

# Making a difference- Women transport workers in the 21st century

## Report on Activities 2010-2014

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## MULTI-NATIONAL GENDER WORK

### ITF Women's Conference at ITF 42<sup>nd</sup> Congress, Mexico 2010

1. The ITF Women's Conference February 2010 and the ITF Women Transport Workers' Conference at Congress in August 2010 recommitted to mobilising and organising women transport workers to:
  - Tackle the disastrous effects on workers of the global economic, food and climate change crises.
  - Prioritise the organising of youth, informal workers and strategic women workers in 'new' workplaces such as call centres to increase union leverage and union power.
2. Congress instructed the ITF Women's Committee to work with the ITF affiliates to translate into action the Congress 2010 agreed priorities into the ITF Women Transport Workers' Work Programme 2010-2014:
  - Support the development of women trade union leaders to lead both workplace campaigns and build union/ community alliances.
  - Develop and support the delivery of the Organising Globally campaign with affiliates targeted at women transport workers.
  - Undertake sustainable transport campaigns to combat the economic and social challenges of climate change, HIV and the lack of accessible public transport.
  - Continue to organise for our rights in the workplace through strengthening collective bargaining; challenging occupational gender segregation; and fighting back against exploitation and discrimination (see annex A).

### ITF Women's Committee

3. In 2010-14, the ITF Women's Committee (WC) with the support of the ITF Executive Board (EB) worked to implement the Congress 2010 mandate that affiliates strengthen gender work. Under the guidance of the WC, the Women's Department (WD) has continued to develop ITF organisational strategies to implement the following work programme:
  - Support affiliates to increase women transport workers participation and membership.
  - Support equality work and the strengthening of women's structures with affiliates.
  - Prioritise the development of women leaders and activists.
  - Develop strategies, plans and monitoring mechanisms to support the Organising Globally (OG) core work programme ensuring that women transport workers are recruited and organised into ITF unions.
  - Develop organising campaigns that target and organise women transport workers with ITF unions, such as the Satawu organising call centre project 2010-12.
  - Undertake activities for Women's Day and 25 November UN Day for the Elimination of Violence against Women.
  - Undertake women transport worker activities, including campaigns and training with the ITF regions and sections.
  - Ensure that the ITF women's structures work with the sections and regions to develop appropriate work programmes including the building of women transport workers' section networks.
  - Integrate gender into all areas of ITF's strategic and campaigning work.
  - Strengthen women's participation in ITF delegations to international forums.
  - Implement the ITF's constitutional commitment to gender mainstreaming, ensuring integration and monitoring of gender issues.
4. This Report on Activities provides highlights of the progress the ITF has made in implementing the *Making a difference - Women transport workers in the 21st century 2010-2014* work programme and priorities.

## Organising Globally

5. The ITF World Congress 2010 agreed that the ITF would continue to meet the challenges of the changing face of the transport industry, particularly where employment has increased in non-unionised logistics, transport chains and hubs. These developing sectors provide women transport workers with job opportunities in addition to the traditional operational occupations represented by the ITF sections. However workers in these new strategic jobs often work without contracts in temporary and casual private sector positions. Therefore we are supporting affiliates to employ innovative strategic and sectoral methods of organising to unionise these women workers, or face a continued decline in union power and influence.
6. The ITF Executive Board reconfirmed the recommendations of the WC that the WD would be at the centre of all Organising Globally (OG) projects and priority programmes. Women workers have been targeted in the planning, development and implementation of organising campaigns from research, mapping and issues identification stages through to campaign planning, implementation and monitoring. For example, mapping by the SCALOP team of the Global Delivery supply chain, shows a workforce which is 75% male and 25 % female across the industry, and women as 26% of key contacts in the ITF organising network. The WD will work closely with SCALOP to identify women's workplace issues in order to strengthen the organising of women workers in the Global Delivery campaign in 2014.
7. The WD commissioned research to contribute to the mapping of women workers in key global companies and sectors prioritised by ITF affiliates. *Mapping Women in Transport* (ITF 2011) mapped women workers in Ports, Global Delivery and Low Cost/Regional airlines, in four case study countries: India, Turkey, Peru and Jordan. This mapping informed affiliates wishing to pro-actively target strategically significant women workers in their campaigns.
8. ITF women organisers and project coordinators have led and contributed to the industrial successes in Fisheries, Global Delivery, Ports of Convenience and Civil Aviation campaigns. An important development has been ITF WD contribution to identifying and training women leaders, activists and organisers to lead affiliate organising and recognition campaigns.
9. The WD contributes to the planning and delivery of organising initiatives with all sections and regions and regularly updates the ITF WC on the contribution of ITF women organisers and activists. Fisheries, POC, Civil Aviation and Global Logistics campaigns have been presented, to share best practice and for campaign gap analysis.
10. The ITF WC has continued to develop tools and capacity to support ITF to integrate and evaluate global organising initiatives from a gender perspective. For example, an ITF Gender Checklist initially monitored the targeting and mapping of women workers in ITF and developing organising projects and programmes.
11. Additional gender performance indicators are being developed by the ITF Cross-Secretariat women's team to evaluate the [involvement](#) of women transport workers in secretariat planning and [priority](#) campaigns.
12. Specific ITF women's organising campaigns included the Global Telesales Organising Project in South Africa which led to the unionisation of young migrant workers. A collective union agreement was not won, but the project provided practical experience of organising young workers along the transport supply chain to share with affiliates.

