



OUR
PUBLIC
TRANSPORT

DRAFT for consultation

People's **public transport** policy

Policy proposals for a social model of public transport

Our methodology

The ITF has developed these People's Public Transport Policy proposals, based on three sources: existing ITF policies and statements; recent developments and experiences in the urban transport sector; and external contributions from organisations and activists. The chapters developed by these organisations represent the views of their contributing authors and are not necessarily consistent with those of the ITF and its affiliates. Each chapter includes case studies, as well as supporting campaign materials and education resources.

Chapter 1 Public ownership

by WeOwnIt

This chapter discusses public ownership, democratic accountability and worker empowerment.

Chapter 2 Public financing

by Centre for Research on Employment & Work

This chapter looks at the options for public financing of transport infrastructure and operations, as an alternative to the PPP model.

Chapter 3 Employment and decent work

by Julie Porter

This chapter explores the employment issues for workers in the transition from informal to formal work and the link between quality service provision and quality jobs.

Chapter 4 Women in public transport

This chapter looks specifically at gender principles in public transport, ways to promote women's employment and ending gender-based violence.

Chapter 5 Worker control of technology

by Victor Figueroa, ITF

This chapter focuses on the impact of technology and automation on workers and outlines the conditions required for technology to benefit workers.

Chapter 6 Public transport and the fight against climate change

By Trade Unions for Energy Democracy

This chapter provides an analysis of public transport policies and the transition to a sustainable, low-carbon economy. It looks at the role of unions and the need for energy and transport democracy.

For more information visit www.OurPublicTransport.org or email opt@itf.org.uk.

Our vision

Public transport is an essential service relied upon by millions of people all over the world. Transport is strategically important in the economic and social life of cities. Unions contest power not only in workplaces but also in the public sphere where decision-making about ownership, control, organisation and financing takes place.

This relationship between the political and industrial gives unions an important strategic position. We are united in the ITF's OUR public transport programme. We are strengthening our industrial power in targeted cities and transport modes, and positioning ourselves politically to fight for a people's public transport system that meets the needs of the majority.

OUR public transport belongs to:

- The millions of men and women workers who rely on public transport for their jobs and who keep our cities moving
- Public transport unions around the world who negotiate better terms and conditions of employment for workers
- The millions of informal workers who provide public transport for their livelihoods
- The millions of ordinary people who use public transport to move around our cities
- The millions of ordinary people who still do not have adequate access to public transport.
- The disabled, women, the elderly and young people who use public transport every day.

Corporate globalisation and **neoliberal economic policies** have changed the way transport operates and led to increasing privatisation, deregulation and competition. With the consolidation of corporate power we have seen the decline of human, worker and trade union rights as well as increased environmental degradation.

Public-private partnerships (PPPs) have introduced requirements for profit, entail higher borrowing, transaction and competition costs and often result in higher prices for those using the service. Through competitive tendering many functions of the transport industry have been outsourced to the private sector, but they are still subsidised by local, municipal or central governments. Private companies try to increase their profits under these circumstances, mainly through reducing operational costs such as workers' wages, working conditions and pensions. The needs of the public, workers and the environment are given little consideration when profit is the primary objective. A number of large multinational companies operate these public service contracts in transport around the world.

Why is there privatisation in transport? There is the perception that governments have limited financial capacity and therefore need to mobilise private sector investment. For the private sector, the public sector represents the greatest potential for market expansion. Financial capital, hunting for profitable investments, is the most important driving force behind the increased pressure for privatisation of public infrastructure and public services. Privatisation of public services is often promoted by international financial institutions like the World Bank.

Arguments for privatisation are many. The large debt of many traditional transport companies is used to say that government-owned companies are badly run. The reality in most countries is that the government has underinvested for many years and the transport system has become outdated.

For passengers privatisation often has negative effects on the quality of and access to public transport. If the private operator goes bankrupt, the government has to take over responsibilities. Privatisation can pose a risk for safety. A high safety level requires constant investment, with well-trained and experienced workers. **For transport workers** privatisation often reduces wages, pension and other benefits, increases working hours and provides less training, as the private company tries to increase its profit. Many transport functions are outsourced and workers lose the ability to influence the decisions of the public transport authority. For women workers and informal workers, privatisation has exacerbated inequality in the transport workplace.

