

MOVING THE WORLD FORWARD

ITF CONGRESS 2024

CONGRESS VISION
AND RESOLUTIONS

2024 – 2029



INTERNATIONAL
TRANSPORT
WORKERS'
FEDERATION

ITF

THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF) IS A DEMOCRATIC, AFFILIATE-LED FEDERATION RECOGNISED AS THE WORLD'S LEADING TRANSPORT AUTHORITY. WE FIGHT PASSIONATELY TO IMPROVE WORKERS' LIVES, CONNECTING MORE THAN 700 AFFILIATED TRADE UNIONS FROM 150 COUNTRIES TO SECURE RIGHTS, EQUALITY AND JUSTICE FOR WORKERS' GLOBALLY. WE ARE THE VOICE FOR NEARLY 16.5 MILLION TRANSPORT WORKERS ACROSS THE WORLD.

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CONGRESS VISION

SECTION 1:

TRANSPORT WORKERS LEADING CHANGE

Transport workers move the world. We are the drivers, riders, seafarers, dockers, fishers, pilots, cabin crew, engineers, cleaners, caterers, ticket sellers, airport and warehouse workers. We are the women workers, the young workers, the formal and the informal workers that move people, goods and services to and from every place, and every community. Ninety percent of goods—[totalling USD14 trillion per year](#)—are moved by maritime workers. Billions of passengers are transported safely each day in cities, within countries and across borders by land, sea and air. [Nine in ten](#) people identify transport as an important public service.

When the world shut down during the Covid-19 pandemic, transport workers continued to keep the world moving through exceptionally difficult circumstances. As we have always done, we kept food, medicine, passengers, doctors, students, teachers, key workers, supply chains, trade, society, and the world moving.

Transport workers are the engine of the global economy, linking critical supply chains, markets and societies. This means we are in a unique position to demand and lead change. Transport is our life, our livelihood and our future.

For over 130 years, transport workers have been organising and demonstrating solidarity across borders to defend their economic and social interests and advance transport as a critical public service. The ITF and its affiliated trade unions are united in building an international working-class movement. Our power is in our labour and our diversity. Our constitution articulates our values of peace, justice, respect and equality, and our aim to build a better world.

Here, we set out our 2024-2029 vision for 'Transport Workers Moving the World Forward'. These are our demands and strategy to transform the transport industry, to create a safer, fairer and more sustainable economy and society for all. We believe in a world of social, economic and environmental justice; where all workers are treated equally – with dignity and respect; where everyone can work in a safe environment free from fear and discrimination; and where every worker is paid a wage that recognises their crucial role in society as the drivers of economic wealth and prosperity.

We have always united workers. We have fought authoritarianism, greed and suffering; survived war, nuclear tensions and a global pandemic; and furthered rights, equality and justice during industrial and social change.



For over 130 years, transport workers have been organising and demonstrating solidarity across borders to defend their economic and social interests and advance transport as a critical public service.

Now, in a world of growing inequality, increasing attacks on human rights, rising authoritarianism, corruption and corporate greed, and on the edge of a climate catastrophe, we are united as a single voice of solidarity.

We are united in response to the industrial, social and environmental challenges we face. We are organising and campaigning, fighting for our rights, and shifting power from capital back to workers.

The ITF is a unique, democratic, trade union federation of affiliated transport workers' unions. Our democratic structures empower our collective action. Our industrial strength gives us the power to fight for better rights

and conditions. We are deeply proud that our seafarers have the world's only global collective bargaining agreement. We must learn from our experiences and history and build new models of global industrial power for all transport workers.

We are only as powerful as the young transport workers, women transport workers, LGBT+ workers, migrant workers, indigenous workers, workers with disabilities, minoritised workers, informal workers, marginalised and working class communities we represent.

Together, through our collective power, we are moving the world forward to a better future.

SECTION 2:

CRISIS AND OPPORTUNITY

Today we face converging economic, political, social and climate crises that threaten working people around the world. These crises have the potential to further exacerbate existing inequalities. Trade unions respond to despair with hope, leading a global revival of solidarity, industrial action and workers' power. The ITF is the vehicle for transport workers to join this global movement and seize this once-in-a-generation opportunity to change the world for the better.

We have a health crisis. [Nearly three million workers'](#) lives and nearly 4 percent of GDP are lost every year due to poor occupational safety and health. Falling wages, informalisation of work, cost-cutting, declining social security, subcontracting and other negative economic pressures are directly impacting health and safety and making workers more vulnerable to injury, violence and harassment at work, home and during their commute to work.

We have an economic crisis. Free market economics have fuelled inflation, tax avoidance and tax evasion, privatisation, deregulation, debt, wage-cutting, attacks on labour standards, decent work shortages, exploitation of migrants, risks of forced labour and modern-day slavery, growing wealth inequality, insecure work and the supply chain crisis we face today. Systemic

exclusion and undervaluing of women transport workers is negatively impacting economic growth. Fragmentation of supply chains and inequality within and between countries continues to divide workers and empower monopolies at the top.

Transport workers cannot be left to pay the real cost of this unsustainable model. Trade unions are the only supply chain actors that have the workplace understanding and representation to replace greed with a new model of international trade based on transparency, accountability, rights, equality and sustainability.

We have a political crisis. The failure of the free market, the rise of inequality and the disenfranchisement of workers has given the far right, xenophobia and authoritarianism a political platform. This has led to an attack on rights in many democracies and growing political repression in [all regions](#). As we have seen throughout history, it is trade unionists, migrants, women, LGBT+ communities, indigenous peoples, people with disabilities and other minoritised communities that are the first victims of the resulting hatred, racism and violence. Once again, transport workers, trade unions and the ITF are on the frontline of the fight against these authoritarian movements.

Fragmentation of supply chains and inequality within and between countries continues to divide workers and empower monopolies at the top.



Photo: REUTERS

Since 2018, every region has seen [conflict](#). Millions of refugees have been forced to flee their countries and [tens of millions](#) more are displaced internally – the vast majority in the Global South. Climate change is increasingly driving conflict and migration in many parts of the world, with an estimated average of [21.5 million people](#) per year forcibly displaced by natural disasters each year since 2008. The threat of nuclear war remains real, with multilateral institutions weakened in their ability to respond to escalating tensions between nations. The ITF and its member organisations stand together for peace, equality and mutual understanding.

We are in a climate crisis. If we do not act now, average global temperatures could rise more than [1.5°C above pre-industrial levels](#), and the world will suffer devastating and irreversible change. Yet, climate change and biodiversity

loss continue unabated, threatening the natural foundations on which all human life depends. This will disproportionately impact countries of the Global South, where debt crises continue to severely [constrain the capacity for public spending](#) on social and environmental priorities. Countries in the Global North are not honouring their commitments.

Together, we must respond to these crises and challenge the politicians and bosses intent on putting profit before people. Trade unions are growing, leading and winning change around the world. We are witnessing the beginning of a new chapter in our proud history. We are working with responsible employers and politicians to build a better alternative. The ITF with the strength of transport workers and affiliated trade unions are the movement at the forefront of this change. We will confront the challenges, and we will win.

SECTION 3:

OUR DEMANDS FOR CHANGE

As the world's collective voice of transport workers, the ITF is focussed on the big issues that affect the lives and livelihoods of transport workers. We must take action to tackle the challenges we face, and proactively shape our future, from improving pay and conditions for transport workers to solving structural problems failing our industry and broader society.

Our six demands set a course for us to come together. Transport workers are everyday problem solvers, first responders and industry experts. These are our collective demands of governments, employers, investors and other institutions.



RIGHTS FOR TRANSPORT WORKERS

Workplaces are the front line in the fight for rights and democracy. Attacks on workers' fundamental labour rights, together with the growing threats of deregulation, casualisation and other non-standard forms of insecure employment, are putting workers' lives and livelihoods at risk. Collective bargaining and the right to join and form a union are being eroded in many countries.

The right to strike is enshrined in international law, but it is under attack. We are clear - workers have the right to withdraw their labour. The right to protest, strike and participate in industrial action is the foundation of international solidarity. We must stand alongside all workers and their trade unions and demand universal respect for ILO Convention 87 (Freedom of Association and Protection of the Right to Organise Convention) and 98 (Right to Organise and Collective Bargaining Convention). Pay and conditions must be set primarily through means of collective bargaining.

We are confronting attacks on transport workers' rights to ensure that corporate greed cannot turn back the clock on our hard-won protections. We will defend and promote the right to strike and campaign to secure Decent Work, including fair and decent living wages and social protections for transport workers globally. We demand adequate funding for, and the extension of, social protection to all transport workers.

All workers, including migrant workers, must have the same rights, regardless of their employment status, whether in the formal or informal economy. Recurring temporary contracts must be converted into standard, permanent employment relationships.

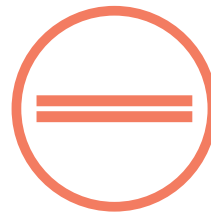
All workers, including migrant workers, must have the same rights, regardless of their employment status, whether in the formal or informal economy.

International labour standards must be respected, enhanced and expanded. We need co-ordinated action to transition transport workers from the informal economy to the formal, recognising the importance of ILO Recommendation 204.

In considering changes in ever-evolving transport operations (including those resulting from mergers, takeovers or transfers) which would have major employment effects, employers must provide reasonable notice of such changes to trade unions in order to maintain employment standards and to mitigate adverse effects.

A worker whose employment is to be terminated shall be entitled to a reasonable period of notice or compensation in lieu thereof.

We will campaign for transport workers' rights in all our activities. We will practice solidarity. We will support all our affiliates organising and campaigning to defend and promote our rights. We will fight to end forced and child labour wherever it exists in transport. Through our engagement with governments, companies, investors and other institutions, we will deliver the message that respect for our fundamental rights, including freedom of association, collective bargaining and the right to strike, are non-negotiable.



EQUALITY FOR TRANSPORT WORKERS

Globally, transport employers continue to preside over a highly gendered industry where women account for less than a fifth of the global workforce but are over-represented in the most precarious forms of employment in transport. In the male dominated transport industry, women face structural barriers to entry and progression, are more exposed to violence and harassment, and are frequently unrepresented in decision-making. Women's' reproductive rights are under threat in many countries, disproportionately impacting their role in the labour market.

Young people are entering a world of work characterised by increased precarity, reduced wages and employment conditions, and more insecurity. It is estimated that around 77% of young workers globally are engaged in informal employment without social protection and other safeguards, and that within the transport sector specifically, informal employment among young people is on the rise.

Migrant workers are more exposed to violence, exploitation, and have access to fewer social protections in an increasingly hostile world. Transport workers with disabilities face

discrimination. LGBT+ workers are still forced to hide their identity in many countries or face being subjected to discrimination, violence and even the death penalty. We must confront inequality, racism, discrimination and stigma on every level, expose injustices and hold those responsible to account. Cross-border transport workers are especially vulnerable to the effects of these behaviours, but addressing inequality advances the rights of all workers.

We are advocating for equal opportunities, gender equity, inclusive and democratic decision-making, and representative leadership. We are confronting racism, misogyny, patriarchy, stereotypes, discrimination and stigma in the workplace. We promote equality of opportunity and treatment for workers, whatever their age, and measures for the prevention of discrimination in employment and occupation with regard to older workers.

We need a gender-transformative transport industry. We will continue to challenge and take action on discrimination – including intersecting forms of discrimination – in our industry’s culture and practice, including within our own movement. Improving gender equality and equity is critical to the sustainability and resilience of transport sectors. Gender equality needs to be integrated throughout the transport agenda, and for this women’s leadership in the industry and our movement is vital. We are committed to improving the visibility, status and working conditions of women transport workers. Our ambition is to ensure equitable workplaces with equal and equitable opportunities for women. Strong unions need women. We will strengthen women’s activism, recognise and ensure women transport workers’ leadership, and undertake activities that deliver results for women transport workers and help build stronger and more equal unions to win wider industry and societal change.

In line with ILO Convention 156, workers with family responsibilities must be able to exercise their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities. Transport employers must put in place appropriate measures to benefit workers with family responsibilities, including reliable and flexible working hours, limits on working time, and protection against dismissal. The length of working hours must be regulated, if possible, on the basis of collective agreements.

Strong unions need young workers. For us to grow, we must mobilise the next generation. We must recruit more young workers, create dedicated structures and spaces for young people in unions, and support youth leadership including on issues such as climate justice, gender equality, migration and mental health. We will support young workers’ representation in decision-making; leadership of our campaigns, and support the fight against exploitation, casualisation and insecure work.

We are building power and shaping a future that stamps out inequality and discrimination of all forms, in both our workplaces and our communities.

Negligent employers must be held to account and governments must legislate, ratify the ILO Conventions, and enforce decent standards.



SAFETY AND HEALTH FOR TRANSPORT WORKERS

The ILO estimates that in 2019, 2.93 million workers died globally due to work-related factors, and a [further 395 million suffered from non-fatal occupational injury](#). In transport, millions more are forced to work in environments where negligence, harassment, coercion, violence and the lack of the most basic needs - like safe [access to decent sanitation](#) and safe working hours - result in preventable injuries and illnesses. Disregard and lack of priority for safety standards at work continue to put the lives, health and wellbeing of transport workers at risk.

Protecting workers' lives, preventing injuries and demanding safe workplaces has always been at the heart of the union movement, in our organising and our campaigning - and always will be. For the ITF, protecting the lives and livelihoods of workers and ensuring that transport workers are actively engaged in setting occupational standards for safety and health in the workplace, is key priority.

The universal [recognition of Occupational Safety and Health \(OSH\) as a fundamental right](#) was a huge win for the global union movement and presents a huge opportunity. Negligent employers must be held to account and governments must legislate, ratify the ILO Conventions, and enforce decent standards.

Employers are responsible for occupational health and safety at the workplace. Policies should be developed and implemented in

conjunction with workers through their unions. Worker participation is an essential element of an effective OSH management system. Workers and trade unions must be consulted, informed and trained on all aspects of OSH, including risk assessments, through joint workplace OSH committees.

Transport workers are some of the most at risk of disease, viruses, mental health problems, injury and fatality, carrying out difficult, dangerous work, around the clock. The [climate crisis is deepening these risks](#), including heat stress, mental health risks, and the effects of the increasing frequency of extreme weather events.

Passenger and freight transport is only safe if the staff are well-rested, trained and not under stress. This includes ensuring sufficient numbers of staff for safe operations and the prevention of adverse OSH effects.

OSH management systems should pay particular attention to working time and its impact on worker health & safety, including those who participate in shift and night work, and employers must ensure workers are adequately compensated.

Many young workers are entering the labour market [without proper safety training](#). They are more exposed to workplace hazards and are more likely to incur serious accidents at work. Women transport workers are often overlooked when it comes to health and safety protection at work, for example ill-fitting personal

protective equipment (PPE). Opportunities to prevent accidents and ill-health are likely to be missed by taking a so-called gender-neutral (in effect male-focused) approach to OSH. One size does not fit all, and it is essential to have a safe, healthy and dignified work environment supporting women's health without stigma.

Violence and harassment is a daily reality for transport workers, with women disproportionately impacted. To protect our families, friends and communities, we must protect all transport workers from threats to their health and safety. ILO Convention 190 on violence and harassment provides a foundation for trade unions and other stakeholders to address the issues and build a transport sector that works for everybody and which supports the recruitment and retention of more women transport workers. Governments must ratify the Convention, and employers must work with trade unions to make the provisions within the Convention a reality for transport workers.

Governments and employers need transport workers and their unions to be empowered and active in the workplace on OSH. We must be part of the process of identifying, checking and fixing OSH issues. We are holding governments and employers to account for their responsibilities and campaigning for safe and secure working environments for all workers.



SHAPING THE FUTURE OF WORK

Technology is transforming how we transport goods and move people around the globe. In the right conditions it can enhance workers' jobs, increase people's quality of life and enable better decision making. With worker involvement through trade unions, training, upskilling and reskilling, new technologies have the potential to help tackle critical societal issues like decarbonisation and improve workers' lives.

The introduction of new technology needs considered application, adequate regulation and oversight as well as implementation through social dialogue and with increased workers' participation and consultation. Without these safeguards, technology can create bottlenecks, become a tool of surveillance, violate fundamental rights and discriminate against workers, their unions and users of transport systems. Technology is increasingly used to deny workers permanent, formal employment, and the rights and conditions they are entitled to.

For most transport workers, Covid-19 increased the role of data and technology in our workplaces, homes and communities, further exacerbating existing inequalities. Jobs mainly done by women transport workers are more likely to be vulnerable to the impacts of automation and digitalisation. New technology, new forms of transport and new forms of insecure work are often introduced without women workers as stakeholders.

Unions are taking action to ensure that new technology does not intensify discrimination and exclusion, but benefits women transport workers. This must incorporate a 'just transition' to support women transport workers and potential women transport workers of all ages.

Young people entering the workplace will be more exposed to the impacts of automation and digitalisation. We will actively support young workers to understand digital trends and upskill them to work alongside new technologies. Other groups of workers can also be negatively affected, including older workers, and ethnic minorities. We shall provide dedicated funding to develop our own initiatives, led by our young workers, to provide training and access to digital tools for all workers impacted to strengthen unions' organising and mobilising strategies.

With immense tax advantages, big transnational digital platforms have increased their footprint, wealth and power in transport, the economy and society, often at the expense of workers, while promoting surveillance, automation, and what they call 'flexible work'. E-commerce has accelerated the blurring between sectors, countries and workplaces and increased productivity pressures. On-location transport platforms' exploitative practices are impacting transport workers all over the world. These challenges to fairness and safety at work require an international response. All platform companies should pay their taxes, not misuse monitoring and surveillance, and guarantee workers' data is protected.

Transport workers are being watched, monitored, controlled and pressured in ways we could not have imagined only a decade ago. Reports show over 35% of transport companies in the EU use employee monitoring, with almost half using it in some countries. Young workers will be heavily exposed to new monitoring, surveillance, rating and benchmarking systems that are based on data and algorithmic management. Algorithms are applied without accounting for human diversity. They have built in systemic bias with a lack of recognition of exclusion and unequal pay. They perpetuate and increase existing discrimination. For women transport workers, this bias resulting from a lack of recognition for how systemic exclusion and unequal pay function in the workplace means more discrimination, exclusion, fewer

Young workers will be heavily exposed to new monitoring, surveillance, rating and benchmarking systems that are based on data and algorithmic management.

opportunities and lower pay. For many workers surveillance and control will be their main experience of workplace technology. There must be clear limits: Notifiers and tracking systems must not be misused to monitor behaviour and performance; such evaluations must be prevented. Overall, employee data protection must be guaranteed.

We cannot let the new tech giants write their own rules for the digital economy and the data transport relies on, instigating a race to the bottom across the industry. They should be regulated and taxed in line with other companies. We demand regulation of the introduction and development of all artificial intelligence (AI) in transport, including women's involvement and leadership, and the elimination of discrimination.

Unions must be active participants in the decision-making process concerning technological change in the workplace. Recognition of workers' role in producing data, workers' participation and effective engagement are crucial to ensuring safety and tackling problems affecting employment and working conditions. Trade unions and social dialogue are the most effective means of identifying and responding to the benefits and dangers of the introduction of new technology into the workplace. Alongside governments and responsible employers, we must lead the reform of regulation governing transport, the future of work and supply chains.

The aim of transformation and digitalisation must be to create better jobs and not to cut jobs. Transformation and digitalisation collective agreements and statutory regulations must be in place to manage the transformation and include a workers' perspective. Trade union and workers-representative bodies must be involved at an early stage and included in decision-making processes. It is up to employers to find a customised solution for each employee. The fragmentation of activities must not lead to the devaluation of job profiles and thus to a loss of income.

In today's world, access to the internet is a fundamental right and must be made available to all transport workers, in particular to those who spend extended periods of time away from home and rely on it for social connectivity.



ACCOUNTABILITY IN GLOBAL SUPPLY CHAINS

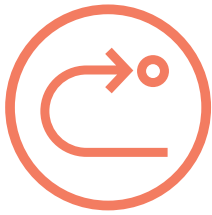
Decades of deregulation, outsourcing, subcontracting, underinvestment and exploitation of workers have led to a race to the bottom in transport supply chains. The pandemic exposed this model. Supply chain blockages emerged. Workers were deeply impacted: at the height of the pandemic, hundreds of thousands of seafarers were stuck working on vessels months after their contracts expired, causing stress and other health issues. Supply chain problems have since been exacerbated by expanded conflicts around the world. Without a different model, the drive for profit has created inflation, constrained energy and food supplies, and enabled opportunistic financial speculation.

In some sectors, profits and power are concentrated in a small number of big multinational companies at the top of supply chains. As they tender their transport contracts at lower prices, a huge number of transport companies and workers at the bottom are forced to compete on worker pay, safety and human rights. Outsourcing negatively impacts on collective bargaining structures, employer policies, equality measures and opportunities.

Investors, transport customers, governments and regulators hold power, in addition to transport companies themselves. We must hold those wielding power accountable for labour standards throughout their investments and supply chains. Whether workers are directly employed, subcontracted or informal – they must have decent work, fundamental human and labour rights, and genuine social protections. We must fight disguised employment that is often used to deny workers the rights and conditions they are entitled to.

Employment policies and decent work for young people must be at the centre of companies, governments and regulators' plans in order to reverse the current trend of job losses, precarious work, insecurity, discrimination, and poor working conditions. Terms must be negotiated in contracts between companies that address decent work and labour rights and include gender equality measures such as sexual harassment policies, and promotion and training opportunities.

With a footprint along global supply chains – from warehouses to our roads and railways, in ports and airports, and across the seas and in the air – our leverage is enormous. We have a once-in-a-generation opportunity to harness this power, lead the change we need in our supply chains, and return power and democratic control back to workers.



MAKING TRANSPORT SUSTAINABLE

There can be no economic, industrial or political justice without environmental justice; that means a worker-centred recovery towards a fairer, greener society. Transport accounts for [nearly a quarter](#) of global energy emissions. Our power must influence transport planning, climate finance and decision-making.

Governments and employers around the world have proven themselves incapable of building and maintaining transport systems that are compatible with society and the natural environment. A Just Transition to a sustainable, zero-carbon future is needed. We urgently need a modal shift to public transport and rapid expansion of renewable energy generation, alternative fuels and zero carbon energy sources, based on decent work, democracy and public investment.

Transport workers are increasingly exposed to escalating climate harms, from heat stress and storms to floods and turbulence. Investment and planning to ensure [transport systems are fit for new climate realities](#) is critical to protecting workers against these harms. The drive to cut emissions is giving rise to major changes, such as the introduction of new technologies, which can pose major risks to jobs and working conditions. Without due worker engagement, these changes can have [serious repercussions](#). A Just Transition must give transport workers an active voice to address all of these challenges and recognise transport workers as co-creators of climate solutions.

We need industrial, sectoral, national, regional and international plans supported by investment and Just Transition plans in every transport sector. We need equitable, publicly owned, and well-funded transport.

The Just Transition for workers to a sustainable future must be built on union rights, decent work, formalised work and an active say in all key decision-making processes concerning climate action. This includes the need to train and equip all workers to adapt their skills and acquire any new skills needed to operate and maintain new, greener technology. Informally employed young workers are more likely to lose their jobs during a shift to lower carbon transport systems. We must develop a new generation of young climate leaders that will lead a Just Transition for transport workers.

Gender equity in both jobs and services is needed for a sustainable future. This must include efforts to better engage and represent women in decision-making about transport – including labour impact assessments using gender-disaggregated data and gender-responsive planning.



SECTION 4:

OUR STRATEGY TO ACHIEVE CHANGE

Delivering the vision and strategy: ITF Secretariat

The operational running of the ITF must be fit for purpose to meet and sustain the needs of our affiliates and members. The operational functions of the ITF secretariat have been through a process of review and reform to ensure we are able to deliver for affiliates both now and in the future.

Following the review, we shall take all steps to ensure equitable distribution of resources, including increasing the proportion of total expenditure on activities. Operational expenditure, which includes secretariat costs, will prioritise ITF regions in order to better meet the needs of affiliates and help secure the long-term financial sustainability of the ITF.

Our industrial sections and departments guide and implement this vision and strategy for all modes of transport, for women transport workers and for young transport workers. ITF regions take the lead on regional issues and dimensions of global challenges, as well as coordinating regional activities, supporting affiliates day-to-day on national, regional and international priorities, and providing liaison to connect international and national actions.

ITF campaigns, communications, research, legal, human resources, finance, administrative, systems and languages services teams work together with sections, regions and departments to deliver our Congress vision and strategy. We shall continue to improve affiliate engagement with these services and collaborate closely with affiliates' own secretariats to deliver them.