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13. The WC is additionally supporting organising projects including Air Vanuatu Organising (led by two women organisers) and the East Africa Corridor project which built on the initial training of women organisers provided by the WD.
14. An ITF Informal Transport Workers Project launched in 2013 to support organisers, activists and elected representatives in Africa, Asia, and Latin America to organise and build negotiating power of informal economy transport workers has started. The WD is contributing to the project to identify women activists, raise the visibility of women workers in the informal transport economy, and increase their participation in transport unions.
15. Until 2012 the women transport workers' coordinator was a member of the Organising Coordination Team which ensured a coordinated OG approach across the Secretariat. The team contributed to the production of ITF OG training modules and materials.
16. For details of ITF gender mainstreaming and monitoring across all ITF meetings and activities see Annex.

#### **ITF Women's Leadership Development Programme**

17. The ITF Women's Leadership Programme, *Leading Change*, aims to include elected and emerging women leaders, to develop leadership and strategic skills to strengthen [their national and](#) international trade union involvement.
18. Two global ITF Women's Strategic Leadership and Organising conferences have been held, with a total of 81 participants, assisted by Dr Elaine Bernard of the Harvard Trade Union Programme. A majority of WC members have participated in the programme. The first focused on the maritime sections and was sponsored by SIU in September 2011. A women's maritime Inspectors programme was held in 2013.
19. The second phase of the *Leading Change* programme is being delivered regionally, with tailored training programmes delivered in the 2012-13 in India, Africa and the Caribbean regions. Targeted Civil Aviation and maritime section programmes were delivered focusing on the issues facing sisters in specific sectors. The Arab world programme will be delivered in 2014.
20. The *Leading Change* ITF programme will be delivered in partnership with the Harvard Trade Union Programme in November 2014. Evaluation of the first phase of the programme is underway to evaluate its effectiveness.
21. Women's Leadership training modules available from 2014 will provide a core training curriculum for affiliates at regional and section level. These web based materials offer a range of modules including leadership, organising, campaigning, communications and collective bargaining for women activists at all levels of participation.
22. A mentoring system linking union leaders and *Leading Change* programme participants will be piloted in 2014-15 with the Dockers section.
23. The ITF Women Transport Workers leadership film is available, including footage from the 2011/12 ITF Women's Strategic Leadership and Organising Programmes:  
<http://www.yotutube.com/watch?v=0348lvGxU>.

