



# REPORT FROM THE GENERAL SECRETARY

n. 9 | JUNE 2013 – FEBRUARY 2014

The ETF represents more than 2.5 million transport workers from 243 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



At the ETF 2013 Congress, the ETF affiliates have approved the new work programme for the mandate until 2017. It is an ambitious programme, focusing on 5 main priorities and with clearly defined actions. The ETF Work Programme is the translation of a strong commitment taken by the ETF and its affiliates to tackle the challenges ahead, challenges for the trade union movement and the transport sector in Europe. And that commitment will become even more crucial if we want to keep making the difference for all transport workers in Europe in the current context.

The European decision makers cannot be accused of lacking creativity to undermine workers' rights and protection. The European dockers' front is being attacked via European infringement procedures that undermine national laws, thereby aiming to "divide and conquer" over the historically solidary and strong international dockworkers movement. With the Communication on REFIT (Regulatory Fitness and Performance), the European Commission claims "to detect regulatory burdens and to identify opportunities for simplification". Under the denominator of "improving the efficiency and effectiveness of the EU legislation", the main idea behind REFIT is to continue the Commission's programme of deregulation and to destroy the social dialogue and the EU social acquis.

And all that gets even more worrying in the context of the ongoing negotiations for a Transatlantic Trade and Investment Partnership agreement (T-TIP) that aims to "provide for the reciprocal liberalisation of trade in goods and services as well as rules on trade-related issues, with a level of ambition going beyond existing WTO commitments." Another strategy to eliminate regulations, liberalise public services and find new ways for private investors to make money.

It is in that context the ETF continues to joining forces with its partners in the trade union movement, to further strengthening its power. The European trade union federations are intensifying their collaboration in dossiers with joint interests, as for example precarious work and youth unemployment. With regards to the ETUC campaign for "A New Path for Europe", we call all our affiliates to mobilise massively for the ETUC demonstration on 4 April and show the European decision makers that an alternative approach for tackling the crisis that takes workers' concerns into account and focuses on investment in sustainable growth and quality jobs, is possible and being backed up by millions of workers.

In the run-up to the European elections in May of this year, it is also a time to show our commitment to fight for a social Europe, to show our support to a Europe that better defends and further improves social rights. With the increase of anti-European parties' popularity we risk to head for an ungovernable European Parliament in the coming 5 years with a fragmented composition that is even harder to convince taking on board the workers' interests. It is important to execute our power as European citizens, take up our responsibility and vote for a better, social and solidary Europe.

It is with that commitment the ETF starts its new mandate, and it is on the commitment of all its affiliates the ETF counts when it comes to implementing its work programme and fighting for better working and living conditions for all transport workers in Europe, and by extension for all European citizens.

**Eduardo Chagas**

**ETF General Secretary**

**"Commitment is what transforms a promise into reality."** Abraham Lincoln

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## 1. About the secretariat

### ETF hires a political assistant for the Civil Aviation Section

The Secretariat has recently recruited an Assistant to the Political Secretary for Civil Aviation and Tourism. After a profound selection procedure, former ETF Executive Committee member Josef Maurer was selected from a long list of candidates. The ETF team has welcomed him on 3 February and we wish him a successful and fruitful time at the ETF.



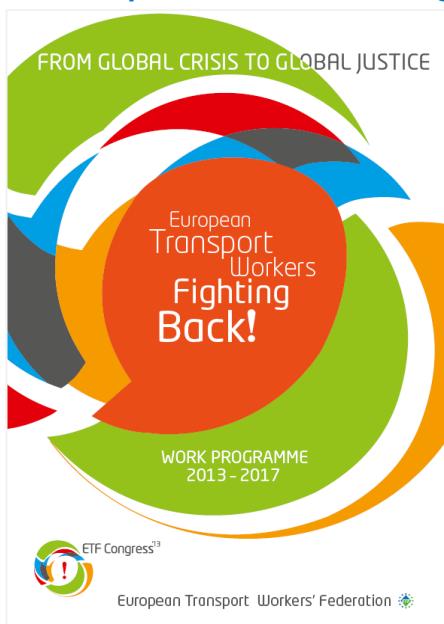
### Celien Vandecapelle replaces colleagues on maternity leave



Giulia Cerocchi, administrative secretary in the ETF Secretariat, gave birth to Michael Sebastiaan on 11 September and was on maternity leave until January 2014. On 30 December 2013, Julie Van den Borre, Personal Assistant to the General Secretary, became mother of Matthieu. She will return from maternity leave in April 2014. Both babies and mothers are in good health. We congratulate both colleagues and their families with the arrival of the newly born. To cover the absence of both colleagues, Celien Vandecapelle has been hired with a fixed term contract. Celien has worked for the ETF Secretariat before when doing a traineeship stage in 2012 and replacing Giulia during her previous maternity leave.

## 2. News from the Executive Committee

### Follow-up of the ETF 2013 Congress



The Secretariat has produced a brochure in which all political messages passed by Congress have been converged, available on the [ETF website](#) in English, French and German. It contains the ETF Work Programme for the mandate 2013-2017 and the ETF Management and Executive Committees are now working to follow up on the motion that encompasses a pan-European view and which is divided in 5 main chapters: Transport policy and sustainable transport, labour and trade union rights, organising globally, training and education – capacity building, and cross border representation and coordination.

For each chapter a champion has been identified amongst the members of the ETF Management Committee. The document also contains the ETF Section work programmes and together with the ETF Women's Committee's and ETF Youth Committee's work programme it outlines the ETF strategy for the coming 4 years. An active involvement of the ETF affiliated trade unions will prove to be essential to develop the proposed actions. At its meeting on 12 February 2014, the ETF Management Committee has continued the work to put into practice the agreed measures. The champions

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presented their proposed approach to implement their respective chapters of the ETF Work Programme.

Hard copies of the Work Programme can also be ordered from the ETF Secretariat.

### Expected developments of the transport sector in Europe

In the Executive Committee meeting on 15 November, ITF researcher Jeremy Anderson gave a presentation on his analysis how the economic and political environment is changing. He identified what the key drivers of that change are, which of those drivers transport unions need to adapt to. His next step was to identify the drivers of leverage, the opportunities for unions to gain power.

As cross-sectoral themes Jeremy mentioned amongst others climate



change, the Transatlantic Trade and Investment Programme (T-TIP), liberalisation and multi-modal integration of logistics firms. He further showed that the highest global growth will take place outside of Europe since multinational companies more and more focus on the Asian market and thus trade patterns will change. He gave the example that, with the Ten-T, the Trans-European Transport Network that aims to connect the continent between East and West, North and South by closing the gaps between Member States' transport networks, Europe faces the most radical overhaul of EU infrastructure policy since the 1900's. In the coming 6 years, the EU is tripling its budget to € 25 billion to realise the Ten-T, though € 250 billion would be needed and are therefore looking to the private sector to play an increasing role. It shows the sense of urgency to act strategically as trade union movement and identify the leverages to maintain and increase its power in the transport sector. The ETF Executive Committee very much welcomed Jeremy's presentation and were convinced of the need to take that path. Plans are being made to work more closely with the ITF research department to tackle the challenges ahead.

### ETF Executive Committee meeting on 7-8 May 2014

The next ETF Executive Committee meeting is scheduled on 7 and 8 May, as usual in the building of the European Economic and Social Committee. The Agenda includes, among other topics, the follow up of the discussion on the implementation of the 2013-2017 Work Programme, the creation of a ETF Cross-border organising fund and the discussion on a trade union strategy for the promotion of a Social Protocol. The Management Committee meeting takes place the day before. Since the meetings fall in the same week of the "World's Largest Seafood Trade Event", the prices of hotel rooms in Brussels in that period have risen to rates above € 300, which obliged the Secretariat to find alternative accommodation outside Brussels. Block bookings have been made for the EC members in hotels located in Antwerp, and the Secretariat has prepared a detailed itinerary plan to travel from Antwerp to the meeting room in Brussels.

## 3. In the spotlight

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### New Performance Targets in ATM sector continue to jeopardise jobs



On 12 June 2013, the ETF and its national affiliates expressed their disagreement with the new package on the Single European Sky (SES), called SES II+, adopted on 11 June by the European Commission. ATM (Air Traffic Management) workers organised different types of decentralised actions (strikes, gatherings, walk-outs, etc) in 11 European countries under the slogan "Enough is enough! - NO to a Single European Sky that jeopardises jobs in Europe!".

The Section opposes mandatory unbundling of the so-called support services (MET, CNS, Training, AIS). In many countries these services are part of the ANSPs' (Air Navigation Service Providers) core business and business plan, playing a crucial role with regard to ensuring safety in the European sky. The ETF also rejects a performance scheme dominated by cost reduction that mainly aims to cut on jobs. It puts safety in the European sky only as a second priority, in favour of the economic aspects, and such an approach is unacceptable for the ETF. To further express its disagreement with the SES II+ package, over 200 air traffic management staff delegates from across Europe demonstrated on 14 October 2013 in front of the European Parliament in Brussels. They called on the European Parliament to stop the dogmatic liberalisation of the ATM industry.

#### **European Commission continues to ignore the social impact in ATM**

In the context of the 2<sup>nd</sup> European Action Day (on 30 January 2014) to demand the establishment of a fair, cooperative and social Single European Sky, the ETF affiliates from 11 countries organised strikes and other actions. The Action Day produced traffic disruption causing 64,129 minutes of delay. The day before another staff organisation had an independent action to express the same concerns, generating traffic disruption causing 6,602 minutes of delay. The Air Traffic Controllers (ATCOs) and the entire ATM (Air Traffic Management) staff called on the Transport Committee (TRAN) Members of the European Parliament to support their demands for a strong social dimension inside the SES. The TRAN Committee voted that morning on the so-called SES2+ package and ignored the concerns expressed by the ATCOs and all other involved employees.

On 4 February 2014, after a long debate inside the Single Sky Committee and with a narrow majority the European Union-wide performance targets for the Air Traffic Management (ATM) network for the second reference period (2015-2019) were approved. The agreement demonstrates that the economic interest of the airlines remains the only priority for the Commission, who keeps ignoring the negative effects on jobs in the ATM sector.

Initially, the European Commission proposed an annual reduction of the Air Navigation Service Provider (ANSP) costs of 2.5%. The Commission also wanted a unit rate reduction of 4.49% per year for a total of 22.41%. Thanks to ETF's efforts the impracticable Commission targets were reduced with 10% in the next 5 years and the unit rate with 15%. However, it is still too high and do not reflect the cost reduction already achieved in the ATM sector in the last decade.