For many unions stopping (further) privatisation has been an ongoing campaign. Fighting government decisions is a challenging task and requires great effort and political support from the general public. Unions also have to make changes to their own constitutions and develop new methods to organise transport workers who work in the private sector and informal workers. We stand with and support the organising of transport workers in public and private companies to win rights and decent standards.

As transport unions we can champion the expansion and improvement of public transport, while pursuing a wider set of aims to advance social equity, sustainability, and quality of life in our communities and cities.

We stand for a social model of public transport, a public transport system that is pro-public and non-profit. We believe OUR public transport should be **accessible, affordable, efficient, reliable, safe, clean and integrated** with a city-wide network of bus, train, metro, ferry, taxi, tram with cycling and walking options. For public transport to be equitable, it must be publicly owned, democratically controlled with passenger and worker empowerment, good working conditions and trade union rights.

Investment in public transport is a solution to the **climate** crisis. By providing a high quality service we can shift people from their cars and into public transport. OUR public transport reduces congestion, reduces greenhouse gases emissions, improves air quality and safety and creates millions of climate jobs.

Transport workers are essential to ensuring the safe and efficient running of OUR public transport. **Our knowledge** as workers of transport operations and infrastructure means we should be involved in early and regular **consultations and decision-making** with local and national policy-makers.

As workers and unions, we are **building alliances** with passenger, women's, environmental organisations and local communities to ensure that there is justice, inclusiveness and democracy in our transport systems.

Our proposals

Policy proposal 1: Ensure that transport is publicly owned and operated

Policy proposal 2: Improve and massively expand integrated public transport

Policy proposal 3: Guarantee democratic accountability in the planning, development and future of public transport

Policy proposal 4: Prioritise investment in public transport

Policy proposal 5: Promote public finance models

Policy proposal 6: Consider fare-free public transport

Policy proposal 7: Integrate decent work as a central objective of sustainable transport

Policy proposal 8: Connect quality jobs for quality services

Policy proposal 9: Regulate employment in informal public transport

Policy proposal 10: Involve informal workers in the formalisation of public transport

Policy proposal 11: Strengthen women's employment and promote decent work in public transport
#ThisIsOurWorldToo

Policy proposal 12: End violence against women transport workers

Policy proposal 13: Introduce technological change in a way that advances gender equality

Policy proposal 14: Involve women workers in public transport decision-making

Policy proposal 15: Facilitate job mobility and provide training for workers

Policy proposal 16: Regulate and make digital platforms part of public transport systems

Policy proposal 17: Consult and negotiate over the process of technological change

Policy proposal 18: Regulate the use of employee monitoring technology and workplace AI (artificial intelligence)

Policy proposal 19: Use and share data for the common good

Policy proposal 20: Guarantee a 'just transition' for transport workers

Policy proposal 21: Adopt a 'whole economy' approach to reduce transport emissions

Policy proposal 22: Support the electrification of public transport

Policy proposal 23: Campaign for energy democracy and transport democracy

We believe in public ownership

Public transport belongs to all of us. Our buses, trains, trams, minibuses, taxis, metros, trolleybuses, urban and national railways – they are all OUR public transport. We need these vital services and must have a democratic say over them. A good quality transport system has multiple benefits that go beyond those to transport users. A functioning public transport system is vital for the economy and increases quality of life, as it allows people to access work, education and leisure activities and improves air quality. Public transport is fundamental to public health and social and economic equality, but also integral to a sustainable environment. Integrated public transport systems are vital local and national infrastructure – so decisions should not be left in the hands of private companies. Workers, trade unions and users can join forces in campaigns for better public transport for all.

