



**Strengthening the Capacity of the Social Partners in the
Road Transport Sector in Romania to Engage in Effective and Constructive
Social Dialogue at International, National and Enterprise level
National Tripartite Workshop, Bucharest, 15-19 June 2009**



	MONDAY (15.06.09)		TUESDAY (16.06.09)		WEDNESDAY (17.06.09)		THURSDAY (18.06.09)		FRIDAY (19.06.09)
9:00	Arrival and registration of participants								
9:20	Workshop Introduction Introduction of Participants M. Meletiou	9:00	SWOT Analysis of Social Dialogue in the Romanian Road Transport Sector P. Turnbull		Working Time and Social Dialogue in Europe P. Turnbull		Planning for Social Dialogue P. Turnbull		Mobilizing the Resources Needed for Social Dialogue P. Turnbull
10:15	Arrival of Officials and Guests for the Opening Session	10:20	<i>Tea/coffee-break</i>		<i>Tea/coffee-break</i>		<i>Tea/coffee-break</i>		<i>Tea/coffee-break</i>
10:30	Opening Session								
11:15	<i>Tea/coffee-break</i>								
11:40	Workshop Programme P. Turnbull	10:40	The Agenda for Social Dialogue in the Road Transport Sector P. Turnbull		Social Dialogue in Road Transport in Romania Roxana Radu		Initiating Social Dialogue P. Turnbull	10:40	Agreed Guidelines for Social Dialogue in Romania P. Turnbull / M. Meletiou
								12:00	Review, Evaluation P. Turnbull / M. Meletiou
12:30	Lunch break		Lunch break		Lunch break		Lunch break	12:30	Closing Session
14:00	Presentations on the ILO Regarding Labour Standards, Social Dialogue and Sectoral Activities C. Mihes & M. Meletiou	14:00	Presentation by National Government Official	14:00	Making Social Dialogue Work P. Turnbull		Implementing Social Dialogue P. Turnbull	13:00	End of workshop
		15:00	<i>Tea/coffee-break</i>						
15:20	<i>Tea/coffee-break</i>			15:20	<i>Tea/coffee-break</i>		<i>Tea/coffee-break</i>		
15:40	Representation of the Social Partners and Support for Social Dialogue P. Turnbull	15:20	Stakeholder Presentations Damian Viccars, IRU Cristina Tilling, ETF & other interventions & discussion	15:40	ILO Model of Social Dialogue P. Turnbull		Monitoring and Evaluating the Process of Social Dialogue P. Turnbull		
17:00	End of day		End of day		End of day		End of day		



PROJECT TITLE:

EU funded ILO Technical Cooperation Project: “Strengthening the capacity of social partners in the road transport sector in Bulgaria and Romania to engage in effective and constructive social dialogue at international, national and enterprise level”

**National Tripartite Workshop in Bulgaria
15 to 19 June 2009, Bucharest, Romania**

Government Nomination of Participants

NO.	NAME	TITLE / ORGANIZATION	CONTACT INFORMATION
1.	Mesaros Serghei	Director, Ministry of Labor, Family and Social protection	cds@mmuncii.ro +4021/315.42.37
2.	Popescu Iuliana	Ministry of Labor, Family and Social protection	iulianapopescu@mmuncii.ro +4021/315.42.37
3.	Radu Nadina	Ministry of Labor, Family and Social protection	+4021/315.42.37
4.	Cretu Viorel	NTPSC President, Ministry of Transport and infrastructure - Parliament, Workers and Employers Relations Service	+40750032175 cretu@mt.ro
5.	Olteanu Adrian	Ministry of Transport and Infrastructure- Parliament, Workers and Employers Relations Service	+40751.192.431 olteanu@mt.ro
6.	Mihăiescu Roxana	Ministry of Transport and Infrastructure- Parliament, Workers and Employers Relations Service	+40750032175 orosp2@mt.ro

Employers' Nomination of Participants

NO.	NAME	TITLE / ORGANIZATION	CONTACT INFORMATION
1	Isac Constantin	UNTRR Vicepresident	+4021336.77.88 office@transchim.ro
2	Dinu Gheorghe	CNPR Executive Vicepresident	+4021231 61 92 cnpr@cnpr.ro
3	Dinescu Radu	UNTRR Secretary General	+4021336.77.88 office@untrr.ro
4	Radu Roxana	UNTRR, Internal&External Affaires	+4021336.77.88, +40720.999.212 roxana.radu@untrr.ro
5	Adrian MIHAI	Head of Human Resources Service, RATP Iasi- URTP	+40332 404 709, +40722 315 015 mru@ratp-iasi.ro office@urtp.ro
6	Simona GHERAN	Administrative responsible, RATUC Cluj Napoca - URTP	+40264 430 919, +40741 396 869 secretariat@ratuc.ro , office@urtp.ro

Workers' Nomination of Participants

NO.	NAME	TITLE / ORGANIZATION	CONTACT INFORMATION
1.	Marinescu Lucian	TRANSLOC Federation	(+4) 0766.505.057 stb_transloc@ratb.ro
2.	Gheorghe Carmencita	TRANSLOC Federation	(+4) 0766.505.073 stb_transloc@ratb.ro
3.	Munteanu Alexandru	TRANSLOC Federation	(+4) 0766.505.066 stb_transloc@ratb.ro
4.	Radmilo Felix	Secretary General CSNTR	+40724588505 radmilo.felix@fml.ro
5.	Stanescu Dan George	Secretary General FNSSR	+40727888865 gedanst1@yahoo.com dan_george_stanescu@yahoo.com
6.	Rădoi Ion Cornel	President CSNTR	+40722.303.497 usln@metrorex.ro , info@csntr.ro

Research Study

ROMANIAN ROAD TRANSPORT – SECTOR PROFILE

*Strengthening the Capacity of the Social Partners in the
Road Transport Sector in Romania to Engage in Effective and Constructive
Social Dialogue at International, National and Enterprise level*

Prepared for the ILO by
Roxana Radu

Bucharest, February 2009

Unedited English translation

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A. LEGISLATIVE FRAMEWORK

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1. General legislative system for industrial relations in Romania

In Romania, Constitution of 18-19 October 2003 stipulates the main rights of the parties involved in employment relations, including the right to work, to association in trade unions, employers' organizations and professional associations, the right of employees to social protection, the right to strikes, etc.

The main legal norm regulating employment relations in Romania is the **Labour Code** approved by Law no. 53/2003, amended and completed by Emergency Ordinance no. 65/2005.

In addition to these laws of major importance, there are also other national regulations on industrial relations in Romanian road transport field:

- **regulations concerning organization and functioning of social partners:**
 - o organization and functioning of trade union organizations as regulated by Law no. 54/2003, on trade unions, which rescinds Law no. 54/1991, the first law after 1990 regulating trade union activities Romania;
 - o organization and functioning of employers' organizations as regulated by Law no. 356/2001, Employers Law;
- **regulations concerning social dialogue**
 - **bipartite social dialogue:**
 - o the negotiation, conclusion, execution and termination of collective agreements as stipulated in Law no. 130/1996 on collective agreements, amended and completed by Law no. 143/1997;
 - o the settlement of labor conflicts as regulated by Law no. 168/1999 on the settlement of the industrial conflicts, Government Ordinance no. 138/2000 and Law no. 219/2005 on the amendment and completion of the Civil Code;
 - **tripartite social dialogue:**
 - o Law no. 109/1997 completed by further modifications regulates the organization and functioning of the Economic and Social Council, CES;
 - o Government Decision no. 314/2001, completed and amended by Government Decision no. 569/2002, regulates the organization and functioning of Social Dialogue Commissions, CDS, within ministries and prefectures;
 - o Transport, Constructions and Tourism Ministry Order no.17/10.01.2007 – Annex no.4 concerning the Direction for Relations with the Parliament, Trade Unions, Employers' Organizations and NGOs;

2. EU Transport Aquis as transposed in Romanian legislation

In the transport sector, Romania faced the challenge of taking over and implementing a very substantial body of transport law, which represents about 10% of the total EU acquis. The transport acquis consists mainly of secondary legislation, i.e. several hundred Regulations, Directives and Decisions. Implementing the acquis required not only the adoption of legislation, but also an adequate level of administrative capacity.

Romania made significant efforts in the implementation of the EU transport regulations concerning driving and rest times, dangerous goods, transport licenses, devices of speed limit and tachographs.

In Romania, goods and passenger transport is regulated under the observance of the Ministry of Transport and Infrastructure, representing the public central administration (www.mt.ro). Every company needs a transport license issued by the Romanian Road Authority (www.arr.ro). The vehicles are checked and certified by the Romanian Automobile Registry (www.rarom.ro).

Romanian passenger and goods transportation is mainly subject to the **Law no.102/2006 for the approval of Governmental Ordinance no. 109 issued on July 14, 2005** and to the Norms regarding road transportation and connected activities (as stipulated in Order nr. 1892 / 2006).

A series of international conventions and agreements have also been implemented by Romanian laws for road transport:

- TIR Customs Convention (international goods transportation on the basis of TIR carnets) – transposed in Romanian legislation by Decree no. 420 / December 5, 1979;
- CMR Convention (refers to the contract of international transportation of goods on motorways) – transposed by Decree no. 451 / November 20, 1972;
- INTERBUS Agreement on occasional international passenger transportation by bus – transposed by Law 439 / June 7, 2002;
- AETR European Agreement regarding the activity of the teams in international transportation – Law no. 101 / November 12, 1994 and Ordinance no.37/2007 enforcing Regulation no.561/2006;
- ADR Agreement for International Transport of Dangerous Goods – Law no. 31 of 18 May 1994
- ATP Agreement for the transport of perishable goods- Ordinance No. 75 of 25 August 1998.

As EU Member State, Romania is now involved in the process of developing and debating new European regulations proposed by the European Commission:

- Romanian Members of European Parliament(EP) are actively involved in the debates on the European level, in the scope of EP Transport and Tourism Committee
- Romanian professional associations, affiliated to IRU, are also actively participating in defining industry position and promoting it at European and national level.

The main areas for developing European legislative proposals are: new regulations on admission to occupation and market access for passengers and goods transport operators; Better enforcement for the European driving and rest time rules and 12 days derogation for international passenger transport services; Eurovignette proposal and internalization

of external costs of road transport; passengers rights in bus and coach transport in the EU; ITS application in road transport, etc.

