



**YOUTH
EMPLOYMENT
AND DECENT
WORK FOR
YOUNG
TRANSPORT
WORKERS IN
SUPPLY CHAINS**



ITF

THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF) IS A DEMOCRATIC, AFFILIATE-LED FEDERATION RECOGNISED AS THE WORLD'S LEADING TRANSPORT AUTHORITY. WE FIGHT PASSIONATELY TO IMPROVE WORKERS' LIVES, CONNECTING MORE THAN 730 AFFILIATED TRADE UNIONS FROM OVER 150 COUNTRIES TO SECURE RIGHTS, EQUALITY AND JUSTICE FOR WORKERS GLOBALLY. WE ARE THE VOICE FOR MORE THAN 16.5 MILLION TRANSPORT WORKERS ACROSS THE WORLD.

Cover photo: Eugene Jayme Baliguat

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This document outlines principles and strategies to promote youth employment, decent work, and job security for young transport workers within supply chains. It focuses on recruitment practices, access to decent work opportunities, learning and career development, workplace retention, and wider policy actions.

These principles and strategies demand collaboration and cooperation between key stakeholders in the supply chain, including, but not limited to, employers, contractors, government agencies, trade unions, and young transport workers themselves.



Photo: Shailesh Sharma

POLICY PROVISIONS

OUTREACH, RECRUITMENT, AND ACCESS TO DECENT JOB OPPORTUNITIES

To enhance youth employment and ensure access to decent work opportunities:

- **Early engagement strategies:** Actively engage young people through partnerships, consultation, dialogue among employers, educational institutions, job placement services, government bodies, trade unions, and youth-led organisations.
- **Inclusive recruitment:** Prioritise diversity in recruitment policies, ensuring accessibility for marginalised and underrepresented groups. Use youth-friendly language and communication channels, as well as streamline processes to reduce bureaucratic barriers for young people.
- **Dedicated resources:** Designate personnel or teams within companies, job placement services, government bodies, and trade unions working on young worker engagement, recruitment, and management.
- **Entry-level roles:** Offer entry-level opportunities such as internships, apprenticeships, and graduate roles that include skills development, training and clear career pathways. Ensure entry-level wages meet living standards and provide social protections, such as health insurance and pensions.

- **Quality apprenticeships and traineeships:** Develop quality programmes that transition young workers from education to employment, reducing long-term unemployment risks and equipping them with industry-relevant skills.

LEARNING AND CAREER DEVELOPMENT

To support lifelong learning and continuous professional growth for young transport workers:

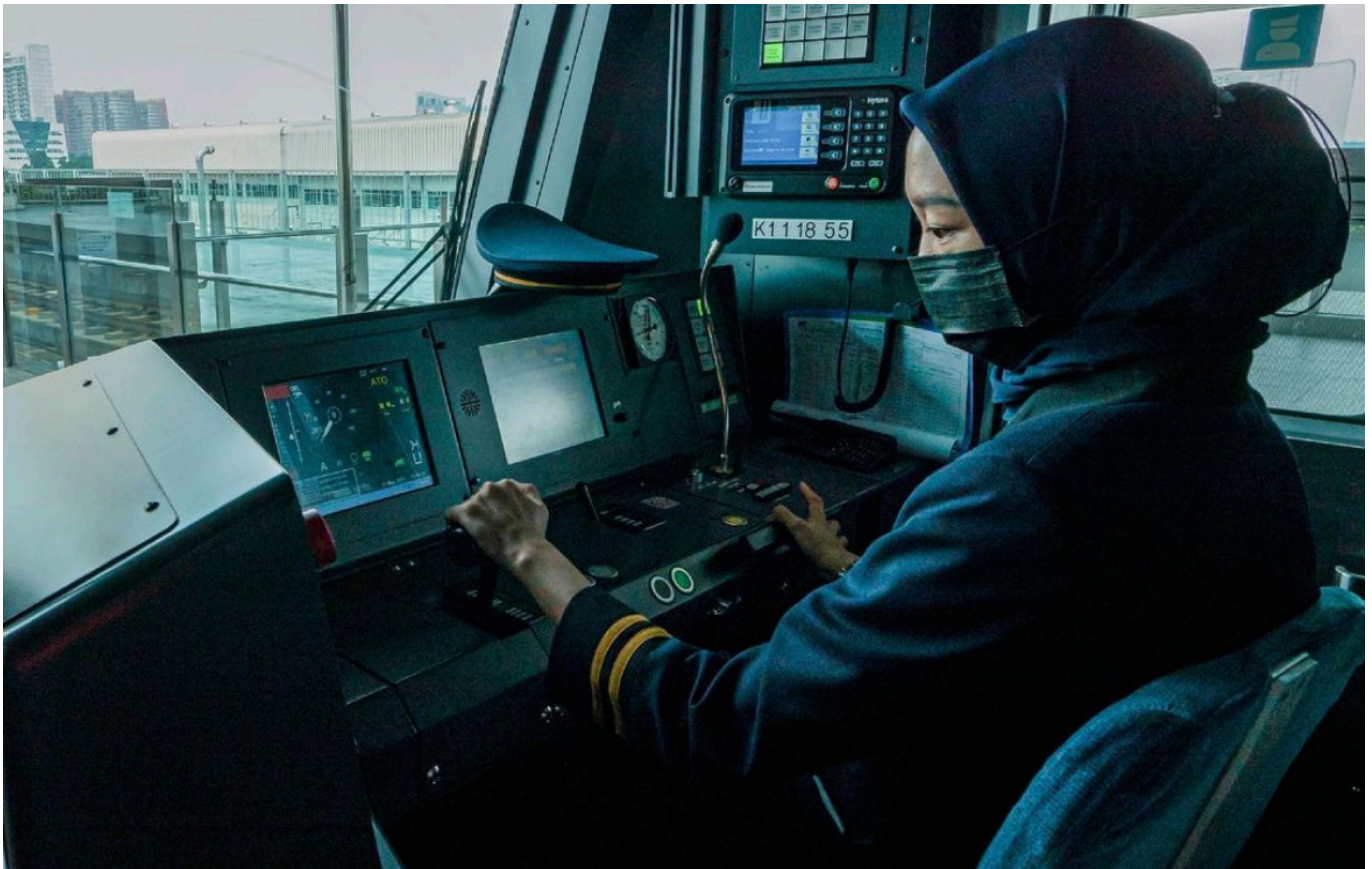
- **Learning opportunities:** Provide diverse learning options such as coaching, mentoring, training, shadowing, and knowledge exchange initiatives to enhance young workers' skills and confidence.
- **Collaboration with training institutions and trade unions:** Partner with training organisations and trade unions to tailor learning programmes that meet job requirements in areas like transport, logistics and equipment operations.
- **Digital skills and climate change:** Offer reskilling and upskilling programmes to prepare young workers to new working arrangements and occupation shifts driven by digital tools, new technologies, and climate adaptation and mitigation measures.
- **Career development pathways:** Establish and communicate clear career progression frameworks to help young workers understand opportunities they can develop their role and their career.



YOUNG WORKERS' SAFETY AND WELLBEING

To ensure young workers' mental health, safety, and overall wellbeing:

- **Mandatory training:** Provide workplace health and safety training, particularly for those in entry-level jobs, apprenticeships, and internships. Include mental health at work resources and on how to work in extreme situations and how to manage the impact of climate change on working conditions.
- **Workplace safety:** Supply appropriate protective equipment and hazard awareness programmes especially to young workers in entry level jobs, apprenticeship, internship, learning programmes.
- **Representative structures:** elected workplace safety committees are an effective mechanism for ensuring safety standards and measures adapt to changing skills and working conditions. Young workers should be represented in these structures to ensure their specific safety and wellbeing needs are met.
- **Workplace wellbeing:** Promote flexible working hours and policies that prioritise mental health and work-life balance. Set maximum working hours to prevent overwork and fatigue.