Public accountability and control of public transport is best served through municipal and national public ownership rather than the neoliberal model of competition and private ownership for profit. Public transport is mainly financed through fares and public funding. With private operators, part of that money is turned into private profit, which is taken out of public transport rather than reinvested in the system. Privatisation may cut costs in the short-term, but it is inefficient and unsustainable. Whether the result is an accident or bankruptcy, the public ultimately pays for these hidden costs and is responsible for remedying private sector failures. Public transport should be a common good geared towards meeting people's needs, not a commodity to serve private investors' hunt for profit. There is a growing consensus that privatisation has failed. Surveys of the public show that the majority believe that public transport services should be publicly owned and operated. There is an exciting trend of (re-)municipalisation, with cities taking vital services like water, waste, energy and transport into public ownership.

Policy proposal 1: Ensure that transport is publicly owned and operated

Public ownership and operation of public transport is essential if we want to develop it as a public good under democratic control. Private sector involvement and its pursuit of profit increases passenger fares and reduces workers' wages and working conditions.

When public transport is owned and operated by national or local governments on behalf of citizens, the system can be planned and developed for the benefit of all. We can run services for society and the economy as a whole, considering the specific needs of women, young people, the elderly and disabled passengers. When public transport is planned and delivered as a universal service, it increases accessibility and creates the integrated service people need, where bus, tram and rail routes are linked and complemented by walking and cycling routes.

However, even if publicly owned public transport is the better option, it does not give any guarantee of high quality services or decent work. Governments pursuing neoliberalism, anti-trade union attitudes and austerity policies contribute strongly to undermining the role of public services. This should also be resisted. If public services are already privatised, trade unions can join forces with passengers and civil society organisations to campaign for the renationalisation or remunicipalisation of public transport. A cost-benefit analysis might reveal that it is cheaper to

remunicipalise (renationalise) mid-contract even when facing compensation costs. A good opportunity for the insourcing of public transport is when the contract is up for renewal or if the private operator operates in breach of the contract, goes bankrupt or into administration. However, the Investor-State Dispute Settlement (ISDS) component within major trade and investment treaties can hinder re-municipalisation efforts and limit the policy space for local governments to reverse privatised service provision.

Policy proposal 2: Improve and massively expand integrated public transport

Two important developments underlie the need to strengthen and expand public transport, namely rapid urbanisation and the climate emergency. These challenges cannot be met successfully without a massive expansion of public transport. This will require a 'public goods' approach, including public ownership and democratic control.

Such a strengthening of public transport will also give a big boost to the local economy, by helping people move around and providing decent jobs. With sufficient funding and public ownership, we can create a positive economic impact by providing high quality transport and reducing travel time to help people reach employment. With public ownership and democratic control, workers have a better opportunity to achieve decent work for all, including increasing women's employment and formalising informal work. Quality public transport encourages people to get out of their cars or stop driving altogether. In order to make public transport attractive, fares should also be kept low, with free public transport a possible option.

However, if a private company runs the bus or light rail service, they are not accountable to us. Our direct influence is limited. Contracts with private companies are often agreed behind closed doors, with very little transparency. Successfully managing and monitoring these contracts with private companies, especially large multinational corporations, can be a challenge to local or national government. Therefore, it can be difficult to make these companies accountable.

Public ownership means we can run public transport as an integrated network. Decision-making around routes is a political decision based on people's needs rather than private profit. Keeping services in public hands gives government the flexibility to make changes depending on public need – rather than having to pay to update contracts with private companies. Busy commuter routes can cross-subsidise other routes that benefit vulnerable groups. Public subsidies must provide access to transport for the urban poor. Keeping assets and land in public ownership gives us more options and resources for delivering the public transport we will need in the future.

Policy proposal 3: Guarantee democratic accountability in the planning, development and future of public transport

When there is democratic accountability, we have a real say over our public transport and have powerful ways to hold decision makers to account. Workers knowledge and skills, experience and hard work is recognised and utilised. As workers and citizens, men and women, our collective voice is heard on service design and delivery and the future of public transport. Under democratic accountability, workers and trade unions are in a stronger position to use their power to achieve decent work, union rights and improved services. Trade union representatives are included on the

board of the transport operator, along with members of the public, user groups and experts. This is the model of public transport that we will fight for.

We believe in public financing

Financing public transport means investing in the environment, our communities and future generations. It has to be given much higher political priority. However, financing of public transport as well as other essential public services face enormous deficits. This happens in a world awash with so-called idle capital. It is therefore not a lack of resources we face, but a lack of public resources.

