

RESEARCH REPORT

# YOUNG WORKERS IN TRANSPORT

DECENT WORK,  
JUST TRANSITION  
AND UNION RIGHTS



# **ITF**

**THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF) IS A DEMOCRATIC, AFFILIATE-LED GLOBAL FEDERATION OF 670 TRADE UNIONS IN 147 COUNTRIES, REPRESENTING OVER 18 MILLION WORKING MEN AND WOMEN IN ALL TRANSPORT SECTORS. THE ITF PASSIONATELY CAMPAIGNS FOR TRANSPORT WORKERS' RIGHTS, EQUALITY AND JUSTICE.**

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# EXECUTIVE SUMMARY

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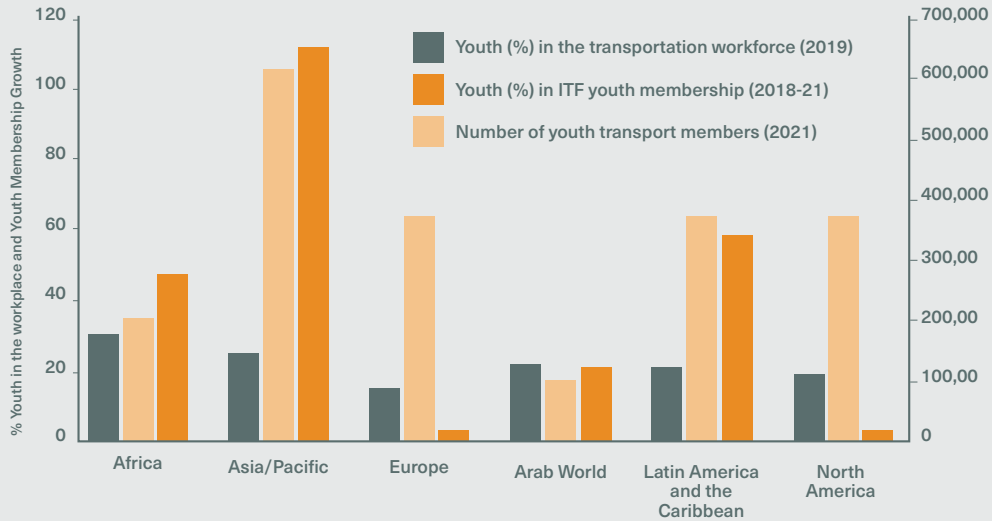
This report examines the main challenges faced by young workers in the global transport sector and the ways in which these challenges could be mitigated. It covers the challenges related to issues such as informal employment status, migration background, lack of access to decent work, the impacts of COVID-19, issues around freedom of association and access to collective bargaining and child and forced labour. It also looks at the challenges for young people that are related to gender-based violence and harassment, issues around the enforcement and monitoring of labour rights, and the challenges posed by climate change. Each section sets out the main issues and also highlights examples of initiatives and good practices that are aimed at mitigating these challenges.<sup>1</sup>

## KEY FACTS ABOUT YOUNG WORKERS IN TRANSPORT

Young workers – generally defined as those under 25 – are a key part of the transport sector workforce, making up around **10% of the sector's global workforce** and in some regions such as Africa, almost a third of the workforce. It should be noted that the International Transport Workers' Federation (ITF) defines young workers as those under 35, but other statistical databases define young workers as those between the ages of 15 and either 24 or 29. This means that many available figures do not include the upper tranche of workers that the ITF defines as young workers, which will result in smaller cohort numbers than those resulting from the ITF's broader definition. It should also be noted that young workers of different ages will face different types of issues. For example, those under the age of 24 or 29 are likely to find it harder to access the labour market and engage in decent work than their older counterparts up to the age of 35, who may nevertheless also be classed as young workers. ITF affiliates have made significant progress in recruiting young workers over the past three years, particularly in the Asia/Pacific region.



### Young workers in the transport workforce by region



The transport sector workforce is **predominantly male**, with women estimated to make up around 17% of the sector’s workforce globally, although with higher concentrations in air transport and courier and postal services. Young female transport workers are estimated to make up around 16.4% of total global youth employment in transport, which is broadly in line with the proportion of female workers in the general workforce globally.

# KEY CHALLENGES

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## INFORMAL EMPLOYMENT

Young people working in the transport sector face a number of key challenges, which the ITF and affiliates are working to explore and mitigate. The first of these is the **high level of informal employment** among young people in many parts of the sector. Overall, it is estimated that around 77% of young workers globally are engaged in informal employment, defined by the International Labour Organisation (ILO) as any work that is not covered national labour legislation, income taxation, social protection or entitlement to employment benefits.

There are a range of reports that also show that **informal employment among young people in the sector is increasing**, particularly among young people working on a self-employed basis, such as couriers, messengers and those providing taxi services. For example, studies estimate that 70% of workers in informal urban public transport in Nairobi are under the age of 40. Precarious and informal working among young people has always been a challenge, but the increase in informal employment in recent years is due to factors such as:

- a shift to online ordering via digital platforms or the so-called gig economy. Work via these digital platforms is largely unregulated, therefore giving rise to issues related to informality, low pay and lack of employment and welfare protection; and
- the ongoing effects of the COVID-19 pandemic.

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## MIGRATION BACKGROUND

There is also evidence that **a significant proportion of young people in the transport sector come from a migrant background**, which creates specific challenges. Although it is difficult to access precise data, just under a third of migrants internationally are estimated to be between the ages of 15 and 34.

Young migrants may be attracted to jobs in parts of the sector that have high levels of informality, such as those in the courier, delivery and warehousing sector, because there are many jobs available, they allow a high degree of flexibility, it is easy to start earning income quickly due to limited legal barriers, and because these jobs require low levels of skills. Further, migrant workers are often excluded from systems that monitor and enforce labour rights, making them more vulnerable to exploitative practices.

The ITF is currently engaged in ongoing work on the situation of migrant workers in the gig economy, which will help to highlight some key issues in this area.

## ACCESS TO DECENT WORK

**Access to decent work**, which is linked to informality of employment, is a specific challenge for young people throughout the global transport sector. This means that young workers are more likely to be subject to low wages, sub-standard working conditions, long working hours and limited opportunities for professional advancement. Many young workers in the transport sector also work in jobs that are low-skilled, precarious, informal, or based on self-employment. There are also **very limited training opportunities** for young workers in these jobs, making it difficult for them to move into higher-skilled jobs: for example, the ITF survey on apprenticeships carried out in 2022 found that many young people are entering the labour market without proper safety training.

Lack of access to decent work for young people can be partially explained by factors such as:

- the deregulation of employment;
- technological advances;
- changing business models in transportation;
- outsourcing of employment; and
- privatisation. The privatisation of publicly operated transport industries increases levels of informality, resulting in young workers facing increased challenges in accessing decent work.

Studies show that **poor-quality jobs are most prevalent in the Global South**: for example, the ITF 2021 Youth Employment Survey shows that 78% of affiliates struggled to find internships for young people in the Arab World and 70% of struggled with quality work in relation to young workers in the Asia/Pacific region.

Young people are particularly vulnerable to poor-quality work because they are new to the labour market and therefore lack the skills, qualification and experience to access higher-quality jobs. If young people are unable to afford education or find an internship or apprenticeship, due to lack of money, they risk becoming trapped in a **vicious circle of low-quality employment**.



There are also a range of other barriers that can deter young people from entering the labour market. This includes the practice, prevalent in the aviation sector, of **charging pilots for training**. This means that these workers must pay off the debt incurred by their training costs, potentially giving employers more leverage over them. It should be noted that this practice of companies loaning new workers funds for training, which they must then pay back, can also arise in other parts of the transport sector, for example in maritime.

There is a wide range of **projects and initiatives that aim to promote decent work for workers in the transport sector**. These focus on issues such as training and education, mentorship, using collective bargaining to improve aspects of pay and working conditions, helping young people with job search, providing internships and providing online support for gig economy workers in the sector. Further, this report gives interesting examples of trade unions that have mentored other unions in areas such as promoting youth employment and job security for young workers.

Company practices such as **hiring workers on temporary contracts**, as is the case in some parts of the aviation sector, for example, or **outsourcing parts of the workforce**, also contribute to the deterioration of pay and working conditions for these workers, including limited career development, reduced access to collective representation, and less support in reporting occupational health concerns. Young workers are particularly affected by this, as they are more likely to be employed on temporary contracts and to work in sectors where outsourcing is common.



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**Privatisation of some public transport services** can also contribute to the worsening of pay and working conditions for young workers. This trend is partly a result of the World Bank encouraging privatisation of public rail and bus networks in Africa and Latin America from the 1980s to the early 2000s. For example, there are studies that show that the privatisation and deregulation of public bus systems in Dar es Salaam, Tanzania, is linked to an increase in informal employment relationships for bus drivers. Increasing levels of informality due to privatisation impact young workers in particular because **the informal transport sector provides over 80% of employment to workers under the age of 24** in developing countries.

The relentless **rise of the gig economy**, while enabling new businesses to develop and increase paid work opportunities in this sector, also creates challenges for young workers. Digital platforms have essentially replaced the management and coordination of transportation work in warehousing, taxi, courier and food delivery services. Apps monitor workers, direct them to job assignments, and rate their performance. This means that in many jobs, workers are constantly monitored and evaluated based on their productivity and dismissed if they cannot meet targets. This work intensification places significant stress and pressure on workers.

## IMPACT OF COVID-19

The **COVID-19 pandemic** has affected all workers to some degree. Specifically, young women have been particularly impacted by the COVID-19 pandemic. For example, in the Asia and Pacific region and Africa, many women, including young women, have been unable to re-enter the labour force due to caring for sick relatives.

Overall, many young workers, particularly at the beginning of the COVID-19 pandemic, were required by employers to continue working in order to provide essential services and manufacture essential goods, as the virus was affecting older people to a greater extent than their younger counterparts. Overall, employment levels among young people have not returned to pre-pandemic levels in the majority of countries. The pandemic may also have shifted the focus of young people's employment away from more standard types of jobs and towards the more precarious types of employment common in the gig economy, as these jobs are more readily available.

The **impact of the pandemic on the transport sector** has been particularly severe, due to the shutting down of many forms of public transport and the near standstill of passenger air traffic. Further, social distancing over many months has reduced the capacity and operation of many public transport systems. The impact of this on young workers in the sector has been significant because younger workers are easier and cheaper to dismiss and tend to work in less protected forms of employment.

Other risks associated with the pandemic include concentration of young workers in jobs that offer **little health protection or inadequate personal protective equipment**. This means that workers are more likely to be at risk from the virus and are less likely to be able to access support if they are unwell. Further, the pandemic has exposed the fact that young people are concentrated in jobs in which health and safety can be insufficient and working conditions are poor. This means that young workers are more likely to have a serious accident at work than their older counterparts and more likely to develop an occupational illness while young.

The past two years have witnessed a range of **trade union initiatives aimed at mitigating the negative impacts of COVID-19 on pay and working conditions**. They range from strike action, taken in many countries in support of improved protection against the virus, lobbying governments for improved health and safety and insurance coverage, collective bargaining aimed at issues such as relieving increased workload, and providing financial and food aid, education and vaccination support to workers affected by the pandemic. The ITF is also carrying out research on mental health and young people, including in the context of the pandemic.

## Trade union support for workers in times of COVID-19

There are a range of examples of trade unions putting into place support for their members to help them through the COVID-19 crisis. Examples of good practice include the distribution of Personal Protective Equipment (PPE) to members, provision of emergency food and free COVID testing. Unions are in a good position to be able to do this, as they know what is needed on the ground. Some key examples are given below.

- In Nepal, The Nepal Transport Labour Association (NETWON) mobilised its network of branches to distribute food to its members throughout the country, distributed PPE and negotiated with employers to provide free Covid testing in some workplaces. One NETWON branch near the border with India helped stranded Indian migrant workers with food.
- In Kenya, the Public Transport Operators Union (PUTON) assisted drivers with cash loans and hospital fees drawn from its welfare fund, to which members had been regularly making contributions.
- In Sri Lanka, the National Union of Seafarers Sri Lanka (NUSS) distributed ration kits to over 100 app-based auto rickshaw and taxi drivers.
- In India, in a gesture of solidarity, the AIRF & NFIR Indian Railway Workers' Unions provided IFAT drivers organised by the Indian Federation of App-based Transport Workers (IFAT) with ration kits and cash transfers to support them during a period in which all taxi services, including app-based cabs, were suspended.



## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Another challenge for young workers in the transport sector is that they have relatively **limited access to freedom of association and collective bargaining**, compared to their older peers. There are a number of factors that contribute to this, including:

- the concentration of younger workers in types of jobs and organisations that do not have collective representation
- unions lacking the resources to support collective bargaining and free association for young workers; and
- a lack of knowledge of representation rights among the young workers themselves.

There are also incidences of governments and organisations in some countries actively trying to block the organisation of workers, and there are specific challenges related to organising in hostile countries. Young workers are likely to be concentrated in sectors where these practices are common, such as aviation, warehousing, informal urban public transport, and courier and messenger services.

### Ensuring that young workers know their rights

The Singapore Maritime Officers Union has provisions in its collective agreements that mandate the training of young seafarers. The union also holds fireside chats with young seafarers to hear about their experiences in the industry and to promote the employment of young people. According to the 2021 ITF Youth Employment Survey, this has provided young people with a better understanding of labour rights

The union also promotes the maritime industry through different platforms such as the Young Mariners' Networking, and Maritime Youth Forum.

This is a good example of a union putting into place formal structures for young people, to help them to network with others in the union, to raise issues that are relevant for young people and to raise awareness of employment rights.



This research has uncovered a wide range of other **measures and initiatives to support workers' rights to freedom of association and collective bargaining**. They mostly take the form of strike action and other forms of industrial action. There are also some interesting instances of trade unions mentoring other unions in neighbouring countries following successful campaigns in areas such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers.

## **New collective agreement for delivery riders**

The conclusion of new collective agreements to cover workers in sectors such as app-based delivery, is a key step forward in improving the working conditions of workers in these jobs, many of whom are young workers. In order to be successful, trade unions need to be strong enough to be able to engage with relevant employers and to mobilise workers. One key success factor is the existence of a strong collective bargaining framework and tradition, as in the case of the example below from Austria.

The collective agreement for bicycle couriers (Fahrradboten) and food delivery operators was negotiated between the Austrian Transport and Services Union Vida and the Association for freight transport with the Austrian Chamber of Commerce. The agreement was finalised in September 2019 and entered into force on 1 January 2020. It grants a €1,506 salary per month for 40-hour weeks, the customary additional 13th and 14th months' pay, and compensation to riders for the use of private bicycles and mobile phones which are necessary to carry out the deliveries.

This agreement has been celebrated as an important step. However, it only applies to workers with an employed status, while the vast majority of couriers and riders have a self-employed status. For this reason, according to riders involved in the negotiations, future efforts will focus on the self-employed working for platforms.

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## CHILD LABOUR AND FORCED LABOUR

**Child labour and forced labour** are a continuing threat to the health, safety, and livelihood of young workers in the transport sector. Child and forced labour is largely a product of:

- poverty;
- poor enforcement and monitoring of labour rights;
- isolation of transport workers from support systems; and
- employers seeking to cut labour costs.

It is estimated that sub-sectors of the transport sector in which forced labour is relatively high include the global shipping industry, where seafarers often have a migrant background and are at sea for long periods of time, warehousing and terminals, which are prone to peak periods and workforce seasonality, and in road transport, where the use of subcontracting is common.

Young transport workers are also likely to have lower levels of knowledge of employment contracts, or have less experience of working conditions. Young workers are also more susceptible to **danger from trafficking organisations** as they have less experience and knowledge of the world of work than their older peers.

**Measures to combat child labour and forced labour** around the world are largely initiated by national governments, although there are some initiatives in place that are led by international NGOs, independent campaigns and measures and campaigns led by trade unions.

## GENDER-BASED VIOLENCE AND HARASSMENT

**Gender-based violence and harassment** is endemic in the transport sector, reflecting gender inequality in transport. It is also an expression of abuse of power. Gender-based violence and harassment deters women from joining the transportation workforce, reduces retention rates and impacts the health, safety and dignity of women in the sector. The ITF is currently engaged in a campaign for the ratification and implementation of the ILO's 2019 Violence and Harassment Convention C190. This Convention, which came into force on 25 June 2021, recognises the right of all workers to a world of work free from violence and harassment, including gender-based violence and harassment.

A range of studies show that **young workers are more likely than their older counterparts to be victims of gender-based violence and harassment**. This may be linked to the fact that young workers are concentrated in sectors and positions that are public-facing. There is also evidence that gender-based violence and harassment are more likely to go unreported, meaning that its real incidence is likely to be higher. Gender-based education disparities are the most significant in North Africa and Western Asia.

Gender-based violence and harassment can lead to post-traumatic stress disorder, depression, anxiety and suicidal thoughts. Young transport workers can be disproportionately affected by this as they may not have adequate support mechanisms in place.



This research shows that there are a range of **measures in place across the world that are designed to combat gender-based violence and harassment**. They include a variety of campaigns led by trade unions in countries around the world, aimed at training, awareness-raising and government lobbying to try to put into place statutory and other measures to increase the safety of women.

## **Building support for the provision of safe spaces for women in India**

Given that gender-based violence and harassment is prevalent in many workplaces, and something that may affect young female workers in particular as they might lack the confidence to deal with this, a key success factor in improving the situation is to build support and engagement for change. This can build momentum and subsequently lead to concrete change. The following example from India shows how this was achieved.

The Maharashtra State Road Transport Union in India discussed risks of sexual assault and harassment with both workers and passengers. This made it possible to gain enough community support to create an alliance of unions, passenger associations and NGOs that developed a campaign to create safe working conditions and reduce violence against passengers and workers.

The campaign engaged with Maharashtra State Road Transport Corporation and successfully created female changing rooms and women's toilets in 200 out of 300 public transport workplaces.

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## ENFORCEMENT AND MONITORING OF LABOUR RIGHTS

The **enforcement and monitoring of labour rights** is challenging for a range of reasons. Firstly, **the ILO has limited capability to directly enforce rights**: this is the responsibility of national governments. Levels of monitoring and enforcement vary nationally and can be weak in some countries, meaning that enforcement of labour rights is often left to employers to enforce.

Secondly, a range of developments contribute to the erosion of labour rights, such as:

- cuts in public spending during times of austerity;
- the privatisation of state-run industries; and
- the reform of labour laws, to the detriment of labour rights.

These developments contribute to pushing young workers into more informal and therefore unprotected employment, particularly in the public transportation sector. It can also be difficult for young transport workers in particular to ensure that their labour rights are monitored and enforced because they have more limited knowledge of labour rights, are concentrated in industries with low union representation, and are often migrants, self-employed or informally employed.

In addition, many of the mechanisms that target young people and the activities in which they are engaged, such as apprenticeships, entry-level jobs, work in the gig economy or outsourced work, are generally not subject to particularly high levels of inspection, due to issues such as privatisation and consequent lower public investment.

Young workers often have **no access to union representation**, as they tend to work in parts of the sector in which trade union density is low, such as warehousing. This means that these young workers may have less support from unions on enforcement and monitoring of rights. However, trade unions have had some success in formalising workers and including them in decision-making and directly monitoring and enforcing labour rights.

There are a range of **measures in place across the globe to support the enforcement and monitoring of labour rights**. These range from campaigns to introduce new supportive legislation, largely run by trade unions, to union drives to change the status of platform workers, thus according them more employment rights and coverage by social security. There have also been a number of trade union monitoring initiatives, and programmes to improve young workers' knowledge of their labour rights. These latter campaigns have also had success in improving trade union organisation for young people and reducing the dismissal rate among young people. In addition, there are a number of examples in this report of trade unions mentoring other unions in areas such as participation in union activities and decision-making processes.

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## Mentoring trade unions – examples from around the world

This research has uncovered a range of interesting examples of trade unions mentoring other unions in neighbouring countries, following a successful campaign, often with the support of the ITF. There are examples of this in particular in areas of activity such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers. This is an excellent way to disseminate good practice and to work closely with unions in other countries, supporting them in facing their own challenges in similar areas. This is dependent on building links between unions across borders and also on unions being able to devote the time and resourcing to mentoring. Where this is possible, this can have significant results. Some key examples are set out below.