EQUALITY AND INCLUSION IN THE WORKPLACE

To create a supportive and youth-friendly environment that facilitates young workers retention and growth:

- **Youth-friendly policies:** workplaces policies must consider young workers' priorities, needs and aspirations, such as flexible hours, work-life balance, and supportive workplace relationships. Ensuring living wages and social protection to all young workers, including those in apprenticeship, training, on-job training.
- **Anti-discrimination and anti-harassment measures and policies:** Address challenges like bullying, harassment, nepotism, and double standards. Develop and implement clear policies procedure to address young workers discrimination and harassment, with mandatory training for all, including management, workers, contractors. Monitor their effectiveness to ensure a discrimination-free and inclusive working environment.
- **Grievance mechanisms:** Provide young workers confidential channels for reporting exploitation, harassment, abuse, or unsafe practices, and guarantee non-retaliation for whistleblowers. Trade unions must be supported as an effective grievance mechanism, particularly for more vulnerable young workers engaged in non-standard forms of employment.
- **Support for young women:** Encourage policies such as maternity leave, equal pay, and leadership development programmes to attract and retain young women in the industry.
- **Support for vulnerable groups:** Develop targeted support programmes for young migrants, LGBT+ individuals, migrants and workers with disabilities to ensure equal opportunities.
- **Parental leave and flexibility:** Offer adequate leave and workplace flexibility for young parents to balance professional and personal responsibilities.
- **Role demarcation:** Prevent overburdening young workers with multiple roles, tasks and responsibilities due to staff shortages, ensuring fair workload distribution.

WIDER POLICY ACTIONS

To ensure the long-term success of youth employment strategies:

- **Policy advocacy:** Collaborate with policymakers to improve funding, infrastructure, norms, regulations and legislation that supports youth employment in the transport industry.
- **Partnerships and collaboration:** Work with transport companies, unions, governments, and youth-led organisations to implement youth employment initiatives.
- **Young workers' voice:** Include young workers in policy discussions to ensure their perspectives shape organisational, governmental and trade unions strategies.
- **Monitoring and accountability:** Establish mechanisms to track progress, such as the number of young hires, access to training, and leadership representation. Conduct regular labour impact assessments and adapt policies to meet evolving industrial needs.
- **Global networks:** Build international networks to share good practices and promote global standards for youth employment in supply chains.

YOUTH LEADERSHIP AND UNION PARTICIPATION

To strengthen young workers' representation and leadership:

- **Organise young workers:** unions to organise and represent young people entering in the workforce, including apprentices, trainees, participants of learning programmes. Unions to work with employers, governments and other stakeholders in developing, implementing and monitoring youth employment policies.

- **Youth Committees:** Establish young workers committees within transport unions to represent young workers and amplify their voices.
- **Inclusive decision-making:** Involve young workers in policy development and organisational leadership to ensure their perspectives shape the industry's future.
- **Advocacy training:** Equip young workers with the skills to advocate for their rights and actively participate in workplace negotiations.

PRIORITY AREAS FOR ACTION

- **Youth employment data:** Address gaps in data on youth employment and young workers transport jobs in supply chains.
- **Map youth employment policies:** identify employers and unions' policies and practices promoting youth employment and job security for young workers in supply chain
- **Youth-led Labour Impact Assessments:** Empower young workers and their trade unions to evaluate and provide feedback on workplace policies on youth employment and young workers' jobs.
- **Advocacy and awareness:** Launch campaigns to raise awareness of youth employment challenges and promote the value of young workers in supply chains. Advocate for stronger government policies that support youth employment and decent work in the sector.
- **Showcasing good practices:** Identify and promote successful initiatives and strategies that improve youth employment outcomes.

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