## Campaigns

24. ITF trade unions play an important role nationally and internationally in campaigning on issues affecting working people and communities in and beyond workplaces, challenging ideas and perceptions and demanding changes in attitudes, practises, regulations and laws. ITF is committed to working with affiliates, other unions and wider communities to oppose gender discrimination and violence against women and girls.
25. *International Women's Day (IWD), 8 March.* The ITF champions International Women's Day to mobilise women transport workers, getting recognition for women's role in trade unions and the labour movement. ITF distributes ITF posters and stickers with the ITF slogan "Strong Unions Need Women". Affiliate activities linked with communities and governments, have increased year on year and are celebrated on the ITF website.
26. *The 2014 IWD will have a specific organising focus on The Qatar Airline campaign.* This will collectively link all affiliate sisters into one global campaign which will highlight ITF women's day activities and in addition, focus global affiliates on one company as a leverage tactic.
27. *25 November, UN Day for the Elimination of Violence against Women.* ITF women and men have taken an active lead in campaigning to stop violence against women in workplaces and communities, and calling for Government action. In 2010-13 posters, calendars and ribbons in Arabic, English, French, Russian, Spanish and Turkish were produced and ITF affiliates in every region led action on the day. 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>
28. The increase in reported incidents of violent attacks on women workers has prompted the ITF WC and affiliates to extend the campaign both in the community and with other unions. Weekly reports of affiliate activities on the issue indicated this as a priority for women transport workers across the globe.
29. A resolution to extend the ITF campaign was agreed by the ITF WC in May 2013 and won the unanimous support of the ITF Executive Board (EB) who urged affiliates to campaign practically against all forms of violence against women.
30. The WD produced an *ITF Action Guide on Violence Against Women* including information, contacts and case studies on how unions can act to protect women in work, home and communities (2013 [www.itfglobal.org/infocentre/pubs.cfm/detail/41208](http://www.itfglobal.org/infocentre/pubs.cfm/detail/41208)). The guide was launched at the EB in April 2013 and has received a very positive reception from ITF affiliates.
31. The first training programme to develop an action programme with unions will take place in Jan 2014 with donor funded support.
32. ITF Women Transport Workers' Vice President and the Chair of the WC were part of the 90-strong delegation of trade union women at the United Nations Commission on the Status of Women, 57<sup>th</sup> Session 4-15 March 2013. The delegation issued a joint statement: *Trade unions say: No compromise on women's rights, zero tolerance for violence against women and girls* <http://unioncsw.world-psi.org/news/no-compromise-women%E2%80%99s-rights-zero-tolerance-violence-against-women-and-girls>

33. Despite resistance from conservative delegations, the ITUC trade union delegation, with ILO and progressive NGOs, helped achieve a positive outcome supported by some governments. 'Agreed conclusions' urged all governments to strongly condemn violence against women and girls, reaffirm previous commitments, insisted on states' obligations to prevent violence, and called for action by all states and others including unions.
34. The ITF Women's team participates directly in national and regional campaign events, and wishes to extend this way of working with affiliates.

#### **International Organisational Links**

35. The ITF WC currently works in partnership with the following organisations:
36. The ITF Women Transport Workers Coordinator is a member of the ITUC WC and contributed to the second World Women's Conference Nov 2013, which made a strong call for an ILO Convention to stop gender-based violence at work.
37. ITF Women works with the ITUC, GUFs and affiliates to co-ordinate action on International Women's Day and UN Day for Elimination of Violence against Women, and worked with other trade union women, ILO and NGOs to achieve a positive outcome from the UN Commission on the Status of Women (see Campaigns above).
38. **The International Labor Organisation** undertook a survey with the ITF WC and affiliates in 2013 to support the identification of obstacles and policy options for the employment of **women in the transport sector**.
39. **The Labor and Worklife Program at Harvard Law School** to deliver strategic leadership and organising training and support union change programmes.
40. **The World Maritime University** – the ITF supported and contributed to its International conferences on empowering and leading women maritime workers in 2013 and 2014.in partnership with the IMO, which is stepping up worldwide efforts to promote change for women in shipping.

#### **ITF REGIONS**

41. The ITF regional women transport workers' conferences in 2013 enabled the sisters in the ITF regions to feedback on the 2010-14 work programme and make recommendations for the 2014-18 period. The conferences focused on organising, workplace and collective bargaining issues, precarious work, women's representation in transport unions, leadership development and the ITF campaign with affiliates to stop violence against women.
42. Resolutions and recommendations agreed at the ITF 2013 regional conferences contributed to the ITF 2014 Women Transport Workers' Conference preparation document: *Global Crisis to Global Justice - Women Transport Workers Fighting back*.
43. The ITF Regional Committees' ongoing promotion of gender work, with the support of the ITF regional offices, has resulted in increased support from both the leaderships and memberships of unions which has significantly increased the number of active women participants at each regional women's conference. This

in turn increased the participation and active engagement of women transport workers in the 2013 ITF regional conferences.