The situation is created by politics, a neo-liberal policy based on tax cuts for the rich, and austerity policies and privatisation in the public sector. The concentration of wealth in private hands, we were told, would make it possible to mobilise private sector investments into public services through privatisation and PPPs – even more efficient than what could be done by the public sector itself. This model has failed. What we have seen, is that private investors are ‘risk averse’ and concerned about revenue streams and returns on investment. The needs of the public, and the environment, have little effect on investment decisions that see profit as the primary objective.

Public financing in transport is better allocated and more sustainable. Well-planned investment today can avert unsustainable and unplanned costs in the future. To make private financing profitable, networks must be fragmented, costs must be cut, and spending must be reduced. Decent work, fair fares and safety are the first victims of underinvestment.

The challenges we face in public transport can only be met through a planned and coordinated approach. The model of financing must be seen in a wider context – of democratic control, mobility equality, public good, progressive and redistributive tax policies and decent work. There must therefore be public investments, and not private finance or PPPs.

Policy proposal 4: Prioritise investment in public transport

Public transport is dependent upon government funding and therefore reflects general budgetary decisions and fiscal policies. As such progressive and redistributive taxation and measures to combat tax evasion are central to raising funds for public transport.

The upfront costs for public transport systems can be considerable, but the social, economic and environmental benefits of public transport far outweigh the costs. Improvements in public health, shortened commuter times, and reduced emissions will raise productivity and improve the quality of life for millions of people. Given the climate emergency, the costs of not investing more in public transport are too high not to take action.

Policy proposal 5: Promote public finance models

One opportunity to fund public transport lies in Public-Public Partnerships (PuPs), that are based on solidarity rather than profit seeking. They have offered a vital funding opportunity in other public services. Another way to mobilise finances for public transport is to cross-subsidise across public services. Climate finance is another emerging funding stream for the financing of public transport. These funds should not reinforce political and economic models that caused climate change, and instead must promote transport and energy democracy.

Employers benefit from public transport and should contribute to it either through a special tax or by making them responsible for subsidising their employees' transport routes.

PuPs are the collaboration between two or more public partners to improve the capacity and effectiveness of one partner in providing public services. A common way to initiate PuPs are city to city, or country to country partnerships. PuPs are peer relationships forged around common values and objectives, which exclude profit-seeking.

Participatory budgeting can also lead to the improvement of basic services, increased tax revenues and reduced tax evasion. The aim is to enable local people to increase democratic influence over municipal budgets ensuring public spending is in line with community interests.

Policy proposal 6: Consider fare-free public transport

Fare-free public transport increases usage and reduces private car journeys. With the removal of fares, social exclusion, inequality and transport poverty can be tackled. Making public transport free would increase access to mobility and reduce congestion and CO₂ emissions. Passengers become 'climate protectors'. With no fares, public transport is no longer seen as a commodity, but as a common good similar to many other public services, such as parks, cycling paths, streetlights, libraries, health and education. There are an increasing number of cities making transport fare-free either permanently, on certain days (for example when air pollution is high) or for certain groups of users, such as children or the elderly.

We believe in decent work

There are millions of public transport workers across the globe. The most visible workers are those who drive vehicles and work at transport hubs and stations. There are many more hidden workers, providing services in the micro-economy that surrounds public transport. Achieving decent work in public transport promises huge benefits for the community and local economy. However, decent work does not come by itself either in private companies or in public entities. Even though the profit motive undermines working conditions, neo-liberal policies also have clear negative effects. The existence of strong and powerful trade unions is the best way to defend workers' interests, regardless of the legal status of their employers.

The way that public transport is structured by policy and regulation is a decisive factor in shaping the experience of the workforce, and in determining the quality of services. Neoliberal economic policies have led to the privatisation of public transport services – either through PPPs in service operation, or through liberalisation and deregulation. In cities across the global south, this has led to the establishment of powerful private interest groups providing informal public transport services.

Policy proposal 7: Integrate decent work as a central objective of sustainable transport

Public transport is strategically important in the economic and social life of cities. This means that trade unions can contest power not only in workplaces but also in the public sphere where decision-making takes place.