The ITF's three strategic roles	How we measure impact
Growing and activating our membership – supporting affiliates to increase their membership and the membership of the ITF	<ul style="list-style-type: none"> • Percentage increase of affiliate & ITF declared membership • Percentage increase in women & young worker membership
Innovative campaigning – targeting multinational companies, governments, investors and other actors to increase collective bargaining and leverage for affiliates	<ul style="list-style-type: none"> • Number of ITF policies agreed with multinational companies • Number of affiliate collective bargaining opportunities
Influencing global and regional policy – setting international standards for all transport workers that empower affiliates to improve regional, national, and local standards.	<ul style="list-style-type: none"> • Number of international standards agreed • Number of government ratifications of international standards

GROWING AND ACTIVATING OUR MEMBERSHIP

Goal: increase ITF declared membership by over 1 million

Building transport workers' power is our shared mandate. We must first build that power by increasing our membership. We set a new membership growth target of increasing ITF declared membership—including both increased declared membership from existing affiliates and new affiliations—by over 1 million transport workers by our next Congress, which would represent a 14% increase on our 2024 membership. With global [passenger demand projected to increase 79% by 2050, and freight demand to double](#), this is essential to keep pace with the expected growth of the transport sector.

Affiliates organise workers and the ITF supports. The ITF must provide the necessary resources and tools, including analysis using big data and strategic research, for affiliates' organising, education, community engagement, provision of services, and the other activities that grow membership.

We will meet our goal by agreeing and reporting on a 14% membership growth target for each ITF section, region and department. Growth will be supported by targeted organising projects and trade union capacity building, with a particular focus on organising young workers and women workers, including by funding activities that result in measurable increases in women transport worker and young transport worker membership.

Union Building

The ITF's Union Building team will support this work and lead our collaboration with the Trade Union Solidarity Support Organisations (TUSSOs). The valued contribution and proactive support and involvement of the TUSSOs has strengthened trade union membership and structures. A strong ongoing relationship with the TUSSOs is a critical part of delivery of our membership strategy, as are those in bilateral project partnerships. We will strive to deepen the relationship with existing partners and broaden and explore new relationships, based on our shared values. ITF affiliates who are themselves often engaged with the TUSSOs in their home countries are a third active partner in this powerful triangular relationship, building transport workers power. We will continue to build and grow these relationships.

Fragmentation of supply chains and inequality within and between countries continues to divide workers and empower monopolies at the top.

Photo: REUTERS



Activating membership

An active and engaged membership is the foundation of a strong ITF. We will mobilise and increase the activism of all transport workers through education, training and participation in global actions and campaigns, with women and young workers at the heart of all activities. This includes industrial, ancillary and managerial workers, and those whose jobs are being changed by new technology and other structural changes in transport. We will work to ensure our activism supports the growth of affiliates, which in turn strengthens our campaigning and lobbying power. National Coordinating Committees (NCCs) are also an important tool for activating our membership.

Our Global Activist Community is a driving force behind our activism and our campaigns. The online activist community of people from unions and the public who support transport workers and transport related issues can be deployed to help win campaigns run by

affiliates. An international online community with mass participation can take on companies and hold governments to account in the fight for laws that workers demand. By next Congress, we are aiming to make this community 150,000 strong.

INNOVATIVE CAMPAIGNING

Goal: reach agreements with multinational companies throughout industrial sections and departments that result in increased organising opportunities, leverage and collective bargaining coverage for affiliates

Campaigning and activism are central to the work of transport unions. We live in an interconnected world – where decisions by a government can affect workers in another part of the world. From fighting for social justice, workers' rights and collective bargaining agreements to changes in national and international laws – campaigning for change is how we make progress.

We support the industrial and political power of transport unions by connecting workplace and industrial issues to demands for public policy solutions. Linking safety of transport workers with climate change policies builds the industrial and political power of transport workers both globally and nationally.

We will exert global campaigning influence by co-ordinating and connecting national and regional campaigns under of the umbrella of three global campaigns to influence international policies:

01. Climate Justice, Worker Justice – to stop dangerous climate change and climate and employment proof transport jobs with Just Transition plans.
02. End Corporate Greed – to clean up global supply chains and hold companies, including multinational customers at the top, accountable for all transport, logistics and warehousing workers in their supply chains.
03. Democracy and Rights – for union rights including the campaign to defend the right to strike.

Global Union Movement

Through the Council of Global Unions (CGU), and ongoing cooperation with other Global Union Federations (GUFs) and the International Trade Union Confederation (ITUC), the ITF will continue to support the global union movement's agenda cooperating on organising, campaigning against the unfair practices and greed of multinational companies, and influencing the global political and economic agenda. Uniting workers in different industries at the global level enhances our leverage in the supply chain and throughout our transport sectors.

Alliances

Many organisations, including NGOs, and social and progressive movements share our common values and objectives. Cooperation with these organisations has contributed to advancing the agenda of transport workers. This cooperation, including participation in multi-stakeholder initiatives (MSIs), will continue while recognising our own role as a membership based and affiliate driven organisation that represents the world's transport workers.

Campaigning with affiliates

In cases of industrial disputes, arrests of trade unionists or other serious violations of human and labour rights, the ITF has established the ITF Solidarity Action Response to coordinate and deliver solidarity support for affiliates. We coordinate solidarity support funds to support transport workers in conflict and natural disasters and online fundraising campaigns to raise money.

We are redistributing the power of multinational companies by finding ways for workers to have a voice globally. Through agreements, we will support our affiliates' organising, campaigns and industrial relations, working with responsible governments and companies provided it supports growth and power on the ground. Each industrial section and department committee of the ITF will be supported to develop formal relationships with responsible multinational companies to deliver organising opportunities, leverage and collective bargaining coverage for affiliates.

Where governments and companies refuse to engage and fail to put a stop to exploitation, we will campaign against them and win. We will demand a seat at the decision-making table with negotiating rights for transport workers in all multinational companies and enhance our leverage in global supply chains. This will include targeting the multinational customers at the top of supply chains to improve conditions for transport workers and work towards industry change.

We will exert global campaigning influence by building our campaigning capacity to deliver on global campaigns, support campaigns in sections, regions and departments and work towards lasting industry change, including by:

01. Mobilising our Global Activist Community;
02. Expanding and refining the use of workers' capital strategies and encouraging affiliates to support or join the Committee on Workers' Capital and promoting information and best practice on responsible investment;
03. Supporting the engagement of affiliates in national political processes, including elections;
04. Supporting networks and platforms of exchange of information and good practice for transport workers in multinational companies;
05. Ensuring the ITF is recognised as the world's leading advocate for transport workers, based on high quality financial analysis, strategic research, publications and reports;
06. Using the ITF Global Poll to monitor trends in global public opinion and general public support for transport worker demands;
07. Developing cutting edge use and analysis of big data sets to support campaigning; and,
08. Making the most effective use of communications strategies and tools in support of campaigning and influencing policies.

INFLUENCING GLOBAL AND REGIONAL POLICY

Goal: strengthen global regulation and industry standards across all transport sectors

Influencing policy is about raising industry standards by:

- developing issue-based policies in order to support our membership and campaigning strategies;
- securing workers' rights and conditions in industrial and sectoral legislation and regulation at the global, regional and national level; and,
- influencing employer groups, industry forums and international trade and investment institutions.

Developing issue-based policies that define solutions to the transport industry's problems is the basis of our organising and campaigning. Be it related to safety, sustainability, technology, supply chains, public ownership, investment, sanitation rights, the systemic exclusion of women from decent and secure work or youth employment, we will continue to develop policies that unite our membership and allow us to challenge industry actors and win change.

Debate and engagement with affiliates and members form the foundation for the development of all our policy positions, ensuring they are informed by workplace realities. By reaching common positions on specific issues, we aim to both unite transport workers and campaign with authority on their behalf.

Strong regulation is at the heart of each of our demands. This helps us hold employers to account. In a global economy dominated by a corporate desire to deregulate and undermine terms and conditions of transport workers working both within and across borders,

gaining leverage through the UN regulatory system, through regional inter-governmental organisations that have the power to regulate and through national level legislation, is a critical part of defending and promoting our members' interests.

After decades of neoliberal privatisation and deregulation, public investment and ownership has accelerated in recent years. Transport needs nearly [USD 50 trillion of investment by 2040](#) to meet growing demand. China's Belt and Road Initiative (BRI), the USA's 'Build Back Better' plan, and electrification of transport around the world represent trillions of dollars of public investment in domestic and overseas transport, creating millions of jobs. The ITF will work with affiliates to ensure this public investment respects human rights, including labour rights, and expands decent work.

We will campaign, lobby and organise to rewrite the rules of international investment, international financial institutions and government procurement. This includes working with governments that support our positions to demonstrate the benefits of respecting and expanding union rights. We will defend and expand decent work and fight for investment that is safe, democratic, fair, open and ensures local, skilled employment for transport workers.

Finally, by engaging with employer groups, industry forums and international trade and investment institutions, we will take our demands to every group impacting on transport and the terms and conditions of transport workers. We will make the case that sustainable business models must be underpinned by strong regulation and social dialogue. We will build consensus on the need for the development and effective enforcement of standards for transport workers and ensure the recognition of the role of freedom of association and collective bargaining in the process.

In maritime transport, the ITF has 140 inspectors and contacts in 120 ports in 57 countries worldwide, whose job it is to inspect ships calling in ports to ensure seafarers have decent pay, working and living conditions as part of the Flags of Convenience (FOC) campaign. Inspectors firstly ensure FOC vessels are covered by an ITF agreement and secondly ensure the agreements are implemented. We will learn from the growth and development of the FOC campaign, including the International Bargaining Forum (IBF) and the role of the inspectorate, to look at what models of development and effective enforcement of standards could look like in other transport sectors as part of the process of defending transport workers' rights, terms and conditions.

To achieve the calls to action agreed for our 6 demands, we will influence policy affecting transport workers by:

01. Developing and implementing international instruments through the UN system;
02. Identifying and sharing best practice in national legislation and government policy;
03. Providing legal advice and support to affiliates and deploying legal strategies in support of transport workers' rights;
04. Providing research and analysis of legislative and regulatory changes affecting transport workers;
05. Cooperating with employer groups where those relationships benefit transport workers;
06. Learning from the FOC campaign to develop models of effective enforcement in other transport sectors; and,
07. Developing best practice for industrial relations to support ITF affiliates' collective bargaining for improved working conditions.

CONCLUSION:

TRANSPORT WORKERS MOVING THE WORLD FORWARD

This Congress Vision is a blueprint for a better future for transport and the workers that keep the world moving. We are united in our six demands which we will achieve through our membership, campaigning and policy strategies. Together we will build our industrial power and shape the future of our transport sectors.

The vision, power and leadership of transport workers will make transport safer, fairer, and realise its potential as a driver of equality and economic and social justice for all. We move the world. We are the future. We are the ITF.

CONGRESS RESOLUTIONS



A01: RIGHTS FOR TRANSPORT WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes the commitments of the resolutions adopted by the 44th Congress of the ITF in 2018 to support peace on the Korean Peninsula and the role of trade unions (Resolution 6); to support transport trade unions in Palestine (Resolution 7); to oppose threats against Iranian truck drivers' strikes (Resolution 11); to support campaigns for union freedom in Argentina (Resolution 12); to oppose attacks on collective bargaining through competition legislation (Resolution 13); to facilitate global visa policies for seafarers (Resolution 16); to enhance seafarers rights and improve working standards (Resolution 17); to protect young seafarers' and dockers' rights (Resolution 20); to improve standards for inland navigation crews working in developing countries (Resolution 22); and, to support campaigns for freedom of association and collective bargaining within Delta Air Lines and its supply chain (Resolution 26).
02. Notes the commitments made by:
 - a. the Asia Pacific Regional Conference, Oct. 2022, to campaign against fraudulent charges made against trade union leaders in the Philippines (Emergency Motion 1);
 - b. the Fisheries Section Conference, Dec. 2022, to expand the Fishers' Rights Network (FRN) across Southeast Asia, and to organise workers in combatting Illegal, Unreported and Unregulated (IUU) fishing in Latin America;
 - c. the Inland Navigation Section Conference, Dec. 2022, to campaign for international minimum standards at the ILO sectoral meeting in 2023 (Resolution 22);
 - d. the Urban Transport Conference, Mar. 2023, to coordinate solidarity to defend democratic rights and demand public ownership and investment in urban transport (Resolution 2);
 - e. the Road Transport Section Conference, Mar. 2023, to protect rights, safety and sustainability in long-distance passenger transport (Resolution 2); and, to restore rights of transit to Palestinian road transport workers (Resolution 5);
 - f. the Rail Section Conference, Mar. 2023, to campaign for disability equality in railway workplaces globally (Resolution 2); to work with disability, pensioner and commuter groups to fight staff cuts and ticket office closures; and, to support the Pakistan railway workers' campaign for fundamental labour rights in the context of the climate crisis;
 - g. the Women Transport Workers' Conference, Sep. 2023, to fight the roll-back of gender equality and women's rights by far-right ideologies;
 - h. the Seafarers Section Conference, Dec. 2023, calling on affiliates to embrace the spirit of the review of the Mexico City Policy, and to work together to ensure that the policy is applied fairly and equally to all;
 - i. the Seafarers Section Conference, Dec. 2023, to support affiliates to enforce ITF Athens policy on ferry routes, and share information on Conventions and national legislation concerning short sea shipping routes (Resolution 9); and,

- j. the Fair Practices Committee (FPC), Dec. 2023, to take action against companies that cooperate or have agreements with the International Seafarers Union (ISU); and in support of the FOC Campaign, including the reinforcement of UNCLOS Article 91, the promotion of a common-sense definition of the genuine link in line with UNCLOS Article 94, and to instigate a review of ship registration practices and the UN Convention on the Conditions for Registration of Ships (1986) (FOC Campaign 75th Anniversary Resolution).
03. Recognises that labour rights and trade union rights are human rights. The international defence, promotion and expansion of these rights for transport workers—and by extension all workers—has been the heart of the ITF's role around the world for 128 years.
04. Notes that attacks on labour rights around the world, including fundamental principles and rights at work, are eroding democracy and accountability; fuels division, competition between workers and the rise of the far-right; and, that the collective power of trade unions is the most potent counterforce against these trends.
05. Notes the work of the [International Labor Organization \(ILO\)](#), the [International Trade Union Confederation \(ITUC\)](#), the [Council of Global Unions \(CGU\)](#), and the struggle and sacrifices of the whole global labour movement to defend and expand labour rights, from which all transport workers have benefited, and shall continue to benefit.
06. Notes the weakening of the right to strike in many countries, sectors and supply chains; employer attacks on the right to strike at the ILO; and, the need to work with the broader global labour movement to reverse this trend.
07. Notes the adoption of corporate accountability legislation in several countries, including mandatory supply chain human rights due diligence laws, in direct response to trade union and civil society demands.
08. Notes that in cases of industrial disputes, arrests of trade unionists or other serious violations of human and labour rights, the ITF has established the ITF Solidarity Action Response to coordinate and deliver solidarity support for affiliates. The ITF has provided solidarity support funds to support transport workers in conflict and natural disasters, and set up online fundraising campaigns to raise money.
09. Notes the role of fair taxation as a means to secure investment in public services, labour inspection systems and social protection for all.
10. Calls on governments to fulfil and, employers, investors, multinational customers and all actors to respect fundamental principles and rights at work including freedom of association, collective bargaining, the right to organise including the right to strike; and to ratify, effectively implement and respect [ILO Convention 87](#) and [ILO Convention 98](#) and other relevant ILO instruments covering trade union rights.
11. Calls on the ITF to:
- Develop a membership and organising strategy for migrant workers and non-standard forms of employment (NSFE) in supply chain transport;
 - Coordinate global solidarity actions taken by transport unions, transport workers, allies and our supporters;
 - Coordinate a global campaign on democracy and rights, an ITF global solidarity action campaign for union rights including the campaign to defend the right to strike;

- d. Support affiliates' strategic litigation and law reform efforts;
- e. Support greater cooperation between United Nations specialized agencies, in particular calling for the ILO to be more closely involved with its sister agencies.
- f. Develop, implement and seek the continuous improvement of international instruments through the UN system including:
 - i achieving International Labour Organization (ILO) instruments on global supply chains and platform work;
 - ii a UN Treaty on Business and Human Rights;
 - iii existing ILO standards including C190 and those relating to OSH;
 - iv the UN Framework Convention on Climate Change (UNFCCC);
 - v sectoral level, including the International Maritime Organization (IMO) and the International Civil Aviation Organization (ICAO); and
 - vi the UN 2030 Sustainable Development Goals; and,
- g. Support affiliates and to make full use of the ILO's supervisory system, UN Treaty Bodies, IFI safeguards, trade mechanisms, regional human rights mechanisms, and non-normative business and human rights tools.



A02: THE SITUATION IN PALESTINE AND ISRAEL

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024:

01. Considering the long history of violations of human rights and international humanitarian law in Palestine and Israel and the seriousness of the situation since 7 October 2023, as well as the importance of promoting peace and protecting workers' rights in the region,
02. Considering the call of the International Transport Workers' Federation (ITF) for an immediate and permanent ceasefire and at the same time the immediate return of all hostages and others held without due judicial process, guaranteed and monitored by the United Nations, and for genuine efforts towards a sustainable peace,
03. Calling for the establishment of new as well as the continuation of existing humanitarian corridors with increased delivery of vital humanitarian aid to prevent further humanitarian catastrophes and loss of civilian life,
04. Noting the indication of provisional measures by the International Court of Justice (ICJ) on 26 January 2024 in the case of South Africa v Israel,
05. Noting that the United Nations General Assembly adopted a Resolution on 18 September 2024 calling on the State of Israel to, among other things, fully comply with the ICJ Advisory Opinion of 19 July 2024 concerning the Legal Consequences arising from the Policies and Practices of Israel in the Occupied Palestinian Territory, including East Jerusalem,
06. Noting the ongoing investigation by the Prosecutor of the International Criminal Court (ICC) into the Situation in the State of Palestine,
07. Regretting the adverse impact of the conflict on transport workers, including cross-border transport workers, and reaffirming the need to protect all key workers from violence and to ensure their safety and welfare,
08. Recalling that as transport unions we have a proud history of standing by the oppressed, with principles of peace, justice, equal opportunity, anti-imperialism, democracy and sovereignty in our constitutions and policies,
09. Especially recalling the ITF constitution, which calls for promoting peace, the defence of democracy and freedom, and opposition to colonialism, imperialism, totalitarianism and aggression in all their forms, and to any discrimination based on gender, nationality, race or colour, age, sexual orientation, disability or beliefs,
10. Recognising the urgent need to support and act in solidarity with the workers, children, women and the elderly affected by the violence,
11. Calls on the ITF to support:
 - a. an immediate and permanent ceasefire in Palestine and Israel to prevent a humanitarian catastrophe and avoid further loss of civilian life.
 - b. the immediate and unconditional release of all hostages and others held without due judicial process, in accordance with international law, including seafarers kidnapped in the Red Sea whilst on duty.

- c. the establishment of new as well as the continuation of existing humanitarian corridors with increased delivery of vital humanitarian aid to meet the needs of millions of people to prevent a humanitarian catastrophe in Gaza.
 - d. work with the international community, industry, and unions to reduce the risks posed by the conflict to transport workers.
 - e. respect by all parties for international law, in particular human rights and humanitarian law, to protect civilian lives.
 - f. the activation of mechanisms by the International Criminal Court and the United Nations to prevent and end international crimes.
 - g. action by States to bolster trust in the international legal order and to support international legal institutions.
 - h. political commitment and support by all governments to achieve a negotiated peace through a two-state solution, ending the violence, illegal settlements and occupation based on UN Security Council resolutions 242 and 338.
 - i. increased efforts to organise workers to ensure that their rights are respected.
12. Congress also calls on the ITF to:
- j. urge governments to condemn attacks on and urgently renew and strengthen funding of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA).
 - k. encourage and put pressure on governments to cease the sale, transfer and diversion of arms, munitions and other military equipment whose use may lead to further violations of international humanitarian law and violations and abuses of human rights.
 - l. continue to encourage donations to the ITF's Palestine Union Solidarity Fund and consider redirecting a portion of the funds to help with the post-war reconstruction and recovery of Gaza.
 - m. campaign for the rapid and effective reconstruction and recovery of Gaza, including the reconstruction or rehabilitation of destroyed infrastructure, reassert the importance of ILO Recommendation 205 on Employment and Decent Work for Peace and Resilience adopted in 2017 for enabling recovery and building resilience, and activate decent employment in Gaza, including by redeveloping the local economy to pursue projects that promote democracy, human rights and peace.
 - n. campaign for the State of Palestine to be admitted as a full member of the International Labour Organization (ILO).
 - o. encourage affiliates to take action at the national level to help implement this Resolution.
13. Congress also reiterates the demands of the Global Unions' statement of 11 July 2023:
- Demand that the United Nations intervene to protect the lives of people in Palestine and Israel, including the use of peacekeepers.
 - Call on the global trade union movement, under the leadership of the Global Unions, to consider and pursue all possible options to put pressure on companies, employers and investors involved in the expansion and continuation of illegal Israeli settlements in the occupied territories.

We offer our solidarity and support to the children, women, the elderly, all civilians and workers affected by the violence in Palestine and Israel, as well as to all members of our affiliates affected by this conflict.



A03: CRISIS IN EASTERN DEMOCRATIC REPUBLIC OF CONGO (DRC)

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Strongly concerned by the continued offensives of armed groups including the M23 and the presence of foreign armed forces in Eastern DRC causing the continued worsening of the humanitarian crisis with 2.5 million displaced people, thousands of deaths, barbaric raping of girls and women, with potential to spread to all the countries of the "Great Lakes" region;
02. Deploing the large-scale plundering of the DRC's minerals and natural resources by armed groups serving neighbouring countries and multinational companies;
03. Noting with bitterness the serious violations of human rights and those of workers, particularly in transport, and the difficulty in moving people and goods in strategic parts of Central Africa; the sinking of a boat in Goma on October 03, with over 125 deaths, is a sad illustration of this;
04. Referring to the urgent alerts from ITF affiliates in the DRC, the Abidjan Declaration adopted by the last African Regional Conference and the referral to the crisis to the ITF Secretary General by the ITF-affiliated RMT of the United Kingdom;
05. Calls of the ITF to
 - a. Demand respect for the sovereignty and territorial integrity of DRC and the unconditional withdrawal of foreign armed forces;
 - b. Advocate for regional and sub-regional institutions to do everything possible for the immediate cessation of the activities of armed groups and the rapid return of peace and free movement of goods and people;
 - c. Advocate for the protection of civilian populations, particularly transport workers, their families and communities;
 - d. Urge the international community to provide massive humanitarian aid to displaced and vulnerable populations, including women and girls;
 - e. Commit the ITF General Secretary and affiliates to continue advocacy and lobbying efforts for transport workers' rights, peace and justice in Africa, particularly in Eastern DRC.



A04: YEMEN

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

- a. In June 2024, four Yemenia Airways aircraft were seized at Sana'a International Airport by the Government in Sana'a.
- b. In the last few weeks, Yemen has also been bombed as part of the escalating conflict in the region.
- c. This is in addition to years of conflict and war in the country, which has brought suffering to transport workers, their families and communities.

02. Calls on the ITF to:

- a. Continue to pressure the international community to pressure all parties to the conflict to reach a solution and stop the unjust war against the workers and people of Yemen.
- b. Continue the process of pressure through international organizations to neutralise the Yemeni transport sector from the scourge of war and conflict and open all land-sea-airports as humanitarian.
- c. Support calls on the Government of Sana'a to release Yemenia Airways planes from Sana'a International Airport, and to release the company's balances in Sana'a banks for the company to continue its tasks as it is the only national carrier that operates in all airports of the Republic of Yemen.



A05: CRISIS IN THE SAHEL COUNTRIES

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Expressing its deep resentment at the numerous massacres perpetrated by armed terrorist groups in the Sahel countries (Mali, Niger and Burkina Faso), the most recent of which ended on 24th August with the assassination of nearly 400 civilians in Barsalogo in North-Central Burkina Faso;
02. Strongly concerned by the massive and rampant insecurity that reigns in the Sahel, particularly in Burkina Faso, Mali and Niger, and the resultant serious humanitarian crisis;
03. Also concerned by the serious risks of this crisis spreading to all other West African countries due to the presence and multiplication of armed groups, separatist and criminal movements, smugglers and traffickers of all kinds;
04. Aware of the serious consequences of the activities of criminal groups operating in the Sahel countries such as trafficking of humans, drug and goods and the threats to peace, security and stability of all West Africa countries;
05. Seriously concerned by the decline in respect for human and workers' rights due to the prioritization of the fight against insecurity;
06. Heavily disheartened by the attacks suffered by transport workers who risk their lives in attempting to ensure provision of supplies to populations and movement of people;
07. Measuring the risk of disruption of sub-regional institutions (ECOWAS and WAEMU) and the annihilation of all the integration efforts initiated almost half a century ago;
08. Following the referral from ITF affiliates of Burkina Faso, Mali and Niger and the Abidjan declaration adopted by the last African regional conference;
09. Calls on the ITF to:
 - a. Express all its support and all its solidarity with the people and transport workers of the Sahel countries, particularly those of Burkina Faso, Mali and Niger;
 - b. Strongly condemn the barbaric and despicable acts perpetrated by criminal, separatist and terrorist groups;
 - c. Lobby the governments of Burkina Faso, Mali and Niger to strengthen the safety and protection of transport workers in the exercise of their daily work;
 - d. Lobby the international community, regional and sub-regional institutions to provide unwavering support for workers and the fight against criminal, separatist and terrorist groups.