## Training on tackling bullying and harassment in shipping available online

On 29 January 2014, the European social partners in the maritime sector (ETF and ECSA) presented a training package that aims to eliminate workplace harassment and bullying in the shipping sector. The package addresses the maritime community at large to identify and effectively fight against these practices, which continue to be an issue in the sector.

### A tool consistent with the Commission's priorities

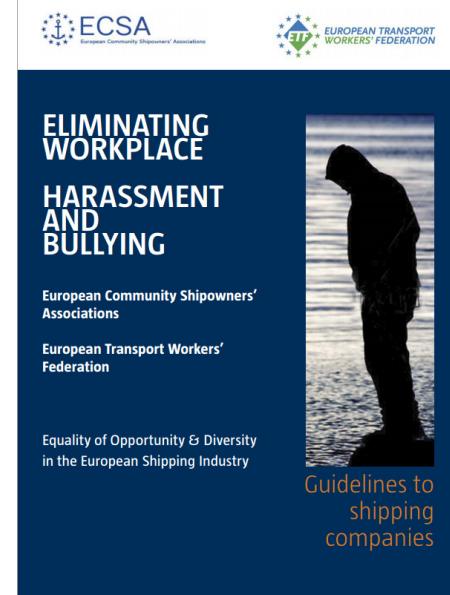
The training package was presented in a conference, organised in Brussels in the context of an EU-funded project jointly carried out by ETF and ECSA. At the conference, attended by representatives from the International Labour Organisation (ILO), national training institutes, workers' and employers' organisations, officials from the European Commission congratulated in their opening speeches the project partners with the outcomes: "*This project is fully in line with the Commission's priorities for the maritime sector, it is likely to improve its attractiveness and make a difference when it comes to promote high standards of working and living conditions*" **G. Crivellaro** (DG MOVE) and **F. Ziegler** (DG EMPL) stated.

### A continuing problem in the sector

Bullying and harassment remain a problem in the sector; they go often unreported and take a variety of forms, as for example the growing phenomenon of cyber-bullying. The training toolkit, containing [guidelines](#), a [training video](#) and a [workbook](#), will help seafarers and shipping companies to identify and deal with incidents. In order to ensure the widest possible dissemination, the guidelines will be made available in 23 languages, and the video will be subtitled in 11 languages. To this end, the experts taking part in the panel discussion also committed themselves to promote and disseminate at their levels and within their networks the tools developed in the context of this project.

**Philippe Alfonso**, ETF Political Secretary concluded the conference: "*The positive feedback on the training package received in the course of the development process and today at the conference shows these tools fill an important need in the sector. Key for its success will be the commitment from a wide range of players in the maritime community, in particular the companies who will be asked to develop a dedicated policy on the matter, and also the maritime academies whose duty of care would consist in including the training toolkit in their learning programme. This is the start of a process that needs to be followed-up at national level to accomplish its purpose, i.e. eradicate bullying and harassment in the sector.*"

The training package is now available on the [ETF website](#). It is worth noting that this toolkit will be presented in the margins of the ILO Special Tripartite Committee (STC) of the Maritime Labour Convention, 2006 to be held at ILO headquarters from 7 to 11 April 2014.



## 4. Projects in focus

### Final conference of TRAN-MAPS project discusses M&PS issues

How to organise managerial and professional staff (M&PS) in the transport sector? This was one of the core questions of the EU-funded project called “TRAN-MAPS” that aimed to concretise the strategies transport trade unions can use when attracting M&PS to join the union. Following the seminar that gave a round-up of all previously executed work on M&PS by the ETF, two workshops were organised to discuss a range of specific M&PS issues.



### Wide range of discussion topics leads to guidelines on how to organise M&PS

The project has been organised in cooperation with EUROCADRES and ETF affiliates HK Trafik & Jernbane (Denmark) and Oficiaismar (Portugal). The first workshop took place in Copenhagen in June 2013 and discussed the issues of young graduates, women and M&PS and good practices on how to attract more M&PS to the trade unions. The second workshop took place in Lisbon, Portugal, in September 2013 and elaborated on the issues of Responsible European Management, criminalisation and working time and workload of M&PS.

The final conference on 16 and 17 December 2013 in Paris, France, presented the outcomes of the previous activities. A round table with all involved experts discussed strategies and messages for trade unions to be used when organising M&PS. The project steering committee and expert group is currently translating the outcomes into the project products, namely guidelines on how to unionise M&PS. This will also feed into the future ETF work on these target groups.

### Guidelines for cross-border organising of international drivers

In 2013, the Road Transport Section concluded the CROSS-ROAD project that aimed to make a systematic assessment of the needs of non-resident drivers, as well as of the illegal employment schemes in road transport in Europe. The project outcome was not only this assessment study but also a set of guidelines on cross-border legal representation of non-resident drivers.

### Social checks revealed need for CROSS-ROAD project

In the period 2008-2010, the Section carried out country visits and social checks in parking areas, ports and companies throughout Europe. These field



activities made obvious that non-resident drivers were by far the most vulnerable labour group in the sector. They were subject to the most complicated and dubious employment schemes and experienced huge difficulties in accessing their rights and benefits. Moreover, they have been increasingly used by the industry as a mean to cut labour costs in the road transport sector via lower pay and poorer working conditions. Therefore, the Section decided to set-up a project to address the situation and to enable road transport trade unions to develop capacity to deal with the complex circumstances applying to these drivers.

#### **Capacity building for cross-border organising**

It was in this context that the ETF Road Transport Section decided that the situation of the non-resident drivers needed to be urgently addressed. This came with the need for road transport trade unions to develop capacity to deal with the complex circumstances applying to these drivers. The key challenge related to the representation of non-resident drivers consists precisely of the fact that non-resident drivers are not connected to a single national situation (national legal provisions, national social security system), but rather to rules, rights and benefits that involve a number of countries: the host country, the country of residence, the country where the labour contract was signed, etc. Hence, the project focused on getting unions prepared to effectively address the needs of potential membership, in a constantly changing labour market from the perspective of the above-mentioned challenges.

The assessment study of the non-resident drivers' needs was carried out on basis of a questionnaire divided in 3 fields: information about the driver, employment situation, working and social conditions including aspects such as: working patters, time spent away from home, quality of rest when away from home, pay, working time, annual, leave, medical leave and insurance, access to social benefits, initial and periodic professional training. For details about the project, please check the [ETF website](#). The guidelines offer a 'first-aid' tool to enable the ETF affiliated trade unions to make a quick assessment of the problem faced by a driver and its possible legal solutions and to develop a first-hand legal analysis and strategy indicating key ways and factors to take into account when engaging in cross-border legal action. Both the guidelines and the assessment study can be requested via the ETF Secretariat.

## **5. Sections in brief**

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### **Inland Waterways**

#### **European Commission adopts NAIADES II work package**

In 2012, the ETF IWT Section together with the other IWT stakeholders joined forces in view of the establishment and promotion of NAIADES II. The Section provided its position that, regardless the excellent work performed in the frame of the European Action Programme for Inland Waterways Transport (NAIADES) work packages, more time and resources are crucial to implement the ambitious plans.

## Quality mode of transport by 2020



On 10 September 2013, the European Commission has adopted the NAIADES II package "Towards quality inland waterway transport". The NAIADES II Communication aims at creating the conditions for inland navigation transport to become a quality mode of transport by 2020. It sets out the programme for policy action in the field of infrastructure, innovation, functioning of the market, environmental quality through low emissions, skilled workforce and quality jobs and the integration of inland navigation into

the multimodal logistics chain. To bridge the gap between Naiades I and II, the ETF set up a transitional European project called "Transfer of Innovation" under the Leonardo Da Vinci heading. The project started in November 2012 and will run until November of this year.

### Round table discussion on NAIADES II

The ETF participated in a round table discussion at the NAIADES II hearing. At this occasion ETF reiterated it will defend future infrastructural investments in order to fully integrate Inland Waterways in the overall freight supply chain and promote multimodal platforms alongside Europe's waterways. The sector must claim its rightful position at the heart of a sustainable European transport network, covering and interconnecting all modes.

### Expert group drafts legal framework for professional qualifications

In order to develop Standards on Training and Certification for Inland Waterways (STCIN), a European ad hoc Joint Working group consisting of all involved stakeholders was set up. The idea is to attract new and young workers to the industry with tailor made requirements for training and certification, an essential tool to come to a pro-active and modern working environment.

The Central Commission for the Navigation of the Rhine (CCNR) and the European Commission joined forces in order to come up with an all-encompassing pro-active and tailor made legal framework for the sector. A Common Expert Group (CEG) was set up in which all sector stakeholders participated. At its last meeting on the 18th of November 2013 the draft outline for such a legal EU framework has been finalised.

## Other Section news

### Social partners' agreement on working time

The social partners' agreement on working time signed on the 15th of February 2012 has been introduced to the European Commission with the request to transpose it into an EU Council Directive. The Section will continue to strive for its transposition without re-opening the content of the agreement for amendment.

### 2 EU-projects related to standards for training and certification

The ETF is partner in two European funded projects. The project called "The Course Manuals for Inland Navigation Education and Training – CMINET" will try to develop course manuals for inland navigation and this for both the operational (boatman) as management level (boatmaster). The other project is called "The Train the Trainer Course materials for Inland Navigation Education and Training – TTIET" and will develop train-the-trainer-modules. This project



started on 1 October 2013 and will run for 24 months.

### **Improvement of on-board living and working conditions**

The Section is cooperating with an Austrian professor who made a study on the Psychological burden at the workplace in inland waterways vessels. This study will be tabled at the next Sectoral Social Dialogue Committee meeting, in order to address the sector typical circumstances in which crew members are obliged to work and to find remedies and solutions.

## **Maritime Transport**

### **Monitoring the legislative procedure on the Enforcement Directives (ILO MLC, 2006)**



On [20 August 2013](#), the ETF warmly welcomed the entry into force of the ILO MLC, 2006. At the same time, it is important recalling that Directive 2009/13/EC implementing the ETF-ECSA Agreement on the MLC (Maritime Labour Convention) has also entered into force on the same day even though, according to the above-mentioned Directive, Member States had been given one year to fully transpose its provisions into their national laws as is customary, meaning until 20 August 2014.