- The Kampala Metropolitan Boda Boda Entrepreneurs Cooperative and Airport Taxi Drivers Cooperative in Uganda mentored the following unions on successful organising strategies: MWU (Kenya), PUTON (Kenya), COTWA-T Tanzania. This initiative was supported by the ITF.
- The Syndicat National des Travailleurs Autonomes de l'Économie Informelle du Niger (SYNATRA) in Niger successfully led a campaign to negotiate a collective agreement for taxi drivers and also mentored neighbouring unions such as USTN (Niger), URS (Senegal), FESYTRAT (Togo), UCRB/FSTAB (Burkina Faso), and URS (Senegal) on successful tactics used in their campaign.
- ITWAN and NETWON in Nepal successfully created a new union for E-Rickshaw Drivers in 2016 which now has some 8,000 members, and also mentored the following neighbouring unions on successful tactics used in this campaign: NUS-Si (Sri Lanka), and TBJARVW/ NUIW (India).
- The National Confederation of Transport Workers Union (NCTU), which represents informal Jeepney drivers in the Philippines, increased young women's involvement in collective bargaining and added around 3,000 new members, with support from the ITF. This union also mentored the neighbouring union IDEA in Cambodia.



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## JUST TRANSITION AND CLIMATE CHANGE

The **transition to sustainable transport modes and climate change** represents specific challenges for young workers. Young people will need to be trained for new professions and will also need to adapt skills and acquire new skills, in line with ongoing technological developments linked to sustainability. The employment relationships of young workers may be more informal, which means that they are also more likely to lose their jobs due to a shift to environmentally-friendly transport occupations. The ITF and affiliates are carrying out work on the impact of the shift to sustainable forms of transport.

The issue of training is particularly key for developing countries with a large and increasing young workforce. There are, however, variations in the training offer and a number of obstacles to accessing education and professional training that need to be considered. The approach to training will grow in significance as transport sectors evolve. For example, there is an ongoing shift to electrification in the urban transport sector, which will require workers to be appropriately trained.

**Extreme weather events** could have major impacts on the transport sector, for example reducing air traffic and as a consequence resulting in a decline in employment in the tourism sector. Climate change is therefore likely to have significant implications for jobs across the whole transport sector and trade unions will therefore need to give special consideration to impacts, opportunities and measures in relation to this for young transport workers.

**Extremes of temperature** will also have an impact on the working conditions of those in the transport sector, such as delivery drivers, seafarers and warehouse workers, all of whom are likely to have to work in more extreme heat conditions. Other impacts of climate change include flooding and fires, which could have a significant detrimental effect on the transport network and the conditions under which transport workers operate. These developments will affect all countries to some extent, but issues such as temperature extremes are currently affecting Asia, Australia, parts of the USA and southern Europe.

**Initiatives in place to ensure just transitions in transport** and to mitigate the potentially negative effects of moving to sustainable transport systems largely take the form of trade union campaigns to ensure that workers are fully supported during transitions, in addition to international initiatives run by non-governmental organisations (NGOs) and international bodies. The ITF and affiliates in different sections and regions are also undertaking work on sustainable transport, with specific consideration of the needs of young workers. The ITF has also formulated a Young Transport Workers' Sustainable Transport Position, which should be taken into consideration by all member trade unions. There are also examples of trade union lobbying campaigns for specific industries, such as the urban passenger transport sector, and training and awareness-raising initiatives. For example, the ITF produced a joint report with the C40 Cities Leadership Group<sup>2</sup> in the run-up to COP26 in 2021, which showcased the views of young workers in urban transport.

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## MAIN CONCLUSIONS

- This report shows that young workers in the transport sector face a wide range of key challenges. These are largely replicated across the world, although some, such as informality of employment, are felt more profoundly in the Global South, compared with the USA and Europe. **Young workers therefore face uneven challenges across the globe.**
- Nevertheless, **young workers overall find it more difficult than their older counterparts to find decent work**, due to the range of factors identified above and therefore need focused support from trade unions.
- There are also **significant gaps in the monitoring and enforcement of labour rights** and in some cases in trade unions' capacity to devote resources to these issues.
- Developments such as the **COVID-19 pandemic and the growth of the gig economy** have contributed to increasing these challenges for young people. Further, privatisation of publicly operated transport industries increases levels of informality, resulting in young workers facing increased challenges in accessing decent work.
- There are a range of **good practices** undertaken by trade unions in the transport sector across the world that aim to mitigate many of the main challenges faced by young workers in the transport sector. The ITF is engaged in supporting many of these initiatives.
- One of the main challenges for researchers and trade unions is a **lack of data**, or the uneven availability of data between regions. Overall, data tends to be more complete in the case of the USA and Europe, but there are **gaps in data** for many other parts of the world. There are also significant gaps in data in relation to the different sub-sectors of the transport sector across the world. This makes it difficult to develop insights into the trends in these countries.
- There are also gaps in the data in relation to certain groups of workers, including **disabled workers, indigenous peoples in different countries, the LGBTQ+ community, and workers of different faiths or ethnicities**. Data on migrant workers exists, although this tends to be incomplete in many cases. For example, there are gaps in the data on the migration background of workers in Global South countries.
- Entry into the labour market is a key issue for young workers, and while there is data on levels of informality, there is a **lack of data on the mechanisms that young people use to access the labour market**, for example whether they used public or private employment agencies to find work. As many young people are employed in the gig economy, online platforms are a key labour market intermediary for these workers.

# KEY RECOMMENDATIONS

01. As it is clear that young workers often struggle to find support and are frequently not aware or not fully aware of their rights, the ITF and its affiliates should consider developing, resourcing and building on **targeted learning and education activities** in order to try to build support for these workers. This would help to make young workers aware of their rights and could contribute to building a support network for them.
02. In order to support young workers, the ITF should **build on existing structures**, such as the Youth Committee, and encourage its member unions to strengthen their youth leadership structures. Unions should also allocate appropriate budget to their actions targeted at young workers.
03. The ITF and affiliates should consider whether there are any additional stakeholders with whom they could engage, alongside any further issues that they could be raising with current stakeholders.
04. Overall, trade unions should be encouraged to **recruit young trade union members and involve young members in trade union decision-making bodies**. This would increase the power and agency of young workers within trade unions. There are already some good examples of this in this report and these initiatives can be built on by trade unions around the world.
05. The Youth Committee of the ITF and youth representative structures in its member unions should also **focus on the key issues that are relevant to young people**, such as climate change, just transition, digitalisation and work in the gig economy. These priority areas could be discussed and possibly form a recommendation for the Youth Committee on priorities and action points for the period to the ITF Congress in 2024 and beyond.
06. As policies such as **maternity provision, education and training opportunities and equal pay** can help to attract young women to the transport sector, the ITF and its affiliates should focus on putting pressure on employers and governments to grant workers access to these provisions.
07. This research has showcased some really interesting examples of **trade unions mentoring unions in different countries** in areas such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers. This is a valuable exercise and one which could be taken up by trade unions in many other countries. Key to this is encouraging trade unions to **develop links with other unions across borders**. The ITF could play a key role here in bringing together unions from different countries in order to network and showcase good practice. These actions should also be adequately resourced.

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08. **Collective agreements** are a key tool for improving terms and conditions of employment and should therefore, where possible, include provisions that relate to young workers. ITF research on apprenticeships carried out in 2022 provides many examples of inspiring collectively-agreed provisions, which could be built upon further.
  09. **Training and reskilling** is a key tool that will help to prepare workers for working in the context of climate change and just transition. In addition, training on how to work in extreme situations and how to manage the impact of climate change on working conditions would also be valuable. Any new training initiatives should be adequately resourced.
  10. Overall, a **more nuanced approach** to young workers is needed on the part of both trade unions and employers, given that young workers in different age brackets will be facing different types of issues.
  11. **Monitoring and enforcement** are key in ensuring compliance with legislation and regulations. Trade unions should therefore, wherever possible, work with national and local authorities and labour inspectorates to ensure that regular monitoring and enforcement measures are in place.
  12. It is also clear from this research that there are a number of **gaps in the data available**, and that the level of detailed data varies considerably between regions. The ITF and affiliates could therefore encourage international and regional bodies to collect more data to fill gaps and to disaggregate by age more of the data that is currently collected. They could also usefully conduct **further research** into areas such as the situation of young people in the Global South and the Asia/Pacific region.
  13. The ITF is exploring the future of work in transport, particularly in the areas of **electrification and formalisation of work. The ITF should continue this work, particular in the case of young workers, who are key to the future of work.**
  14. In terms of issues, further research on the **prevalence of child and forced labour** in the Global South would be beneficial, as would more analysis of the **impact of just transitions on young workers**, and more targeted data on young migrant workers **and impacts on those with disabilities and the LGBTQ+ community**. Some of these gaps could be investigated through expansion of existing ITF surveys and interviews with key workplace leaders, building on existing ITF instruments such as Resolution 20 on protecting young seafarers' and dockers' rights.
  15. Finally, the **COVID-19 pandemic** has had a severe impact on the global workforce and on young workers in particular. The ITF and affiliates could focus on examining the lessons learned from the pandemic, examining in particular issues such as occupational health and safety and taking account of the research that is already being carried out by the ITF on mental health and young people, including in the context of the pandemic. This would help to understand how the ITF and affiliates can best support young workers.

# 1. METHODOLOGY AND STRUCTURE OF THE REPORT

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This report documents the results of an extensive literature and online documentary review commissioned in 2021 by the International Transport Workers' Federation (ITF). It also incorporates the results of the ITF's 2021 youth employment survey, in which ITF affiliates around the world were asked about the main challenges faced by their young members and the actions they were taking to mitigate these challenges. Many of the initiatives highlighted in this survey are showcased in this report. The report also draws on the results of the ITF's 2022 survey on apprenticeships, in addition to interviews with key stakeholders in a range of sub-sectors of the transport sector.

The report is structured as follows:

- Introduction and context, which presents key background statistics in relation to young workers in the transport sector.
- Individual chapters devoted to the following main challenges and their impacts on young workers in the transport sector:
  - Informal employment status
  - Migration background
  - Access to decent work
  - Impact of COVID-19
  - Freedom of association and access to collective bargaining
  - Child labour and forced labour
  - Gender-based violence and harassment
  - Enforcement and monitoring of rights
  - Climate change and ensuring just transition
- Main conclusions
- Key recommendations

Annexes I-VII contain an overview of key initiatives to address the main challenges in relation to access to decent work, the impact of COVID-19, freedom of association and access to collective bargaining, child labour and forced labour, gender-based violence and harassment, enforcement and monitoring of rights, and climate change and ensuring just transition.

# 2. INTRODUCTION AND CONTEXT

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The International Transport Workers' Federation (ITF) recognises the need for a specific focus on the issues and challenges faced by young workers in the global transport sector. This research therefore intends to provide an overview of these main challenges in order to support this work.

This section sets the scene by giving some background figures on the number of young workers in the transport sector, some statistical information relating to different parts of the sector, and figures on the participation of women in the sector.

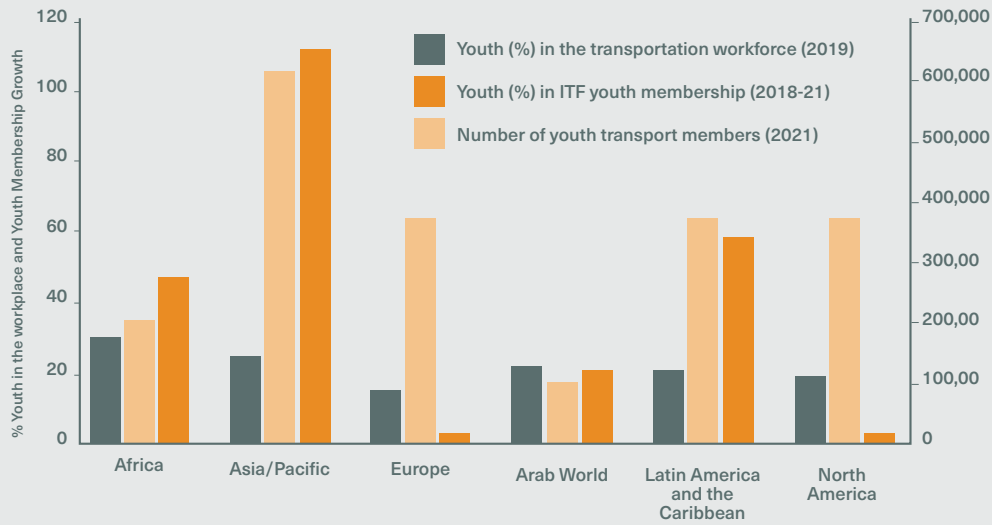
It should be noted that the definition of young workers can vary, depending on statistical sources. The ITF defines young workers as those under 35, but other statistical databases define young workers as those between the ages of 15 and either 24 or 29. This means that many available figures do not include the upper tranche of workers that the ITF defines as young workers, which will result in smaller cohort numbers than those resulting from the ITF's broader definition.

Young workers (here defined as those aged between 15 and 24) are estimated to make up around 10% of the global transportation sector workforce.<sup>3</sup> Figure 1 below shows the number of young workers in the transportation workforce by region, the percentage of young transportation workers and the growth in the ITF's youth membership between 2018 and 2021.

Accordingly, in absolute numbers, young workers (aged 15-29) are most prevalent in the Asia/Pacific region, followed by Europe. In percentage terms, young workers make up a relatively high proportion of transport workers in Africa, the Asia/Pacific region, and the Arab world, where they account for approximately 30%, 24% and 22% of the workforce, respectively.

In terms of ITF youth membership, this grew mostly strongly in the Asia/Pacific region, by over 112%, followed by Latin America (almost 59%) and Africa (almost 48%). Youth membership of the ITF grew very slowly in North America and Europe (by 2.9% and 2.6% respectively).

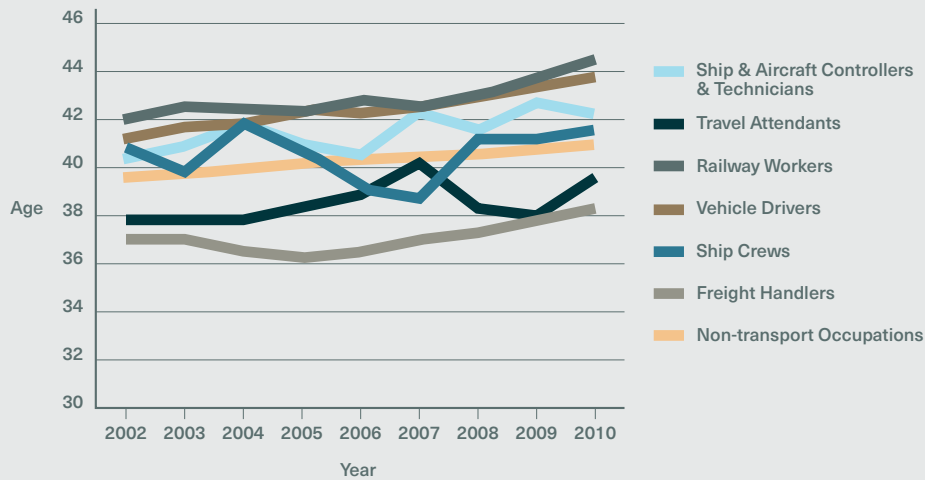
**Figure 1: Young workers in the transportation workforce, total ITF youth membership and growth in ITF youth membership**



Source: ITF

Sectoral breakdowns of young workers by region within the broader transport sector are unavailable except in the case of the USA and Europe. In Europe, the transport occupations with the highest proportion of young workers are freight handlers and travel attendants, although the average age in all parts of the sector is increasing (see Figure 2 below).<sup>4</sup>

**Figure 2: Proportion of young workers by age in the transport sector in Europe**



Source: Christidis, P., Cawood, E., Cusco, V., Vroonhof, P., Schoemaker, J., & Artuso, D. (2013). Employment, skills and working conditions in transport. JRC Scientific And Policy Reports.

The USA provides clearer data on transportation workers: couriers and messengers and warehousing are the sectors with the youngest workers, with an average age of 35.8 and 36.5 respectively (see Figure 3 on the following page).<sup>5</sup> However, the strongest growth in youth membership of the ITF is in Asia, Latin America and Africa, as shown in Figure 1 above).<sup>6</sup>

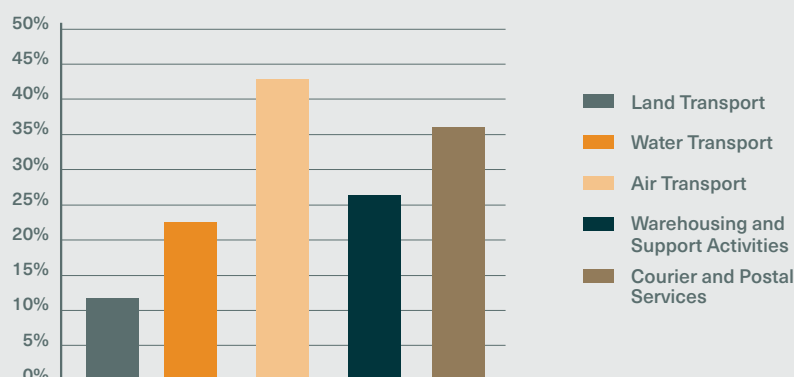
**Figure 3: Median age of transportation workers by transport section in the USA**

	Total 16 yrs & over	16-19 years	20-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65 yrs and over	Median age
Transportation and utilities	8.55	136	643	1.91	1.81	1.89	1.69	474	43,9
Transportation and warehousing	7.17	131	591	1.57	1.49	1.58	1.38	422	43,7
Air transportation	589	3	36	123	121	156	118	31	45,6
Rail transportation	210	0	6	45	65	55	34	5	43,9
Water transportation	70	1	3	17	11	18	16	4	44,4
Truck transportation	2	15	99	353	441	498	469	129	47,2
Bus service and urban transit	389	0	7	47	71	100	115	49	52,1
Taxi and limousine service	425	2	27	101	88	99	62	46	43,6
Pipeline transportation	49	0	2	13	11	12	7	4	-
Scenic and sightseeing transportation	23	1	5	3	4	6	3	1	-
Services incidental to transportation	822	11	60	191	179	168	162	51	43,1
Postal Service	622	4	31	111	118	144	179	35	48,9
Couriers and messengers	1.55	62	198	323	215	200	121	36	35,8
Warehousing and storage	813	32	117	247	170	119	96	33	36,5

\*This chart shows age groups of different transportation section by thousands. Median age of each section is on the far right of the table.

In terms of gender balance, globally women make up 17% of the transportation workforce.<sup>7</sup> Young female transport workers make up around 16.4% of total global youth employment.<sup>8</sup> However, the female participation rate in the transport sector has declined over the 10 years from 2008 to 2018, from 20% to 18% by 2018.<sup>9</sup> In 2018, the participation rate of women in the transport sector by region was 18.9% in Europe and Turkey, 8.1% in Africa, 8.4% in Asia/Pacific, 10.8% in Latin America, and 23.2% in North America. Within the transport sector, by transport section, women are most concentrated in air transport (42.9%) and courier and postal services (36.1%), with the smallest proportion of female workers in land transport (11.8%). For details, see Figure 4 below.

**Figure 4: percentage of women in the workforce by transport section globally**





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## ITF's four global themes of work

In the context of the issues raised here, it should also be noted that the ITF is focusing on four global themes of work in the run-up to its Congress in 2024, which are relevant to the fight for equality and decent work. These are:

**Supply Chain Accountability**, ensuring that all workers, including in those in subcontracted and informal transport, as well as ancillary workers, have access to the decent work and labour rights they are entitled to;

**Sustainable Transport**: establishing the ITF and affiliates as a force for climate justice to address the crisis and help build a fairer society, by means of a worker-led just transition.

**Future of Work**: data and new technology is changing transport, work and workplaces, disproportionately impacting women, young and informal transport workers. The ITF is working to ensure that workers' rights and power are protected and strengthened in the context of new technology.

**Occupational safety and health (OSH)**: As transport emerges from the pandemic, the ITF is working to ensure that OSH reforms are delivered in a way that puts workers at the centre and re-affirms union power in workplaces.

Having set out a broad picture of the proportion of young workers in different countries in the transport sector and by transport section, the next section of this report examines the main challenges facing young workers in the transport sector. These centre on the following:

- the employment status of young workers, which is more likely to be informal
- issues around those coming from a migration background
- challenges associated with freedom of association and collective bargaining rights
- child labour and forced labour
- gender-based violence and harassment
- the general enforcement and monitoring of labour rights, and
- wider issues associated with climate change and just transition.