3. Main regulated areas in Romanian road transport sector¹

- **Organization of transport and its connexe activities:** more than 16 regulations establishing norms for operating goods and passengers transport services, transport license, contraventions and fines;
- **Social legislation** more than 8 regulations concerning the driving and rest time rules, periodical medical and psychological exams for drivers, etc.
- **Dangerous goods:** more than 32 regulations concerning the regime of dangerous goods and the transport of garbage.
- **TIR transport and customs legislation:** more than 11 regulations concerning the technical norms for implementing international conventions on TIR Carnets and customs tariffs and procedures
- **Passengers transport and taxi services:** more than 18 regulations concerning international services, regular public transport services and taxis.
- **Use of Road infrastructure :** more than 31 regulations concerning Rovignette, maximum permitted weights and dimensions for road transport on Romanian road network, driving restrictions.
- **Technical aspects:** more than 49 regulations concerning road transport vehicles (regular technical inspection, star classification for coaches), specific devices (tachograph, speed limiters), homologation and certification procedures. Ministry of Transport's specialized body is Romanian Automotive Register.
- **Control and authorities:** more than 21 regulations concerning the organization and functions of the Ministry of transport and its specialized bodies; transport inspectors and traffic control norms, etc. Ministry of Transport's specialized body is Romanian Road Authority.
- **Sanitary- veterinary legislation:** more than 14 regulations concerning livestock transport, sanitary-veterinary norms and controls,etc.
- **Environmental legislation** – more than 10 regulations on this specific field (first registration tax to be paid for the vehicles).
- **Professional training** – more than 15 regulations concerning compulsory training for drivers, transport managers; norms for authorizing training centres,etc.
- **Fiscal burdens :** vehicle tax, road user charges, first registration tax, local taxes.
- **Road Code.**

B. CURRENT GOVERNMENTAL POLICY FOR ROAD TRANSPORT

4. General strategy of the Romanian Ministry of Transport
5. Main Policy Directions in 2009 indicated by the new Minister of Transport and Infrastructure
6. Future trends in Governmental policy for transport
 - a. General Master Plan for Transport
 - b. Strategy for sustainable transport for 2007-2013 and 2020, 2030

1. GENERAL STRATEGY OF THE ROMANIAN MINISTRY OF TRANSPORT

¹ Transport Bible 2008 and supplement of Transport Bible for 2009 prepared by UNTRR - Bucharest 2008

The Ministry of Transport and Infrastructure, previously Ministry of Public Works, Transport and Housing (MLPTL) was set up to produce a really significant improvement of the living standards of Romania's people together with the shaping of a new mentality concerning their daily life.

The policies adopted in the specific areas of the ministry's activity are oriented towards the development of the roads network, focusing on extending the expressways network, the rehabilitation of the existing roads, bridges and all the modern adjacent facilities.

Based upon a much more flexible structure, The Ministry of Transport and Infrastructure aims at establishing a permanent dialogue with the specialized institutions and persons, with the Legislative Power, the business representatives and the trade unions. The systematic approach and a clear timetable for the measures to be taken in implementing the various projects, the permanent analysis of the performances and a rigorous control of the spent funds are the main benchmarks of the Ministry's activity.

The strategy of the Ministry of Transport and Infrastructure² in the road transport area includes:

- the rehabilitation, modernization and development of the transport infrastructure (expressways, bridges) aiming at improving the passengers comfort, increasing their safety, encouraging an efficient freight transport and increasing the population mobility, at the same time with the aligning of the national transport system to the European system;
- the extension of the international financing through the World Bank or from private sources aiming at speeding the modernization of the road, rail, air and maritime infrastructure;
- the development and modernization of the transport means and installations with a view to improving the services quality, traffic safety and transport security;
- ensuring the social protection of the population through specific means pertaining to transport;
- ensuring the protection and the preservation of the environment.

With regard to the rehabilitation of the infrastructure and the modernization of transport, the Ministry of Transport and Infrastructure concentrates its activity on the development of the infrastructure and of the national transport system, in order to ensure:

- the confirmation of Romania's position as an important "turntable" for the continental and intercontinental transport along the main geographical West-East and North-South tracks;
- the organization of the national networks for all modes of transport in order to ensure a better coverage of the territory, and to eliminate the areas where the volume and quality of transport are insufficient, thus providing better conditions to fulfill people's transport requirements;
- the development of the intermodal transport, both in terms of traffic and of producing an impact on the main European Corridors;
- the highest possible transport safety and environment protection.

² http://www.mt.ro/engleza/index_eng.html

The dialogue with the Parliament, trade unions and employers is included in the actual government strategy so that any important decision related to the MTI to be endorsed by the union's representatives.

2. MAIN POLICY DIRECTIONS IN 2009 INDICATED BY THE NEW MINISTER OF TRANSPORT AND INFRASTRUCTURE

Road safety should be a major and constant preoccupation of the competent authorities. Although European Union aims at decreasing with 50% the number of road accidents victims, Romania is the Member State which registered last year the biggest increase of the number of road accidents, of de 13%. Building up safe parking areas to allow drivers to spend rest time in safely conditions should also be part of the priority projects of road infrastructure development.

Furthermore, at community level, even in this period of economical and financial crisis, **road transport infrastructure development** remains a priority. Romania needs road transport development. Road transport operators need a modern, safe infrastructure and a predictable and stable legislative framework.

However, the legislative picture in the transport field in not yet complete and the Romanian Transport Minister stated he is firmly determined to work to improve it, together with the team of the Ministry of Transport and Infrastructure, having the full support of the Romanian Government.

Between the measures which need to be taken in a problem as important as road safety there are also some legislative measures.

In the same time, also other transport sectors need updates and improvements and these will be one of the main preoccupations of the new Transport Minister in the near future.³

3. FUTURE TRENDS IN GOVERNMENTAL POLICY FOR TRANSPORT

a. General Master Plan for Transport

The general master Plan for transport is a strategic document aimed to be the basis for all road transport investment planning activities in Romania, for the period 2008 – 2025, ensuring the necessary support for achieving the following objectives:

- Ensure passengers and goods mobility in best conditions of comfort and safety;
- Optimal use of existing transport infrastructure;

³ Radu Berceanu, Minister of Transport and Infrastructure, Transport Bible 2009, Bucharest 2009

- Balanced distribution between transport modes;
- Ensure inter-operability and encourage inter-modality between means of transport;
- Compliance with the free competition principles and with environment protection norms;
- High quality transport infrastructure planning, in acceptable economic conditions.

b. Strategy for sustainable transport for 2007-2013 and 2020, 2030

The strategy was approved by Ministry of Transport Order no. 508/2008

The priorities of the road transport system for the period 2007-2013 are focused on the homogenization and improvement of the service in the whole network, as regards safety and physical state, continuation of works on the TEN-T network, Corridors IV and IX, setting objective criteria for the investment selection and initiate an additionally services system for the user, in coordination with other competent administrations, using the possibilities of intelligent transport systems (ITS).

C. ROAD TRANSPORT MARKET

1. Romania – part of the European transport market
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1. ROMANIA – PART OF THE EUROPEAN TRANSPORT MARKET

Road transport is an essential field for economic development of European Union. Transport infrastructure development ensures job creation, economic growth for enterprises, transport of goods and passengers as well as tourism development.

Romania has a key geographical location, at the cross-roads of the major routes which link Western Europe to the Black Sea and to Middle East, and of the corridors which connect the Baltic Sea area to the Balkan peninsula and to the Mediterranean basin.

Three of the ten Pan-European transport corridors pass through Romania: corridor No.4 Dresden-Prague-Vienna-Bucharest-Salonika-Istanbul, corridor No.9 Helsinki-Moscow-Bucharest-Alexandroupolis and corridor No.7, which follows the route of the navigable Danube and, together with the Main-Rhine Canal and the Danube-Black Sea Canal (opened for traffic in 1984), provides the routes between the North Sea and the Black Sea.

Romania will play an important role in the context of the future oil and gas pipelines from the Caspian Sea and Central Asia to SE Europe and Western Europe. The public road network totals 80,893 km, of which 22,042 km are modernized roads.

Road network

At EU level, there are 5 000 000 km of paved roads, of which there are 61 600 km of motorways. At the end of 2008, Romania had approximately 80 000 km of public roads and under 300 km of motorway (see table below), not connected yet to the European infrastructure. Poor state of the infrastructure leads to longer times for traveling on a distance, with negative effect on the environment and traffic safety.

Virtually the whole network of national roads is paved, while much of the network of county and local roads is only lightly paved or unpaved.

The overall density of public roads is 33.3 km/100 km². This is very low compared to the EU 25 average of 110 km/100 km², suggesting low accessibility to the road network. The distribution of roads throughout the country is largely uniform, except in the Bucharest-Ilfov region where there is a higher density. (www.mt.ro)

INDICATOR	2005	2006	2007
Public roads (km) of which:	79904	79952	80893
-motorways	228	228	281
-European roads	5873	5883	5983
Modernized roads (km)	21148	21549	22042
Lightly paved roads(km)	20915	20964	21397
Paved roads(km)	25801	25637	25347
Earth roads (km)	12040	11802	12107

2. Romanian transport market – specific features and figures

Starting with January 1st, 2007 – Romania's official integration into EU, national transport market has opened with both opportunities and challenges.

After 1990, road transport was one of the first sectors of activity, changing its state form of property to a private one. Nowadays approximately 86% of the companies in road transport are privately owned, developing their activities on the market economy of Romania.

Internal market development contributed to the improvement of Romania's general economic situation, as reflected by GDP increase of 8% (97 billions Euro) in 2006. Romanian transport represents 10% of GDP.

Structure of transport modes in Romania (market share)

- Road transport 75% of the transport market;

- Railway transport 17% of the transport market;
- Sea and inland waterways 4% of the transport market;
- Others 4%.

While the other Romanian transport modes registered fluctuations in their market development, road transport sector had a permanent increasing trend. Thus, international road transport in 2006 has doubled compared to 2003 and the national transport reached an increase of +66%.⁴

Still, in comparison to EU, where a haulier covers 140,000 kilometers per year, in Romania a haulier covers only 80,000 kms. Also, the vehicle fleet in Romania is of 20 trucks per 1,000 inhabitants, while in the EU there are 63 per 1,000 inhabitants.

Upon accession, Romania has been granted access to the market in the carriage of goods by road within the EU to or from the territory of a Member State or passing across the territory of one or more Member States (covered by Regulation (EEC) 881/92⁵). However, there are specific sensitivities over the issue of immediate national **cabotage** market opening upon accession. In order to achieve a smooth integration, EU has therefore proposed a transitional arrangement entailing that access of non-resident hauliers to the national road transport market of other Member States (covered by Regulation (EEC) 3118/93⁶) should, in certain cases, be phased in gradually.

Dimensions of road transport market⁷

Indicator	2005	2006	2007	Semester 1 2008
Goods transported (thousands tones) of which:	306994	335327	356669	288315
-national	289568	316653	338279	274362
-international	17261	18529	18188	12935
-transit	165	145	202	1018
Transported passengers (thousands passengers) of which:	238017	228009	231077	214713
-national	234320	224325	227372	211800
-international	3697	3684	3705	2913
Average distance for passengers transport (km)	50	52	52	73

3. MAIN ACTORS ON THE MARKET

⁴ ILO Working Paper 2007

⁵ Council regulation (EEC) 881/92 of 26 March 1992 on access to the market in the carriage of goods by road within the Community to or from the territory of a Member State or passing across the territory of one or more Member States

⁶ Council Regulation (EEC) No. 3118/93 of 25 October 1993, laying down the conditions under which non-resident carriers may operate national road haulage services within a member State

⁷ Public Statistics provided by Ministry of Transport and Infrastructure, www.mt.ro

3.1. Road Transport companies and economic aspects of the market

At European road transport level, there are 926 171 enterprises with a total turnover of 344 324 millions Euro, while in Romania there are activating 22 749 enterprises with a total turnover of 3 008 millions Euro.⁸

Number of licensed road transport operators in Romania⁹

Total number of licensed Romanian road transport operators in 2008 was of 30,789 companies, using a total fleet of 196,864 vehicles.

