



Global crisis to global justice: Women transport workers fighting back

ABSTRACT

This document is the consultation paper for women attending the ITF women transport workers' conference 2014 leading up to the 43rd congress that will be held in Sofia, Bulgaria in August 2014. It includes the findings and recommendations of the ITF regional women transport workers' conferences and the ITF women transport workers' conference held in 2010. This document will form the basis of ITF congress documentation. The ITF encourages all affiliates to discuss the document and to advise the secretariat on their priorities.



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PART ONE: Women transport workers in the world today

The global economic crisis and women transport workers

1. The global economic crisis has had a major impact on jobs and incomes of men and women in all industrial sectors in both developed and developing countries. Yet the catastrophic consequences of the failure of governments to regulate capital, and the speed with which the mechanisms of globalisation spread these around the world has not yet altered governments' attachment to liberalisation, with unions often the only organised force ready to challenge these policies. Men and women in transport unions are central to this challenge.
2. Globalisation and deregulation have resulted in a massive transfer of wealth and power from the poor to the rich, and led to a catastrophic global economic breakdown. The response of global capital has been to launch austerity assaults against men and women workers in all industrial sectors, to deregulate even further, to shrink the public sector, to replace stable jobs with precarious employment, to reduce social and employment rights and to attack unions. The impact on women generally, and women transport workers in particular, has been stark.
3. The international trade union movement's five key principles for dealing with current economic challenges are essential to the struggle for women transport workers. They are: *jobs, social protection and decent work, financial regulation, fair taxation, and climate action*.¹ Addressing political and business chiefs at the World Economic Forum in Davos in January 2012, trade union leaders called for 'jobs and growth to be at the centre of plans to reboot the world economy'. Sharan Burrow, general secretary of the International Trade Union Confederation (ITUC), said the pervasive economic challenges had spread to all areas of working life, from young people unable to find their first job, parents struggling with rising inequality, working women and their families, and seniors struggling to survive on dwindling pensions. And these challenges are keenly felt by women transport workers.

Workers' rights suffer unprecedented attacks

4. The ITF is joining with the ITUC and global unions, leading the fight against intolerable levels of unemployment, economic insecurity and income inequality, and exposing the specific impacts on women and women transport workers in particular. Political stability and social cohesion are increasingly under threat. Workers are at the frontline of the war on their living and working conditions, from the very forces that brought the financial system to its knees in 2008. Those who remain in jobs are facing an unprecedented attack on their wages, working conditions and their rights. Collective bargaining systems

¹ ITUC five principles for growth:

1. **Jobs** – Five years of two percent GDP invested in the green economy across six sectors in 12 countries can drive more than 55 million sustainable, decent jobs.
2. **Social protection, sustainable demand and decent work** - These should include a social protection floor in every country, with a global fund to kick-start development in the poorest countries; minimum wages on which people can live with dignity; and an expansion of collective bargaining to ensure fair working conditions.
3. **Financial regulation** - Governments must band together to stand up for the 'real economy' by putting a ban on algorithmic high frequency trading, regulating the credit rating agencies, and requiring transparency for the shadow banking system – the hedge funds and investment vehicles that transact trillions of dollars but fall outside national regulatory systems.
4. **Fair and progressive taxation** - It is time to repair the balance sheets of governments through a fair contribution from those that can afford to pay. Through making corporations pay their fair share, urgently implementing a broad-based, low-rate financial transaction tax to reduce speculation and provide a new source of government funding to invest in public services, social protection and development.
5. **Climate action** - Governments must find the political will required to save our children's future, by reducing emissions of industrialised countries by 25-40 percent by 2020, implementing a green climate fund and ensuring a just transition for workers and communities.

are being dismantled and the fundamental aspects of labour codes are being weakened. The remaining labour laws are often not enforced.

“The scale of this co-ordinated attack on workers is unprecedented. We have seen nothing like this since the trade union movement fought and won the right for workers to join a union and collectively bargain. The ITUC has drawn a line in the sand. This blatant and unjustified attempt to strip workers of their basic rights can go no further and must be rolled back.”

Sharan Burrow, general secretary, ITUC

5. The international institutions that unions fought hard to create, including the ILO (International Labour Organization) and the UN, are also under attack. These institutions that have traditionally supported workers and their rights, standing up for women’s equality and transport standards, require strengthening but many employers and some governments are determined to undermine and destroy them.

Precarious work and women transport workers

6. Indicators suggest only a minority of the world’s transport workers are in secure jobs. There has been a consistent trend of employers avoiding decent labour standards and rights, and of separating their operations into business units or outsourcing them to contractors in a way which isolates workers and makes collective representation extremely difficult. Women transport workers have already been disproportionately represented among precarious workers in transport. It appears that the global economic crisis has been used by many employers as a further means to shed jobs, casualise or outsource work, to cut pay and worsen working conditions. Many public transport services have been privatised and fragmented into small owner/operator businesses.
7. From 2006 - 2010 the ITF systematically analysed organising strategies for precariously employed transport workers in different countries in its *‘Organising informal transport workers: global research project’* and in a further report *‘Back to basics? Organising unprotected transport workers’*. These highlighted the fact that, while some of these workers have organised into trade unions, there is a need to recognise and work with other forms of self-developed worker organisation, and to link them to the trade union movement.
8. In *Living with economic insecurity: women in precarious work*, the ITUC challenges the blanket assumption that the increased participation of women in the labour market has provided them with sufficient means to build economic security. It calls on governments to shine the light on the poor quality of the jobs many women hold. Precarious work undermines women’s rights, perpetuates gender inequalities in societies and dampens the prospects for sustainable economic progress. The transport industry is no exception.
9. Unlike permanent employment, precarious or non-standard jobs shift social risks away from employers and governments onto individual workers – those who can least afford to bear them. These risks affect not only the workers but their families and society at large. The term precarious employment covers forms of work involving job insecurity, low income, limited social benefits and statutory entitlements.²
10. The ITF has commissioned research encompassing women in precarious work, the findings of which confirm that existing data is limited. The research suggests that attempts to organise women transport workers in precarious work have to date been largely unsuccessful. This is due to a number of reasons including lack of legislative rights for unions to organise these groups of workers, and employers exploiting the vulnerability of these women. The women’s department will be involved in the ITF informal transport workers’ project to work towards finding solutions to these challenges.

² ILO

11. Greater participation of women in paid employment may contribute to political pressures to reform laws, which then may further enable more women to pursue employment opportunities. More women in parliament may be associated with reforming statutes that give women greater property rights and legal capacity.³

Impact of global financial crisis on women's employment and security

12. The global financial and economic crisis has hit women harder than men in the job market — and no improvement is predicted in the coming years.⁴
13. The pre-existing long-term trend towards precarious employment arrangements and increasing informalisation of the labour market has been markedly accelerated by the financial crisis, leaving more and more women without employment and income security, and further driving their wages down. Over the last decades, millions of women have been pushed into financial vulnerability making their present and their future unstable. Anecdotal evidence suggests that standard indicators and data fail to capture the extent to which women are being driven into increasing economic insecurity. Too often, data on the particular situation of women is lacking – and this is certainly true of women working in the transport industry.⁵
14. Globally the official unemployment rates for women masks a harsher reality, with a massive increase in the numbers of 'working poor', those, mainly women, whose jobs do not provide enough to meet basic needs.⁶ Overall, by 2011 half the world's workforce was in vulnerable employment. This includes the growing numbers of women (and men) working in informal and formal transport jobs, who are denied the right to join unions and bargain collectively for better job security, wages and conditions.
15. "The crisis appears to have worsened gender gaps in unemployment across all regions, regardless of whether they were on the front lines of the crisis like the advanced economies, or a degree removed like Asia and Africa."⁷

"While women worldwide contribute to the economy and its productivity, they continue to face many barriers that prevent them from realising their full economic potential. This is not only holding back women; it is holding back economic performance and growth. Guaranteeing equal opportunities for women and men is not just the right thing to do, it's smart economics."

Michelle Bachelet, executive director, UN Women

16. And while women's pay has become closer to that of men in some countries the ILO warns that this may just mean that men are now worse off than before the crisis.⁸

Quality of work and social protection for women transport workers

17. Global and national trends in employment and development emphasise the importance of improving the quality of women's work – economic growth on its own is not sufficient to close gender gaps in employment or pay.