Decent work recognises that the contribution public transport makes to the economy includes the creation of thousands of jobs for local people. It links citizens to their place of work, education and family responsibilities. In cities in the global south, informal provision of public transport services supports a whole micro-economy that provides work to thousands of men and women who are unable to access the limited opportunities for formal employment.

Working poverty drives informal public transport services. Informal work is often disguised, exploitative and fails to meet minimum human rights. Decent work challenges this by creating formal jobs that offer a fair, secure income and safeguards the safety and health of workers and passengers and provides access to social protection¹. Effective labour inspections are key to guaranteeing this. Decent work also includes equality of opportunity and treatment, prospects of personal development, recognition of work and having your voice heard. Decent work as an objective of sustainable public transport is based on full freedom of association rights as the most effective mechanism to defend the interests of the workforce.

Policy proposal 8: Connect quality jobs for quality services

There is an interdependence between the quality of public transport jobs and the quality of public transport services. Informal transport is inefficient and exploitative. The men and women who work

¹ ILO Convention 187: Occupational Safety and Health

in public transport, best understand how the ways that the workforce is employed and managed, impact on the quality of services provided. Respect for the labour rights of public transport workers to organise and bargain collectively with employers, and to enter into consultation and negotiation with local government policy makers and transport planners, is essential.

A social model of public transport enables quality jobs and quality services to go hand-in-hand. Public ownership and direct management of public transport means service safety and quality are the priority for managers, with no external interests coming into play.

Policy proposal 9: Regulate employment in informal public transport

The regulation of employment is an essential element of pro-poor reform and formalisation of informal public transport services, and is fundamental to achieving decent work in public transport². It is necessary to safeguard the safety and health of workers and passengers and to promote gender equality in public transport.

Regulation of employment is the key to tackling many of the service quality problems endemic to informal public transport services – including unsafe driving, overcrowding, and unaffordable fares – at their root. Informal work creates opportunities for corruption and extortion, further undermining the service quality and the role of government.

This regulation needs to happen at the beginning of any process of reform and formalisation, not least because it enables a just transition for the workforce in evolving and reformed services. Regulated employment enables a sustainable shift of jobs from the informal to the formal sector. Employers are brought into regulatory and legal structures³. The resulting tax revenues can help fund and sustain the shift from informal to formal. It turns the workforce into an ally of those who wish to formalise public transport, and removes barriers to further formalisation.

The regulation of employment requires strengthened regulation of vehicle owners and route associations. Strong government commitment is needed to hold employers to account, and address corruption that may defend entrenched interests and the exploitative status- quo.

Policy proposal 10: Involve informal workers in the formalisation of public transport

Trade unions, organisations of informal workers, associations of micro-enterprises and other stakeholders in informal public transport provision must be directly involved in a democratic process to formalise and modernise public transport.

Worker-led change is pro-poor. The men and women who work in the informal public transport industry have the best understanding of the day-to-day reality of service operation. The current unsustainable distribution of income, costs, risks and responsibilities that characterise informal public transport services and turn unsafe driving and overcrowding into economic survival strategies, must be challenged. Worker-led change means a commitment to negotiations and access to financial, organisational and technological support for workers. Trade unions and informal workers associations must fight together to secure a just transition for all workers involved and therefore establish decent work as one of the pillars of sustainable public transport.

² ILO recommendation 204: transition from the informal to the formal economy

³ ILO recommendation 198: employment relationship

We believe in women's equality

Women in public transport

Public transport plays an important role in the lives of women. However, it remains a male-dominated sector. This is evident in women's employment in public transport, but also in the values that are embedded in its structure and provision, including pricing and route planning. Research shows that there are gender differences in access to mobility and in use of public transport stemming from differences in the social and economic roles of women and men. However, public transport policy is mainly planned and decided by men.

The expansion of public transport is vital to provide women with safe, affordable, equal access to public services including education, childcare and healthcare, and to their place of work. Therefore this allows women's empowerment via progressive participation in economic and public life, and facilitating engagement with a wide range of rights - including the right to work and rights at work, the right to education, the right to healthcare, and the right to political participation.