Total number of licensed operators performing road transport of goods in 2008 was of 27197, using a total fleet of 171044 trucks.

Total number of licensed operators performing passenger transport in 2008 was of 5040 companies, using a total fleet of 25820 buses and minibuses.

Total number of licensed operators performing both passenger and goods transport was of 1448.

Total number of permits for performing road transport of passengers in 2008 was of 506.

Road vehicle fleet

The breakdown of vehicles by broad category is shown in the table below.

Evolution of road transport fleet 2005-2007

Source: Statistical Yearbook 2008, Ministry of Transport 2008

Indicator	2005	2006	2007
Motorcycles	93845	92507	27076
Buses	21976	22663	17151
Mini buses	17297	17755	17051
Cars	3363779	3603437	3541262
Trucks	493821	545300	501957

Following the big investments of last years in new vehicles, Romania has now a very modern and competitive vehicle fleet, complying with EU standards.

Economical aspects

Along with its latest economic growth, Romania experienced a fierce **competition** in the road transport field, mainly in the international environment, while also being hit by **international economic crisis**.

⁸ Romanian Member of European Parliament Silvia Adriana Ticau, Transport Bible 2009, Bucharest 2009

⁹ Statistics provided by Romanian Road Authority – ARR 2008

Under these market conditions, facing significant export volume shortfalls in comparison with imports and, consequently, pressures on the international transportation pricing, Romanian operators have to overcome tough moments.

Romanian companies economic profile¹⁰:

- Low profitability levels even for big transport companies (high investments level decreases short term profitability);
- Decreasing debts level, but still high (>80% debt installment/total actives) posing important limitation on financial management (reduced flexibility);
- Gas price variations are influenced by international prices of petrol, prices that are still at peak level;
- Increased market competition particularly for medium-large clients;
- Small companies have lower chances to be profitable on an increasing competitive market;
- Increased number of transport operators being mainly/exclusively subcontractors of large transport operators or forwarding companies (otherwise they will not find a proper balanced capacity to work on their own).

BIG SIZED COMPANIES PERFORMING ROAD TRANSPORT

General situation: economic crisis, lack of infrastructure, high tax levels, high risks related to exchange rate evolution, clients' pressures to decrease transport tariff ¹¹.

Competition: Competition has become fiercer, since Romania's integration into EU and some big European companies' entrance in Romania. The present economic crisis has deepened the competition, as there are less goods to be transported and an inflation of lorries ¹².

Main problems faced¹³:

- Problems in other countries of the European Union: More severe controls performed by respective authorities, while in Romania the foreign transport operators are less penalized than the Romanian ones, due to deficiencies of Romanian specific legislation, causing serious distortions of the transport market competition; Romanian integration into EU should be made from both directions perspective (considering cabotage, working time regulations, etc.) ¹⁴
- European policies concerning driving and resting time; the introduction of a digital recording tachograph generates problems by massive increasing of salaries, lack of companies' profitability and difficulties for transport managers in planning and organizing efficiently drivers' trips and transport activity;
- Lack of correlation between European and national legislation concerning working time per day and per week generates distortions of the transport market competition,

¹⁰ COMPASS Consulting analyses of financial statements (non-audited) from 2004-2005 of 61 Romanian road transport companies

¹¹ COMPASS Consulting Study on Romanian companies preparation against crisis, January-February 2009

¹² Interview with Radu Marin, General Manager of General Transport (CETA-GT holding)

¹³ Interviews with the managers of SC Frigoexpress SA, SC Transchim SA, SC CETA – GT and S.C.

ALEX TRANSPORT INTERNATIONAL '94 - by questionnaire for Transporte Professional Magazine, Extra Europe, Spain 2007

¹⁴ Interview with Constantin Isac, General Manager of SC Transchim SA

as there are transport companies from different regions of Romania that are controlled and fined according to Romanian legislation, without considering European provisions concerning professional drivers working time and rest.

- Negative pressure on the transport, for environmental protection: Truck manufactures succeeded to build “green” trucks, decreasing, in this way, the level of pollution in Europe. The problems consist in the drastically decrease of petrol purveyance at international level, leading to the necessity to identify alternative solutions.
- Urgent need to develop Romanian road infrastructure at European standards
- Economic crisis effects: lack of liquidities, decreasing demand for transport services, decrease of personnel, increase of taxes (ecological tax), lack of activity.

Challenges for the road haulage sector in the short and medium term: impact of international economic crisis, meeting customers’ needs by finding optimal routes, identifying new business opportunities for extending the transport activity to new destinations (like Kazakhstan, Iran, Iraq), continuous renewal of the fleet in order to meet EU requirements. Due to high investments in new and modern vehicles during the recent years, Romania has now a new and very competitive fleet, but Romanian operators are now facing the challenge of an decreasing transport demand, in the context of the international economic crisis.

SMALL AND MEDIUM SIZED ROAD TRANSPORT COMPANIES

General situation: The situation of road haulage in Romania at this moment is a delicate one, due to both European social and economic context and also to the necessity to continuously adapt to the market requirements of demand and supply as well as the steadily increase of taxes and fuel, increase that is not reflected in the transport price.

Unlike other countries, in Romania there is no involvement of authorities, but on the contrary, transporters’ problems are somehow “ignored”.

Competition: the level of competition is extremely high as a consequence of the fact that in the last years, Romania increased its vehicle fleet for several times.

Main problems faced:

- In EU countries, the requirements are very high both from legislative point of view and from the technical point of view of the vehicle fleet, and if these requirements are met there are no very big problems, but there are countries like Hungary where Romanian transport operators are discriminated, because they receive big fines for minor infringements to the legislation, and there aren’t applied the same fines to the transport operators from countries like Germany, France, Belgium, etc.
- problems following the introduction by several European countries of road rates for haulage vehicles; the constant increase of fuel prices; EU policies concerning driving and resting time; the every day more restrictive EU implanted regulations in relation with safety and environment.
- financial and economic problems caused by increasing taxes while the transport price remains the same(decreases); longer time of transport due to European driving and rest time rules. In this context, the number of goods transport

companies will decrease in the next years. The changes need to be made both at European and each country level, there are many changes that have to be done, but they have to be correlated between each other and the fiscal and legislative peculiarities of each country have to be taken into account. In Romania, the legislation has to be changed, the fiscal burden is very high and the infrastructure is a very lean chapter.

- The negative pressure on the transport, for environmental protection has an extremely negative impact on road transport of goods.

Challenges: identifying survival strategies for the economic crisis, very high competition, steadily increase of taxes and fuel price.

PROFESSIONAL AND EMPLOYERS' ORGANIZATIONS AFFILIATION¹⁵

UNTRR – employers' organization for private operators

URTP – employers' organization for public owned operators

There are also several other professional organizations, such as: ARTRI (international road transport of goods), ACPR (passengers transport), CNTR (taxi operators), etc.

3.2. Workforce and social aspects of the market

At European level, in the field of road transport there are working 4 609 644 millions of employees, while in Romania there are 151 666 road transport employees.

EMPLOYMENT, BY ACTIVITY OF NATIONAL ECONOMY AND BY STATUS OF EMPLOYMENT¹⁶

2004			2005			2006			Activity (CANE Rev.1 div
Total	Of which		Total	Of which		Total	Of which		
	Employees	Self employed		Employees	Self employed		Employees	Self employed	
456.6	433.0	23.6	451.8	426.2	25.6	481.9	453.0	28.9	Transport, storage and communications

Romanian workforce - high quality/low cost labor pool:

- Young, skilled workforce;
- English speaking;
- ready availability of skilled labor and graduates;
- proven cost competitive base.

As a consequence, many Romanian drivers are searched and employed by foreign companies, while Romanian transport operators have to face a shortage of the workforce.

According to a study of Romanian transport branches performed in 2003¹⁷, transport sector employees were representing 7.5% of the total number of employees in Romania.

¹⁵ See chapter D

¹⁶ Romanian Statistical Yearbook 2008

¹⁷ ILO Working Paper on *Social Dialogue Perspectives in Romanian Road Transport*, prepared by Roxana Radu, ILO 2007

Labor productivity by employed person in the field of transportation registered a progressive increasing as shown in the table below:

LABOUR PRODUCTIVITY, BY EMPLOYED PERSON ¹⁸

Year	2002	2003	2004	2005	2006
lei/person	30052.7	42079.3	54373.6	64953.1	72221.0

Salary levels are negotiated by collective agreements at transport branch level, road transport sector level and company level.

The net average salary for a transport employee was the equivalent of 274 Euro in 2005 while the minimum wage reached 180 Euro at 1 January 2007.

In 2008, wages average was of 18000 EUR/YEAR/DRIVER, with a rate of 10 EURO/100km per driver.

Additional labour cost elements for a Romanian transport company:

- Social insurances paid by transport companies: 0.50 EURO/100km.¹⁹
- Special payments by driver provided by Romanian transport companies: bonuses, holiday premium.

Compared to 1990, when there were registered 55 **work conflicts** in this branch, their number decreased to 11 conflicts in 2004.

TRADE UNIONS AFFILIATION

The transport sector employees are affiliated to the following trade unions²⁰:

- CNSTR – rail transport, metro, road transport
- FNSSR – professional drivers employed in private sector, mostly involved in goods road transport
- TRANSLOC – professional drivers employed in public transport companies, performing public transport of passengers in urban areas.

Road safety and work accidents

The Romanian road network was developed as a result of the need to provide road links between towns and the new roads followed the original alignment. The resultant effect of this has been to create many linear villages and towns without a bypass where all local and through traffic has to pass through the town centre.

Later, due to the lack of investment in secondary roads (mainly in rural areas) linear villages (villages along both sides of the highway) have continued to develop along national roads resulting in the continuing situation where through traffic on national roads is in conflict with the daily life of the rural community.

Indicator	2005	2006	2007
Road accidents	7226	6640	8451
Number of persons involved in accidents(persons) of which:	8509	7769	9825

¹⁸ Romanian Statistical Yearbook 2008

¹⁹ SC TATCOS SRL, questionnaire for Transporte Professional Magazine - Extra Europa 2008

²⁰ See chapter D of the study

-fatalities	2641	2478	2794
-injured	5868	5291	7031

The **work accidents** registered in transport branch in 2004 represented 5.0% of the total accidents from Romanian economy.

In 2008, Romanian Labor Inspection warned that the number of victims from road transport accidents increased to 10.02% of the total work accidents at the national economy level. The main cause of this situation was the development of transport activities and the fact that the drivers were not aware of the norms of health and security at the workplace, as well as of the road safety norms.²¹

D. APPROACHES OF SOCIAL DIALOGUE IN ROMANIAN ROAD TRANSPORT

1. Social partners and European affiliation

1.1. Employers' organizations: UNTRR, URTF

1.2. Workers' organizations: FNSSR/CNSTR, TRANSLOC

1.3. Governmental partner: MMFS, MTI (DGITR, DRPSON)

2. Social Dialogue Institutions

2.1. Social dialogue Commission of MTI

2.2. Commissions for Collective Labour Agreements Negotiation

2.3. Sector Transport Committee

3. Main Topics and Approaches

4. Short Analyze on Social Dialogue Practices and Problems

D. APPROACHES OF SOCIAL DIALOGUE IN ROMANIAN ROAD TRANSPORT

The institutionalized social dialogue in Romania has 2 major components:

- tripartite social dialogue between Government, workers and employers' organizations
- bipartite social dialogue between workers' and employers' organizations.