A06: THE RIGHT TO PEACE AND SECURITY OF EVERY HUMAN BEING AND OF PEOPLES IS A FUNDAMENTAL OBLIGATION OF STATES AND INTERGOVERNMENTAL INSTITUTIONS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

Our observation:

01. Peace is not only the absence of war, but the principle of human relations based on the free cooperation of all for the common good. Lasting peace is a prerequisite for the exercise of all human rights and duties. It is always workers, whatever their origins, who are the first victims of wars and the situations of poverty they engender.
02. Poverty, despair, unemployment, and distress fuel conflicts. Eradicating them is one of the conditions for peace.

Our values:

03. The trade union movement therefore has a role to play, a specific contribution to make, in the search for peace. Social justice is a building block in the search for and maintenance of peace.
04. We are opposed to any kind of bellicose logic, and efforts must focus on the sustainable maintenance of peace. Sustainable conflict prevention requires engagement in cultures of peace and institutions and structures dedicated to non-violent conflict resolution.

05. We condemn the occupation of any territory in violation of international law. Military occupation of territories is the worst form of violence. Such injustices are a serious threat to world peace.
06. We reiterate our opposition to all forms of violence, whatever they may be, and to collective punishment against civilian populations. The ITF reaffirms its commitment to a world free of weapons of mass destruction and advocates disarmament, in particular the elimination of nuclear weapons.
07. Furthermore, while there is no substitute for the democratic legitimacy of citizens to guarantee peace and justice and the role of dialogue in conflict resolution, we must not forget the importance of international law and the essential role of the United Nations (UN) in conflict prevention.
08. Where there is a threat to the peace, a breach of the peace or an act of aggression, the collective action of the United Nations Security Council through Chapter VII of the Charter of the United Nations must take precedence over any unilateral interventions.

Our concerns:

09. As a trade union organization, we are concerned about the situation of workers and their families living in countries at war, just as we are very concerned that international law is being flouted and that conflicts continue to reduce populations to misery and fuel hatred between peoples and the rise of fanaticism.
10. Arms and ammunition should no longer be considered as commodities like any others by states. The lack of real democratic control over their transfer and commercialization is a major destabilizing factor that fosters the many conflicts that bloody the planet.
11. There are many texts, treaties and conventions. It is essential to demand that they are applied effectively and that international jurisdictions are respected.
12. We call on the ITF to:
 - campaign for a profound reform of the United Nations system, including a reform of the Security Council that would enforce the equitable geographical distribution of decision-making called for in the UN Charter, as well as the abolition of the permanent members' effective right of veto.
 - Mobilize public opinion and integrate campaigns and actions on the disarmament process, promotion of the culture of dialogue and peace.
13. The work on dialogue must be carried out in our organization because we believe that it is through dialogue and debate that the forces for peace can make progress. It is therefore a question of always striving to work to strengthen the peace camp and to promote rapprochement and relations with other workers' organizations but also with the wider civil society.
14. In this context, we call for the development of actions that are as unitary as possible at all levels, building on and contributing to the success of:
 - a. International Day of Peace on 21 September
 - b. UN International Day for the Total Elimination of Nuclear Weapons on 26 September
 - c. International Day of Non-Violence on 2 October
 - d. UN International Day for Science for Peace and Development on 10 November



A07: ZERO TOLERANCE FOR FAR RIGHT

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. The International Transport Workers' Federation lives solidarity.
02. We strongly oppose all forms of hatred and exclusion and are concerned about the strengthening of radical right-wing and right-wing populist parties and movements all over the world.
03. The values and objectives of the various right-wing populist and radical right-wing groups are not compatible with the values and objectives of our trade unions.
04. Fascism has never been very far away, but for a long time it has tended to be banished to the far fringes of democratic society. It has been – justifiably – marginalized. But today it is back in the foreground, and it is internationally oriented, exacerbated by extremist right-wing discourse on social media. Leaders from the extreme and radical right are being given an extensive forum in the mainstream media. Increasingly, the political world is implementing far-right ideas and policies. Governments – whether or not with the participation of far-right parties – are taking measures inspired by the extreme right (pushbacks, building walls or fences, ...). The extreme right is back in business and seems to have become "normalised".
05. Extreme right-wing and right-wing populist organisations are manifesting themselves even more openly in public debate today, via social media as well as in the traditional press. They are becoming more arrogant and aggressive, undermining democracy by organising a stream of inflammatory speech, inciting hate and violence. Our welfare state and its democratic functions are under attack.
06. At the same time unions are often targeted or literally even attacked by the extreme right, which is anti-union and represents the opposite of what we stand for as trade unions. The social model that they propagate is one of individualism, exclusion and "own people first".
07. The ITF trade unions are committed to the principles of the democratic and social constitutional state and oppose anti-democratic, fascist and extremist aspirations. They stand for cohesion, diversity, respect and appreciation.
08. The ITF stands in close solidarity with civil society, democratic initiatives and human rights groups who stand up against hate and exclusion and for democratic principles and the rule of law globally.
09. Unions must stand in the line of fire against the anti-democratic forces of the right-wing. Right-wing populism and the extreme right must be vigorously condemned and fought against. The ITF and all its members must take the lead in the fight against extreme right.

10. The Congress therefore calls on the ITF and its member organisations to develop a vigorous policy against the extreme right by:

- Speaking out publicly and clearly against any manifestation of right-wing populism, right-wing extremism or fascism.
- Setting up an action programme to conduct the fight against the extreme right as trade unions, to identify the various forms of right-wing extremism, and to coordinate it on an international level. Encouraging exchanges between affiliates on best practices in the fight against the extreme right-wing.
- Developing or commissioning the development of educational tools, including an online strategy, to make the trade union constituency aware of the dangers of fascism and to mobilize them in the fight against fascism. Strengthening the youth exchange of our affiliates to affirm international cohesion. Central to this is the unmasking and puncturing of “social” demagoguery that the extreme right uses to mislead people and rally the public behind them.
- Supporting and developing a hopeful, inclusive and social narrative that offers an alternative to the extreme-right discourse based on the image of being enemies, exclusion and fake news



A08: ESWATINI

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Whereas the ITF 46th Congress held at Marrakech, Morocco on 13 - 19 October 2024 composed of over 2000 delegates representing unions of 18.5 million membership worldwide reflected on eSwatini.
02. Whereas the Congress noted the worsening state of human and trade union rights in eSwatini marred with alarming cases of state violence and extra-judicial killings, these deeply concerned the ITF. In exactly 21 months from now, a celebrated trade union rights lawyer, Thulani Rudolf Maseko, was slain at his home allegedly by state forces. His heinous killing was met with heightened calls for an independent investigation and punishment of the instigators. A call that has not been heeded by the government authorities.
03. Whereas that the government of eSwatini's continued assault on human and trade union rights saw a continued stay of the country at the ITUC Global Rights Index as one of the ten worst countries when it comes to respect of workers' rights over a couple of years. Even worse, in the year 2021 at least 40 protesters were killed, several others survived gunshot wounds and hundreds were imprisoned in democracy protests. In the process the regime incarcerated and convicted two MPs and sentenced them to a combined 68-year jail term, one MP fled the country and remains in exile, for mere supporting calls for democracy.
04. Cognizant that a continued push with a progressive set of demands by transport workers for improved labour rights, social justice and democratization of the country. The government subsequently responded through a failed attempt on the life of the SWATCAWU General Secretary, Sticks Nkambule who remains in exile to-date. As result, a recent 112th ILO Conference asked the government to take drastic measures towards respect for human and trade union rights including dropping of trumped-up charges brought against Sticks Nkambule. However, the government's September 2024 report to the ILO summarily presents an outright refusal attitude to implement the said recommendations.
05. Cognizant that protests and political parties remain banned in Swaziland. The stifling of political activism dates back to April 12th 1973 king's proclamation which centralized all judicial, executive and legislative state power to the institution of the monarch.
06. And whereas the situation in eSwatini keeps worsening such that more recently the EU and the USA passed specific resolutions against the government, among its measures they seek to review and or to cut-support for eSwatini and effect targeted sanctions against some senior government officials.

07. Now, therefore the ITF 46th Congress unanimously resolved:
- a. That the ITF shall sustain unwavering solidarity to SWATCAWU, an affiliate operating from the oppressed working-class people of eSwatini who have been living under a dictatorship since 1973, marking 51 years of misrule to-date.
 - b. That the ITF shall provide all technical and resilience support to SWATCAWU to conduct programs that shall contribute to the full enjoyment of all rights protected under the ILO alongside the Universal Declaration of Human Rights of 1948 Convention of the United Nations.
 - c. That the Congress calls on ITF affiliates to lobby their governments and the international community to put pressure on the Government of eSwatini to fully comply with the conclusions and recommendations of the ILO's Committee on the Applications of 2024 concerning eSwatini's application of Convention 87 in law practice
 - d. That the ITF shall continue to provide all the necessary support required for effective operations of SWATCAWU, protection of its leaders, and sustain the fight for the safe return of its exiled General Secretary Sticks Nkambule.
 - e. That the ITF alongside Global Union Federations (GUFs) shall champion the case of the oppressed workers of eSwatini globally, aimed to isolate the repressive regime and enforce targeted sanctions against senior government officials directly or indirectly responsible for human and trade union rights violations.
 - f. That the ITF shall provide all necessary support and solidarity aimed at ensuring that the oppressed people of eSwatini live in and or achieve democracy for practical human and trade union rights enjoyment to be realized.



A09: 2026 AND 2030 FIFA WORLD CUP

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognises the importance of respect for human rights, including fundamental labour rights, in world sport and international sporting events, in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.
02. Recognises the critical role played by transport workers in the planning and delivery of international sporting events, including the logistics and operations, tourism, travel for fans to and from the event, and safety and health of participants and fans.
03. Notes the work of the International Trade Union Confederation (ITUC), the Council of Global Unions (CGU), and the Sport & Rights Alliance (SRA) to promote the rights of everyone affected by sport, including workers.
04. Notes the ITF demand 'Rights for transport workers' in the Congress vision 2024 – 2029.
05. Recognises the importance of the ILO Convention 190 on violence and harassment in the world of work, and the increased threat of violence and harassment faced by women transport workers, young transport workers, LGBT workers and all workers during international events and the increased use of public transport, air travel, tourism, freight movements and logistics involved.
06. Recognises the importance of sanitation rights for transport workers, particularly during international events that require workers to perform their roles in unfamiliar, remote and/or highly-mobile workplaces, and under higher pressure.
07. Recognises the growing problem of human trafficking of both workers and passengers in the transport sector, particularly before and during international events, which consists of a number of issues including:
 - a. Transport as a recruitment location – transport hubs are often targeted by traffickers to recruit vulnerable and young people into forced labour.
 - b. Transport as a means of trafficking – deregulated and poorly-policed transport networks are exploited by traffickers to move victims between locations.
 - c. Transport workers as victims – mobile and deregulated transport operations (e.g. shipping, trucking) increasingly use and exploit trafficked workers.
 - d. Labour rights violations as signifiers – labour rights violations addressed by labour unions often signal of potential trafficking and human rights violations.
 - e. Women and young workers and passengers in transport hubs, hubs and supply chains are disproportionately targeted
08. Notes the abuse of transport and other workers' human rights, including labour rights, during the 2022 FIFA World Cup in Qatar.

- 09. Notes that the 2026 FIFA World Cup that will be jointly hosted by sixteen cities in three North American countries: Canada, Mexico, and the United States. The joint bid by the three countries stated that the event could generate \$14 billion in revenue, and a \$11 billion profit for FIFA.
- 10. Notes the 2030 FIFA World Cup will be jointly hosted by Morocco, Portugal and Spain.
- 11. Notes that an estimated \$5 billion in short-term economic activity could be generated by the hosting of the 2026 FIFA World Cup, including supporting approximately 40,000 jobs and \$1 billion in incremental worker earnings across North America (Boston Consulting Group, 2018).
- 12. Notes that FIFA has committed to reducing its carbon footprint by 50% by 2030 and to reaching net zero by 2050, in accordance with the 2015 Paris Agreement.
- 13. Calls on FIFA, governments, employers, investors, multinational customers and other actors, during the planning, operations and delivery of the 2026 and 2030 FIFA World Cup, including in the supply chain, to:
 - a. Promote and respect human rights, including freedom of association and collective bargaining, and applicable industrial and labour agreements;
 - b. Prioritise and invest in affordable and safe public transport for the event that creates decent jobs and has positive impacts in the long-term for workers and residents of the host locations, to help ensure that FIFA achieves a 50% reduction in its emissions by 2030, in accordance with the Paris Agreement;
 - c. Respect the ITF Supply Chain Principles, and guarantee that all direct and indirectly employed transport workers, including subcontracted labour and non-standard forms of employment, have access to equivalent standards;
 - d. Cooperate with, and provide resources to labour unions to provide workplace health and safety training, including training concerning violence and harassment, safe commuting to and from work and respect for the ITF Sanitation Charter;
 - e. Cooperate with the ITF and its affiliates to conduct human rights due diligence (HRDD) to ensure respect for human rights throughout the supply chain; and,
 - f. Recognise and resource the role of well-trained transport workers and their labour unions as potential 'first responders' for human trafficking victims.
- 14. Calls on the ITF to:
 - a. Collaborate and coordinate with the ITUC, the CGU, and the Sport & Rights Alliance to campaign for respect of human rights, including labour rights, during the 2026 and 2030 FIFA World Cup;
 - b. Assist the development of a protocol to address and prevent human trafficking of transport workers and passengers;
 - c. Establish a regular communication and solidarity network through the ITF National Coordinating Committees in Canada, Mexico and the USA to support affiliate campaigns and bargaining in public transport, airports and other hub locations; and,
 - d. Establish a regular communication and solidarity network with affiliates in Morocco, Portugal and Spain to support affiliate campaigns and bargaining in public transport, airports and other hub locations.



A10: STRENGTHENING TRANSPORT WORKERS' UNIONS ACROSS CENTRAL AND EASTERN EUROPE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

- Upon the decision of the ITF Executive Board in November 2019, the ITF together with the ETF embarked on a joint organising project in Central and Eastern Europe (CEE), due to the declining membership figures that have affected trade unions in the region over since the early 2000's
 - This project brought concrete results in terms of strengthening of existing ITF/ETF affiliates, in their organising strategies and political strength at international level, which has contributed to significantly improve their active engagement within ETF and ITF
 - The joint action allowed as well building new trade unions in aviation, seafarers, dockers, inland waterways, railways and road transport
 - At the same time, the project identified some barriers for trade union organising including financing systems of trade unions, as well as for an even more active participation within ETF and ITF such as language barrier and the lack of awareness on the importance of European solidarity and action at the EU level
- There is a large number of multinational companies operating in the CEE region which are domiciled in countries with strong worker participation mechanisms and high union density
 - Following the EU elections in June 2024, the shift to right of the majority in the European Parliament will aggravate the situation of transport workers and their unions even more exacerbating problems related to labour mobility

02. Calls on the ITF to:

- Reaffirm the commitment to work jointly between the ITF and ETF on union building, organising and collective bargaining in the CEE region expressed by the ITF Executive Board in November 2019 and reconfirmed by the ETF Congress in Budapest in May 2022
- Mandate the ITF and ETF Secretariat to prepare a concrete proposal on the second stage of the joint organising project in the CEE region, including financing aspects
- Request all ITF and ETF Sections and Committees to give special attention to the issues specific to the CEE region
- Support trade union organising and capacity building of the unions of the CEE region, including affiliates' collective bargaining on new technologies, health and safety, and just transition issues.

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- Recall that this organising effort should be connected to other ITF/ETF activities, in particular the work on European Works Councils, company networks and human rights due diligence, and building the participation of women and young workers in trade unions
 - Mobilise the affiliates from the CEE region to take an active part in the work of the ITF and ETF, including the European Sectoral Social Dialogue



A11: SOCIAL SECURITY – A HUMAN RIGHT OF EVERY TRANSPORT WORKER

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognises that levels of Social Protection globally remain unacceptably low even 76 years after the 1948 Universal Declaration of Human Rights enshrined this as a right for all. According to the ILO World Social Protection Report 2020-2022, more than 4 billion people still lack any social protection.
02. Notes that while every country establishes its own Social Security System through diverse methods according to its national, economic and political conditions, the need for social security crosses borders and circumstances. It is the protection that a society provides to individuals and households to ensure access to health care and to guarantee income security, particularly in cases of old age, unemployment, sickness, disability, work injury, maternity or loss of a breadwinner. All workers are impacted by one or more of these situations, at various stages of the life course and often without warning.
03. Notes that, according to the ILO, HIV/AIDS and the COVID-19 pandemic have exacerbated the social protection gap between countries with high-and low-income levels and, with increasing vulnerabilities due to climate change or natural calamities such as earthquakes or tsunamis disproportionately impacting the most marginalised, social protection is an essential complement to green policies and other active labour market policies to achieve a just transition.
04. Recognises the particular social protection gap for transport workers in the informal economy and non-standard forms of employment, and the modernisation of social protection systems required to fill this gap and shift into a future of work based on social and economic justice.
05. Notes, nevertheless, the continuing relevance of a set of existing ILO Conventions on Social Protection and supports a rights-based approach to social protection reiterated in ILO Social Protection Floors Recommendation, 2012 (No. 202), which can cushion people from future crises and give workers and businesses the security to tackle the multiple transitions ahead with confidence and with hope.
06. Re-asserts that social protection is essential in the fight against poverty and inequality, guaranteeing social inclusion and the right to lead a dignified life.
07. Calls on the ITF to:
 - Support affiliates in every transport sector, and transport workers whether in formal, informal or non-standard forms of employment, including disguised employment and platform work, in the public or private sector, in demanding comprehensive non-discriminatory Social Security Systems that encompass, as a minimum, access to essential health care and basic income security for all, including for older persons, migrant workers and across genders, irrespective of the national, economic and political conditions;

- Participate in international trade union campaigns to implement social protection floors - nationally defined sets of basic social security guarantees which aim to prevent or alleviate poverty, vulnerability and social exclusion - as part of strategies for the progressive extension to higher levels of social security to as many transport workers as possible;
- Support affiliates to campaign for the ratification and effective implementation by their governments of existing, up to date ILO social protection conventions, including: the benchmark Social Security (Minimum Standards) Convention, 1952 (No. 102); as well as the Employment Injury Benefits Convention, 1964 (No. 121); Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128); Medical Care and Sickness Benefits Convention, 1969 (No. 130); Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168); Maternity Protection Convention, 2000, (No. 183), and their supporting Recommendations; and including the Maintenance of Social Security Rights Convention, 1982 (No. 157), Migration for Employment Convention (Revised), 1949 (No. 97) and Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) on social protection for migrant workers;
- Advocate for comprehensive Social Protection in the relevant international institutions in which the ITF represents transport Workers, including the ILO and other UN agencies, and in global relationships with employers;
- Strategically engage with and influence International Financial Institutions (IFIs) - whose stated aims are to promote sustainable economic development and reduce poverty in low- to middle-income countries - to incorporate requirements for comprehensive social protection systems into their 'standards' and loan agreements with government borrowers;
- Coordinate with other GUFs to strengthen organising and campaigning on access to comprehensive Social Security for all workers.
- Advocate and cooperate internationally for the establishment of a Universal Social Protection fund to provide partial support for low- to middle-income countries' social protection systems and ensure social protection floors for the poorest nations;
- Organise a Global Day of Action, demanding that, with the safety net of comprehensive Social Protection systems, including social protection floors, all transport workers globally are able to live with dignity.



A12: FOR OUR COLLECTIVE MEMORY

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes that the ITF was founded in 1896 and has 128 years of history. International trade unionism has experienced upheavals for more than a century, including two world wars. The history of our organization requires the collection and preservation of our common archives. Because if you don't know your history, you're doomed to relive it!
02. Notes that research was carried out for the ITF's 100th anniversary in 1996. Brief historical reminders are annotated in some documents, but without any real analysis by specialists. In an increasingly chaotic global context, understanding the history of transport workers and their divergences in historical periods particular to the global or national context is necessary. Analysing past decisions in the light of current events seems essential because learning from one's past means better understanding the future!
03. Recognises that we don't start from scratch, the ITF already has an archive at the University of Warwick and our affiliates have institutes of social history, archives and publications.
04. We call on the ITF to:
 - Consider additional financial resources to create a "social history" department that could carry out the work of collecting and preserving archives in order to analyse and promote our social history in the form of thematic files or documents that could be published periodically. This requires the hiring of archivists, working with the University of Warwick, and creating partnerships with associations and academics such as the International Institute of Social History in Amsterdam and its network IALHI: International Association of Labour History Institution (@IALHI).
 - Look into obtaining recognition of accreditation to validate our publications as part of the global history of transport workers.
05. This challenge will be a credit to our organization.



A13: SCALING-UP ORGANISING OF CROSS-BORDER AND INFORMAL ROAD TRANSPORT WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes that around the world, road transport workers face informal and precarious forms of employment and are denied access to health insurance, social security, workers compensation and other social insurances, while going unprotected by labour laws. Particularly in developing economic contexts, these problems are found not only in individual companies and supply chains, but across the entire sector. They are rooted in the structure of the road transport industry and its labour market, which are highly unorganised and informal.
02. Notes that conditions are especially dire for migrant and cross-border drivers who work for significant amounts of time in countries that are different from the ones in which they have citizenship and/or are employed. Drivers on cross-border corridors are exposed to violence and harassment, extortion, exploitation, discrimination, low and irregular pay and non-payment of wages, and unsustainable working and living conditions. Yet they often have no access to trade union representation or other forms of support.
03. Emphasises that the solution to these problems begins with workers coming together in trade unions to build and exercise collective power and strengthen cross-border solidarity.
04. Notes that ITF and its affiliates have made advancements in cross-border solidarity and in organising and protecting the rights of cross-border, migrant, and informal road transport drivers in some regions. For example:
 - a. In January 2023, the Nepal Petrol Tanker Driver's Union affiliated to NETWON of Nepal and the TEU Bihar Tanker Chalak Upchalak Union, India signed an MOU committing the two unions to supporting cross-border drivers from each other's country in the case of accident, hospitalization, police harassment, extortion and trouble in the use of parking and rest facilities and establishing a structure for cooperation and implementation.
 - b. Since the signing of the MOU in 2023 the unions in Nepal and Central India have engaged in cross-border solidarity and protecting the rights of cross-border drivers. As a result of this union work, 35 workers have been assisted and more than 136 new members have joined the ITF-affiliated unions in this region.
05. Recognises the need to further strengthen these efforts as well as apply lessons from these experiences to other regions.

06. Calls on the ITF to:

- a. Convene global and regional meetings of unions organising cross-border, migrant, and informal road transport workers to share experiences and best practices and advise the ITF on successful strategies for representing these workers.
- b. Provide training and capacity building for unions who are actively organising cross-border, migrant and informal road transport workers.
- c. Coordinate with these unions to win collective bargaining agreements, social security coverage and improve the overall legal and regulatory framework covering these workers, drawing from the ILO Guidelines on the promotion of decent work and road safety in the transport sector, Safe Rates and mandatory Human Rights Due Diligence regimes.
- d. Strengthen and elaborate on cross-border solidarity MOU clauses.
- e. Develop a temporary administrative card for cross-border drivers to reduce harassment by police.



A14: THE FUTURE OF AVIATION WORKERS IS AT RISK

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

Noting that:

01. The recent filing of criminal charges against Pablo Biro, General Secretary of APLA, the pilots' union in Argentina and an ITF affiliate are an attempt to intimidate aviation workers in our country and stop union activity in the sector.
02. The attempts to illegalise aviation workers' right to strike by Presidential decree, which will now go before the Argentinian parliament pose a significant weakening of aviation workers' rights.
03. The context in which this occurs, where aviation unions are confronting
 - a. Denial to increase pay to confront the high levels of inflation
 - b. The attempts to privatize the national flag carrier, Aerolíneas Argentina and Intercargo, the possible privatization of the Argentine Air Navigation Company and the merger projects of the Aeronautical Authority.
 - c. Concerted attempts to deregulate Argentinian skies through open skies agreements that will put at risk employment standards and workers' rights in the Argentinian aviation industry.
04. This is part of a broader attack on trade unions in the country. The Government is attempting to bring in essential services laws that will restrict transport workers right to take industrial action.

05. The ITF Global Congress is the largest event for transport unions worldwide, and therefore concentrates the attention of millions of workers around the world. Today, right-wing governments are on the rise in many countries and are faced with a clear anti-union and anti-rights agenda.

Recognising that:

06. The attacks that are being experienced in Argentina against the Aeronautical unions by the national government administration, which is called anarcho-libertarian, are taking Argentina to worrying levels in the social and economic situation. More than 54% of the population is poor and poverty increases every day.
07. The unions affiliated to the ITF have started a demand for wage adjustments, as there is gap of more than 80% between salaries and economic reality. The government is using this situation of protest to create a chaotic scenario that seeks to stigmatize the unions and their leaders with official propaganda. They are trying to generate rejection in public opinion and from that moment on, they can advance a total attack on the right to protest and union freedoms.
08. This is the strategy of privatization: cutting budgets to make sure that things don't work, people get upset, and this is used as an excuse to pass it into the hands of private capital.
09. The unions will not allow new privatizations that harm the workers and the country. Transport unions in Argentina have resolved to combat attacks on their members' rights by forming a coalition called 'Mesa del Transporte'.