The report considers each of these issues in turn.

# 3. INFORMAL EMPLOYMENT STATUS

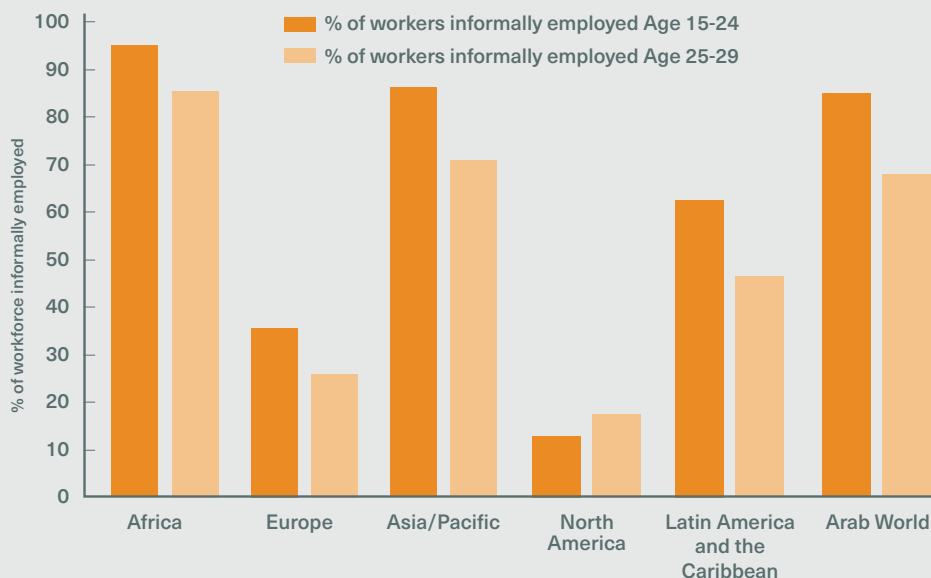
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In terms of the employment status of young workers, it is estimated that 77% of the global youth workforce is engaged in informal employment,<sup>10</sup> defined as any work that is not covered national labour legislation, income taxation, social protection or entitlement to employment benefits.<sup>11</sup> There is also a growing number of young people in the sector who are working in self-employed positions, such as couriers, messengers and taxi services.<sup>12</sup> These employment relationships are based on the number of jobs completed rather than a regular wage, and these workers often have limited access to social protections.<sup>13</sup> While there is no region-specific data on levels of informal working in different transportation sectors, there is information on this across the transportation sector in selected countries. Anecdotally, informality has increased in the transport sector in South Africa and India,<sup>14</sup> while in Mexico, it fell between 2009 and 2018.<sup>15</sup> In terms of informal working among young workers, 39.5% of the informal transport workforce is under 35 in Mexico and 45% in India.<sup>16</sup> There is also a large proportion of women among these informal workers.<sup>17</sup> In China, for example, it is estimated that in 2010 informal employment made up 22% of the sector's total employment, and women accounted for around 75% of those employed informally.<sup>18</sup>

A number of studies looking at Dar es Salaam, Tanzania, Nairobi, Kenya and Uganda show that workers in the informal urban public transport segment are young, with 70% of workers surveyed being under 40 in Nairobi.<sup>19</sup> In Dakar, 41% of surveyed informal urban public transport workers were between 15 and 34, with most of the women surveyed falling into that category.<sup>20</sup> In Dar es Salaam 40% of the workforce is estimated to be under 30.<sup>21</sup>

In terms of the age of informal workers, with the exception of North America, workers in the 25 to 29 age group have on average lower rates of informality than those in the 15 to 24 age group.<sup>22</sup> Levels of informality among the 15-24 year age group are highest in Africa (95%), the Asia/Pacific region 86.3% and in the Arab World (85%). They are lowest for this age group in North America (12.8%) and Europe (35.7%). Levels of informality among the 15-29 year age group are also highest in Africa (85.5%), the Asia/Pacific region (71%) and the Arab World (68%). See Figure 5 over the page for details.

**Figure 5: Informal employment by age and region**



Source: ILO

This data shows that informal working is a specific challenge for young workers in the transportation sector and one that appears to be increasing in many countries.

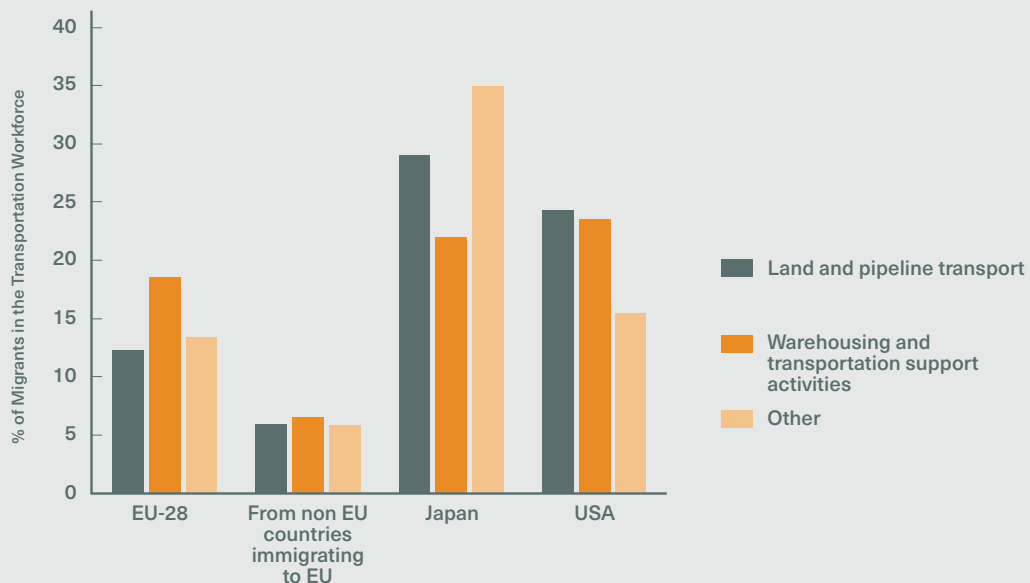
Recent developments, such as the continuing growth of work via digital platforms, or the so-called gig economy, and the COVID-19 pandemic that began in early 2020, will doubtless have contributed to a further increase in informality among younger workers in most countries. The ITF has launched a set of principles aimed at ensuring that employers in the on-demand gig economy act to protect the human rights of their workers.<sup>23</sup> The specific effects of the pandemic are discussed later in this report.

Collective agreements can do much to underpin formalisation of employment. For example, ITF research on apprenticeships carried out in 2022 showcases two collective agreements on apprenticeships that contain provisions to facilitate the transition from informal to formal employment.

# 4. MIGRATION BACKGROUND

It is difficult to measure the ethnic and migratory status demographics of young transport workers due to a lack of data. In particular, there is no data on the migration background of workers in Global South countries. However, we do know that 32.7% and 31.3% of international male and female migrants were between the ages of 15 and 34, respectively.<sup>24</sup> It is also known that the USA and Japan have the highest rates of migrants in their transportation workforces. The EU has many internal migrants, with over half of its migrant workforce coming from other EU countries (See Figure 6 for a breakdown of the migrant workforce by region/country and sector).<sup>25</sup> Overall, however, there is a very limited amount of information on who young transport workers are but, at least initially, it appears that there are many young transport workers who have a migrant background in the world's richer countries.

**Figure 6: Migratory background of transportation workers by region or country and sector**



Source: ITF



International migrant workers, who are more likely to be young, commonly work in informal and self-employed professions, face unique obstacles in enforcing and monitoring their labour rights, in addition to the challenge of informality.<sup>26</sup> It can be more challenging to monitor and enforce labour rights for migrant workers due to factors such as language barriers, lower levels of legal protection based on national laws, less experience working within the statutory system, difficulties in being located, lack of representation in trade unions, and the fact that they may be fearful of reporting labour rights violations if their immigration status is linked to employment or if their employment status is uncertain.<sup>27</sup> The sort of labour rights that young migrant workers are prevented from accessing include minimum wages, collective bargaining and freedom of association rights, anti-discrimination rights, unemployment protections, guarantees of safe and healthy workplaces, and protection against forced and child labour.<sup>28</sup>

An ITF survey on apprenticeships carried out in 2022 showcases a number of collective agreements on apprenticeships that contain inclusive recruitment and selection strategies to ensure equality of access to apprenticeships among a range of different groups, including migrant workers and black and ethnic minority workers. The ITF is also currently engaged in ongoing work on the situation of migrant workers in the gig economy, which will help to highlight some key issues in this area.

# 5. ACCESS TO DECENT WORK

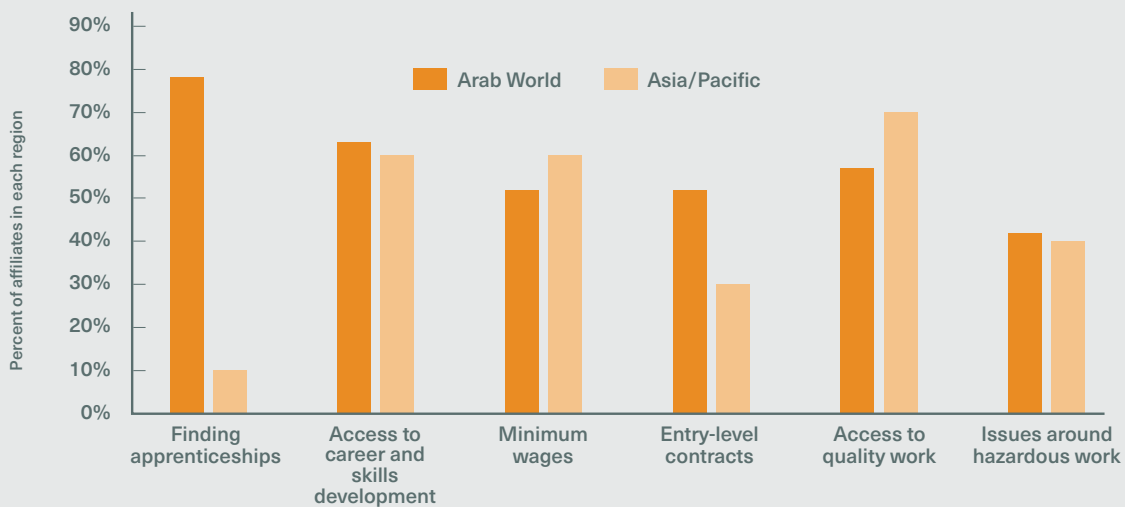
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Access of young workers in the transport sector to decent work, defined by the ILO as '*productive work for women and men in conditions of freedom, equity, security and human dignity*', is linked to the challenges associated with informal working, as explored earlier in this report. Many of the jobs performed by young workers in this sector are low-skilled, precarious, informal, or based on self-employment. This means that there is also a lack of the training opportunities that would enable young workers to move into higher-skilled jobs. These challenges can be partially explained by issues such as the deregulation of employment, technological advances, the shifting business models of transportation companies, outsourcing and privatisation of employment, and a lack of training offered by employers. This has left young transport workers in rail, road, aviation, warehousing, urban public transport and courier and messenger services with low wages, sub-standard working conditions, long working hours, and limited opportunities for further advancement in transportation jobs.

Poor-quality jobs are most prevalent in the Global South. Figure 7 below shows the results of the ITF 2021 youth employment survey for the Arab World and Asia/Pacific regions. It shows that in the Arab World, 78% of affiliates struggled to find apprenticeships for young people 63% struggled to find access to career and skills development for young people. In the Asia/Pacific region, 70% of struggled with quality work in relation to young workers and 60% struggled with access to career and skills development and minimum wages for young people.<sup>29,30</sup>



**Figure 7: Percentage of ITF affiliates stating that young members struggle to access decent work**



Source: ITF 2021 youth employment survey

Young transport workers are particularly vulnerable to a lack of access to decent work because they are new entrants into the labour force. Typically, they must decide whether to go into employment, find an apprenticeship or continue in education. For those who can afford education, or find internships and apprenticeships, it is possible to find good-quality employment.

## Decent work issues in the aviation sector

There is currently a global labour shortage for pilots, seafarers and aviation maintenance technicians.<sup>31</sup> However, in aviation, these jobs may go unfilled because some airlines charge pilots for training (known as 'pay to fly') and existing jobs are continually being outsourced.<sup>32</sup> It should also be noted that additional training does not guarantee access to quality jobs due to the fact that employment conditions are reported to have worsened across the sector.<sup>33</sup> This practice of companies loaning new workers funds for training, which they must then pay back, can also arise in other parts of the transport sector, for example in maritime.

Costly training (up to \$1,800 for cabin crew and \$120,000 for pilots) is also likely to deter young people from this type of work: a UNESCO survey noted that lack of financial support was the most common barrier to young people taking part in technical, vocational, and training programmes.<sup>34</sup> Paying for training in this way may also make workers dependent on employers in order to pay off their debt, in turn potentially giving employers more leverage over working conditions. Low fare airlines in Europe, such as Ryanair and Finnair, are also increasingly hiring young cabin crew and pilots with temporary contracts through external hiring agencies and self-employed contracts.<sup>35</sup>

Outsourcing employees is also a common practice in rail, road, warehousing and urban public transport. These workers report reduced access to training, reduced satisfaction with pay, reduced access to collective representation, less support in reporting hazardous conditions, and poorer maternity leave than their directly employed peers.<sup>36</sup> Moreover, there are reports that airlines are increasingly hiring workers in countries with relatively weak labour laws, creating confusion about workers' rights and limiting labour protections.<sup>37</sup> This could help explain why employees in the aviation sector are reported to be more likely to become ill or injured than those in the construction industry in the USA.<sup>38</sup>

Access to decent work has been further diminished by governments that have privatised their publicly-operated transportation industries. The World Bank encouraged privatisation of public rail and bus networks in Africa and Latin America from the 1980s to early 2000s.<sup>39</sup> The privatisation and deregulation of public bus systems in Dar es Salaam, Tanzania, is linked to increasing informal employment relationships of bus drivers or so-called Dala Dalas.<sup>40</sup> After privatisation, informal bus drivers began offering rides as the new company began to reduce the number of routes and transport services.<sup>41</sup> Dala Dala workers as well as Uber drivers in Dar es Salaam, Nairobi and Johannesburg have reported low pay, long working hours and police harassment. In the USA, privatisation is linked to a 15% loss in pay for bus drivers.<sup>42</sup> Increasing levels of informality and working conditions due to privatisation impact young workers in particular because the informal sector provides over 80% of employment to workers between the age of 15 and 24 in developing countries.<sup>43</sup> Informal work in general diminishes quality of work because workers have no legal social protection, no guaranteed wages, or time off.<sup>44</sup>



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Beyond privatisation, taxi, courier, food delivery, truck transport and warehousing transportation companies have also worsened work conditions through a shift to rapid delivery, technological advances and self-employment or outsourced employment relationships. US statistics show that taxi drivers, couriers and workers in warehouses are younger than those in other segments of the sector (See Figure 4). Studies on Uber drivers in Manila and food delivery workers in Belgium estimate that most drivers are under the age of 35.<sup>45</sup> Young workers, and particularly migrants, may be attracted to these jobs because there are many jobs available, in the case of drivers especially, they allow a degree of flexibility, it is easy to start earning income quickly due to limited legal barriers, and they require minimal skills.

Further, technological advances have meant that online platforms have essentially replaced the management and coordination of transportation work in warehousing, taxi, courier and food delivery services. Instead of a workplace and a supervisor to guide work, an application (App) monitors workers, directs them to job assignments, and rates their performance.<sup>46</sup> In order to ensure quick delivery times, workers at Amazon warehouses and in parcel delivery are constantly monitored and evaluated based on their productivity, pushed to expand productivity in an already physical demanding job, and dismissed if they cannot meet goals.<sup>47</sup> It is relatively easy to dismiss these workers because they are typically working for an outsourced agency on a short-term contract which provides a low level of employment rights and social protection.<sup>48</sup>

In the food delivery, taxi transport, and courier services industries, workers have reported a lack of personal protection equipment during COVID, long working hours due to a pay per trip model, arbitrary dismissal, low pay, dangerous work environments, and limited support for working on the road in both the Global North and South.<sup>49</sup> These conditions have led to accidents and deaths with little or no insurance from companies.<sup>50</sup> Workers, especially in taxi, courier, and food delivery are reported to have been hired on self-employed contracts on nearly every continent.<sup>51</sup> The impact of being classified as self-employed varies from country to country but self-employed drivers have limited access to employment rights and social protection in Spain, Chile, Colombia, Brazil, Kenya, South Africa, and Poland, for example, and employment status has been a common cause of strikes in every continent.<sup>52</sup> Lack of rights and protection vary from being denied health coverage, to no coverage of the minimum wage, to no unemployment protection after redundancy as a consequence of COVID-19.<sup>53</sup> Finally, these jobs have few advancement opportunities or training, leaving young workers who lack skills, few options to develop their career.<sup>54</sup> These cases show that technological adaptation, rapid delivery, and self-employed contracts may attract and exploit young workers, leading to worse conditions in warehousing, taxi, courier, and food delivery.

An ITF survey on apprenticeships carried out in 2022 showcases a number of collective agreements on apprenticeships that contain provisions that underpin decent work, for example guaranteeing health and safety training, sick pay, holiday pay and social and legal protection for apprentices. Further, that research found that in terms of the implementation of the agreements, respondent unions saw a range of positive impacts on workers, such as improved working conditions and access to social security systems, a strengthening of the relationship between unions, companies and civil society, improved access to opportunities for decent work, and increased capacity building training opportunities.

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## 5.1 Stakeholders in relation to access to decent work

There are a range of actors and stakeholders that can help to address the challenges that young workers face in relation to decent work. The ILO is well known for promoting decent work through its core Labour Conventions and also has regional programmes that push governments to adopt policies that advance better wages, and conditions.<sup>55</sup> Other international bodies that are influential in promoting decent work include the International Maritime Organisation (IMO), which sets training and environmental standards for the shipping industry<sup>56</sup> and the International Civil Aviation Organisation (ICAO), which conducts research on aviation policy that is relevant to working conditions and also organises training and education programmes for the sector.<sup>57</sup>

International financial institutions such as the International Monetary Fund (IMF) and the World Bank are significantly involved in privatisation initiatives that can be detrimental to labour rights, but they are also involved in a range of programmes to promote youth employment.<sup>58</sup>

Actors with key influence on labour standards and decent work are individual companies themselves, and in particular those involved in sectors that are experiencing transition due to technological development and those in which the parameters surrounding employment are changing. These are primarily companies in sectors such as warehousing, road transport, maritime, courier services, aviation and public transport. Examples of these companies include Uber, Lieferando, Amazon, DHL, Loggi, DoorDash, Ryanair, Wizzair, Careem, Fedex, and UPS.

Trade unions that organise informal workers in the sector naturally have a key role to play in promoting decent work for young workers. There have been reports of some companies engaging in practices that exacerbate the challenges faced by young people in these sub-sectors, but as companies are a key actor in terms of the employment of young people, trade unions should continue to engage with them as partners in order to ensure as much employment protection as possible.

There is a wide range of projects and initiatives across the globe that aim to promote decent work for workers in the transport sector. They focus on issues such as training and education, mentorship, using collective bargaining to improve aspects of pay and working conditions, helping young people with job search, providing internships and providing online support for gig economy workers in the sector. For details, see Annex I. The ITF is also involved in a joint project, *Amplifying Voices within Trade Unions in the COVID-19 New Normal*, with the other global union federations ITUC, EI, BWI, PSI and IndustriALL, focusing on union strategies on organising and campaigning for young workers in new forms of work. Further, the ITF's Resolution 20 on protecting young seafarers' and dockers' rights underpins the fight for the right to decent work for all workers.

# 6. IMPACT OF COVID-19

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The COVID-19 pandemic has created difficulties for a great many workers around the world. In most countries, the acute stage of the pandemic is now over and lockdowns are mostly no longer in place. Nevertheless, there are many continuing impacts of the pandemic. More specifically, social distancing and the closure of borders stranded seafarers at sea, increased cross border travel times for drivers, increased consumer reliance on delivered goods, temporarily shut down ports and diminished the volume of air travel and urban public transport. While the world is now opening up once more in most countries, it remains to be seen whether the changes imposed by the pandemic will prove to be temporary or whether there will be lasting impacts and an acceleration of change.