### **EU most advanced region in enforcing Seafarers' Bill of Rights**

The Section welcomed this recent development since Directive 2009/13/EC – which is based on the MLC – goes beyond, by including some more favourable conditions which are part of the EU acquis, such as provisions on annual holidays, health and safety conditions, delivery of medical certificates and the application of the MLC to ships of less than 200 Gross Tonnage. In addition, the ETF positively noted the agreement between the European Parliament (EP) and the Council of Ministers on the two proposed Directives enforcing the above-mentioned ETF-ECSA Social Agreement, i.e. the Flag State Responsibilities (FSR) and the Ports State Control (PSC) Directives. Such an agreement has been found under the Irish Presidency in time to coincide with the entry into force of the Convention. The EP passed its Resolution revising the PSC Directive on 2 July, and eventually adopted its Resolution on FSR on 8 October. Thanks to an intensive ETF lobby, these two Directives have been substantially improved by means of amendments put forward by the Section, and the final outcome proved to be highly satisfactory. It is now expected that, with the social Agreement, the Directive enforcing the Agreement and the amending Directive to Port State Control, the EU will become the most advanced region in the world for ensuring enforcement of the Seafarers' Bill of Rights, as it is commonly referred to.

### **ETF fight for the inclusion of seafarers into EU Labour and Social Law**

After many years of intense lobbying, the ETF determination seems to have paid off as on 18 November 2013, the College of Commissioners adopted a long-overdue piece of regulation aimed at repealing the exclusion regime affecting seafarers by amending the Directives concerned (EWC, Transfer of Undertakings, Collective redundancies, Information and Consultation, Employers' Insolvency) in order to put seagoing workers on an equal footing with land-based workers. The ongoing legislative procedure has entered an active phase at European Parliament level, and much to

the concern of the ETF MTS, the EP rapporteur tried to distort what was initially an overall positive proposal. The Section actively counterattacked – with the support of a number of MEPs – to make sure the vote in the EP would have a positive outcome. Much to the satisfaction of the ETF, on 18 March last, the EP Employment Committee rejected Ms Ronzulli's report on the rationale that the text had failed to provide sufficient guarantees to protect seagoing workers' social rights. It is now expected that the Commission will re-submit its proposal to the EP after the May 2014 elections.

## The revision of the State Aid Guidelines (SAG) for maritime transport



Following a verdict by the Commission in October 2013, the ETF publicly criticised the European Union for missing a golden opportunity to link state aid for the shipping industry to the creation of jobs and the improvement of training for Community seafarers. For ETF affiliates, the decision by DG Competition to leave the SAG regime unchanged is a missed opportunity to build on the success of positive measures for European shipping and ensure jobs growth for Europeans.

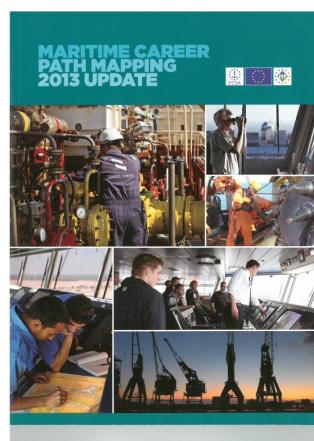
### The Section continues its campaign

Against this background, the ETF issued a strongly worded [press release](#) stressing that for European seafarers the “do nothing” option was seen as a body blow for the industry which will allow shipping companies to continue to exploit the tonnage tax for their own purposes while putting little or nothing back. It is also very disappointing to see that the SAG review deliberately ignored a long-lasting demand from the ETF, i.e. to reflect on who should be characterised properly as a “bona fide” Community seafarer, as the current definition of “Community seafarers” used by the European Commission – all seafarers liable to taxation and/or social security contributions in a Member State – is unacceptable and its legal validity is dubious. The ETF will keep on campaigning against the current definition whose application in a national context has led to unacceptable abuses. The Section remains more determined than ever to ensure that its legitimate claims are heard. Therefore, the MTS addressed Commissioner for competition, Joaquín Almunia, by means of a letter to make him understand that it is not an unreasonable requirement to insist that tax incentives should generate jobs growth for European citizens. Otherwise the skills basis in Europe, upon which the European maritime cluster depends, will suffer. A meeting between ETF MTS delegates and members of Mr Almunia’s cabinet will be held on 7 March 2014.

## Other Section news

### Social partners' project updates previous career mapping exercise

This second mapping exercise builds on the original Career Mapping study and aims at identifying career opportunities for EU/EEA seafarers – both officers and ratings – and the financial, regulatory and educational barriers to develop a career at sea as well as in shore-based maritime employment. It will focus on identifying potential solutions to solve the barriers to mobility – both vertically and horizontally – and propose cost-effective solutions to solve these barriers. ETF affiliated unions have been requested to provide inputs regarding best practice examples in their respective countries with



regard to career path mapping.

### **Section endorsed study on the ferry sector in the Western basin of the Mediterranean Sea**

This study, aiming at mapping the ferry trade in the sub-region concerned, has been finalised, presented to and endorsed by the Section. Since the follow-up of the study involves the affiliates of the Maghreb region, the matter will now be brought at the level of the ITF under the supervision of both the ETF and ITF Secretariats.

### **Study on the mapping of the ferry sector in the English Channel and North Sea areas**

The ETF has launched another survey aiming at mapping the situation of the ferry trade in the above-mentioned area, building up on the methodology used for the previous exercise. The final report is due for completion by mid-2014.

### **Joint ETF-ECSA declaration calling the EU to curb growing piracy threat in Gulf of Guinea**

On 27 September 2013, the ETF and ECSA denounced in a [joint declaration](#) the aggravating situation in the Gulf of Guinea with regard to piracy attacks and the use of extreme violence. The European Social Partners called on the EU to take vigorous action by means of a comprehensive EU strategy and avoid the Gulf of Guinea grows into the new piracy hot spot, at a time when the piracy attacks, reported off the coast of Somalia, have been substantially decreasing.

### **Commission proposal on port-related issues (including the liberalisation of technical-nautical services)**

In May 2013, the European Commission adopted a Communication (COM (2013) 295 final: Ports: an engine for growth) and a proposal for a Regulation (COM (2013) 296 final: establishing a framework on market access to port services and financial transparency of ports). The Regulation mainly deals with the market access (liberalisation) of technical-nautical services (TNS) such as mooring, towage and pilotage, and with financial transparency. Within the ETF, workers in TNS are mainly represented in Maritime Transport unions. It is very important the ETF shows its unity against any kind of liberalisation in the port/maritime sector, so as to send a solid message of unity and strength. The ETF Dockers' and Maritime Sections are now joining forces to fight against this new attempt to deregulate the sector.

### **Fair Trade in Shipping: progress report on the discussions in the Sectoral Social Dialogue**

On 23 September 2013, a meeting of the Working Group composed of ECSA and ETF spokespeople and representatives from both secretariats was held in Copenhagen to discuss the issue of fair trade in shipping. It was agreed that a joint letter would be drafted to convince the Fair-trade Foundation to factor in shipping and other forms of transport into the auditing process and make it impossible for substandard shipping operators to profit from Fair-trade business. In this letter, it is suggested that a "shipping clause" would be inserted into Fair-trade licensing agreements, requiring all those involved in the supply chain – importers and exporters; retailers and suppliers; charterers and brokers – to use decent shipping companies and safe ships to transport Fair-trade products. Confronted with a lukewarm attitude on the part of the shipowners, the ETF delegation in the SSDC informed that, regardless of the ECSA position, it will pursue this initiative and one or more conferences would be planned in order to spread the word on this matter and engage interested stakeholders.

## Dockers

### International solidarity for Portuguese dockworkers brings success

Working conditions for Portuguese dockers, particularly those at the port of Lisbon, have been deteriorating since the government adopted the new Port Law on 1 February 2013, which is in breach of ILO Convention 137 that was ratified by Portugal. The ITF and IDC heard reports that the collective bargaining process had been frozen, and that employers have attempted to establish a new labour pool of non-union workers to replace existing professional dockworkers. On top of this, 47 dockworkers at Lisbon port have reportedly been dismissed with no rightful reason.



On 28 January 2014, a delegation of Belgian ETF affiliates and ETF Political Secretary Livia Spera met with the Portuguese ambassador in Brussels

On 17 December 2013, the ETF and IDC pledged their support for the Portuguese dockworkers and called for international solidarity in tackling their deteriorating conditions, to press for social dialogue, reinstate the 47 dismissed dockworkers and end the union-busting. Dockworkers across Europe took action in January with the Portuguese embassies in the respective countries, showing their support for the Portuguese dockworkers and their determination to defend the rights of dockworkers across Europe. On 14 February 2014, an agreement was reached between the Portuguese unions and the port operators' associations, containing among others the reinstatement of the 47 dismissed workers and the promise no more workers will be employed in the alternative labour pool. You can download the ETF-IDC statement on the issue [here](#) and pictures from the solidarity actions taken can be found [here](#).

### European dockers' campaign as one of the priority actions

The Portuguese situation is part of a bigger challenge faced by dockworkers all over Europe. European legislation and infringement mechanisms have been used to try to undermine national laws and dockers' conditions elsewhere including in Spain, Greece, Norway and Belgium. The Section's Steering Committee met in September 2013 and discussed the implementation of the work programme 2013-2017 as adopted at the ETF 2013 Congress. Amongst the priorities for action, the need for organising a political campaign on dock work in Europe was identified. The Steering Committee mandated the Secretariat and the Section Chair to draw a campaign strategy with the support of the ITF. The strategy will include actions to inform workers of the current political climate and of the attacks that port workers are facing in many European countries; drawing and spreading an ETF manifesto for European ports; improving the Section's communication strategy with the affiliates and the external audience; organising political/lobbying events at national and European level.

## **ETF asks for rejection of proposal for Port Service Regulation**

In May 2013, the Commission adopted a Regulation and a Communication on market access and transparency in the port sector, the so called Port Service Regulation –PSR. Due to the successful lobbying from the ETF, the Commission has not included cargo-handling and port labour in the scope of the market access chapter of the Regulation. However, the Section judged the proposal very negatively and is currently lobbying to ask for a rejection by the European Parliament.

While supporting the Commission's aim to contribute to the goal of a more efficient, interconnected and sustainable functioning of the TEN-T, the ETF asks for the directive to be rejected, as the measures it proposes will not contribute to achieving the above-mentioned objectives. After the defeat of Port Packages I and II, the Commission comes again with the idea of opening the market for technical-nautical services. The ETF keeps opposing this proposal as it did in the past, since it does not see the need for opening the market for these services, some of which are services of general economic interest whose provisions entail maritime safety and environmental protection considerations. Amongst other criticisms that ETF expresses in its paper, there is the fact that the Commission's proposals contain attacks to the right to strike, to the autonomy of European social partners and do not put forward adequate protections for workers. In November 2013, the ETF published its position which can be downloaded [here](#).