44. To re-establish and support existing Women's Regional Networks, mapping of regional networks members is underway and regional staff regularly report progress to the ITF's WC and EB.
45. Despite the reduction of donor funds provided for specific women's regional activities, the ITF WD will continue to prioritise the regional work programmes to support the growth of women's participation and leadership in the regions. The WD is working closely with the Education Officer and others to identify possible alternative funding opportunities.

#### **Africa**

46. Despite challenges in the region, ITF women's active participation has risen, with 32% attendance across 17 regional events in 2012-13, a strong regional WC developing, and cross-sector co-ordination. ITF Women have supported cross section activities to help recruit and strengthen weaker unions.
47. ITF Women are leading the lobbying for sustainable transport, sexual harassment and HIV/AIDS policies at the workplace and in affiliate unions, and are ensuring women are part of the negotiating teams in many affiliate unions.
48. ITF Women in the region have strongly campaigned for a review of their unions' constitutions to include women and young workers in their structures, which has resulted in an increase in youth activities too.
49. UN Day and IWD activities have increased annually across the region through the lead provided by the African members of the ITF Regional Women Committee.
50. African affiliates have participated in every ITF Women's strategic leadership programme at international and regional levels and taken leadership positions at ITF national, regional, sectional and international levels.
51. The East and West Africa Corridor organising campaigns are led by ITF sisters who began their organising work with ITF women's training in Kenya.
52. In 2013 women are leading efforts to build union organisation in Kenya, Tanzania, Burundi, Rwanda and Uganda.

#### **Arab World**

53. Women and trade unions have been central to the struggles and changes taking place across the region. The process of *Arab Spring* revolutions has swung back in some areas, negatively impacting on women. New and revived trade union organisation has brought real improvements for some, but some trade unions still do not recognise women's rights, and sexual harassment is a rising threat.
54. To support the ITF priority for developing unionism in the Arab World a Women's Organiser, Dr Samar Youssif Safan, was funded by the WC from 2011 to lead women's development activities in the region. Supported by Baker Khundakji and the Arab World office team, women's events have been organised across the region and a strong woman's network of 250+ created in Egypt. The increased number of women transport workers moving into union activity and leadership across the region is testament to the

benefit of employing a skilled women organiser and provides a model for the WC to pursue with other regions.

55. 10,000 women make up 12% of membership in the region and women's participation rate in ITF events was 35% in 2013.
56. Action by ITF women in countries across the Region included important progress for trade union organising. All organised International Women's Day activities.
57. A **Tunisian** women's trade union network provided support across sectors, and organised to resist privatisation and precarious work, and political threats to women's right to work. In **Algeria** an International Women's Day initiative 2013 won many women to the SNTT/UGTA taxi drivers and carriers union, and in **Morocco** women's involvement in port union is high though not yet as elected representatives.
58. **Bahrain**: In DHL Company workers union, women actively defended jobs of older female employees, and helped workers in other companies to achieve the minimum wage. The WC of Workers Union in **Iraq** Ports won union independence and established a women's network.
59. In **Jordan** trade unions in Air Transport and Tourism used Facebook and other publicity channels to encourage women's membership and involvement. **Yemen** Airways women in trade unions organised to improve wages and conditions for pregnant and breastfeeding women, and win permanent contracts for daily and precarious contract workers. The WC of Workers Union of **Kuwait** Airways and subsidiaries campaigned on breast cancer detection.
60. **Egypt**: The Egyptian Women's network founded Dec 2012, with 250 members, has been key to developing women's role in the transport sector. 150 women in Egypt have taken part in ITF training since 2012. New trade unions in Egypt have set a target of 30% women on the councils of trade unions. **Libya**: Women in the General Union of Dockers & Seafarers supported active political participation of women before and after the revolution, and won rights for women workers in ports and other sectors. The WC of the **Palestine** General Union of Transport Workers led a minimum wage campaign, increased women's participation in workshops on employment rights and on violence against women in the workplace.