Young workers in the transport sector were hit disproportionately hard by the pandemic, due to factors such as the contact restrictions that were in place, and the shutting down of many modes of transport over many months. It should also be noted that many young workers, particularly at the beginning of the COVID-19 pandemic, were required by employers to continue working in order to provide essential services and manufacture essential goods, as the virus affected older people to a greater extent than their younger counterparts.

The impact on young workers has also been significant due to factors such as the fact that younger workers are easier and cheaper to dismiss and more often work in less protected forms of employment.<sup>59</sup> Overall, the employment rate of young workers declined by a total of 8.7% worldwide.<sup>60,61</sup> For example, young port workers have been dismissed due to a decline in global trade and the fact that their contract status made it easier for companies to end their contracts.<sup>62</sup>

The airline sector has been particularly hard hit by the pandemic. In particular, border closures and a near standstill of air passenger traffic led to a decline in employment in this sector, in which young workers make up a large portion of the European workforce.<sup>63</sup> Overall, it is estimated that employment in the airline sector declined by 50% compared with pre-pandemic levels.<sup>64</sup> Young workers in this sector are often employed by external agencies, which means that their employment is more precarious and more easily terminated.<sup>65</sup>

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Those working in public transport on an informal basis have also seen job opportunities decline because governments such as those in the Philippines and Uganda, where many young workers are concentrated, banned informal public transport methods in order to limit the spread of the virus.<sup>66</sup> Even in countries where informal public transport was permitted, informal urban transport workers were dependent on rider fares for their income. Therefore, when social distancing limited occupancy, this had a significant impact on the income of these workers.<sup>67</sup>

Informal workers also lack protection against unemployment and have reduced access to general social security support, particularly in the Global South.<sup>68</sup> Employment losses have been particularly hard on young women in Asia/Pacific and Africa because they have been unable to re-enter the labour force due to having to fill an increased demand for care responsibilities as a result of COVID-19.<sup>69</sup>

Overall, young women in high-income countries experienced a decline in employment of 13.9% while upper-middle income countries experienced a decline of 29%. Re-entry into the labour force has also been hard on young workers in the Caribbean airline industry, who have reportedly been rehired but under less advantageous conditions on more precarious employment contracts.<sup>70</sup> While some of these jobs may have been returned following the most acute period of the pandemic, youth employment has not come close to its pre-pandemic level except in the case of France and Switzerland.<sup>71</sup>

The pandemic also led to an increase in demand for home-delivered goods, which led to an increase in demand for warehouse workers, food, courier and parcel workers.<sup>72</sup> These industries are estimated to have a large proportion of young workers and had severe decent work deficits before the pandemic.<sup>73</sup> Due to the fact that employment opportunities in many other transport sections decreased, these types of more precarious work were often the only jobs available to young workers.<sup>74</sup> At present, it is not clear whether or not the increased demand for deliveries will be a permanent shift, but this trend should be monitored over the coming months.

The increase in the number of these workers in turn increased the health and safety risk of public-facing transport work. Due to the nature of the virus, couriers, and food and parcel delivery drivers had an added risk of contracting the virus from customers. Contracting COVID-19 would be hard on workers in this sector who find themselves without social protection should they become ill, due to their self-employed status. Delivery drivers across South America were deemed essential by governments but still lacked basic protective equipment and had limited access to healthcare.<sup>75</sup>

Further, warehouse workers were particularly at risk of contracting COVID-19 because the work environment in this sector is often crowded, making it hard to maintain social distancing, and there is limited opportunity for hand washing.<sup>76</sup> There were also reports that many warehouse employers have forced workers to choose between satisfying gruelling productivity targets or adhering to COVID-19 work safety protocols.<sup>77</sup> For example, Amazon told workers that they are not entitled to paid sick leave in California, a move which could increase workers' exposure to the virus.<sup>78</sup>

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## Good practice examples: trade union support for workers in times of COVID-19

There are a range of examples of trade unions putting into place support for their members to help them through the COVID-19 crisis. Examples of good practice include the distribution of PPE to members, provision of emergency food and free COVID testing. Unions are in a good position to be able to do this, as they know what is needed on the ground. Some key examples are given below.

- In Nepal, The Nepal Transport Labour Association (NETWON) mobilised its network of branches to distribute food to its members throughout the country, distributed PPE and negotiated with employers to provide free Covid testing in some workplaces. One NETWON branch near the border with India helped stranded Indian migrant workers with food.
- In Kenya, the Public Transport Operators Union (PUTON) assisted drivers with cash loans and hospital fees drawn from its welfare fund, to which members had been regularly making contributions.
- In Sri Lanka, the National Union of Seafarers Sri Lanka (NUSS) distributed ration kits to over 100 app-based auto rickshaw and taxi drivers.
- In India, in a gesture of solidarity, the AIRF & NFIR Indian Railway Workers' Unions provided IFAT drivers organised by the Indian Federation of App-based Transport Workers (IFAT) with ration kits and cash transfers to support them during a period in which all taxi services, including app-based cabs, were suspended.

Source for examples: Spooner, D., & Whelligan, J. (2020). *Informal Passenger Transport Beyond COVID-19*. Manchester: The Global Labour Institute.

Finally, in the case of informal urban public transport workers in South Africa who managed to find employment or maintain work in the sector, the government has increased occupancy limits which further exposes workers to the virus.<sup>79</sup>

Now that the worst of the pandemic would appear to be over, the focus can shift to the lessons that can be learned from these past few years of dealing with COVID-19. There may also be an opportunity to develop initiatives that can feed into longer-term work on occupational health and safety.

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## 6.1 Stakeholders in relation to COVID-19 support

There are a range of international organisations that have carried out research on the impact of COVID-19 on the transport sector workforce and which have also been involved in developing guidelines to ensure that workers stay safe during the pandemic. These include the International Transport Forum, which conducts research and publishes reports on the impact of COVID-19 on the transportation industry and workers,<sup>80</sup> and the International Chamber of Shipping (ICS), which has developed guidelines on COVID-19 for seafarers and shipowners.<sup>81</sup> Further, the ILO has published reports on the impact of COVID-19 on young workers.<sup>82</sup>

Globally, the World Health Organization designated seafarers as key workers who should be vaccinated and also published recommendations on how to deal with disease outbreaks on ships.<sup>83-85</sup>

Other stakeholders that have been active in this area include the IMO, which has published guidelines to ensure that seafarers can leave ships safely during the pandemic,<sup>86,87</sup> the ICAO, which provides health and safety advice, operational measures, and has a youth group to discuss occupational health and safety and promote the industry,<sup>88,89</sup> the United Nations Conference on Trade and Development (UNCTAD), which supports maritime policymaking on COVID-19 and protecting workers,<sup>90</sup> the International Road Transport Union (IRU),<sup>91</sup> and the International Air Transport Association (IATA), which has issued recommendations for aviation staff but has not mandated vaccination for aviation workers.<sup>92</sup>

The past couple of years have also seen the putting into place of a range of initiatives aimed at mitigating the negative impacts of Covid on pay and working conditions. They range from strike action, taken in many countries in support of improved protection against the virus, lobbying governments for improved health and safety and insurance coverage, collective bargaining aimed at issues such as relieving increased workload, and providing financial and food aid, education and vaccination support to workers affected by the pandemic. See Annex II for details. The ITF is also carrying out research on mental health and young people, including in the context of the pandemic.

# 7. FREEDOM OF ASSOCIATION AND ACCESS TO COLLECTIVE BARGAINING

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Young workers have comparably limited access to freedom of association and collective bargaining, compared to their older peers, and this has resulted overall in fewer quality jobs for young people, lower pay, poor social protections, repression by employers and governments and less support for enforcement of workers' rights. This can be explained by efforts to thwart unions by some employers and governments, the spread of anti-union labour laws in some countries, limited trade union resources or a limited will to organise young workers, and shifts in transportation business models. Additionally, young workers may struggle to access their right to freedom of association and collective bargaining due to a lack of experience with unions and workplace organising. These struggles may explain why 60% of affiliates in Asia/Pacific noted issues with young people's access to collective bargaining and freedom of association rights. For example, in the Arab world, 57% of affiliates noted this issue.<sup>93</sup> This section explains how and why young transport workers struggle to access rights to collective bargaining and freedom of association, and the underlying causes of these problems.

Trade union membership in the 25 most industrialised economies in the world has declined in the transportation sector over the past decades, falling from around 46% in 1997 to 34% in 2016.<sup>94</sup> Employers have contributed to this decline by outsourcing transportation workers to third-party hiring agencies in countries with weaker labour standards, hiring workers on self-employed contracts, and structuring production to reduce the risk of unionisation. There have also been examples of employers blocking workers' attempts to form unions, take strike action and opposing the adoption of union-friendly laws.<sup>95</sup> These activities can intimidate workers and limit their legal and physical capability to organise and bargain collectively.<sup>96</sup>

## Good practice example: new collective agreement for delivery riders

The conclusion of new collective agreements to cover workers in sectors such as app-based delivery, is a key step forward in improving the working conditions of workers in these jobs, many of whom are young workers. In order to be successful, trade unions need to be strong enough to be able to engage with relevant employers and to mobilise workers. One key success factor is the existence of a strong collective bargaining framework and tradition, as in the case of the example below from Austria.

The collective agreement for bicycle couriers and food delivery operators was negotiated between the Austrian Transport and Services Union Vida and the Association for freight transport with the Austrian Chamber of Commerce. The agreement was finalised in September 2019 and entered into force on 1st January 2020. It grants a €1,506 salary per month for 40-hour weeks, the customary additional 13th and 14th months' pay, and compensation to riders for the use of private bicycles and mobile phones which are necessary to carry out the deliveries. The agreement was celebrated as an important step. However, it only applied to workers with an employed status, while the vast majority of couriers and riders have a self-employed status. For this reason, according to riders involved in the negotiations, future efforts will focus on the self-employed working for platforms.

Additionally, some governments have increasingly reduced the incidence of collective bargaining and freedom of association rights through laws, breaking strikes by arresting union leaders and replacing striking workers, privatising industries where union density is high, or even banning unions altogether.<sup>97</sup> Overall, nations on every continent have seen access to freedom of association and collective bargaining rights fall, with the Arab World, Asia/Pacific and Africa experiencing the largest decreases.<sup>98</sup> International Finance Institutions (IFIs) have facilitated these policy shifts through financing national projects under the condition that collective bargaining rights are reduced.<sup>99</sup>

The opposition of some employers and governments to free association and collective bargaining impacts young transport workers more specifically because these workers are likely to be concentrated in sectors where these practices are common, such as aviation, warehousing, informal urban public transport, and courier and messenger services.<sup>100</sup> Young transport workers are also disproportionately affected because they may lack the experience of previous labour struggles to guide their own response to these employer and government tactics. Further, young workers have lower levels of job security, which may make them more vulnerable to dismissal in response to efforts to collectively organise.<sup>101</sup> Opposition of employers and governments has also made it more challenging for unions to provide access to collective bargaining for and to organise young workers.

In aviation, which is a sector that employs a high number of young workers in the USA and Europe, the use of self-employment and the outsourcing of workers to countries with weaker labour laws restricts opportunities for young workers to organise and form or join unions. In some countries,





self-employed workers have no rights to form a union. Furthermore, outsourced workers are easier to dismiss collectively if a company wishes to remove a unionised workforce. These workers may also have lower statutory protection against dismissal.<sup>102</sup> Outsourcing aviation workers also physically separates them from their co-workers, which limits the amount of potential pressure they can place on the company to secure collective bargaining or improve working conditions.<sup>103</sup> It should be noted, however, that aviation has a high rate of union representation, which could help in providing young workers more access to collective bargaining rights.<sup>104</sup>

Hiring workers in countries with relatively weak collective bargaining rights is also a common practice in the maritime sector.<sup>105</sup> Warehousing, another sector dominated by young workers in countries such as the USA, also faces obstacles to collective bargaining and association rights due to factors such as a low rate of trade union density, employer opposition to trade unions, use of outsourced labour, and tightly-controlled production processes.<sup>106</sup>

Some studies have shown that Amazon electronically monitors every movement of workers and disciplines workers for time spent on bathroom breaks and talking with co-workers. Studies also report that the company fosters a culture of competition between workers, encouraging them to outperform their peers. This in turn limits worker capabilities to build the relationships necessary to organise collectively.<sup>107</sup> Amazon also hires workers on fixed-term contracts, which can make them vulnerable to termination, should they attempt to organise collectively.<sup>108</sup> Similarly, food delivery, courier and urban public transport drivers, many of whom are young workers, face high degrees of informal working and self-employment, and are isolated from their co-workers with no centralised workplace,<sup>109</sup> which makes it hard for trade unions to organise workers collectively.<sup>110</sup> For informal workers in these professions, mostly working in the Global South, freedom of association and collective bargaining are often blocked by the state and unions are not recognised by employers.<sup>111</sup> Young workers may therefore lack any knowledge of their rights in relation to collective bargaining and freedom of association.

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## Challenges identified by the 2021 ITF Youth Employment Survey

The exclusion of young transport workers from collective bargaining and free association can also limit their agency over their working conditions and prevent them from accessing support from unions.

In the 2021 ITF Youth Employment Survey, unions from Mozambique, New Zealand, Indonesia, Bahrain, Egypt, Iraq, Nigeria, and Morocco, all noted challenges in terms of including young people in the coverage of their unions, and noted that access to freedom of association and collective bargaining was an issue for young people.<sup>112</sup> Some unions also stated that low levels of inclusion can prevent issues that are experienced by young people, such as informality, low wages, poor job security and limited social protection, from being addressed.<sup>113</sup>

This could create a problematic vicious circle in which the lack of inclusion of young people in union decision-making could limit their abilities to improve their working conditions, which could then dissuade young people from joining and being active in the union, thus further excluding them from the trade unions that could support their right to free association and collective bargaining.

Additionally, many collective agreements and workplace policies provide job security based on years served, which means that young workers are more likely to be made redundant during a downturn, further limiting their access to union support.<sup>114</sup>

## Good practice example: ensuring that young workers know their rights

The Singapore Maritime Officers Union has provisions in its collective agreements that mandate the training of young seafarers. The union also holds fireside chats with young seafarers to hear about their experiences in the industry and to promote the employment of young people. According to the 2021 ITF Youth Employment Survey, this has provided young people with a better understanding of labour rights

The union also promotes the maritime industry through different platforms such as the Young Mariners' Networking, and Maritime Youth Forum.

This is a good example of a union putting into place formal structures for young people, to help them to network with others in the union, to raise issues that are relevant for young people and to raise awareness of employment rights.

Unions may also lack the resources to support collective bargaining and free association for young workers. Overall, union membership rates are declining or low in nearly every region of the world, particularly in the Global South. The exceptions, based on ILO data, are Finland, Norway, Sweden, Iceland, Belgium, South Africa, Argentina, Tanzania, and Zambia.<sup>115</sup> Fewer members means lower levels of funds to support collective bargaining and free association for young workers, who in the transport sector are largely unorganised, working in an informal way. Organising workers and fighting for collective bargaining in these sectors and those described in previous paragraphs can be resource-intensive, as employers may challenge efforts with expensive legal action and workers may take more time to reach due to the isolated way in which they work.<sup>116</sup>

## Mentoring trade unions – examples from around the world

This research has uncovered a range of interesting examples of trade unions mentoring other unions in neighbouring countries, following a successful campaign, often with the support of the ITF. There are examples of this in particular in areas of activity such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers. This is an excellent way to disseminate good practice and to work closely with unions in other countries, supporting them in facing their own challenges in similar areas. This is dependent on building links between unions across borders and also on unions being able to devote the time and resourcing to mentoring. Where this is possible, this can have significant results. Some key examples are set out below.

- The Kampala Metropolitan Boda Boda Entrepreneurs Cooperative and Airport Taxi Drivers Cooperative in Uganda mentored the following unions on successful organising strategies: MWU (Kenya), PUTON (Kenya), COTWA-T Tanzania. This initiative was supported by the ITF.
- The Syndicat National des Travailleurs Autonomes de l'Économie Informelle du Niger (SYNATRA) in Niger successfully led a campaign to negotiate a collective agreement for taxi drivers and also mentored neighbouring unions such as USTN (Niger), URS (Senegal), FESYTRAT (Togo), UCRB/FSTAB (Burkina Faso), and URS (Senegal) on successful tactics used in their campaign.
- ITWAN and NETWON in Nepal successfully created a new union for E-Rickshaw Drivers in 2016 which now has some 8,000 members, and also mentored the following neighbouring unions on successful tactics used in this campaign: NUS-Si (Sri Lanka), and TBJARVW/ NUIW (India).
- The National Confederation of Transport Workers Union (NCTU), which represents informal Jeepney drivers in the Philippines, increased young women's involvement in collective bargaining and added around 3,000 new members, with support from the ITF. This union also mentored the neighbouring union IDEA in Cambodia.

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## 7.1 Stakeholders in relation to freedom of association and access to collective bargaining

Many different actors are involved in issues around the freedom of association and collective bargaining. At international level, the ILO works to ensure country compliance with the right to freedom of association.<sup>117</sup> Further, the IMF and the World Bank are involved in national government policies on freedom of association and the right to collectively bargain.<sup>118,119</sup> In terms of research, the Global Labour Institute in Manchester, UK, carries out research on new methods of organising in the informal transport sector and evaluates ITF union organising campaigns.

There are, of course, many companies that are known to be anti-trade union and have been active in trying to prevent their workers from being classified as workers rather than self-employed, which is widely regarded as the first step toward trade union organisation.<sup>120</sup> These include the ride hailing companies Uber and Lyft, and the platform delivery companies Deliveroo, Glovo, Uber Eats, Ele.me and Meituan.<sup>121</sup>

There are a number of trade unions that are trying to organise workers in specific companies and sectors. These include the Online Drivers' Association (Asosiasi Driver Online (ADO)) and the Online Drivers' Communication Forum (Forum Komunikasi Pengemudi Online (FKPO) Indonesia), the Indonesian Online Bikers (Bikers Online Indonesia (BOI)), the Bekasi District Grab (Grab Kabupaten Bekasi (GKB) which joined BOI, SPDT-FSPMI, which is the union involved with online driver communities, representing around 1,000 workers in transport (800, Gojek, 200 grab drivers, and a small number of Uber drivers near Jakarta).<sup>122</sup>

There are instances of national or region governments acting against freedom of association, however. For example, the Telangana government in India is reported to have been involved in contravening collective bargaining rights and dismissing 48,000 employees at the Telangana State Road Transport Corporation after they announced a strike.<sup>123</sup> Overall, according to research young workers and transport unions in Bangladesh, Brazil, Colombia, Egypt, Honduras, India, Kazakhstan, the Philippines, Turkey, and Zimbabwe are the countries with the lowest levels of access to freedom of association and collective bargaining.<sup>124</sup>

Annex III sets out measures that have been undertaken in order to support workers' rights to freedom of association and collective bargaining. They mostly take the form of strike action and other forms of industrial action. Successful outcomes of initiatives are also reported in this table. There are also some interesting instances of trade unions mentoring other unions in neighbouring countries following successful campaigns in areas such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers.

# 8. CHILD LABOUR AND FORCED LABOUR

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Child labour and forced labour are generally recognised as a serious threat to young transport workers' health, safety, and livelihood. The existence of child and forced labour is largely a product of poverty, poor enforcement and monitoring of labour rights, the isolation of transport workers from support systems, and abusive employers seeking to cut labour costs. Further, young migrant workers are particularly at risk of forced and child labour. This section will investigate the underlying causes of child and forced labour, and how and why this affects young workers in the transport sector.

Migrant and informal transport workers, who are more likely to be young, are often excluded from systems that monitor and enforce labour rights, making them more vulnerable to these types of exploitative practices.<sup>125</sup> Truck drivers and fishing workers, are also at risk of not being covered by monitoring and enforcement systems as they spend long periods of time on the road or at sea. This limits the abilities of governments or unions to prevent exploitation in these industries.<sup>126</sup> There is anecdotal evidence, reported in studies, that workers in these instances are young.<sup>127</sup> Further, employers and recruiters in fisheries, many transport sectors in the Arab World that use the Kafala system, and truck transport recruiters are reported to use deceitful methods to lure workers into labour contracts that then force them to work gruelling hours for low pay or no pay, in dangerous working conditions, and under the threat of deportation or the accumulation of significant levels of debt.<sup>128</sup> Young transport workers are particularly at risk of falling prey to this as they are likely to have lower levels of knowledge of employment contracts, or have less experience of working conditions in these sectors. For many young Filipinos, for example, becoming a fishing worker is a rite of passage into adulthood, which suggests more young people could be subject to forced labour in this context.<sup>129</sup>

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As noted above, the main cause of child labour is poverty. For example, Nepalese and Bangladeshi child bus attendants are motivated to work by the prospect of housing, income to either support or get away from their families and to escape their own impoverished circumstances.<sup>130</sup> Overall, the problem of child and forced labour of young transport workers is a product of poor enforcement and monitoring capabilities, the exclusion and isolation of migrant, informal, fisheries and road transport workers from these support systems, poverty and exploitative employer practices. These underlying causes push young transport workers into dangerous work environments with little ability to escape.