³ Women's legal rights over 50 years. What is the impact of Reform? World Bank Policy Research Working Paper 6617 September 2013

⁴ ILO Global employment trends for women 2012

⁵ ITUC 2011, Living with economic insecurity: women in precarious work [online]; <http://www.ituc-csi.org/living-with-economic-insecurity?lang=en>

⁶ ITUC 2011, Living with economic insecurity: women in precarious work [online]; <http://www.ituc-csi.org/living-with-economic-insecurity?lang=en>

⁷ ILO Global employment trends for women 2012

⁸ ILO's Global Wage Report 2012/13

18. “There is growing recognition that the pattern of growth matters as much as its pace: controlling inflation and balancing budgets (are) important, but the quantity and quality of jobs is crucial. Men and women must be able to share in the benefits of growth rather than finding themselves competing for scarce and poorly paid jobs in a shrinking labour market...Gender equality...offers the promise of more human-centred growth.”⁹
19. There’s a common misconception that the informal economy offers a ‘cushion’ in times of economic crisis. But research shows the global recession has further impoverished informal workers and their families.¹⁰ For example, for tut-tut drivers or street vendors already grappling with a significant drop in consumer demand, the situation has been made worse by increased competition as the newly unemployed turned to informal transport or vending. Instead, many informal economy workers have no option but to increase their already long work hours.¹¹
20. The increase in informal and poor quality work gives additional urgency to the ILO calls for an expansion of social protection measures to provide a safety net for women, as well a decent quality of work.
21. The financial crisis has severely compromised the ILO decent work agenda, pushing millions into unemployment, underemployment and/or precarious employment. When crises occur, and governments typically cut social spending, anecdotal evidence suggests that women perform an increasingly disproportionate share of unpaid social reproduction work. Unpaid work is invisible in statistical data and the majority of responses to the crisis. It is therefore crucial to highlight this aspect of women’s work – and the overall crisis of care – on the ability of women to enjoy their human rights.¹² The consequence of insecurity for women is far reaching as they remain the primary family caregivers.
22. Unemployment, job insecurity, low pay and public service cuts all limit the ability of women and men, to feed, educate and nurture their children. They work, but lack decent jobs, security, protection and rights. Precariousness results in growing uncertainty, insecurity, and vulnerability of individual workers, and deprives people of the stability required to take long-term decisions and plan their lives, as well as engage in collective action as trade unionists and as citizens in a democratic society.
23. In the medium and long term, despite the crisis, experts predict a continued growth in transport due to globalisation. But this transport growth will not automatically go hand in hand with the creation of decent jobs in the transport industry. On the contrary, to a large extent this transport growth is made possible by the globalisation of transport and logistics companies, and the globalisation of logistic chains - resulting in huge pressures on working conditions through rationalisation, productivity increases and ‘social dumping’ in the global transport chain. And it is not just multinational transport and logistics companies but also their contractors and shippers which are dictating prices and thus imposing downgraded working conditions and increasing levels of precarious employment.

The global crisis: impact of reduced remittances

24. As a result of poorer nutrition, the health status of people living in poverty is likely to deteriorate. Women and girls, who may be the first to cut back on consumption, could be hit harder than men and boys,

⁹ Women's economic empowerment offers a win-win scenario: guardian Poverty Matters Blog <http://www.guardian.co.uk/global-development/poverty-matters/2012/nov/06/women-economic-empowerment-win-scenario> Posted by Naila Kabeer, professor of development studies at the School of Oriental and African Studies, 6 November 2012 12.28 GMT

¹⁰ Inclusive Cities project, co-ordinated by Women in Informal Employment: Globalizing and Organizing (WIEGO)

¹¹ Women in Informal Employment Globalising and Organising www.wiego.org.

¹² The Impact of the Crisis on Decent Work and the Care Economy: A Vicious Cycle; AWID Brief 11

impacting their right to health disproportionately. Decreased earnings, lower remittances from abroad and persistently high inflation have led to families restricting their diets and removing children from education.

25. “My youngest daughter was studying in fourth standard ... Now she works as a kitchen helper earning 5 rupees (approx USD8 cents) a day.”
Widow, Ahmedabad, India¹³
26. As government budgets shrink, funds available for social services and social security diminish. When the state pulls back, women serve as a safety net, often increasing both their paid and unpaid work to respond to the needs of their families. This double (or triple) burden of work, further threatens women’s rights to equal access to education, healthcare and the labour market.¹⁴

Social protection floor – a key to addressing crises and social instability

27. With increasing precariousness, social protection is an increasingly important issue for the international trade union movement - and crucial for women, who are less likely to be covered by social rights. Growing numbers of informal economy workers in all sectors, including transport, have few employment or welfare rights at a time of austerity and cut backs. The need for a social safety net becomes ever more acute.
28. The UN estimates 5.1 billion people, many of them women, lack adequate social security or social protection worldwide, while only just over 15 percent of the world’s unemployed worldwide are receiving any form of unemployment benefit. Improved social protection measures will benefit women such as those in the transport industry who work in deregulated, insecure or informal jobs.¹⁵

¹³ *ibid*

¹⁴ ILO Global employment trends for women 2012

¹⁵ **Social Protection Floor for a Fair and Inclusive Globalization: Report of the Social Protection Floor Advisory Group** chaired by Michelle Bachelet; Convened by the ILO with the collaboration of the WHO; ILO, October 2011

PART TWO: Fighting back - organising women transport workers to build strong unions

Organising women workers - improving our industrial strength

29. Organising women workers, an ITF global congress priority, is about much more than gender equality. Although still the minority, women in the transport sector are growing in number. Increasingly research is showing that sisters are also working in large numbers in some of the most strategically significant roles within the transport industry. Building our knowledge of where women work, particularly when they may not sit within the core transport areas where we have traditionally organised workers, is critical to our capacity to build our industrial strength to win for all workers. When we undertake research to identify the issues these women feel most strongly about and commit resources to targeting women transport workers, we can unlock previously unrealised potential to grow our unions, address inequality in the sector, and increase our capacity to deliver for all workers on industrial issues like privatisation and health and safety.

Unions in action: Papua New Guinea women achieve collective bargaining success revealing their power and strategic significance in fisheries

Within ITF affiliates, women comprise just 3 per cent of the fisheries sector. What is in evidence is the additional 135 million in the post catch supply chain largely comprised of women. The partnership between ITF and IUF (International Union of Food Workers) in the fisheries supply chain is therefore of most significance to the work of the ITF, in addition to continuing to pursue the representation of women within the sector and the ITF section.

With the average industrial fishing vessel having a crew of 21, attempting to achieve influence in this industry using the vessels as the primary target is going to achieve little leverage in the form of worker power or membership bases. Where we can build power and potential membership bases of significance is in the post catch sector, in particular, the fish processing plants. According to Food and Agriculture Organisations (FAO), case studies suggest that 30 per cent of the total workforce is women, with regional and national variations reflecting women's role in society more broadly.

The pilot campaign in Papua New Guinea (PNG) has built a model around the identification of women leaders who have then participated in training, decision making and campaigning to deliver both constitutional and statutory changes that have won union recognition and the right to collective bargaining predominantly for women workers.

“These canneries are where we can build our powerbase with large numbers, anywhere between 100 and 5,000, of fairly static workforces and significant numbers of women. These strongholds of membership are critical to our strategy to organise across the fisheries supply chain.”

Liz Blackshaw, ITF/IUF fisheries programme leader

In 2012, a campaign was launched to pursue recognition through the predominantly female workforce in a cannery of a company which has a history of extreme union hostility, and then campaign to extend that recognition out to the fishers. After a series of training events; workshops and workforce actions including a petition signed by over 3,500 workers, in July 2013 the cannery workers won their right to recognition of the PNG Maritime Union (MTWU), an independent union. The fishers have now formally requested that they be given the same right.

Women transport workers are concentrated in low-paid and casual work

30. Women often work in services such as cleaning, catering and call-centres – services that are contracted out and lack secure employment conditions for workers. It is always the lowest paid who suffer the most in economic hard times because they are seen as ‘dispensable’. Gender-based occupational segregation is particularly pronounced in transport, and it is likely the crisis will accentuate this trend.

Unions in action: British Railway cleaners’ victory

As a result of the global privatisation of the railway industry, cleaning services have often been contracted out. Railway cleaners, often women, endure some of the worst conditions and lowest pay in rail. Since cleaning is no longer part of the railway industry, traditional opportunities for career development within the sector are no longer available. Pay tends to be on or around the national minimum wage. Many railway cleaners are migrant workers who are in a vulnerable position, which employers may use to their advantage. In 2000, railway cleaners started to voice their concerns and in 2005, following support from the UK union RMT (National Union of Rail, Maritime and Transport Workers) with basic education for cleaners on their rights, the campaign for a London living wage was launched. The campaign also included demands for decent working conditions and respect, for example, free travel; 28 days leave; and a pension which other railway workers have but cleaners do not have access to. In 2006, the RMT launched its ‘Rail Cleaners’ Charter’:<http://www.rmt.org.uk/news/publications/cleaners-charter/>

As part of the union’s campaign activities, two sets of strike action were organised. Throughout the campaign, the railway cleaners were supported by other railway worker groups (eg drivers, ticketing staff). The number of organised railway cleaners increased to two-thirds of the total number of railway cleaners. In July 2010, the London living wage was secured for all cleaners on the London Underground. The focus of the campaign is now on securing decent working conditions and facilities for the cleaners on London Underground, as well as to campaign for fair pay for other cleaners on the railways. This campaign is evidence that precarious workers such as cleaners can be effectively organised to fight and win better working conditions.

Unions in action: SATAWU Global telesales organising campaign

In accordance with the ITF strategic plan for women transport workers 2011-2014, in 2010 the ITF women’s committee agreed to financially support a pilot call centre campaign, in South Africa under the auspices of SATAWU (South African Transport and Allied Workers’ Union). It was agreed that the focal point of the campaign would be global telesales, a wholly owned subsidiary of Lufthansa, based in Cape Town where 59 percent of the employees are women and predominantly young workers. SATAWU simultaneously began organising other Lufthansa owned or connected companies in South Africa.

The campaign has delivered a number of positive outcomes including the recruitment of more women workers, a greater understanding of the industry complexities, and the challenges faced by the workers and unions attempting to organise. Non-traditional transport workplaces like call centres provide the ITF and affiliate unions with the opportunity to organise more women who are often working in crucial links in the supply chain. Discussions are ongoing about the ITF global strategy and potential target companies in transport call centres.

ITF campaigns – International women’s day

31. International women’s day (IWD) on 8 March is an annual and well supported campaign in ITF affiliates’ calendars. The day highlights the role of transport unions in championing women’s rights and is an opportunity to reach out to unorganised women workers.
32. On 8 March 2011 the world celebrated the 100th anniversary of IWD, and ITF affiliates played a prominent part in the events organised in countries around the globe, providing an important focus on women’s struggles.
33. Women in the Democratic Republic of Congo from the ITF’s Centrale des Travailleurs du Transport et Communication, lobbied the government for decent work and equal opportunities. In India, ITF affiliates organised rallies and seminars. In Jordan, ITF affiliates held a workshop about women’s role socially, in the workplace and in society.
34. In line with the 2011-2014 women’s work programme, on IWD 2013 materials were supplied to over 80 affiliates to support their activities, their stories are shared here:
<http://www.itfglobal.org/campaigns/IWD2013-Activites.cfm>
35. The number of unions in the Latin America and Caribbean region using IWD to engage potential women members has increased by 20 percent since 2012.

