

ITF ANNUAL REPORT 2023

**MOVING
THE WORLD
FORWARD**



ITF

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

**COVER PHOTO: ISRAEL C GARBO,
DECK CADET, PHILIPPINES
*A WOMAN IN ACTION***

Taken on a Maersk Line Vessel, the woman in the photo is Lyra Vargas, a seafarer in transit from the Mediterranean Sea to the Indian Ocean via the Suez Canal. The crew are preparing the vessel before entering a High-Risk Piracy Area.

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FOREWORD

As we enter 2023, people are worried about transport – from the rising costs of getting to work and travel chaos experienced when trying to visit family and friends to concerns about failing supply chains causing shortages of food and essential goods they depend on.

Transport workers move the world. The Covid-19 pandemic made this clearer than ever before, as transport workers did what they have always done for countries, economies, and for our societies.

As we enter 2023, people are worried about transport – from the rising costs of getting to work and travel chaos experienced when trying to visit family and friends to concerns about failing supply chains causing shortages of food and essential goods they depend on. At the same time, transport workplaces are increasingly unsafe, employment is increasingly precarious, and workers' standards of living keep falling.

Now is the time to act. Amidst overlapping economic, health, geopolitical and climate crises, and with just seven years left to realise the 2030 sustainable development goals, investment in transport and in transport workers can be a driver of social, political and economic change. Building transport workers' power is essential to win this investment and make sure it is used equitably and sustainably. 2023 is the year for the ITF to grow this power by increasing union membership, advancing knowledge and ensuring that workers are central to decisions about the future of our industries.

The ITF's plans for 2023 are based around four global themes: occupational safety and health, sustainable transport, supply chain accountability and future of work, supported by our work on Equality and Rights.

SAFETY AND HEALTH FOR TRANSPORT WORKERS

In June 2022, the International Labour Organization (ILO) made the landmark decision to include the principle of a safe and healthy working environment in the ILO's [Fundamental Principles and Rights at Work](#). This year, the ITF will work across all industrial sectors and regions, alongside the global labour movement, to ensure governments and employers take responsibility for making these rights a reality for all workers.

MAKING TRANSPORT SUSTAINABLE

Transport workers are among the most exposed to the climate emergency, while nearly a quarter of global carbon emissions are generated by transport. [COP27](#) recognised the importance of social dialogue and social protection, and in 2023 we will continue to put forward bold just transition plans for the transport sector, demanding that workers have a place at the table in all climate action discussions.

CORPORATE ACCOUNTABILITY IN GLOBAL SUPPLY CHAINS

It is time to end corporate greed and exploitation in global supply chains. Workers have paid the real price of cheap, just-in-time transport for too long. Transport unions are playing a lead role in conducting human rights due diligence. In 2023, we will campaign to build more accountable, transparent and resilient supply chains in line with our [Supply Chain Human Rights Principles](#).

A SAY IN THE FUTURE OF WORK

The future of work continues to evolve. The power of data and new technology is accelerating. At the same time, millions of 'gig' and platform workers have organised, secured their labour rights and began bargaining with tech employers. In 2023, we will build on the [agreement signed with Uber](#) and our momentum empowering gig workers, while continuing to fight misclassification and taking the fight to other platform companies that continue to exploit transport workers.

EQUALITY FOR TRANSPORT WORKERS

Inequality – whether it be based on sex, age, nationality, ethnicity, religion, disability, social origin, gender identity or sexual orientation – limits societal wellbeing and economic growth. The future of transport needs equal rights and opportunities, democratic decision-making and representative leadership that includes everyone. We need to build on the diversity of our workforce.

Young workers face an uncertain future due to precarious and informal employment that jobs in the transport industry are shifting towards. In 2023, the ITF will continue to fight

for secure and decent work for young workers, while promoting the establishment of youth structures within unions to empower them and grow our membership. As our leaders of tomorrow it is imperative we support young workers to have an active participation in all decision making processes, and contribute to addressing important issues such as apprenticeships, platform work, technological changes and green jobs.

Addressing the systemic exclusion of women from decent work and achieving gender equality remains a priority to transform a traditionally male-dominated industry from within our unions. We are committed to strengthening women transport workers' leadership and organising women workers to ensure they actively participate in the shaping of our industry.

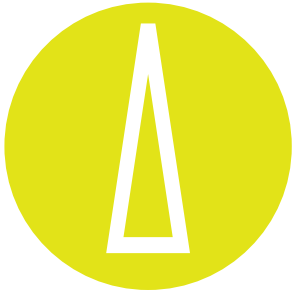
RIGHTS FOR TRANSPORT WORKERS

Transport unions are campaigning across the world to fight back against international capital and governments that deny workers their rights. In response to government attempts to undermine these rights and business models built on exploitation, the ITF will continue to provide legal support and organise solidarity for national cases and campaign internationally for the ratification of ILO conventions.