## **Other Section news**

### **First meetings of Sectoral Social Dialogue Committee for Ports**

Following a five-year preparatory process, the Social Sectoral Dialogue Committee held its first meeting on 19 June 2013, which was mostly an inaugural event. Social partners formally adopted the rules of procedure, a work programme and outlined their expectations and priorities. A second meeting took place in October 2013, tackling issues such as the promotion of female employment in ports, the identification of priority actions in the field of health and safety and the socio-economic consequences on the port sector of the implementation of the SECA zone. While these first meetings allowed exploratory talks amongst the partners, the Committee is expected to become fully operational in the first half of 2014.

### **Port labour Study**

In September 2013 the Section adopted its response to the Port Labour Study carried out by Portius on behalf of the European Commission. The study's final report contains very dangerous allegations on the fact that labour schemes and collective bargaining agreements in some EU countries breach the rules of the EU Treaty. The ETF paper clearly shows that the report is based on a study conducted without any scientific approach and therefore cannot be considered as a basis for policy proposals. ETF's response to the study is available [here](#).

### **Collective Bargaining project**

In September 2013, the Section finalised its project on collective bargaining in the port sector. The project's final conference was held in June 2013 and allowed members to hold a debate on the current situation and future challenges for collective bargaining in the various countries. The event was also an occasion to gather additional information, following the survey carried out in the first half of 2013 through questionnaires, interviews and the analysis of collective agreements from 22 countries. The final version of the project's report is due to be published by the end of 2014.

### Baltic POC project

In June 2013 the third seminar of the Baltic Ports of Convenience project was held in Ventspils, Latvia, gathering union leaders and activists from Latvia, Lithuania, Estonia and Russia. The structure and priorities of the projects are at the moment being reviewed so as to make the project more effective and more respondent to the needs of the concerned unions. The project's steering group has met on 16 December 2013 to discuss the revised structure, which will have to be endorsed by the ITF Dockers' Committee.

## Fisheries

### Social partners in fisheries call on the Commission to implement their agreements

On 14 February, the Sectoral Social Dialogue Committee on Sea Fisheries (SSDC-SF) adopted a [statement](#) to support the right to make social partners' agreements legally binding. This comes in the framework of the attitude taken by the Commission over the last year towards agreements signed by social partners, namely by refusing their submission to the Council for approval.

Social partners' agreements should be implemented and made legally binding, as established by article 155 of the TFEU (Treaty on the Functioning of the European Union). The first of the agreements that the Commission officially refused to implement is the one signed by the social partners in the hairdressing sector, which deals with matters related to occupational health and safety. Other agreements signed by the Inland Waterways and Sea Fisheries social partners are equally being delayed. No steps forward are to be expected at least until the renewal of the Commission in September 2014.



The process to present the agreement signed by social partners on the implementation of the ILO Work in Fishing Convention 188 into EU law is being slowed down. This is due to some member states currently opposing the agreements signed within the meaning of article 155 of the TFEU. At the moment, DG EMPL is deliberating on the possibility to postpone the process to 2014, after the nomination of the new Commission.

To denounce this situation, the SSDC-SF had already adopted a declaration at their plenary meeting held in Brussels on 21 November 2013. In the latest declaration, the SSDC-SF recalls the European Commission of its role as a guardian of the Treaty and calls on the Commission to pursue the presentation of the hairdressing agreement to the Council with no further delay. Social partners in sea fisheries further decided that they will present a complaint to the European Ombudsman due to the refusal of the Commission to act according to article 155 of the TFEU.

### European Maritime and Fisheries Fund under discussion in the context of the Common Fisheries Policy (CFP)

The implementation of the new Common Fisheries Policy (CFP) remains one of the main priorities for the Section. Following the adoption of the basic regulation on the CFP, the chapter on the European Maritime and Fisheries Fund is still under discussion. Following the EP Plenary vote in first reading, the text is now being examined in three-way negotiations, involving the European Parliament, the Commission and the Council.

### **Explicit reference that workers can benefit from the fund**

Compared to the previous edition of the Fund, significant improvements have been made thanks to the lobby of the ETF. The provisional text approved by the Parliament contains explicit references to the fact that workers can benefit from the fund; that the fund can be used to promote social dialogue, training measures and actions aimed at improving safety. Moreover, the text includes a conditionality clause establishing that operators that have been judged guilty for infringements to labour law (working time and rest periods, working conditions, etc.) are not allowed to benefit from the resources of the fund.

The Section will focus in the first part of 2014 on the big challenge ahead for the ETF and its affiliates, namely to make sure the possibilities offered by the Fund are correctly implemented in the national operational plans. Regarding the implementation of the general rules of the CFP, it will be crucial to ensure the possibilities offered by the basic regulation to take social concerns into account are effectively included in the national legislation implementing the reform.

### **Importance of Advisory Councils (ACs) increases**

The role of the Advisory Councils (ACs – formerly RACs) has become increasingly important, since the CFP entails a process of regionalisation in proposing measures to implement the policies decided in Brussels. A long-standing priority for the ETF is to ensure a coordinated, effective and coherent contribution to the activities carried out by the ACs. Furthermore, four new ACs should be established in the near future on the Black Sea, Trade, Outermost Regions and Aquaculture. The Secretariat is monitoring the establishment of those bodies in cooperation with the concerned affiliates, so as to ensure that workers are properly represented.

## **Other Section news**

### **EU fishing agreements**

The Section is continuing its cooperation with the ITF to assist the unions representing fishermen in the countries having signed fishing agreement with the EU. The main focus lies on monitoring working conditions, reporting abuses and putting pressure on EU employers to engage in negotiations with the local unions. Additional work is going to be done on non-domiciled fishermen working in the EU by gathering reported cases of abuses, non-respect of working conditions and abandoned fishermen to be presented to policy-makers.

### **Agreement on social clause**

In the context of the Sectoral Social Dialogue Committee, at the end of 2013 an agreement was reached on the text of a social clause to be included in the protocols to the fishing agreements between the EU and third countries. The clause should provide more legal certainty as it more explicitly states the rights and duties of the involved parties. At the time of writing discussions were still going on regarding the application of the clause.

### **Ad hoc working group for STCW-F Convention**

The Sectoral Social Dialogue Committee established an ad hoc working group to deal with the STCW-F Convention (International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel). This convention has recently entered into force and should be the object of a revision in the framework of the IMO. The main tasks of the working group are to draw advices on the revision of the Convention, to identify possible overlaps with the existing EU legislation and to signal issues in the enforcement of the Convention.

## Road Transport

### Campaign on the improvement of the living and working conditions of professional drivers



As part of the ITF International Week of Action and of the long-term ETF campaign on living and working conditions of professional drivers, the ETF organised an action day on 10 October 2013 targeting the EU Institutions and the relevant national authorities (i.e. ministries of transport and labour). In the campaign leaflet, the ETF demanded the EU institutions and the relevant national authorities to enforce the social legislation in road transport. It concerns the posting of workers, the Rome I Regulation and the regulation dealing with 'letter box' companies.

At the action day, a group of trade union activists gathered in front of the European Commission building, Berlaymont, and leafleted the European Commission staff. This was accompanied by similar actions organised throughout the day in more than 10 countries where Section members and their trade unions targeted national governments with the same message. The action aimed to flag up the lack of enforcement of social and road transport legislation in road transport. More information about the action day can be found on the [ETF website](#).

### Input into the revision of the driver's training directive

The Section participated in the first stage of the revision of the driver's training directive by filling in a European Commission questionnaire touching on various aspects of Directive 2003/59/EC. The ETF Secretariat coordinated the participation of the Road Transport Section members in this consultation process encouraging them to send the same contribution to the European Commission.

### Driver's cabin campaign for better health and safety



In April 2013 the European Commission launched the revision of the EU directive on weights and dimensions. One of the aims of the revision is to bring changes to the tractor cab to improve both its aerodynamic performance and the driver's safety and comfort. The ETF Road Transport Section decided to launch a campaign on the driver's cab, bringing forward all the health and safety issues drivers are confronted with when driving and living in their truck. Truck drivers

spend minimum 9 hours per day seated behind the steering wheel, with a very limited possibility to adjust or change their position. On long haul, drivers will spend days or even months in the vehicle, as the overwhelming majority of them take their daily and weekly rest in their cabins.

As part of the campaign, the ETF Secretariat and Section members ran a survey amongst unionised drivers to get a better understanding of their safety and comfort needs. Participants in the survey were also invited to describe their dream lorry. 350 were filled in and sent to the ETF. Drivers' claims

vary from most stringent ones – better cabin lay-out for fire or emergency exit – to basic features – such as offline air-conditioning. Section members also contributed with photos, a much needed visual support for the survey outcome. Testimonies and pictures will be put together in a publication, the second in the series “Respect for professional drivers!”, after the Section publication on “Modern slavery in modern Europe?”. The drivers’ cabin campaign is part of the Section overall campaign on the improvement of working and living conditions of professional drivers.

### **Pilot project on organising Bulgarian and Romanian non-resident drivers**

The main resolution adopted by the ETF 2013 Congress makes a priority of “Cross-border representation and trade union cooperation”. The resolution gives the possibility to develop pilot projects centred on certain organising systems. Cross-border organising and recruitment has systematically been on the agenda of the ETF Road Transport Section since 2011, when the Section started an EU funded project called CROSS-ROAD. In the preparation of the ETF 2013 Congress, the ETF Executive and Management Committee member Jan Villadsen took charge of cross-border organising. Following the congress, he now oversees the implementation of this priority. At his initiative, in October 2013, an ETF – 3F delegation visited Romania and Bulgaria to seek cooperation agreements with local trade unions on a cross-border organising project.

This pilot project will be a test-case for the past Section CROSS-ROAD project, and hopefully a successful attempt to organise non-resident drivers (drivers who work outside of their country of residence). The pilot project focuses on Bulgarian and Romanian truck drivers working in / from Denmark, Belgium and the Netherlands. Road Transport Section members from 5 countries – Belgium, Bulgaria, Denmark, the Netherlands and Romania – as leading the project as partners. They are: ACV TRANSCOM (Belgium), BTB (Belgium), 3F (Denmark), FNV Bondgenoten (the Netherlands), FTTUB (Bulgaria), ATU Romania (Romania).

Two project workshops have already taken place, one hosted by the 3F in Copenhagen and one by the ETF (Brussels). The project partners are currently developing a joint leaflet to be used in future field actions. In May – June, three field visits will be organised in Denmark, Belgium and the Netherlands, giving the opportunity to the Bulgarian and Romanian trade union representatives to travel around parking areas and visit road transport companies and get in touch directly with the drivers. A fringe workshop will be organised within the frame of the ITF 2014 Congress in Sofia, to disseminate the interim results of the project.