“IWD is a real opportunity to take practical steps to enhance the lives of women and raise the profile of all the crucial work that they do across the world. For transport unions this is a time to reflect on the achievements of women members and to take steps to build on those achievements.”

Ekaterina Yordanova, ITF Executive Board Member, Federation of Transport Trade Unions in Bulgaria

Identifying priorities - mapping women members in transport unions

36. Understanding the gender profile of ITF affiliates and developing knowledge about the types and locations of jobs where women workers are organised is vital information. To this end and in accordance with the ITF strategic plan for women transport workers 2011 – 2014, the women’s department published a statistical gender audit of ITF members in 2011. Considering members by gender provides additional information. When this is considered alongside analysis of supply chains, where women are also concentrated at the lowest levels, affiliates can identify key targets for successful organising campaigns where they can allocate resources most effectively.
37. The mapping women audit showed that by 2010 more than one in 10 of ITF-affiliated union members was a woman. 2012 membership records show that the proportion of declared women members has risen to 12 percent, highlighting the increasing industrial significance of targeting resources at organising and developing more women.
38. More women are working in operational transport jobs with increasing numbers of women getting jobs as drivers. There are higher levels of women in these positions in urban passenger transport compared to freight, and levels of organisation also tend to be higher in this sector so this provides affiliates with the opportunity of organising more women workers to build stronger unions.
39. The mapping women in ITF organising priority programmes commissioned by ITF and completed in November 2012, set out to map the number of women workers in ports, global delivery and low cost/regional airlines in four case study countries: India, Turkey, Peru and Jordan. The research found:

- Aviation has the highest number of women workers, an average of 42.69 percent
- Women workers in ports average 6.6 percent in the case study countries
- Global delivery companies have an average of 25.4 percent women employees
- DHL had the highest female employee rate of 36.5 percent

The research on women in transport provides some useful data to be incorporated into discussions about how we support affiliates to deliver on their priorities for organising women transport workers.

40. Gender is an important theme of the *Egyptian inland waterways project* and a 2012 gender scan clearly indicated that while there are some women working for the River Transport Authority office and in agencies that run river cruises, there is almost no participation of women in the vessels side of the industry. A gender workshop is planned and women are encouraged to enter training and capacity building programmes.¹⁶
41. In 2011 the ITF road transport affiliates undertook research and mapping to look at the numbers of women drivers and conductors in the urban bus industry. Consequently the ITF road transport workers' section conference agreed a number of recommendations for follow-up. These include the development of a series of case studies to look in more detail at the organising strategies that have been used by unions in the bus industry, as well as initiatives to promote women into the sector.

"Buses are vital to all modern societies, so are the hundreds of thousands of men and women bus workers worldwide. This ITF best practice guide is to support all unions representing the growing number of women bus drivers and women in the industry. No woman in the bus industry should face unequal pay, be told to wear a uniform designed for a man when she is pregnant, risk her health because of inadequate toilet facilities, or her dignity and safety through sexual harassment or violence. This guide shows how trade unions in the bus industry are at the forefront of the struggle – tackling discrimination, ensuring respect, safety and high standards for workers and the travelling public."

Diana Holland, ITF women's committee chair and assistant general secretary transport, equalities, food, Unite the Union, Great Britain

Resource: The maritime women's best practice guide 'Winning a better deal for Women' was launched at the seafarers' and dockers' conferences in 2013. The guide, developed from surveying ITF affiliates, provides solutions to the challenges of organising, strengthening collective bargaining, and increasing leadership and representation via practical case studies. It is now available in three languages from: <http://www.itfglobal.org/infocentre/pubs.cfm/detail/39317>

¹⁶ Gender policy and the project capacity building programme for Regional Institute for River Transport report, undated

Women transport workers struggle for workers' rights in MENA countries

42. The significance of the so-called 'Arab Spring' cannot be under-estimated for women in the Arab World. Women, many of them young, are joining and winning their place in the leadership of newly formed trade unions and playing a leading role in the fight for trade union rights and equality in the reformation of their societies.
43. Inline with the 2011-2014 ITF women's work programme, the women's committee has supported this work as a priority and Samar Youssif Safan was appointed in October 2011 as the ITF's first Egypt women's organiser and a women's development programme has been put in place. Like every other region, with a cultural history where political and trade union leadership is dominated by men and women's activism and rights are challenging social boundaries, it is critical that affiliates put women organisers in place to support and unite women to continue their fight for equality if women transport workers are to realise their potential in the rebuilding of their societies.

"Women in Egypt have played a very important and major role in making a real change since the revolution."

Bilal Malkawi, regional secretary, ITF Arab World

44. There are continuing serious sexual assaults in Cairo's Tahrir Square against women protesters according to local women's rights campaigners. In a typical attack, crowds of men quickly surround isolated women, groping them and attempting to remove their clothes. In January 2013 some women were stripped naked and one was raped. It is not certain who is behind the attacks, but Operation Anti-Sexual Harassment (OpAntiSH), a group set up in November 2012 to rescue assault victims from Tahrir Square, believes they are organised by those opposed to the protests.
45. The work Samar has undertaken has included co-ordinating a major training project in Egypt, which focused on building capacity for newly established, independent unions. It also provided training for around 250 women from these unions, which led to the formation of a national women's transport network to help train and empower women trade unionists. In new trade unions in Egypt a fixed percentage of women participants has been established so the councils of trade unions must be 30 percent women.

"It's important for women in transport unions in Egypt to share their experience and expertise, and to explore how they can play an even bigger role in their unions to achieve better pay and conditions for all women transport workers in the country."

Samar Youssif Safan, ITF Arab World women's organiser

46. The Arab World region is leading the way, with women's participation in ITF democratic structures including organising meetings and training. With women making up just 12 percent of ITF affiliate unions, the regional conference had 36 percent women participation, with between 20 and 35 percent in all other activities.

"These were successful and important workshops. They gave us an opportunity to ensure that the role of women and women's leadership was and is upheld in what has previously been a very male-dominated sector."

Samar Youssif Safan, ITF Arab World women's organiser

47. International solidarity with women transport workers and women in general is an important thread to the work of the ITF and our affiliates. This work helps shine the international spotlight on the issues faced by women around the world and the campaigns being fought by their unions, adding global pressure to local and national action.

“In Tunisia and Egypt, women workers, including women transport workers, were instrumental in achieving the amazing changes that took place. Women are active too in the struggles for democratic progress and to build new unions in Bahrain, and in the ongoing and desperate fight to safeguard lives in Libya and Yemen. In Algeria, Syria, Saudi Arabia and Jordan also, women are seeking to promote openness and dialogue, and we, the ITF women’s committee, watch, applaud and support your efforts.”

ITF women’s committee, April 2012

Working in strategic partnerships - global networks

48. Transport unions from Italy to India have been at the forefront of fighting back using strikes. Global unions have put forward alternative jobs’ based economic strategies. Unleashing the power of women transport workers is one area where the ITF offers support to affiliates. Developing the voice of the growing number of women members is central to building a dynamic global union response which works with national unions as part of a sustained fight back. Dynamic transport unions know they have incredible potential at their fingertips – global capital depends on global transport. And across transport corridors, in multinational companies and global supply chains, our increasing knowledge of women working in industrially significant workplaces is evidence that ITF unions need women and men to implement strategic plans and build trade union power.

“ITF unions resolved to respond to the economic crisis by organising energetically and growing their industrial strength. ITF’s organising globally programme is more relevant than ever – and women are key to our organising strategy.”

2010 Mexico ITF congress

49. Global networks can win for workers: the ITF believes co-ordinated global action is the most effective challenge to multinational companies who yield increasingly dominant power in the global economy: ‘of the world’s 100 largest economic entities in 2009, 44 were corporations.’¹⁷
50. The ITF and fellow global union UNI are co-ordinating their affiliates who are building union networks and campaigning across the big global delivery companies such as DHL. The collaboration with UNI has brought tactical advantages, uniting unions to deal with the challenges of taking action within a multinational company. Networks are run by activists on the ground or in the union offices, at key locations of the company’s operation, or in ‘hubs’. A database supports the storage of core research, key mapping data, shop floor activism, and is developed and driven by key contact persons. This way of networking, connecting activists within one global company with each other around the world, has brought real progress and increased workers’ power.

Global organising success in DHL Turkey

51. ITF and UNI: landmark win for Turkish workers as DHL ‘does the right thing’. 4 October 2013

The president of Turkish union TUMTIS, Kenan Ozturk, thanked all those who had supported them in their struggle. *“After a long struggle we now have the collective bargaining competency notice from the Ministry of Labour and Social Security for DHL Turkey,” he said. “This victory is not just TUMTIS’s victory but it is the victory of collective struggle and international solidarity. I thank each union, sister, brother and comrade that put great effort in this victory.”*

52. In the global delivery campaign where women make up 25.4 percent of the workforce, it is vital that women are involved in these networks and strategic leadership. There are women employed as campaign

¹⁷ Global Trends, Corporate Clout 2012: The influence of the World’s Largest 100 Economic Entities

organisers in Central America, Turkey and South Africa. The fact that 25 percent of the members of the network and 26 percent of the key contacts are women is further testimony that women are proportionally represented across this campaign.