In 2023, governments, businesses and investors will seek to build a recovery from the pandemic; they must put transport workers and their unions at the centre of their plans to secure a safer, fairer and more sustainable future.

Stephen Cotton
ITF General Secretary

Paddy Crumlin
ITF President



1. OCCUPATIONAL SAFETY AND HEALTH

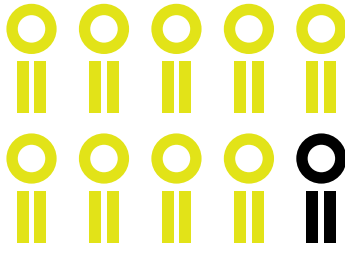
Safety for transport workers

Occupational safety and health (OSH) is now one of the five ILO fundamental principles and rights at work. All ILO member states must respect and promote this right whether or not they have ratified the relevant conventions. We will continue to advocate for international health and safety standards with supply chain actors, employers, governments and in global policy forums.

We are demanding the protection of workers through elected OSH union representatives, and we support affiliates to organise and campaign at a local and national level. We are calling on companies to value and actively support the lives, health and wellbeing of all transport workers, including those working in contracting chains and in precarious non-standard forms of employment.

2023 PLANS

- Joint ratification campaign for ILO OSH conventions with other GUFs and the ITUC.
- Increase the number of elected OSH union representatives as part of collective bargaining agreements (CBAs) across all regions with a focus on airports.
- Campaign for the ratification of ILO Convention 190 and Recommendation 206 in seven African countries and in priority countries in Asia Pacific.
- Support affiliates in addressing violence against aviation workers and improving mental health through sharing best practices and training.
- Agree OSH recommendations for the aviation industry at the ILO Technical Meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector.



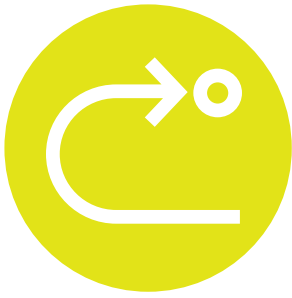
NINE IN TEN PEOPLE (87%) SUPPORT THEIR GOVERNMENT IMPLEMENTING POLICIES TO PROTECT TRANSPORT WORKERS FROM VIOLENCE AND HARASSMENT

ITF GLOBAL POLL 2022

- Build on the successful dockers' OSH training rolled out in Arab World and extend the programme to Latin America.
- Pilot project with SEA Alliance, Ulula and Thai Union on grievance mechanisms on fishing vessels.
- Support affiliates in using recommendations of the research report into mental health of young public transport workers in their collective bargaining, campaigning and lobbying.
- Build affiliate capacity to campaign on climate/OSH impacts, building on Egypt project outcomes.
- Launch the second phase of the global Safe Rates campaign, supporting road transport unions globally in winning fair and safe pay and conditions throughout road transport supply chains.
- ILO Convention 190 ratified by 12 additional countries, taking the overall number of ratifications to 22.
- Launched the transport focused ITF C190 toolkit, aimed at women activists and unions to support lobbying and negotiations on issues critical to ensuring a safe and equal world of work.
- Victory in Belgian ports in the joint ITF-ETF Stopping the Race to the Bottom campaign which stopped MedTug from undermining BTB-ABVV's national agreements and protecting pay and safety.
- Negotiated a global agreement with Thai Union, signed six health and safety agreements and established a vessel Code of Conduct in Fisheries.
- Established an interagency IMO-ILO Tripartite Task Force to align OSH regulations.

2022 HIGHLIGHTS

- Integrated ITF Sanitation Charter into negotiations with global employers, e.g. in discussions with DHL in Sri Lanka, and launched Sanitation Rights are Human Rights' Activist Toolkit.
- Launched findings on sanitation rights in public transport based on workers' testimonies.
- Achieved nine proposals in amended Maritime Labour Convention (MLC), including the right to mandatory social connectivity, improved drinking water access and balanced diets for seafarers.
- Carried out a global Week of Action for Safe and Sustainable Rail, which started on International Railway Workers' Day on 27 March.



2. SUSTAINABLE TRANSPORT

Making transport sustainable

Tackling climate change and building a sustainable transport industry has many challenges. We need industry plans at sectoral, national and regional levels backed by investment, and we are calling for just transition plans in every transport sector. In 2023, we will build on our climate finance work, and campaign for the action needed to protect transport workers in the face of new climate realities.