At national level, the social dialogue is organized between the national federations of workers and employers and the Ministry of Labour, Family and Social Protection.

At transport level, the main governmental partner is the Ministry of Transport and Infrastructure, but for specific issues with impact on transport operators/workers, the social partners address also to other Romanian ministries such as: Ministry of Public Finance, Ministry of Communications, Ministry of Administration and Interns.

1. SOCIAL PARTNERS AND EUROPEAN AFFILIATION

The **main social partners** at road transport sector in Romania are:

- for private owned sector:

- the National Union of Road Hauliers from Romania(UNTRR) - representing road transport employers from private sector
- the National Federation of Romanian Drivers' Syndicates (FNSSR) - representing road transport workers/drivers from private sector.

- for public owned(State) sector:

- the Romanian Union of Public Transport (URTP) - representing road transport employers from public sector

²¹ Labor Inspection, Analyze of the health and safety work conditions in transport sector, Bucharest 2008

- TRANSLOC representing road transport workers/drivers from private sector.

There are also several **other professional organizations** representing different segments of road transport industry: Transfrigoroute Romania (representing temperature controlled transport operators; Romanian Association for International Road Transport (ARTRI); National Taxi Chamber of Romania(CNTR); Association of Private Hauliers From Romania – ACPR (representing passenger transport operators);Federation of Romanian Operators from Transports(FORT); Professional associations organized in different regions of Romania (Transilvania, Iași), etc..

As partner-organizations for road transport industry, there are: Employers’ Federation from Romanian Tourism– affiliated, as UNTRR, to the National Confederation of Romanian Employers (CNPR); Union of Forwarding Companies from Romania (USER).

1.1. EMPLOYERS’ ORGANIZATIONS

THE NATIONAL UNION OF ROAD HAULIERS FROM ROMANIA - UNTRR

The National Union of Road Hauliers from Romania (UNTRR) is an employers', professional, non-governmental, independent, apolitical organization, set up in 1990 on democratic principles, which promotes and protects the interests of road hauliers at both national and international levels.

Since 1990, more than **13,000 transport operators** performing inland and international transport of passengers and goods have become members of UNTRR.

Mission

UNTRR has assumed the **mission** of being the main representative of transporters in Romania and the main social dialogue partner at the level of road transport.

Organization and management

UNTRR’s **leading body** is the General Assembly of the members and, between its meetings, the Council of Direction, composed of 7 members, among whom 1 President and 3 vice-presidents.

The current management of the association is ensured by UNTRR President and Secretary General.

UNTRR has its headquarter in Bucharest and there are also 10 regional offices of UNTRR in the main regions of Romania.

Affiliation

At international level, UNTRR is an active member of:

- the International Road Transport Union (**IRU**) Geneva, at the Passenger Transport Council (professional passenger transport) and at the Goods Transport Council (professional goods transport);
- the International Multimodal Transport Association (**IMMTA**) Geneva;
- the International Road Federation (**IRF**) Geneva;

UNTRR is also an affiliated member of the International Road Safety (PRI) Lisbon.

At national level, UNTRR is a member of:

- the National Confederation of the Romanian Employers (**CNPR**);
- the Alliance of Romanian Employers Confederation (**ACPR**) through **CNPR**;

- the Chamber of Commerce and Industry of Romania (**CCIR**);
- the National Association of Exporters/Importers of Romania (**ANEIR**);
- the Alliance for Development of Romanian Economy (**ADER**);
- the Global Road Safety Partnership (**GRSP Romania**);
- the Interministerial Council for Traffic Safety (**CISR**);
- the Commission for the negotiation of the collective work contract at the level of transport branch and road transport sector;
- the Romanian Organization for the Implementation of Intelligent Transport Systems (**ITS Romania**);
- the National Association of the Tourism Agencies (**ANAT**), through UNTRR Tours.

Main activities

UNTRR is acting in order to increase the role and efficiency of passenger and goods road transport in both domestic and international traffic, for the maintenance of the road vehicle fleet and for the professional training of the personnel in road transport.

UNTRR, as a member of the International Road Transport Union (IRU) in Geneva, is a national guaranteeing association for the transport of goods under the cover of TIR carnets.

UNTRR offers its members:

- access to road transport information (regulations, road taxes, temporary traffic restrictions, fuel price, axle weights and maximum permitted weights);
- consultancy in legal and economical matters, assistance in case of litigation with foreign partners;
- possibility to take part in training courses, national and international congresses, seminars and symposiums in road transport;
- assistance in getting visas for the staff employed by our members, as well as different types of insurance policies;
- documentation related to obtaining transport and performance licenses;
- assistance in solving problems encountered by road transport operators;
- the possibility to consult the drafts of national and European transport legislation and to express suggestions and proposals, to be supported by UNTRR;
- the possibility to make remarks and proposals during the negotiation of the collective labor contract for the transport branch, where UNTRR takes part with full rights of negotiation;
- representation within the Social Dialogue Commission of the Ministry of Transport and Infrastructure. Being representative at transport branch level, UNTRR has the right to forward proposals and amendments related to any transport law draft within the Social Dialogue Commission of the Ministry of Transports, proposing improvement and enhancement measures for the road transport activity in Romania.

UNTRR members benefit from:

- the possibility to consult the IRU Manual and the ECMT Manual, translated into Romanian, as well as the stipulations of the bilateral road agreements concluded by Romania with other countries;
- getting TIR carnets, CMR Consignment Notes, against payment, at both UNTRR central headquarters and UNTRR branches, certificates of approval for goods transport road vehicles, tachograph record sheets, road sheet sets for national and international transport of goods;
- the possibility to consult occupational standards in road transport domain and assistance in human resources management;

- getting, free of charge, on a monthly basis, of the InfoUNTRR Bulletin;

UNTRR provides **effective communication** with its members by:

- e-Info service – daily electronic newsletter for UNTRR members;
- SMS type short messages;
- UNTRR interactive portal – www.untrr.ro;
- INFO UNTRR bulletin - monthly free of charge publication and its supplements.

THE ROMANIAN UNION OF PUBLIC TRANSPORT - URTP

The Romanian Union Of Public Transport is a professional, non governmental, autonomous and apolitical organization, developing a non profit activity. The abbreviated denomination of the Union is "U.R.T.P."

URTP is an employers' association, non-governmental, nonpolitical, autonomous and non-profit organization of public utility recognition acc. to the G.D. 1139/2005.

Mission

URTP has assumed the **mission** to accomplish a unity of all members actions in order to achieve quality in public transport system , which will meet the passengers needs.

The main purpose of The Romanian Union of Public Transport is to protect the professional, economic and social interests of its members, to achieve their unity of action in order to strengthen their authority and prestige and to achieve its master function, in respect of the in force legal settlements.

Organizations and Management

The leading bodies of the Romanian Union of Public Transport are:

- - the U.R.T.P.'s Congress,
- - the U.R.T.P.'s Leading Council
- - the Executive Office of U.R.T.P.'s Council. The Auditing Commission is working at the level of the U.R.T.P.'s leading bodies.

The Union's structure is based on professional criteria, through specialty and local sections as well as through regional branches.

The branches are territorially working, their activity being linked to the Union's objectives and developing according to their own Statute, approved by the Union's leaders, complying with its own Statute's provisions.

The **URTP's** Executive Bureau has decided to set up six professional work sections that are already active. These are as follows:

1. Trams public transport;
2. Trolley-buses public transport;
3. Buses public transport;
4. Public transport training and selection of personnel;
5. Public transport legislation and standards;
6. Economical-financial issues concerning public transport.

Affiliation

- F.N.P.S.P.R. - THE NATIONAL EMPLOYERS' FEDERATION OF THE PUBLIC UTILITIES OF ROMANIA
- AGIR - GENERAL ASSOCIATION OF ROMANIAN ENGINEERS
- AGER - GENERAL ASSOCIATION OF ROMANIAN ECONOMISTS
- ASRO - ROMANIAN STANDARDISATION ASSOCIATION
- ITS ROMANIA - INTELLIGENT TRANSPORT SYSTEMS
- POLIS - EUROPEAN CITIES AND REGIONS NETWORKING FOR NEW TRANSPORT SOLUTIONS

- UITP - INTERNATIONAL UNION OF PUBLIC TRANSPORTS
- VDV - GERMAN ASSOCIATION OF TRANSPORT UNDERTAKINGS

Main objectives and activities

- to contribute to the stimulation, co-ordination and supporting its members initiatives for the purpose of offering its passengers an urban public transport corresponding to the international standards and requirements of quality and efficiency;
- to organize professional debates, conferences, symposiums and discussions in order to ease a comprehensive exchange of knowledge, experience and information both for specific technical and economical fields, as well as concerning subjects of a general interest;
- to encourage the development of its own activities concerning technical research, applicative and conceptual, as well as to support the implementation of the obtained results;
- to promote theoretical and operative studies development within the public transport area, on the basis of the internal and international experience;
- to organize its own informational and documentation department as well as a library including periodicals and professional papers, offering its members bibliographical summaries;
- to publish and to disseminate, for free, the following publications for its members:
 - an Information Bulletin, including concerns, current activities and achievements of the Union, monthly issued;
 - a Review, at the disposal of all its members, quarterly issued;
 - an Yearly Overall publication of a statistical - reference nature, concerning the Romanian urban public transport development.
- to encourage training and improvement activities for the executive and management staff within the Administrations members;
- to support its members to take part in internal and international manifestations of general interest concerning the public transport area (congresses, round tables, fairs, documentary visits, etc.);
- to affiliate with associations, unions, professional groups and others alike, within the country as well as to international organizations concerned and involved in transport challenges, promoting and maintaining a co-operation relationship with these ones;
- to initiate regular and sustained actions of informing and rendering the public authorities concerning the overall challenge of the global transport in order to:
 - draw up a specific legislation, able to settle the operational activity as well as strategical options in medium and long term;
 - set up a central department able to ensure a permanent relationship with governmental structures, directly or indirectly involved in transport working (urbanism, traffic, environment, etc.) and initiating, at a national scale, documents of a specific nature;
 - stimulate the national public transport industry of vehicles and equipment manufacturing, including the modernization of the existing ones.

1.2. WORKERS' ORGANIZATIONS

ROMANIAN TRANSPORT WORKERS' TRADE UNION CONVENTION- CSNTR

Romanian Transport Workers' Trade Union Convention (CSNTR) is a professional organization of transport trade unions, unifying at this moment organizations of all transport modes: rail transport, road transport, naval transport, air transport and underground transport.

Romanian Transport Workers' Trade Union Convention (CSNTR) was established on March 20th, 2000 as a result of the need to coagulate the union movement in transports, at the initiative of 14 trade union federations, representative for all transport modes – railway, road, naval and air.

Romanian Transport Workers' Trade Union Convention got the juridical recognition as being representative at transport sector level since 21 August 2001.