53. The East Africa Corridor campaign has had women involved in leadership roles since it began. In 2009 the ITF women's department carried out organising training for 24 sisters in Mombasa, Kenya. In 2013 women are involved in the project at a number of levels including as volunteers and organisers in their countries, joint border and outreach activities, and mentoring young workers. The campaign continues to build union power in Kenya, Tanzania, Burundi, Rwanda and Uganda.
54. The LAN campaign in Latin America began in January 2008 when ITF aviation unions in Latin America commenced an organising drive. LAN Airlines is Chile's leading national carrier and was predicted to expand operations and dominate the Latin America market. The campaign continues to be successful and has been focusing on strengthening the network of unions within this regional carrier where there is a majority of women union leaders. The campaign has been extended to include unions in TAM, the Brazilian carrier following the decision of the two airlines to merge. This also incorporates operations in Paraguay (TAM Mercosur) where the workforce was not unionised. The unions, in which women have strong leadership and activist roles, are now gearing up to deal with the implications of the merger especially its impact on jobs, wages and conditions. Thanks to the impulse of the project, the cabin crew of TAM Mercosur in Paraguay have just gained union recognition where the president and the majority of the leading committee are women.
55. The ITF women's committee and the civil aviation section are supporting the Air Vanuatu Organising campaign, led by Shannon O'Keeffe, campaigns director ITF Sydney. The employer has a history of aggressive union busting including the sacking of almost a third of workers eligible to join the union including all of the union leaders in 2005-2006. The Vanuatu National Workers Union (VNWU) is working closely with the ILO and tripartite partners on a new Employment Relations Act which will significantly improve protections and rights for unions and union members. Research concludes that once the law is operational there are a number of factors that support a successful campaign to rebuild the VNWU within Air Vanuatu. Local organisers are set to be employed, with campaign planning and training support to be provided by the ITF Sydney office.

Labour rights abuses in civil aviation

56. Emirates, Qatar Airways and Etihad Airways are among the fastest growing airlines in the world. They employ more than 70,000 pilots, cabin crew and ground staff between them. More than 90 percent of their employees are non-UAE/Qatari nationals – all of whom have to rely on obtaining temporary work visas under a sponsorship programme. Although these foreign workers are vital to the success of the airlines, they do not enjoy the basic labour rights, including freedom of association and the right to collective bargaining, which apply in their home countries and in virtually all the nations whose airlines compete with Emirates, Etihad and Qatar Airways.
57. The following extract from a standard contract in Qatar Airways highlights one of the ways in which women working for airlines in the region are suffering gender discrimination:

“You are required to obtain prior permission from the company, in case you wish to change your marital status and get married. And: The employee shall notify the employer in case of pregnancy from the date of her knowledge of its occurrence. The employer shall have the right to terminate the contract of employment from the date of notification of the pregnancy. Failure of employee to notify the employer or the concealment of the occurrence shall be considered a breach of contract.”

58. In line with the 2011-2014 women's work programme, the women's department is working with the civil aviation section on increasing the international pressure on these airlines and their home countries to improve labour rights for these workers, where the ITF would have significant potential for organising more women transport workers.

ITF unions changing the face of the transport industry

59. The role of women is changing and widening as the transport industry as a whole changes and grows as a result of globalisation. Significant numbers of women are working in the new jobs offered in the supply chain, particularly in logistics, technological and administrative hubs. Women are also challenging the traditional occupational segregation, for example through increasing numbers of women becoming train and bus drivers, ships' officers and inspectors.

Unions in action: bus driver training in Ghana, a breakthrough for women

A joint union and employer initiative in Ghana puts equal opportunities firmly on the agenda in the road transport sector. A driver training programme for women, jointly run by the General Transport, Petroleum and Chemical Workers' Union (GTPCWU) and transport company Metro Mass Transit, aims to train women bus conductors to become bus drivers, thus challenging the occupational segregation in the industry. The six-month bus driver training programme took place in Accra in Ghana, and Abidjan in the Ivory Coast.

The first group of 24 women successfully completed the course in June 2010 and all the women began working as bus drivers. Since then more groups of women drivers have been trained. In 2012, the number of women bus drivers had increased from 24 to 75 as a result of the programme. The union said: *"We gave the women encouragement and we supported Metro Mass Transit. The women's male counterparts dominate bus driving. We are trying to promote equality. The company employs a lot of women in ticketing and as bus conductors; we realised that their skills should be developed to the next level – handling a bus."*

Unions in action: Argentinian women airline workers achieve equality milestone

Unions in Argentina won a battle for equality for women when the first flight crewed by an all-female team took off from Buenos Aires airport in 2011. The Aerolineas Argentinas flight, which left the airport on 1 April, was operated by Captain Viviana Rosell Benavente, co-pilot Colonel Maria Fernanda and cabin crew chief Marcela Ferre Ferre as well as cabin crew staff Adriana Rodriguez and Natalia Losi. They are all members either of the ITF's affiliates Asociación Argentina de Aeronavegantes (AAA), the cabin crew union, or Asociación de Pilotos de Líneas Aéreas, the pilots' union, which have long campaigned for gender equality.

Alicia Castro of the AAA and member of the ITF women's committee explained how an all-female crew was still unusual in the commercial aviation sector in Latin America and the Caribbean:

"Those who have been campaigning for some 30 years to promote equal opportunities for women are very happy with this ground-breaking development. It was as a result of our struggle that women began to enter into careers as head of cabin crew. Our union also succeeded in introducing cabin crew licensing, which helped raise the standards of the profession, preventing casualisation and outsourcing."

60. Illustrating the growing maturity of the young transport workers' programme, which began in 2006, the September 2012 conference in Montreal, Canada was the third staged by younger ITF unionists. The delegates, 41 percent of whom were women, spent three days exploring approaches to building internationalism and mobilising global solidarity in the midst of issues that affect young people disproportionately: the economic crisis, scarcity of decent jobs and global warming.

61. More women are now classed as seafarers thanks to the Maritime Labour Convention (MLC). The MLC came into force in August 2013. This ground-breaking piece of legislation lays out minimum rights for seafarers and will promote good employment practices across the shipping industry. The convention also means that for the first time cruise ship workers are classed as seafarers, giving ITF affiliates greater scope to organise these large workplaces, where the overwhelmingly highest numbers of women seafarers are located.
62. The seafarers' section has been working with the Norwegian Seafarer's Union (NSU) and Italian Confederation of Workers Trade Unions (FIT CISL) to increase union activity on cruise ships. There have been a number of seminar sessions for women cruise ship activists at all levels, with increasing numbers of participants, particularly in the Philippines, Indonesia and India. The sessions are aiming to build a strong network of on-board cruise delegates.

Luz Baz is an ITF inspector in Spain. In an extract from the maritime women's best practice guide *'Winning a better deal for women'*, Luz says conditions for women on cruise ships *"can be really rough"*. As more women begin to work on such vessels, both as officers and ratings, she wants it to become *"normal for women to be part of the shipboard environment"*.

Challenging the dockers' industry to change its 'all-male' image

63. A new poster campaign designed to challenge traditional preconceptions about 'what a docker looks like' has been launched by ITF unions in the Asia Pacific region. The women dockers meeting in Manila in early 2013 was the backdrop for discussion on the public, union and employer perspective on the characteristics of port workers with the new poster template being the result. Unions from across the region are adding their own images, of women and men in traditional port roles but also other port positions like clerical and hospital staff, to the template, to make the posters engaging and relevant for local audiences. It's hoped that the posters will promote joint working between male and female colleagues as well as encouraging women to join the industry and to become union members.
64. A resolution then followed from the Asia Pacific regional women's conference supported by the Asia Pacific regional conference in 2013 which includes that: *'ITF and affiliate communication should always ensure that women are visible in any documents, newsletters, flyers or promotional material to ensure that women working in our industry are seen as the norm rather than the exception.'*
65. In July 2013 some 120 women port workers attended a workshop in Mumbai, India, to tackle on-going workplace issues such as restroom provision and the need for flexible working arrangements to allow for childcare responsibilities. The workshop was organised by the ITF-affiliated All India Port and Dock Workers' Federation (AIPDWF).
66. Union secretary and programme co-ordinator Kalpana Desai, who is also ITF ports of convenience co-ordinator for India, said: *"There's been a commitment from our union to make these issues priority in Mumbai and beyond and that's a very good thing for women workers."*

Women transport workers fighting back

67. Turkish Airlines and DHL are just two of the large companies challenging the right to organise. Despite the attempts of these employers to break ITF affiliate unions, workers are fighting back. These campaigns are particularly significant as airlines and global delivery are areas where significant numbers of women transport workers are active.

Turkish Airlines strike

68. In May 2012 Turkish Airlines unfairly sacked 305 of its employees - by text message, phone or email - simply for protesting against a plan to remove their already limited rights to take industrial action. The Turkish government then rushed legislation through. Under immense worldwide pressure from ITF, our affiliates and the European Union, the Turkish government later had to withdraw the ban. Despite this, Turkish Airlines management has categorically refused to reinstate the sacked workers.
69. On 15 May 2013, Hava-Is members began an indefinite strike against Turkish Airlines over its failure to accept any of its proposals regarding collective bargaining and its refusal to reinstate the dismissed workers. Rather than negotiate with the union Turkish Airlines have tried to break the strike by hiring temporary staff, and also by forcing inappropriate work onto almost 700 Hava-Is members who are excluded by law from taking strike action. Despite attempts to break ITF affiliate Hava-Is, workers are fighting back. Many of the dismissed workers and unions activists are women.