#### **Asia Pacific**

61. Globalisation is shifting the focus in many transport jobs from traditional operational functions to logistics and the transport chains. Women's participation in the workforce has increased, mostly in part-time and temporary jobs: Up to 85 per cent of South Asia's working women are in unstable low-end work in the informal economy.
62. In 2010-14 key issues for the region have been:
  - *Inadequate participation of women in union activities*
  - *Gender insensitivities; discrimination*
  - *Harassment of women by seniors, co-workers and passengers*
  - *Use of abusive language and violence against women*
  - *Lack of sanitary facilities and rest rooms*
  - *Shift duties – no transportation available at night*
  - *Very few women visible at the decision making levels*

63. But more women leaders have come forward to campaign on women transport workers' issues. For example Dockers women leaders from the Asia Pacific region who attended the first two ITF Leadership Seminars went on to jointly plan, prepare and deliver aspects of the Asia Pacific Women Dockers Seminar in January 2013.
64. Eight women from the region participated in the Maritime Organising Conference in Maryland USA September 2011 and the first regional ITF women's leadership programme was held in Delhi in 2012.
65. The WC of the Bangladesh affiliates was revived in 2012, and has conducted six activities in Dhaka and Chittagong, which included one awareness session on HIV-AIDS.
66. Growing numbers of union women and now men have joined in Violence against Women events in face of the rising level of violence against women and girls. In response to the brutal rape incident in Delhi 2012, transport unions organised protests and rallies. Unions in the railways, ports and road transport sectors actively mobilised to express anger and demand change to protect women.
67. A resolution passed by the ITF women's AP conference was passed by the Asia Pacific Regional Conference in 2013 to support an AP women's network with nominations from all affiliates, and a commitment to increasing women's participation including 30% women's participation at all meetings and seminars. Other ITF regions have supported this initiative and will take forward the issue to ITF Women's Conference.
68. The region has greatly benefited by the appointment of Nishi Kapahi to lead both ITF Education and Women's work across the region. Additionally donor funds for specific women's activities were secured.

#### **European Transport Federation (ETF)**

69. The region has been hit unevenly by economic crisis and its impact on women, who are a growing proportion of workers in transport, but increasingly without secure contracts or prospects.
70. The ETF WC supported a German speaking women railway workers network meeting March 2012, and developed a training package for rank and file trade union members, to encourage affiliates to recruit women and promote gender equality.
71. The ETF gender training package was launched in co-operation with FTTUB and the FES.
72. The ITF women transport workers' Coordinator is a member of the ETF WC and contributes to ETF activities including speaking at a seminar on the effects of austerity cuts, and country visits in Turkey 2011 and Macedonia 2012, where workplace visits took place linking the region with the national women's coordinating committees.

#### **Latin America and Caribbean**

73. The region has seen uneven economic growth with more women working, making up 11% of the 449,332 affiliates members in the region. The region has seen a visible rise in women's membership and participation, with new union organisation in Civil Aviation and other sectors, and many new women union leaders emerging. Thriving ITF women's networks have been established with the support of the Regional Office.

74. In many countries where progressive government are in power, unions have made progress in legal and workplace agreements and rights to improve conditions for women. But progress has not been reflected across all affiliated unions, nor has it yet led to significant improvements in living and working conditions for most women.
75. Participation in Days of Action including Women's Day 8 March and UN Elimination of Violence 25 November has increased visibly, with a 20% rise in union activities using Women's Day 8 March as a campaign to attract non-affiliated women transport workers.
76. Gender issues and the importance of increasing the participation of women in unions are now part of all activities in the region particularly in the Dockers and Civil Aviation sections.
77. A Caribbean leadership training programme was held in Barbados in 2013.
78. 13 countries were represented at the Regional Women's conference in November 2013 and called on affiliate unions to design and participate in active programmes to tackle violence against women and organise more women transport works into unions.
79. The conference noted positively the increase in the number of elected women heads of state in the LAC region and recognised the few elected women leaders in ITF Unions. Consequently additional leadership development and training was requested from the ITF to link with the current regional programme.