### **Other Section news**

#### **First meeting of the freight working group**

On 25 September 2013, the first meeting of the freight working group was chaired by Malene Volkens (ver.di, Germany). At the meeting the participants discussed the European Commission proposal for a revision of Directive 96/56/EC on maximum weights and dimensions of commercial vehicles. It also laid the basis for the ETF position paper dealing with the issue. The paper was finalised early October and sent to the European Parliament rapporteur Jörg Leichtfried (S&D Group, Austria). The European Commission has set up an expert working group in which the ETF participates. The working group’s mandate is to work on certain technical aspects of the proposal, i.e. aerodynamics of the tractor cab, rear flaps and driver’s cabin.

#### **Representativeness study**

The European Commission has mandated Eurofound to carry out a study on “The representativeness of the social partner organisations in the road transport and logistics sector”. The purpose of this study is to establish the representativeness of the European social partners (ETF and IRU) in the above mentioned sector. A first update on the progress of the study was presented at the Social Dialogue plenary meeting on 19 November 2013.

### **CLOSER project**

In September 2013, the ETF entered a consortium consisting of AFT IFTIM, IRU, CORTE and ECR, with the view to run a project financed by DG MOVE on competences in enforcing and applying the road transport legislation (driving and rest time rules, cabotage, safety of cargo, etc.). The main outcome of the project will consist of a curriculum for drivers, transport operators and enforcers, to be used for training and informing the three above mentioned target groups on the practical checks and controls of these rules. The project has started in December 2013 and will run for 24 months.

### **Section meeting**

At its meeting on 26-27 September 2013, among other items, the guidelines on cross-border representation of non-resident drivers, developed in the context of the CROSS-ROAD project, were presented. The document is available in 15 languages and can be requested by email to the ETF Secretariat. Werner Buelen from the European Federation of Building and Wood Workers attended the meeting for the item on the posting of workers Directive. Amongst other EU dossiers, the Section discussed the issue of cabotage, and the review of Directive 96/53/EC on weights and dimensions. For the latter, the Section agreed to issue a position paper and actively lobby the MEPs once the dossier is in the EP TRAN Committee.

### **Campaign on the revision of the ‘weights and dimensions’ directive**

In April 2013 the European Commission launched the revision of Directive 96/53/EC on permissible maximal weights and dimensions for certain vehicles circulating within the EU. The directive contains positive aspects for enforcement and for improved aerodynamics and driver’s safety and comfort. The ETF Road Transport Section campaigned with the EU Institutions on the introduction of more specific requirements regarding health and safety of drivers; the introduction of a mandatory on-board weight sensor with a possibility to detect at distance overweighing. The Section successfully worked with the European Parliament in bringing relevant amendments to the European Commission proposal in this sense. The ETF campaigns on this revision together with Transport & Environment, the ETSC, the European Cyclist Federation, Transport for London and the European Federation of Road Traffic Victims. The ETF is taking active part in the European Commission expert working group, whose mandate is to come up with performance requirements for both aerodynamics and driver’s safety and comfort.

## Railways

### 3000 railway workers protest in Strasbourg against the 4th Railway Package



On 25 February 2014, the Section organised a demonstration in front of the European Parliament in Strasbourg, which was attended by more than 3000 European railway workers from Austria, Belgium, Croatia, Finland, France, Germany, Hungary, Italy, Luxembourg, Norway, Sweden, Switzerland, Turkey and United Kingdom. Since the European Commission published its proposals of the 4th Railway Package, the ETF made clear that further liberalisation and fragmentation in the sector has to be rejected because it will undermine the accessibility, affordability and quality of railway passenger services. The core message was disseminated via different means, among which a post card targeting the MEPs.

The Railway Section has been focusing on the 4th Railway Package for which the European Commission published its proposal on 30 January 2013. The political pillar of the package seeks to introduce open access competition for commercial railway passengers' transport services and to impose competitive tendering in public service contracts. The structure of the railway companies is also being addressed by separating the infrastructure management and the railway operations leaving very small space for holding companies.



### ETF Campaign to raise awareness about the dangers of the 4<sup>th</sup> Railway Package

The Section has set up a [campaign](#) on the 4th Railway Package to influence the legislative procedure and raise awareness among workers and passengers about the risks and dangers of further liberalisation and fragmentation of the sector. The ETF stresses the importance for the European Railway Agency (ERA) to be a "watchdog" for railway safety instead of encouraging further competition.

The campaign kicked off with the ETF Railway Workers Action Day on the 9th of October 2013. It was a decentralised action day with national actions organised by ETF affiliates and targeting Members of the European Parliament, national politicians and workers and passengers. The centralised demonstration of this year was organised in Strasbourg on the occasion of the first reading plenary vote of the Parliament. The action targeted Members of the European Parliament urging them to vote against further liberalisation and fragmentation of the European railways; to consider railway transport services as public services and defend them as such; to make sure that railway workers rights and conditions are always protected, since they are prerequisites for safe, secure, well-functioning and high quality railway services and to reject any interference in the right to strike via minimum service obligations.

## Social standards as a fundamental condition for quality services

**Social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator**

**JOINT OPINION CER/ETF**

The Section endorsed a [joint CER-ETF opinion](#) on Social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator. The opinion was drafted in the context of the joint social partners' project called "Social aspects and the protection of staff in case of change of railway operator". The project had the objective to investigate how the

so called "PSO Regulation" (Public Service Obligations) is implemented in reality and to evaluate how and when clauses to safeguard social standards and to protect the staff in case of change of operator are included in public contracts for rail passengers services.

In the joint opinion, the social partners acknowledge that good social standards are - both from employees' and from employers' point of view - a fundamental condition for delivering good quality services. Both ETF and CER agree that competition should not affect the working conditions of staff and a social level playing field has to be created. The Joint Opinion links directly with the discussion on the revision of the PSO Regulation in the 4th Railway Package.

### Other Section news

#### European Railway Agency (ERA)

ETF experts are taking part in the European Railway Agency's new "Human Factor Network" and the working group "Other train crew members". The latter deals with certification/attestation of on-board personnel, a long-standing demand of the ETF. The European Commission gave the Agency a mandate to develop a proposal for this attestation but with a much narrower scope than what the ETF demands. The Section also gave green light to support a project managed by EVA Akademie that analyses how to improve trade union involvement in the ERA bodies and how to better train and support those trade union experts.

#### Women in rail

In order to promote the implementation of the CER / ETF Joint Recommendation from 2007 with the title "A better representation and integration of women in the rail sector", the European social partners in the rail sector CER and ETF decided to question railway and infrastructure companies in Europe on an annual basis on the development of women employment and measures taken to promote women employment and careers in the rail sector. On 14 January 2014 CER and ETF published the [first annual report](#).

#### Psychosocial risks in the railway sector

In 2013, the CER-ETF started the [project](#) "PSR-RAIL – identify and prevent psychosocial risks within the railway sector" to map specific psychosocial risks for staff related to the railway sector situations, including restructurings. The joint project aimed at producing Joint Recommendations and a [publication](#) in English, French and German that includes guidelines to better understand psychosocial risks and examples of action plans to prevent such risks by involving trade unions in the process.

### **ETF Project “Working On Rail Freight Corridors”**

The ETF [Project](#) “Working On rail freight Corridors – WOC” held its last meeting on the 17th of October 2013. The project focused on the Rhine, Orient and North-South freight rail corridors with the objective to anticipate to the developments of cross-border freight traffic and to enhance the capacity of trade unions to deal with its impact on working conditions. A workshop on terminals took place and brought together workers and trade unions from different transport modes. The project has produced a [trade union manual](#) that includes a methodology for trade unions to improve cross-border cooperation and work on other corridors that were not included in the project.

### **Recognition of on-board personnel’s safety tasks**

The issue of certification of on-board personnel remains a priority for the On-Board Personnel Advisory Group. The Group wants to have a certification similar to the train drivers’ one, which will be a recognition of the important operational safety tasks of on-board personnel and also ease the procedures. Since conductor-free trains are becoming more common in a number of countries, the Group decided to address the issue and get an understanding concerning the strategies and campaigns that the unions have put in place at national level to preserve jobs and working conditions. The Group is constantly monitoring the development of problems of violence and aggression towards on-board staff in the different countries, taking into account the implementation of the [Joint Recommendations](#) that the social partners signed in 2012.

### **New member of the Railway Section Steering Committee**

The Steering Committee of the Railway Section said farewell to Alois Weiss (EVG, Germany), who retired in May 2013. Kristian Loroch (EVG, Germany) was elected as the new ordinary Steering Committee member in the Section meeting on 17 September 2013 in Zagreb.

## **Urban Public Transport**

### **PSO Regulation**

Since the modification of the PSO (Public Service Obligations) Regulation (1370/2007) proposed by the European Commission in the frame of the 4<sup>th</sup> Railway Package covers all transport modes, including bus, tram and metro services, the Committee is closely monitoring the developments in cooperation with the Railway Section. The Committee is insisting on having guarantees for social standards, workers’ protection and the maintenance of workers’ rights in the case of change of operator.

### **Procedures and support for urban mobility plans**

The Committee is also monitoring the developments in the [European Commission’s Urban Mobility Package](#) dossier, an initiative that stems from the 2011 Transport White Paper. This package adopted by the European Commission on 17 December includes proposals for procedures and financial support mechanisms at European level for preparing Urban Mobility Plans in cities. The involvement of the trade unions in the preparation, development and monitoring of such plans has to be guaranteed, the Committee says.

### **Ad-hoc working group on urban bus drivers’ workplace**

Since January 2013, a working group of the Urban Public Transport Committee has been set up to develop high-level standards for the urban bus drivers’ workplace on European level. The standards

differ from country to country: in some countries there are no standards at all and in others social partners' negotiations also cover the drivers' workplace. The working group could rely on what was produced in the framework of the European Bus System of the Future (EBSF) project, a big European research project managed by UITP. The EBSF drafted a paper called "Recommendation for a code of practice of driver's cabin in line service buses" and the working group developed its own views on it.

## Civil Aviation

### European Commission adopts EU-wide rules on Flight Time Limitations (FTL)

Following the mandate given by the Cabin Crew Committee (CCC) and Pilots Working Group (PWG) to support a motion for a resolution on the FTL proposals, subject to a vote in the TRAN Committee on 30 September, the ETF and ECA were successful in gaining support for that motion. As a result of intense negotiations, on 8 October the Commission produced a written statement on a number of key points that met to an acceptable degree ETF's demands. After consultation of the CAS Steering Committee members, it was agreed that the ETF would not oppose anymore the adoption of the Commission proposal. At the Plenary session in Strasbourg on 9 October 2013, the EP eventually accepted the Commission's proposal.

On 31 January 2014, the European Commission adopted a Regulation defining EU-wide rules on Flight Time Limitations (FTL) for European cabin crew and pilots. Thanks to the strong pressure of the European Transport Workers' Federation (ETF) and other stakeholders, the original EASA proposal has been improved.