Public transport can only be gender-responsive if there are women employed in the industry. The creation of decent and secure work opportunities in the sector that both attract and retain women, and which challenge occupational segregation in the sector is essential.

Policy proposal 11: Strengthen women's employment and promote decent work in public transport #ThisIsOurWorldToo

As in other transport sectors, there is significant gender-based occupational segregation in public transport, including over-representation of women in informal employment. Gender stereotypes persist, which can be expressed as negative attitudes about women's abilities and suitability to work in public transport, and in practice through differences in status and conditions of the jobs done by women and men, with women more likely to be lower-paid and in jobs that are more precarious.

With the expansion of public transport there are potential employment opportunities for women, including the chance to shift from precarious or informal work into formal work. Training and retraining is vital to support women of all ages to access these opportunities.

There are a number of issues for women working in public transport – for example, lack of maternity rights, long working hours, vehicle design and uniforms, wage inequality and poor facilities. We know that these issues can impact on women's employment in the sector. Lack of safe access to bathroom facilities and/or appropriate PPE (personal protective equipment) can have a substantial impact on the health, safety and dignity of transport workers, with significant additional impacts for women. If there is no provision of separate facilities for women, this also sends a clear message about how women are seen in the industry.

Strengthening women's employment in public transport therefore needs to be broader than just a focus on recruitment. Instead it should address all elements of the ILO framework – 'Women's career cycle in the transport sector' (2013) – including attraction, recruitment and selection, retention, career interruption, re-entry, work-life balance, caring responsibilities, and realisation of decent work.

Policy proposal 12: End violence against women transport workers

Violence is a very prevalent issue in public transport for both women workers and passengers, and remains a powerful barrier to women's equality in society. Sexual harassment, violence and a fear of violence is a very real barrier to mobility for women. And there is a strong link between gender-based violence and gender-based occupational segregation in the transport sector, something that was acknowledged by the ILO in its 2013 transport policy brief. The impact of domestic violence in the world of work also affects women in public transport. Appropriate workplace measures should be implemented to address this impact, for example, the provision of paid leave for workers affected by domestic violence, implementation of women's advocate programmes in workplaces.

If we don't address the reality of gender-based violence and other aspects relating to decent work, any interventions to increase women in transport will be undermined. Furthermore, if we address issues for women working in public transport, we will automatically make public transport more attractive and safe for users too.

Policy proposal 13: Introduce technological change in a way that advances gender equality

There are potential benefits and risks for women's employment in public transport from the introduction of new technologies and further innovation. For example, women are often at the sharp end of automation as their jobs in ticket sales and customer service functions may be particularly at risk. While technological changes in vehicle operation may improve the job of driving for women. Digital platforms are changing work in transport, and women are attracted by the flexibility that this work can offer. However, there are issues with equal access to vehicle ownership and technology, as well as how to ensure decent work, including employment status. Women working in the platform economy also face a higher threat of violence and harassment. Public transport unions play a significant role in ensuring that technology produces benefits for workers and society, and does not further enhance existing inequality. Women will only benefit from new jobs created in public transport by technology if they have the necessary skills, and therefore training is crucial.

Policy proposal 14: Involve women workers in public transport decision-making

Women's needs as transport users are often prioritised over the needs of women as transport workers. The two aspects intertwine, and women transport workers should not be forgotten.

Women public transport workers must therefore be involved in public transport policy decision-making and planning – including consultation on all new public transport infrastructure and expansion of public transport – in order to ensure that gender impact assessments are undertaken and that specific issues for women are addressed. Women workers must have access to adequate information on social and labour rights and protections, including rights as trade union representatives.

We believe in worker control of technology

Technology plays an important role in our workplaces and societies. Technology cannot be divorced from the issue of power because whoever has power decides what kind of technology is developed and what it is used for, and therefore, what its impacts will be. Technological changes always have social costs as well as benefits. People generally and workers specifically should therefore control technological development that affects them. When they do not, technology benefits a minority. The balance of power between workers and employers will determine in whose interest these issues are resolved. The owners of data are also powerful because a key part of today's technological change is the ability to produce and analyse data.