#### **ITF SECTIONS**

##### **Civil Aviation**

80. The industry has expanded in some regions, while privatisation and FOCs are driving down conditions. Women are a large proportion of the workforce, and 30% of affiliate membership, but gender segregation persists leading to small numbers of women in some occupations.
81. The LAN organising strategy led to major successful organising campaigns in the LAC region resulting in new unions and women General Secretaries emerging. In 2013, as a result of the organising project two new unions were established in Paraguay and have affiliated to ITF, one made up of and led by women.
82. Civil Aviation participated in the ITF strategic organising and leadership training courses in 2011 and July 2013. An embryonic section network emerged from the latter programme and will be developed in 2014.
83. Future collaborative work is planned with the WD to include the FOC in Asia, and organising in Qatar Airways which has a strong gender aspect.

##### **Dockers**

84. Automation and new technologies are creating more opportunity for women's employment, but also job losses.

85. A 'Women in Ports' survey in early 2013 of all Dockers affiliated unions, found women still concentrated in clerical and ancillary services. To promote women as dockworkers a leaflet depicting men and women working together on the docks (ITF Nov 2013) has been distributed widely.
86. 20 women leaders from affiliated Dockers unions participated in the first Maritime Women's Leadership, Strategy and Organising Programme held in September 2011. The programme involved POC women activists who created the Dockers Women Leaders Network which currently has 44 members across five regions.
87. In 2013 Asia Pacific and Latin American and Caribbean Women Dockers workshops were held and the April 2013 Dockers Section Committee agreed to further prioritise the development of the women dockworkers' network, to involve more women.

#### **Inland transport**

88. Globalisation, increased dependence on private financing and informalisation of urban transport, have continued to threaten workers' rights and conditions, while in some areas new opportunities are created by the potential expansion of effective and affordable public transport, where many women work
89. ITF with other Global Union Federations (GUF) committed to build the Quality Public Services campaign against public service cuts and to promote sustainable public transport from 2011. Both Inland Transport sections and WD contributed to GUF campaign. Additionally a women's coordinator was funded to develop the campaign by the ITF in Thailand.
90. The Railway women's network set up in 2008 now has 116 members from 62 unions in 51 countries.
91. A report on women road transport and railway workers' experience of sexual harassment and violence in the workplace (2011) included practical examples and ideas on how unions can tackle the issue.

#### **Road**

92. Research and mapping of the urban bus industry during 2010-12, highlighted women's workplace issues as well as union membership levels and organising strategies.
93. *Women Bus Workers – Driving to Equality*. An international best practise produced by women committee members in the IFT road transport workers section, shares strategies to promote women as bus drivers; union campaigns to address workplace issues for women in the bus industry; and union initiatives to organise and mobilise women bus workers <http://www.itfglobal.org/infocentre/pubs.cfm/detail/41445>

#### **Rail**

94. A short questionnaire on outsourcing and women railway workers was prepared and circulated to all railway workers unions and members of the ITF Women in Rail Network in September 2010.
95. With increasing numbers of women working on railways, the 'Women In Rail' project 2011-12 produced a Good Practices and Implementation Guide, covering 25 rail companies in 17 European countries: <http://www.iftglobal.org/etf/etf-3556.cfm>

96. The *Women in Rail* network in the ITF Railway Workers' section continues to grow, with 116 members from 62 unions in 51 countries (Sept 2013). The section is seeking to further develop the network: in numbers, representation, and active women's participation in ITF and section activities.

#### **Seafarers, Fisheries and Inland Navigation**

97. Liberalisation has encouraged unregulated, anti-union and sometimes illegal work practises in the Sector. However women workers in sectors including the cruise industry and fisheries supply chain are increasingly important to effective trade union organisation.
98. Women seafarer members in the cruise industry have developed a strong network, with increasing participation in training seminars especially in the Philippines, Indonesia and India.
99. In fisheries women are central to the *Catcher to Counter* ITF and IUF Organising Programme, to build union organisation in the 'post catch' fish processing and other sectors, where an estimated 30% of workers are women. In a successful fisheries pilot with women organisers in Papua New Guinea 2012-13, nearly 5,000 predominantly women cannery workers won recognition as an independent union, and inspired male workers in the fishing companies to organise for union recognition.
100. The Maritime Women's Best Practice Guide *Winning a better deal for Women* (launched at the 2013 Maritime section conferences 2013) was drawn from a survey of maritime. It has been well received and is being promoted by affiliates internationally, to support women's organisation. It provides best practice solutions to the challenges of organising and increasing women's leadership and representation.
101. The Maritime sections established in 2010 a cross sectional team of WC representatives and section staff to support the WD to plan and implement specific maritime activities across the sections. This successful model offers a way forward for WD work with other ITF sections.
102. Maritime section WC representatives (with maritime women secretariat staff) meet with the WD to plan the joint women's work programme and its delivery. The Civil Aviation section is planning the same approach.