On 4 February 2014, the CCC and PWG considered that a number of significant concerns for workers have been addressed, protecting against the risk of fatigue in aircrew. For the first time aircrew will have harmonised FTL that protects them against fatigue.

Some of the ETF affiliates consider that the safety non-regression clause should be binding and stronger and that their collective agreements will be affected negatively by the new FTL rules. Still, the majority of the affiliated unions see significant and positive steps within the legislation, which ultimately takes safety harmonisation in the right direction, providing positive standards for all European airlines and workers.

### Important step for improving European aviation safety



On 26 February 2014, the European Parliament adopted the compromise text agreed by the Commission, the Council and the Parliament on the new European occurrence reporting Regulation. The Section supports the outcome of the vote since the Regulation is a positive step forward in the creation of a just culture and will drive safety improvement throughout aviation in Europe.

The compromise text meets ETF's demand to have a clearer approach towards the concept of Just Culture. The text does no longer mention the vague terminology of gross negligence, which has different interpretations in many Member States, from the Just Culture definition. It thereby erases the grey area that existed and defines in a better way what is acceptable and what is not.

### No persecution when reporting spontaneously

The employee, who spontaneously reports any failure in the system or unintentional errors, will not be persecuted anymore, except in case of wilful misconduct or when there has been “a manifest, severe and serious disregard with respect to an obvious risk and profound failure of professional responsibility to take such care as is evidently required in the circumstances, causing foreseeable damage to a person or property, or seriously compromises the level of aviation safety”. The Section also welcomes the mandatory consultation of staff representatives when adopting internal rules describing how Just Culture principles are guaranteed and implemented in the organisation. The designation of a body responsible for the implementation of Just Culture principles to which employees may report alleged infringements of these rules without any penalisation is also very positive.

### Project investigates evolution of labour market since the development in LFAs

Following the 2012 EU-funded project on the Low Fares Airlines (LFAs), the Section decided to launch a second project with the aim to organise a research on the new labour models (non-direct employment, type of contracts and reward systems/structures) and their impact on staff and industrial relations. The project will compare the practices of four LFAs (Ryanair, EasyJet, Vueling and Wizzair) and those of four regular carriers (Air France, British Airways, Lufthansa and SAS).

In view of this project, an online survey has been published on the [ETF website](#). It is addressed to all aircrew and ground staff, including ground handling and administrative staff, from ALL airlines, so not only Low Fares Airlines, airports and independent handlers' companies. The members are being asked to complete it online by 30 April 2014. The project conference will be organised in July of this year in Catania, Italy.

### Pushing for amending the draft Ground Handling Regulation



On 16 April 2013, the European Parliament (EP) has adopted its position on ground handling services at EU airports. It contains a revised set of rules which opens the market and only protects some categories of workers in case of call for tenders or partial loss of activities.

The ETF was highly concerned about a new Regulation that discriminates in the protection of workers with unnecessary job losses in the ground handling sector as a consequence. Even though the ETF is dissatisfied with the final outcome of the vote in the EP, it is also grateful for the support received from those MEPs who ensured the inclusion of the provision that obliges the application of a representative collective agreement for all companies. It will improve the protection of ground handling workers in a number of EU-member states against social dumping.

Following this vote, the ETF called the EU Institutions, including the EP, to urgently agree on the necessary amendments to be tabled for the second reading. The ETF has worked on a joint approach with the other social partners and is pushing the Greek Presidency to reopen the issue and conclude the first reading.

### Social dialogue

At the Civil Aviation Social Dialogue Plenary meeting on 6 June 2013, the ETF, the AEA and the ECA gave a joint presentation on the Global Dialogue Forum (GDF); the preparatory meeting between

European sectoral social partners that took place in January 2013; the outcome of the GDF in February; and the planned follow-up activities. Among others, a project on atypical contracts and bogus self-employment was jointly introduced for EU-funding by ECA, AEA and ETF. ETF is part of the Steering Committee of this important project.

## European Works' Councils

### UPS EWC, dominated by top-management, continues coordination meetings



The ETF, in cooperation with the ITF and with the active involvement of ver.di, continued to organise coordination meetings of the unionised members of the UPS EWC. With the assistance of the NTF (Norsk Transportarbeiderforbund) coordinator, the ETF managed to pass on the Swedish EWC mandate to a trade union representative, in line with the Swedish legal requirements regarding the elections of EWC members. The UPS EWC remains heavily dominated by top management representatives. Ver.di is working actively to get a better trade union representation for the next round of works council elections taking place shortly. Germany is the country with the highest number of employees and thus with the highest number of mandates in the European Works' Council.

### DP DHL EWC working group develops a company-level policy on agency work



The DP DHL EWC was actively involved in the ITF campaign on DHL Turkey and the topic was systematically raised in all EWC plenary meetings. The EWC made good progress with their working group on agency work. The aim of the EWC is to have a company-level policy on the use of agency work, meant to address flaws in recruitment policy of the DP DHL. UK and Italy are particularly problematic. In February 2014, the ETF participated in the strategy meeting organised every year by the EWC Presidium. The DP DHL EWC is one of the most active ones in transport and had celebrated its 10 years of existence in November 2013.

### First EWC training deals with workplace trade unions in K+N



The EWC organised its first EWC training in October 2013. The ETF participated at the training. The topic of workplace trade unions dominated parts of the debate. The ETF has a recognised permanent seat in the EWC of K+N. The EWC is very active and has strong trade union representation from the countries with the highest number of employees, namely Germany, UK and France.

### TNT faces major restructuring programme



Since June 2013, considerable job cuts have been announced in TNT in Italy, Germany and France. This is part of a major restructuring programme that was announced by the company earlier this year and which consists of about 40,000 lay-offs throughout the world. In September 2013, the ETF Road Transport Section took a firm stand against the lack of social dialogue around the massive lay-offs in Italy. The ETF works to increase the number of contacts with the TNT EWC to ensure the good coordination between the EWC and the national unions on the planned restructuring measures.

## ETUC EWC conference talks about sustainability for EWCs



In October 2013, the ETF participated in the annual ETUC EWC conference “What new roles for European Works Councils?” The central topic of the conference was “sustainability”. During the conference, the ETF and delegates from transport EWCs pointed out that the EWCs would need to have a clear understanding of

the meaning of sustainability and how this topic can be used in order to reflect the workers’ interests, rather than being used by the companies for window-dressing.

## Gender Equality

### ETF Women’s Conference sets out the lines for 2013-2017



The ETF Women’s Conference, held on 28 May 2013 in Berlin, brought together more than 100 delegates, men and women, from ETF affiliated trade unions. The conference was opened by the ETF President, Lars Lindgren, and the Women’s Committee chairperson, Collette Parsons. Two representatives of the hosting unions EVG and ver.di addressed the delegates and welcomed them to Berlin. The ETUC Confederal Secretary in charge with gender equality, Claudia Menne,

presented the ETUC gender equality priorities while Diana Holland, ITF Women’s Committee chairperson, gave an overview of the ITF gender equality activities. The ETF General Secretary, Eduardo Chagas, addressed the delegates, speaking on the condition of women transport workers in Europe.

#### Action plan focuses on three priorities

The opening session was followed by Women’s Committee members presenting snapshots of the work the Committee had done in 2009-2013 and several EU projects on gender equality, conducted by ETF sections during this period.

A discussion was held on the [ETF action plan on gender equality 2013-2017](#) and its priorities, namely workplace violence, women health & safety at work and mobilising ETF affiliates to recruit and promote women in trade unions. The delegates adopted the plan and mandated the ETF Women’s Committee to discuss the practical implementation at its meeting in September 2013.

The ETF Women’s Conference elected the 14 members of the ETF Women’s Committee for the term of office 2013-2017. Following the Conference, the ETF Women’s Committee elected its chairperson, the 8 representatives in the ETF Executive Committee and one representative in the ETF Management Committee. The composition of the ETF Women’s Committee can be found [here](#).

#### ETF Women’s Committee engages in two projects

The first ordinary ETF Women’s Committee meeting following the Women’s Conference was held on 19-20 September 2013 in Helsinki, Finland. The implementation of the ETF gender action plan for 2013-2017 was the main topic on the agenda. It was decided the Women’s Committee would engage

in two projects in 2014. One project will deal with violence against women at the workplace, the other focuses on women's health and safety at work with the aim to develop a third module of the ETF gender training package.

#### **ETF working group on health and safety**

The ETF gender action plan identifies health and safety as one of the ETF priorities for the period 2013 – 2017. At its first post-Congress meeting, the ETF Women's Committee decided to apply for a project on workplace health and safety. They also agreed to set up an ad-hoc working group which to work on the preparation of the project. The working group met in Berlin on 21 February and agreed on the specific topics and other organisational aspects of the future project. The outcome of the working group will be presented to the ETF Women's Committee for consideration.

#### **Finish trade union representatives welcome the ETF gender training package**

The visit of the ETF Women's Committee to Helsinki in September 2013 was also an opportunity to meet with women representatives of the Finish transport trade unions and to discuss in depth the situation of women transport workers in Finland. They welcomed the ETF gender training package, considering it as a very useful and necessary tool for both women and men at the workplace. The Finish Women's Committee members announced they would translate the gender training package into Finish.

The Committee also discussed the internal rules of procedure and decided on a number of changes to the rules, which were ratified by the ETF Executive Committee in November 2013. Lastly, the Women's Committee elected Helga Petersen (EVG, Germany) and Satu Silta (SMU, Finland) as vice-chairpersons.

## **ETF Youth Committee**

#### **Transunion Youth Conference elects first ETF Youth Committee**



Following the amendments to the ETF Constitution adopted at the ETF 2013 Congress that formalised the setting-up of an ETF Youth Committee, the Transunion Youth Conference organised in the frame of the EU-funded project called "Transunion Youth – Training and empowerment of European young transport trade unionists for addressing youth employment and social policy challenges in Europe" and to

which young worker representatives coming from 25 European countries and 37 ETF affiliates participated, elected the first ETF Youth Committee.

The freshly installed ETF Youth Committee elected among its members two co-chairs and the young workers to become youth representatives in the ETF Executive. Thereby the ETF demonstrates its commitment to focus on young workers in its working priorities.

The newly elected ETF Youth Committee's co-chairs, stated afterwards: *"This is the start of an exciting time where young workers can show their commitment to develop, in cooperation with the ETF Executive Committee and ETF Sections, effective strategies to tackle the challenges we as young transport workers face in Europe. We have a lot of work ahead of us but we can count on an active Committee and Youth Network to implement our work programme."*

Together with the election of 12 young workers, the ETF Youth Conference discussed and adopted its working programme for the coming four years, which has been ratified by the ETF Executive Committee on 14 and 15 November. The Committee activities will focus on tackling the impact of the European crisis and climate change on young workers in transport and promoting gender equality in trade unions and the sector. Young workers representatives have been elected for every ETF Section.