10. National leaders such as Edgardo Llano of APA, Pablo Biro of APLA and Juan Pablo Brey of AAA are clear targets of persecution and harassment by the government. Under false arguments they seek to discipline and silence the voice of the workers' claim. The justice system has rejected all these accusations against the leaders, none of the multiple accusations have been successful.
11. But the lies and falsehoods against the leaders and their organizations do not cease. The clear objective is to discipline and silence the voices of protest. In the last month the situation has worsened due to the persistent propaganda against the workers and their organizations.
12. Based on the Open Skies Policy imposed by the government to justify the privatization of the two most important companies in the Argentine commercial aviation sector, Aerolíneas Argentinas, Intercargo are state-owned companies that are economically profitable for the State, but under the argument of the free market they intend to privatize to do private business. As is the possible privatization of Air Navigation Services throughout the Argentine sky (EANA), where operational safety is the responsibility of the Argentine State, as well as the sovereignty and defense of our airspace.
13. If this extreme right and liberal government manages to break with the struggle of the Argentine aeronautical unions, it will be the precedent to advance not only in Argentina and Latin America in the destruction of unions, but throughout the world.
14. Calls on the ITF to:
 - a. Coordinate global solidarity with the struggle of the Argentine aeronautical unions against the attack they are suffering.
 - b. Organize and support, with all means, from the ITF Aviation Section, strategies to confront this new scenario of liberal policies that persecute and stigmatize union struggles in the air sector around the world.
 - c. Coordinate among unions that are confronting or have confronted privatisation of their state owned aviation companies and/ or open skies policies, to strengthen national and global efforts against these trends.



A15: BETTER GLOBAL REGULATIONS FOR WORKERS IN CIVIL AVIATION

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Neo-liberal policies and deregulation have led to a downward spiral adversely affecting job quality and work-life balance for cabin staff. As a result, airlines have developed business models with new employment forms and new ways of organizing their operations where especially low-cost companies are setting some of the lower standards. When airlines before competed with ticket prices they now compete with working and salary conditions. The results are worsening quality of work and life for civil aviation employees.
02. As working and living conditions worsen safety is at risk. When precarious work is multiplying who dares to raise problems in safety and the working environment when you risk losing your job? In a survey by Kollega, Unionen's trade union newspaper, 40 percent of the cabin crew state that they do not dare to report safety deficiencies, for fear of being seen as troublesome by the employer and ultimately losing their job.
03. It is well established that a high workload, precarious work and employment insecurity as well as frequent organisational changes lead to a climate characterised by inadequate reporting and learning climate, poor communication and safety commitment, insufficient resources for good safety work, and faults in the systematic safety work.
04. These high-risk factors are more prevalent amongst low-cost carriers with cabin crews often being employed via some form of intermediary manning agency. The high degree of complexity in some of these arrangements, poses the challenge of determining the actual employer in some cases with aircrew employed by intermediary companies often having difficulties identifying who is the actual employer exacerbating risks. Carriers also use precarious employment to avoid tax and social security obligations that normally should apply to them and that other carriers are complying with.
05. It is high time to put an end to these practices that endanger not only the health and safety of cabin crew but also the safety of the passengers. Lack of global regulations, the exclusion of aviation workers from the scope of many international labour standards and insufficient control lead to a prevalence of safety and health risks and violence and harassment.
06. Unionen calls upon the ITF Civil Aviation Section and ITF Congress to work for a level playing field and decent working conditions in the civil aviation sector by
 - Strengthening and expanding the use of solidarity tactics as well as global, regional, multilateral and national mechanisms to compel companies and countries to fully respect the right to freedom of association and collective bargaining in the civil aviation sector.

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- Bringing forward concrete proposals to better regulate the civil aviation sector and to ensure decent working conditions during the next inter-Congress period.
 - Setting up a permanent tripartite collaboration machinery with international organisations such as the ILO, ICAO and ITF, to strengthen our influence with governments and to facilitate legislative changes that promote workers' rights. This cooperation will allow us to push forward our demands in a more effective way and to secure concrete commitments on decent work and regulation of the industry. Building on the conclusions of the ILO technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector, held in April 2023, to lay the foundations for this continued tripartite collaboration.



A16: AVIATION LABOUR AND SOCIAL ISSUES MUST BE CONSIDERED IN ICAO'S ECONOMIC DEVELOPMENT OF AIR TRANSPORT AGENDA

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognizing that:

- a. The New Deal for Aviation, approved at the ITF Aviation Section Conference in Montreal in 2023, maintains: "Covid exacerbated economic inequality, and aviation personnel were on the front lines..." and "the pressure to lower costs to keep airlines competitive also impacts airline workers...in an increasingly global environment." It is precisely on these issues where the ITF, together with the International Labor Organization (ILO), plays a fundamental role in protecting workers' conditions worldwide.
- b. The 2022 agreement between the International Civil Aviation Organization (ICAO) and ILO is hoped to address labor issues in aviation. ILO's 2023 Technical Meeting proposed actions to benefit the future of jobs in aviation.
- c. The ITF and the International Federation of Air Line Pilots Associations (IFALPA) have been participating in the ICAO Air Transport Regulation Panel (ATRP) for more than a decade with good results in advocating that worker protections must be part of any liberalizing regulatory proposals. As of April 2024, following a failed attempt by the ATRP to press on with a liberalizing multilateral

convention on airline ownership that would have omitted clauses on fair competition, labor, and social issues, the ATRP has ceased work on a multilateral agreement and instead will develop optional clauses which countries could adopt in their individual bilateral air service agreements. Whether labor, social, and fair competition clauses will be included is unclear, however.

- d. ITF's continued work on ATRP, in close coordination with IFALPA, is vital to an ultimate outcome that addresses labor concerns.
- e. ICAO is also debating another project with labour and social implications: the Cooperative Oversight of Cross-Border Operations (COCBO) which would enable very short-term aircraft leases by allowing safety regulators to delegate oversight very rapidly among each other as aircraft move on and off those leases. The proposal could also permit "crew interoperability," meaning pilots and flight attendants could change employers as the aircraft changes hands in very short-term leases. The proposal, however, currently lacks any meaningful consideration of economic, political, labour, and social concerns which can directly impact safety. IFALPA has called attention to these concerns in the COCBO project.

- f. Beyond ICAO's ATRP and COCBO, the ITF has developed its influence in the ICAO Air Traffic Management Operations Panel (ATMOPS). In support of these efforts, the ITF has opened an office in Montreal adjacent to ICAO's headquarters that has been key to ITF's influence at ICAO, facilitated by the participation of many of ITF's affiliated organizations that provide resources and send experts to support ITF's advocacy throughout ICAO's working groups, panels, and Assemblies.
02. Calls on the ITF to:
- a. Continue to advocate that ICAO Economic Development initiatives must thoughtfully consider the labour and social consequences and implications of ICAO's work and must include provisions to address labour and social issues where appropriate;
 - b. Continue to work to develop a strategy for all aviation workers to alert them to these ICAO Economic Development initiatives, and continue to coordinate advocacy efforts with the International Federation of Air Line Pilots Associations, with the support of common affiliates to both organizations;
 - c. Increase the resources necessary to make the voice of the ITF heard in ICAO as a space for collective development of a socially sustainable future for aviation and its workers;
 - d. Continue to coordinate with IFALPA and other international professional associations, in the ICAO ATMOPS panel, and in other areas of the ICAO structure;
 - e. Continue to maintain ITF's Montreal office near ICAO to ensure that the presence of its affiliates remains strong and that the voice of aviation workers is strengthened;
 - f. Further resolves that the ITF will use all appropriate resources to advocate to governments worldwide for recognition and inclusion of provisions to address labour and social issues where appropriate.



A17: SUPPORT FOR THE TRANSPORT WORKERS OF UKRAINE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Praises the significant support and timely humanitarian aid rendered by the ITF and its affiliates to Ukrainian transport workers and trade unions from the onset of the Russian incursion into Ukraine.
02. Denounces Russia's actions resulting in the destruction of civil and transport infrastructure, including sea and river ports, railway depots, stations and tracks, and passenger cars.
03. Acknowledges that the demolition of industrial sites and urban infrastructure has dispersed deadly pollutants, endangered public health, and caused environmental catastrophe and ecocide.
04. Realizes the difficult, often severely unpredictable and risky circumstances in which Ukrainian dockers, port employees, railway workers and other transport workers are fulfilling their duties and providing their services.
05. Admits Ukrainian seafarers' key role in the operation of global supply chains, Ukrainian dockers' in cargo handling, and railway workers and other Ukrainian transport workers overall in shipping of vital grain supplies to prevent famine, keep humanitarian operations run by the World Food Programme and support Ukraine's economy.
06. Grieves the loss of all transport workers claimed by this horrific Russian war against Ukraine, and honours their families, communities, and unions.
07. Endorses the efforts of Ukrainian transport workers to maintain the stable and seamless operation of Ukraine's transport infrastructure.
08. Expresses concern about the limited scope of reservation from mobilisation for critical infrastructure workers.
09. Calls on the ITF to:
 - Formulate a comprehensive strategy for supporting and safeguarding Ukrainian transport workers, encompassing:
 - facilitation a high-level ITF mission to Ukraine during the upcoming inter-Congress period and encouraging other ITF affiliates to conduct fact-finding missions to assess the situation in Ukraine;
 - Prioritising Ukraine as the pilot for the Maritime Just Transition skills councils programme to ensure opportunities are offered to promote training and access to the maritime industry;
 - generation of practical recommendations and exploring avenues with the support and engagement of the ILO for further bolstering support and protection of Ukrainian transport workers;

- Engagement with the Paris MOU and Black Sea MOU Secretariats to explore ways of co-operation to ensure that the contractual entitlements of seafarers are inspected, alongside the safety of the ship, to enable the building of data on the current situation for shipping and the seafarers in the region;
- maintaining the ITF-ETF Solidarity Fund financed by the ITF and its affiliates to fortify the Ukrainian transport trade union movement and assist its members with ongoing and post-war humanitarian efforts, educational initiatives, and projects.
- Address to the Ukrainian Government to recognize seafarers and railway workers as key workers at the national level and take measures to ensure additional protection:
 - of Ukrainian seafarers' rights to work, including the implementation of transparent border crossing procedures, facilitating remote acquisition of qualification documents, seafarer's identity documents, and foreign passports through electronic services to maintain the uninterrupted operation of global shipping supply chain.
 - of Ukrainian railway workers' rights to work, including the application of additional protection and motivation when performing work duties in conditions of increased risk to life and health.



A18: AUSTRALIAN STRATEGIC FLEET

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recalls the impact of the increasing use of flag of convenience (FOC) vessels on Australian shipping and its effects on the Australian economy, including the undermining the local labour market, skills and training opportunities for young seafarers.
02. Welcomes the Australian Government's commitment and funding to establish an Australian Strategic Fleet to promote the development of a national fleet of vessels that can support national supply chain needs with long-term stability. Alongside this, the Australian Strategic Fleet can be requisitioned in times of natural disasters, conflict or other crisis situations.
03. Notes that the Minister for Infrastructure and Transport has committed to have the first pilot strategic fleet ships in operation during the 2024 calendar year with a view to establishing 12 strategic fleet ships over coming years.
04. Recognises that the plan to deliver 12 strategic fleet ships will be the biggest boost to Australian cabotage over the last 40 years and double the size of the Australian registered coastal trading fleet.
05. Affirms that this program is an important first step to ensure the ongoing viability of Australian flagged and crewed ships for Australian coastal trading that will increase Australia's supply chain resilience and level the playing field with FOC ships and operators.
06. Therefore, calls on the ITF to provide support and advocacy to the Australian Institute of Marine and Power Engineers (AIMPE), the Australian Maritime Officers Union (AMOU) and the Maritime Union of Australia (MUA) to engage with the Australian Government to fully implement the Strategic Fleet Taskforce recommendations and commit to ensuring the success of the pilot program by amending and implementing the legislation necessary to support it. This includes:
 - Closing the loopholes in the Coastal Trading (Revitalising Australian Shipping) Act 2012 and Shipping Registration Act 1981, encouraging the use of temporary shipping licenses to undermine Australian-owned and crewed vessels.
 - Related legislation and regulation including the Navigation Act 2012, Customs Act 1901, Maritime Transport and Offshore Facilities Security Act 2003, Australian Border Force Act 2015, Maritime Crew Visa, Fair Work Regulations 2009
 - Enhancing shipping taxation incentives
 - Implementation of a Strategic Fleet levy and training levy
 - Skills and training support to develop career pathways for seafarers to strengthen workforce capacity as per the MLC 2006 Convention Regulation 2.8. These training programs should be developed with tripartite support and work together to develop labour recruitment and retention plans that promote a career at sea for underrepresented groups in the industry such as women and young workers.



A19: TRADE UNION RIGHTS IN PAKISTAN RAILWAYS

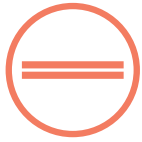
The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Rights for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Railway Workers' Union (Open Line), Pakistan being an affiliate of ITF is engaged in trade union activities for protection of workers' rights despite the illegal ban imposed by the Government of Pakistan since 1993 on trade union activities. It is not only the violation of Article 17 of the Constitution of the Islamic Republic of Pakistan which provides freedom of association and union but also sheer violation of ILO Core Conventions No. 87 and 98 (ratified by the Government of Pakistan) which also provides freedom of association, organizing and collective bargaining.
02. In the continuation of trade union activities, our union organized a peaceful demonstration in front of the Diesel Shed Shops Karachi on 30.09.2024. Demonstrating workers raised placards which contains slogan viz all the utility services, i.e. provision of water, electricity and gas be provided in the residential quarters allocated to them by the railway nearby the workplace. In addition, workers demanded their withheld salaries and post-retirement dues as well as to stop reducing the size of present workforce on the pretext of outsourcing, casualisation and contracting out.
03. The Divisional Superintendent, Karachi visited the demonstrating workers and directed to stop demonstration and leave the place. He threatened the leadership of the union of dire consequences if

demonstration is not called off. The Chairman, CEO and DS without listening to our grievances left the premises. Unfortunately, the next day a circular was issued by the DS Karachi imposing complete ban on main leadership of the union to visit / enter all the premises of Railways including railway hospital and three office bearers of union were transferred to create harassment among workers and to keep workers away from the trade union activities.

04. Resolution:
 - a. Notes with grave concerns the unconstitutional and unlawful act of Pakistan Railways authorities halting the trade union activities railway premises.
 - b. Also notes that railway authorities are violating National Constitution as well as ILO ratified Core Conventions No. 87 and 98.
 - c. Condemns railway authorities for the unlawful act against human / trade union rights in Pakistan Railways.
 - d. Also condemns the Pakistan Railways authorities for failing to provide basic human needs viz provision of water, electricity and gas.
 - e. Condemns railway authorities for withholding monthly wages of workers as well as post retirements dues.
 - f. Also condemns the victimization act of railway authorities towards the union leadership being transferred far-flung areas away from their family residence.

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- g. Condemn the railway authorities for reducing workers strength on the pretext of casualization, outsourcing, contracting out various service adversely affecting the present workforce and strength of the union.
 - h. Calls on to Government of Pakistan to intervene and direct railway authorities to withdraw unlawful office order banning the union leadership to enter in the railway premises.
 - i. Calls on the Government of Pakistan to lift ban imposed on trade union activities on open Line of Pakistan Railways.
 - j. Calls on ITF to initiate solidarity support actions, including writing to the President and Prime Minister of Pakistan to direct railway authorities to stop illegal and undemocratic acts against the member of ITF affiliated union in Pakistan.



B01: EQUALITY FOR TRANSPORT WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes the commitments of the resolutions adopted by the 44th Congress of the ITF in 2018 to organise informal transport workers (Resolution 1); promote LGBT+ trade union policies (Resolution 5); and, protect young seafarers' and dockers' rights (Resolution 20).
02. Notes the commitments made by:
 - a. the Asia Pacific Regional Conference, Oct. 2022, to promote safety and gender equality in the workplace (Emergency Resolution 2);
 - b. the Executive Board, Oct. 2022, to acknowledge and address the barriers to women's participation and leadership with the ITF and affiliates, in addition to those faced by women as transport workers on the job (Women Transport Workers' Committee statement to the Executive Board);
 - c. the Urban Transport Conference, Mar. 2023, to drive LGBT+ equality in the public transport sector worldwide (Resolution 5); and, to campaign for women's inclusion and rights in public transport workplaces through the implementation of agreed gender equality principles in all OPT projects and activities;
 - d. the Road Transport Section Conference, Mar. 2023, to use the economic employer strategy to increase women's inclusion in the road transport and warehousing sectors;
 - e. the Rail Section Conference, Mar. 2023, to campaign for disability equality in railway workplaces globally (Resolution 2); to promote decent work, training and representation of young workers; and, to implement an ITF action plan to promote gender equality in rail as part of the Safe and Sustainable Rail campaign;
 - f. the Road Transport Section Conference, Urban Transport Conference, Rail Section Conference, Mar. 2023, to promote the 'Get Me Home Safely' campaign globally for measures to increase the safety of transport workers to and from work (Resolution 4);
 - g. the Tourism Conference, Apr. 2023 to develop programmes and campaigns to improve the rights and equality of LGBT+ workers (Resolution 4);
 - h. the Rail Section Conference, Mar. 2023, to campaign for disability equality in railway workplaces globally (Resolution 2), to work with disability, pensioner and commuter groups to fight staff cuts and ticket office closures;
 - i. the Latin America and Caribbean Regional Conference, Aug. 2023, to develop programs and campaigns to improve the rights and equality of LGBT+ workers (Resolution 5); and, to prioritise the 'Be More than a Bystander' programme and develop gender leaders amongst affiliates and allies (Resolution 11); and,
 - j. the Seafarers Section Conference, Dec. 2023, to strengthen support for LGBT+ maritime professionals; collaborate with other GUFs on a joint response to LGBT+ issues for workers; work across the ITF to increase LGBT+ representation in governance structures (Resolution 5).

03. Notes the conclusions and recommendations from the Regional Women's Conferences and Regional Youth Conferences held in Asia Pacific, Oct. 2022; the Arab World, Feb. 2023; Latin America and Caribbean, Aug. 2023; and Africa, Mar. 2024.
04. Endorses the outcomes and recommendations from the Women Transport Workers' Conference, Sep. 2023 and the Young Transport Workers' Conference, Oct. 2023.
05. Recognises that trade unions are only as powerful as their ability to represent all workers. Division allows competition which, in turn breeds inequality and a race to the bottom in rights, pay and conditions. We must use our power as a united, working class movement to tackle all forms of racism, misogyny, bias and discrimination, including those based on gender, race or colour, age, sexual orientation or gender identity, disability, economic status, political opinion, religion or beliefs, migration status and national, ethnic or social origin, in our workplaces and society. Unity, diversity and solidarity are the foundation of our strength.
06. Recognises that women transport workers, young transport workers and other minoritised groups are disproportionately impacted by many workplace issues, including health and safety, the impacts of climate change, the introduction of new technology, and supply chain pressures.
07. Notes the commitment in the [ILO Centenary Declaration](#) to effective lifelong learning for all, and [ILO Recommendation 208 on Quality Apprenticeships, 2023](#), to support the upskilling of transport workers.
08. Commits to confront all forms of inequality, discrimination and stigma in the culture and practice of our industry and our movement; exposing injustice and holding those responsible to account, and seeking advancement in the rights of all transport workers.
09. Recognises the advocacy role of the ITF sharing universal values and best practices amongst its affiliates concerning the rights of workers and approaches to equality.
10. Calls on governments, employers and investors to:
 - a. Implement policies that target the root causes of discrimination and ensure workers' right to paid work, safety, dignity, equality, and respect.
 - b. Ratify and effectively implement [ILO Violence and Harassment Convention 190](#) and other occupational safety and health standards that offer specific protections for women transport workers and minoritised groups of workers.
 - c. Cooperate with the ITF and its affiliated trade unions to conduct labour and gender impact assessments in their transport operations and supply chains.
 - d. Meaningfully fulfil equality policies incorporated into social, environmental and governance (ESG) standards and corporate social responsibility (CSR) commitments.
11. Calls on the ITF to:
 - a. Support the realisation of equality at all levels, including women transport workers, young transport workers and transport workers from other underrepresented groups, through advocacy for progressive equality rights legislation, global standard-setting, organising, campaigning, collective bargaining, legal action, inclusive and democratic decision-making, representative leadership, and ensuring meaningful integration of equalities issues into priorities of the ITF and representation within ITF governance structures;

- b. Support affiliates to promote the activism of women and young workers in ITF activities;
- c. Support trade union organising and capacity building through the work of ITF's Union Building team, with a particular focus on organising young transport workers and women transport workers;
- d. Ensure women transport workers, young transport workers and informal transport workers are centrally, fully involved, and part of the leadership of ITF global campaigns to influence international policies – with mechanisms to measure implementation of these principles;
- e. Continue to advance major initiatives including the women's advocate programme, be more than a bystander programme, and ensuring mutual respect in all ITF activities;
- f. Support affiliates to utilise ILO Convention 111 on Discrimination (Employment and Occupation); and,
- g. Continue to prioritise the ratification and implementation of [ILO Violence and Harassment Convention 190](#) by supporting affiliate campaigns for the ratification of the Convention into national laws and regional standards and negotiating C190 language into policies and collective agreements at global, sectoral and workplace levels.



B02: COMBATTING DISCRIMINATION AGAINST LGBT+ TRANSPORT WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

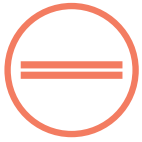
01. Considering that:

- LGBT+ persons face exclusion, stigma, discrimination, violence and harassment, killings, sexual violence, threats and hate speech. They face discrimination in their workplaces and in public spaces and experience economic and social inequalities and marginalisation in many ways. This is due to discriminatory legislation, discriminatory practices in workplaces and discriminatory attitudes. Discrimination in the workplace runs counter to decent work and can lead to poverty, threatening sustainable development, undermining productivity and competitiveness and promoting political instability.
 - The Universal Declaration of Human Rights 1948 recognises discrimination as a violation of human rights; ILO Convention 111 concerning Discrimination (Employment and Occupation) 1958 (one of the fundamental ILO conventions) provides for explicit protection against discrimination on the basis of sex under Article 1.1.a; and Convention 190 and Recommendation 206 concerning Violence and Harassment 2019 recognise the multiple and intersecting forms of discrimination affecting workers.
 - The human, social and economic costs of discrimination are huge, and by improving the situation for LGBT+ persons the whole of society will benefit.
- International studies have confirmed the benefits of LGBT+ inclusion at work, which helps ensure that all people feel valued, are treated fairly and are empowered to contribute to and influence outcomes in the workplace.
 - The ITF has a key role to play in combatting discrimination against LGBT+ persons, in trade unions, at workplaces and in society. We move the world and therefore we are best placed to move attitudes, practices and legislation that can support a world without discrimination.

02. Calls on the ITF to:

- Establish an advisory group on LGBT+ issues to support the ITF Executive Board and secretariat in building equality in our unions and workplaces.
- Continue conducting studies on the extent of discrimination against LGBT+ persons in the transport sectors, with recommendations on ITF policies and actions.
- Develop programmes to win protection against discrimination in employment on the basis of sexual orientation and gender identity.
- Encourage trade unions to ensure that LGBT+ workers can organise and exercise their right to freedom of association, and that LGBT+ issues are reflected in collective bargaining agreements with employers, workplace policies and other tools.

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- Promote LGBT+ inclusion in the world of transport, as well as in union decision-making structures, including by negotiating and working together with employers.
 - Work together with the ILO, global union federations and NGOs on the development and implementation of programmes, courses and training to raise awareness about the status of LGBT+ transport workers.



B03: DISABILITY EQUALITY IN THE TRANSPORT SECTOR WORLDWIDE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

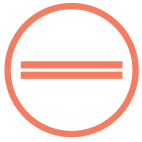
- Throughout the world, people with disabilities are participating in and contributing to the world of work at all levels.
 - The majority of physical and mental health conditions – as well as many learning, behavioural and developmental disabilities – are not visible or immediately obvious to others. Speech and language difficulties, reduced sight, autism, depression and long Covid-19 are just a few examples of hidden disabilities.
 - Every worker has the fundamental right to equal treatment regardless of their (dis)ability, yet workers with disabilities (whether visible or hidden), in all sectors around the world, regularly encounter barriers at work. Barriers can be physical, attitudinal, communicational and social.
 - Unions are in a unique position to negotiate improvements and overcome barriers for disabled workers, including: physical barriers, such as buildings not having access ramps or accessible toilets; overcoming assumptions that workers with disabilities cannot do certain jobs or perform certain roles; improving communication methods, such as making sure that documents are available in large print or in braille; and advocating for a social rather than a medical model of disability to be adopted.
- The medical model in most countries sees disability as something that needs to be cured or prevented. It puts the 'problem' with the individual, leading to stigma, prejudice, and discrimination. By contrast, the social model maintains that people are disabled by barriers in society, not by their impairment or difference. The social model of disability is the human rights model of disability and is now gaining international acceptance and recognition.