Mission

CSNTR is permanently assuming an active role, in the interest of its members, in the collective negotiations at transport sector level, in the social dialogue at the level of the Transport Ministry, in the activity of the Transport Sectoral Committee for professional training of adults and in the social dialogue with employers' organizations during the validity period of the collective labor agreement.

Organization and management

CSNTR management is ensured by its elected President, Executive President, Vice-presidents and Secretary General.

At this moment, CSNTR has 130000 members structured in 13 trade union organizations.

Affiliation

At national level, CSNTR is affiliated through its members to 3 nationally representative confederations: BNS, CNSLR-Frăția, Cartel Alfa.

At international level, CSNTR, through its members, cooperates with relevant workers' organizations: International Transport federation (ITF), European Transport Workers' Federation (ETF), Amalgamated Transit Union (ATU), European Federation of Locomotive Drivers (ALE).

Main objectives and activities

CSNTR activity is focused on the following directions:

- **negotiation of the collective agreement al the level of transport branch** - CSNTR management has 2 major objectives for the negotiations of collective agreement for transport branch:
 1. Compulsoriness of concluding collective agreements at lower levels to be valid for 1 financial year in order to include salary costs.
 2. establishment of a minimum salary for transport branch to ensure the purchasing power (equivalent of 190 EUR for 2007,)
- **law suits concerning the application of collective agreement provisions**- application of the labor collective agreement at the level of transport branch brought the first law suits for the social partners, concerning their mutual recognition as partners in the branch social dialogue; coverage of the collective agreement; interpretation and application of the collective agreement provisions at the level of enterprises;
- negotiation of the collective agreement al the level of group of enterprises in the rail sector;

- **collaboration with other national trade union organizations** - in 2003, CSNTR signed an cooperation agreement with UFS ATLAS – trade union organization in the field of energy and communications; with a view to protecting their members against employers’ abuses and labour legislation infringements, CSNTR and UFS ATLAS have signed in 2004 a collaboration protocol with the Labour Inspection of the Romanian Labour Ministry, providing trade unions with a strong pressure tool against employers infringing labour law. The fields of cooperation between the 3 institutions are:
 - o Correct and unitary application of specific legislation regulating labour relations, work safety and health, employees’ protection against constraints and abuses;
 - o Identification and abolition of labour without legal forms “black market”, “gray market”;
 - o Prevention and abolition of child labour;
 - o Exchanges of research results concerning labour relations, health and safety, protection of the employees working in special conditions;
 - o Organization of training programs for professional education improvement;
 - o Support aiming at initiating and elaborating of law bills in the field;
 - o Professional support;
 - o Collaboration and mutual support in internal and international relations.

- **interventions concerning the reorganization of the medical units of the Ministry of Transport** - Concerning the medical network, CSNTR made several interventions asking for the financial independence of its medical units. CSNTR also made interventions at Romanian Ministries to bring the salary of the medical staff of the transport network at the national network level;
- **granting certain employees from transport branch earlier retirement:** after long debates with the Ministry of Labour and the Ministry of Transport, a law was passed in 2006 for placing certain workplaces in special working conditions group;
- **collective redundancies** - CSNTR opposed permanently to the collective redundancies, warning that the main danger consists in over-stressing of the personnel due to massive collective redundancies, chronically low-financing having as a result the continuous degradation of infrastructure and transport means, poor performances of the system due to low-investment and lack of Government interes in this important activity sector.
- **work conflicts** - precarious social situation leads to work conflicts between employees and employers, turning up to strikes, in particular concerning rail transport;
- **international relations** - CSNTR has a series of collaboration activities with counterpart unions from Europe and US. Consequently, the relations with north-American transporters represented by Amalgamated Transit Union (ATU) leded to the establishment of Romanian ATU Council (CR-ATU), a form of organization and cooperation between Romanian and north-American transporters. Romanian transport workers were in close collaboration with other international organizations in the field (ITF, ETF, ALE) through their affiliated federations, having an active participation in bilateral and multilateral meetings, international seminars and programs;

- **Transport Sector Committee(CST)** activities, CSNTR being a founding member of CST.

NATIONAL FEDERATION OF ROMANIAN DRIVERS' SYNDICATES (FNSSR)

The National Federation of Romanian Drivers' Syndicates (FNSSR) is an active member of CSNTR.

At European level, FNSSR is affiliated to the European Transport Workers' Federation (ETF).

The current management of FNSSR is ensured by its President and Secretary General.

FNSSR is negotiating with UNTRR the collective labour agreement for Romanian road transport sector.

Also, FNSSR has taken common position with UNTRR for defending Romanian road transport interests at European level, related to EU regulation of driving and rest time for professional drivers performing international passengers transport.

TRANSLOC FEDERATION

The TRANSLOC Federation is a non political, federative union structure, having a complete independence from the public authorities and employers' organizations, having its own assets. It works and is organized according its own constitution and to the Law nr. 54/2003.

It was founded in March 1990, in Brasov.

Mission

TRANSLOC represents the public local transportation, with buses, trolley-buses and tramcars throughout the country.

Organization and management

The National Conference is the supreme forum of the Federation. It judges and analyzes the whole activity between two Conferences, establishes aims and duties for further period and all the necessary measures for promoting the rights and interests of its members, it elects its ruling officials every four years.

In December 1998 a new leadership was elected, and it finalized the present structure and organization.

TRANSLOC has a three branches structure, Muntenia, Moldova and Transylvania, and it gathers together 50 unions from the whole country, having about 18.000 members. The most important cities are: Bucharest, Constanța, Buzău, Pitești, Târgu Jiu, Brăila, Craiova, Iași, Bacău, Suceava, Timișoara, Arad, Baia Mare, Cluj, Brașov and others. From all these, the greatest one is the Bucharest Transport Workers Union (STB).

The TRANSLOC Federation represents all sort of professional personnel: workers, qualified or not, technicians and administrative staff, specialized personnel, rulers on low level. There are no retired persons in the union, as the legislation doesn't permit it.

The structure is as bellow:

- manual workers (drivers included) – 88%
- technicians and administrative staff – 7%
- graduated specialists – 5%

Affiliation

At national level, TRANSLOC is directly affiliated to the National Trade Union Bloc (BNS)

At International Level, TRANSLOC is affiliated as follows:

- directly to the ITF (International Transport Workers' Federation)
- indirectly, to the ETUC (European Trade Union Confederation)
- indirectly, to the CISL .

Main activities

Negotiations and Collective Bargain's: Both at sectorial and companies level the TRANSLOC Federation is a serious partner, at sectorial level has dialogues and consults with the employers organization, who represents the local transportation and its interests, and with the Local Councils, from which most of the companies depends, and with the members of the companies' Administration Committees.

Also, TRANSLOC is frequently consulting with Social Dialogue Commissions belonging of the Transport and Infrastructure Minister, and the Internal Administration Minister, alone or through the Confederation to which the TRANSLOC is affiliated, on issues such as: road transport legislation, any other aspects on road transport or specific problems in local public transportation.

TRANSLOC, as a representative at national level, for the public transport sub-sector, negotiates and signs a Collective Agreement for the group of public transport operators, and also the Unique Collective Agreement in the whole Transport Industry.

2. GOVERNMENTAL PARTNER

2.1. MINISTRY OF LABOR, FAMILY AND SOCIAL PROTECTION - DIRECTION FOR SOCIAL DIALOGUE AND RELATION WITH THE PARLIMENT

The Ministry of Labor, Family and Social (MMFS) protection is organized and functions as a specialty body of the central public administration, subordinated to the Romanian Government.

The Direction for Social Dialogue and Relation with the Parliament ensures MMFS with the support for the fulfilment of its attributions in the field of social partnership:

- a) negotiation and conclusion of agreements with social partners for its field of activity;
- b) approval and control of social partners' representativeness compliance with legal provisions in force;
- c) preparation and management of the database with the organizations of employers, workers and other organizations of the civil society;
- d) elaborates the criteria and forms of work conflicts mediation;
- e) ensures permanent consultation of social partners concerning legislative initiatives in its field of activity;

- f) coordinates the social dialogue activity at the level of the Ministry and its subordinated bodies;
- g) ensures the relation with the Parliament, Economic and Social Council, organizations of employers, workers and other organizations of the civil society.

2.2. MINISTRY OF TRANSPORT AND INFRASTRUCTURE (MTI)

The Ministry of Transports and Infrastructure is organized and functions in conformity with the provisions of the Government Decision no. 229/2005,²² has juridical personality and is the state authority in the field of transports.

GENERAL DIRECTION FOR INFRASTRUCTURE AND ROAD TRANSPORT

The General Direction for Infrastructure and Road Transport ensures MTI with the support for the fulfilment of its attributions²³ in the field of road transport, as specialized organism of the central public administration:

- elaborates and submits to approval the adequate legislative framework for the field of transports;
- elaborates the economical policy in the field of road transports;
- elaborates policies for the development of the multi-modal transports and of the combined transport;
- elaborates the development strategies of the infrastructures, of the public works, of the activities in the field of transport, tourism and dwelling;
- provides the organization and development of the scientific research in the field of transport, public works;
- represents the state interest within the international organisms, on the basis of the established conventions, accords and agreements, and develops relations of cooperation with similar authorities and organizations from other states and with other international organisms interested in its fields of activity;
- supports the promotion on the international markets of the interests of the local economical agents from its fields of activity;
- provides to all the transport beneficiaries the right to chose freely the way of transport, the transporter and the means of transport;
- supports the development and functioning of the public transport;
- stimulates the free initiative and provides the autonomy of the transporters;
- establishes by means of the norms an unitary way of presentation for the informational system regarding the public transport for persons, in the area of administration of the transport infrastructure of public interest;

The Ministry of Transports has budgetary and extra-budgetary units, autonomous administrations, national companies, trade companies functioning under its subordination, coordination and authority. The ones which are relevant for the field of road transport are: Romanian Road Authority (ARR), Romanian Automotive Register (RAR), National Company for Motorways and National Roads from Romania (CNADNR).

²² Newly just published Governmental Decision no.76 of 13 February 2009 establishes the new organization of the Ministry of Transport and Infrastructure, but it is to be implemented in the very next period, that is after finalising this study.

²³ Extract from the Government Decision regarding the organizing and functioning of the Ministry of Transports(G.D. no. 229/2005)

DIRECTION FOR RELATIONS WITH THE PARLIAMENT, SYNDICATES, EMPLOYERS AND NGOs (DRPSPON)²⁴

According to Ministry of Transport, Constructions and Tourism Order no.17/10.01.2007, the Direction for Relations with the Parliament, Trade Unions, Employers and NGOs (DRPSPON) is a functional compartment of the organizational structure of the Transport Ministry, organized at the level of direction, to ensure the achievement of its functions.

The Direction for Relations with the Parliament, Syndicates, Employers and NGOs (DRPSPON) has attributions in the following fields²⁵:

- relation with the Parliament ;
- relation with trade unions;
- relation with employers' organizations;
- relation with non-governmental organizations (NGOs).

DRPSPON ensures the organization and the secretariat of the meetings of the Social Dialogue Commission of the Transport Ministry. Also, DRPSPON ensures the planning of the meetings between social partners (trade unions/employers' organizations) and the management of the Transport Ministry.