"I have been a Turkish Airlines employee for 18 years. For 15 years I was shop steward for Hava-Is. And for a year now I have been head shop steward. I joined the press conference that day in this capacity. I was on union leave. It was my union duty to be here and I had only three months left for retirement. ... I did not even receive a text message. I simply was not able to clock in on 4 June. My supervisor told me that my employment contract had been terminated."

Sule Baykal

Profile: Monica Okpe, Norwegian Transport Workers Union

In March 2012 Monica Okpe, a Norwegian trade unionist sacked by DHL, won her job back in a resounding court victory that found she was unfairly dismissed and must be free to return to work. Monica, a shop steward and local branch secretary for the Oslo Transport Workers' Union, was dismissed on 6 May 2011 by DHL local management at the Ulven terminal in Oslo for 'unexplained absences'. Throughout her 10 month struggle Monica has always said that she was sacked as a result of her trade union duties. In a unanimous and binding verdict, a labour court agreed with her and has ruled that Norwegian labour laws have been broken and that she should be reinstated and awarded 340,000 Kroner (GBP35,000) compensation. Following the court's decision DHL has said that it will welcome her back to work.

"A big thank you to all ITF affiliates for the immense support I received. I could not have gone through all these months of insecurity without the support of my co-workers, my local union and the overwhelming international support. This proves that international solidarity works and shows the power that a united trade union movement can wield."

The ITF and its affiliates have supported Monica in her efforts to prove her sacking was unjust and she has been steadfastly defended throughout by her union, the Norsk Transportarbeiderforbund (Norwegian Transport Workers' Union) along with other Norwegian unions.

Winning through collective bargaining

Unions in action: South African union fights to improve maternity leave

Satawu is negotiating to raise state paid maternity leave from four to six months fully paid, along with permission to breastfeed at work, and post-natal days off for clinic check-ups. When the union wins a recognition agreement with a new company it makes sure that maternity leave is part of the agreement, as well as an HIV/AIDS policy and a code of good practice on gender. It also ensures a member of the gender desk is in the negotiations and that maternity leave is included in wage negotiations.

Unions in action: Canadian union wins improved maternity and paternity leave

In May 2011, a workplace deal was negotiated for longshore workers on Canada's Pacific coast. The eight-year pay and conditions agreement between the ITF-affiliated International Longshore and Warehouse Union (ILWU) Canada and the British Columbia Maritime Employers' Association boosts maternity, paternity and pensions benefits. The deal's new programme for maternity and paternity leave was one of the union's key bargaining demands.

Unions in action: Indian port and dock workers win on HIV/AIDS and childcare

On 25 October 2013 Indian port and dock workers signed a five-year memorandum of settlement covering wage structure and conditions of employment. The settlement includes the adoption of policy on HIV/AIDS at all the 12 major ports, previously adopted by only two ports in India. The settlement also includes approval of two years child care leave for women working in the port. This is applicable to all women who have children under the age of 18 years and can be taken up by them anytime until their children reach the age of 18.

PART THREE: Building alliances to strengthen affiliate campaigns to eliminate violence against women

70. Many women transport workers have to deal with the risk of sexual harassment and gender-based violence, both in the workplace and in the community. Every ITF affiliate union exists in a society where women suffer violence, often with terrible consequences. It is our responsibility to every woman transport worker to be part of the struggle for change. Violence against women is a trade union issue and trade unions can and do make a difference.

"Unfortunately, many women omit the violence they suffer at work. When we investigate, many women deny the incident or say they do not want to discuss the issue, few women tell us their story. The fear and the shame to be exposed prevails."

CNTTT, Brazil

Transport unions take action on violence against women, providing individual support and fighting for prevention

Unions in action: Canadian Auto Workers 'women's advocate programme'

"Companies are usually unwilling to adequately deal with violence where the perpetrator is in fact a paying customer. We have been much more successful in negotiating progressive and effective language when the abuser is a co-worker or member of management. This inconsistent approach to dealing with the issue speaks volumes to management's commitment on the issue. When the message is sent to the public in a meaningful way that violence of any sort will not be tolerated, only then will women find true justice."

Leslie Dias, national representative, Canadian Auto Workers

In the wake of the 'Montreal massacre' in Quebec, Canada in 1989 where a lone gunman murdered 14 engineering students, solely because they were women, CAW activists and leaders gathered to discuss their strategy on violence against women. Part of that strategy was the development of the 'women's advocate programme' where, if women had concerns, specially trained workplace representatives would provide them with information on workplace support and the community resources women require to leave a violent relationship.

In the early years of the programme the union began to understand the value of the women's advocate programme. Women who have found support through their workplace women's advocate often go on to live a life free from violence rather than becoming another statistic. Initial negotiations in 1993 resulted in 27 women's advocate positions; by 2013 they had negotiated 262 women's advocates across the country in every sector of the economy. Their priority has not only been bargaining for more advocates, but negotiating an employer-paid training fund too. The CAW women's department offers a 40-hour basic training programme to all new advocates, as well as a three-day annual update training programme to assist the advocate in her role.

However the CAW clearly understands that this programme cannot begin to address the root causes of gender-based violence in society.

"We know that violence against women persists as a result of women's economic, social and political inequality. Ending violence against women means ending inequality – fighting for issues like gun control, reproductive justice and childcare are just a few of the other ways our union works to address the issue. Like most things in our society, this too is about political will. I believe that our union has contributed to breaking the silence around gender-based violence, but until governments make this, one of our society's greatest tragedies, a national priority it will never be enough."

Julie White, director of women's department, Canadian Auto Workers Union

71. Resource: ITF action guide on violence against women transport workers
- Reports of violence against women transport workers are increasing and so is support among ITF affiliates for the UN day of action. The ITF women's committee recognised that we need to do more to support affiliates develop their work to end violence against women transport workers, in line with the 2011-2014 women's work programme. During 2012 ITF affiliates participated in a wide-ranging ITF survey on gender based violence in transport. Following a women's committee discussion of its strategy, a new ITF action guide on violence against women was launched in October 2013. The guide provides a range of practical tools that affiliates can use as they develop their strategies to end violence against women. There is also a celebration of the success many ITF affiliates are having with their campaigns. The 2013 edition of the ITF Agenda magazine also ran a special feature on violence against women and HIV/AIDS.

Unions in action: Maritime Union of Australia (MUA) and the White Ribbon campaign

The MUA's commitment to the prevention of violence against women has been showcased in their on-going efforts to expand the reach of white ribbon, both within their organisation and more broadly amongst their membership and their community. All male MUA officials, officers and many members have become white ribbon ambassadors and have sworn the, MY Oath: *'I swear never to commit, excuse or remain silent about violence against women. This is my oath.'*

"White Ribbon acknowledges the sustained and committed support of deputy national secretary, Mick Doneman, in driving the White Ribbon Campaign across the union movement in Australia and linking it to worldwide activities."

72. The Kenya Dock Workers' Union campaigns on a range of issues including gender sensitisation, child abuse and women's rights protection. The union's case work has helped to open up job opportunities to women in areas of work that were once male-dominated. Violence against women in the workplace has dramatically decreased.

Unions in action: UK lobbying leads to political progress

UK union Nautilus was extensively involved in lobbying authorities following the unexplained deaths of two women at sea: Rebecca Coriam, a British national working onboard a passenger ship, and Akhona Gevaza, a South African working onboard a UK-flagged container ship. As well as using these cases to highlight the problem of violence against women, Nautilus campaigned for full and transparent investigations of both cases. One direct positive result was the UK government's decision to table proposals at the International Maritime Organization for new measures that seek to improve the investigation of crimes at sea

Unions in action: Indian transport unions launch sensitisation programmes in wake of brutal bus attack

The world was stunned by events in India in December 2012. ITF-affiliated unions in India reacted quickly to launch sensitisation programmes for their members following the rape and torture of a 23 year-old woman on a private bus in Delhi in late 2012. The paramedical student died following the attack which involved six men, one of them the driver of the vehicle. The death of 'Nirbhaya' has caused unprecedented outrage across India with transport unions joining activists, students and citizens to condemn the attack, make calls for swift justice against the perpetrators and for stricter laws governing crimes against women.

The All India Railwaymen's Federation (AIRF) and the National Federation of Indian Railwaymen (NFIR) have gone a step further and enrolled union members in sensitisation programmes. The unions are committed to ensuring that attitudes towards women amongst public transport workers are such that co-workers respect one another and passengers are safe.

"One of the men involved in this case was the driver of the private bus where the incident took place. It is vital that public transport workers are a permanent workforce that has been trained and sensitised to respect men and women passengers. This is far preferable to contract, casual or precarious workers with no stake, no training, and no respect from the companies they work for."

Diana Holland, chair of the ITF women's committee and assistant general secretary, Unite the Union

ITF campaigns – UN day to eliminate violence against women

73. ITF women have a proud history in the struggle to stop violence perpetrated against women. All women transport workers deserve workplaces, homes and societies where they are free from violence. Affiliates

believe violence against women is a trade union issue and are actively supporting women's rights including participating in the International Day to End Violence Against Women on 25 November.

74. Violence at work, at home and even in public places continues to be a major issue for women transport workers worldwide. Over the last few years an increasing number of affiliates have reported incidents of physical, emotional and sexual violence against women members. United Nations research shows that one in three women suffer from violence during their lives. The ITF women's committee is working with the women's department to encourage and support more affiliates to put in place strategies that help eliminate violence against women.
75. During the annual UN campaign day on 25 November, transport union activists take part in a vast array of activities, including film screenings, information sessions, rallies, poster displays, training, workshops, seminars, discussions, workplace meetings, media campaigns and more. In 2011 a great number of ITF affiliates participated from 27 countries spanning every ITF region.
76. The next step for the ITF women's committee is to develop a practical programme to support affiliates in their work, to build on successes of UN day activity and develop industrial campaigns which deliver workplaces free from violence for women transport workers.