The impact of child and forced labour in fisheries, urban public transport, and road transport is severe, with reports of low pay, if any at all, severe illness, verbal and physical abuse, long working hours, and even death. All transport workers are also affected by the fact that transportation routes are used to traffic workers into forced and child labour work. Trafficking organisations and individuals can be dangerous, and young workers could be more susceptible to danger as they may have less knowledge on how to safely handle these situations than their older peers.<sup>131</sup>

However, the central impact of child and forced labour is on those working in the fishing sector in Southeast Asia and West Africa. These workers, many of them children, are put onto ships for up to two years without any days off, are subject to long working hours, have no communication with their families, and unsafe food and water.<sup>132</sup> As part of their employment contract, they take on debt and have their pay withheld until they complete the contract. This forces these workers to work or risk a large debt that may be unpayable for an impoverished workforce. Further, employers sometimes take the workers' passports and subject workers to physical and verbal abuse making it near impossible to escape.<sup>133</sup> There have been several high-profile reports of young fishers dying at sea.<sup>134</sup>

Studies show that a similar tactic is used to push migrant truck drivers in Europe into forced labour circumstances. Around 150,000 non-EU truck drivers, mostly from the Philippines, Romania, Ukraine, Belarus, Turkey, and Uzbekistan are promised a high salary, in comparison to salaries in their home countries, forced to sign a labour contract, in a language they cannot read and in an EU country with fewer labour protections.<sup>135</sup> Companies can also withhold their pay and sometime provide a just €100 a month to pay for food expenses, which forces drivers to live in their trucks. This provides workers with limited access to clean water, healthy food, or toilets.<sup>136</sup> Drivers can also be pushed to work dangerously long hours and given false paperwork.<sup>137</sup> Studies show that if they complain about conditions, they are threatened with having their pay withheld or their employment terminated, leaving them in a foreign country with no social or other protection.<sup>138</sup> Since most of these workers are international migrants it is likely that they are young.<sup>139</sup>

## Child labour in urban public transport

Child labourers working in urban public transport in Nepal and Bangladesh face unique challenges. Studies show that these child workers are often dependent on their employers for housing and food, work 12-hour days, receive extremely low wages, and are subject to physical, verbal and sexual abuse.<sup>140</sup> Bangladeshi child workers typically earn wages of an estimated €15 a month, but this is far below a living wage in an urban environment.<sup>141</sup>

Child workers are also exposed to high levels of pollution and dangerous traffic situations. A survey published in 2004 estimates that, in the year of the survey, 15% of children were injured in accidents and 46% suffered illness while working in urban transport in Bangladesh,<sup>142</sup> and that 41% of Bangladeshi child workers reported abuse from their employers.<sup>143</sup> Child labour in urban public transport therefore has dangerous consequences for these young workers and is largely a product of poor social protection, limited education opportunities, and limited capabilities of the state to monitor and enforce labour rights.<sup>144</sup>

It is likely that there are more cases of child labour in transport than actually reported, with experts ranking transportation as a high-risk industry for child and forced labour.<sup>145</sup>

## 8.1 Stakeholders in relation to child labour and forced labour

Child labour and forced labour are high-profile issues and many organisations are involved in trying to fight this. At international level, the International Organization for Migration collaborates with the ILO and the Walk Free Foundation to provide data on child and forced labour.<sup>146</sup> The ILO is a key actor in this area: it has a Special Action Programme to Combat Forced Labour to implement programmes to address forced labour.<sup>147</sup> It has also established the Southeast Asian Forum to End Trafficking in Persons and Forced Labour of Fishers group to combat forced labour at sea.<sup>148</sup> Further, the Issara Institute brings together global brands, retailers, NGOs, academics and technical experts to investigate and resolve labour issues in seafood supply chains.<sup>149</sup>

There are a number of relevant initiatives and actors in individual countries. For example, the UK passed the Modern Slavery Act in 2015 which requires corporations over a certain size to prepare a slavery and human trafficking statement and indicate its steps to prevent human trafficking.<sup>150</sup> In California (USA), the Transparency in Supply Chains Act was passed in 2010, which requires large retailers and manufacturer to disclose publicly their efforts to eradicate slavery and human trafficking.<sup>151</sup> Thailand's Ministry of Foreign Affairs enacted a law to register migrant workers and combat forced labour in fisheries.<sup>152</sup> The Ministry of Marine Affairs and Fisheries (Indonesia) passed regulation 35/2015 and 2/2017 which establishes a human rights certification system for fisheries companies.<sup>153</sup> Finally, the Philippine Overseas Employment Agency through the Philippine Overseas Labour Office regulates hiring processes and has safeguards for underpayment and violation of workers' rights for Filipinos working overseas.<sup>154</sup>

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There are also a number of individual companies and organisations that have developed initiatives to combat child and forced labour. These include Safeway and Fair Trade Seafood, which have launched a fair-trade seafood certification programme,<sup>155</sup> Bumble Bee, Thai Union and Clover Leaf Seafoods, which have created digital tracing of fish, protections for migrant fishers, and restrictions on coercive recruiting fees.<sup>156</sup>

Trade unions are also involved in combating child and forced labour. For example, the Dutch Federation of Trade Unions (FNV-VNB), in coordination with the ITF, ETF, DGB, have been key in investigating and exposing human trafficking and forced labour conditions among migrant European truck drivers.<sup>157</sup>

A range of measures are in place to fight against child labour, as detailed in Annex IV. Many of these have been initiated by national governments, although there are some initiatives led by international NGOs, independent campaigns and initiatives led by trade unions.



# 9. GENDER-BASED VIOLENCE AND HARASSMENT

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Gender-based violence (GBV) and harassment is endemic in the transport sector, reflecting gender inequality in transport. It is also an expression of abuse of power. Gender-based violence and harassment deters women from joining the transportation workforce, reduces retention rates and impacts the health, safety and dignity of women in the sector. The ITF is currently engaged in a campaign for the ratification and implementation of the ILO's 2019 Violence and Harassment Convention C190. This Convention, which came into force on 25 June 2021, recognises the right of all workers to a world of work free from violence and harassment, including gender-based violence and harassment.

The ILO notes that “violence against transport workers is one of the most important factors limiting the attraction of transport jobs for women and breaking the retention of those who are employed in the transport sector”.<sup>158</sup>

The ITF is currently engaged in a campaign demanding that national governments ratify the ILO's 2019 Violence and Harassment Convention. This Convention, which came into force on 25 June 2021, recognises the right of all workers to a world of work free from violence and harassment, including gender-based violence and harassment.

Young workers are the most likely to be victims of GBV and harassment.<sup>159</sup> Statistics from the USA support this, showing that around 14% of transport workers aged 15-24, 23% of workers aged 25-34, 20% of workers aged 35-44 and 8% of workers aged 45-54 were the victims of sexual harassment.<sup>160</sup> In the UK, almost two in three young women report that they have experienced sexual harassment at work.<sup>161</sup>

High levels of sexual harassment could be explained by factors such as limited institutional support for young women joining the transportation workforce, the industry's domination by men, the high number of young female workers in public-facing jobs, and jobs that are isolated from protection against GBV and harassment.

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Studies show that young women can be deterred from working in the transportation sector due to factors such as family responsibilities, discrimination, a lack of training for women in non-traditional roles, and the limited effectiveness and availability of gender equality laws.<sup>162</sup> One of the consequences of the lack of current and potential future young women in the transportation sector is, according to some studies, that GBV and harassment are more likely to go unreported, and the real incidence of gender-based violence is therefore likely to be higher than the reported level.<sup>163</sup>

In the case of young workers, it is likely that many of those in the transport sector are informally employed, particularly in the Asia/Pacific region and Africa, which would largely mean that female workers would not be covered by gender equality laws.<sup>164</sup>

The culture of a mostly male workforce also contributes to GBV and harassment against transportation workers. Women are discriminated against in terms of the work that they have access to within the transportation industry and are often given the most precarious informal urban transport jobs because this is considered to be 'women's work'.<sup>165</sup> These workers often lack access to sanitation, and safe public spaces, which increases the likelihood that they might experience GBV.<sup>166</sup> In Zimbabwe, for example, it is reported that male drivers use their dominant position in the work hierarchy to proposition women for sex, in exchange for more family-friendly and safe work shifts.<sup>167</sup> Similar reports have been made by female road transport workers in Latin America.<sup>168</sup> This type of behaviour is likely to further push women out of the sector and further nourish a culture that leads to the harassment of young and female workers. These incidents suggest that GBV and harassment are products of the culture created by a majority male workforce.

There is evidence that policies such as maternity leave, education and training opportunities and equal pay laws could do much to attract women to the transport sector.<sup>169</sup> There is also evidence that educational opportunities are the most effective way of increasing women's participation in the sector but factors such as societal norms, the quality of schools and family influences can prevent women from taking up these opportunities.<sup>170</sup> Gender-based education disparities are the most significant in North Africa and Western Asia. There is, however, also evidence that legal solutions often do not go far enough and lack effective implementation.<sup>171</sup> For example, in the case of high- to middle-skilled occupations such as pilots and air crew, the gender pay gap and the limited work-life balance associated with being a pilot helps to explain why more men work as pilots while women are concentrated in flight crew jobs.<sup>172</sup> There are also laws that prohibit women from working at night or entering a specific occupation, which has also contributed to widening the gender employment gap.<sup>173</sup>

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## Good practice example: building support for the provision of safe spaces for women in India

Given that gender-based violence and harassment is prevalent in many workplaces, as reported in this chapter, a key success factor in improving the situation is to build support and engagement for change. This can build momentum and subsequently lead to concrete change. The following example from India shows how this was achieved.

The Maharashtra State Road Transport Union in India discussed risks of sexual assault and harassment with both workers and passengers. This made it possible to gain enough community support to create an alliance of unions, passenger associations and NGOs that developed a campaign to create safe working conditions and reduce violence against passengers and workers.

The campaign engaged with Maharashtra State Road Transport Corporation and successfully created female changing rooms and women's toilets in 200 out of 300 public transport workplaces.

Young transport workers are also uniquely impacted by GBV and harassment because they are concentrated in industries and positions that work in public-facing roles and can be isolated from support systems. Young women, mostly in western industrialised economies, are attracted to the cruise ship and aviation industry.<sup>174</sup> Aviation worker such as cabin crew and ground personnel work with the public in environments where alcohol or fatigue can increase a passenger's likelihood of harassing a worker.<sup>175</sup>

## Women working on cruise ships

In cruise ships, women work in a confined space with male peers for around 10 months, which may explain why in a survey of cruise ship workers, 35% of women interviewed were worried about unwanted sexual attention, with frequent cases of reported harassment.<sup>176</sup>

Most of the women surveyed came from the Philippines, India, and Honduras.<sup>177</sup> Female seafarers not employed on cruise ships face similar conditions, although there tend to be fewer female workers in this industry, making up between 1% and 2% of the workforce, and these women are often isolated and have limited access to legal support.<sup>178</sup> A lack of legal jurisdiction in international waters could explain why, in a shocking case of when a woman was raped and thrown overboard, countries claimed it was not "our responsibility".<sup>179</sup>



Women workers in the rail and road sector also handle customer relations and often work alone or at night, which potentially puts them at risk of harassment.<sup>180</sup> This may explain why nearly half of all road and rail workers report that they have experienced sexual harassment globally.<sup>181</sup> COVID-19 has also led to crew shortages, causing service delays in airlines, rail and urban public transport, which in turn increases the potential for harassment from passengers and members of the public.<sup>182</sup>

As shown above, the cultural norm of transportation as a 'man's industry', the lack of education, and the limited effectiveness of legal support for women in the workforce can push women into jobs that are lower-paid and less secure. There is also evidence that this can contribute significantly to the gender pay gap.<sup>183</sup> In aviation, there is evidence that occupational segregation is connected to the pay gap: studies have shown that women at Ryanair earn 72% less than men,<sup>184</sup> and in the USA, women in transport earn 79% of male wages.<sup>185</sup> Globally, women earn 45% less than men in maritime professions.<sup>186</sup>

It is challenging to measure the gender pay gap for other sectors and regions, but studies show that Pakistan, Nepal, the Netherlands, Switzerland, and South Korea have the largest pay gaps.<sup>187</sup> Gaps in gender pay are likely to impact young women both because they are more likely to be victims of violence, harassment and discrimination but also because low pay could prevent young workers from attending further education that might move them into higher-paying jobs.<sup>188</sup>

GBV and harassment can also be the cause of post-traumatic stress disorder, depression, anxiety and suicidal thoughts for victims of violence.<sup>189</sup> For young transport workers, this can be more severe, considering that many are still developing cognitively and will have to live with the repercussions of this for longer periods of their lives.

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## 9.1 Stakeholders in relation to the prevention of gender-based violence

There are a wide range of actors at all levels that are involved in the fight to reduce gender-based violence. At international level, the ILO passed the Violence and Harassment Convention No.190 in 2019, which was the first global labour standard on this issue.<sup>190</sup> The World Bank supports the reduction of GBV and harassment in transportation sectors through worldwide financing projects with a focus on Africa and Latin America.<sup>191</sup> Oxfam also has many campaigns and resources aimed at ending GBV and harassment.<sup>192</sup>

At international sectoral level, the IMO has a global programme for the integration of women in the maritime Sector which coordinates with local organisations to increase the number of young women employed in the sector.<sup>193</sup> Further, the European Transport Federation has conducted several studies and surveys on violence against women at work and launched the WISE campaign to encourage women in the urban public transport sector.<sup>194</sup>

At regional level, the Black Sea Economic Cooperation organisation partnered with the Union of Road Transport workers in the Black Sea region to improve gender equality in transportation.<sup>195</sup> Further, The Association of Women Managers in the Maritime Sector in East and Southern Africa (WOMESA) is an organisation that encourages young women to achieve education that allows them to qualify for employment in the maritime sector in Africa.<sup>196</sup>

At national level, the Maritime Legal Aid & Advocacy is a not-for-profit organisation devoted to eliminating the problem of sexual harassment and sexual assault aboard commercial vessels in the U.S Maritime industry.<sup>197</sup>

Individual companies are also important actors, and in the aviation sector, Airbus, GE aviation, British Airways, Virgin Atlantic, Alaska Airlines and EasyJet all have programmes to encourage female employment in the industry.<sup>198</sup>

Annex V gives details of a range of measures that are designed to combat gender-based violence. They include a variety of campaigns led by trade unions in countries around the world, aimed at training, awareness-raising and government lobbying to try to put into place statutory and other measures to increase the safety of women.

# 10. ENFORCEMENT AND MONITORING OF LABOUR RIGHTS

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Enforcement and monitoring of labour rights is challenging in general as the International Labour Organization and other international bodies have some capability to monitor labour right violations but limited capability to directly enforce rights.<sup>199</sup> The ILO is the main international body delegated to monitor and enforce labour rights. It draws up Conventions that countries ratify and integrate into their national law. Countries are required to report on their progress in enforcing the labour rights contained in these Conventions, but should violations occur, the power of the ILO is mostly limited to shaming countries into action.<sup>200</sup>

This has left enforcement to national governments, which have seen labour protections diminish over time due to the influence of businesses and International Financial Institutions (IFIs).<sup>201</sup> In turn, this has placed further responsibility on unions, NGOs, employers and informal worker associations.

The monitoring and enforcement of labour rights is different in every country and this has varying impacts on young workers, based on factors such as the part of the industry in which they work and their employment status. Regionally, studies show that labour justice is denied or restricted in 94% of countries in the Arab world, 85% of the African region, 74% of the Asia-Pacific region, 64% of the Americas region and 51% of Europe.<sup>202</sup> This may be connected to the fact that young informal transport workers are concentrated in regions in which more countries restrict labour rights. Since it is known that young people are concentrated in the informal sector in urban public transport and courier and delivery services, it is possible that coverage under labour law is restricted for young people due to the inability or unwillingness of countries to enforce these rights in regions with large informal transport workforces.<sup>203</sup>

It may be difficult for young transport workers in particular to ensure that their labour rights are monitored and enforced because they have less knowledge of standards, are concentrated in industries with low union representation, and are often migrants, self-employed or informally employed.<sup>204</sup> This in turn can lead to a prevalence of low pay, hazardous working conditions, including harassment, limited protection from COVID-19, and long working hours.

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Enforcement of labour rights has been weakened by IFIs that agree to relieve a country's debt in exchange for cutting public spending, privatising state-run industries and reforming labour laws.<sup>205</sup> Studies have shown that these agreements are linked to a "decrease in the level of respect for workers' rights as a whole."<sup>206</sup> Further, privatisation and lower levels of public spending for education is likely to contribute to pushing young workers into informal work in many countries.<sup>207</sup> Limited public spending is also linked to fewer inspection resources, which limits the monitoring and enforcement of rights particularly in sectors that may require more resources to enforce rights, notably the sectors with high levels of informal employment or self-employment.<sup>208</sup> There are also instances of countries weakening monitoring and enforcement measures in order to attract investment from international corporations, which are attracted to countries with lower labour standards, for reasons of cost.<sup>209</sup> Corporations have also increasingly hired workers on self-employed contracts, which limits their coverage by labour laws in some countries and may also disproportionately impact young workers.<sup>210</sup> All of this is also connected to a rise in informal work.<sup>211</sup>

There is also evidence that informality is higher due to the weak enforcement capabilities of some countries.<sup>212</sup> Informal workers typically have lower levels of labour rights under national law and international law is not effective enough to protect them. For example, informal urban public transport workers in Dar es Salaam were strongly opposed by the national government in their efforts to organise a union and formalise the industry even though free association is a right guaranteed by the ILO.<sup>213</sup>

Monitoring and enforcement of labour rights for these workers can also be blocked by an inability to physically locate them and to find their employer.<sup>214</sup> With little support to change their conditions through labour rights enforcement, informal workers therefore frequently do not have access to trade union rights, have no fixed working hours or income, no paid time off, no assistance when sick or injured and no other forms of social protection.<sup>215</sup> One negative consequence of this is that long hours and low pay can result in aggressive driving and roadside accidents.<sup>216</sup>

The use of self-employed contracts in sectors dominated by young workers such as courier and delivery services, urban public transport and airlines may also hinder labour enforcement and monitoring efforts. Like informal workers, self-employed transport workers have lower levels of labour rights in countries such as Chile, Colombia, the USA and UAE.<sup>217</sup> These workers face a similar situation to that of informal workers in terms of limits on labour rights monitoring and enforcement and the resulting impact on working conditions.

A lack of monitoring and enforcement of migrant workers' rights is connected to forced labour particularly among young workers in the fishing sector and truck driving sector.<sup>218</sup> This ineffective national monitoring and enforcement of young migrant workers has placed responsibility on unions, non-governmental organisations (NGOs) and employers. An exploration of the role of these actors can further explain how barriers to enforcement and monitoring impacts young transport workers.

