

Mobile trade union office providing information on the rights and obligations for posted drivers

Sweden

GENERAL INFORMATION	
Name of the organisation	Swedish Transport Workers' Union
Type of organisation	Social Partner
Address	Transport 20 Kalkstensgatan 10 553 03 Jönköping Sweden
Web page	https://www.transport.se/
Contact person	Name and surname: Tommy Jonsson Job position: Central Ombudsman, International department E-mail: tommy.jonsson@transport.se
Member State	Sweden
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	Mobile trade union office providing information on the rights and obligations for posted drivers
Topic of the good practice	Information provision in Road Transport
Geographical focus	Regional
Duration	6 months: 15 December 2023 – 15 June 2024
Summary of the good practice	A mobile trade union office has been established at a security truck park area in Jönköping, Sweden, by the Swedish Transport Workers Union, the first of this kind in Europe. This was a joint initiative of Jönköping Municipality, the local branch of the Swedish Transport Workers' Federation - Transport department 20 in Jönköping, and the International Department of the Swedish Transport Workers' Union. The mobile office

	<p>expenses were paid by the municipality for 6 months, and Swedish Transport Workers' Union was responsible for the personnel costs.</p> <p>The office aims to raise awareness of posted drivers and other drivers who travel across Europe with their rights and obligations under the Mobility Package I. Directive (EU) 2020/1057 and Regulation (EU) 2020/1054 set out rules on the remuneration, working time, rest periods, and access to social protection of drivers who are temporarily posted to another EU country by their employer. The office offers information and support on how to comply and benefit from regulations, especially concerning remuneration while being posted in different countries. The office also provides contact details to trade unions across Europe, in case drivers need further assistance or representation. The office is a unique initiative that stems from a cooperation between the union and the municipality. The office uses various means of information provision, such as leaflets, posters, QR codes, large notice board to reach out to drivers in different languages and formats.</p>
<p>OBJECTIVES AND ACTIVITIES</p>	
<p>Background/context</p>	<ul style="list-style-type: none"> ▶ The road transport sector in the EU is characterised by a high degree of cross-border mobility and a significant presence of posted drivers, who are temporarily sent by their employer to work in another EU country. Posted drivers often face challenges in accessing information and support on their rights and obligations under the EU regulations, as well as on the wages and working conditions in different EU countries. This can result in unfair competition, social dumping, and exploitation of drivers, as well as in non-compliance with the rules and lower road safety standards. ▶ The EU has recently adopted a set of legislative measures, known as Mobility Package I, to address these issues and to improve the social and working conditions of posted drivers, as well as to harmonize and enforce the EU rules on posting of drivers across the member states. However, the implementation and awareness of these measures may vary depending on

	<p>the national and local contexts, and the drivers may still face difficulties in understanding and complying with the new regulations.</p> <p>► Therefore, there was a need for a practice that can provide information and support to posted drivers and other drivers who travel across Europe on their rights and obligations under the Mobility Package I, and on the wages and working conditions in different EU countries. Information for posted drivers must be accessible, multilingual, and tailored to the needs and preferences of the drivers, and should also foster cooperation and exchange of good practices between trade unions across Europe, and advocate for the effective implementation and monitoring of the Mobility Package I, which this practice is respecting.</p>
<p>Objectives</p>	<p>General objective:</p> <p>To enhance the awareness and understanding of Mobility Package I among posted drivers, ensuring compliance with the new EU regulations.</p> <p>Specific Objectives:</p> <p>1. Educate Drivers on New EU Regulations:</p> <p>Provide comprehensive information on the key aspects of Mobility Package I, including driving and rest time rules, the posting of drivers, remuneration and working conditions and rights.</p> <p>Ensure drivers are aware of their rights and obligations under the new rules within Mobility Package I.</p> <p>2. Improve Compliance:</p> <p>Help drivers and transport companies comply with the new regulations to avoid penalties and enhance the overall safety and fairness of the road transport sector.</p> <p>3. Enhance Working Conditions:</p>

	<p>Inform drivers about their rights to regular rest periods, return home requirements, and fair remuneration, leading to better working conditions and overall well-being.</p> <p>Promote better living conditions for drivers by ensuring they take rest periods in adequate accommodations.</p> <p>4. Promote Fair Competition:</p> <p>Foster a level playing field in the road transport sector by disseminating information on equal pay and conditions for posted drivers.</p> <p>5. Increase Road Safety:</p> <p>Encourage drivers to follow the rules on driving time and rest periods to prevent driver fatigue and improve road safety.</p>
<p>Main activities</p>	<p>The main activities of this practice were:</p> <ul style="list-style-type: none"> ▶ Setting up the mobile trade union office in Jönköping. As Mr. Tommy Jonsson has his office in Jönköping, it was natural to open the mobile office there. Jönköping is also a major logistics centre as many companies have their Nordic warehouses there, such as IKEA, El-Giganten and others. ▶ Providing information and support to posted drivers and other drivers on their rights and obligations under the EU regulations on Posting of drivers and the Mobility Package 1, including the wages and working conditions they are entitled to as posted workers (on weekends – Saturdays). ▶ Providing contact details of trade unions in their home countries and other Member States if necessary, in case drivers need further assistance or representation. ▶ Using various means of information provision, such as leaflets, posters, notice boards, QR codes, and a website, to reach out to drivers in different languages and formats.