United Nations Commission on the status of women

77. The UN Commission on the status of women (UNCSW), is a global forum where international minimum standards are agreed. The challenge for ITF affiliates is to build alliances to pressure national governments to adopt the agreed conclusions. Once adopted the work can be taken forward through campaigns and negotiations with employers to ensure those standards are adhered to in the workplace, improving the safety of women transport workers.

57th session of (UNCSW) 2013 theme: "Elimination and prevention of all forms of violence against women and girls"

78. ITF sisters were represented in the trade union delegation of 90 women from all over the world, which, working alongside progressive NGOs (non-governmental organisations), helped shape a number of 'agreed conclusions'. These conclusions were then referred as 'matters calling for action' to the UN's Economic and Social Council. The delegation's joint statement, entitled 'Trade unions say: no compromise on women's rights, zero tolerance for violence against women and girls', is posted on: <http://unioncsw.worldpsi.org/news/no-compromise-women%E2%80%99s-rights-zero-toleranceviolence-against-women-and-girls>

"The UNCSW has violence against women and girls as one of the priorities. The agreed conclusions give unions the opportunity to add power to their work, and address employers and governments to negotiate."
Brigitta Paas, ITF vice president

79. Conservative delegations including from the Holy See, Iran, Syria, Russia, Egypt, Poland, Malta and Saudi Arabia tried to derail the process by questioning the legitimacy of gender equality and of previous agreements, and by opposing provisions on sexual and reproductive rights. This led the ITUC to launch an e-action against the Vatican.
80. Key areas of agreement are laid out in the 'agreed conclusions'. These urged all governments to strongly condemn violence against women and girls, reaffirm previous commitments on women's (reproductive) rights and gender equality, insist on states' obligations to exercise due diligence to prevent, investigate, prosecute and punish the perpetrators of violence and demand that governments refrain from invoking any

custom, tradition or religious consideration to avoid their obligations. Following the introductory part, the conclusions called upon all states and stakeholders, including unions, to take action in four areas:

- Strengthening the implementation of legal and policy frameworks and accountability.
- Addressing structural and underlying causes and risk factors so as to prevent violence against women and girls.
- Strengthening multi-sectoral services, programmes and responses to violence against women and girls.
- Improving the evidence base (data research and analysis).

Further information, including the complete 'agreed conclusions' document can be found at:

<http://www.un.org/womenwatch/daw/csw/57sess.htm>

In May 2013, the ITF women's committee passed a resolution that won the unanimous support of the ITF executive board, to urge general secretaries of all ITF affiliates to lead and implement the ITF campaign against all forms of violence against women and to support the UN International day for the elimination of violence against women on 25 November. The resolution also calls on general secretaries to raise awareness using ITF campaigns in all sectors and regions, and to bring to the attention of their governments, and seek ratification of, the UNCSW 57th agreement on violence against women and girls.

Working in strategic partnerships

81. ITF HIV/AIDS programmes for women continue to work with strategic partnerships, often with employers and NGOs, in global transport networks. One common form of violence that women experience is the refusal of their husband or sexual partners to practice safe sex through the use of condoms. Wives and partners of male transport workers exposed to, or infected by, HIV/AIDS are vulnerable to infection by their partners, as are their children if women become pregnant after infection. Wives and partners have a strong motivation to educate themselves, their husbands and the wider community about the dangers of any form of sexual violence and HIV/AIDS. In one of the most successful campaigns, in line with the 2011-2014 women's work programme, ITF affiliates from Uganda, Burundi, the Democratic Republic of Congo, Kenya and Tanzania are supporting HIV education and voluntary counselling and testing (VCT) projects for long-distance drivers and communities along the Northern Corridor.

Unions in action: transport unions challenge gender based violence at Rwandan truckers' family days

The Rwanda Truckers Spouses' Association, an association of women married to truck drivers with over 2,000 members, was formed in consultation with the ITF affiliate in Rwanda, *Association des Chauffeurs des Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (CESTRAR)*. The campaign promotes behavioural change around gender based violence, to prevent HIV/AIDS among truckers and their spouses through peer education and community events on violence. It also increases access to quality HIV/AIDS and primary health care services for truckers' spouses.

"Being at a high risk of HIV/AIDS due to the type of work our husbands do, we decided to educate men and women on the prevention of the disease, as well about the dangers of violence towards women."

Irene Babazi, RTSA chairperson

Unions in action: Colombian community forum on children in sex work

The National Transport Workers' Union of Colombia (SNTT) and the mayor of Cartagena held a forum to raise awareness of children in sex work. *'For these children, especially girl children, violence is an everyday reality'*. Among the 80 participants in the forum were taxi drivers, SNTT affiliates, community leaders, NGOs, national police, hotel workers' representatives and the University of Cartagena. There was a determination to take up the issues of child sex abuse, violence and HIV/AIDS into a larger programme on gender and sexuality that would include women's rights, gender based violence, and lesbian, gay, bisexual and transgender rights (LGBT).¹⁸

Unions in action: Bulgarian union wins innovative collective agreement

A Bulgarian FTTUB (Federation of Transport Trade Unions in Bulgaria) survey on violence against women gathered crucial information about the violence women face every day at work. An anonymous questionnaire was sent to all the urban public transport companies in Sofia, with designated boxes to collect questionnaires and other reports of violence. The FTTUB prepared a comprehensive analysis of violence and harassment at work, enabling it to make a convincing case to Sofia City Council's Commission of Transport and Employers. The union's campaign pushed the social partners to conclude an innovative collective agreement.

82. Women in forced labour and trafficking

According to the ILO, an overwhelming majority (98 percent) of forced commercial sexual exploitation victims are women and girls. Women who are most vulnerable to being trafficked are those aged 10-35 and who are impoverished, uneducated or from indigenous, ethnic minority, rural or refugee groups.

Unions in action: campaigning for legislation to protect trafficked workers in the UK

UK's Unite union has a long history of working with migrant domestic worker organisations against trafficking and the abuse of domestic workers and others. Two of Unite's five campaign strategies on women for 2010 - 2012 concern violence and trafficking. The union supports trafficked and migrant domestic workers facing abuse through regularly lobbying the government on UK legislation and regulations. On International Women's Day 2011 the union highlighted the connection between violence and trafficking at a well-attended meeting at the TUC Women's Conference.

¹⁸ ITF Agenda magazine

PART FOUR: Women transport workers campaigning for ‘our public services’

Women and public services

“Cuts in public expenditure made with no consideration of their gender impact are having the biggest impact on women, both through higher unemployment and reduction in crucial services such as childcare.”
Sharan Burrow, general secretary, ITUC

83. As women form a large proportion of public sector workforces, the impact of public sector job cuts are being felt most acutely by women – resulting in many female public service workers facing unemployment or moving into insecure outsourced work and/or the informal economy. The widespread reduction in public services will affect access by families to health, education and social care. A loss of services and the rising cost of childcare will also affect women in caring roles, with an increase in the already high rates of unpaid care. In the EU there is a threat that fiscal consolidation may ultimately reduce welfare provisions and related employment (eg care givers) with associated gender equality impacts.¹⁹ Women and children, frequent users of public services, are disproportionately affected by cuts.²⁰

“It is time to stop talking. It is time to go back to our countries to work on what we have assigned to.”
Rosa Pavanelli, general secretary, Public Services International (PSI)

84. ‘At the level of specific policies, investments and plans, transport is seen to create economic wellbeing for a wide range of socially disadvantaged groups, including.....women. Such benefits include greater accessibility to work’.²¹
85. International Forum for Rural Transport and Development
 If we look in even greater depth at each of the millennium development goals in turn, the catalytic role of transport becomes even clearer:

Goal 3: Promote gender equality and empower women.

Women often carry a heavier burden in terms of time and effort spent on transport. They historically have less access and control over resources and fewer opportunities than men to use transport technologies. By focusing more investment in the infrastructure and services used by and appropriate to women, their time poverty can be dramatically reduced. Improved mobility empowers women to take more control over their lives by increasing their access to markets, their exposure to education and information, their opportunities to participate in income generation, community and political activities, and by levelling the balance of equality in gender relations.²²

“Public services are essential to secure a coherent and fair society. Attacking public services, weakening them is the wrong way forward and a step back for women and equality.”
Bernadette Segol, first woman general secretary, European Trade Union Confederation

86. The ITF has sought to systematically support an international union campaign to build strategic alliances with civil society organisations, to defend public services, and promote sustainable transport at the local,

¹⁹ The impact of the economic crisis on the situation of women and men and on gender equality policies; ENEGE (European Network of Experts for Gender Equality); European Commission, 2012

²⁰ ETUC

²¹ International transport forum, economic perspectives on transport and equality discussion paper September 2011

²² The role of the millennium development goals (MDG) [online:]<http://www.ifrtd.org/new/issues/mdgs.php>

regional and global level. Building ITF strategic alliances that support women transport workers and emphasise the importance for women of the quality public services campaign, is vital. Previous economic crises have shown that reductions in household income impact on health, education and poverty reduction; increase child mortality, especially female mortality; and lead to lower levels of girls' participation in school.²³

“Transportation is a right not a commodity. Like water and health, transportation must remain in public hands and be organized to meet the needs of the people.”