Employers, NGOs, and unions all have varying capabilities and willingness to enforce and monitor the labour rights of young workers. Enforcement of labour rights is often left to employers to enforce, which is problematic because evidence suggests that more than half of private sector employees in the developing world do not receive legally mandated labour benefits due to employer non-compliance.<sup>219</sup> This means that even the labour rights of young people working in the formal transport sector may be violated due to employer influence. Companies also formally employ seafarers, truck drivers, and airline workers in different countries with weaker labour rights.<sup>220</sup> This practice is directly linked to lower wages, serious safety concerns, and long working hours.<sup>221</sup> This can confuse young workers, who may be working in their first job and have no experience with international labour law, and may not know what their rights are and how to enforce them. This ultimately places more responsibility on unions and NGOs to enforce and monitor labour rights. However, unions can struggle with enforcing labour rights for young informal workers, due in part to the factor that young workers are concentrated in specific areas or sectors, as noted above, where union efforts to improve enforcement are hampered by labour legislation, employers, or the inability to find and reach workers.<sup>222</sup> Trade union density is also low in industries employing large numbers of young workers, such as warehousing, with the result that these young workers may have less support from the union on enforcement and monitoring of rights.<sup>223</sup> However, it should be noted that trade unions have had some success in formalising workers, including them in decision-making and directly monitoring and enforcing labour rights.<sup>224</sup>

## **Enforcement and monitoring: results of the 2021 ITF youth employment survey**

The results of the 2021 ITF youth employment survey provide some insights into the issue of poor enforcement and monitoring. In the Arab World, access to social and legal protection was the second most common issue, with 73% of affiliates ranking it as a concern, while problems with labour inspection and monitoring were listed by 36% of affiliates.<sup>225</sup> In Asia 60% of affiliates noted this as an issue of concern.<sup>226</sup>

Unions that listed labour inspections and monitoring and access to legal protections as an issue in Colombia, Iraq, Palestine, New Zealand, Yemen, Nigeria, South Africa, Algeria, Indonesia, the Philippines, Morocco, Argentina, Egypt, Bahrain, India, Singapore, and Cote d'Ivoire, also noted that young workers struggle with job insecurity, informal work, lack of social protection, poor working conditions, wages, outsourcing, bringing youth into leadership in the union, discrimination and GBV, poor legal protection, long hours, anti-labour government crackdowns, and limited job opportunities.

It is therefore clear that a lack of labour monitoring and enforcement contributes to problems in nearly every issue category listed in this report. The impacts are more severe in the case of self-employed young workers, those employed informally and migrants, in maritime, aviation, urban public transport, and delivery and courier professions. Poor enforcement and monitoring is largely a product of limited monitoring and enforcement power at the international level, anti-labour governments and employers, and IFIs.



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## 10.1 Stakeholders in relation to the enforcement and monitoring of labour rights

This is an issue in which many actors at international, regional and national level are involved. At international level, the ILO monitors and attempts to enforce labour rights as outlined in its many Conventions and Core Labour Standards.<sup>227</sup> Further, the United Nations Human Rights Council has been expanding its involvement in mandating inspection of labour rights violations,<sup>228</sup> and the OECD, through its Guidelines for Multinational Enterprises, fosters monitoring of labour rights within nations on a voluntary basis.<sup>229</sup> Other international actors include Greenpeace, which has been collaborating with Serikat Buruh Migran Indonesia (SBMI) to monitor labour rights violations in deep sea fishing in Asia and the Pacific<sup>230</sup> and Human Rights Watch, which conducts investigation into human rights abuses around the world.<sup>231</sup> Further, the IMO through the Cape Town Agreement sets standards for safe working conditions on board fishing vessels.<sup>232</sup>

Trade unions are also active in this area. For example, the International Trade Union Confederation publishes reports on enforcement and monitoring of labour rights and supports local unions in improving laws and enforcement mechanisms.<sup>233</sup> At national level, a range of unions are involved in initiatives to raise young workers' awareness of their rights (see Annex VI for details).

Other relevant actors include the International Labor Rights Forum, which is a coalition of labour, human rights, policy making, academic and religious organizations to monitor the enforcement of labour clauses in trade agreements.<sup>234</sup>

There are a range of measures in place across the globe to support the enforcement and monitoring of labour rights. These range from campaigns to introduce new supportive legislation, largely run by trade unions, to union drives to change the status of platform workers, thus according them more employment rights and coverage by social security. There have also been a number of trade union monitoring initiatives, and programmes to improve young workers' knowledge of their labour rights. These latter campaigns have also had success in improving trade union organisation for young people and reducing the dismissal rate among young people. For further details, see Annex VI.

# 11. CLIMATE CHANGE AND ENSURING JUST TRANSITION

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The transport sector is a major contributor to greenhouse gas emissions and therefore represents a major target for climate action. Both the transition to sustainable transport modes and climate change represent challenges for all workers. The climate crisis and the transition to sustainable modes of transport will require more climate-friendly means of transport and an educated workforce to operate them.

Young people, whose employment relationship may be more informal, are more likely to lose their jobs due to the shift to environmentally-friendly transport occupations. Young workers in particular will need to be trained into new professions and will also need to adapt their skills and acquire new skills, in line with ongoing technological developments linked to sustainability. Currently, the maritime sector, aviation, road, rail and public transport have ambitious plans to implement new technology and operations that will require new skills for workers. Young transport workers are both the most crucial demographic to train and require the most training as they will work longer in the workforce, and they possess fewer skills than their more experienced older peers. Re-training of young workers will also be crucial as technology is being developed quickly, potentially rendering even the skills of recent graduates outdated.<sup>235</sup> The ITF and affiliates are carrying out work on the impact of the shift to sustainable forms of transport.

The issue of training is particularly key for developing countries with a large and increasing young workforce. There are, however, variations in the training offer and a number of obstacles to accessing education and professional training that need to be considered. The approach to training will grow in significance as transport sectors evolve. For example, there is an ongoing shift to electrification in the urban transport sector, which will require workers to be appropriately trained.

Other transportation sectors such as the maritime sector will need to train young seafarers in the areas of new sustainable fuels, operational efficiency and situational awareness for extreme weather events.<sup>236</sup> This is problematic for seafarers as many companies are at present reluctant to pay for statutory safety training.<sup>237</sup> Road and railway workers will need to be trained on how to operate low-carbon vehicles and trains. The research carried out in the urban public transport sector could provide a basis for similar research in other sectors.

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The move to sustainability in transport has the potential to create more jobs for young transport workers: investment in expanding public transport could create a net additional 3 million jobs in Europe alone.<sup>238</sup> However, for industries such as aviation, there currently are no technological options for sustainable air travel, meaning that the number of flights must decrease in order to meet climate goals. Nevertheless, the industry is exploring ways in which to reduce its impact on the environment, including sustainable lower-carbon alternative fuels, carbon offsetting and technology to increase flight efficiency.

Further, extreme weather events could have major impacts, such as reducing air traffic<sup>239</sup> and as a consequence causing tourism employment to decline, as aviation is a major contributor to jobs in that sector. This will result in overall job losses and require aviation workers to be re-trained.<sup>240</sup> This could impact young transport workers in particular as they are likely to be concentrated in these sectors. Overall, much training of the young transport workforce will be required in order to ensure a just transition but this is also an issue of political will. Without investment from governments, employers and stakeholder in appropriate training measures, job losses could be severe, especially in the case of young workers. Further, it is crucial that young workers themselves play a full role in the transition process as they are integral to the process of designing a more sustainable industry. The challenge therefore centres not only on how to train and upskill young workers, but also on how to ensure that they are included in the process of transition.

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## Young workers in urban transport: challenges of the green transition

Based on current and recent developments, it is likely that many young workers will lose their jobs in aviation, tourism, and urban public transport. This is largely because retraining and employment have not been implemented following major green transitions from informal urban transport to Bus Rapid Transit (BRT) systems. There is evidence that young workers are concentrated in this sector and that job losses would be damaging, as many workers are informally employed and lack access to social protection systems that would provide re-employment support.<sup>241</sup>

The introduction of a BRT in Bogota, Colombia, the Philippines, Dakar, Senegal, and Nairobi have all lead to significant job losses, as documented by a range of studies.<sup>242</sup> In Bogota, for example, the adoption of a Bus Rapid Transit (BRT) is estimated to replace the jobs of seven informal minibus drivers for every one formally employed in the new BRT system. There have been no efforts by the government or bus companies to ensure that affected workers are supported to gain employment in the new system or retrained to find alternate work.<sup>243</sup>

Similarly, the Nairobi BRT system is estimated to put 35,000 jobs at risk, with the potential to create an additional 5,000 BRT jobs.<sup>244</sup> In Dakar, between 5,000 and 10,000 jobs are estimated to be at risk from the city's BRT, should no actions be taken.<sup>245</sup> The situation in the Philippines is even more concerning, with president Duterte halting all public transit in response to the pandemic and then banned around 50,000 Jeepney operations (large mini-buses) once public transit utilities resumed. This was carried out under the justification of a green public transit modernisation initiative and workers were mandated to buy expensive energy-efficient vehicles or stop operations with financial support from the government.<sup>246</sup> Most Jeepney drivers and informal urban public transport workers lacked the income to cover the costs of retraining or upgrading their vehicles to meet environmental standards.<sup>247</sup>

Similarly, Canadian truck drivers faced a similar challenge in a ban on trucks older than 10 years, with no assistance offered by government authorities.<sup>248</sup>



Climate change also creates a challenge for young transport workers in that many of their working conditions are impacted by the weather. With increasingly extreme weather events and swings between cold and hot temperatures, workers in every transport mode will be impacted.<sup>249</sup> This is especially hard on young informal female urban public transport workers who often work without shelter, climate-regulated buildings or appropriate clothing in bus terminals, rail stations and other transport support services.<sup>250</sup> Many of these workers also lack appropriate sanitary facilities, which makes them less able to remain hydrated and more likely to suffer heat-related illness.<sup>251</sup> Even drivers in railways and urban public transport will suffer from heat as many vehicles lack climate controls, especially in the Global South.<sup>252</sup> Courier and delivery services, which is a sector that employs a high number of young people in the USA, will also be heavily impacted by climate change due to the prevalence of motorcycle and bicycle drivers working outside in extreme conditions.<sup>253</sup> This is especially problematic because many of these workers also lack access to healthcare due to their employment status.<sup>254</sup> Warehouse workers, who also have a young demographic in the USA, also face extreme heat with limited support from their employers and which has led to deaths in UPS, Amazon and Walmart.<sup>255</sup> Weather conditions also impact seafarers who often work in hot engine rooms, may experience longer shipping routes and more dangerous weather conditions due to extreme weather events.<sup>256</sup>

This is dangerous and challenging for young seafarers, who may have less experience of working in extreme situations. Further, extreme weather conditions due to climate change has consequences for working hours: it is estimated that by 2030, 2% of total working hours worldwide are projected to be lost every year because it will be too hot to work or workers will need to work at a slower pace. This equates to 80 million permanent job losses due to extreme heat.<sup>257</sup> This will impact young workers disproportionately, as they have lower levels of job security and work informally or on a self-employed contract with limited protection against job loss and limited social protection.<sup>258</sup> These challenges could be addressed by government actors making a strong commitment to reduce emissions and provide a just transition for workers but the recent COP26 in Glasgow demonstrates that states lack concrete measures to address the crisis.<sup>259</sup>

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## 11.1 Stakeholders in relation to climate change and just transition

There are a number of international organisations and groups that are relevant in terms of the fight for just transitions. These include the Labor Network for Sustainability, which is a group that seeks to build common connections and campaigns between labour and addressing climate change, the International Civil Aviation Organization, which directs international efforts to reduce emissions in the global aviation industry, and the International Maritime Organization, which directs international efforts to reduce emissions in global maritime industry. The IMF and World Bank both have been involved in projects to make transportation more environmentally sustainable.<sup>260</sup>

Further, the United Nations Environment Program supports the shift to more sustainable modes of transport worldwide through research and coordinated projects with local stakeholders and youth.<sup>261</sup>

Union Internationale des Transports Publics (UITP) is an organisation of worldwide public transit stakeholders that advocates for expansion of public transit but also the privatisation of these services,<sup>262</sup> and the ITUC Just Transition Centre works to empower workers and their representatives to participate in social dialogue on just transitions.<sup>263</sup>

In terms of research, the Friedrich-Ebert-Stiftung publishes papers and coordinates global trade union programmes to incorporate just transition into trade union actions.<sup>264</sup>

Finally, the UITP has a youth advocacy group for urban public transport.<sup>265</sup>

Annex VII gives details of initiatives in place to ensure just transitions in transport and to mitigate the potentially negative effects of moving to sustainable transport systems. These largely take the form of trade union campaigns to ensure that workers are fully supported during transitions, in addition to international initiatives run by NGOs and international bodies. The ITF and affiliates in different sections and regions are also undertaking work on sustainable transport, with specific consideration of the needs of young workers. There is also an example of a trade union initiative that aims to combat heat exhaustion, as a result of working in more extreme temperatures, the result of climate change. It should also be noted that the ITF has formulated a Young Transport Workers' Sustainable Transport Position, which should be taken into consideration by all member trade unions. There are also examples of trade union lobbying campaigns for specific industries, such as the urban passenger transport sector, and training and awareness-raising initiatives. For example, the ITF produced a joint report with the C40 Cities Leadership Group<sup>266</sup> in the run-up to COP26 in 2021, which showcased the views of young workers in urban transport.

# 12. CONCLUSIONS AND RECOMMENDATIONS

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## 12.1 Conclusions

This report shows that young workers in the transport sector face a wide range of key challenges. These are largely replicated across the world, although some, such as informality of employment, are felt more profoundly in the Global South, compared with the USA and Europe. Young workers therefore face uneven challenges across the globe.

Nevertheless, young workers overall find it more difficult than their older counterparts to find decent work, due to the range of factors identified above and therefore need focused support from trade unions.

There are also significant gaps in the monitoring and enforcement of labour rights and in some cases in trade unions' capacity to devote resources to these issues.

Developments such as the COVID-19 pandemic and the growth of the gig economy have contributed to increasing these challenges for young people. Further, privatisation of publicly operated transport industries increases levels of informality, resulting in young workers facing increased challenges in accessing decent work.

There are a range of good practices undertaken by trade unions in the transport sector across the world that aim to mitigate many of the main challenges faced by young workers in the transport sector. The ITF is engaged in supporting many of these initiatives.



One of the main challenges for researchers and trade unions is a lack of data, or the uneven availability of data between regions. Overall, data tends to be more complete in the case of the USA and Europe, but there are gaps in data for many other parts of the world. There are also significant gaps in data in relation to the different sub-sectors of the transport sector across the world. This makes it difficult to develop insights into the trends in these countries.

There are also gaps in the data in relation to certain groups of workers, including disabled workers, indigenous peoples in different countries, the LGBTQ+ community, and workers of different faiths or ethnicities. Data on migrant workers exists, although this tends to be incomplete in many cases. For example, there are gaps in the data on the migration background of workers in Global South countries.

Entry into the labour market is a key issue for young workers, and while there is data on levels of informality, there is a lack of data on the mechanisms that young people use to access the labour market, for example whether they used public or private employment agencies to find work. As many young people are employed in the gig economy, online platforms are a key labour market intermediary for these workers.



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## 12.2 Recommendations

As it is clear that young workers often struggle to find support and are frequently not aware or not fully aware of their rights, the ITF and its affiliates should consider developing, resourcing and building on **targeted learning and education activities** in order to try to build support for these workers. This would help to make young workers aware of their rights and could contribute to building a support network for them.

In order to support young workers, the ITF should **build on existing structures**, such as the Youth Committee, and encourage its member unions to strengthen their youth leadership structures. Unions should also allocate appropriate budget to their actions targeted at young workers.

The ITF and affiliates should consider whether there are any **additional stakeholders** with whom they could engage, alongside any further issues that they could be raising with current stakeholders.

Overall, trade unions should be encouraged to **recruit young trade union members and involve young members in trade union decision-making bodies**. This would increase the power and agency of young workers within trade unions. There are already some good examples of this in this report and these initiatives can be built on by trade unions around the world.

The Youth Committee of the ITF and youth representative structures in its member unions should also **focus on the key issues that are relevant to young people**, such as climate change, just transition, digitalisation and work in the gig economy. These priority areas could be discussed and possibly form a recommendation for the Youth Committee on priorities and action points for the period to the ITF Congress in 2024 and beyond.

As policies such as **maternity provision, education and training opportunities and equal pay** can help to attract young women to the transport sector, the ITF and its affiliates should focus on putting pressure on employers and governments to grant workers access to these provisions.

This research has showcased some really interesting examples of **trade unions mentoring unions in different countries** in areas such as the negotiation of new collective agreements, the formation of new trade unions and representation of new types of workers. This is a valuable exercise and one which could be taken up by trade unions in many other countries. Key to this is **encouraging trade unions to develop links with other unions across borders**. The ITF could play a key role here in bringing together unions from different countries in order to network and showcase good practice. These actions should also be adequately resourced.

**Collective agreements** are a key tool for improving terms and conditions of employment and should therefore, where possible, include provisions that relate to young workers. ITF research on apprenticeships carried out in 2022 provides many examples of inspiring collectively-agreed provisions, which could be built upon further.

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**Training and reskilling** is a key tool that will help to prepare workers for working in the context of climate change and just transition. In addition, training on how to work in extreme situations and how to manage the impact of climate change on working conditions would also be valuable. Any new training initiatives should be adequately resourced.

Overall, **a more nuanced approach** to young workers is needed on the part of both trade unions and employers, given that young workers in different age brackets will be facing different types of issues.

**Monitoring and enforcement** are key in ensuring compliance with legislation and regulations. Trade unions should therefore, wherever possible, work with national and local authorities and labour inspectorates to ensure that regular monitoring and enforcement measures are in place.

It is also clear from this research that there are a number of **gaps in the data** available, and that the level of detailed data varies considerably between regions. The ITF and affiliates could therefore usefully conduct **further research** into areas such as the situation of young people in the Global South and the Asia/Pacific region. They could also encourage international and regional bodies to collect more data to fill gaps and to disaggregate by age more of the data that is currently collected.

The urban public transport sector is currently engaged in useful research in the context of the wholesale shift from informal public transport to rapid transport systems in many countries across the world, and the implications of this for the employment of young workers in this sub-sector. For example, work is being carried out on the impact of electrification in public transport on the labour force and a labour impact assessment of the Bus Rapid Transit (BRT) projects in Dakar and Nairobi.

In terms of issues, further research on the **prevalence of child and forced labour** in the Global South would be beneficial, as would more analysis of the **impact of just transitions on young workers**, and more targeted data on **young migrant workers and impacts on those with disabilities and the LGBTQ+ community**. Some of these gaps could be investigated through expansion of existing ITF surveys and interviews with key workplace leaders, building on existing ITF instruments such as Resolution 20 on protecting young seafarers' and dockers' rights.

Finally, the COVID-19 pandemic has had a severe impact on the global workforce and on young workers in particular. The ITF and affiliates could focus on examining the lessons learned from the pandemic, examining in particular issues such as occupational health and safety and taking account of the research that is already being carried out by the ITF on mental health and young people, including in the context of the pandemic. This would help to understand how the ITF and affiliates can best support young workers.