02. Further acknowledges that:

- The Railway Section of the ITF already passed a Resolution at its Conference in 2023, calling for equality for disabled railway workers worldwide as part of the campaign for Safe and Sustainable Railways that leave no one behind.
- The work which has started in the rail sector must be expanded to include all sectors of the ITF, as workers with disabilities are also active in civil aviation, tourism, road transport, urban transport and maritime.
- While specific roles within the sectors vary and challenges will be unique, the overall goals remain the same. The ITF, as part of its commitment to equality across all transport sectors, must ensure a thorough mapping and understanding of the challenges faced by disabled transport workers and the improvements needed to ensure transport is an inclusive and welcoming sector for all to work and thrive in.

03. Calls on the ITF to:

- Expand the work already being carried out in the railway sector to all ITF transport sections to improve disability equality in transport globally, including removing barriers to the recruitment, retention and promotion of disabled workers.
- Support the self-determination and leadership of disabled workers in decisions that affect them, both through the democratic structures of the ITF and its affiliated unions and in transport workplaces worldwide.
- Conduct research into the conditions and experience of disabled workers in the transport sectors (including those with non-visible or 'hidden' impairments) with the aim of achieving a comprehensive understanding of their workplace issues and the forms of inequality to which they are subject.
- Promote the social model of disability and embed it into ITF's work on equality more broadly.
- Support affiliates in advocating for transport employers and governments to adopt a social model by collecting and sharing best practice.
- Call on multinational companies, in which ITF affiliates are organising, to conduct robust equality and diversity assessments, which include disability. These assessments should be undertaken in partnership with trade unions in all countries of operation and throughout transport systems and supply chains.

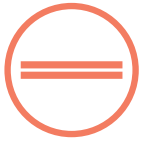


B04: EMPOWERING YOUNG TRANSPORT WORKERS IN THE ITF

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Whereas the ITF Congress recognizes the importance of increasing youth affiliation and engagement within the transport sector,
02. Whereas Resolution 20: Protecting Young Seafarers' and Dockers' Rights, passed by the 44th ITF Congress in 2018, outlines crucial measures to safeguard the rights and interests of young transport workers that apply to all transport sectors and has resulted in significant increase of youth membership, and
03. Whereas the ITF Executive Board acknowledges young transport workers as integral present and future leaders within the ITF,
04. We call on the ITF to:
 - a. Reaffirm its commitment to advancing the participation and representation of young transport workers within ITF's projects and activities and within ITF National Coordinating Committees and to providing opportunities in the decision-making positions beyond those specifically allocated to their age group only.
 - b. Emphasize the necessity for unions to actively support young workers in their pursuit of secure and decent employment.
 - c. Underscore the importance of establishing and maintaining robust young transport worker structures within regional frameworks and structures to effectively advocate for, and protect, the rights of young transport workers.
 - d. Urge all ITF affiliates to establish youth structures to amplify youth engagement and activities within the transport sector. Supporting activities aimed at enhancing the structured participation of young transport workers across affiliated unions.
 - e. Commit to protecting all young transport workers from exploitation or discrimination based on gender, nationality, race, age, sexual orientation, disability, or beliefs.
 - f. Promote the employment and raise the visibility of young women transport workers as young women, because of inequality, suffer more precariousness, unemployment and poverty.
 - g. Coordinate global action to advocate for the abolition of unpaid and unfair internships in the transport sector and the establishment of stricter regulations to ensure all internships provide fair compensation, meaningful educational experiences and adequate legal protections.
 - h. Continue gathering of membership data concerning young transport workers to facilitate the growth and connection of a global young transport workers network.

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- i. Underscore the critical importance of aligning ITF headquarters' priorities with regional work plans to effectively engage and support young transport workers at the regional level.
 - j. Support initiatives and opportunities to enhance training and education opportunities for young transport workers in coordination with other global unions and the International Labour Organization (ILO), to ensure effective implementation of ILO standards and training materials. Create conditions for the exchange of experience and knowledge in the field of human rights protection and specifics of legislation in different countries relating to transport and trade union issues
 - k. Recognize the importance of supporting young workers once they transition from youth committees to ensure that their experience, skills and investment in training are not lost. This includes providing ongoing mentorship, opportunities for leadership roles, and pathways for continued involvement in union activities and the ITF.

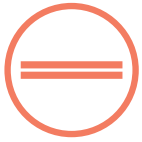


B05: MOVING FORWARD: ITF WOMEN 25 YEARS ON

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Pays tribute to the achievements of more than 25 years since the ITF Women Transport Workers Committee was established at the ITF Congress 1998 in New Delhi, India - 102 years after the formation of the ITF.
02. Notes the action to improve working lives for women transport workers and build women's activism and leadership, leading to an increased visibility and positive outcomes for women transport workers, including:
 - the major ITF campaigns which have mobilised millions of women transport workers, strengthened global rights, and transformed working lives.
 - the action on violence and harassment – including adoption of ILO Convention 190 in 2019, establishment of the global ITF Women's Advocate Programme and exposing the impact of domestic violence on workplaces; maternity and pregnancy; safe access to decent sanitation for all transport workers including the ITF Sanitation Charter; and respect for basic human dignity, which has been at the core of campaigning to end the systemic exclusion of women from decent and secure work in transport.
 - women transport workers' activism and leadership at all levels, including in ITF National Coordinating Committees, regional and national women transport workers' committees. The voices of women transport workers have been a powerful force for progressive change, with women transport workers claiming spaces despite barriers and disrupting existing privilege, thereby driving meaningful progress and inclusivity.
03. Recognises however, that we need to protect these advances, and that there is still much to be done. None of the achievements can be taken for granted. Transport continues to be unequal, and women's activism and leadership still face barriers. As the ITF Women Transport Workers' Conference in 2023 strongly affirmed: "women transport workers must have a voice, must be 'at the decision-making table' in the workplace, in collective bargaining with employers, with governments, and in the union. Women belong in transport, belong in unions, belong in decision-making, belong in leadership #ThisIsOurWorldToo."
04. Calls on the ITF, therefore, to:
 - the support from the ITF Executive Board and ITF leadership overall
 - the role played by male allies in the transport sector towards gender equality - including through the White Ribbon campaign and pledge, and the Be More Than a Bystander programme
 - Continue to support and advance the achievements led by the ITF Women Transport Workers Committee and Conference and ITF Women's Department as we move forward to the next 25 years and beyond - facing new challenges, building on strong foundations.

- Address the systemic exclusion of women transport workers in the workplace, wider community, in transport globally and regionally, in the ITF at all levels, and fundamentally in our unions too – challenging the status quo through campaigns and around the bargaining table, backed up with research and policy and with clear indicators of change and a gender-transformative approach that will deliver equitable standards for women.
- Continue to break the silence and report all forms of sexism, and support affiliates to:
 - make training on gender equality at work compulsory for all companies and in our unions and
 - campaign for companies to appoint a specialist officer with expertise and appropriate understanding of sexual harassment and sexist behaviour, and respect paid time off for union representatives to prevent and deal with sexual harassment and sexist behaviour, including women's advocates.
- Develop strategies to counter the widespread escalation of misogyny on social media platforms
- Assisting with sharing best practice on the production of guidelines and talking points that reps can use to counter misogyny in the workplace.
- Prioritise organising and mobilising women transport workers; building meaningful women transport workers' participation and leadership in transport decision-making in the industry and our movement at local, regional, global and sectoral levels.
- Ensure we all learn and gain from the experience of these 25 years. The achievements and advances, as well as the barriers and setbacks faced by ITF Women, need to inform and support our actions to tackle all discrimination: including all those who face race discrimination, and discrimination against LGBT+, disabled, young, migrant and informal transport workers.



B06: PROMOTING THE FUTURE OF WORK FOR YOUNG MARITIME WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Admitting that future outlooks indicate that the industry and the relevant stakeholders should not expect an abundant supply of skilled and competent workers without concerted efforts and measures to address key workforce issues, advancing careers, improving maritime education, and training worldwide, and addressing workers' retention.
 02. Realizing the current need for making the industry more attractive for new generations with an emphasis on wellbeing, ethical treatment, inclusivity, social justice, and fair career opportunities.
 03. Recognizing the changes that need to be implemented in order to secure a just transition to a green economy, which include but are not limited to upskilling and strengthening of global training standards for millions of workers, including 800,000 seafarers.
 04. Recognizing further that cadets and trainees on board international ships require their labour rights to be safeguarded.
 05. Acknowledging that automation and employment are not mutually exclusive, with partial automation changing the requirements for workers and respective workloads that should not be used to facilitate the reduction in employment numbers.
06. We call upon the ITF to:
 - a. Continue the work, through the amendment of the Maritime Labour Convention 2006, to ensure the implementation of provisions that give young workers and women workers access to the industry, including professional development and training, and any other provision that will improve the working and living conditions of seafarers.
 - b. Lead on the Maritime Just Transition Task Force principles, including recruitment, retention, the promotion of careers at sea and appropriate training, cadetships and apprenticeships to be offered to young seafarers.
 - c. Advocate for the review of manning levels on board the vessels to facilitate compliance with rest hours' requirements and the review of associated practices to balance workload with manning, safe operations and safety culture on board, including accurate record-keeping.
 - d. Campaign to lower the legally permissible number of hours seafarers are allowed and often obliged to work and build strategic alliances to highlight the need for changes in the international instruments to harmonise working patterns and to prevent fatigue and safety hazards.

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- e. Endeavour to secure labour rights of young workers, namely apprentices, trainees, and cadets, through promoting collective bargaining, which is of paramount importance in order to achieve a level playing field for global young workers.
 - f. Ensure the labour rights of apprentices, trainees, and cadets working on board vessels by seeking to include them in ITF collective bargaining agreements, thus securing specific and fair terms and conditions of engagement on board for educational and training purposes.
 - g. Calling for adequate staff qualifications and sustainable skills development to fully accompany digitalization and automation, as well as the transition to climate-friendly propulsion technologies and fuels, and meet the continuous increase in vessel sizes, which pose major challenges for workers on land, in inland waterways and at sea.
 - h. Produce a regular report on the number of apprentices, trainees and cadets being educated and trained on merchant ships covered by ITF collective agreements.



B07: TRAINING OUR YOUNG PEOPLE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Equality for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes that we are living through a period marked by the disorganization of services and an increase in industrial disputes. We are faced with job cuts and mass resignations. In this context, we need to understand the organization and strategies of companies, as well as the role of employees. There is a significant difference between the tasks prescribed to employees and the work they actually carry out, because the unexpected and unforeseen events that form part of their work are not taken into account. It is precisely those non-prescribed job tasks/behaviours (routine actions, know-how, dedication) which ensure that the work is carried out.
02. Notes that the need for qualified employees brings us back to the importance of good social conditions to retain them. We therefore need to draw on our collective, longstanding experience, with regard to benefits and pension schemes, for example.
03. Calls on the ITF to:
 - Train our young people in order to educate them about future and past issues, with the following objective and goal:
 - At the end of this training, the trainee should be able to name and explain the 4 themes of the ITF's Safe and Sustainable Rail Campaign (SSR), to understand the railway economy and to build demands aimed at improving the social conditions of railway workers based on international experiences.
 - Faced with the issues of mobility, supply of goods and climate challenges, understand the need for railways and build a common model based on the Safe and Sustainable Rail Campaign (SSR).
 - Empower young workers to address these problems:
 - Are the demands of your union in line with the needs of users and workers?
 - What choice of society should we be proposing?
 - What are our shared priorities in the world?
 - Content of training should include:
 - Operation of the various railway systems (prescribed and actual)
 - Professions (sedentary and mobile; operator and infrastructure)
 - Economic models (public, private, mixed)
 - People's needs in terms of rail transport
 - Staff retention (social protection, pension and salary)
04. It is also important to focus on the timely training of young workers in new technologies introduced in the railway industry.



C01: SAFETY AND HEALTH FOR TRANSPORT WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand **"Safety and health for transport workers"** in the ITF Congress vision 2024 - 2029:

01. Notes the commitments of Resolution 9: Health and Safety in the Workplace adopted at the 42nd Congress to support the occupational safety and health (OSH) work of affiliates.
02. Notes the commitments made by:
 - a. the Civil Aviation Section Conference, Sep. 2022, and the 'New Deal for Aviation', to promote a zero-risk culture that puts health and safety first;
 - b. the Asia Pacific Regional Conference, Oct. 2022, to promote safety and gender equality in the workplace (Resolution 4);
 - c. the Arab World Regional Conference, Feb. 2023, to support coordination of social dialogue concerning OSH (Resolution 1);
 - d. the Urban Transport Conference, Mar. 2023, to strengthen safety and health in public transport workplaces (Resolution 6);
 - e. the Road Transport Section Conference, Mar. 2023, to protect safety in long-distance passenger transport (Resolution 2); and, to implement a Global Safe Rates campaign (Resolution 3);
 - f. the Inland Transport Sections Conferences, Mar 2023, to promote safe commute to and from work;
 - g. the Tourism Section Conference, April 2023, to prevent human trafficking as part of the 'People, Power, Planet' strategy;
 - h. the Latin America and Caribbean Regional Conference, Aug. 2023, to promote awareness of mental health issues in ITF activities (Resolution 1); and, to promote active participation of transport workers in the design and implementation of safety policies and procedures (Resolution 8);
 - i. the Young Transport Workers' Conference, Oct. 2023, to commit to a collective approach to mental health across all sectors;
 - j. the Dockers Section Conference, Dec. 2023, to promote worker participation in all OSH activities and educate workers on improving safety and health in ports, and
 - k. the Seafarers Section Conference, Dec. 2023, to take actions to increase safety and mitigate risks in the carriage of electric vehicles (Resolution 6).
03. Recognises the fundamental right to a safe and healthy transport industry that actively prevents and protects all workers from workplace hazards that cause stress, fatigue, injury, illness or death, including those linked to congestion, cross-border transport, climate change and the introduction of new technology.
04. Recognises the need to mitigate psychosocial OSH risks caused by precarious employment, discrimination, poor working conditions and insecure pay, particularly for workers in non-standard forms of employment and in the informal economy.

05. Recognises that the drastic increase in physical and psychological violence by passengers towards employees, particularly in public transport, air transport and maritime passenger transport, but also during crisis situations such as the coronavirus pandemic, is a cause for concern; that training on how to deal with unruly or abusive passengers as well as worker support are needed in dealing with experiences of violence; that sufficient staff must be available and that other security measures need to be in place.
06. Recognises the unequal exposure to harm and the need for a gender-responsive approach to OSH that also addresses inequalities experienced by other marginalised groups, including based on age, race, ethnicity, migration status, sexual orientation and disability.
07. Recognises that transport workers are safer the more they are involved in decision-making through their union representatives at global, regional and local levels and calls for more innovative, labour-led solutions, which can find inspiration from Safe Rates in road freight, airport safety and health committees and just transition initiatives to improve both occupational and public safety.
08. Recognises the need for multilateral cooperation and tripartite solutions as exemplified by the negotiations on minimum rights for seafarers that led to the adoption of the [Maritime Labour Convention](#) and the adoption of [ILO Convention 190 on Violence, Harassment and Discrimination in the World of Work](#), [ILO Guidelines on the Promotion of Decent work and Road Safety in the Transport Sector](#) and the [2023 ILO Resolution on Just Transition](#).
09. Recognises the efforts taken multilaterally during the Covid-19 pandemic and the ITF's leadership in protecting transport workers, notably the ITF's collaboration with employer groups and UN agencies to safeguard seafarers travelling to and from ships.
10. Recognises the OSH focus in the different ITF sections and departments, including:
- dockers OSH training in the Arab World and Latin America;
 - the ITF Sanitation Charter;
 - the Women's Advocate Programme;
 - mental health training for young public transport workers and seafarers; and,
 - civil aviation OSH initiatives around fatigue, mental health and unruly passengers.
11. Calls on governments to:
- Ratify and effectively implement international OSH standards and instruments including ILO Conventions [C155 Occupational Safety and Health](#), [C187 Promotional Framework for Occupational Safety and Health](#), [C161 Occupational Health Services](#), [C152 Occupational Safety and Health \(Dock Work\)](#), [C188 Work in Fishing](#) and [C190 Violence and Harassment Convention](#).
 - Enact and strengthen duty of care legislation that includes processes for setting and improving OSH standards through negotiation with unions under inclusion of human rights due diligence and corporate manslaughter laws;
 - Enforce OSH legislation, including through well-resourced and empowered labour inspectorates with a central role for trade unions, and impose dissuasive sanctions for violations of laws; and,

- d. Protect all workers through social protection measures, including those in non-standard forms of employment and the informal economy, guaranteeing fundamental labour rights and a worker-led formalisation of informal employment.
12. Calls on employers to:
- a. Provide a safe and healthy working environment for all transport workers across global supply chains regardless of their employment status.
 - b. Implement participatory approaches with a meaningful engagement of workers and their representatives in the design and implementation of policies and measures;
 - c. Adopt an inclusive and gender-responsive approach to OSH, which addresses safety and physical as well as psycho-social health, mental health and wellbeing;
 - d. Provide adequate resources to implement OSH policies and give equal access to sufficient OSH training to all workers, including apprentices; and
 - e. Recognise the commute as a workplace issue and extend the duty of care to embed safe commute policies.
13. Calls on the ITF to:
- a. Support affiliates' organising, campaigning and bargaining concerning OSH issues, including on safe scheduling, training, sanitation, and violence and harassment, including collating data on violent incidents;
 - b. Develop and coordinate mental health training programmes and share related trade union organising and negotiating experiences;
 - c. Campaign, across ITF sections, regions and departments, for safe and healthy working environments as a fundamental right, including through:
 - i safe access to decent sanitation and facilities;
 - ii safe travel to and from work and expanding the 'Get Me Home Safely' campaign globally; and,
 - iii trained union reps and consultative structures such as joint safety and health committees.
 - d. Support the implementation of the [ILO Global Strategy on Occupational Safety and Health 2024-2030](#); contribute to campaigns for the ratification and implementation of OSH Instruments, law reform processes and standard-setting such as the protection against biological hazards at the 112th and 113th International Labour Conference.



C02: GET ME HOME SAFELY

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Safety and health for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

- a. Shift work is embedded within the transport sector and integral to functioning of the transport system as a whole. This can often entail late-night working, working far from home, and related travel to and from work during unsocial hours.
- b. Transport workers often travel to work to open transport systems for the wider public or leave work when the system has closed down. This fundamental issue faced by members in the sector is 'who transports the transport worker?'
- c. Many workers, especially women, young workers, disabled, LGBT+, those who face race discrimination and migrant workers are increasingly worried about their safety travelling to and from work at night and in the early morning.
- d. Employers commonly believe that their duty of care to staff ends when the worker finishes a shift and leaves the workplace. National Health and Safety and legal frameworks often reinforce this.
- e. Fundamentally, we disagree and believe that all workers, and in particular transport workers, have a right to get home safely.
- f. Millions of our members on a daily basis, and often in the most difficult situations, are responsible for getting the public home safely. But they struggle to do so due to the weakness of law enforcement aimed at eradicating sexual violence and harassment on public transport, which is sadly widespread across the world.
- g. One of the themes of the Congress is safety, and affiliates, their members and the ITF have all committed to working proactively to eradicate gender-based violence in the workplace and in the wider community.
- h. The adoption of the Unite initiative and campaign 'Get Me Home Safely', which calls on employers, local and national governments and law enforcement agencies to take all reasonable steps to ensure workers are able to get home safely is a welcome step.

02. Calls on the ITF to:

- a. Endorse, support and actively engage and promote amongst affiliates an ITF 'Get Me Home Safely' campaign.
- b. Ensure the campaign is global in scale and that its aim is to fundamentally make certain that journeys to and from work, especially during unsocial hours, fall under the health & safety and legal responsibility of the employer for its employees as well as that of government.
- c. To make sure it includes the associated issues of lone working, cross border or multi jurisdiction working, returning to base after disruption, the repatriation of 'stranded' transnational workers (such as seafarers, air crew etc) and extreme weather risks.

- d. Campaign for and focus on stronger legislation and more rigorous enforcement of laws against sexual violence and harassment on public transport and establishing national or international legislation that recognises the employers' responsibility, in addition to that of government, for an employee's journey to and from work.
- e. Support public investment, subsidy and ownership of transport in order to improve service provision and ensure lower prices, especially for night-time and off-peak services.
- f. Campaign at all levels for employers to act to support 'get me home safely', including multinational employers (for example, through transnational company agreements) to adopt policies in their procurement practices and as part of environmental, social, and governance (ESG), corporate social responsibility (CSR) and human rights due diligence (HRDD) initiatives to leverage their influence along supply chains.
- g. Ensure employers recognise the commute to and from work as an employer issue and that their duty of care extends to embedding safe commute policies for all workers. Support the development of associated reporting mechanisms within affiliated unions.
- h. Allocate resources for the international coordination of a 'Get Me Home Safely' campaign to continue the global push for better working conditions for our members, and for such co-ordination to encompass working with other Global Union Federations.
- i. Actively support the global ITF campaign for the ratification and effective implementation of ILO Convention 190 to end violence and harassment in the world of work, which includes travel to and from work.
- j. Develop an international forum reflective of historically marginalised groups including black, ethnic minority and migrant workers, disabled, women, young and LGBT+ workers which will all have direct input and influence on how the campaign is implemented in order to address the specific vulnerabilities faced by these groups of workers when travelling to and from their work.



C03: MITIGATING FATIGUE RISKS FOR AIR CREW – ENSURING SAFETY, HEALTH AND REGULATORY COMPLIANCE IN AVIATION

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Safety and health for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Scientific evidence proves that adequate sleep is a biological requirement for overall well-being. Fatigue is a significant safety risk associated with flying, impairing cognitive function, slowing reaction times, and reducing capabilities in demanding situations and emergencies. Extended work hours, disrupted sleep patterns, and frequent time zone changes exacerbate these issues. Sleep loss can lead to chronic fatigue, stress, anxiety, and depression and can be a contributory factor in several diseases, including an increased risk of chronic conditions like cardiovascular and metabolic disorders as well as certain cancers, fertility issues and cognitive degenerative illnesses such as Alzheimer's.
02. Fatigue among aircrew (also referred to as crew) poses significant risks to their long-term health and passenger safety.
03. ICAO's (International Civil Aviation Organisation) Convention on International Civil Aviation, Annex 6, Part I and the accompanying Manual for the Oversight of Fatigue Management Approaches (Doc 9966) offer two primary approaches to managing fatigue: the prescriptive approach and the Fatigue Risk Management System (FRMS) approach. Both methods are intended to ensure crew members are fit for duty and can perform their tasks safely. However, there is increasing evidence that these systems may not be implemented as intended; practices are driven more by maximising operational efficiency for economic and productivity considerations rather than genuine concern for the safety and protection of crew.
04. While there are risks to each of the approaches being applied individually, the concurrent application of both methods could prove effective when implemented correctly alongside proactive measures, training, and a balanced workload. However, we observe an alarming trend of employers using incomplete bio-mathematical models to their advantage, potentially compromising crew well-being and safety without proper consultation or consideration of the crew and their respective unions.
05. With the advent of ultra-long-haul flights with continuous duty times of 24 hours or more, the application of fatigue management strategies is critically questioned. Even with in-flight rest, thorough research has not been conducted on the impact of missing two normal consecutive 8-hour sleep cycles and the unique environment crew operates in. Additionally, cabin crew face unique psychosocial risks, such as the emotional labour of continuously interacting with passengers without a break, which pilots do not have to do.