For workers, the main impact of new technology is coming through increased digitalisation. This creates data which can be used to measure, but also to monitor and control. The owners and controllers of data are therefore increasingly powerful. Other forms of technology based on digitalisation are allowing workers to be replaced or moved, and for labour processes to be restructured. Digitalisation is not just a workplace issue. Society is voluntarily creating ever more data through privately-owned platforms. Many cities are considering 'smart city' models based on data. Transport workers will increasingly find that data will be used to condition their lives.

At best, technology has the potential to improve work in transport. It could allow for more worker control over conditions and hours, and eliminate dangerous roles. Some technologies also have the potential to make work more creative and fulfilling. Data could also be used to plan and model transport so as to minimise its environmental impact. Democratic control of technology is key to this. At worst technology will vastly empower management and the owners of data to the detriment of society.

As unions we can embrace technology and innovation that modernises and improves public transport: we want to breathe cleaner air and we want reliable, safe services for ourselves and our families. And as unions we want to resist efforts to degrade and cheapen work under the guise of 'innovation'. If workers and trade unions are strong and influential, they can benefit from technological change; but if they are weak, private employers will benefit the most.

Policy proposal 15: Facilitate job mobility and provide training for workers

Where new technology is implemented, it must be managed so that existing workforces are given stronger rights to training and retraining in the skills that will allow them to take advantage of or progress into new jobs. There should be support for existing workers to fill new positions with strong redeployment and job mobility rights and better support for older workers who are seeking to retire with bridging benefits and other incentives.

Policy proposal 16: Regulate and make digital platforms part of public transport systems

The expansion of digital platforms, like Uber, or Mobility as a Service, is creating the potential for transport to be reorganised as an 'on-demand' service provided by private companies or volunteers.

These providers are using an employment model that misclassifies workers as 'self-employed'. Technology is being used in ways that enhance private profit, while undermining the incomes and stability of the workers producing the service. Digital platform drivers are workers, not self-employed and they have employment rights. In regulated digital platforms, workers have the right to a collective agreement, minimum hours, accident insurance, sick pay and other benefits.

The increase in unregulated 'on demand' services diverts passengers from the public transport system in many cities, resulting in increased emissions, congestion and pollution. 'Demand responsive' new mobility services must be regulated so that they can be integrated into public transport systems. The communications technologies that provided the foundation for these services were almost invariably created as the result of public projects, and this is another strong argument for treating these services as public. Unions must negotiate how digital platforms integrate into public transport systems.

Policy proposal 17: Consult and negotiate over the process of technological change

Workers should have a genuine say in how technological changes are implemented and managed, including through provision of information, consultation and negotiation. Unions must have the right to demand an independent impact assessment of new technology on men and women, formal and informal workers, including what measures can be taken to address job losses. Unions can negotiate compensation and measures to avoid negative impacts of technology on workers.

Policy proposal 18: Regulate the use of employee monitoring technology and workplace AI (artificial intelligence)

One of the biggest impacts of today's technology is the increasing monitoring and surveillance of workers. Cameras, microphones, sensors in machinery, tools and equipment, biometric data, and GPS tracking together allow management unprecedented information over the work process, and can allow employers to strictly control every aspect of it. At the moment this data is being used to intensify work, and create unreasonable workloads with a serious impact on working conditions and quality of life. The development of AI in the workplace threatens to further undermine working conditions and stability of employment by being used to predict illness or other issues, or to benchmark workers against each other.

The development and deployment of these technologies needs to be regulated. Standards and norms for performance in various activities need to be agreed by workers, unions and employers. The parameters that AI uses to inform its decision-making should be transparent, and take into account workers' rights. Workers should have the right to influence the use of monitoring technology and the development of AI to identify where violations of rights are occurring. Workers are able to exercise this type of control if they are represented in the decision-making bodies of public transport operators.

Policy proposal 19: Use and share data for the common good

The vast amount of data that is now available should be used to improve the transport system and not to make a private profit. At the moment, it is unclear what data is being collected, what it is used for and where it is stored. Data governance should protect individual and collective rights, controlling how data is collected, used, stored and anonymised. Data storage and analysis should be part of 'the commons' and managed by communities and serve the public good. Workers and passengers should be informed about what data is collected and should have access to the data.