Young trade union members from other ITF regions were invited to attend the conference to observe the process ETF is going through, learn about young workers' issues in Europe and talk about their own experiences. The Transunion Youth Conference was the closing event of the EU-funded project that further built on the youth pillar's outcomes of the previous Transunion project.

The first ETF Youth Committee meeting is envisaged to take place on 24 March 2014 and will discuss and define an implementation methodology for the work programme. It will also deal with a succession issue after the unexpected resignation of one of the Committee's co-chairs, the assignment of the young women representative in the ETF Women's Committee and the two remaining empty seats of the European representation in the ITF Youth Committee.

### **ETUFs cooperate to set up a joint youth campaign**

In a meeting attended by the youth coordinators of EFBWW, EFFAT, EPSU, ETF, IndustriAll and Uni Europa it became clear there is a need for a European wide youth campaign to address the issues young workers face and to attract more young workers to the trade unions. Several federations' youth structures already started to develop this idea and it is also a part of the ETF Youth Work Programme. Rather than setting up parallel campaigns by each federation separately, it was concluded that combining efforts and resources would result in a more effective campaign.

In an early stage, ETUC youth representatives were consulted to investigate possible cooperation in view of this campaign. Since the timing of an ETUC Youth Committee initiative was unclear and given the sense of urgency for this campaign, it was suggested the ETUFs would already move ahead. However, when appropriate and to the maximum extent cooperation and support from the ETUC Youth Committee will be sought.

Under the slogan "Enough of their crisis – back to our future", the ETUFs aim to influence policy makers, mainly on European level, towards job creation and policy change and to organise young workers and improve the image of trade unions, include them better in trade union structures. In order to attract more young workers to trade unions, their relevance to young workers has to become more visible. By setting up a youth campaign that better expresses the young workers' voice and pushes for policy change, young workers will feel better represented by trade unions and

consider more easily joining them. Stronger trade unions will give young workers a stronger voice and trade unions more power to influence policy makers. In the coming months, the campaign will be further developed with actions on different levels and the launch of a campaign website.

## 6. Members & Partners

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### ETF mourns the loss of Bob Crow



It is with the deepest sadness the ETF has learned that comrade Bob Crow has passed away unexpectedly on Tuesday morning 11 March, at the age of 52. Bob has been General Secretary of ETF-affiliate RMT since 2002 and his death comes as a shock to the trade union movement. Our thoughts go now to his family and his friends, and to all the comrades who have fought with him over the past years for better workers' rights.

Bob Crow has always been a committed trade unionist, a real fighter for raising the living standards and improving the conditions of workers, never hesitating to raise his voice in front of the employers and politicians, at national and European level. The ETF will remember him as tough, committed campaigner, always ready to fight for the trade union cause in a direct and sincere way. His interventions in the ETF Executive Committee and in the ETF Congresses were always inspiring and reminded all of us what we are fighting for, what we are standing for.

The remembrance of Bob's commitment and dedication to improve the situation of working people will live on and continue to drive us in the fight for a more just and better world, as united European transport workers. The ETF, and in particular the ETF Railway Section, has passed its condolences to Bob's family for their loss, and conveyed its deepest sympathy to his colleagues during these difficult times.

### Meetings with affiliates

#### Organising campaign in DHL Turkey

The Secretariat continues to devote particular attention to the situation in Turkey, closely following the dispute led by Hava-Is with Turkish Airlines or the campaign for organising DHL workers run by TUMTIS. From 13 to 15 September 2013 the ETF General Secretary visited Istanbul together with Mac Urata from the ITF Secretariat and held a series of contacts, including a visit to the Hava-Is' picket line. Recent developments have led to the readmission of a majority of the 305 workers that had been unfairly dismissed. They also had the opportunity to witness the first contact from the DHL local management in order to schedule a meeting, following the recognition that the union had succeeded to reach the threshold for getting the right to negotiate a CBA. The TUMTIS' President once again thanked all ETF affiliates who responded positively to the appeal for solidarity support which made this achievement possible.

#### ETF General Secretary attends affiliates' conferences

On 16 September 2013 the ETF General Secretary addressed the Conference of transport unions from the Confederation of Independent States (CIS) and Baltic countries which took place in Batumi, Georgia. After his participation at the previous conference in 2009, in Odessa, Ukraine, this was another opportunity for an exchange of views with the affiliates from the region and also some non-

affiliated organisations on the current social and political situation and their expectations towards the ETF.

On 17 and 18 September the General Secretary attended and addressed the Congress of 3F, Denmark, which re-elected Jan Villadsen as President for the Transport Section.

Following discussions during the Berlin Congress, the ETF General Secretary also visited Budapest from 9 to 11 October with a view to better understand the current challenges the Hungarian affiliates are confronted with. The mission included meetings with the Hungarian affiliates but also visits to work places such as bus and railway stations. And on 11 October he addressed the Congress of affiliate KSZOSZ. It was a good opportunity to also bring the ETF closer to the membership, enabling an exchange of views with a wider group of trade union leaders, union members and workers at the work place.

### **ETF General Secretary in ITF regional conferences**

In his capacity as ITF Regional Coordinator, the ETF General Secretary attended the different ITF regional conferences which precede the ITF Congress to be held in August 2014 in Sofia, Bulgaria. Those were held in Hong Kong, in May, for the Asia Pacific region; in Amman, Jordan, in September, for the Arab World region; in Addis Ababa, Ethiopia, in September, for the Africa region; and finally in Rio das Ostras, Brazil, for the Latin American and Caribbean region.

### **ETUFs cooperate more closely to tackle joint concerns**

Cooperation with the other sectoral federations has been strengthened in the past months. Regular meetings are taking place with precise agendas which help to cement a better coordination and cooperation. In this sense a joint meeting has taken place on 19 November involving ETUFs' general secretaries and youth representatives regarding possible ways for future joint work. The ETUFs' youth officers are currently also engaged in the development of a joint youth campaign with the aim to express the young workers' concerns to the European decision makers in the run-up to the European elections. Aside these activities, a working group has also been set up for preparing the possible presentation of a common project on precarious work.

### **ETUC European Day of Action on 4 April 2014**



At its meeting of December 2013, the ETUC Executive Committee decided to call for a European Day of Action on 4 April to pass the message the EU will not get itself out of the crisis as long as it continues to ignore the real needs of its citizens. At this occasion, the ETUC will also promote its proposal for an Investment Plan as an alternative to austerity measures.

The ETF has called its members to mobilise massively for the demonstration on 4 April and invited them to join the ETF block as this demonstration must be a strong expression of the workers demand for alternative policies. More information about the action day and the demands the ETUC is putting forward can be found [here](#).

### **ETF intensively involved in ETUI guide to influence EU decision-making process**

The ETF has been cooperating closely with the ETUI in the development of a guide for trade unions to monitor and influence the EU decision-making process from a trade union perspective. With the extensive ETF experience in many dossiers where the Secretariat's and affiliates' lobby efforts have

facilitated a successful outcome, the ETUI was very keen to include ETF's case-studies. The guide includes an overview of the organisational structure and decision-making process of the European Union, a case-study on ETF's work in the context of the Commission's proposals to revise the European port policy, and a range of tips and tricks on how to lobby effectively.



The guide has been developed based on an exchange of lobbying experiences from different stakeholders, held in the context of an ETUI seminar that took place in November 2012. Among others, Members of the European Parliament, European Commission officials, representatives of the European Trade Union Federations and NGOs were guest speakers at this event. The ETUI has also used its outcomes to produce an interactive training tool, which was first tested in a training session held in October 2013 and has been proving its value in many seminars following the first initiative. The guide can be downloaded on the [ETUI website](#).

## 7. E-Publications

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- [The ETF 2013-2017 Work Programme](#)
- [Brochure ETF Youth Work programme 2013-2017](#)
- [Maritime Transport: ECSA and ETF call for ambitious Gulf of Guinea Strategy to curb growing piracy threat](#)
- [Maritime Transport: EU Commission blows opportunity to link State aid to shipping jobs and training for community seafarers](#)
- [Maritime Transport: Guidelines to shipping companies EN. + FR](#)
- [Maritime Transport: Workbook EN](#)
- [Maritime Transport: Youtube link to the training video on Bullying and Harassment](#)
- [Maritime Transport: Social partners present training toolkit to eradicate bullying and harassment in shipping 280114](#)
- [ETF Inland Waterways: Zusammenfassung Course Manuals EN + FR + DE](#)
- [ETF Inland Waterways: CMINET Questionnaire EN + FR + DE](#)
- [ETF Inland Waterways: Security and Rights for Employees on Europe's Inland Waterways EN](#)
- [ETF Inland Waterways: EN Modification Technical Prescriptions IWT Vessels ENI + DE + NL + FR + BG + RO + CZ](#)
- [ETF Inland Waterways: European agreement concerning certain aspects of the organisation of working time in the IWS](#)
- [ETF Inland Waterways: Security and Rights for Employees on Europe's Inland Waterways FR + DE + NL](#)
- [ETF Inland Waterways: TTIET Project – Questionnaire EN + DE + FR](#)
- [ETF Inland Waterways: TTIET Project - Executive Summary EN + DE + FR](#)
- [ETF Dockers: ETF concerned about European Commission proposal on port](#)
- [ETF Dockers: Dockers jobs under threat in Norwegian terminal](#)
- [ETF Dockers: ETF affiliates target Portuguese embassies to address dockers working conditions](#)
- [ETF Fisheries: EP12 SSDCF Statement in support of SPA hairdressing](#)
- [ETF Fisheries: Social partners' declaration on the protocol between the EU and Morocco – EN-FR-ES](#)