2023 PLANS

- Pursue specific commitments on sustainable transport, just transition and climate finance in climate negotiations, including COP28.
- Develop sustainable transport policies and action plans for road freight and women transport workers.
- Establish Just Transition Committees at both national and airport level in targeted countries/airports and develop a global jobs plan for sustainable aviation.
- Implementation of just transition plans for the electrification of public transport in target cities and with C40 co-host a roundtable with mayors.
- Lobby for reinvestment and modal shift to public transport globally and in key cities supported by the Taskforce on Sustainable Public Transport Investment, Funding and Fares and Future is Public Transport Campaign.
- Implement the Maritime Just Transition Task Force action plan, with a focus on tripartite national skills councils.
- Develop the transition organising models in aviation and public transport.
- Grow unions in targeted ASEAN countries under the [Safe and Sustainable Rail campaign](#).
- Work with the ILO on the regional technical meeting on the future of decent and sustainable work in the railways sector.
- Build on the [Africa energy and economic transition report](#) to engage affiliates on climate change and just transition.
- Build membership in targeted regions in tourism, as the basis for further policy development and campaigning in the sector.



80% OF PEOPLE WANT THEIR GOVERNMENT TO INCREASE INVESTMENT IN SUSTAINABLE TRANSPORT.

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2022 HIGHLIGHTS

- Succeeded in putting forward our vision of a sustainable transport industry at COP27, including securing commitments to strong labour standards and just transition for workers in the Presidency's key transport initiative.
- Connections between unions and mayors built through C40 Cities and the [Future is Public Transport campaign](#) highlighted by direct dialogue undertaken with the mayor of Jakarta in Indonesia.
- [Just transition in urban transport report](#) launched with ITF affiliated unions and informal worker organisations from seven cities in the global south.
- Just transition clause in a collective bargaining agreement in Chile successfully negotiated.
- Secured language on investment in public transport in the L20 statement to the G20.
- [ITF Sustainable Aviation Policy](#) launched, demanding the introduction of national Just Transition Committees.
- Language on social sustainability and just transition included as part of the aspirations on sustainability at the 41st ICAO Assembly.
- [Skills study report and action plan](#) launched by the Maritime Just Transition Task Force, which was established at COP26 by the ITF, ICS, UN Global Compact, ILO and IMO.
- Completion of digital training for young workers on just transition organising.
- ITF demands included in Sustainable Mobility for All report [How to unlock public transport for climate and sustainable development](#).



3. SUPPLY CHAIN ACCOUNTABILITY

Corporate accountability in global supply chains

Labour standards across the transport industry have been eroded as businesses have sought cheaper ways to move people and goods, often through exploitative chains of subcontracting. Only building transport workers' power across supply chains and holding governments and companies accountable to decent labour standards will stabilise supply chains. We must rewrite the rules in international laws and regulations, national and local legislation, and industrial agreements. Transport trade unions play a critical role in setting, checking and enforcing these standards.

2023 PLANS

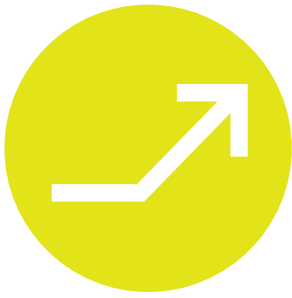
- The 75th anniversary of the Flags of Convenience (FOC) campaign will be marked by activities including a focus on FOC registered ships calling into ports in the Mediterranean Sea, an educational event in Manila, recognition of the FOC-POC inspectorate and defending the rights of unions to obtain and retain employment in national waters.
- Expand agreements with multinationals on [Supply Chain Human Rights Principles](#) with a focus on food and beverage and retail companies.
- Use OECD Due Diligence Guidance for Responsible Business Conduct and other instruments including the European Union Directive on corporate sustainability due diligence and national supply chain transparency/due diligence legislation to hold supply chain actors to account.
- Expose abusers of transport workers rights in global supply chains with a particular focus on warehousing.
- Campaign towards a set of ILO international minimum standards for inland navigation.
- Build on dockers regional networks and OSH campaigning to pursue regional framework agreements in targeted global network terminal operators (GNTs).
- Develop a position on responsible public contracting in public transport, allied to PSI's agenda.