Women civil society delegates at the 2012 World Urban Forum Conference on transportation

87. “At present, many projects in developing countries aim to encourage access for women to services and means of transport, and to improve the participation of women in transport-related jobs. The account taken of gender in this way is justified by the fact that it enhances the effectiveness of actions in the transport sector and therefore has an increased impact on poverty reduction. The development agencies are supporting a varied range of efforts to take account of gender issues in transport and to develop tools that can be used by transport planners, policy makers and practitioners. The participation of women in working and discussion groups on transport system planning is particularly encouraging.”²⁴
88. What women are saying about transport
- *“Too often transit systems do not work for women even though they are less likely to have access to alternative means of transportation.”*
 - *“Transit schedules and operations need to be established based on the needs of women. Women are predominantly poor and they rely on public transportation more than any other group.”*
 - *“A major obstacle in the way of women getting to work is unsafe transportation. Around the world, from North America to Southern Africa, women report that safety is a major preoccupation and keeps them at home.”*

Working in strategic partnerships: standing up for 'our public services'

89. During the last decade, investment in public transport has become more dependent on private financing, leaving existing essential services, as well as funding for improved transport infrastructure, vulnerable. This makes union campaigns against privatisation and for decent public services all the more important – and is the reason that the ITF works with other global unions to defend quality public services.
90. On 23 June 2011, ITF affiliates came together under the slogan ‘promote public transport’ to take a variety of actions in order to defend and advance quality public transport services. This action day marked the launch of a joint global union initiative for the promotion of quality public services (QPS) that will help to build strong, equitable and sustainable communities. The ITF is working closely with PSI and other members of the global union family on this joint long-term campaign, which follows the successful QPS conference that was held in Geneva in October 2010. The action day also encompassed the traditional ITF action day for railway workers that is held in spring, which was shifted in 2011 to coincide with this event.²⁵

²³ World Bank PREM, 2009

²⁴ International Transport Forum, Gender and Transport Discussion Paper no. 2011-11

²⁵ Available online: www.qpsactionnow.org

Unions in action: safe public transport in Japan

Ten officers and staff members of JRU (Japan Confederation of Railway Workers' Union), together with 22 members of the Central Japan Railway Workers' Union (JRCU), gathered at the JR Shinagawa station to distribute leaflets on the ITF action day 2011. A total of 700 leaflets, calling for safety of public transport and a safe and secure society, were distributed during this busy morning. The activists also distributed leaflets from Koun-Rokyo on violence against railway workers. During the activity at the station, representatives from the heavy industries were also handing out leaflets which highlighted the demand for safety without nuclear power. More activities took place at nearly 100 locations around the country throughout the day, with about 700 union members taking part.

91. Drawing women into the QPS campaign is vital for its long term success: women are major users of services and the workforce is overwhelmingly female. Growth in passenger travel demand in developed economies has recently shown strong signs of slowing or even declining, particularly for car travel. But for the many women who work in public urban transport, there may be new opportunities. Effective and affordable public transport becomes even more important in a recession, and is essential to economic recovery.

“In these days of economic crisis, the focus on austerity measures is proving to be the wisdom of fools. Progress on gender equality is being rolled back. All the evidence shows that public services – where women form the majority of the workforce, are key to promote and achieve gender quality. And now these services are under threat; this will not only undermine the European Social Model, but will increase inequalities”.

Carola Fischbach-Pyttel, general secretary, European Federation of Public Service Unions (EPSU)

Strategic alliances: a sustainable future for transport

92. Transport is a vital public service and a key engine for economies to develop, including improved access to work and healthcare for women. The ITF and affiliates, press governments to promote public services and support large scale investment in transport related infrastructure.
93. The consequence of climate change requires innovative transport policy for a more sustainable economy. Many factors affect the level of passenger transport use, with major differences between countries. Improving the understanding of these trends is important as designing good transport policies, including infrastructure development, requires insight into the likely development for demand for transport, and especially the future trend in female use of public transport as traditionally, women are more reliant on public transport than men. For example in some countries, commuters are abandoning their cars in favour of trains and buses due to economic and environmental concerns.
94. The ITF campaign for quality public transport focuses on the need for access to cheap, efficient and good public transport which provides quality jobs and is central to cutting emissions. Adapting to environmental concerns may offer new opportunities to women transport workers in new green urban transport. To make full use of the high job creation potential in the transport sector, it is essential to attract more young workers and women workers²⁶ as well as work in broad alliances.
95. Following the successful ITF climate change conference in Mexico City in August 2010, the ITF co-ordinates global transport trade union initiatives on climate change. As transport is a significant and growing source of carbon emissions, it is key that women in transport unions are able to put forward their views on transport emissions and climate change, as well as transport provision.

²⁶ Available online: <http://www.itfglobal.org/etf/transunion-climate.cfm>

“Women suffer disproportionately from the negative impacts of climate change so it is vital for women transport workers and their representatives to be involved in climate change decision making.”

Judith Abuka, Chair, African dockers regional committee

Unions in action: European transport trade unions

European transport trade unions have led the way, helping define a shared vision and action plan for a more sustainable sector through the climate change project, *Transunion: transport workers preparing change – for a fair and sustainable transport sector*²⁷, funded by the European Commission. The transunion project aims to build a more sustainable sector with reference to climate change, young workers and women workers. The project developed an important new training package for women union representatives to help transport unions encourage women workers to work in the transport sector.

96. The impact of climate change on women transport workers is an important topic for the ITF women’s committee, which called for future climate change research undertaken by the ITF to include a gender dimension and deal with how women may be affected by job losses and the creation of green jobs. Members of the women’s committee have participated in the ITF climate change working group which oversees the development and implementation of the ITF policy on climate change adopted at the ITF congress in Mexico, 2010. Members also participated in the ITF delegation to Rio+20, UN conference 2012 on sustainable development. ITF research on green jobs has recently been completed and will be reviewed to consider how to integrate the overall need to expand and improve transport for women workers and users.

Unions in action: Kenya Dock Workers Union victorious over privatisation and precarious work

In 2006, 52 per cent of port employees were casual workers and the Kenyan government was planning to privatise the port. The union’s leadership, which includes a number of women, has built a strong shop steward network. Through the network having strong ownership of the union’s decisions, they were able to win members support for strike action in favour of permanent positions for their colleagues employed on casual contracts. The union was victorious in 2011 when all port employees won permanent pensionable jobs and the port has retained its status as a state corporation.

“Whenever there is an issue of concern to the union we have always tactfully portrayed it not as an issue affecting the workers, but an issue affecting workers of the local community or the local residents. We have always actively lobbied with the leaders and community who have in turn become supportive.”

Simon K. Sang, general secretary, Kenya Dock Workers Union

²⁷ Transunion is a project of the European Transport Workers’ Federation, supported by the European Commission.

PART FIVE: Women in leadership, ‘leading change’ to grow unions

97. In line with the 2011-2014 ITF women’s work programme, the women’s committee has focussed particularly on developing women trade union leaders to lead workplace campaigns and build union and community alliances. This will help build union capacity to undertake sustainable transport campaigns combating the economic and social challenges of climate change, HIV/AIDS, violence against women and the lack of accessible public transport. By campaigning on these issues transport unions not only support women members but also combat poverty, disease and unnecessarily high death rates.

“Leadership isn’t necessarily about being at the top of your union, workplace, national and global unions are led by women transport workers. Sisters here work as organisers, campaigners, shop stewards and general secretaries and are sharing their experience of leading and strengthening their unions.”

Alison McGarry, ITF women’s transport workers’ co-ordinator

Strengthening women’s leadership - ITF women’s leadership programme

98. Building women’s leadership and membership is crucial. Women activists in the ITF face intensive global economic change and significant challenges in providing leadership for working men and women. Union density is falling, which demands leaders find new methods to organise and bargain to build workers’ power. The strongest unions will have women involved at all levels of their organisation.
99. Following the ITF women’s conference in 2010, the ITF women’s committee introduced a leadership development programme for women activists’ that is being rolled out to affiliated unions through ITF regions and sections.

“I feel that after attending such types of conferences I am looking at the point of leadership from a different angle, and I feel there are many qualities which I can correct upon so that I can work towards it by organising at my work place. “

Seema Mohan, organiser, Transport and Dock Workers’ Union, India

100. The ITF women’s leadership programme, *leading change*, is preparing women activists to meet the challenge of dynamic leadership within their unions and global society. Dr Elaine Bernard from the Harvard Trade Union Programme assisted the programme development. Through the programme it is hoped both elected and emerging women leaders will develop their leadership strengths and identify opportunities to strengthen their unions. The programme will enable the participants to plan strategic change to lead ITF affiliates, to strengthen the international trade union involvement and progress the women’s agenda.

“Leadership training is not only a great tool for building capacity of the individual worker, it also assists the union in improving its effectiveness through the participation of strong and committed members.”

Wilma Clement, The Barbados Workers’ Union, Barbados

101. The first programme was held in 2011 at the Seafarers International of America Paul Hall Centre, Piney Point, Maryland, USA for 43 maritime women leaders. During 2012-2013 a further 113 women leaders from the road, rail and civil aviation sectors, ITF inspectors, the Latin American and Caribbean and African regions have been through the programme. Further programmes will be delivered in 2014 along with the development of the second phase of the programme.

"A trade union, if it is not dynamic, it's going to be passé. Because the industry moves and changes, and so do the members in the union. [Trade unions] need to move and change so they can adapt to the time and...adapt to the challenges that continue to face them."

Jacqueline Smith, president, Norwegian Seafarers Union

102. An ITF film 'Women leaders make the difference' features footage and interviews from the leading change courses and showcases the work of the women leaders.²⁸

ITF progress on women in leadership

Unions in action: UNATROPYT in Costa Rica has an important women militancy within its executive board, and now for the next election the female workers will have 50 percent of the leadership positions. This country has managed to raise the level of participation of women in union leadership positions, because the unions support a law that calls for such nominations nationwide in all unions. In this case, the law mentions 50 percent female participation. UNATROPYT fought and finally got the approval of this law by the government.