2. SOCIAL DIALOGUE INSTITUTIONS AT TRANSPORT BRANCH LEVEL

2.1. SOCIAL DIALOGUE COMMISSION OF THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE(CDS MTI) was established by Government Decision no. 314/2001, regulating the organisation and functioning of Social Dialogue Commissions, CDS, within ministries and prefectures;

CDS of the Ministry of Transport and Infrastructure is composed of:

- Representatives of Ministry of Transport and Infrastructure
- Representatives nominated by the trade unions which are representative at national level
- Representatives nominated by employers' organizations that are representative at national level.

At this moment (2007), there are 13 employers' organizations and 5 trade unions admitted as members of the CDS-MTI²⁶.

CDS – MTI is a consultative body that performs the following functions:

- Regularly inform the Ministry about the social partners' problems, claims and proposals
- Ensure tripartite consultations on draft laws promoted by Ministry of Transport
- Ensure tripartite consultations on enterprise restructuring measures.

The tripartite dialogue made possible by CDS-MTI is beneficial to all parties:

- the Ministry is constantly in touch with the changing economic and social environment. Social partners' demands and responses, or even pressure can be the

²⁴ According to just published Governmental Decision no.76 of 13 February 2009 , the new name/status becomes the Service for Relations with the Parliament, Trade Unions, Employers and NGOs

²⁵ According to OMT no. 606/2007 for approving the Standing Orders for organization and functioning of the Ministry of Transport (still in force until the approval of the new Standing Orders of the Ministry).

²⁶ 13 employers' organizations: Romanian Employers, ARACO, CNPR, CNIPMMR, UNPR, CONPIROM, CEPISC, UGIR 1903, UGIR, CoNPR, PNR, UNPCPR, CP Concordia; 5 trade unions: CNSLR Frăția, CNS Cartel Alfa, CSDR, CSN Meridian, BNS.

most effective form of feedback in relation to the transport policies of the Ministry and facilitate effective adjustments

- employers' organizations may adapt the policies, initiatives or development plans of member companies to Transport Ministry policies
- trade unions may initiate and support active policies for the social protection of their members, point out inequities and discrepancies between rights already obtained and Ministry's proposals.

2.2. COMMISSIONS FOR THE NEGOTIATION OF COLLECTIVE LABOUR AGREEMENTS

COMMISSIONS FOR THE NEGOTIATION OF COLLECTIVE LABOUR AGREEMENT AT THE TRANSPORT BRANCH LEVEL is composed of the employers' organizations and trade unions that are representative according to the specific Romanian legislation:

- employers organizations participating in collective agreement negotiation at transport branch level are: CNPR and UNTRR
- trade unions participating in collective agreement negotiation at transport branch level are: CSNTR, ASTR.

COMMISSIONS FOR THE NEGOTIATION OF COLLECTIVE LABOUR AGREEMENT AT THE ROAD TRANSPORT SECTOR LEVEL is composed of UNTRR(employers' representative) and FNSSR (workers' representative).

COMMISSIONS FOR THE NEGOTIATION OF COLLECTIVE LABOUR AGREEMENT AT PUBLIC TRANSPORT SECTOR LEVEL is composed of URTP(employers' representative) and TRANSLOC(workers' representative).

2.3. TRANSPORT SECTOR COMMITTEE (CST)

Sectoral Committee of Transport Branch and Related Activities was established on 16 May 2006 by the social partners with representativeness at transport branch²⁷, through mutual agreement, in the scope of the National Adult Training Board (NATB), according to Law no.132/1999 provisions and Tripartite Agreement on the National Framework of Qualifications(2005).

Transport Sector Committee is a social dialogue structure, organized at sector level by the National Adult Training Board. Only one committee may be established for each sector.

Transport Sector Committee has also invited Romanian Road Authority and other authorities of the Ministry of Transport, as well as other professional organizations/stakeholders of the sector's level, to attend its meetings.

The main attributions of the Transport Sector Committee are the following:

- Participates in the development of the normative framework regarding the training, evaluation and certification of competences;
- Supports the promotion of a training and evaluation system based on competencies;

²⁷ CNPR, UNTRR(road transport), CSNTR and ASTR(rail, air, water, road transport), FISMCTF(rail transport), FMLR(rail transport)

- Participates to the development and updating of the qualifications relevant for each domain, under the coordination of the National Adult Training Board;
- Validates qualifications and associated standards;
- Recommends specialists on occupational domains for the achievement of the occupational analysis, the defining of competences and qualifications and for the evaluation and certification based on standards, and they also endorse the work these specialists do;
- Encourages participation of organizations and individuals to continuous vocational training and to technical and vocational education.

Up to now, the activity of the CST consisted in the validation of a series of qualifications proposed by Ministry of Education and application to an EU funded project, to be started this year.

In order to be able to access EU funding, CST members decided to organize the Committee as an juridical person. Consequently, CST members established on 16 April 2007 the Foundation for Occupational Policies in Transports – POT Foundation, having as founding members: CSNTR, CNPR, UNTRR, FATII-ARTRI Foundation, Ports School Foundation and one natural person.

3. MAIN TOPICS AND APPROACHES

COLLECTIVE LABOUR AGREEMENT AT THE LEVEL OF TRANSPORT BRANCH (CCM)

The main topics approached by Labour Collective Agreement at the Level of Transport Branch are:

- o **General topics:** working time, holidays and other free days, wage(minimum salary) and other money incomes, individual labour agreement, professional training, rights and obligations of the parties
- o **transport specific topics:** driving and rest time, daily allowance for drivers, road safety, occupational standards, working conditions and labour protection.

LAW DRAFTS CONSULTATIONS are organized by Ministry of Transport and infrastructure through its specialised bodies.

- Romanian professional associations of road hauliers are involved in law drafts consultations and debates in the scope of the Commission for Social Dialogue of the Ministry of Transport and Infrastructure.
- In the same time, Romanian social partners are very active in signaling to Romanian authorities the problems faced by their members in complying with the new European legislation, due to economical conditions of Romanian transport companies, on the one hand and also to contradictory provisions of the national legislation, on the other hand.
- Social partners of Romanian road sector are also negotiating collective agreements at transport branch level and road sector level.

PARTICIPATION IN EUROPEAN SOCIAL DIALOGUE IN THE FIELD OF ROAD TRANSPORT

Romanian social partners from road transport are also involved in the European social dialogue concerning EU road sector, as they are affiliated to European organizations acting as social partners at EU level.

National Federation of Romanian Drivers Syndicates (FNSSR) is affiliated to European Transport Workers' Federation (ETF) representing some three million workers from all transport modes in 39 European countries. ETF is recognized by European Commission as the European social partner for road transport sector.

Romanian Union of Road Hauliers (UNTRR) is an active member of the International Road Transport Union – IRU, which is recognised by European Commission as employers' representative for EU road transport sector.²⁸ UNTRR participates in IRU Commission of Social Affaires, which has as main objectives to:

- Monitor and analyse developments in the field of social regulations, in particular relating to working time, and assess their foreseeable impact in other European countries;
- Propose policies in these fields, to be asserted by the IRU in relation to the competent national and international bodies, in co-ordination with the policy pursued by the IRU bodies responsible for EU social matters.²⁹

²⁸ ILO Working Paper on *Social Dialogue Perspectives in Romanian Road Transport*, prepared by Roxana Radu, ILO 2007

²⁹ www.iru.org/index/en_iru_com_cas

4. SHORT ANALYZE ON SOCIAL DIALOGUE PRACTICES AND PROBLEMS

<i>Social dialogue institutions</i>	<i>Social partners involved</i>	<i>Main topics for Social Dialogue in Road Transport sector</i>	<i>Specific Problems for Road Transport sector</i>
Commission for the negotiation of collective agreement for road transport group of enterprises	Employers: UNTRR, URTTP Workers: FNSSR, TRANSLOC	Salary level Working time Training Health and safety	Increase of a set of costs for labor, insurances, maintenance, etc. Decrease of transport tariff; Challenges to organize the working time and company's activity according to new EU working time regulations
Sub-commission for Road Transport of the Transport Sector Committee	Employers: CNPR, UNTRR Workers: CNSTR, FNSSR	Training programs occupational standards and national qualifications Structural funds	Lack of qualified workforce: difficulties to hire transport specialists/personnel (professional drivers, mechanic auto, fleet manager, etc.) on the labor market Lack of know-how and experience to apply for EU structural funds
Social Dialogue Commission of Transport Ministry	Employers: Romanian Employers, ARACO, CNPR, UNTRR, CNIPMMR, UNPR, CONPIROM, CEPISC, UGIR 1903, UGIR, CoNPR, PNR, CP Concordia and UNPCPR; Workers: CNSLR Frăția, CNS	Romanian Transport law and application norms Fiscal taxes in road transport Access to the profession – criteria and specific legislation Romanian infrastructure - action program promoted by Romanian industry (UNTRR) aiming to improve Romanian road network,	Lack of a strategy for the transport branch Bureaucracy Local taxes are very varied between Romanian counties and there is no control of the Romanian civil society on the way they are spent by local authorities; Legislative instability in road transport sector affects the efficiency of the investments made by road transport operators European legislation for environmental protection and traffic safety is expected to become more restrictive within the next 2-3 years Bad condition of Romanian infrastructure – “where are our money?” actions promoted by transport industry

	Cartel Alfa, CSDR, CSN Meridian, BNS Specialty Directions/institutions of the Ministry of Transport (DGITR, ARR, CNADNR, DRPSPON)		(UNTRR) Increased EU controls on Romanian and Bulgarian drivers for the application of the EU regulations, after becoming new EU countries lead to increased sanctions for Romanian operators compared to the operators from other EU countries	
Romanian Government: Prime Minister, Ministry of Transport, Ministry of Public Finance, Ministry of Economy, Ministry of Administration and Interns, etc	UNTRR and other professional organizations	- Economic and financial crisis in road transport - Roads are in a disastrous state; - There are no parking spaces for the resting times; - Traffic control is abusive; - Diesel is more expensive and worse than in west; - The state suffocates Romanian transporters by taxes and charges	- Rovignette and Local taxes - 0 level of registration tax for Euro 4 and Euro 5 vehicles. - Ensure transparency in collecting the excise duties for fuel and monitoring their use by transport employers associations in order to be allocated for maintaining and building of the roads, and regulation of these aspects. - VAT reimbursement in maximum 30 days since application. - Elaboration of an coherent legislative framework for performing in best conditions the road transport activity in Romania. - Designate the representatives of transport employers' organizations in the councils of administration and management of the bodies subordinated to the Ministry of Transport – specific for road transport: ARR, RAR, and CNADNR. - Complete removal of the driving restrictions for trucks, excepting force majeure cases, as defined by law. - Arrange parking areas at European standards. - Eliminate road segments with inferior carrying capacity than the European road carrying capacity. Detour variants with equal covered distance and equivalent carrying	

			capacity are accepted. - Compulsoriness for divisible goods suppliers to ensure homologated weighing of lorries and equal sanctions as transporters in cases of exceeding. - Special Transport Authorisations (AST) elimination for divisible goods. - Establishment of the independent body of lecturers and examiners for the specific training. - Complete removal of environment tax assimilated to registration tax. - Strengthen the fiscal control on risk transport operators and penalize the tolerant authorities. - Simplify dismissal procedures for increasing the competitiveness of the labour market. - Founding the unique control body. - Limit, for a determined period, the capacity of goods road transport. - Update tariff distances to the new road network. - Facilitate operative obtaining of work permits in Romania and their issue to applying county. - Simplification of registration procedures and recognition of the technical specifications and evidences issued by the manufacturer. - Reinstate the 12-day driving derogation in European regulations concerning driving and resting periods for passenger transport drivers.
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Final Notes

The present study is intended to take a picture of the Romanian road transport sector, with a focus on the social dialogue process and practices, while identifying its main actors and challenges.

