opinion on CETA

Eight European Trade Union Federations (ETUFs) called upon the Members of the Environment, Public Health and Food Safety (ENVI) Committee to vote in favour of the adoption of ENVI’s draft opinion on the EU-Canada trade and investment agreement (CETA). In a [joint letter](#) sent on 22

December 2016 to the EP’s ENVI Committee, the ETUFs express support for the shortcomings identified in the report with regard to environmental protection, public health and food safety.

The ETUFs have formulated their joint concerns at numerous occasions in the past months and years and reiterate in the joint letter the problems they see with the agreement, among others the inclusion of public services, liberalisation being locked into the agreement and the weak provisions for human rights, including workers’ rights.

ETF General Secretary, **Eduardo Chagas**, commented: *“We are not opposed to trade, nor are we opposed to an agreement with Canada. But we are highly concerned about deals being negotiated behind closed doors and without a meaningful involvement of civil society and the labour force. With this joint letter we again raise our voice and express our grave concerns about the actual text of the agreement as well as showing our support for the ENVI Committee’s draft opinion. We hope that the ENVI Committee on 12 January will vote in favour of their draft CETA Opinion.”*

The joint ETUFs letter was signed by the European Federation of Food, Agriculture and Tourism Trade unions (ETFFAT), the European Federation of Journalists (EFJ/FEJ), the European Transport Workers’ Federation (ETF), the European Trade Union Committee for Education (ETUCE/CSEE), the European Federation of Building and Woodworkers (FETFBB/EFBWW), the European Federation for Industry and Manufacturing workers (IndustriAll), the European trade union federation for services and communication (UNI Europa) and the European Federation of Public Service Unions (EPSU).

Civil society calls for rejection of CETA

ETF also joint 455 European and Canadian civil society groups urging legislators in an [open letter](#) to the members of the European Parliament calling to vote against the Comprehensive Economic and Trade Agreement (CETA). “The ratification could weaken protections for workers and the environment, and provide foreign investors with extreme tools to attack public interest regulations” the joint statement reads.



A growing number of organisations from both sides of the Atlantic, trade unions, farmer associations, environmental, consumer and public health groups as well as human rights and digital rights organisations, express deep concern about the CETA text. Over 3.5 million people from all over Europe have signed a petition against the agreement and its twin, the EU-US Transatlantic Trade and Investment Partnership (TTIP).

The open letter highlights that:

- CETA is no progressive trade deal but even more intrusive than the old free trade agenda designed by and for the world's largest multinationals.
- The deal features many worrying provisions that side-line the needs of people and the planet.
- There must be a paradigm shift towards a transparent and inclusive trade policy.

The ETF and ITF openly denounce the substantial democracy deficit dominating the negotiations and the ratification process of this agreement. Both organisations support the call for voting against the ratification of the agreement by the European and Canadian Parliament as well as national, provincial and regional parliaments with a say in the ratification.

The ETF opposition against any policy or agreement that puts at threat workers' rights, full employment, decent working and living conditions for all fits in its continuing [campaign for fair transport in Europe](#).

Commission information meetings on TiSA negotiations

On 18 November and 13 January the General Secretary represented the ETF in information meetings called by the European Commission services on the negotiations for a "Trade in Services Agreement" (TiSA). He took the opportunity to stress the ETF rejection of those secretive negotiations and of any inclusion of transport services in the dogmatic liberal logic of the agenda. Among the many areas under attack, Norway is pursuing further liberalisation of maritime transport, Chile pushing for the full opening of aviation markets and Turkey a completely liberalised road services market. The ETF has clearly express its opposition to this blind race for profit. At the January meeting the commission informed of the current impasse in the negotiations following the recent changes in the US administration.