- ETF Fisheries: [Declaration on immigration in Mediterranean](#)
- ETF Fisheries: [ETF Declaration on special register for the Spanish high-seas fishing fleet EN-ES](#)
- ETF Fisheries: [Resolution SPA ILO Work in Fishing Convention C188](#)
- ETF Dockers: [Answer to Portius study](#)
- ETF Dockers: [Answer to Port Services Regulation](#)
- ETF Railways: [Flyer on the 4th Railway Package for workers – EN-DE](#)
- ETF Railways: [Flyer on the 4th Railway Package for public – EN-DE](#)
- ETF Railways: [Postcard on the 4th Railway Package](#)
- ETF Railways: [Manual Working On Rail Freight Corridors – EN-FR-DE](#)
- ETF Railways: [Identifying and preventing psychosocial risks at work in the railway sector – EN-FR-DE](#)
- ETF Railways: [Report on protection of staff in case of change of railway operator 2013 – EN-FR-DE](#)
- ETF Railways: [Results of the 2013 survey on women employment in the railway sector – EN](#)
- ETF Railways: [Joint opinion on protection of staff in case of change of railway operator \(2013\) – EN-FR-DE](#)
- ETF Railways: [ETF campaign on 4th Railway Package - Newsletter 4](#)
- ETF Railways: [ETF campaign on 4th Railway Package – Newsletter 3](#)
- ETF Railways: [ETF campaign on 4th Railway Package – Newsletter 2](#)
- ETF Railways: [ETF campaign on 4th Railway Package – Newsletter 1](#)
- ETF Railways: [ETF campaign on 4th Railway Package – Poster](#)
- ETF Civil Aviation: [ETF Statement Swissport 10 July 2013](#)
- ETF Civil Aviation: [ETF Statement on SES2+](#)
- ETF Civil Aviation: [SES2+ Package](#)
- ETF Civil Aviation: [Comparison EU-OPS and FTL](#)
- ETF Road Transport: [ETF Position on revision weights & dimensions Dir 96/53 EN – FR – DE](#)
- ETF Road Transport: [Flyer Stop Modern Slavery in Road transport via enforcement EN - FR – DE](#)

- ETF Road Transport: [Global delivery network resolution June 2013](#)
- ETF Road Transport: [EP study on social and working conditions of Road Transport Hauliers 2013 EN](#)
- ETF Road Transport: [ETF Gender Training Package - EN](#)
- ETF Road Transport: [ETF action plan on gender equality 2013-2017 EN-FR-DE](#)

## 8. Up next

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DATE	AGENDA ITEM	LOCATION
<b>April</b>		
2	<b>ETF Maritime Transport: ECSA Seminar on impact of shipping</b>	<b>Brussels</b>
3-4	<b>ETF Inland Waterways: CMINET Conference</b>	<b>Bonn</b>
4	<b>ETUC demonstration “A new path for Europe”</b>	<b>Brussels</b>
7-11	<b>ETF Maritime Transport: ILO Special Tripartite Committee of the Maritime Labour Convention, 2006</b>	<b>Geneva</b>
9	<b>ETF Railways Section meeting</b>	<b>Brussels</b>
16	<b>Conference organised by the French Ministry of transport “Road Haulage Transport harmonising European social policies”</b>	<b>Paris</b>
23	<b>ITF Management Committee meeting</b>	<b>London</b>
24-25	<b>ITF Executive Board meeting</b>	<b>London</b>
25	<b>European Sectoral Social Dialogue Working Group meeting for Road Transport</b>	<b>Brussels</b>
29-30	<b>ETF Maritime Transport: Baltic Committee meeting</b>	<b>Berlin</b>
<b>May</b>		
5	<b>ETF Inland Waterways: Social Dialogue Committee for Inland Waterways</b>	<b>Brussels</b>
6	<b>ETF Inland Waterways: Inland Waterways Section Meeting</b>	<b>Brussels</b>
6	<b>ETF Management Committee meeting</b>	<b>Brussels</b>

7	<b>ETF Inland Waterways: River Cruise Working Group</b>	Brussels
7-8	<b>ETF Executive Committee meeting</b>	Brussels
13	<b>ITF Fisheries Committee meeting</b>	London
15-16	<b>ESPO Conference</b>	Gothenburg
19-20	<b>ETF Maritime Transport: European Maritime Day Conference</b>	Bremen
21	<b>Sectoral Social Dialogue Committee meeting for Railways</b>	Brussels
27	<b>ETF Railways: Advisory Group on-board personnel</b>	Brussels
<b>June</b>		
2	<b>ETF Civil Aviation: Steering Committee meeting for Low Fares Airlines project</b>	Brussels
3	<b>Cabin Crew Committee meeting</b>	Brussels
3	<b>Pilot Working Group meeting</b>	Brussels
3	<b>Ground Staff Committee meeting</b>	Brussels
3	<b>Extended ATM Steering Committee meeting</b>	Brussels
4	<b>Civil Aviation Section meeting</b>	Brussels
5	<b>European Sectoral Social Dialogue Committee meeting for Civil Aviation</b>	Brussels
11	<b>Sectoral Social Dialogue Committee meeting for Ports</b>	Brussels
11-12	<b>ETUC Executive Committee meeting</b>	Brussels
12	<b>ETF Railways: Advisory Group Locomotive Drivers (tbc)</b>	Brussels
16-17	<b>ITF Road Steering Committee meeting</b>	Easher, UK
18	<b>Sectoral Social Dialogue Committee meeting for Fisheries</b>	Brussels
30	<b>ETF Maritime Transport: Sectoral Social Dialogue Committee meeting for Maritime Transport</b>	Brussels
30	<b>Civil Aviation: Steering Committee meeting on Low Fares Airlines project</b>	Catania

July		
1-2	Civil Aviation: Low Fares Airlines Conference	Catania

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

## 9. ETF Bodies

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The following information relates to the ETF Governing Bodies, as resulted from elections at the 3<sup>rd</sup> Ordinary Congress held in May 2009 and subsequent replacements.

### President

Lars Lindgren	Svenska Transportarbetareförbundet, Sweden
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### Vice-Presidents

Alexander Kirchner	EVG, Germany
Ekaterina Yordanova	FTTUB, Bulgaria

### General Secretary

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

Lars Lindgren	Svenska Transportarbetareförbundet, Sweden
Alexander Kirchner	EVG, Germany
Ekaterina Yordanova	FTTUB, Bulgaria
Collette Parsons	Unite the Union, Great Britain
Sara Tripodi	FILT CGIL, Italy
Jan Villadsen	3F, Denmark

Zoltan Papp	VSZ, Hungary
Enrique Fossoul	FSC-CC.OO, Spain
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, Austria
Christine Behle	ver.di, Germany
Alexander Kirchner	EVG, Germany
Jean-Claude Thümmel	FNCTTFEL, Luxembourg
Giorgio Tuti	SEV, Switzerland

#### Denmark, Finland, Iceland, Norway, Sweden

Jan Villadsen	3F, Denmark
Henrik Horup	DJF, Denmark
Arto Sorvali	AKT, Finland
Roger Hansen	Norwegian Transport Workers' Union, Norway
Tomas Abrahamsson	SEKO, Sweden

#### Belgium, France, Netherlands

Frank Moreels	BTB, Belgium
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Katrien <b>Verwimp</b>	ACV-CSC Transcom, <i>Belgium</i>
Jacques <b>Eliez</b>	CGT, <i>France</i>
Lutz <b>Kressin</b>	FNV Bondgenoten, <i>the Netherlands</i>
André <b>Milan</b>	FGTE-CFDT, <i>France</i>

**Cyprus, Greece, Italy, Malta**

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

**Czech Republic, Hungary, Poland, Slovakia**

Vacant	Vacant
Jacek <b>Cegielski</b>	National Maritime Section NSZZ Solidarnosc, <i>Poland</i>
Zoltan <b>Papp</b>	VSZ, <i>Hungary</i>

**Great Britain and Ireland**

Julia <b>Long</b>	Unite the Union, <i>Great Britain</i>
Vacant	Vacant
Owen <b>Reidy</b>	Services, Industrial, Professional and Technical Union (SIPTU), <i>Ireland</i>

**Spain and Portugal**

Miguel Angel Cillero	TCM-UGT, Spain
Enrique Fossoul	FSC-CC.OO, Spain
Nuno Prates	SNPVAC, Portugal

**Romania, Bulgaria, Turkey**

Ion Radoi	ATU, Romania
Kenan Öztürk	TUMTIS, Turkey
Ivan Drazhev	FTTUB, Bulgaria

**Latvia, Lithuania, Estonia**

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

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

Predrag Brazzoduro	Seafarers' Union of Croatia, Croatia
Zlatko Ratej	SSSLO, Slovenia

**Georgia, Ukraine, Russia**

Yuri Sukhorukov	Seafarers' Union of Russia, Russia
Vadym Tkachov	Trade Union of Railway Workers and Transport Constructors, Ukraine

▪ EX OFFICIO MEMBERS OF THE EXECUTIVE COMMITTEE

**Section Presidents**

**Inland Waterways**

Nick Bramley	NAUTILUS International, Switzerland
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**Dockers**

Terje Samuelsen	NTF, Norway
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**Fisheries**

Juan Manuel Trujillo	FSC-CC.OO, Spain
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**Seafarers**

Agis Tselentis	Pan-Hellenic Seamen's Fed (PNO), Greece
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**Road**

Roberto Parrillo	ACV-CSC Transcom, Belgium
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**Railways**

Guy Greivelding	FNCTTFEL, Luxembourg
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**Civil Aviation**

Enrique Carmona	FSC-CC.OO, Spain
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**President of the Women's Committee**

Collette Parsons	Unite the Union, Great Britain
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▪ WOMEN REPRESENTATIVES IN THE EXECUTIVE COMMITTEE

Monique <b>Verbeek</b>	BTB, <i>Belgium</i>
Ekaterina <b>Yordanova</b>	FTTUB, <i>Bulgaria</i>
Katarina <b>Mindum</b>	Railway Workers' Union, <i>Croatia</i>
Satu <b>Silta</b>	FSU, <i>Finland</i>
Valerie <b>Latron</b>	FGTE-CFDT, <i>France</i>
Helga <b>Petersen</b>	EVG, <i>Germany</i>
Adele Pellegrini	CISL, <i>Italy</i>
Elena <b>Rodriguez Viota</b>	TCM-UGT, <i>Spain</i>

▪ YOUTH REPRESENTATIVES IN THE EXECUTIVE COMMITTEE

Pieter <b>Mechele</b>	ACV-CSC TRANSCOM, <i>Belgium</i>
Sara <b>Tripodi (Co-Chair)</b>	CISL, <i>Italy</i>
Byron <b>McGinley (Co-Chair)</b>	Unite the Union, Great Britain
Libertad <b>Alcocer</b>	FSC-CC.OO, <i>Spain</i>

**LAY AUDITORS**

Patrick <b>Hurel</b>	FO-FETS, <i>France</i>
Georges <b>Eeckhout</b>	BTB-UBOT, <i>Belgium</i>
Antoine <b>Gevaert</b>	CGSLB, <i>Belgium</i>
Kirsti <b>Hauge</b>	Norwegian Seafarers' Union, <i>Norway</i>
Hubert <b>Hollerich</b>	ÖGB-L, <i>Luxembourg</i>





Next issue of the **Report from the General Secretary**: Summer 2014

Your comments and input are welcome!