06. Additional evidence is required to demonstrate that current practices ensure adequate rest for crew members, raising concerns about their capability to respond effectively during medical emergencies, crises, or evacuations.
07. The health and safety implications for crew under these conditions must be re-evaluated to ensure they are not at risk during flight operations.
08. Both cabin crew and pilots are crucial for passengers' safety. Yet, the importance of adequate rest and regulation for cabin crew is often overlooked compared to their flight deck counterparts. This disparity is concerning, especially given the increasing incidents of disruptive passengers and weather-related challenges on-board, which require cabin crew to be in their best psychological state to effectively manage any situation and provide first aid if necessary.
09. The International Labour Organization's (ILO) technical meeting held in April 2023 emphasised the critical issue of fatigue management for aviation personnel, including air crew. The meeting underscored that fatigue poses significant risks to the health and safety of aviation workers. The ILO conclusions emphasised the need for implementing robust labour standards and FRMS to manage working hours, rest periods, and overall working conditions to mitigate fatigue-related risks. Additionally, the ILO called for increased research and collaboration with ICAO to develop effective fatigue management strategies tailored to the aviation industry's needs.
10. Given the aforementioned items and issues, we call on the ITF to:
 - Collate evidence into the effects and effectiveness of FRMS on air crew including a comparison between cabin crew and pilots, focusing on waking time when on stand-by duty, excessive workload and extended ultra-long-haul duties. Investigate the impact on crew well-being and the socio-psychological effects of demanding schedules. It should also examine whether the absence of relevant social legislation negatively affects their mental and physical capacity to maintain an acceptable work-life balance.
 - Convene and mobilise affiliates on the issues relating to fatigue among aircrew to build solidarity and coordinate a global effort on raising awareness about the severe impact of fatigue and implications for passenger safety. This should be used to seek support for future global initiatives to mitigate crew fatigue and enhance their mental and physical health and safety.
 - Engage proactively with international agencies and aviation authorities, including the ICAO, ILO, and national civil aviation authorities to advocate for effective measures and oversight to ensure crew rest. This could include mandatory regulations requiring airlines to report data on duty hours, rest periods, and fatigue-related incidents transparently to ensure better oversight and accountability.
 - Develop and implement a strategy towards the ICAO including Assembly 2025 and beyond that advocates for correctly applying prescriptive measure and FRMS for the crew, prioritising their health and safety



C04: THE LIBERALIZATION MODEL PUTS HEALTH AND SAFETY AT AIRPORTS AT RISK

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Safety and health for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

- As noted in the last ITF aviation Conference in September 2022 held in Montreal: "Deregulation creates an unsustainable business model: Aviation, once a nationalised industry, has been steadily privatising for decades. While aviation today is more accessible to the world's population, it is also an industry that is environmentally, economically, and socially unsustainable."
- The Conference added: "The low-cost model puts passengers and workers at risk: The pressure to lower costs to keep airlines competitive also impacts airline workers and ripples through the service chain leading to lower wages and working conditions, reduced staffing levels, intensified work and fatigue risks, and reduced quality standards of equipment. Improvements made in one enterprise that increase costs make it uncompetitive, and low barriers of entry with minimal standards make it easy to be replaced by a cheaper enterprise delivering the same service."
- Simultaneously, ICAO developed the ICAO GH Manual (DOC 10121) initially, in June 2015 the Ground Handling Task Force (GHTF) of the Aerodrome Design and Operations Panel (ADOP) was tasked with developing "best practice material". At the end of 2019 the ICAO Ground Services Manual was published. The GHTF continued with its second task to develop a proposed package of SARPS and PANS materials. The Ground Services topic was discussed during the High-Level Conference on Covid-19 (HLCC).
- Discussions during the HLCC highlighted the fact that, while ground handling services remain a critical sector of the industry, consideration is needed before further regulation for this area is developed and brought into force. The final proposals and the entry into force of the GH Manual are for July 2026 and November 2028.
- From the beginning, the ITF formed a working group for this process, which is managing to have a space in the GHTF meetings where the voice of the workers can be positioned. This effort by the working group is based on the agreement between ICAO and ILO, and the ILO Decent Work Agenda with its Fundamental Rights and Principles at Work, which would be the topics of the cooperation.
- It is a key moment in the activity where the resolutions that arise must be framed in labour rights and standards in accordance with the protection of workers.

02. Calls on the ITF to:

- a. Strengthen and consolidate the long-standing position of the ITF and the work that is being carried out in the field of health and safety at airports, in the discussion spaces of ICAO and with the industry.
- b. Consolidate strict regulation and coordination at the airport level to establish improved standards for the provision of services at airports.
- c. Expand its influence in all ICAO and industry forums where ground handling is discussed, including the ICAO Ground Handling Task Force.
- d. Use all appropriate resources to advocate to governments around the world for the recognition and inclusion of provisions to address labour and social issues based on best practice including in the ICAO Ground Handling Manual and the one established by ITF affiliated unions.



C05: DECENT, SAFE AND HEALTHY WORKING ENVIRONMENT IN FISHERIES

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Safety and health for transport workers**" in the ITF Congress vision 2024 - 2029:

01. Notes that:

- Fishing plays a crucial role globally, providing food and livelihoods for millions of people in Asia, Africa and Latin America. Many workers face harsh conditions, including long hours, dangerous sea conditions, low wages and inadequate regulations, especially on high seas and Flag of Non-Compliance (FONC) vessels.
- These issues highlight the importance of addressing working conditions in the fishing industry to ensure the sustainability of the natural resources, the communities that depend on them and a healthy marine environment.
- Illegal, unreported and unregulated (IUU) fishing on the high seas undermines management and conservation efforts by overfishing and causing undue pressure on commercial fishers operating in their national waters. It is essential to combat IUU fishing through international co-operation, effective monitoring and strict enforcement of laws to protect marine resources and promote sustainable fishing practices.
- In June 2022, the ILO included a safe and healthy working environment as a fundamental right, emphasizing the necessity of occupational safety and health. This means occupational safety and health (OSH) can no longer be considered an optional extra.

02. Recognises that:

- The fishing profession is dangerous and is characterised by numerous decent work deficits. The increase in accidents leads to numerous losses of human lives.
- The devastation perpetrated in the Global South by the scarcity of fishing resources caused largely by climate change, IUU fishing and the massive increase in fishing licenses issued to Asian and European vessels, causing job losses, increased poverty and migration to Europe and America.
- Many thousands of migrant fishers from Africa and Asia work on industrial fishing vessels owned primarily by European and Asian interests, where increased exploitation and forced labour on board occurs.
- Working conditions on these vessels typically do not meet the basic standards of either the flag state, or the state of beneficial ownership, or the applicable international agreements, or the ILO C188 Work in Fishing Convention.
- Poor governance of the fisheries sector in developing countries is characterised by the absence of social dialogue, lack of transparency and corruption.
- The worrying increase in gender-based harassment and violence in the sector and the priority given by the ITF to ensure the ratification of ILO Convention 190.
- There is enormous potential for unionisation in industrial and artisanal fishing in oceans, rivers and lakes.

03. Believes that:

- Fishers should be treated equally to their seafarer colleagues in merchant shipping, covered by comprehensive collective bargaining agreements (CBAs) covering pay and conditions of work.
- They should be entitled, as a minimum, to the ILO minimum basic wage for an Able-Bodied Seaman (AB), or the minimum wage of the flag state, whichever is higher.
- Wages on board foreign flagged and owned fishing vessels, operating in African, Asian and Latin America EEZs, where there is an ITF approved CBA, should be in line and/or comparable to the ITF interpretation of the ILO minimum consolidated wage for an AB.

04. Calls on the ITF to work with fisheries affiliates to:

- Continue and increase support for strengthening the power of unions in the fisheries sector.
- Launch a global campaign to promote, disseminate and implement the new ITF Fisheries Section FoNC Policy as adopted by the 46th Congress of the ITF.
- Continue and intensify the efforts of fishers' unions with a view to substantially improving the health, safety and living and working conditions of Asian, African and Latin American fishers. This can be done through development and delivery of OSH training or awareness development programmes.
- Intensify lobbying and advocacy work to support fishers' unions and their national confederations in Asia, Africa and Latin America for ratification and implementation of ILO Conventions 188 and 190.

- Establish a broad coalition bringing together fishers' unions and civil society organisations to fight corruption, IUU fishing, exploitation and forced labour of fishers.
- Engage in dialogue with international organisations like ILO, FAO and IMO, regional and sub-regional institutions like RFMOs, relevant to fishers.
- Campaign for the ILO minimum basic wage for an Able-Bodied Seaman (AB) be accepted as the benchmark for wages of the industrial fishers worldwide.
- Coordinate the efforts of labour supply unions and their flag state colleagues and implement actions to secure ITF acceptable CBAs for migrant fishers working on board FoNC fishing vessels in line with ITF agreed rules and standards, which incorporate ILO/ITF consolidated wage as a minimum, or more favourable national conditions for workers.
- Increase ITF activities globally to raise awareness among governments and social partners of the need to nationally implement C188 and other instruments such as the FAO's Agreement on Port State Measures (PSMA) to combat IUU fishing.
- Campaign to improve the working conditions and employment of fishers on board fishing vessels in their own national waters, as well as combat poor conditions and the exploitation of migrant fishers on FoNC fishing vessels globally.
- Carry out a project to document labour conditions in countries in the Global South that have not yet ratified C188, in coordination with local unions.

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- Pay special attention to the impact of climate change on fishing due to water temperature, pH, movement of stocks and changes to migration patterns as well as storms caused by climate change.
 - Increase ITF activities with seafood brands to promote effective Human Rights Due Diligence (HRDD) across the seafood supply chains. ITF should enter into agreements to protect freedom of association, and the right to organise, and ability for workers to bargain collectively works as a basis to protect the rights of workers and improve supply chain accountability in the fishing sector.



D01: SHAPING THE FUTURE OF WORK

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand **"Shaping the future of work"** in the ITF Congress vision 2024 - 2029:

01. Notes that the 44th ITF Congress in Singapore in 2018 identified digitalisation as a key challenge for transport workers and called on ITF to identify and address impacts of new technology in transport. Technology companies pay almost no tax, and there is a growing tendency towards monopoly in the sector, yet at the same time there is great inequality in access to the benefits of digitalisation. Congress therefore called on ITF to campaign on structural issues and become a leading voice on new technology. Measures included promoting digital campaigning tools; achieving an industry-changing win with at least one technology leading company and ensuring unions are well informed about technology issues.
02. Notes the commitments made by:
 - a. the Civil Aviation Section Conference, Sep. 2022, and the 'New Deal for Aviation' it endorsed, to campaign for aviation technology that benefits workers, passengers, and their safety, including in the use of remote towers;
 - b. the Arab World Regional Conference, Feb. 2023, to secure rights and social protections for ride-hailing digital platform workers;
 - c. the Urban Transport Conference, Mar. 2023, to develop a trade union policy on electrification in mass transit and demand labour impact assessments of electrification (Resolution 4);
 - d. the Latin America and Caribbean Regional Conference, Aug. 2023, to train young workers to use digital organising tools (Resolution 7); and, to empower platform workers in Latin America (Resolution 9);
 - e. the Seafarers Section Conference, Dec. 2023, to host a union-led discussion on the use artificial intelligence (AI) in shipping, and to demand that the ILO and IMO implement worker safeguards for AI (Resolution 4);
03. Notes that throughout its 128-year history, the ITF has worked to ensure that workers and their trade unions benefitted from the introduction of new technologies into transport. The safe, fair and sustainable introduction of new technology has always required the participation of trade unions in design and implementation, including the setting, checking and implementation of labour standards.
04. Recognises that specific groups of workers, including women transport workers, young transport workers and minoritised groups can disproportionately suffer from the negative impacts of the introduction of new technology in transport.
05. Recognises that the growing power of digital labour platforms and the use of algorithmic management and data to increase surveillance and automation in transport presents a new challenge for transport workers and their unions. Governments, companies, investors and other actors that control and use data have growing and unprecedented power over transport, trade, politics, the economy and society.

06. Notes the publication of ITF position papers on the challenge and responses to technology in every ITF industrial section and region in 2019, including analysis of gender impacts, and the ITF committee projects and activities that followed.
07. Notes the establishment of the Gig Economy Advisory Group to the ITF Executive Board in 2021, in which affiliates help develop the ITF's aims and strategy concerning gig workers, oversee implementation, and report progress to the Board.
08. Notes the establishment of the ITF Riders' Network in 2019, and the use of [ITF Gig Economy Employer Principles](#) to engage transnational transport platforms in social dialogue, enable freedom of association for gig workers, and facilitate collective bargaining affiliates; and, their successful application in the [global agreement with Uber](#) in 2022 which led to the ground-breaking organisation of platform workers in Australia, Belgium and the United Kingdom.
09. Recognises the role played by the ITF and its affiliates in strategic litigation and regulatory reform concerning platform work.
10. Notes the publication of the [Global Unions' Position on the Platform Economy](#) in 2021, which created a common analysis and set of demands for digital platforms across the global union movement, as well as the ITF's input into policy recommendations on data and AI such as the 2022 [AI for Fair Work Report](#), and the 2023 [Reshaping Work Guide to Data Transparency](#).
11. Calls on governments, companies and investors to:
- a. Ensure collective bargaining applies to technology introduction and operation and engage with the ITF and its affiliates to negotiate the safe, fair and sustainable introduction and operation of new technology in the workplace, including by the use of ongoing labour risk and impact assessments;
 - b. Regulate for and recognise the existence of workers' data and guarantee transparency, access and control rights to it and the systems that use it.
 - c. Provide resources for compensation funds, life-long learning, retraining and upskilling of workers facing job transformation or loss due to the introduction of new technologies, and provide unions with training to support effective collective bargaining around new digital technologies, including AI;
 - d. Regulate in line with, promote and respect the [ITF Gig Economy Employer Principles and the Global Union Position on the Platform Economy](#); and,
 - e. Ensure investment in technology follows decent work principles established through collective bargaining.
12. Calls on the ITF to:
- a. Support affiliates collective bargaining on new technology issues to protect decent work, including through research, training and policy development.
 - b. Engage with leading digital technology companies, employers, and on-location platforms to reach agreements that protect decent work and support affiliate collective bargaining.
 - c. Continue to support affiliates campaigning for freedom of association and collective bargaining rights for all platform workers, regardless of employment status.

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- d. Support the organisation of workers in the gig economy through ITF affiliates and engagement with non-ITF workers' organisations in the sector.
 - e. Actively engage in the process to develop an ILO Convention on decent work in the platform economy 2025-2026 and support affiliates in strategic litigation and law reform efforts concerning platform work.
 - f. Promote the incorporation of elements of ITF technology policy in the output of international or regional governance institutions, national legislation and regulatory forums.
 - g. Cooperate with other stakeholders in the development of technology policy intended to protect workers' rights and decent work.
 - h. Work with investors to ensure workers' capital protects and extends decent work when technology developments are being funded.



D02: RECRUITING AND ORGANISING WHITE COLLAR WORKERS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Shaping the future of work**" in the ITF Congress vision 2024 - 2029:

01. The transport sector is changing and trade unions need to adapt to recruit and organise new groups of workers. There is a growing share of highly graduated workers and an increase of the education level. An additional trend is the shift from middle skilled jobs towards highly qualified jobs.
02. With automation and expansion of AI the predictions are that more qualified professions will probably expand and professions with lower qualifications might be negatively affected.
03. The share of white collar workers will certainly grow and is a source of yet untapped potential to recruit and organise members.
04. In general trade unions are struggling with how to deal with this new group of potential members and trade union representatives. Because of their involvement in company policy, their professional functions and the way they work, white collar workers might be less likely – and more difficult to convince – to join a union. Also, some employers might restrict unionisation.
05. White collar workers also have specific characteristics and challenges. They often suffer from work pressure, work related stress, and find it difficult to reconcile work and family life. Many of them have a lot of autonomy in organising their work and sometimes the place and hours they work. Career and career development questions, the pressure and threat of demotion and dismissal in an economic downturn, non-transparent remuneration, etc. are some of the many issues that can raise questions for white collar workers.
06. Unionen calls upon the ITF Congress and the Executive Board to:
 - Recognise the crucial role ITF can play in supporting the unionisation of white collar workers and advancement of issues concerning them.
 - Conduct a study on white collar workers in the global transport sector.
 - Establish a working group to bring forward a strategy which explicitly aims to cover white collar workers in its policies and ITF's support for affiliates to organise and recruit them



D03: HIGH-LEVEL COLLECTIVE GUARANTEES FOR PLATFORM WORKERS!

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Shaping the future of work**" in the ITF Congress vision 2024-2029:

Our observation:

01. All over the world, capitalists are attacking collective guarantees by imposing self-employed status on workers. The employers' objective is to free themselves from all the labour regulations in force in the different countries and to generalise payment by task and the absence of social protection.
02. This is particularly the case in the platform economy, where platforms take advantage of digital tools to isolate workers.

Our values:

03. Yet platform workers are organising and mobilising for their demands, particularly in delivery platforms where numerous struggles have been waged around the world.

04. This is a major social emergency for these disenfranchised workers, who are hungry for victory.

05. One example is the battle that European affiliates will be waging to transpose the European directive improving the rights of platform workers.

We demand:

06. That the ITF commits to supporting the struggles of platform workers, and to supporting the application of high-level national legislation to ensure that platform workers can access the same bundle of rights and protections as all workers, including the right to unionise and collectively bargain.
07. That the ITF also rejects any attempt by employers or governments to undermine the employment relationship by generalising a third status combining subordination on the one hand and a lack of rights on the other.



D04: MAINTAIN TWO-PILOT FLIGHT CREWS IN COMMERCIAL AIR TRANSPORT AND REJECT REDUCED-CREW OPERATIONS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand **"Shaping the future of work"** in the ITF Congress vision 2024 - 2029:

Background on the issues

01. Commercial aviation is the world's safest mode of transportation. History shows that having at least two fully qualified, highly trained, and well-rested pilots on the flight deck is an airliner's strongest safety asset. We also know that safety is furthered when all aviation workers are fully-qualified, well-trained, and well-rested. Airliners are designed for more than one pilot on the flight deck because safety and operations require it. Airline pilots continue to work with stakeholders to enhance the level of safety through improved training, better technology, and the implementation of a pro-active, supportive "positive safety culture."
02. Automation and new technologies such as AI are driving some aircraft manufacturers to design airliners to be flown with only one pilot on the flight deck during the cruise portion of the flight, and eventually with zero pilots, with the support of some aviation safety regulators and airlines. One concept of reduced crew operations in commercial air transport, called "Extended Minimum Crew Operations" (eMCO) (sometimes also called "reduced crew" or "single-pilot operations") is currently being prepared for implementation as early as 2026.
03. Rather than solving a safety problem, the (unsubstantiated) benefits of reduced-crew operations are based upon economic motivations such as increasing pilots' flight duty productivity. Pilots on board an aircraft can see, feel, smell, and hear many indications of an impending problem and begin to formulate a course of action before even the most sophisticated sensors and indicators provide positive indications of trouble. A minimum two-person flight crew is necessary to manage the flight deck workload and protect against the potential incapacitation of one pilot. Pilots' central concern is that increased automation will make the aviation industry more precarious and vulnerable, and not enhance safety. We believe this will increase risk in an industry that prides itself on ever-improving safety standards.
04. Aviation workers should always insist that any new design, technology, training regime, and regulation be developed with the primary goal of enhancing safety. In the modern age, as the aviation industry has grown, the goal has always been to make aviation safer, and not settle for the then-current standards. Then and now, simply maintaining the current level of safety is not acceptable. Passengers and crews deserve and expect the highest level of safety at all times. As such workers across the whole of aviation are profoundly concerned about the introduction of eMCO. They believe that concerns about safety, security and future employment must be fundamentally

addressed. Where such flights are operated without agreement, Aviation unions will organise to oppose this, using the best means available to them to do so.

Moreover, the attraction and retention of experienced, qualified staff in commercial air transport operations, at all levels, is a significant problem in some countries. The solution cannot be to replace with more technology the most trusted and reliable failsafe in the system: two highly-trained pilots on the flight deck at all times.

The 46th Congress of the ITF, meeting in Marrakesh in October 2024:

05. Recognizes that:

- a. Commercial aviation is the world's safest mode of transportation, with a safety record underpinned by at least two fully qualified, highly trained, and well-rested pilots on the flight deck, and fully-qualified, highly-trained, and well-rested aviation professionals in all sectors;
- b. Automation is enabling some aircraft manufacturers, falsely claiming in the interest of safety, to design airliners to be flown with only one pilot on the flight deck during the cruise portion of the flight, and eventually with zero pilots, with the support of some aviation safety regulators and airlines, to achieve speculative economic benefits for airlines at the expense of pilots, and contrary to the highest standard of aviation safety;

- c. Any new design, technology, training regime, and regulation be developed with the primary goal of enhancing safety for passengers, crews, and all aviation workers, not to simply maintain the current level of safety;
- d. Attraction and retention of experienced, qualified staff in commercial air transport operations, at all levels, is a significant problem in some countries, and the solution cannot be to replace highly-trained pilots on the flight deck with more technology;

06. Calls on the ITF to:

- a. Oppose the concept of reduced crew operations in commercial air transport being proposed, called "Extended Minimum Crew Operations" (eMCO) and any future attempt to reduce today's crew complement requirements;
- b. Develop a strategy for all aviation workers to alert them to these developments, to rally support for ITF's position, and to continue to coordinate advocacy efforts with the existing campaign, called ("Safety Starts With 2,") launched by the Air Line Pilots Association, International ("ALPA"), the Air Line Pilots Association, International – Canada, the European Cockpit Association, and the International Federation of Air Line Pilots Associations;
- c. Use all appropriate resources to advocate to governments worldwide against safety regulators' acceptance of eMCO airline operations.



D05: REGARDING DRIVERLESS TRAIN OPERATION

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand **"Shaping the future of work"** in the ITF Congress vision 2024 - 2029:

01. Recognises that driverless operation of public transportation systems, including railways, is being promoted in countries around the world from the perspective of business efficiency without due regard to the safety of workers or the public. Public transportation, including railways, must always respond to the special circumstances and natural conditions of each route they operate, and operate safely. It is also vital to always be prepared for breakdowns or equipment damage, and to respond immediately and appropriately to unexpected events.
02. Recognises that all technology is built, operated or supervised by workers, that it represents the accumulated experience of generations, and that it should therefore be deployed in ways that respect workers while guaranteeing the safety of passengers and other service users. It is necessary to recognise that when operating the most advanced equipment and technologies, including those with artificial intelligence, there are faults and failures that can only be prevented by humans.
03. Notes that no technology is perfect, and that automated trains have suffered derailments and other issues, and that transport workers engaged in the operation of public transportation have experienced accidents and breakdowns and have accumulated many lessons learned from the successes and failures of technology introduction. For technology introduction to be successful, workers' voices therefore need to be heard, as outlined in the ITF Technology & Decent Work Charter.
04. Recognises that driverless operation cannot currently guarantee safe operation, and still requires oversight by human drivers. Human drivers acquire the ability to respond effectively to emergencies through training and long experience, and therefore without adequate training and sufficient time in control of the trains, their engine crews cannot be expected to respond to emergencies.
05. Recognises that, as part of rail efficiency measures, similar aspects of digital technologies are being considered by business managers in automating the work of freight receivers, railcar inspectors and other railway occupations. Recognise that full or partial automation changes the demands on workers and reduces their workload, but automation should be pursued on the premise that jobs will be secured through sufficient labor-management negotiations.
06. We should therefore recognise that automated and other systems are best deployed as auxiliary systems to assist human drivers and not replace them.
07. Therefore, the 46th ITF Congress calls on affiliated unions to:
 - follow the ITF's Global Safe and Sustainable Rail Campaign demands on Sustainability and the Future of Work and support the expansion of this campaign by bringing together the experience and wisdom of rail unions in the struggle against management-led efficiency measures, including driverless operation.
 - work together to gather and share information on affiliate experiences with driverless and other digital technologies that threaten the principle of human control of trains and gather evidence

on the safety and other potential implications of the use of this and other digital technology in the rail sector.

- work together to ensure that the points outlined above are widely recognised by public authorities, operators and employers in the rail sector and reflected in public policy and regulation on rail transport, and by doing all this, continue to protect the safety of transport workers, passengers and the general public.
- work together to gather and share information on affiliate experiences of how the removal of on - train staff can also adversely impact on passengers. This includes how removing staff can make passengers feel less secure, especially in respect of anti-social behaviour and other threats to passenger security and also how the removal of staff can make rail less accessible to disabled and older people.



D06: AUTONOMOUS VEHICLES IN ROAD PUBLIC TRANSPORT

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Shaping the future of work**" in the ITF Congress vision 2024 - 2029:

01. Recognizing that:

- Global, for-profit corporations have spent tens of billions of dollars developing artificial intelligence and automation that have and will continue to disrupt large sectors of the global economy through the deskilling and elimination of millions of jobs.
- Governmental bodies have approved the testing and deployment of Autonomous Vehicles (AVs) on public roads around the world.
- Proponents of AVs assert that vehicle automation will increase roadway safety and expand access to transport services, but despite these claims, accidents and driving errors involving AVs raise serious concerns about safety for other motorists, pedestrians, and vulnerable road users.
- Due to these safety concerns, some governmental bodies have launched investigations of AVs and suspended permission to operate on public roadways.
- AV companies are conducting real-time experiments on the public with unproven, potentially dangerous technology and profit directly from its rapid adoption.
- Public transport is already a significantly safer mode of transportation than personal vehicles.
- Public agencies and private transport companies have an interest in reducing operating costs by eliminating unionized bus operator positions.
- AV companies have a financial interest in securing public funding and converting worker salaries to corporate profits.
- Bus operators face degradation of their working standards, a reduction in their bargaining power, and the loss of family-sustaining jobs through the introduction of AVs.
- Unionized, licensed bus operators are a critical component of the safe and efficient delivery of public transport service, both for passengers and all other road users.
- Human bus operators possess generalized intelligence, allowing them to adapt rapidly to changing and unpredictable circumstances inherent to urban transport, which AVs cannot replicate.
- Union, worker, and community engagement are essential to mitigate threats posed by AVs and ensure the development of relevant and safe technology to enhance public transport.

02. Resolves to:

- Oppose the adoption of AVs for public transport revenue service.
- Support legislation and regulations that limit the deployment of AVs on public roads and require robust safety frameworks.

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- Support legislation and collective bargaining language that requires workforce impact assessments, upskilling and retraining programs, and support for affected workers if AVs are being considered for deployment.
 - Ensure that public transport companies seeking to procure AVs purchase vehicles with on-board operator workstations.
 - Support legislation and collective bargaining language that requires a properly licensed bus operator to always be on-board AVs.
 - Share information and experiences of ITF affiliates regarding their efforts to oppose and collectively bargain over the deployment of AVs.