6. E-Publications

- ETF: [Joint letter ETUFs on CETA to ENVI](#)
- ETF: [Report from the General Secretary n. 13 - PL](#)
- ETF Youth: Just Do It – Best practice guide on involving young people in trade unions – [EN](#) – [FR](#) – [DE](#) – [IT](#)
- ETF Inland Navigation: [Journal 18 August 2016](#)
- ETF Inland Navigation: [Statement on accident Viking Freya – EN - DE](#)
- ETF Inland Navigation: [River Cruise accidents – letter of condolences 16-9-2016](#)
- ETF Fisheries: [Report on self-employment in the fishing sector – NL – IT – FR – ES – EN](#)
- ETF Fisheries: [Guidance note on country researchers](#)
- ETF Fisheries: [UK Country report – NL – IT – FR – ES – EN](#)
- ETF Fisheries: [NL Country report – NL – IT – FR – ES – EN](#)
- ETF Fisheries: [FR Country report – NL – IT – ES – EN](#)
- ETF Fisheries: [ES Country report – NL – IT – FR – ES – EN](#)
- ETF Fisheries: [DK Country report – NL – IT – FR – ES – EN](#)
- ETF Fisheries: [FR Country report – FR – ES – EN](#)
- ETF Fisheries: [Glossary Fishery Speak – NL – FR – ES – EN](#)
- ETF Fisheries: [Manual on reinforcing social dialogue and working conditions in fisheries – EN – FR – IT - ES](#)
- ETF Dockers: [Newsletter 25 November 2016 – 14 December 2016 – 19 December 2016 – 25 January 2017 - 15 February 2017](#)
- ETF Maritime Transport: [Seafarers Matter Conference programme](#)
- ETF Maritime Transport: [Seafarers Matter Conference speakers list](#)
- ETF Maritime Transport: [Joint ETF-ECSA Press Release: Social Partners ask Commission to amend seafarers’ “Bill of Rights”](#)
- ETF Maritime Transport: [ETF gives voice to seafarers’ concerns at Malta Maritime Summit](#)
- ETF Civil Aviation: [ETF-ATCEUC statement against the attacks on ATM workers’ rights](#)
- ETF Civil Aviation: [ETF views on RPAS](#)
- ETF Civil Aviation: [ATCEUC-ETF Statement on ATM workers’ rights](#)
- ETF Civil Aviation: [Norwegian labour law applies to Ryanair crew in Norway](#)
- ETF Civil Aviation: [ETCEUC-ETF letter to Commissioner Bulc](#)
- ETF Civil Aviation: [ETF views on public flight cost-sharing](#)
- ETF Civil Aviation: [ETF Press Release - EU-Qatar Deal must include aviation workers’ rights](#)
- ETF Civil Aviation: [Joint ATM social partners’ statement](#)

7. Up next

DATE	AGENDA ITEM	LOCATION
March		
6	ETF Women's Committee – EVE project's 2 nd Steering Group meeting	Sofia
7	ITF Civil Aviation Steering Committee meeting	London
7-9	DP-DHL Präsidium meeting	Leipzig
8	ITF Cabin Crew Committee meeting	London
9	ETF Air Traffic Management Committee meeting	Madrid
9	ETF Inland Waterways - EBU Annual Seminar	Brussels
9-10	ITF Civil Aviation Conference	London
11	ETF Dockers' Section meeting	Brussels
13	Sectoral Social Dialogue Committee meeting for Maritime Transport	Brussels
15-16	ETUC Executive Committee meeting	Malta
16	ETF Inland Waterways – TASCs Focal Group 1	Brussels
27	ETF Inland Waterways Section Steering Committee meeting	Strasbourg
28	ETF Inland Waterways – CASS	Strasbourg
28	ETF Cabin Crew Committee meeting	Brussels
28-29	Ministerial Stakeholders Maritime Conference	Valletta, Malta
29	Sectoral Social Dialogue Committee meeting for Road Transport	Brussels
29	ETF Ground Staff Committee meeting	Brussels
April		
4-5	“Building the future of the road sector” project workshop	Warsaw

4-6	ETF Inland Waterways – River Cruise kick-off event	Amsterdam
26	ETF Logistics – Digital Transport and Logistics Forum	Brussels
26	ITF Management Committee meeting	London
27-28	ITF Executive Board meeting	London
27-28	ETF Ground Handling Project Conference	Copenhagen
May		
2-4	Baltic Committee meeting	Bergen, Norway
4	ETF Inland Waterways – River Cruise Working Group	Basel
5	ETF Inland Waterways – IG River Cruise Negotiations	Basel
9	ETF Inland Waterways – CESNI QP Medical standards/simulators	Strasbourg
9	ETF Fisheries Section meeting	Brussels
10	Sectoral Social Dialogue Committee meeting for Fisheries	Brussels
10	ETF Inland Waterways – CESNI QP Standards of competence	Strasbourg
11	ETF Inland Waterways – TASCs Focal Group II	Brussels
15	European Sectoral Social Dialogue Committee meeting for Inland Waterways	Brussels
15-17	ETF Civil Aviation – CANSO-ETF Steering Committee meeting of the ATM project	Brussels
16	ETF Inland Waterways Section meeting	Brussels
17	ETF Inland Waterways – Edinna Annual General Meeting	Huy
18-19	6 th Congress of the Seafarers' Union of Croatia	Šibenik, Croatia
21	ETF Management Committee meeting	Barcelona
22	ETF Executive Committee meeting	Barcelona
22-23	ETF Youth Conference	Barcelona
23	ETF Women's Committee meeting	Barcelona