#### **COMMUNICATION, RESEARCH AND EDUCATION**

103. The WD began remapping the ITF Women's affiliate networks in 2013. This project is time consuming but necessary to identify where affiliates have both active women's structures and networks which will enable the ITF to identify women transport workers' issues and share best practice. Additionally network development materials for regional and national network coordinators are being produced.
104. Tools developed and produced by the WD to support ITF women transport workers' organising and campaigns include:
- The updated *Making unions stronger* pack [2010]
  - *ITF Action Guide on Violence against Women*  
[www.itfglobal.org/infocentre/pubs.cfm/detail/41208](http://www.itfglobal.org/infocentre/pubs.cfm/detail/41208)

- *Maritime women's best practice guide*  
<http://www.itfglobal.org/infocentre/pubs.cfm/detail/39317>
- *Women Bus workers driving to equality*  
<http://www.itfglobal.org/infocentre/pubs.cfm/detail/41445>
- Posters and materials for International Women's Day and Posters and materials for 25<sup>th</sup> November *UN Day for the Elimination of Violence against Women - see 2013 materials:*  
<http://www.itfglobal.org/campaigns/no-to-violence-2013.cfm>
- ITF Gender and Climate Change Briefing Paper , 2010 <http://www.itfglobal.org/files/extranet/-1/34164/ITF%20briefing%20paper%20-%20gender%20and%20climate%20change.pdf>

105. The ITF women transport workers website was upgraded and a Facebook presence developed in 2012.

#### **Research**

106. Women transport workers and the economic crisis, a report of research by Leeds University on the specific effects of Global economic crisis on women transport workers (2012).
107. *Mapping Women in Transport* (2011) maps women workers in Ports, Low Cost/Regional airlines and Global delivery, and includes mapping data for target companies and countries.

#### **Education**

108. ITF Education organised 59 events 2010-13, with 31% women's participation. All young worker events had 30%+ women's participation.
109. Events open to men and women with over 50% women taking part, included Caribbean workshops on collective bargaining, Central America HIV/Aids workshop, Mozambique/Angola capacity building, LAN regional seminar and AP training of trainers.

**ANNEX****ITF Women Transport Workers Resolution agreed at ITF Women Transport Workers Conference, ITF 42nd Congress, Mexico, 2010**

This Conference congratulates the ITF Women's Committee for implementing the recommendations of the Women Transport Workers Conference 2005 and the ITF Women's Conference at ITF Congress 2006.

This conference of women transport workers of the ITF recommit to tackling the disastrous effects of globalisation and the economic and climate change crises facing women transport workers, and to strengthening unions to meet these challenges. This conference therefore reaffirms its support for the implementation of the ITF women programme *Making a difference-Women transport workers in the 21<sup>st</sup> century* adopted by the Women Transport Workers Conference, February 2010 which focuses on: the measures needed to combat the effects of the crises on women transport workers across the globe and the need for unions to prioritise the organising of youth, informal workers and strategic women workers in 'new' workplaces such as call centres to increase union leverage and union power.

Further this conference instructs the ITF Women's Committee to work with the ITF affiliates to translate the ITF conference 2010 agreed priorities into the work programme 2010-2014, to action:

- Support the development of women trade union leaders to lead both workplace campaigns and build union/ community alliances.
- Develop and support the delivery of OG campaign with affiliates targeted at women transport workers.
- Undertake sustainable transport campaigns combating the economic and social challenges of climate change, HIV and the lack of accessible public transport.
- Continue to organise for our rights: in the workplace through strengthening collective bargaining; challenging occupational gender segregation; and fighting back against exploitation and discrimination.