Sharon James, dockers' section secretary

In 2012 Sharon was appointed dockers' section secretary making ITF history as she became the first woman ever to lead one of the organisation's industrial sections. Sharon has worked for the ITF since 2003 in the seafarer's, dockers' and civil aviation sections. Prior to that she was an international policy officer for the UK Trades Union Congress and also has advocated for asylum and migrants' rights.

"Tackling the most important issues that women dockworkers face is not just an equalities issue, but an important strand in our organising strategy to build union power. Our affiliates understand that the waterfront is changing rapidly and the number of women working in ports, in increasingly strategic jobs, is rising. This is as much about safeguarding our future on the docks as doing the right thing."

Profile: Betty Makena Mutugi, ITF inspector

Betty is among the leaders of the Dockworkers' Union of Kenya and the first African woman appointed as an ITF inspector. It makes her one of the 14 female inspectors now working for the organisation, an increase of 50 percent in the past five years.

"Historically lots of women have felt that they are expected always to be in the kitchen, but now they are coming out. Nobody will come and take you.....you have to come out."

Betty has been a docker in the port of Mombasa for more than 22 years and she's long been active in ITF women's and youth work, which has helped to develop her skills over the years. Working in a field dominated by men got her involved in the union to start with:

"Lots of women think we should leave it to the men, but I say we need to try it. For many years in Africa there was sympathy for women and sometimes they would be given token roles in unions, but with the dockers there is no sympathy. I went for my position and I fought for it. The percentage of women dockers in Mombasa is very little and the challenges for men and women are different but if men see that you are someone who has the trade union in their heart and someone who can present their issues in front of management they will support you."

²⁸ Available online: <http://www.youtube.com/watch?v=0348lvGxeU>

Asia Pacific women win support from the regional conference for increased focus on women's participation

The resolution from the Asia Pacific regional women's conference in 2013 includes:

- ▶ ITF and affiliate communication should always ensure that women are visible in any documents, newsletters, flyers or promotional material to ensure that women working in our industry are seen as the norm rather than the exception.
- ▶ In addition we request that all efforts are made by the ITF secretariat and the affiliates to reach, if not exceed, the previously agreed 30 percent participation target for women in all ITF meetings.
- ▶ The ITF regional women's conference notes the lack of women transport workers in the decision making bodies of ITF Asia/Pacific affiliates. We therefore urge ITF A/P affiliates to take measures including implementing gender quotas to increase women's participation in the decision making bodies of their respective unions.

Recent regional activity shows that some sections are leading the way with women's representation beyond industry participation. This includes the dockers' section conference in January 2013 where 12 of 42 (28.5 percent) participants were women, and a fisheries meeting in June 2012 where 5 of 28 (17.8 percent) participants were women.

103. Palestinian women's participation increases dramatically

In 2013 in Palestine, women's membership of the General Union of Transport Workers increased by 20 percent, while women's participation in training, campaigns and protests rose by 30 percent. As a result of these increases, women made up most of the membership of the union's new youth department.

104. World Maritime University

Five women, the first all-female line up of students funded by the ITF Seafarers' Trust, enrolled onto courses at the IMO-funded World Maritime University (WMU) in October 2013, following concerted efforts to promote opportunities for women applicants. The trust has been sponsoring students at the WMU in Malmö, Sweden, since 1987. The students come from Cameroon, Fiji, Ghana, Indonesia and Ukraine.

105. Resource: supporting more ITF affiliates to train more women

New women's leadership training modules for use by individual affiliates and ITF regional training will be launched at the ITF women's conference in 2014 and will be available to download from the ITF website. The modules have been designed to have the flexibility to meet the needs of every group of ITF women activists. They cover a range of skills from network building and communication to effective campaigns to engage more women in union activity and training for trainers. Each skill set has three modules to support women at every stage of their union development whether they are new to union activity or hold a senior activist or union official role.

Networks and mentoring – increasing communication between ITF women

106. Being a transport union activist or official is challenging, being a woman transport union activist or official can add an additional layer of challenges to those faced by male colleagues. Through increasing contact between ITF women, we provide opportunities for sisters to support each other, decrease the sense of isolation that can accompany being part of a minority group in the workplace, and share and build on the great success that many ITF sisters have been able to achieve.

107. Resource: Mentoring the next generation of ITF women leaders

A mentoring system linking union leaders and programme participants has been developed in 2013. The mentoring system has been developed to offer support to the next generation of ITF women leaders by linking them to ITF women in established leadership positions who are able to listen and offer advice by

sharing their knowledge and experience. The system includes initial training for leaders and participants and a pilot programme will be delivered in 2014 in order to define best practice for the mentoring relationship on an on-going basis.

108. **Women in rail network**

The network of women in the ITF railway workers' section – set-up following the section meeting in 2008 – continues to grow. As of September 2013, there were 116 members from 62 unions in 51 countries. All contact persons that are nominated for the ITF women in rail network are also added to the ITF women's network.

109. **Strengthening women's structures**

Unions have approached the representation of their women members through a variety of mechanisms. These range from formal structures within their constitution, such as women's committees, to representation on union policy making bodies or the establishment of women's schools, as well as less formal arrangements such as networks and women's activities. Many unions have appointed women's officers to ensure that gender equality and the specific needs of their women members are addressed. Others have adopted positive action measures to encourage women's representation at national or local leadership levels.

Maritime unions in action

There are national women's committees or councils in Ver.di in Germany, FIT-CISL in Italy, the All-India Port and Dock Workers' Federation, the Dock Workers' Union, Kenya, and the Syntrapal and Syndicat National des Transitaires Mandataires du Togo (Synatram) unions in Togo. The Seafarers' International Union, USA and the Japan Seafarers' Union have informal networks and forums to exchange views actively with women members and develop strategies for addressing issues raised by them.

Unions in action: dockers' section global network terminal campaign

Since October 2010, the section has concentrated on building three specific networks as part of its GNT (global network terminal) strategy. Results to date on women's participation are as follows:

- Key person contact network = 8 percent
- Communications contact network = 16 percent
- Docker's port intelligence contact network = 16 percent

With women making up only 6.8 percent of dockers' section membership, their minority presence is not proving to be an insurmountable barrier to union activity.

In early 2013, the section issued a short 'women in ports' survey to all dockers' affiliated unions. The responses to the question on the impact that automation and new technologies will have on employment opportunities for women within the ports industry are mixed, with many responses emphasising that they will create more opportunities for women but also that there are potential job losses too. Work has continued to build the dockers' women's network so that by mid 2013 it had grown to 44 participants across every region.

110. **Resource: European gender training package**

The ETF women's committee continued to be actively involved in the TRANSUNION project pillar that focused on gender equality, and provided affiliates with a gender training package. This package consists of two modules – empowerment of women workers and women in collective bargaining – and was for use by women and men at the workplace as well as trade union activists, to improve gender equality at workplace

level and increase women's participation in trade unions' activities. The training package is downloadable in English, French, German and Bulgarian on the ETF website at <http://www.itfglobal.org/etf/etf-3575.cfm>

111. Resource: women in rail 2012

The project women in rail (WIR) carried out in 2011-2012, produced a *Good practices and implementation guide, a comparative study*, which covers 25 railway companies from 17 European countries for a total of 750,000 employees and a summary report of three thematic seminars, which have been organised within the project activities. The good practices and implementation guide explains main problems and current developments for women's employment in the rail sector in the areas of recruiting, reconciliation of work and private life, career and equal pay and overall equality policy, it suggests actions that should and should not be done to improve women's employment and it describes ten case studies from six countries in the different areas. This guide is available in English, French and German: <http://www.itfglobal.org/etf/etf-3556.cfm>

The thematic seminars covered the following topics:

- How to attract and retain women in the rail sector, especially in technical professions
- Work organisation and work life balance
- Gender pay gap and career opportunities for women

ITUC *Count Us In!* campaign for women in leadership

112. The *Count Us In!* campaign engages men and women to bring about change. The aims are more women in trade union leadership positions and concerted efforts to organise more women in unions

Campaign objectives:

- ▶ 100 ITUC affiliates to subscribe to the Count Us In! campaign by the 3rd ITUC Congress (Berlin, Germany, May 2014)
- ▶ 80 per cent of ITUC General Council members to have at least 30 percent of women in their decision making bodies by the 4th ITUC Congress in 2018
- ▶ 5 per cent increase of women's membership in each national centre that has subscribed to the Count Us In! by the 4th ITUC Congress in 2018

Six reasons to Count Us In!

1. Far more women are likely to join a union; as members, activists and leaders, when unions reflect the gender diversity in their leadership.
2. By promoting women leaders, unions gain capacity to build workers' power and, to win better rights for all workers.
3. Acknowledging and valuing women's leadership capacities is an investment in democracy and in the strength of our movement.
4. More women in leadership enhance the ability of unions to reach out to, organise and mobilise more women members and activists.
5. The ITUC Constitution requires a quota of at least 30 percent women in leadership positions.
6. By promoting women leaders, unions become more representative of the workforce in their respective countries.

Women transport workers – Count us in!

113. The participation of women in the transport sector, their unions and activism is increasing. Where research has been undertaken, the significance of organising women transport workers is increasingly proving to be instrumental in building the industrial strength of affiliates. Despite the existence of substantial barriers to their participation, more women transport workers are joining their unions and playing lead roles in industrial campaigns and political struggles.

Key strategic challenges for 2015- 2018 for ITF and affiliate unions

- Continue to identify where significant numbers of women are working.
- Identify priority employers and workplaces where targeting our resources on organising more women will build union power.
- Finding and developing more women leaders at all levels and continuing to monitor women's participation.
- Developing union activity around the issues of most importance to women transport workers.