We believe in transport and energy democracy

If we act NOW, there is still a chance of stopping dangerous climate change. Bold policies are needed, and they must be adapted to specific national and city contexts. Expanding public transport is an essential part of the fight against greenhouse gas emissions (GHG) and climate change. The upfront costs of such an expansion can be considerable, but the social, economic and environmental benefits of public transport far outweigh the costs.

The ITF's **reduce, shift, improve** model to lower transport-related emissions involves three main approaches: (a) *reducing* the movement of people; (b) *shifting* the ways in which people move, away from high-carbon to low-carbon modes of transport; and, (c) *improving* our use of both existing and new methods and technologies to promote energy efficiency⁴.

Transport related emissions are rising faster than any other sector. Efforts to slow down emissions have failed. Almost three quarters of transport-related emissions come from road transport, which means that CO₂ generated from cars, trucks, and motorcycles must become a policy priority. Private vehicle ownership is rising, and only 0.2% of the 1.2 billion vehicles on the world's roads are electric. Public transport is increasing, but too slowly to stop the rise in emissions or to meet the needs of a rising global urban population.

Rising private vehicle ownership poses a major challenge to the fight against transport-related emissions and climate change. Robust policies are needed to curtail private vehicles in public spaces. This is needed to reduce emissions and congestion, and to create space (both economic and physical) for the growth of modern public transport systems.

Policy proposal 20: Guarantee a 'just transition' for transport workers

As transport unions we seek a just transition for workers in the existing transport sector and will strive to ensure that the transport workers of the future enjoy decent pay and conditions as well as employment stability. If transport-related emissions are to be reduced, many new jobs need to be created⁵. Transport workers in both the formal and informal transport workforce must be fully engaged in the planning and implementation of these expanded public transport systems. Workers who drive taxis and minibuses today have the knowledge, skills and experience to help design and staff the new public mobility services of the future.

Policy proposal 21: Adopt a 'whole economy' approach to reduce transport emissions

Reducing emissions from transport will only be part of a successful energy transition if emissions in other key sectors—electrical power generation, industry, buildings, food and agriculture, and more—are also reduced. It also allows us to ask questions about the role of transport in our lives, how transport systems take shape, and how they are controlled. This means the solutions must take effect at the very heart of the global economy and will have a major impact on our way of life. It also means that it is necessary for trade unionists to build alliances and widen our political perspective.

⁴ See *ITF transport workers and climate change: towards sustainable, low-carbon mobility*.

⁵ The creation of new green jobs in transport must be linked to national employment policies, in line with ILO convention 122 and recommendation 169.

Policy proposal 22: Support the electrification of public transport

There has been an unjustified emphasis on electric cars providing the solution to decarbonisation, while there has not been enough investments in the electrification of public transport. Electric cars charged using renewable energy can help meet transport needs in the future, but much greater emissions gains are possible from the electrification of public transport fleets including BRT services.

The shift to cleaner, greener, electric public transport will require a considerable increase in power generation. The electrification of rail and buses should be a top priority, as is expanding their use. There is also a role for electric taxis (including on-demand taxis) for first and last mile connections to public transport hubs. When electrification is applied with the decarbonisation of the electricity supply, through a massive expansion of renewable energy, big gains in emissions reductions can be achieved.

Policy proposal 23: Campaign for energy democracy and transport democracy

While renewable generating capacity is increasing each year, overall energy demand continues to grow even faster, and therefore the use of fossil fuels continues to rise. Market-focused approaches are impeding further advances and breakthroughs. We need faster development of renewables to support the decarbonisation of transport.

Transport unions have a visible stake in the struggle for energy democracy and public renewable power. Both the power sector and the transport sector must be subjected to more democratic participation and public ownership, so that the decarbonisation of both sectors can proceed unhindered in a planned and coordinated way, with a guaranteed just transition for workers.

Developing the infrastructure and inputs needed to develop public transport will create jobs. For example, large numbers of charging stations will be needed, and these should be public. Their deployment could be under community-level control. An integrated, 'public goods' approach is essential to the future of both sectors.