## ANNEX I: INITIATIVES TO SUPPORT DECENT WORK

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Trainrail	This is a programme to pool collective resources for training and education of workers in the railway industry. <sup>267</sup>	International Union of Railways	Rail	International
Railway talents	This is an online mentorship programme and online training courses with the aim of getting young people involved in transportation. <sup>268</sup>	International Union of Railways	Rail	International
Skillful	This is an EU programme to estimate the training and education needs of the transportation workforce in 2030, 2040, and 2050. <sup>269</sup>	European Union	Transport	EU
Hop on for the planet	This is a programme devised by Europe's rail employers that encourages young people to work in the rail sector, citing the industry's environmentally-friendly characteristics. <sup>270</sup>	EU rail supply industry	Rail	EU
Collective agreements	The union 'La Fraternidad' in Argentina has negotiated collective agreements that mandate that retiring workers are replaced by young workers (under 25) and that young family members can replace older relatives when they retire. <sup>271</sup>	La Fraternidad	Transport	Argentina
Strike action	The Indian Federation of App-based Transport Workers went on strike demanding a reduction in fees charged by Uber and Ola and higher pay per/km. <sup>272</sup>	Indian Federation of App-based Transport Workers	App-based transport workers	India
New representative body	The Next Generation of Aviation Professionals (NGAP) through the ICAO was formed in 2009 to help address the anticipated gap in skilled aviation professionals. <sup>273</sup>	NGAP	Aviation	International
Collective agreements	The Singapore Maritime Officers Union, through its collective agreements, mandates training of young seafarers. It also holds fireside chats with young seafarers to hear about their experiences in the industry and promotes employment of young people. This has provided young people with a better understanding of labour rights. <sup>274</sup>	Singapore Maritime Officers Union	Maritime	Singapore
Go to Sea!	This campaign aims to attract workers to the maritime sector. <sup>275</sup>	IMO, ILO	Maritime	International

Internships	The South African Transport and Allied Workers Union (SATAWU) has been promoting internships and seen 80% of those interns find jobs within union jobs or other organisations. <sup>276</sup>	South African Transport and Allied Workers Union (SATAWU)	Transport	South Africa
Pay increases	Through its recent collective agreement with Ryanair, this union secured a €1,440 monthly salary for flight attendants, and a €2,000 monthly salary for co-pilots, to be paid out 14 times a year. <sup>277</sup>	Vida-ÖGB	Aviation	Austria
Pay increases	The union KPTU-Trucksol was able to improve truck drivers' wages by showing the connection between wages and accidents on the road. <sup>278</sup>	KPTU-Trucksol	Road haulage	Korea
Support for young workers	The Seafarers Union of Croatia has successfully lobbied the government for young seafarers' programme that helps workers to find their first employment in the maritime sector. It also provides scholarships and union education programmes to prepare seafarers for their exams. <sup>279</sup>	Seafarers Union of Croatia	Maritime	Croatia
Training	MNOG-HK, the Hong Kong based seafarers' union provides a free sailing vessel course for union members. <sup>280</sup>	MNOG-HK	Maritime	Hong Kong
Training	BTB Belgium has contracts in place that provide training and other courses on social and labour rights in the workplace. It also has an annual youth day for all sectors and a work group to discuss issues in the ports. <sup>281</sup>	BTB Belgium	Transport/ port workers	Belgium
Training	The Canadian Merchant Service Guild has training provisions in place in collectively agreed contracts. <sup>282</sup>	Canadian Merchant Service Guild	Transport	Canada
Skills training for young workers	The Associated Labour Unions (Philippines) has skills training provisions in place for young workers in aviation and seafarer positions. <sup>283</sup>	Associated Labour Unions	Aviation, maritime	Philippines
Job search and training for young workers	The Professional Syndicate of Seafarers in the Suez Canal negotiated with shipping companies and agencies to help find jobs for seafarers and held educational courses to introduce young workers to working on ships. <sup>284</sup>	Professional Syndicate of Seafarers	Maritime	Egypt
Online support for gig workers	The Maharashtra App-based Transport Workers Union (India) has coordinated with the central government in creating the e-shram online portal for gig and unorganised workers which will eventually attempt to provide insurance and social protection. <sup>285</sup>	App-based Transport Workers Union	Gig workers and unorganised workers	India
Help with job search for young workers	The Union of Port Employees (Iraq) has supported young workers in finding work opportunities in the maritime sector. <sup>286</sup>	Union of Port Employees	Maritime	Iraq

Skills development and career counselling	The National Union of Seafarers India offers skills development and career counselling programmes to encourage employment in the sector. <sup>287</sup>	National Union of Seafarers India	Maritime	India
Vocational education and training programmes/ collective bargaining on working time	The General Union of Workers and Affiliates of the Port Companies provides vocational training and education programmes for young workers for working in the maritime sector. They also won working hours limits through collective bargaining for young worker groups. <sup>288</sup>	General Union of Workers and Affiliates of the Port Companies	Maritime/ port workers	International
Minimum wage	The Palestinian General Union of Transport Workers was part of a successful coalition to raise the minimum wage. <sup>289</sup>	Palestinian General Union of Transport Workers	Transport	Palestine
Training and working conditions	The Labour Committee Aden Container Terminal (Yemen) holds training events for young workers and has a joint youth and employer committee that works on improving working conditions. <sup>290</sup>	Labour Committee Aden Container Terminal	Ports/ maritime	Yemen
Apprenticeships	The National Union of Road Transport Workers (Nigeria) provides apprenticeships to young transport workers. <sup>291</sup>	National Union of Road Transport Workers	Road transport	Nigeria
Mentorship and overtime limits	The Railway and Transport Agency Workers Union TEKKORO (Japan) provides mentorship programmes for young workers and has successfully created healthy overtime limits. <sup>292</sup>	Railway and Transport Agency Workers Union TEKKORO	Rail	Japan
Improvements to working conditions	The National Federation of Dockworkers Japan (ZENKOKU-KOWAN) has been advocating for a minimum wage and a better vacation and leave system. <sup>293</sup>	National Federation of Dockworkers Japan (ZENKOKU-KOWAN)	Ports/ maritime	Japan

## ANNEX II: INITIATIVES AIMED AT MITIGATING THE NEGATIVE IMPACTS OF COVID

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Strike action	Mass strikes organised by Brazilian, Mexican and Argentinian courier and food delivery workers in 2020 and 2021 called for insurance for workers who die or fall ill due to work-related reasons and for protective gear. <sup>294</sup>	Various trade unions in Brazil, Mexico and Argentina	Courier services and food delivery	Brazil, Mexico and Argentina
Strike action	Dockers in Argentina staged strike action in order to be designated essential workers requiring vaccination. <sup>295</sup>	Dock workers' unions in Argentina	Port/maritime	Argentina
Collective bargaining	The FNV in the Netherlands launched collective agreement talks with the courier company DHL in order to obtain improved provisions relating to workload in response to increased working time due to covid. <sup>296</sup>  The union also pushed for an extension of unemployment benefits in response to reports of young workers requiring more assistance. <sup>297</sup>	FNV	Courier services	Netherlands
Lobbying	AFL-CIO lobbied the US government to provide relief to airlines with worker protection, funding to retain transport workers, and for better occupational health and safety standards. <sup>298</sup>	AFL-CIO	Aviation/transport	USA
Strike	Instacart workers threatened a national strike advocating for protective gear and equipment, 14-day sick leave and hazard pay. <sup>299</sup>		Food delivery	USA
Lobbying	The UGT has been pushing for an investigation of platform delivery workers' lack of protective equipment during COVID-19. <sup>300</sup>	UGT	Delivery	Spain
Industrial action	AFSCME, AFL-CIO, and the Retail, Wholesale and Department Store Union demanded that Amazon increase worker protections against COVID; Their workers eventually refused to work. <sup>301,302</sup>	AFSCME, AFL-CIO, and the Retail, Wholesale and Department Store Union	Warehousing	USA
Financial support	The Senegalese government gave direct support of US\$171.5 million to the tourism and transportation sector in response to COVID-19. <sup>303</sup>	Senegalese government	Tourism and transport	Senegal

Collective bargaining/ distribution of food and PPE	The Nepal Transport Labour Association (NETWON) mobilised to distribute food, distribute PPE, and negotiated with employers to provide COVID-19 tests in some workplaces. <sup>304</sup>	Nepal Transport Labour Association (NETWON)	Transport	Nepal
Provision of financial support	The Kenyan Public Transport Operators Union (PUTON) provided cash loans and covered hospital fees for drivers affected by COVID-19. <sup>305</sup>	Kenyan Public Transport Operators Union (PUTON)	Public transport	Kenya
Provision of food aid	The National Union of Seafarers Sri Lanka distributed ration kits to over 100 auto rickshaw and taxi drivers affected by the pandemic. <sup>306</sup>	National Union of Seafarers Sri Lanka	Informal public transport	Sri Lanka
Lobbying	The Colombian transport union SNTT campaigned to keep 4000 informal bus drivers operating when the government tried to stop services under the justification of COVID-19 restrictions. <sup>307</sup>	Colombian transport union SNTT	Informal public transport	Colombia
Lobbying	The Filipino National Confederation of Transport Unions (NCTU) demanded basic income support for over a million informal workers that lost their jobs during the lockdown. <sup>308</sup>	Filipino National Confederation of Transport Unions (NCTU)	Informal public transport	Philippines
Lobbying	The Indian Federation of App-based Transport Workers (IFAT) lobbied the government to suspend loan payments for cab drivers working for Ola and Uber whose employment had been suspended during the lockdown. <sup>309</sup>	Indian Federation of App-based Transport Workers (IFAT)	Taxi services	India
Provision of food aid and financial support	The AIRF & NFIR Indian Railway Workers' Unions provided IFAT members with ration kits and cash transfer to support them while they were unemployed. <sup>310</sup>	AIRF & NFIR Indian Railway Workers' Unions	Rail	India
Lobbying	The Brazilian Union of Road Drivers called for the inclusion of transport workers in the list of high priority groups for vaccination. <sup>311</sup>	Brazilian Union of Road Drivers	Road transport	Brazil
Lobbying	The Federation of Korean Trade Unions (FKTU) demanded that the Korean COVID authorities implement job protections, employment retention schemes, and additional labour inspections and reporting for bus drivers, aircraft ground crew, and subcontractors. <sup>312</sup>	Federation of Korean Trade Unions (FKTU)	Aviation and bus drivers	Korea
Lobbying	Force Ouvriere (FO-CGT) successfully lobbied the French government to allow platform delivery drivers to be allowed access to a solidarity fund which would provide up to 1,500 euros for unemployed drivers. <sup>313</sup>	Force Ouvriere (FO-CGT)	Delivery services	France

Collective bargaining	The trade union Verdi made an agreement with Eurowings to allow short-time work during COVID-19, covering up to 90% of salary. <sup>314</sup>	Verdi	Aviation	Germany
Provision of PPE and training	The Professional Syndicate of Seafarers in the Suez Canal distributed medical tools, and PPE to ship crews. It also held educational sessions for young members about COVID. <sup>315</sup>	Professional Syndicate of Seafarers	Maritime	Suez Canal
Provision of clothing and PPE	The Naval Officers Professional Syndicate provided clothing and PPE to protect workers during COVID. <sup>316</sup>	Naval Officers Professional Syndicate	Maritime	Egypt
Provision of food aid and vaccinations	The Maharashtra App-based Transport Workers Union held vaccination drives and provides ration kits for young workers in response to COVID-19. <sup>317</sup>	Maharashtra App-based Transport Workers Union	App-based transport	India
Provision of PPE and education	The Federation of Oil Ports and Petrochemical syndicates (Iraq) distributed masks, and sanitisers to workers. It also held courses on COVID symptoms and how to ensure protection from infection. <sup>318</sup>	Federation of Oil Ports and Petrochemical syndicates	Port/maritime	Iraq
Vaccination support	The National Union of Seafarers India provided support for young workers to get vaccinated. <sup>319</sup>	National Union of Seafarers India	Maritime	India
Provision of PPE	The General Union of Public Transport Authority Workers (Egypt) distributed free masks to workers. <sup>320</sup>	General Union of Public Transport Authority Workers	Public transport	Egypt



## ANNEX III: INITIATIVES TO SUPPORT THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Organising campaign	Warehouse Workers United organized a campaign to unionise workers at Walmart warehouses. <sup>321</sup>	Warehouse Workers United	Warehousing	USA
New collective agreement	Italian warehouse workers negotiated a national agreement at Amazon in 2021 through the trade unions CGL, CISL and UILT. <sup>322</sup>	CGL, CISL and UILT	Warehousing	Italy
New collective agreement	Bzzt workers, through the Swedish Transport Union, won collective bargaining coverage. <sup>323</sup>	Swedish Transport Union	Taxi services	Sweden
Strike action	Motorcycle taxi drivers in Argentina (Motoqueros) organized collective action through the trade union SIMECA and won union representation, collective bargaining rights, and formalisation of portions of the workforce. <sup>324</sup>	SIMECA	Motorcycle taxi services	Argentina
Collective bargaining rights	Workers at the public sector union SRUT (Thailand) supported training of young workers at a transport company called Airport Link which won collective bargaining rights and has been organizing and supporting new member organizing for seven years. <sup>325</sup>	SRUT	Rail	Thailand
Representation of young workers	The Transport Builders Union in Ukraine established a goal to recruit youth onto every union committee. <sup>326</sup>	Transport Builders Union	Transport	Ukraine
Representation of young workers	The Russian transport workers union (ROSPROFZHEL) hosts social events to build interest among young people in joining and participating in the union. <sup>327</sup>	ROSPROFZHEL	Transport	Russia
Representation of young workers	SNTT launched a campaign to include young people in union organisation, which won improved access to union resources in the workplace, trained nearly 1,000 young trade union members, and created 40 new youth leaders in all branches of the union, especially in the ports. This initiative was supported by the ITF. <sup>328</sup>	SNTT	Transport	Columbia
Representation of couriers	The Transnational Federation of Couriers which has workers from Austria, Belgium, Finland, France, Germany, Italy, the Netherlands, Norway, Spain, Switzerland and the UK, was established in October 2018. <sup>329</sup>	Transnational Federation of Couriers which	Courier services	Across European countries

New collective agreement	Austrian delivery workers through the Austrian Transport and Service Union, Vida, and the Association of Freight Transport negotiated a collective agreement for bicycle couriers, providing for a minimum wage, compensation for bikes and mobile phones, and a bonus of 2 extra months' salary. <sup>330</sup>	Austrian Transport and Service Union, Vida, and the Association of Freight Transport	Bicycle couriers	Austria
Works councils	Liefern Am Limit launched a campaign in 2018 which led to the formation of works councils at the company Lieferando in Stuttgart, Nuremberg, Frankfurt, Hamburg, Bremen and Kiel. <sup>331</sup>	Liefern Am Limit	Delivery services	Germany
New collective agreement	Danish trade union 3F negotiated a national sectoral agreement at the company Just Eat (owned by takeaway.com) which set a minimum wage, guaranteed weekly hours, a work vehicle, work clothes and protective equipment). <sup>332</sup>	3F and Just Eat	Food delivery	Denmark
Representation	The French government announced a formal process for deciding how to represent self-employed platform delivery workers at national level. <sup>333</sup>	French government	Platform delivery workers	France
Inclusion in collective agreement	Agreement between CGIL, CISL, UIL and Just Eat (Italy) to include delivery workers in the Logistics National Collective Bargaining Agreement. <sup>334</sup>	CGIL, CISL, UIL and Just Eat	Food delivery	Italy
New collective agreement	The union GMB in the UK negotiated an agreement with Uber which allows the union to represent some 70,000 workers in the company. <sup>335</sup>	GMB and Uber	Taxi services	UK
New trade union	Uber drivers in France created the Syndicat des exploitants de transport des personnes et VTC (UNSA SCP-VTC) in 2015 in response to rate cuts by the company. The union also has expanded representation to motorcycle taxis and traditional cabs. <sup>336</sup> CFDT-VTC LOTI began organizing Uber drivers into a union in 2018. <sup>337</sup>	UNSA SCP-VTC, CFDT-VTC LOTI	Taxi services	France
Strike action	In India (Delhi, Haryana, Uttar Pradesh) platform taxi workers built a grassroots communications network and went on strike for 13 days at Uber and Ola demanding improved wages and recognition as a union. Supported by the Sarvodaya Drivers' Association of Delhi and Rajdhani Tourist Drivers' Union. <sup>338</sup>	Sarvodaya Drivers' Association of Delhi and Rajdhani Tourist Drivers' Union	Taxi services	India
Organisation and awareness campaigns	Indonesian platform delivery workers are forming drivers collectives, associations and demanding union recognition to demand better wages, and support on the road. The Aerospace and Transportation Workers Union (SPDT-FSPMI) has also been spreading awareness about the importance of membership. <sup>339,340</sup>	Aerospace and Transportation Workers Union (SPDT-FSPMI)	Delivery services	Indonesia

Industrial action	Minibus drivers, or Dala Dalas, in Dar es salaam, Tanzania organised an informal dues collection system, a queuing system for ordering minibus rides and engaged in strikes and direct actions, eventually winning a path to formalisation through the government. <sup>341</sup>		Taxi services	Tanzania
Rights campaign	ASSETAMORWA (Association de l'espérance des taxi motos au Rwanda) created an informal dues collection and training system. They also organised a campaign and won limits on the number of working hours per day and have a list of progressive goals such as fighting ignorance. <sup>342</sup>	ASSETAMORWA (Association de l'espérance des taxi motos au Rwanda)	Taxi services	Rwanda
Representation	<p>The Ugandan Amalgamated Transport and General Workers Union (ATGWU) successfully affiliated with the Airport Taxi Operators Association in 2008, the Long Distance Heavy Truck Drivers Association and the Uganda National Lorry &amp; Transportation Association in 2014, the Kampala Operational Taxi Stages Association (KOTSA), and the Kampala Metropolitan Boda-Boda Association (KAMBA) in 2015.</p> <p>The Kampala Metropolitan Boda Boda Entrepreneurs Cooperative and Airport Taxi Drivers Cooperative, members of AGTWU, also started its own app to set working conditions themselves.<sup>343-345</sup></p> <p>The union also mentored the following unions on successful organising strategies: MWU (Kenya), PUTON (Kenya), COTWA-T Tanzania. The effort was supported by the ITF.<sup>346</sup></p>	Various transport workers' unions (see left)	Transport	Uganda
Representation of young worker	CGIL has established a quota that 20% of elected union officials should be under age 30.	CGIL	Transport	Italy
New collective agreement	<p>The Syndicat National des Travailleurs Autonomes de l'Économie Informelle du Niger (SYNATRA) in Niger successfully led a campaign to negotiate a collective agreement for taxi drivers. The initiative was supported by the ITF.<sup>347</sup></p> <p>The union also mentored neighbouring unions such as USTN (Niger), URS (Senegal), FESYTRAT (Togo), UCRB/FSTAB Burkina Faso, and URS (Senegal) on successful tactics from their campaign.<sup>348</sup></p>	Syndicat National des Travailleurs Autonomes de l'Économie Informelle du Niger (SYNATRA)	Taxi services	Niger

New collective agreements	The Federation of Transport Workers Union of Togo (FESYTRAT) negotiated a series of collective bargaining agreements with the government. <sup>349</sup>	Federation of Transport Workers Union of Togo (FESYTRAT)	Transport	Togo
New trade union	ITWAN and NETWON in Nepal successfully created a new union for E-Rickshaw Drivers in 2016 which now has some 8,000 members. The effort was supported by the ITF. <sup>350</sup>  They also mentored the following neighbouring unions on successful tactics: NUS-Si (Sri Lanka), and TBJARVW/NUIW (India). <sup>351</sup>	ITWAN and NETWON	E-rickshaw drivers	Nepal
New local trade union associations	A campaign by the National Transport Workers Federation in Burundi (FNNT) resulted in the formation of at least 8 local associations that then affiliated with FNNT. <sup>352</sup>	National Transport Workers Federation in Burundi (FNNT)	Transport	Burundi
New collective agreement	Foodora couriers in Norway won a labour contract providing for a pay increase of 15,000 NK per year and early retirement options. <sup>353</sup>	Fellesforbundet and Foodora Norway	Cycle couriers	Norway
New trade union	Uber Eats Japan workers formed a union to dispute their status as self-employed. <sup>354</sup>		Food delivery workers	Japan
Strike action and industrial actions	Gorillas workers, a Berlin-based food delivery company, recently formed a works council, have held a wildcat strike, and are fighting for COVID protections, end to intimidation from the employer and a living wage. <sup>355</sup>		Food delivery workers	Germany
Representation	Ryanair workers won union representation through Unite the Union (UK), ForSa (Ireland), the Italian Pilots Union (ANPAC) in 2018, Vida-ÖGB in Austria in 2020, and Verdi (Germany). <sup>356-358</sup>	Unite, ForSa, ANPAC, Vida- ÖGB and Verdi	Aviation	UK, Ireland, Italy, Austria and Germany
Awareness-raising campaigns	Aiguilleurs du Ciel union in Côte d'Ivoire (SYNACCI) , the union of air traffic controllers, has led awareness raising activities on unions and the need to organise in the informal sector. <sup>359</sup>	Aiguilleurs du Ciel union in Côte d'Ivoire (SYNACCI)	Aviation	Côte d'Ivoire
Union leadership	The All India Railwaymen's Federation hosts youth-centred trade union education programmes and promotes youth and women into important positions in union leadership. <sup>360</sup>	All India Railwaymen's Federation	Rail	India

Strike action	In Argentina, the Asociación de Personal de Plataformas (APP) went on strike in 2018 in order to call for improved working conditions. After retaliation they launched a lawsuit that demanded an end to trade union-based dismissals, improvement of working conditions and the establishment of a formal employment relationship. <sup>361</sup>	Asociación de Personal de Plataformas (APP)	Platform-based work	Argentina
Union membership campaign	The Safe Rate Campaign has allowed the Korean truck drivers' union KPTU-Trucksol to increase its membership by roughly 50%. <sup>362</sup>	Korean truck drivers' union KPTU-Trucksol	Road transport	Korea
Collective bargaining and trade union membership	Through a trade union development project with the ITF, the National Confederation of Transport Workers Union (NCTU) which represents informal Jeepney drivers in the Philippines, increased young women's involvement in collective bargaining and added roughly 3000 new members. <sup>363</sup>  It also mentored the neighbouring union IDEA in Cambodia.	National Confederation of Transport Workers Union (NCTU)	Informal public transport	Philippines
Representation	The Seafarer's Union of Croatia intentionally includes young workers in contract negotiations. <sup>364</sup>	Seafarer's Union of Croatia	Maritime	Croatia
Engagement and representation of young workers	The New Zealand Rail Maritime Transport Union (RMTU) has regular branch meetings and work site visits, social events and committees for youth to engage in trade union activities which has led to increased engagement of young workers in the union. <sup>365</sup>	New Zealand Rail Maritime Transport Union (RMTU)	Maritime	New Zealand
Engagement and representation of young workers	The SP-JICT Union of Indonesia has created youth structures to encourage young people to engage in union campaigns. <sup>366</sup>	SP-JICT	Port/maritime	Indonesia
Engagement and representation of young workers	The Naval Officers Professional Syndicate has a youth committee that communicates directly with companies' board of directors. It also raises awareness about the union, reviews work contracts for youth, and discusses issues faced by young workers across companies. <sup>367</sup>	Naval Officers Professional Syndicate	Maritime	Egypt
Engagement and representation of young workers	The General Union of Public Transport Authority Workers (Egypt) founded a youth committee to participate in collective bargaining sessions. <sup>368</sup>	General Union of Public Transport Authority Workers	Public transport	Egypt