D07: MICROTRANSIT

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand **"Shaping the future of work"** in the ITF Congress vision 2024 - 2029:

01. Recognizing that:

- Public transport companies throughout the world are implementing "Microtransit" service – an app-based, on-demand transport mode, usually performed with small vehicles, offering individualized routing like transportation network companies (TNCs) such as Uber and Lyft.
- Microtransit is a fundamentally inefficient form of public transport that is more expensive on a per passenger basis than fixed route services and whose costs grow exponentially with increased ridership.
- While Microtransit could theoretically play a useful, albeit limited, role in providing service coverage to rural areas that cannot support fixed routes or by making first- and last-mile connections to fixed routes, it is frequently used to replace or compete with existing fixed routes.
- Microtransit often results in less equitable outcomes for passengers, workers, and their communities and tends to serve a less diverse ridership than fixed routes overall.
- Microtransit will congest streets, increase greenhouse gas emissions, and syphon resources from greener and more efficient modes of public transport.
- For-profit Microtransit companies aggressively market their service model, on-demand routing software

and supposed green credentials to public transport companies despite Microtransit's operational shortcomings and real environmental impact.

- Due to its cost and inefficiency, Microtransit encourages privatization, the use of precarious labor, and the degradation of unionized transport jobs.
- ITF affiliates have successfully negotiated agreements requiring Microtransit service to be operated by existing, union-represented public transport workers.
- ITF affiliates have successfully organized non-union Microtransit workers.

02. Resolves to:

- Support the prioritization of fixed route services over Microtransit for public investments.
- Oppose the elimination of fixed route services in favor of Microtransit.
- Seek to ensure that public transport companies seeking to implement Microtransit do so in a way that boosts fixed route ridership, preserves the existing union workforce at the prevailing wages, benefits, and working conditions, and avoids the use of precarious labor.
- Limit the deployment of Microtransit to locations where fixed route service is infeasible.
- Support the public disclosure of key performance indicators of Microtransit operations to enhance transparency and accountability.
- Organize unorganized Microtransit workers.



E01: ACCOUNTABILITY IN GLOBAL SUPPLY CHAINS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes the commitments of the Resolutions adopted by the 44th Congress of the ITF in 2018 to grow union power in global delivery supply chains and e-commerce; strengthen the global fight for safe rates and client responsibility; and expand membership in the warehousing sector.
02. Notes the commitments made by:
 - a. the European Transport Workers' Federation (ETF) Congress, May 2022, to preserve and expand direct awarding of transport contracts, and to campaign against cross-border mobile work in the railway sector;
 - b. the Asia Pacific Regional Conference, Oct. 2022, to cooperate across regional supply chains (Resolution 1);
 - c. the Road Transport Section Conference, Mar. 2023, to carry out a global Safe Rates campaign targeting key governments and supply chain actors (Resolution 3);
 - d. the Latin America Regional Conference, Aug. 2023, to support the flags of convenience (FOC) campaign and support work on trade agreements, including Mercosur (Resolution 3); and, to develop a strategy to address unfair competition in the Paraguay-Panama Waterway (Resolution 6);
 - e. the Road Transport Section Steering Committee, Nov. 2023, to campaign for supply chain accountability for transport workers in Amazon's supply chain and the broader e-commerce sector;
 - f. the Seafarers' Section Conference, Dec. 2023, to campaign against FOC in the EU-Mercosur agreement (Resolution 1); and,
 - g. the Fair Practices Committee (FPC), Dec. 2023, to pressure Ørsted A/S and its US subsidiary to respect freedom of association and collective bargaining rights, including in its offshore wind projects (Emergency Resolution)
03. Recognises that economic, financial, and industrial power needed to improve labour standards in transport is often concentrated in actors in other parts of the supply chain, such as client companies, multinational customers, data platforms, governments, investors, and third-party logistics providers.
04. Recognises the ITF's 130-year history of solidarity, organising and bargaining across borders to strengthen trade union power and defend and improve transport workers' rights, conditions, and standards.
05. Recognises the powerful legacy of the [FOC campaign](#), the [International Bargaining Forum \(IBF\)](#), the [Maritime Labour Convention \(MLC\)](#), and the ITF maritime inspectorate on the lives of seafarers, and the need to share best practice with other transport workers in the supply chain.
06. Notes that organising and worker representation is the foundation of our power in supply chains and our ability to check and fix standards; and, recognises the need to defend and promote the right to strike, organise and take industrial action in supply chains.

07. Notes the establishment of the Supply Chain Advisory Group to the ITF Executive Board in 2021, in which affiliates help develop the ITF supply chain programme, oversee its implementation, and report progress to the Board.
08. Notes the precedent set by the human rights due diligence (HRDD) [agreement signed with TFG London](#) in 2023, which commits the company to cooperating with the ITF and its affiliates to respect labour rights throughout its directly operated and subcontracted transport in its supply chain.
09. Notes the achievements of the [ITF's maritime HRDD approach](#) that is developing and using data from the maritime agreements and inspectorate to check the shipping of multinational customers, which has contributed to a significant increase in the number of ITF maritime agreements since Congress 2018.
10. Notes the achievements of the [Road Transport Due Diligence \(RTDD\) Foundation](#), jointly established in 2020 by the ITF, the [IUF](#) and [FNV](#), in securing agreements with food & beverage multinationals to check and fix standards in their European trucking.
11. Notes the ITF Fisheries HRDD cooperation with the UK [Seafood Ethics Action Alliance \(SEAA\)](#) to increase transparency of member vessel information and standards in the supply chains of retailers and seafood buyers operating in the UK; and the supply chain organising of migrant fishers in Ghana and Thailand.
12. Notes the ITF's contribution to the 'Summit to Make Amazon Pay', held in October 2023, a global movement of trade unions, environmental, tax and other groups, working together to [Make Amazon Pay](#) its workers, its communities and for the planet.
13. Notes that affiliates have successfully campaigned for legal frameworks that create obligations on supply chain actors to respect labour, human rights and safety standards, and to cooperate with trade unions to check and enforce labour standards, including [mandatory HRDD](#), joint liability, [safe rates](#) systems, and other legal systems.
14. Notes that during the ITF Supply Chain Organising Workshop, held in December 2023, affiliates agreed the ITF should build workers' power by growing solidarity around supply chain multinationals, like APM-Maersk and DHL; strengthening affiliate leadership of supply chain campaigns, negotiations and agreements; developing organiser networks through regional training; and, organising and campaigning to improve standards in e-commerce, including in Amazon's supply chain.
15. Calls on governments, employers, investors, multinational customers and all supply chain actors to cooperate with the ITF and comply with the [ITF Supply Chain Principles](#) and the [ITF maritime HRDD guidance](#) on human rights risks in company supply chains for seafarers on merchant vessels.
16. Reaffirms the ITF's commitment to shift power from capital to workers, through their trade unions; raise labour standards in supply chains; and build safer, fairer and more sustainable transport systems.
17. Calls on the ITF to:
- Develop a membership and organising strategy for migrant workers and [non-standard forms of employment \(NSFE\)](#) for supply chain transport;
 - Lead a global campaign to 'End Corporate Greed' by holding multinational companies and customers accountable for the rights, safety and standards of all transport, logistics and warehousing workers in their supply chain, including Amazon and the broader e-commerce sector;

- c. Prioritise the implementation of [ILO Violence and Harassment Convention 190](#) and other occupational safety and health standards in its industrial relations with supply chain actors;
- d. Develop a global industrial model for agreeing, checking, enforcing, and improving labour standards in transport with its multinational customers, clients and cargo owners, including the development of:
 - i A model and strategy for using our maritime data to further increase supply chain accountability, labour rights and ITF maritime agreements;
 - ii A strategy for negotiating and cooperating with responsible supply chain actors to strengthen supply chain legislation and regulations that apply to all transport workers;
 - iii An inspectorate for all modes of transport;
- e. Continue to campaign and support affiliate campaigns for global, regional, and national supply chain accountability legislation and regulations with a recognised role for trade unions in the setting, monitoring, enforcement, and improvement of standards, including a [UN Binding Treaty on Business and Human Rights](#).



E02: SAFE RATES PRINCIPLES AND BUILDING UNION POWER ACROSS TRANSPORT SUPPLY CHAINS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes:

- Resolution 3 adopted at the 44th Congress of the ITF in 2018, which called on the ITF to strengthen the fight for Safe Rates and client responsibility.
- Resolution 3 adopted at the Road Transport Conference in March 2023 calling on the ITF to launch a Global Safe Rates campaign.
- The work of the Road Transport Economic Employer Sub-committee (RTEESC)
- The ITF's New Deal for Aviation
- The work of the Warehousing, Distribution & Logistics Steering Group

02. Notes the success of the ITF and its road transport affiliates in growing the fight for Safe Rates. Since 2018, Safe Rates systems have been introduced or strengthened in seven countries. In 2024, the most comprehensive Safe Rates legislation yet went into effect in Australia. As of June 2024, 65 unions in 39 countries representing formal and informal workers and employees and owner drivers across road freight, passenger transport, and the gig economy were participating in the global Safe Rates campaign. These unions are supporting one another South to South,

South to North and North to North. The ITF secretariat has played a coordinating role in this process, learning from affiliates while supporting and fostering their leadership.

03. Notes that the work on Safe Rates is based on an analysis of the negative impact of unsustainable business models on transport workers, the economy and society. This analysis underlines the need to hold economic employers like major transport clients and gig disruptors accountable by shifting power from capital to workers. Safe Rates does this by recognising all road transport workers through transport supply chains, including informal workers and workers in non-standard forms of employment, must have access to trade union representation and that no worker should die because of deadly commercial pressures.
04. Notes that Safe Rates regulatory systems are providing new capacity to organise workers, build union power and strengthen solidarity on an industry-wide basis, rather than company by company. ITF affiliates are using this power to reorganise transport to make it fair, safe, sustainable and inclusive.
05. Notes that Safe Rates principles resonate across other transport modes. In recent years, ITF affiliates have developed the application of Safe Rates campaigns in aviation where economic employers such as airlines, governments and airports hold huge power to determine conditions through their contracting chains. In

- logistics and warehousing, unsustainable business models predicated on informality and non-standard forms of employment, result in a lack of access to decent work, social security, safety and climate change protections. Safe Rates provides lessons for how we can build union power and raise standards across these sectors.
06. Notes that Safe Rates, due diligence and other economic employer strategies will become more successful as they are adopted by trade unions in other sectors and industries. This can be done by developing and strengthening relationships with unions in other sectors, including by providing information and training regarding the ITF's supply chain strategies.
 07. Based on the above experiences, calls on the ITF to:
 - a. Conduct research and analysis on the use of unsustainable business models and their impact on labour standards & social outcomes, including public safety, security, equality and sustainability.
 - b. Conduct a systematic mapping of working conditions and union presence in key markets and supply chains as the basis for effective targeting, organising, international solidarity and campaigning.
 - c. Develop, fight for, and win multi-stakeholder industrial bargaining and regulatory systems that include contractual chain obligations and expand standards, including through the application of collective bargaining agreements (CBAs), to precarious, informal, and unorganised workers to reduce inequality, foster inclusion and support industry-wide solidarity.
 - d. Improve global and regional structures and capacity for affiliate-led collaboration and solidarity across modes and sectors to achieve these goals.



E03: SOLIDARITY ACROSS MAERSK SUPPLY CHAINS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes the ITF Maersk Network and Steering Group was established by the Joint Seafarers' and Dockers' Conference at the ITF congress in 2006, and is a network of Maritime affiliate unions, including dockers, seafarers and inland navigation.
02. Notes the Network was established to promote the interests of workers employed by AP Moller Maersk (APMM) and to identify priority areas of work.
03. Notes the ITF Maersk Network continues to work on improving rights and standards in Maersk's supply chain, including by organising workers and employing worker-led Human Rights Due Diligence (HRDD) strategies.
04. Notes that since 2018, ITF has prioritised work on supply chain accountability, which seeks to expand membership and CBA coverage by engaging with customer companies, investors and other supply chain actors, holding them accountable for working conditions, rights and safety in their supply chains, and embedding trade unions in the process of setting, monitoring, and enforcing labour and human rights standards.
05. Recognises that, either directly or indirectly, thousands of transport workers are employed by this global conglomerate, many of whom are already represented by ITF affiliated unions.
06. Recognises that APMM aims to become an integrated transportation company, focusing on expanding their business into land-side logistics as an end-to-end transport service.
07. Recognises that APMM's Global Standards on Third-Party Labour commits the company to monitor compliance with a comprehensive set of labour and human rights standards by Maersk subcontractors, and take corrective action when breaches are identified.
08. Recognises that, nonetheless, ITF affiliates have identified severe and persistent exploitation and discrimination against subcontracted workers working in Maersk facilities and supply chains.
09. Recognises it is, therefore, critical that trade unions respond to APMM's objective to strengthen its land-based business (trucking, warehousing and logistics, etc.), and expand our Network accordingly.
10. Calls on the ITF and the ITF Fair Practices Committee to:
 - Invite transport affiliates across APMM's operations into the Maersk Network and broaden the composition of its Steering Group to include representation from Inland sectors (road, rail, and/or warehousing).
 - Expand and adapt its HRDD work in APMM supply chains to affiliates in non-maritime sections in response to APMM's ambition to provide end-to-end logistics services to its customers.
 - Facilitate coordinated organising strategies that link affiliates across APMM's entire operation.

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- Develop a comprehensive strategy to ensure that Maersk and its suppliers are compliant with the company's third-party labour policy and international human rights and labour standards more broadly, integrating worker-led HRDD and data collection, organising, and international and intermodal solidarity.



E04: PROMOTING HUMAN RIGHTS AND LABOUR STANDARDS IN THE GLOBAL SUSTAINABLE FINANCE STRATEGY

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Recognising that:

- a. The ITF has already achieved significant progress in delivering benefits to affiliates and their members (both in employment and in retirement) from direct support to affiliates and its participation in national and global workers capital initiatives through collaboration with other GUFs, ITUC regional and national centres and bodies such as the Global Unions Committee on Workers Capital (CWC), the UN supported Principles for Responsible Investment (PRI), the US Trustee Leadership Forum (TLF), the US Council of Institutional Investors (CII), and similar bodies in Africa, Asia/Pacific, Australia, Canada, Europe, Latin America and the UK;
- b. Implementation of the global sustainable finance agenda is creating new imperatives and opportunities for labour unions to advance and embed human rights and labour standards in investment in economies, both developed and emerging, acting in response to the climate crisis and application of new technologies, aimed at creating a just transition;

- c. Labour unions have been incredibly successful at embedding environmental and governance standards in the investment chain, but are yet to achieve the same success in embedding 'social' standards and associated metrics, including a just transition, in environmental, governance and social (ESG) practice in determining both the quality of investment and the allocation of institutional capital to essential economic sectors, for delivery of businesses, projects and infrastructure that not only delivers the products and services required by citizens and communities but also delivers quality, highly skilled, well paid, secure and safe jobs for workers;
- d. The ITF's commitment to expanding and refining the use of workers' capital strategies and encouraging affiliates to support or join the Committee on Workers' Capital and promoting information and best practice on responsible investment is set out in the ITF Congress vision 2024 – 2029; and
- e. Building on the objectives of the 2018 Congress, the ITF has increased its capital strategies work to influence global and regional policies through a renewed CWC Strategic Policy Taskforce to shape social standards for investors through engagement with the International Sustainability Standards

Board (ISSB); by working with the PRI to develop the Advance programme for investors engaging on human rights including labour rights; by participating in the technical working groups of the Global Reporting Initiative (GRI) which is reviewing climate, economic and labour-related standards; by providing expert advice to the ETUC and participating in the EU Sustainable Finance Platform advising the commission on minimum social safeguards, double materiality and just transition.

02. Resolves to:

- a. Support and strengthen the ongoing work by the ITF with (i) other like-minded labour organisations; (ii) trustee directors on the governance boards and investment committees of pension funds where ITF affiliated unions nominate the directors to those pension funds; (iii) non-government organisations such as sustainable finance organisations like the ISSB, the GRI and the emerging Taskforce on Inequality and Social-related Financial Disclosures (TISFD); (iv) governments; and (v) UN agencies such as the ILO to establish globally recognised social standards and associated metrics (encompassing for example human rights, labour and WHS standards, diversity and gender equity, equal opportunity, non-discrimination, respect for First Nations people's rights and modern slavery) to underpin sustainable finance, in the same way that the ISSB has developed a globally recognised climate related disclosure Standard for application across supply chains;
- b. In particular, utilise the current ITF chairing of the CWC Strategic Policy Taskforce and Asset Manager Accountability Initiative (AMAI) to pursue establishment of globally accepted social standards and metrics, fully reflecting the rights of workers, to embed in sustainable finance taxonomy and ESG disclosure requirements and to assist CWC to influence the work of the Taskforce on Inequality and Social-related Financial Disclosures with the goal of having ISSB adopt a global Inequality and Social-related Disclosure Standard; and
- c. Allocate additional financial resources to support ITF affiliates and unions across the globe to use these emerging standards within their campaigning and negotiating strategies, and subject to securing other partners willing to contribute financial resources, advocate for employment of a CWC Social Standards Project Officer over 4 years to advance this work under the auspices of the CWC Strategic Policy Taskforce.



E05: THE PANAMA CANAL AS A KEYSTONE OF THE WORLD'S SUPPLY CHAINS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes that 90% of what the world consumes is transported by maritime workers, with key channels including the Panama Canal playing an essential part in the world economy as a major, strategic piece of global infrastructure.
02. Notes that many of the transport workers in the supply chains which use the Panama Canal enjoy decent work conditions, including collective bargaining agreements.
03. Notes that the workers of the Panama Canal have a special labour regime, regulated by a Constitutional Title, an Organic Law, Regulations and Collective Bargaining Agreements. That this regime contains compensatory guarantees for the workers in exchange for the right to strike. That these guarantees are enforced by the Labor Relations Board of the Panama Canal with the canal administration having the obligation to ensure workers' rights as well.
04. Recalls the precarious working relations between UCOC and the canal administration, following years of negotiations, mediation, and legal action, meaning that there is no current valid CBA between UCOC and the employer. Prevarication and delay by the canal administration and the Panama Canal Labor Relations Board (JRL) has deprived workers of their right to due process.
05. Recognizes that
 - like all workers, the workers of the Panama Canal have a right to collective bargaining, with the ILO Conventions 87, 98 and 154 all having been signed by the Republic of Panama,
 - the Organic Law and the Panama Canal regulations establish the right to a CBA, as well as negotiations in good faith,
 - these same Canal legal instruments mandate equity, transparency, equal opportunity and labour conditions for all the workers, regardless of their field of work.
06. Agrees that a weakness in a single part of the supply chain may open opportunities for weaknesses to open up in other parts of the same supply chain.
07. Calls on the ITF to:
 - Launch a campaign with the affiliates that represent the Panama Canal workers, with the aim to identify common issues and to build a coherent and unified position against the abuses and lack of engagement of the Panama Canal authorities with respect of safety, training, industrial relations and recognition of the fundamental rights of workers,
 - Coordinate from a central point workers, unions and other stakeholders from dockers, road, rail, civil aviation, inland navigation, warehousing to support the strategic aims of UCOC, highlighting the importance of the canal to the world's economy,

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- Engage with the ILO the best option to raise a complaint against Panama to ensure that the fundamental rights of freedom of association and collective bargaining are supported.
 - Urge the Secretariat to engage with the new Government of the Republic of Panama to suggest opening a tripartite table in order to address the lack of a mature industrial relations that exist between the Panama Canal Authority and the affiliates that represent workers within the Canal.



E06: TO STRENGTHEN THE STRUCTURE OF THE ITF INLAND NAVIGATION WORKING GROUP IN OUR REGION

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Inland navigation plays a crucial role in our region as it is the fundamental axis of the economy, development and international trade that is handled by our rivers, lakes, canals (PARAGUAY-PARANA HYDROWAY/ PANAMA CANAL/AMAZON, SIETE LAGOS). However many of the workers face difficulties due to informal work and poor working conditions, not to mention climate change, which has affected waterways and left many fellow workers out of the labour market.
02. We should also mention the ultra-right-wing push, which constantly curtail the rights we have won, even the lives of many comrades, by trying to repeal our national cabotage laws, opening it up to multinationals to the detriment of our work and national sovereignty.
03. A significant issue is the international attempt to bring labour and wage standards down to very low levels of labour rights, an attempt that we saw reflected at the last Inland Navigation meeting held on 20-24 November 2023 at the ILO in Geneva.
04. These issues highlight the importance of addressing labour conditions to ensure sustainability for both natural resources and the communities that depend on them.
05. For the above reasons, we request the ITF to:
 - Increase activities to promote the strengthening of trade unions in our sector.
 - Increase ITF activities in the region to raise awareness among governments and social partners of the need to:
 - a. Increase ITF activities in the region to raise awareness among governments and social partners of the need to carry out a project to study and diagnose the real environmental conditions and the serious effect of climate change in the sector, in coordination with local trade unions, seeking to identify possible solutions, especially in terms of just transition, including the workers as a whole, to ensure that they do not lose their jobs.-
 - b. Reiterate the relevance of the sector in the region for the global traffic of ships that shape supply chains, contacting shipowners, agencies, organisations and governments involved in this activity in order to support optimum working conditions, labour rights and harmony for the workers involved in this activity.



E07: DEVELOPING AN AIR TRANSPORT WORKERS' CHARTER OF RIGHTS AND FREEDOMS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes that travel chaos wreaked havoc on workers and travellers in the air transport industry around the world in the wake of the widespread re-opening of air travel after the acute phase of the COVID-19 pandemic. Long wait times, cancelled and delayed flights, lost baggage and insufficient staffing have continued since and have led to disgruntled passengers, increased harassment of workers by passengers, and heightened frustration. The challenges have not subsided but endured.
02. Notes that the root cause of the challenges in the air transportation is a fundamental undervaluing of workers and the work they perform to keep the air transportation system moving. The systematic undervaluing of work and workers is a long-term trend that has slowly and steadily eroded the quality of employment in the sector. Today, the conditions of work in the industry can include any combination of the following:
 - a. Extremely low-pay;
 - b. Unfair scheduling;
 - c. Excessive over-time;
 - d. Harassment from coworkers and travellers;
 - e. Insufficient training;
 - f. Contract flipping;
 - g. Work intensification;
 - h. Insufficient tools and resources;
 - i. Intense technological change with poor plans for integration and little to no consultation with workers in design and implementation.
03. Notes that Unifor, a Canadian private sector trade union, has developed an Air Transportation Workers' Charter of Rights and Freedoms to promote legislative, regulatory and operational solutions to the above systemic challenges including:
 - a. Fair wages;
 - b. Safe reporting mechanisms;
 - c. Protection from contracting out;
 - d. Addressing work intensification;
 - e. Providing high-quality training;
 - f. Fair scheduling;
 - g. Healthy and safe work places; and
 - h. A say in technological change.
04. Notes that instead of improving working conditions to improve travel conditions governments, airlines, airports and support companies have focused on band-aid solutions that have not fixed the problem. For example, in Canada, the federal government has attempted to solve the issues in air travel by instituting the Air Passenger Protection Regulations that impose fined and refund requirements on airlines when bare minimum requirements are not met. Many Airports have tried to solve the problems with new technologies meant to replace workers and the promise of a smooth efficient experience, but workers know the drive to replace instead of enhance and augment ultimately leads to more frustration.

05. Notes that, as a result of the inaction, workers and travellers continue to pay the price of inaction with the headaches of overbooked and cancelled flights, lost baggage, maintenance issues, distraught and belligerent passengers and soaring prices. Add the long wait times to speak to someone who can assist you, frustrating algorithms that act more like a barrier to customer service than a help, and a shortage of air traffic control and flight services personnel, and it's a perfect storm for a poor travel experience.
06. Notes that air transport workers working conditions are the public's travel conditions. Travel conditions will not improve without improving working conditions and increasing staffing levels.
07. Calls on the ITF to:
 - a. Develop a global campaign to improve working conditions in the air transport industry and raise awareness of the close link between working conditions and travel conditions.
 - b. Ensure consultation of and collaboration with air transportation workers and their unions to ensure all sub-sectors of the industry including customer service, maintenance and repair, airport operations, customer service, retail, baggage handling, air traffic control and many more have the opportunity to provide input and feedback on the campaign.
 - c. Provide support, expertise, international relevant background and best practice for unions to develop lobby strategies and concrete policy recommendations including legislative and regulatory changes at national, subregional and regional level that would lead to concrete improvements in working conditions.
 - d. Improve structures and capacity for affiliate-led collaboration and solidarity across sub-sectors of the air transport industry to improve working conditions and standards across the aviation industry.