The “picture” was taken in the first months of 2009, in a moment characterized by instability and changes, both at international and national level.

The international economic crisis is deeply affecting Romanian road transport sector and its effects on the long run are still hard to predict. On the other hand, Romanian road transport companies have already faced difficulties and problems at national level since joining EU, due to increased competition on the market, lack of proper legislation and enforcement, causing distortions in competition on road transport market, poor road infrastructure and high fiscal burdens.

Another factor of change is the political stage, as 2008 was the year of national Parliamentary elections, while 2009 is the year of Presidential elections in Romania and also of European Parliamentary elections. Following the recent Parliamentary elections, Romanian ministries are in a process of re-organization and revision of the relevant legislation concerning their Standing orders, including the social dialogue as an important part of their activity. At this very moment, Ministry of Transport and Infrastructure has a brand new Governmental Decision concerning its organization and functioning dated 13 February 2009, while Ministry of Labour, Family and Social Protection is working at law drafts concerning social dialogue framework in Romania.

In the light of the above mentioned facts, the landscape of Romanian road transport and social dialogue is very likely to change and, by the end of this year, the “picture” may look different than the one offered by the present study.

In this changing national and international environment for social dialogue, this study has asked Romanian social partners to reflect on the present situation and their contribution may provide a good analysis base for the future.

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PROJECT TITLE:

EU funded ILO Technical Cooperation Project: “Strengthening the capacity of social partners in the road transport sector in Bulgaria and Romania to engage in effective and constructive social dialogue at international, national and enterprise level”

**LIST OF PARTICIPANTS OF THE FIRST MEETING OF THE
NATIONAL TRIPARTITE PROJECT STEERING COMMITTEE (NTPSC) FOR
ROMANIA**

NO	ORGANISATION	NAME, POSITION	CONTACT INFORMATION
1.	MMFPS	SERGHEI MESAROS, Director	cds@mmuncii.ro
2.	MTI- DRPSON	ADRIAN OLTEANU, DRPSON representative <i>Viorel CRETU, DRPSON counselor - deputy member in NTSCP</i>	olteanu@mt.ro cretu@mt.ro
3.	MTI-DGITR	SORIN SIRBU - General Director	sorin.sirbu@mt.ro
4.	UNTRR	CONSTANTIN ISAC, Vicepresident	office@transchim.ro
5.	UNTRR	RADU DINESCU, Secretary General	radu.dinescu@untrr.ro
6.	UNTRR	ROXANA RADU, Responsable Internal&External Affaires	roxana.radu@untrr.ro
7.	CSNTR	RADMILO FELIX, Secretary General	felix@fml.ro
8.	FNSSR	DAN GEORGE STANESCU, Secretary General	dan_george_stanescu@yahoo.com
9.	TRANSLOC	LUCIAN MARINESCU, representative	stb_transloc@ratb.ro



**Strengthening the capacity of social partners in the
road transport sector in Romania
to engage in effective and constructive social dialogue
at international, national and enterprise level”**



**International Tripartite Workshop
03 to 04 December 2009
Brussels, Belgium**



SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE

CATEGORIES

- 1. Social dialogue required by law and institutionalized**
- 2. Social dialogue required by law and not institutionalized**
- 3. Voluntary**

REQUIREMENTS

- 1. Representation**
- 2. Autonomy**
- 3. Ability to communicate**
- 4. Ability to negotiate**
- 5. Motivation**
- 6. Process transparency**
- 7. Respect**
- 8. Institutional support**
- 9. Institutional capacity of representative organizations**



**SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND
INFRASTRUCTURE**

MISSION

**MANAGEMENT OF CONFLICTS, LITIGATIONS,
DISPUTING INTERESTS AND DIFFERING ACTION
PLANS**



SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE

GOALS

TO BECOME A MODEL IN CENTRAL ADMINISTRATION IN TERMS OF:

- *DISEMINATING INFORMATION*
- *CONSULTATION,*
- *MEDIATION,*
- *NEGOCIATION*
- *DECISION, IN AGREEMENT BETWEEN PARTIES, UPON BEST ACTION PLAN*

WITH SOCIAL PARTNERS, REPRESENTATIVES OF SPECIFIC OR
GENERAL SOCIAL AND ECONOMIC INTERESTS, IN ORDER TO
ELIMINATE CONFLICTS, LITIGATIONS, DISPUTING INTERESTS AND
DIFFERING ACTION PLANS



**SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND
INFRASTRUCTURE**

REPRESENTATION

TRADE UNIONS

- 1. NATIONAL FEDERATION OF DRIVERS TRADE UNIONS IN ROMANIA**
- 2. FEDERATION “ TRANSLOC “**



SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE

EMPLOYERS

- 1. NATIONAL UNION OF ROAD
HAULIERS FROM ROMANIA**
- 2. FEDERATION OF TRANSPORT
OPERATORS IN ROMANIA**
- 3. CONFEDERATION OF
AUTHORISED OPERATORS
AND TRANSPORTERS IN
ROMANIA**
- 4. ASSOCIATION OF PRIVATE
CARRIERS IN ROMANIA**
- 5. ROMANIAN UNION FOR PUBLIC
TRANSPORT**
- 6. ROMANIAN ASSOCIATION FOR
INTERNATIONAL ROAD
TRANSPORT**
- 7. ORGANISATION OF ROAD
TRANSPORTERS ATCLASSIB
HOLDING**
- 8. EMPLOYERS FEDERATION OF
TRANSPORTERS IN ROMANIA**
- 9. NATIONAL FEDERATION OF TAXI
OPERATORS AND INDEPENDENT
DRIVERS IN ROMANIA**

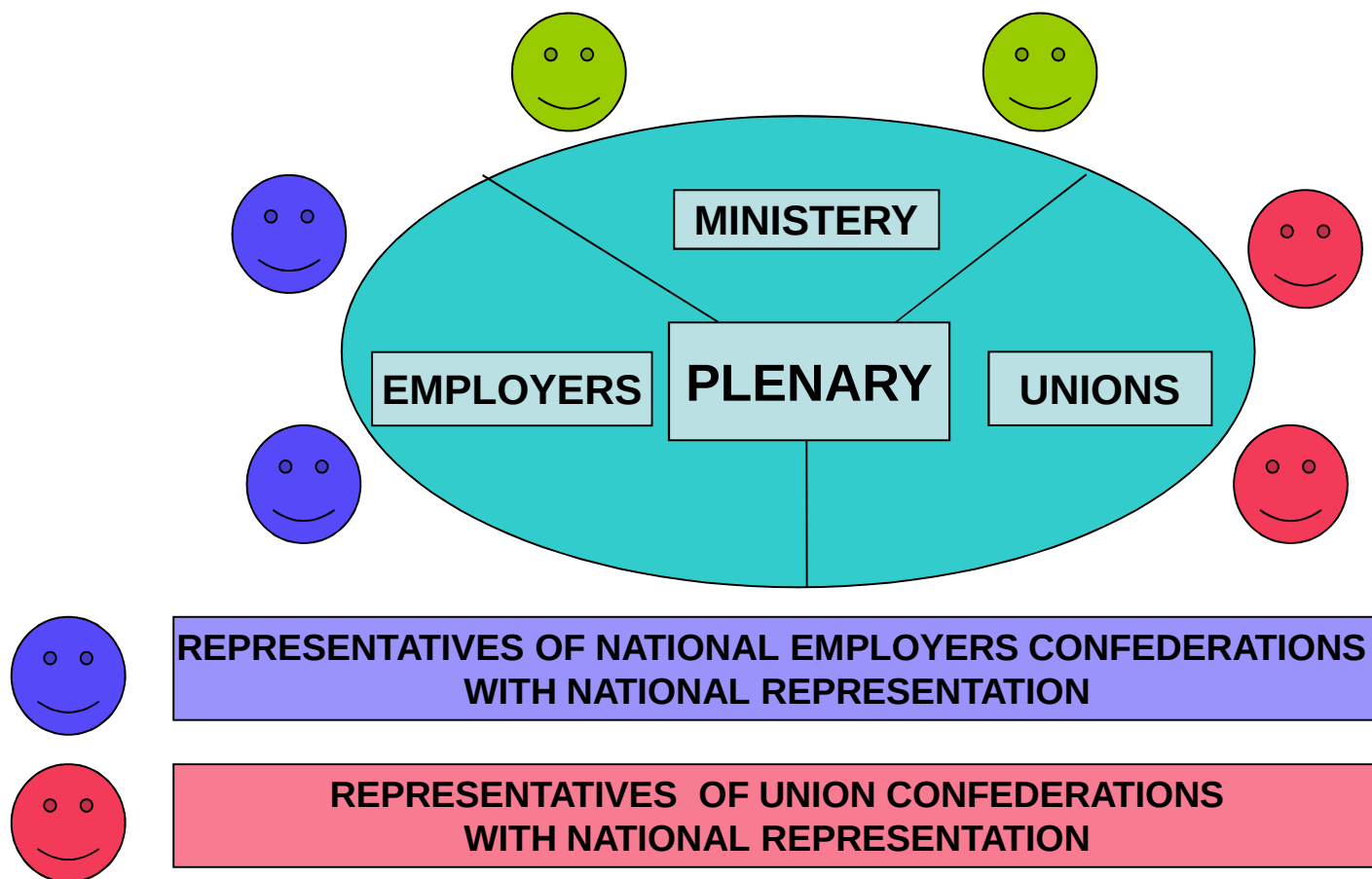


SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND
INFRASTRUCTURE

**Social dialogue required by law and
institutionalized**



SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE





SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND
INFRASTRUCTURE

Social dialogue required by law and not institutionalized

Negotiations between parties in order to agree upon the
Collective Work Agreements



SOCIAL DIALOGUE WITHIN THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE

Voluntary

The category which reflects the highest level of maturity and responsibility of social partners