- Develop global policy to address the impacts of deregulation and subcontracting on the aviation supply chain as part of the ICAO Ground Handling Task Force.
- Provide organising training to increase union density in key aviation supply chains, including subcontracted workers at Ethiopian Airlines and airport hubs in Latin America and Asia Pacific.
- Increase leverage and pressure on investors and shareholders through the Committee on Workers' Capital (CWC) and targeted campaigns.
- Build affiliates' understanding of and engagement with supply chain accountability strategies through training workshops in ITF sectors and regions.
- Used Supply Chain Human Rights Principles to approach supply chain actors about standards for transport workers' in their supply chains.
- Renewed and strengthened Deutsche Post DHL Protocol alongside our sister global union UNI Global Union. The three parties agreed a joint work plan for the first time, recognising freedom of association and collective bargaining rights.
- Launched ITFShipBeSure website which provides seafarers with advice on finding reputable manning agents, avoiding recruitment scams and ensuring that seafarers have the right contract.
- Developed shareholder strategy to raise awareness among Maersk investors on human rights due diligence.
- Used due diligence agreements and Safe Rates supply chain regulation in several jurisdictions to remedy supply chain human rights abuses and build workers' power in road transport.

2022 HIGHLIGHTS

- As of 22 December 2022, ITF inspectors conducted 8,534 ship inspections and recovered USD 32,965,543 of owed wages.



4. FUTURE OF WORK

A say in the future of work

We are facing enormous changes due to rapidly developing technologies that have the potential to transform the way that work is performed, overseen and organised. Transport workers and their unions must be at the centre of decisions so that regulation and labour standards keep pace with emerging technology and new ways of working. A worker-led transition is the only way to reverse the race to the bottom and raise standards for a new world of work, so that digitisation improves the lives of workers.

PLANS FOR 2023

- Support affiliates in their efforts to sign MOUs with Uber with a focus on Mexico and Brazil.
- Pursue agreements with employers about the use of technology in urban transport, rail and ports.
- Roll out an online future of work toolkit for organisers to supplement training in rail and urban transport.

- Develop a union-led policy to respond to the expansion of drones in the aviation ecosystem.
- Increase aviation membership by using technology impacts as an organising tool in selected airports.
- Develop a Decent Work in Technology Charter and CBA language on tech for warehouse workers.
- Campaign for the EU Platform Work Directive in support of affiliate campaigns.
- Continue to support strategic litigation with affiliates and workers in the platform economy.
- Continue to campaign for an ILO Convention on Decent Work in the Platform Economy.

2022 HIGHLIGHTS

- Organised unorganised workers in Transdev in Colombia and Morocco, established a set of bargaining principles and grew the Transdev Unions Network which led to

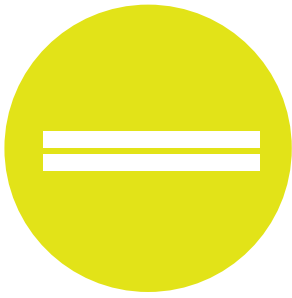


64% OF PEOPLE SUPPORT PLATFORM WORKERS' RIGHT TO SAFE WORKING CONDITIONS

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significant progress towards reaching an agreement with Transdev on technology and decent work.

- Signed ITF/Uber Memorandum of Understanding (MOU) on the continued support of decent work for drivers and couriers globally.
- Two national agreements agreed with Uber in Australia and Belgium:
- TWU-Uber MOU and supporting our Australian affiliates campaigning for the creation of an independent body to establish industry-wide standards on pay and conditions and mechanisms for appeals against deactivation from the app.
- BTB-Uber MOU which includes a representation mechanism for workers, an agenda for improving working conditions and an appeals process for workers.



5. EQUALITY FOR TRANSPORT WORKERS

In the shifting world of work, workers are being left more and more vulnerable to exploitation. The polarisation of wealth is still increasing, with the richer getting richer, and the poorer getting poorer. In the ITF, we are advocating equal opportunities, inclusive and democratic decision-making, and representative leadership. We are confronting racism, stereotypes, myths, discrimination and stigma in the workplace. We are spotlighting injustices and bringing those responsible to justice.

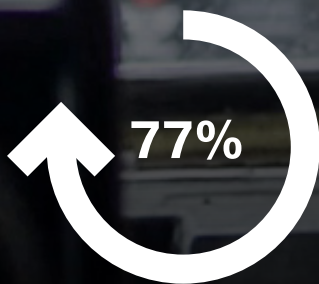
PLANS FOR 2023

- Support urban transport unions in negotiating formalisation in the Philippines, Colombia and Nepal.
- Equip unions to deliver 'just cities' for women in public transport in Mexico City and Bogota.
- Deliver 'Be more than a bystander' training with a focus on dockers' unions in the UK, Costa Rica and India.
- Build on the global women railway workers' survey, where 4,600 women rail workers from 56 countries responded, by launching an action plan to promote gender equality in rail supported by a working group of unions to trial the action plan.
- Support railway affiliates to engage and work with disability rights activists, pensioner

groups and other commuter and civil society groups to fight staff cuts and ticket office closures in target countries to ensure railways are accessible for all.