E08: FIGHTING THE IMPACTS OF DEREGULATION AND FRAGMENTATION IN AVIATION SUPPLY CHAINS

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes that

- a. the ITF's New Deal for Aviation characterises the fragmentation of the aviation service chain that has incentivised unsustainable, low- cost business models across every sector of the industry, including airlines and service providers
- b. this fragmentation has reduced employment standards for workers across the aviation service chain, lowering pay and conditions, increasing health and safety risks and incentivising low- paid precarious work
- c. the fragmentation of the aviation service chain (hereafter 'fragmentation') has created barriers to workers' organising into unions and improving their employment conditions, especially as structural, competitive pressures that characterise the industry rely on poor employment conditions to remain competitive
- d. the mass cancellations and so- called 'workers shortages' in many major aviation markets in 2022 were a direct consequence of this fragmented industry and the unsustainable employment conditions

- e. such a fragmented industry pits workers against workers within and between national aviation industries
- f. aviation plays a critical role in the development and connectivity of economies and societies and is an important industry for decent employment

02. Recognises that

- a. Fragmentation of the aviation industry has created an unsustainable level of competition in the industry with multiple providers competing for the same services at local, national and international level
- b. The deregulation that has occurred within national aviation markets has lowered the barriers to entry into the aviation industry such that there are huge negative impacts on employment standards and operating standards
- c. Whether the competition is between airlines competing for the same routes or service providers competing for the same contract to provide cleaning or catering or baggage handling services, the competition is predicated on pushing down employment standards to lower costs
- d. The New Deal for Aviation highlights the need for coordination and regulation across the industry

- e. In recent years, unions have been developing individual strategies to address the fragmentation in the aviation industry, including sectoral bargaining councils, national organising drives, airport- wide agreements and national regulatory bodies
 - f. ITF- affiliated unions will benefit from supporting and coordinating with each other around successful organising, campaigning and bargaining strategies that confront the fragmentation of the aviation service chain
 - g. Successful organising, campaigning and bargaining in any country move the fight against the impacts of fragmentation forward globally by establishing new benchmarks
 - h. Employers in aviation are highly networked and replicate business models globally to push down standards and increase profit margins
 - i. Coordinating initiatives between affiliates with common objectives can move power from capital to workers
03. Calls on the ITF Civil Aviation Section to
- a. Gather evidence around the deregulation and fragmentation and its impacts on labour standards and national development opportunities, including impacts on connectivity, fragility of service provisions and sustainability initiatives
 - b. Map common employers and/ or employer alliances and union presence to support organising and bargaining initiatives
 - c. Convene unions and support organising, campaigning and bargaining drives with similar objectives on the issue to build international solidarity, share strategies and develop global initiatives
 - d. Document and share successful strategies that combat fragmentation and its negative impacts to support unions globally to engage in similar initiatives
 - e. Use successful measures that combat these issues as the basis of global engagement with global regulatory and industry bodies



E09: ADDRESS THE INEFFECTIVENESS OF SHIPPING P&I CLUB INSURANCE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes that seafarers very often experience serious problems when they are left on abandoned vessels facing hard and undignified living and working conditions including, but not limited to, poor quality of food and water, untimely payment or non-payment of wages, and violation of other basic living and working rights.
02. Notes that Protection and Indemnity Clubs (P&I Clubs) should play a crucial role in the maritime industry by providing valid liability insurance to shipowners that shall provide help to seafarers in case of abandoned ships and non-payment of wages to seafarers.
03. Recognizes that valid and timely P&I insurance schemes are crucial to safeguarding the rights and welfare of seafarers and ensuring a more transparent, accountable, and humane maritime insurance system.
04. Further notes that significant gaps in the current P&I system have led to dire consequences for seafarers and have undermined the credibility of maritime insurance in regards to seafarers, such as:
 - Failing to provide timely and adequate support for repatriation and welfare of abandoned crew members in accordance to the Maritime Labour Convention, 2006, as amended (MLC);
 - Not enforcing or not facilitating the payment of due wages in accordance to the MLC within a reasonable time, leaving seafarers financially vulnerable; and
 - Lacking the transparent and timely communication regarding claims and problem solving creating unnecessary stress and delays for seafarers seeking assistance.
05. Calls upon the ITF to provide help to ITF affiliates in their work with the seafarers on ships that are not covered by valid insurance and in their communication with seafarers and their families.
06. Calls upon the ITF to remind P&I clubs on importance of dealing with seafarer's claims transparently and without any delay and any uncertainty.
07. Calls upon the ITF to check ship's documents on mandatory financial insurance coverage for crew repatriation and welfare in cases of ship abandonment as well as to gather relevant information on the ship's coverage of the P&I insurance (for example, through the work of the ITF inspectorate).
08. Urges the ITF and ITF affiliates to work with the International Maritime Organization (IMO) and national maritime authorities to enhance regulatory oversight, including regular audits and inspections of P&I clubs, ensuring compliance with international standards and the validity of insurance certificates and the effectiveness of their claims handling processes.

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09. Calls upon the ITF to explore the possibilities and to work on the process to establish a centralized, publicly accessible database managed by an independent body to track the status of P&I club certificates, claims, and compliance records and to ensure transparency and accountability.



E10: ENHANCED COOPERATION BETWEEN ITF AND PARIS MEMORANDUM OF UNDERSTANDING

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Notes that the International Transport Workers' Federation (ITF) currently lacks formal cooperation with Port State Control (PSC) regimes at the overarching level.
02. Further notes that relying solely on local ITF inspectors for communication and collaboration with PSC regimes is an inefficient approach.
03. Underlines the need for improved collaboration between ITF and Paris Memorandum of Understanding (Paris MoU), the leading PSC regime, that would significantly benefit seafarers' well-being and ensure proper implementation of the Maritime Labour Convention, 2006, as amended (MLC).
04. Acknowledges concerns regarding potential inconsistencies and deficiencies in PSC inspections under the Paris MoU.
05. Calls upon the ITF to work on establishing a cooperation framework with the Paris MoU aiming to improve seafarers' well-being and ensure proper implementation of the MLC on board ships coming to the ports covered by the Paris MoU, including:
 - Designating an ITF representative to work on improving the cooperation between PSC and ITF as well as to advocate for active engagement of PSC inspectors with the ITF on the MLC;
 - Working on establishing a permanent collaboration with the Paris MoU that would include: improving regular exchange of information; developing joint campaigns related to seafarers' rights; establishing data sharing to identify and address recurring issues; and holding regular annual meetings to discuss strategic cooperation and address emerging challenges;
 - Informing and consulting with Paris MoU when planning future campaigns to ensure alignment and aiming to maximize impact, as well as to work on potential collaboration and support during campaigns and to share the expertise and resources to achieve more effective campaigns;
 - Establishing a mechanism for identifying discrepancies between ITF and PSC inspection findings as well as deficiencies in the work of some PSC regimes and engaging in constructive dialogue with Paris MoU to address these discrepancies and deficiencies, focusing on improving ships' compliance with MLC.
06. Further calls upon the ITF to explore avenues to expand and apply this framework on the other relevant Memorandums of Understanding (for example, Tokyo and Mediterranean) as well as to collaborate with the European Maritime Safety Agency (EMSA) when needed to improve protection of seafarers' rights.
07. Calls upon the ITF to regularly review and update this resolution to ensure continuous improvement and adaptation to emerging challenges and changes in the industry.



E11: SUPPORT FOR THE INTERNATIONAL BARGAINING FORUM (IBF)

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. Celebrates the 76-year history of the FOC campaign, the 25-year history of the International Bargaining Forum (IBF)—which remains the world's only international collective bargaining mechanism—and the 6% pay rise for 250,000 seafarers it agreed in 2023;
02. Recalls that the IBF was established in 2003 by and between the ITF and the Joint Negotiating Group (JNG) consisting of the International Maritime Employer's Council (IMEC), the International Mariners Management Association of Japan (IMMAJ), Korean Shipowners' Association (KSA) and Evergreen;
03. Notes the critical importance to Filipino seafarers of IBF agreements which, in 2023, covered almost 55,000 Filipino seafarers on board 4,000 vessels;
04. Further notes that the IBF is a mechanism for genuine and effective collective bargaining between maritime employers and unions to agree on the wages and conditions of work of seafarers working aboard FOC vessels and which comprises 70% of all the active agreements in 2023;
05. Recognizes the vital role and power of the ITF Dockers in the development of the FOC campaign and the IBF;
06. Acknowledges the role, leverage and power of the ITF Maritime Inspectorate, supported by ITF Seafarers and Dockers affiliates around the world;
07. Further acknowledges the importance of the IBF in both the central and local negotiations which develop core principles which can be incorporated into specific local agreements;
08. Calls on the ITF Seafarers' Section, Dockers' Section and ITF Congress delegates for their continued support to:
 - a. Agree a 5-year strategy for increasing the number of ITF maritime agreements and strengthening the role of the IBF, which considers:
 - i Maritime sectors and shipping routes
 - ii Changes in human rights, supply chain and trade rules
 - iii Geopolitical and economic shifts that impact global trade and shipping;
 - iv Opportunities to leverage company relationships in aviation, rail, road and warehousing
 - v Coverage of vessels in line with the HCMME Charter Project.
 - b. Increase the number of ITF Inspectors in underrepresented regions of the ITF; and
 - c. Campaign to end all illegitimate shipping agreement systems outside of the IBF, ITF Maritime Agreement system and ITF affiliates' national collective bargaining agreements.



E12: THE PROTECTION OF MARITIME CABOTAGE IN CHILE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Accountability in global supply chains**" in the ITF Congress vision 2024 - 2029:

01. The Sindicato Interempresa de Oficiales de Marina Mercante (SI.MAR), declares the following:
02. We oppose any suggestion of changing our legal system by the Chilean Government, which would harm workers and their families, in its eagerness to generate greater competitiveness by opening up maritime cabotage for cargo transport, granting privileges that will attract flag of convenience vessels to our coasts and encourage foreign merchant shipping over Chilean shipping;
03. Highlighting that, although it is true that the Bill establishes that cabotage is reserved for Chilean vessels, it is no less true that, with the new and disastrous exceptions proposed, it opens it up to foreign vessels, which could offer cabotage services at reduced rates, meaning that cargo transport is no longer reserved for national vessels and leaving Chilean shipping companies without any option to compete on equal terms;
04. Bearing in mind that the exceptions proposed in the Bill would annihilate around 100,000 sources of employment, personnel who are highly trained and hard to replace, affecting their families and other transport sectors such as truck drivers, railway workers, etc.;
05. Considering that, in this fourth attempt to open up cabotage, the seafaring unions tried to reach a favourable agreement with the Government, but unfortunately the negotiations failed to reach a successful conclusion and in the Congressional Committees there is a clear political tendency on the part of the Government and opposition to approve the Bill;
06. Considering that the current political scenario has become unfavourable for workers, we have been forced to redirect our efforts to try to improve the Bill passed by the Chamber of Deputies, which is currently under discussion following its second reading in the Senate, since the different political forces will clearly not withdraw the Bill;
07. Aware that opening up cabotage in Chile would have dire consequences for our maritime industry and the jobs currently held by Chilean crews, in addition to the negative impact it would have on a significant number of workers involved in maritime transport, also affecting sovereignty, the safety of navigation and the protection of the aquatic environment;
08. Convinced that a mechanism for broad participation and representation needs to be created as a formal body to engage in debate with and/or advise the State on changing and updating maritime laws and regulations that effectively promote, strengthen, and protect the National Merchant Navy;

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09. We propose to the Chilean Government that it convene all the actors to take part in a comprehensive and complementary working group to develop sustainable maritime transport policies with a broad and comprehensive vision;
 10. Recognising the permanent and unconditional support that the International Transport Workers' Federation – ITF has given us for years throughout this difficult process, and the commitment of its highest authorities to trying to convince people, in direct meetings with the Chilean Government, that the Bill under discussion does not promote the National Merchant Navy;
 11. We urge the ITF to support us in reviving the coastal shipping industry in the context of the overall objectives of an integrated transport state policy, by implementing measures to promote, protect and strengthen the Chilean Merchant Navy, in line with a broader industrial strategy with all stakeholders.
 12. We ask all ITF maritime affiliates to support the campaign against the opening up of cabotage to foreign vessels by sending letters of support to the President of the Republic, the Ministry of Economy, the Ministry of Transport, the Ministry of Defence, the Ministry of Labour and the National Congress and its committees involved.



F01: MAKING TRANSPORT SUSTAINABLE

Replace with: The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Making transport sustainable**" in the ITF Congress vision 2024 - 2029:

01. Notes the commitments of Resolution 1 adopted by the ITF's 42nd Congress in 2010 to support emission reduction targets; campaign for measures that strengthen democratic control of the economy and sustainable transport systems; support affiliates to respond to climate change; and, build alliances with social and environmental movements, and further notes the ITF Sustainable Transport Policy Framework adopted by the ITF Executive Board in April 2020, which calls for rapid emissions cuts in order to move to a zero carbon transport industry by 2050 in line with the findings of the Intergovernmental Panel on Climate Change (IPCC), while ensuring that transport is a public good that serves the needs of all groups in society.
02. Notes international agreements that recognise the importance of a Just Transition to climate action, including the 2015 Paris Agreement, the 2015 ILO Guidelines on Just Transition and the ILC 2023 Resolution on Just Transition, and 2022 UN General Assembly Resolution on the Right to a Clean, Healthy, and Sustainable Environment, and the Just Transition Work Programme agreed at COP28 in 2023.
03. Notes the commitments made by:
 - a. the Asia Pacific, Arab World, Latin American and Caribbean, and Africa Regional Conferences, which endorsed the importance of the Sustainable Transport programme in the Regions and called on Congress to develop a new Just Transition Policy;
 - b. the Civil Aviation Section Conference, Sep. 2022, and the 'New Deal for Aviation' it endorsed, to campaign for a worker-led Just Transition for aviation, and demands for ICAO to adopt just transition measures;
 - c. the Urban Transport Conference, Mar. 2023, to expand the organising of metro workers and coordinate global affiliate campaigns (Resolution 1); the electrification that public transport workers want (Resolution 6);
 - d. the Road Transport Section Conference, Mar. 2023, to develop a Just Transition policy and action plan for road freight;
 - e. the Rail Section Conference, Mar. 2023, to campaign for public investment and ownership in rail to support a modal shift to lower carbon transport;
 - f. the Women Transport Workers' Conference, Sep. 2023, to promote women transport workers through Just Transition industry plans;
 - g. the Youth Conference, Oct. 2023, to strengthen The Future is Public Transport and Safe and Sustainable Rail campaigns and highlight youth dimensions;
 - h. the Seafarers Section Conference, Dec. 2023, to support affiliates' role in procurement and design of new, lower carbon vessels; to develop new IMO regulations on the use of alternative fuels; and, to pressure shipowners and other actors to establish financial safety funds for a Just Transition.

04. Recognises that there can be no climate justice without social justice, and a zero-carbon transport must be built on decent work, safe working conditions and environments, and good union jobs, and that building a sustainable transport industry requires a strong voice for the millions of transport workers globally, who have crucial skills and knowledge on which the transition depends.
05. Recognises that women transport workers, young transport workers, minoritised groups, workers in [non-standard forms of employment](#) and in the Global South are disproportionately affected by many workplace impacts of climate change.
06. Notes the establishment of the [Maritime Just Transition Task Force](#) in 2021, by the ITF, the International Chamber of Shipping (ICS), the United Nations Global Compact (UNGC), the International Labour Organization (ILO) and the International Maritime Organization (IMO), to ensure that shipping's response to the climate emergency puts seafarers at the heart of a Just Transition.
07. Notes the ITF-IRU joint Just Transition for Transport Pledge, committing to improving access to decent jobs in the industry including a specific focus on young workers, and recognising workers as co-designers of climate solutions, agreed in November 2023.
08. Notes the Future is Public Transport statement signed by the ITF, C40, UITP, and other international organisations in November 2023, calling for a doubling of public transport operations by 2030 and a Just Transition for public transport workers.
09. Notes the conclusions of the ILO Technical Meeting on Green, Inclusive and Sustainable Civil Aviation calling for a strategic tripartite approach to just transition, in April 2023.
10. Notes the particular challenges faced by transport workers as the use of oil, gas and coal is phased out, and new renewable energy generation is constructed. There are significant opportunities for seafarers and dockworkers in the construction, operation and maintenance of offshore renewable energy, but also challenges as port terminals close, offshore oil and gas infrastructure is decommissioned and removed, and new union agreements must be established in renewable energy port terminals and offshore renewable energy generation projects.
11. Calls on governments, employers, investors, multinational customers and all actors to:
 - a. Commit to collective action to limit global warming to the 1.5°C goal and build a zero carbon transport industry by 2050 that serves the public good, whilst protecting jobs and conditions, and leading a Just Transition for all transport workers;
 - b. Invest in and set up transport infrastructure and services fit for new climate realities so as to protect workers and wider communities in the face of changing weather conditions and extreme weather events (e.g. heat stress, storms, floods and wildfires);
 - c. Agree a global climate finance package that addresses the real needs of the transport sector, ensures that historic emitters in the Global North fulfil their responsibility to fund the transition in the Global South without increasing debt burdens, and upholds Just Transition principles as per ITF policies, ILO Guidelines and the 2023 ILO resolution on just transition;
 - d. Ensure state subsidies and taxes are linked to social standards such as binding collective agreements, the creation of training capacity and safe staffing levels. Furthermore, that

collective agreements should support the development of climate-friendly, socially responsible transport., and,

- e. Cooperate with the ITF and its affiliates, including through the establishment of Just Transition task forces, and collective bargaining to develop Just Transition plans for every transport sector.

12. Calls on the ITF to:

- a. Develop the ITF's global campaign 'Climate Justice, Worker Justice', targeting key global and national decision makers, engaging with the wider climate action movement, and mobilising all affiliates to fight for a zero carbon transport industry that serves the public good and eliminates wasteful competition, and which is based a Just Transition that protects and empowers transport workers;
- b. Develop an expanded Just Transition policy and accompanying resource base that supports transport workers in all sectors and regions to campaign for Just Transition measures in the workplace and national, regional and international policy environments;

- c. Engage key global policy institutions, including the UNFCCC, to secure concrete measures to guarantee a rights-based just transition for transport workers, and to secure the structural changes to the global economy, including driving modal shift to low carbon transport modes and state-led investment in key transport and energy infrastructure, that are necessary to decarbonise the transport industry;
- d. Win Just Transition agreements with key employers and supply chain actors that protect fundamental labour rights, including freedom of association and collective bargaining, and which give transport workers an active say over key aspects of the transition; and,
- e. Develop an integrated environmental and human rights due diligence approach for governments, multinational companies and investors that includes Just Transition criteria, foregrounds the importance of trade union involvement, and which aligns with the [ITF's human rights due diligence \(HRDD\) framework](#).



F02: INVESTING IN RAILWAYS TO TACKLE CLIMATE CHANGE

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Making transport sustainable**" in the ITF Congress vision 2024 - 2029:

01. Understands the need for investment in the railways to help bring down global greenhouse gas emissions and reduce the detrimental impact the emissions have on our environment. Whilst diesel trains can reduce emissions per person as compared to flying or using private motor vehicles., Congress agrees that electrified railways currently provide the greenest solution for mass transit of both freight and passengers across land.
02. Welcomes initiatives to increase and encourage a modal shift to public transport via rail with the EU setting ambitious targets to increase both high-speed and conventional passenger rail traffic by 2030.
03. Condemns the decision of the UK government to cut the transformative high speed rail project - HS2 – with money from the project being diverted to road maintenance instead and believes that this does not match the commitments of the UK government to lower its GHG emissions and achieve net zero by 2050.
04. Notes that railways must be appropriately staffed and seen as an affordable mode of public transport and welcomes the ongoing work of trade unions and the ITF's OPT programme to build upon the Manifesto on Sustainable Public Transport Investment, Funding and Fares.
05. Acknowledges the growth potential of both domestic and international rail freight as has been highlighted recently by the increase in rail freight volumes on the China – Europe eastern freight corridor.
06. Calls on governments with railways to:
 - a. See the railways as a solution to battle climate change and invest in their rail networks to help combat global greenhouse gas emissions and protect workers against the impacts of climate change,
 - b. Adopt the social model of public transport and invest in their rail networks accordingly.
07. Calls on the ITF to:
 - a. Continue to build upon the Manifesto on Sustainable Public Transport Investment, Funding and Fares by investigating with affiliates best practices in their respective nations to ensure that passenger rail is affordable for all,
 - b. Continue implementation of the Global Safe and Sustainable Rail Campaign advocating for public funding and public investment for railways, and support campaigns of affiliates to increase investment in their nation's railways in line with just transition goals,
 - c. Campaign with relevant affiliates for an increase in high-speed rail services to encourage a shift away from short haul flights to rail.
 - d. Support campaigning and share evidence of campaigns which have successfully set targets to achieve modal shift to rail.
 - e. Share evidence to demonstrate that public investment in rail pays for itself in economic benefits. For example, studies have shown that the economic benefits of investment in rail can be more than double the value of the original investment.



F03: NO DISMANTLING OF INTEGRATED RAIL COMPANIES AND PRIVATISATION OF THE PUBLIC TRANSPORT SECTOR

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Making transport sustainable**" in the ITF Congress vision 2024 - 2029:

01. The International Transport Workers' Federation (ITF) continues to oppose attempts by governments, political parties and other decision-makers to dismantle integrated rail companies with operations and infrastructure and to privatise public services.
02. Railways can make a decisive contribution to reducing greenhouse gas emissions from transport if they can realise their potential as an environmentally friendly and reliable mode of transport. If more transport is shifted to rail, emissions and resource consumption will fall. Maintaining and strengthening integrated national railway companies is crucial for this.
03. The ITF is committed to the necessary strengthening of railways worldwide. We believe that an integrated, state-owned railway is the best model for achieving climate protection targets in the transport sector.
04. The experience of splitting up operations and infrastructure has led to a deterioration in rail transport, operations and safety in many places, but above all to a devaluation of labour.
05. The liberalisation and privatisation of rail systems has created an increasingly large patchwork of private operators on the rail network in the individual countries, with numerous consequences: wage and social dumping, outsourcing of services to low-cost providers, deterioration in service quality and therefore also in rail safety, and even insolvencies.
06. In future, the railways must focus more on public service tasks instead of maximising profits. We oppose all efforts in individual countries to break up integrated railway companies and privatise and sell off parts of the railway system.
07. In the UK it has been widely accepted that the fragmentation and privatisation of the railway has been disastrous for passengers and workers. Privatisation has resulted in a less efficient railway and worse service for passengers, poor industrial relations and employers seeking to profit at the expense of workers terms and conditions. The failure of privatisation is such that the new UK government is returning rail passenger services to public ownership and reintegrating operations and infrastructure into a single unified railway.
08. We need integrated railway systems in public ownership and with public service objectives that are equipped with sufficient financial resources. The railway infrastructure should be a basis for sustainable supply chains and a new economic model.

09. The Covid-19 pandemic has shown that mobility is systemically relevant and that this part of public services can only be guaranteed with a publicly owned railway. Railway employees in all companies jointly keep public rail transport running. A separation of infrastructure and operations would weaken the railway system, worsen the service and lead to a loss of jobs and transport services. Collective bargaining in the integrated railway companies must remain a core element in order to sustainably improve working and employment conditions in the sector.
10. At European level, we as the European Transport Workers' Federation (ETF) have taken a firm stand against political tendencies to dismantle publicly owned integrated railway companies. All ITF affiliates share this position and will stand together even more resolutely in the future to strengthen trade union power in the rail sector worldwide.
11. Instead of further policies at the expense of employees, a massive investment offensive in the railway sector is needed to secure and expand good work for the future and to meet the requirements of climate protection. With this in mind, we will intensify our ITF campaign for safe and sustainable railways and represent the perspective of employees more strongly.
12. Call for action from the ITF:
 - Take a stand against the dismantling of integrated rail companies and against the privatisation of the public transport sector.
 - Express this position more strongly to decision-makers in the countries concerned.
 - Seek partnerships with other organisations and work together to proactively influence transport policy.
 - To develop a global railway overview to make available trade union expertise and experience in the fight against restructuring and privatisation.
 - Effectively support affiliates in their fight against the dismantling of integrated railway companies, including cross-sectional support.
 - Increase the visibility and effectiveness of the ITF campaign for safe and sustainable railways.
 - Strengthen trade union power in the railways to secure good railway work for the future.



F04: ITF OFFSHORE CONTINENTAL SHELF POLICY REVIEW

The 46th Congress of the ITF, meeting in Marrakech 13-19 October 2024, noting the ITF's demand "**Making transport sustainable**" in the ITF Congress vision 2024 - 2029:

01. Notes that offshore oil and gas infrastructure has been in operation since the 1960's. Accordingly, the removal of this infrastructure has been considered since the 1958 Geneva Convention on the Continental Shelf, strengthened further by the Convention on the Prevention of Marine Pollution by Dumping of Wastes and Other Matter 1972 (London Convention) and again in 1982 with the United Nations Convention on the Law of the Sea (UNCLOS).
02. Further notes that much of this infrastructure has been intentionally left to severely deteriorate and is well beyond its removal date. The magnitude of the decommissioning task has always been known by operators, yet not acted on until compelled by regulators.
03. Emphasises that in view of the transition to new work in renewable energy, and specifically decommissioning work, it is vital that offshore oil and gas companies take full responsibility for the removal, recycling and disposal of their disused infrastructure, and remediation of sites onshore and offshore. The existing workforce at a given site to be given first opportunity to perform this work safely and under good union working conditions.
04. Believes that a review is required to establish if the current ITF Offshore Continental Shelf Policy remains fit for purpose and to explore other work scopes other than offshore oil & gas, such as offshore wind, decommissioning work, subsea work, cable laying, etc.
05. Calls on the ITF to:
 - review the ITF Offshore Continental Shelf Policy at the earliest convenience overseen by the Offshore Task Force and the affiliates represented in order to strengthen the rights of coastal trade unions.



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