Engagement and representation of young workers	The Algerian Transport Union (FNNT) has a youth committee that focuses on training and raising awareness about the value of unions. In 2017, they won a contract with three major Algerian ship operators. <sup>369,370</sup>	Algerian Transport Union (FNNT)	Transport	Algeria
Engagement and representation of young workers	The Moroccan Federation of Labour conducts outreach and holds training for young workers on forming unions and has seen a notable increase in involvement. <sup>371</sup>	Moroccan Federation of Labour	Transport	Morocco
Engagement and representation of young workers	The Argentinian Asociación del Personal Aeronáutico (APA) holds training events for young people in order to develop union leaders. It has been successful in incorporating young people into its campaigns and improving wages and working conditions. <sup>372</sup>	Asociación del Personal Aeronáutico (APA)	Aviation	Argentina

## ANNEX IV: MEASURES TO SUPPORT THE FIGHT AGAINST CHILD LABOUR AND FORCED LABOUR

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Government programme against child labour	The government of Nepal has launched a programme aimed at ending child labour. <sup>373</sup>	Government of Nepal		Nepal
Initiatives against human trafficking in transport	Efforts by Transportation Leaders Against Human Trafficking works to provide industry education and training, policy development, public awareness and information sharing to address human trafficking in transportation. <sup>374</sup>	Various	Transport	International
Campaigning organisation against trafficking in road transport	'Truckers Against Trafficking' is a non-profit organisation that actively seeks to educate and empower members of the trucking bus and energy industries to fight human trafficking. <sup>375</sup>	Truckers Against Trafficking'	Road transport	USA
Government initiative to understand child labour	The Bangladesh Ministry of Road Transport and Bridges and Ministry of Labour and Employment are conducting surveys to understand the extent of child labour in the transportation sector in order to provide appropriate educational programmes that can provide better opportunities for child labourers. <sup>376</sup>	Bangladesh Ministry of Road Transport and Bridges and Ministry of Labour and Employment	Transport	Bangladesh

Government initiative against forced labour	The Irish government has set up a system, in response to forced labour allegations in fisheries, to provide clear contracts, minimum pay, and terms and conditions of employment that are enforceable in Irish and EU law. <sup>377</sup>	Irish government	Fisheries	Ireland, EU
Pay and working conditions agreement	The Philippine Overseas Labour Office in Geneva recently negotiated a contract with an Eastern European trucking company to provide a higher minimum wage and bring working conditions within European guidelines. <sup>378</sup>	Philippine Overseas Labour Office in Geneva	Road transport	International
Trade union wage claims	The FNV-VNB in collaboration with ITF, ETF, and the DGB have filed civil wage claims in Europe to recoup money stolen from trafficked migrant truck drivers. <sup>379</sup>	FNV-VNB, ITF, ETF and DGB	Road transport	Europe
Programmes aimed at ending slavery	The 'Walk Free' Foundation has several programmes focused on ending slavery, such as a global slavery index to measure incidents, collecting effective policy measures globally, funding local projects to end slavery and hosting collaboration sessions between government and business on the issue of slavery. <sup>380</sup>	'Walk Free' Foundation	All sectors	International
International anti-slavery campaigns	Anti-Slavery International coordinates campaigns globally to create and enforce anti-slavery legislation, build support systems for victims and collaboration with businesses to identify slavery risks in their supply chain. <sup>381</sup>	Anti-Slavery International	All sectors	International
Anti-human trafficking, slavery and child labour programmes	'El Pozo De Vida' is an NGO that fights to end human trafficking in Mexico and Central America through education in the workplace and support programs for victims of trafficking, slavery and child labour. <sup>382</sup>	El Pozo De Vida	All sectors	Mexico and Central America
Anti-human trafficking and slavery programmes	Businesses Ending Slavery and Trafficking provides training programmes for employees and employers on how to prevent slavery and trafficking. <sup>383</sup>	Businesses Ending Slavery and Trafficking	All sectors	International
Anti-slavery programmes	'InPACTO' is a Brazilian organization that works to educate employers and decrease instances of slavery in their supply chains. It is predominantly focused on the production sector. <sup>384</sup>	In PACTO	Production sector	Brazil
Anti-slavery campaigns	'Slave Free Seas' is an NGO based in New Zealand that focuses on coordinating with seafarers on ending slavery at sea through legal channels. <sup>385</sup>	Slave Free Seas	Maritime	International

## ANNEX V: MEASURES TO FIGHT GENDER-BASED VIOLENCE

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Training and awareness-raising	The Amalgamated Transport and General Workers Union (ATGWU) in Uganda fought for safe and harassment-free transportation by hosting training, seminars, and organising activities to build the visibility of women workers and to create an informal sector women's committee. <sup>386</sup>	Amalgamated Transport and General Workers Union (ATGWU)	Transport	Uganda
Awareness-raising and provision of women-only changing rooms	The Maharashtra State Road Transport Union (India) discussed risks of sexual assault and harassment with both workers and passengers. This made it possible to gain enough community support to create an alliance of unions, passenger associations and NGOs that developed a campaign to create safe working conditions and reduce violence against passengers and workers.  The campaign engaged with Maharashtra State Road Transport Corporation and successfully created female changing rooms and women's toilets. <sup>387</sup>	Maharashtra State Road Transport Union	Transport	India
Trade union campaign for better facilities and legislation preventing work-related harassment	The Federation of Transport Trade Unions of Bulgaria (FTTUB) implemented a campaign to end violence against women workers in transport. This began with a survey, the findings of which were used to support bargaining. This resulted in protective screens for drivers, facilities for women, and funding for awareness raising among the public. <sup>388</sup> The union also successfully advocated for a law in Sofia to prevent work-related harassment and violence against women in the city's urban public transport companies. <sup>389</sup>	Federation of Transport Trade Unions of Bulgaria (FTTUB)	Transport	Bulgaria
Increased security and awareness-raising	The National Union of Tunisian Railways responded to attacks on women ticket sales staff by liaising with the company and authorities to provide security staff and create a public awareness campaign that reduced violent incidents. <sup>390</sup>	National Union of Tunisian Railways	Rail	Tunisia
Support for women affected by harassment at work	The Union 'Unifor' (Canada) hosts a Women's Advocate Program to provide support to women affected by workplace harassment in all sectors. The union represents truckers, railway workers. The ITF has launched replica union programs in 11 countries. <sup>391</sup>	Unifor	Transport	Canada



Campaign on violence against women	The ITF has launched an Action Programme on violence against women transport workers and a campaign called 'Strong Union Need Women' which has led to a range of activities on this issue all over the world. <sup>393</sup>	ITF	Transport	Global
Education and awareness-raising	CSO Ophenta is a community organisation that has launched broad community outreach activities and events to educate communities on gender-based violence in public transport. <sup>394</sup>	CSO Ophenta	Public transport	Mozambique
Campaign to end discrimination against women and pregnant women in particular	The ITF has been highlighting and demanding an end to Qatar Airways' practice of dismissing pregnant women, incidents of sexual harassment and a ban on female employees entering or leaving company grounds without a family member. The company announced in 2015 that it would end the practice of dismissing pregnant women. <sup>395</sup> Of the 23,000-person workforce 80% are estimated to be women and 90% migrants. <sup>396</sup>	ITF	Aviation	Qatar
Awareness-raising	The ITF has put into place a campaign advocating for "the right to flush", an awareness-raising campaign about the lack of access to safe and sanitary bathrooms for transport workers. <sup>397</sup>	ITF	Transport	Global
Trade union initiative to combat violence against women	The Iraq Oil and Transportation union has an initiative to combat violence against women. <sup>398</sup>	Iraq Oil and Transportation Union	Transport	Iraq
Air Transport Gender Equality Initiative	The ICAO launched the Air Transport Gender Equality Initiative, which establishes air transport gender initiatives to be measured by key workforce statistics. It also aims to collaborate with local programmes that promote gender equality and the advancement of talented women in the industry. <sup>399</sup>	ICAO	Aviation	International
Collective agreements	Air France included gender equality provisions in their collective agreements for aviation employees. <sup>400</sup>	Air France	Aviation	France/ International
Trade union campaigns and activities	The Federacao do sindicatos dos Trabalhadores dos Transporte e Comunicações de Angola (FSTTCA) is working to increase women's involvement in the union, creating GBV and harassment committees, and training women leaders. <sup>401</sup>	Federacao do sindicatos dos Trabalhadores dos Transporte e Comunicações de Angola (FSTTCA)	Transport	Angola
International campaign	Oxfam International runs the "WE CAN" campaign to end GBV in South Asia. <sup>402</sup>	Oxfam International	All sectors	South Asia

International campaign	Promundo is a Brazilian NGO working to promote equitable non-violent masculinities and good gender relations. <sup>403</sup>	Promundo	All sectors	Brazil
International campaign	UNite is a UN program started by UN Secretary General Ban Ki-moon to end GBV worldwide. It includes a database which was launched to track incidents of GBV in 2009. <sup>404</sup>  Further, the United Nations Trust fund to End Violence against Women has delivered over 86 million dollars to 351 initiatives aimed at stopping GBV. <sup>405</sup>  UN Women also publishes reports and information to provide detailed evidence-based strategies on combating GBV against women and girls. <sup>406</sup>	United Nations	All sectors	International
Trade union campaign	The Kenya Dock Workers Union ran a campaign on gender sanitation, child abuse, and women's rights protections which lead to more jobs for women in fields that were once male-dominated and fewer incidents of violence in the workplace. <sup>407</sup>	Kenya Dock Workers' Union	Port/ maritime	Kenya
Training and awareness-raising courses	The Federación de Servicios a la Ciudadanía CCOO (FSC) (Spain) has been providing training courses to transport workers on GBV for over 10 years. It also holds a yearly event to raise awareness on GBV. <sup>408</sup>	Federación de Servicios a la Ciudadanía CCOO (FSC)	Transport	Spain
Awareness-raising and support	The General Union of Algerian Workers, UGTA (Algeria) holds awareness-raising days in which women are encouraged to come forward about incidents of violence and methods to defend themselves. They also work to support a 24-hour monitoring centre for women victims of violence. <sup>409</sup>	General Union of Algerian Workers, UGTA	All sectors	Algeria
Trade union information and awareness-raising campaign	The Alianza de Tranviarios de México participates in ITF GBV events and regularly informs members about the importance of eliminating GBV and provides personal support for women who request help on the issue. <sup>410</sup>	Alianza de Tranviarios de México	Transport	Mexico
Trade union training	The Asociación Argentina de Aeronavegantes has held workshops for transport workers to learn how to combat GBV from trained professionals. <sup>411</sup>	Asociación Argentina de Aeronavegantes	Aviation	Argentina

Trade union awareness-raising and organisational/ leadership campaign	The Indonesian Railway Workers Union (SPKA) has committed to including women in the union's elected leadership and hosted a commemorative day for an Indonesian heroine who fought for women's emancipation. <sup>412</sup>	Indonesian Railway Workers Union (SPKA)	Rail	Indonesia
Trade union training and measures to combat harassment and GBV	The Transport and Dock Workers Union of Kandla (India) has successfully set up a women's sexual assault committee in Kandla Port alongside a social partnership with the employer to hold training courses on harassment and GBV. <sup>413</sup>	Transport and Dock Workers Union of Kandla	Port/ maritime	India
Government lobbying	The Centrale des Travailleurs du Transport et Communication (Democratic Republic of Congo) has lobbied the government for decent work and equal employment opportunities for women. <sup>414</sup>	Centrale des Travailleurs du Transport et Communication	Transport	Democratic Republic of Congo
Trade union training and organisational/ leadership campaign	The Oil Ports and Transportation Union (Iraq) trains young workers on how to combat violence against women and promotes women in the leadership of the union. <sup>415</sup>	Oil Ports and Transportation Union	Port/ maritime	Iraq
Trade union support	The Argentinian Asociación del Personal Aeronáutico (APA) provides assistance to address GBV and violence against LGBTQ+ workers. <sup>416</sup>	Asociación del Personal Aeronáutico (APA)	Aviation	Argentina
Transportation YOU	The WTS is a North American and UK-based NGO that runs a programme called 'Transportation YOU', which offers young girls aged 13-18 an introduction into a variety of transportation careers and encourages them to study STEM subjects. <sup>417</sup>	WTS	Transport	USA and UK

## ANNEX VI: MEASURES TO SUPPORT THE ENFORCEMENT AND MONITORING OF LABOUR RIGHTS

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
New legislation	Warehouse Workers United and the Warehouse Worker Resource Center in the United States were able to force through legislation that made temporary agencies and sub-contractors comply with existing labour law and restitution pay for previously violated workers safety laws. <sup>418</sup>	Warehouse Workers United and the Warehouse Worker Resource Center	Warehousing	USA
New legislation	Italian platform workers in Bologna won a platform workers bill of rights which provided them with the right to a fair wage, health and safety, protection of data and the right to disconnect at Dominos, Mymenu, and Sgnam. <sup>419</sup>		Platform workers	Italy
New employment status	The FNV (Netherlands), the GMB (UK), and UGT (Spain) won employee status for platform transport workers such as those at Uber, allowing them more access to quality social protection, union membership, services such as pensions and unemployment insurance. <sup>420</sup>	FNV, GMB, UGT	Platform workers	Netherlands, UK, Spain
New employment status	The Spanish Labour Inspectorate ruled in favour of UGT and classified 4,000 Amazon delivery workers as employees which gave the workers access to social security. <sup>421</sup>	UGT	Delivery services	Spain
New employment status	The Belgian Platform Riders Association filed a lawsuit against Uber's classification of drivers as self-employed and won, although Uber has since challenged the decision and won. <sup>422</sup>	Belgian Platform Riders Association	Taxi and delivery services	Belgium
Strike action	Delivery drivers across Latin America have been on strike three times since spring of 2020 calling for formalization, and accident insurance. <sup>423</sup>		Delivery services	Latin America
Responsible Trucking Initiative	The Responsible Trucking Initiative provides monitoring tools, and social guidelines for the road transport industry to enforce legislation and improve working conditions. <sup>424</sup>		Road transport	International
Protests to support labour standards	The trade union SYNACCI has been using international labour standards as a benchmark to support protests against a lack of decent work. <sup>425</sup>	SYNACCI	Transport	Côte d'Ivoire

Education about labour rights	SINTAC Mozambique has a programme in place to train young people about their labour rights so that they can monitor and enforce labour law in the workplace. The union has since recorded fewer dismissals of young workers. <sup>426</sup>	SINTAC Mozambique	Transport	Mozambique
Education about labour rights	The Trade Union Committee for the workers of the Suez Canal Authority in Port Said (Egypt) has a youth committee that holds regular seminars on labour rights which has resulted in youth groups within the union. <sup>427</sup>	Trade Union Committee for the workers of the Suez Canal Authority in Port Said	Port/maritime	Egypt
Education about labour rights	The Maharashtra App-based Transport Workers Union holds social activities to increase young workers' knowledge of labour rights which has led to a noted increase in youth involvement in the union. <sup>428</sup>	Maharashtra App-based Transport Workers Union	Transport	India
Union monitoring activities and education about labour rights	The General Union of Oil and Gas Workers in Basra conducts work site visits to monitor issues in the workplace and promote workshops on labour rights awareness. <sup>429</sup>	General Union of Oil and Gas Workers	Transport	Iraq
Education about labour rights	The Syndicate of Workers and Employees of Iraqi Ports ran an awareness campaign to help youth understand labour law and develop workers in the union. <sup>430</sup>	Syndicate of Workers and Employees of Iraqi Ports	Port/maritime	Iraq
Education about labour rights	The Palestinian General Union of Transport Workers recruits young people to participate in a national committee that works to amend and improve labour laws. They also hold workshops for young people on health and safety in the workplace. Their efforts were effective in providing 80% of the young people involved with knowledge of their labour rights and the importance of unions. <sup>431</sup>	Palestinian General Union of Transport Workers	Transport	Palestine
Union monitoring activities	The Moroccan Federation of Labour has a youth committee that monitors working conditions and health and safety compliance. <sup>432</sup>	Moroccan Federation of Labour	Transport	Morocco

## ANNEX VII: INITIATIVES TO SUPPORT A JUST TRANSITION

Name/subject of initiative	Details	Trade union or relevant organising body	Sector or sub-sector	Country
Trade union campaigns	The National Confederation of Transport Unions (NCTU) and the PISTON Land Transport Coalition are campaigning for a fair transition for Jeepney workers impacted by recent environmental policies that phase out this mode of transport. <sup>433</sup>	National Confederation of Transport Unions (NCTU) and the PISTON Land Transport Coalition	Informal public transport	Philippines
NGO project for young workers	The Labour Network for Sustainability has a survey project of young workers that wants to amplify voices, build leaders and develop a narrative strategy to transition to a more sustainable industry. <sup>434</sup>	Labour Network for Sustainability	Transport	USA
Trade union organisation	The Teamsters union is moving its membership more towards industry-wide supply chain based transport union rather than focusing more exclusively on its less environmentally sustainable trucking membership. <sup>435</sup>	Teamsters	Transport	USA
Trade union campaigns	Norwegian unions have put out statements and campaigns such as Klimavalg (climate election), Klimakameratene (Climate Comrades) network and the "Bridge to the Future" conference which is advocating for 100,000 climate-related jobs. <sup>436</sup>	Union of Municipal and General Employees, the Civil Service Union and Electrician and IT Workers Union	All sectors	Norway
Measures to alleviate heat exhaustion	The Asry Labour Union in Bahrain has a health and safety committee that visits facilities to alleviate heat exhaustion in the summer months. <sup>437</sup>	Asry Labour Union	Transport	Bahrain
Trade union campaign	SMATA (Mechanic and Automotive Transport Union) and Camioneros (Argentine truck drivers' union) have adopted a development plan for Argentina that is guided by a transition toward a green economy. <sup>438</sup>	SMATA (Mechanic and Automotive Transport Union) and Camioneros	Road transport	Argentina

Trade union commitments	Argentine trade unions Confederación General del Trabajo (CGT), Central de Trabajadores Argentinos-Autónoma (CTA-A) and Central de Trabajadores Argentinos-Trabajadores adopted fourteen commitments that included adoption of a just transition in the reforms of transport of passengers and freight. <sup>439</sup>	Confederación General del Trabajo (CGT), Central de Trabajadores Argentinos-Autónoma (CTA-A) and Central de Trabajadores Argentinos-Trabajadores	Passenger and freight transport	Argentina
Tripartite training initiative	South Africa's Green Economy Accord is a collaboration between government, trade unions and employer organisations that aims to improve local industry capacity in the green economy through training and create 300,000 green jobs by 2020 including electrified transportation. <sup>440</sup>	Government, employers and unions in South Africa	Transport	South Africa
Environmentally sustainable urban public transport	The United Nations Environment Program (UNEP) is running an initiative to transform Africa's urban public transport to more environmentally sustainable modes such as buses and trains and electrification of these modes. <sup>441</sup>	United Nations Environment Program (UNEP)	Urban public transport	Africa
Sustainability of transport	The World Bank has around 96 programmes in place to improve the sustainability of various transportation modes worldwide with a major focus in Asia and the Pacific. <sup>442</sup>	World Bank	Transport	Asia and the Pacific
Sustainability in road transport	The union Unifor (Canada) has a campaign to make the transition to more sustainable trucking in the port of Vancouver more supportive of truck drivers. <sup>443</sup>	Unifor	Road transport	Canada

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