



Warehouse Workers' Global Charter of Demands

As warehouse workers from around the world, we demand:

1. **Freedom of association**, including:
 - The right to form and join unions of our choice and to bargain collectively
 - Access to any data related to corporate decision-making necessary to achieve meaningful bargaining
 - A culture of respect for warehouse workers, the foundation of any meaningful consultation

2. **Safe workplaces**, including:
 - Compliance with all national health and safety regulations
 - A culture of care before profits
 - Access and ability to use sanitation and other rest facilities, without fear
 - Gender-specific health and safety practices and equipment to protect us against the everyday and extraordinary pandemic dangers we face – both at and on our way to work
 - Protection of privacy and personal information
 - An end to violence and harassment at work

3. **Secure work**, including:
 - An end to precarious, non-standard forms of employment
 - An end to the harmful hire-and-fire cycle, often shrouded in subcontracting, that leaves workers without a future
 - Duty of care for all workers in the business and supply chain
 - Protection for migrant workers
 - An end to gender-based occupational segregation

4. **A fair share**, including:
 - A good wage that allows us to prosper
 - Inclusion in and entitlement to national social security, including employer-funded contributions
 - Provisions for a dignified retirement
 - Pay for sick and family leave with the right to return to work

5. **Our future in the sector**
 - Consultation of workers on any planned automation
 - Digital inclusion – new technology should benefit women workers
 - Hiring women and listen to women at work
 - Continual upskilling opportunities for career growth, especially for young entrants
 - A safe and sustainable climate

This Charter was first adopted by the ITF Warehousing Steering Group in March 2021. It represents the evolving demands of warehouse workers around the world as we continue to build power in our workplaces and demand fair labour standards.