24-26	ETF 2017 Congress	Barcelona
24	ETF Civil Aviation – ETF Steering Committee and fringe meeting of the ‘Fair aviation for All’ project	Barcelona
26	ETF Executive Committee meeting	Barcelona
26	FTE General Assembly	Barcelona
31 May - 2 June	UFM CFDT Congress	Brittany, France
June		
5-9	ITF Maritime meetings	Cape Town, South Africa
19-21	ETF Civil Aviation Section meeting	Brussels
22	European Sectoral Social Dialogue Committee plenary meeting for Civil Aviation	Brussels
25-26	ETF Dockers’ Youth meeting	Antwerp
27-28	ETF Dockers’ automation seminar for members	Antwerp
29	Sectoral Social Dialogue Committee for Fisheries	Brussels

Note: the dates shown above are indicative only. The relevant ETF section or department will issue the invitations in due time.

8. ETF Bodies

The following information relates to the ETF Governing Bodies, as resulted from elections at the 3rd Ordinary Congress held in May 2013 and subsequent replacements.

President

Lars Lindgren	Svenska Transportarbetareförbundet, <i>Sweden</i>
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Vice-Presidents

Alexander Kirchner	EVG, <i>Germany</i>
Ekaterina Yordanova	FTTUB, <i>Bulgaria</i>

General Secretary

Eduardo Chagas	European Transport Workers' Federation (ETF)
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MANAGEMENT COMMITTEE

Lars Lindgren	Svenska Transportarbetareförbundet, <i>Sweden</i>
Alexander Kirchner	EVG, <i>Germany</i>
Ekaterina Yordanova	FTTUB, <i>Bulgaria</i>
Collette Parsons	Unite the Union, <i>Great Britain</i>
Sara Tripodi	FILT CGIL, <i>Italy</i>
Jan Villadsen	3F, <i>Denmark</i>
Ion Radoi	ATU Romania, <i>Romania</i>
Francisco Javier Jiménez Martin	FSC-CC.OO, <i>Spain</i>
Stephen Cotton	International Transport Workers' Federation (ITF)
Eduardo Chagas	European Transport Workers' Federation (ETF)

EXECUTIVE COMMITTEE

▪ SUB-REGIONAL GROUPS

Austria, Germany, Luxembourg, Switzerland

Roman Hebenstreit	Vida, <i>Austria</i>
Christine Behle	ver.di, <i>Germany</i>
Alexander Kirchner	EVG, <i>Germany</i>
Jean-Claude Thümmel	FNCTTFEL, <i>Luxembourg</i>
Giorgio Tuti	SEV, <i>Switzerland</i>

Denmark, Finland, Iceland, Norway, Sweden

Jan Villadsen	3F, <i>Denmark</i>
Henrik Horup	DJF, <i>Denmark</i>
Arto Sorvali	AKT, <i>Finland</i>
Lars Johnsen	Norwegian Transport Workers' Union, <i>Norway</i>
Tomas Abrahamsson	SEKO, <i>Sweden</i>

Belgium, France, Netherlands

Frank Moreels	BTB, <i>Belgium</i>
Katrien Verwimp	ACV-CSC Transcom, <i>Belgium</i>
Alain Sutour	CGT Transports, <i>France</i>
Minke Jansma	FNV, <i>the Netherlands</i>
Edgar Stemer	FGTE-CFDT, <i>France</i>

Cyprus, Greece, Italy, Malta

Pantelis Stavrou	Federation of Transport, Petroleum and Agriculture Workers, <i>Cyprus</i>
John Halas	PNO, <i>Greece</i>
Giovanni Luciano	FIT-CISL, <i>Italy</i>
Allessandro Rocchi	FILT-CGIL, <i>Italy</i>