	<p>► Disseminating ELA multilingual promotional material on posting of drivers, QR codes were extensively and often used.</p> <p>Tommy Jonsson, the central representative of the Swedish Transport Workers' Union, staffed the office, mostly on Saturdays, when drivers usually take their regular weekly rest in the cab, which in turn is prohibited by the Mobility Package I. He used this opportunity to inform the posted drivers of their rights and obligations under the new regulations, and to provide contact details for the trade union in their home country if necessary. He also collected information from the drivers about their salary and working conditions, and how they were complying with the rules of cabotage and posting of workers. He found that many drivers faced challenges and violations in their work, and that there were significant gaps between the legislation and the reality on the road.</p>
<p>Did you previously provide information about this particular good practice under the European Platform tackling undeclared work?</p> <p>(if yes, is it possible to provide the year and the title of good practice or a link of the good practice in ELA Virtual library)</p>	<p>No</p>
<p>Funding/organisational resources</p>	<p>In this practice, regarding human resources, mostly one person was involved (Mr. Tommy Jonsson) who was sitting in the mobile trade union office on Saturdays, providing information and talking with the drivers. Occasional support given by the local trade unions offices.</p> <p>The mobile office was provided by the Municipality of Jönköping, which also covered all the utilities during the 6 months of the duration of the practice.</p>
<p>PARTICIPATION</p>	
<p>Stakeholders involved</p>	<p>Municipality of Jönköping</p>

	Other trade union offices (they provided informational material) European Labour Authority
Target groups	Posted drivers Posted third country national drivers
Final beneficiaries	Employers of the informed drivers Road transport operators Enforcement authorities
GOOD PRACTICE CRITERIA	
Achievements/ Results and outcomes (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility)	<ul style="list-style-type: none"> ▶ Approximately 100 drivers and posted drivers received information through this good practice in the scope of all promotional and informational activities and material; ▶ Approximately 20 posts on social media about the practice; ▶ Reportage on Swedish national television: Europas första fackliga kontor i Jönköpings län invigs SVT Nyheter; ▶ Infringements detected and reported to the relevant Swedish authorities.
Recognition (has this good practice been recognised on regional, national or EU level)	This practice was recognised and promoted by Ilan De Basso, member of the European Parliament. He highlighted that this kind of practice should be implemented throughout Europe.
Cost effectiveness (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)	This practice has demonstrated remarkable outcomes with minimal human and financial resources from the Applicant and the Municipality of Jönköping. The majority of the drivers who received support and information through this practice were unaware of their rights as posted drivers under EU regulations. The information provided enhanced their professional lives by increasing their awareness and guiding them on how to pursue their rights and better working conditions promoted by the Mobility Package I.

	<p>The practice also contributed to the enforcement of the EU rules on posting of drivers in Sweden.</p>
<p>Transferability (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to have or put in place for this measure to be successful in their country/group/sector)</p>	<p>The mobile trade union office in Jönköping is a promising example of how to empower posted drivers and ensure compliance with the EU regulations on Posting of drivers. The practice could be replicated in other Member States, especially in areas where there is a high concentration of transit traffic and where drivers face difficulties in accessing information and support. The practice could also be scaled up to cover other aspects of the Mobility Package I, such as the rules on cabotage and the use of smart tachographs. To facilitate the transfer of this practice, the Swedish Transport Workers' Union and the Municipality of Jönköping could share their experiences and lessons learned with other stakeholders, such as transport and enforcement authorities, trade unions and employers' associations in different EU countries.</p>
<p>Sustainability (how the practice is sustainable from a social, financial or environmental perspective)</p>	<p>The sustainability of the practice is ensured by the continued presence and commitment of the Swedish Transport Workers' Union, which still provides information to drivers on the same truck park on Saturdays under its own patronage. The Swedish Transport Workers' Union maintains the mobile office and updates the large notice board in the truck park area, and keeps communicating the drivers on-spot. The Union also collaborates with other trade unions in Europe, and advocates for the effective implementation and monitoring of the Mobility Package I. The European Transport Workers' Federation (ETF) is now discussing to organise a Task Force dedicated to information provision to posted drivers and especially to third country national drivers implementing similar activities and practices. Mr. Jonsson and Swedish Transport Workers' Union are included in this discussion.</p>
<p>Innovativeness (innovative features of the good practice)</p>	<p>The mobile trade union office in Jönköping is an innovative initiative that aims to protect the rights and improve the working conditions of posted drivers from Europe and also third country nationals. It is the first of its kind in Europe, and it demonstrates how cooperation between a union and</p>

	<p>a municipality can lead to effective information provision for drivers.</p>
<p>Digitalisation (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)</p>	<p>No special emphasis on digitalisation, but the practice has employed various online platforms, such as Facebook and the Union's website, to disseminate information and promote its activities to a wider audience of drivers, stakeholders, and the public.</p>