



WOMEN TRANSPORT WORKERS:

Response to the challenges of the Future of Work

1. Women transport workers need **new technology to be applied to confront the impacts of sex discrimination** in the workplace and the economy. They need a **new economic model** that incentivises employers and government to create decent work, decent pay and lifelong educational opportunities free from sex discrimination and which distributes the wealth created more fairly.
2. Unions must campaign to **ensure that governments recognise** the demands of **unpaid work**, that paid work by women is **often undervalued**, and that they are **subject to sex discrimination and gender based occupational segregation in all transport modes**. Governments should ensure that workplace applications of technology take these issues into account.
3. ITF should continue to campaign for the fulfilment of the 12 recommendations contained in the ITF Women's Department Report on the Future of Work and its impact on women in public transport.
4. **Training is essential but without special attention to sex discrimination, gender-based violence and other barriers faced by women transport workers, it will not be equal, and it won't resolve their problems**. Women are over-represented in informal employment and are under-represented in decision-making bodies. Unions must negotiate with employers and campaign for governments to act to incentivise formal employment and **revitalise or create tripartite and collective bargaining mechanisms, including women's representation**, to guide economic development.
5. Tripartite and collective bargaining mechanisms should include measures to ensure women's representation, so they can have input into the development of policy and be part of decision-making around new technology.
6. Unions should campaign for **governments to ensure that regulations tackle the root causes of gender inequality** by considering women's needs in terms and conditions of employment. For example, by legislating to increase opportunities to access family-friendly working hours, shift patterns and flexible employment conditions while ensuring decent work and equal pay. And by ensuring trade unions reps and women's advocates are recognised and can get paid time off. Governments should work with trade unions to ensure that **unions are key stakeholders** in consultations on technological development, including platform work and automation.
7. Women have a right to **the education, training, and support** necessary to allow them to participate in the formal economy. National regulations should stipulate that existing workers must be given the option to retrain for remaining roles if new technologies lead to job losses.
8. Educational and training systems should recognise the specific needs of women, including timing, venue, safety, caring responsibilities and a dignified learning environment. **Relocation, promotion and training opportunities should support women of all ages into higher paid work**, and into roles created by new technology, while tackling gender-based occupational segregation.

9. Unions must campaign for governments to recognise that public transport is a service and that the public prefers human contact to interaction with machines. These facts should be recognised in bargaining over pay and conditions.
10. The gig economy must be **regulated and taxed effectively**. Unions should campaign for platforms to be regulated nationally and at international level. These regulations should **enshrine platforms as direct employers of workers**. They should also have their **algorithms tested for gender biases**.
11. Unions should campaign for governments to ensure that gig economy employers, such as Uber or Deliveroo, **use monitoring technology to improve safety for women** workers by connecting them to emergency response teams and in such a way that women have access to and can control their data. This should be done in consultation and negotiation with trade unions. This technology must not be used in disciplinary proceedings.
12. Companies that refuse to abide by these regulations should be fined and have their sites blocked within a national territory.
13. Unions must campaign for governments to include support for women's taxi platforms as a way of supporting decent employment by and for women, as well as making urban transport safer for women workers and passengers.
14. Unions should campaign to ensure that **international regulations** on gig economy employers **enshrine the agreed testing of algorithms on gender criteria**, sex and race discrimination as well as free worker and regulator access to data and the algorithms.
15. Unions should campaign for **national regulations that limit and control the use of monitoring, surveillance, rating and benchmarking systems** based on data. These should enshrine the right of trade union access to the data being used, and to the criteria used to measure and rate work.
16. **National regulations** need to be developed limiting and controlling the use of algorithmic management, these should enshrine the notion of **ultimate human responsibility** and require companies to provide a named official responsible for the impact algorithms have on people and the environment. They should also develop a **national certification for workplace algorithms** which must include health and safety and address sex and race discrimination.
17. Women's unequal position in the economy requires gendered public policies which target the root causes of sex (any form of) discrimination and ensure women's right to paid work, safety dignity, and respect. For example, laws and collective bargaining to ensure that women transport workers earn equal pay for equal work, are protected from pregnancy discrimination, have access to paid leave for childcare and caring, to appropriate uniforms and decent toilet and sanitary facilities.
18. Unions should also campaign for public policy to enable a more **equal distribution of caring responsibilities within families and working time**. Recognition and pay for the economic contribution caring makes to society, alongside shorter working time without pay cuts, agreed through negotiation and tri-partite working, are part of a constructive response to the changes we face in transport and the future of work