Czech Republic, Hungary, Poland, Slovakia

Luboš Pomajbík	Transport Workers' Union, <i>Czech Republic</i>
Jacek Cegielski	National Maritime Section NSZZ Solidarnosc, <i>Poland</i>
Robert Zlati	VSZ, <i>Hungary</i>

Great Britain and Ireland

Robert Morton	Unite the Union, <i>Great Britain</i>
Steve Todd	RMT, <i>Great Britain</i>
Ennis Greg*	Services, Industrial, Professional and Technical Union (SIPTU), <i>Ireland</i>

Spain and Portugal

Miguel Angel Cilleros	FeSMC-UGT, <i>Spain</i>
Francisco Javier Jiménez Martin	FSC-CC.OO, <i>Spain</i>
Vacant	

Romania, Bulgaria, Turkey

Ion Radoi	ATU, <i>Romania</i>
Kenan Öztürk	TUMTIS, <i>Turkey</i>
Mila Nikolova	FTTUB, <i>Bulgaria</i>

Latvia, Lithuania, Estonia

Igors Pavlovs	Latvian Seafarers' Union of Merchant Fleet (LSUMF), <i>Latvia</i>
Juri Lember	EMSA, <i>Estonia</i>

Albania, Bosnia-Herzegovina, Croatia, Montenegro, Slovenia, FYROMacedonia, Serbia

Predrag Brazzoduro	Seafarers' Union of Croatia, <i>Croatia</i>
Zlatko Ratej	SSSLO, <i>Slovenia</i>

Georgia, Ukraine, Russia

Yuri Sukhorukov	Seafarers' Union of Russia, <i>Russia</i>
Vadym Bubnyak	Trade Union of Railway Workers and Transport Constructors, <i>Ukraine</i>

- **EX OFFICIO MEMBERS OF THE EXECUTIVE COMMITTEE**

Section Presidents**Inland Waterways**

Nick Bramley	NAUTILUS International, <i>Switzerland</i>
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Dockers

Terje Samuelsen	NTF, <i>Norway</i>
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Fisheries

Juan Manuel Trujillo	FSC-CC.OO, <i>Spain</i>
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Seafarers

Agis Tselentis	Pan-Hellenic Seamen's Fed (PNO), <i>Greece</i>
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Road

Roberto Parrillo	ACV-CSC Transcom, <i>Belgium</i>
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Railways

Guy Greivelding	FNCTTFEL, <i>Luxembourg</i>
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Civil Aviation

Anu Hietala	SLSY, <i>Finland</i>
Oliver Richardson	Unite the Union, <i>Great Britain</i>

President of the Women's Committee

Collette Parsons	Unite the Union, <i>Great Britain</i>
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Co-Chairs of the Youth Committee

Kamil Butler	Polish Seafarers' Union, <i>Poland</i>
Sara Tripodi	FILT-CGIL, <i>Italy</i>

▪ **WOMEN REPRESENTATIVES IN THE EXECUTIVE COMMITTEE**

Monique Verbeek	BTB, <i>Belgium</i>
Ekaterina Yordanova	FTTUB, <i>Bulgaria</i>
Katarina Mindum	Railway Workers' Union, <i>Croatia</i>
Satu Silta	FSU, <i>Finland</i>
Valérie Latron	FGTE-CFDT, <i>France</i>
Helga Petersen	EVG, <i>Germany</i>
Brigitta Paas	FNV Bondgenoten, <i>The Netherlands</i>
Laura Andrei	FILT-CGIL, <i>Italy</i>

▪ **YOUTH REPRESENTATIVES IN THE EXECUTIVE COMMITTEE**

Pieter Mechele	ACV-CSC TRANSCOM, <i>Belgium</i>
Sara Tripodi (Co-Chair)	FILT-CGIL, <i>Italy</i>
Kamil Butler (Co-Chair)	Polish Seafarers' Union, <i>Poland</i>
Libertad Alcocer	FSC-CC.OO, <i>Spain</i>

LAY AUDITORS

Sylvain Papillaud	FO-Cheminots, <i>France</i>
Georges Eeckhout	BTB-UBOT, <i>Belgium</i>
Marie D'hont	ACLVB, <i>Belgium</i>
Kirsti Hauge	Norwegian Seafarers' Union, <i>Norway</i>
Hubert Hollerich	ÖGB-L, <i>Luxembourg</i>

*Subject to confirmation by the ETF Executive Committee



Next issue of the **Report from the General Secretary**: Autumn 2017

Your comments and input are welcome!

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