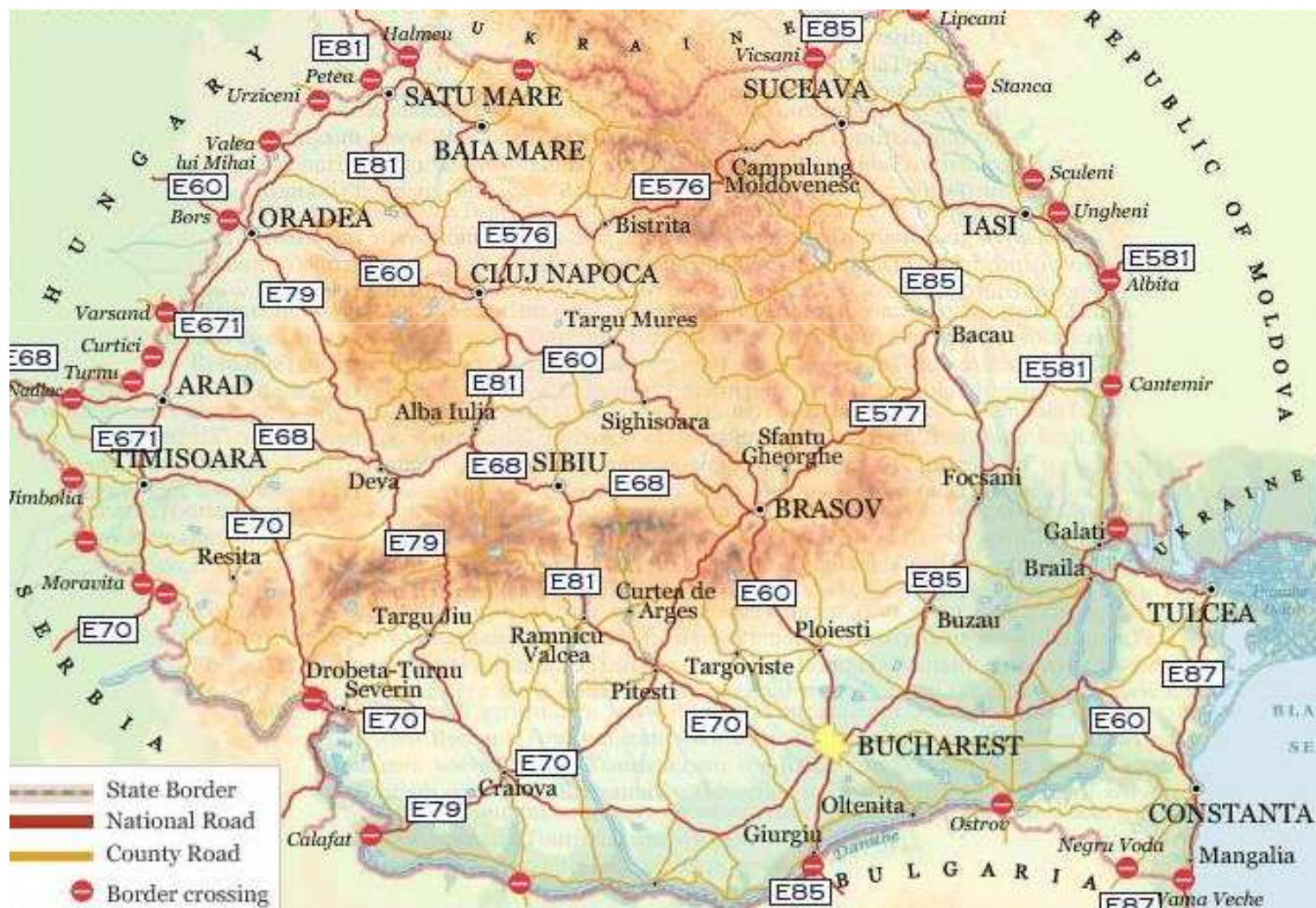
It is materialized through special agreements, conventions and deals etc.



PROPOSED PLAN

**Strengthening the capacity of social partners in the road transport sector in Romania
to engage in effective and constructive social dialogue
at international, national and enterprise level”**







ROAD TRANSPORT IN ROMANIA

Total length of roads in Romania	81.693 km
Highways	281 km
European Roads	6.073 km
3-line roads	203 km
4-line roads	1.280 km
Others	73.856 km
Transported passengers (thousand persons)	
- road transportation (national + international)	296.953,5
- local public transportation	167.474,5
Road stock transport (thousand tons)	364.605,0



ANALISYS

OF THE NATIONAL TRIPARTITE SEMINAR

15 – 19 June 2009, Bucharest

Q 4	Significant	100 %
Q 6	Complete	100 %
Q 9	Complete	100 %
Q12	Best practices information	
	Several case studies	100 %
Q 13	Very good – useful information shared among participants	100 %



COMMENTS

1. The participants salute ILO's initiative to organize the seminar
2. The participants find necessary that these programmes be continued and developed

CONCLUSIONS

**THE NEED TO CONTINUE THE PROGRAMME
IN ORDER TO DEVELOP COMMUNICATION,
NEGOTIATION AND MOTIVATIONAL
ABILITIES**



GOALS

SHORT TERM

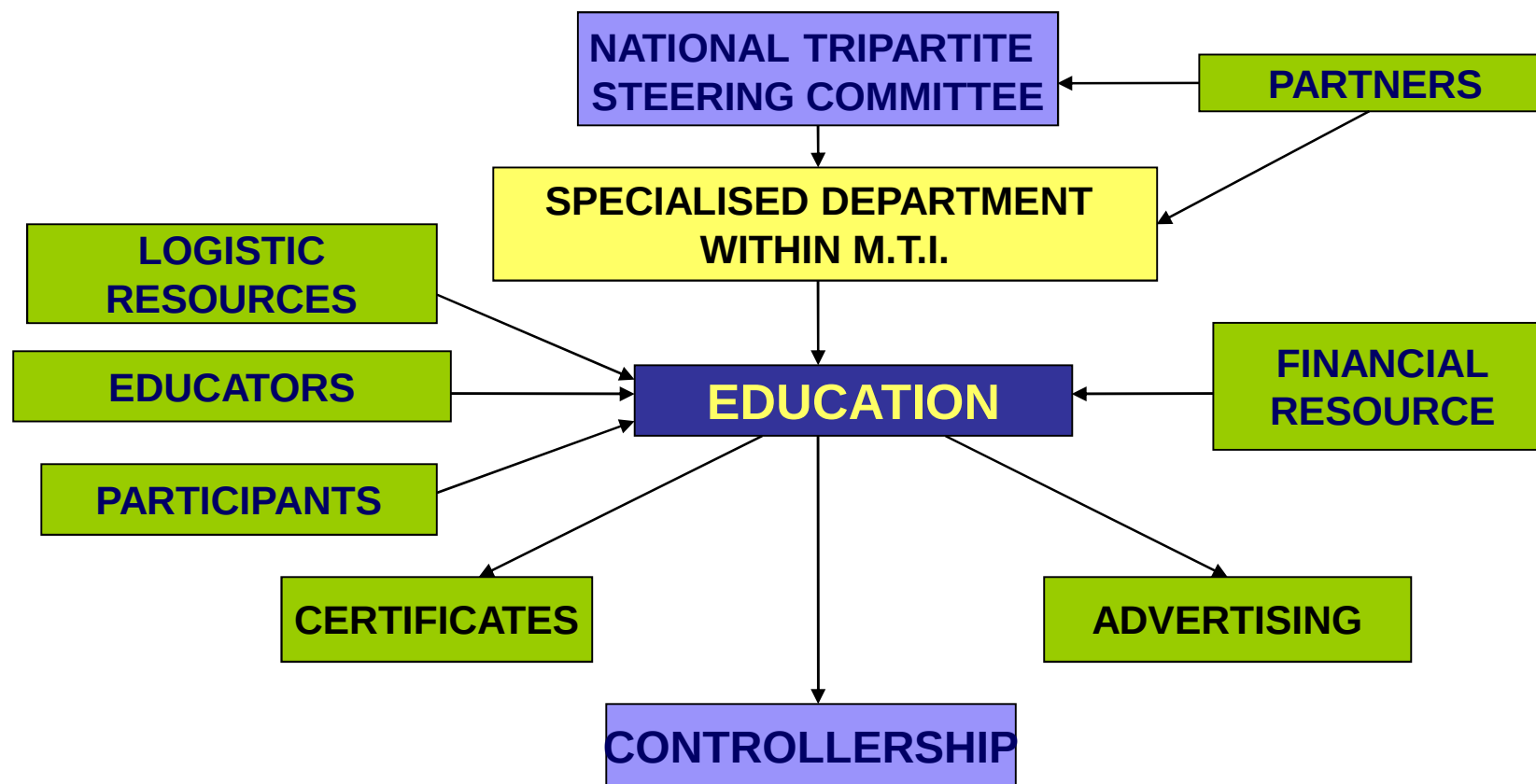
- Encouraging social dialogue
- Improving procedures used in all forms of social dialogue

MEDIUM AND LONG TERM

- Creating a group of professionals in social dialogue, mediation and negotiation ,on each relevant party, able to share knowledge and help develop abilities by educating and promoting best practices
- Evolving from the consultative model towards the social partnership model



ELEMENTS OF THE PROGRAMME





ELEMENTS OF THE PROGRAMME

- **Leading role during the programme**
NATIONAL TRIPARTITE STEERING COMMITTEE (NTSC)
- **Leading role in implementation**
SPECIALISED DEPARTMENT WITHIN MINISTRY OF TRANSPORT AND INFRASTRUCTURE
- **Participants**
 - Employers in the road transport branch
 - unions in the road transport branch
 - Ministry of Transport and Infrastructure and Ministry of Labour, Family and Social Protection
- **Methods for implementation**
 - workshops and shared sessions



-
- **Logistic resources**
 - ILO workbook
 - ILO practice and European Union rules and regulations regarding social dialogue
 - the practice and experience of employers and unions in the field of social dialogue
 - **Educators**
 - external educators
 - graduates of the first ILO workshop
 - **Certificates**
 - Ministry of Transport and Infrastructure
 - Ministry of Labour, Family and Social Protection
 - **Advertising**
 - Web pages owned by participants and mass-media



TARGETTED GROUPS

- 1. REPRESENTATIVE EMPLOYERS ORGANISATIONS**
- 2. REPRESENTATIVE EMPLOYEES ORGANISATIONS**
- 3. SPECIALISTS FROM THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE AND FROM THE MINISTRY OF LABOUR, FAMILY AND SOCIAL PROTECTION**



PARTICIPANTS

1.	REPRESENTATIVES OF EMPLOYERS ORGANISATIONS	10
2.	REPRESENTATIVES OF EMPLOYEES ORGANISATIONS	10
3.	SPECIALISTS FROM THE MINISTRY OF TRANSPORT AND INFRASTRUCTURE AND FROM THE MINISTRY OF LABOUR, FAMILY AND SOCIAL PROTECTION	10
	TOTAL NUMBER OF PARTICIPANTS	30



PROGRAMME DURATION (two cycles of 2 years each) 4 years

- 1st cycle** **2 years**
 - 3 workshops per year – one for each party (unions, employers, Government)**
 - 2 shared work sessions per year**
 - 1 workshop organized by the National Tripartite Steering Committee per year , aimed at monitoring, redesigning and adapting the programme for the next period/ cycle.**

- 2nd cycle** **2 years**
 - identically organized, but different content of message, adapted to the new situations**



TOTAL ANNUAL BUDGET

TOTAL	100.000 EURO
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COMPONENTS:

STAFF NTSC	10.000 EURO
WORKSHOPS	45.000 EURO
EDUCATORS	45.000 EURO



EXPECTED OUTCOME

- ✓ **Better knowledge of the problematic, participants availability to share information and cooperate;**
- ✓ **Better understanding of the ways and methods for effective social dialogue**
- ✓ **Disseminating information regarding methods for planning, development and evaluation of the social dialogue**



THANK YOU FOR YOUR ATTENTION