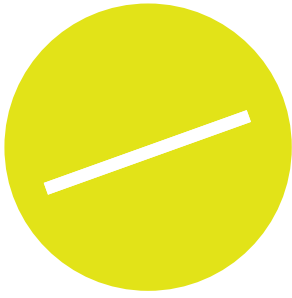
2022 HIGHLIGHTS

- Impact of Covid-19 on women transport workers in West and Central Africa report published, which contains four urgent recommendations for action.
- Release of trade union guide on labour and gender related safeguard frameworks of International Financial Institutions which lays out principles for development banks to protect workers' rights and improve the status of women working in transport.
- Signed new agreement with the Ministry of Labour of Qatar on protecting migrant workers through the creating of joint committees in local and multinational companies.
- In line with Congress Resolution 20, which calls on all unions to increase the participation of young workers, the Rail & Maritime Transport Union (RMTU) in New Zealand agreed to have youth representation on the executive committees of all branch levels.
- Established network of women working in civil aviation to share women's experience in the industry.



**77% OF PEOPLE BELIEVE
TRANSPORT IS IMPORTANT
FOR REDUCING ECONOMIC
INEQUALITY**

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6. 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 new forms of employment, are putting workers' lives and livelihoods at risk. Collective bargaining and the right to join a union are being eroded in too many countries. The right to strike is enshrined in international law, and workers must have the right to withdraw their labour. The ITF stands up for transport workers' rights at work, we defend the right to strike, and we campaign to secure decent wages and social protection.

PLANS FOR 2023

- Campaign with other global union federations on strengthening the UN Treaty on Business & Human Rights.
- Campaign at the ILO for global business and human rights standards.
- Support air traffic controllers in Kenya to exercise their right to unionise.
- Review contractual clauses and wages in negotiation with the Joint Negotiating Group (JNG) and secure a new IBF Agreement for seafarers.

2022 HIGHLIGHTS

- Shared employer trends in attacking unionised workers and union rights during Covid-19 and best practice examples of social dialogue in responding to the pandemic in a 'Employer Responses to the Covid-19 Pandemic in Civil Aviation' report.
- Victory in Rotterdam court in a case on the non-seafarers' work clause, with the judge highlighting the importance of honouring collective bargaining agreements.
- Campaign on future pandemic preparedness through the inter-agency Joint Action Group to protect transport workers and secure supply chains for the COVID-19 pandemic and future crises.



2 IN EVERY 3 PEOPLE SUPPORT LAWS THAT PROTECT TRANSPORT WORKERS' RIGHT TO STRIKE

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MEMBERSHIP GROWTH

735 ITF AFFILIATES FROM 153 COUNTRIES REPRESENT 18 MILLION TRANSPORT WORKERS WORLDWIDE. 6.8 MILLION ARE DECLARED TO THE ITF, UP 400,000 ON LAST YEAR.



Latin America & the Caribbean saw the largest increases in the Maritime sectors after the return of CONTTMAF and its federations and unions in Brazil gaining **100,000 members**.



We gained **32 new affiliates** over last year including **17 from Africa**.



Arab World saw largest increase in the year growing **188,000** to just over **500,000**.



Asia Pacific now the ITF's largest region in terms of declared members, exceeding Europe for the first time in **126 years by 20,000 (2.04 million)**.

WE HAVE NOW REGAINED THE MAJORITY OF OUR MEMBERSHIP LOST DURING THE COVID CRISIS.

2023 KEY DATES

FEBRUARY	Arab World Regional Conference – Oran, Algeria
MARCH	Road Transport, Railway Workers and Urban Transport Sections’ Conferences – Johannesburg, South Africa
APRIL	Tourism Services Section Conference, Executive Board and related meetings – Antigua, Antigua & Barbuda
AUGUST	Latin America & Caribbean Regional Conference – Cancún, Mexico
SEPTEMBER	Women Transport Workers’ Conference – Dakar, Senegal
OCTOBER	Young Transport Workers’ Conference and Executive Board and related meetings – Mumbai, India
DECEMBER	Dockers and Seafarers Sections’ Conferences – Santiago, Chile

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WE MOVE THE WORLD.



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WORKERS'
FEDERATION

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