

TRADE UNION ACTION TO  
**END GENDER-BASED  
OCCUPATIONAL SEGREGATION  
IN TRANSPORT**



# ITF CONGRESS 2018 - SINGAPORE

*Building women transport workers' economic power:  
Ending gender-based occupational segregation in the global  
transport industry*

**#THIS IS OUR WORLD TOO!**

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women  
transporting the world

## TRADE UNION ACTION TO END GENDER-BASED OCCUPATIONAL SEGREGATION IN TRANSPORT

Whilst we can celebrate progress in some areas, in large sections of the global transport industry women remain unwelcome on an equal footing to men. Gender-based occupational segregation is a violation of the fundamental principles and rights at work. It is bad for women workers - and it is bad for the families and communities that all workers are part of. As we emerge from the Covid-19 pandemic, and as we transform our economy in response to the urgent climate crisis, we need to build a gender-equal new normal with decent work for women in transport.

At the ITF Congress in Singapore in 2018, building the economic power of women transport workers through ending gender-based occupational segregation was identified as a critical priority. The first stage of this work is to map what affiliates are already doing, and to share learning. In the lead up to the next ITF Congress in 2024, we'll be developing the framework for a comprehensive global programme to end GBOS in transport.

The fact is that there is often very limited space for women in our male-dominated industry and unions. By contributing to this work, you can support women who are fighting to increase visibility, action and outcomes for women workers in their workplaces and unions. We invite you to help shape this process in 3 simple ways:

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### 1. MAPPING:

The good practice that exists in Europe is a resource for trade unions in other parts of the world where gender equality is less advanced, and where legislation is weaker. Please give 20 minutes of your time to complete this short global survey.

### 2. CASE STUDIES

Has your union been involved in an initiative that had lasting impacts for women transport workers? Maybe you negotiated improved maternity leave? Or influenced an employer-led recruitment drive? Or organised women in the gig economy? Please take a look at the TOR and get in touch if you have a story to share. Learning about your experience could make all the difference to another woman trade unionist who is looking for ways to make change.

### 3. JOIN THE CONVERSATION

The draft framework for the ITF's efforts to end GBOS comprises six areas of union action:

1. Organising women workers in non-standard employment and in informal transport work, many of whom face multiple and intersecting forms of discrimination
2. Demanding equality of opportunity and treatment and challenging discrimination.
3. Demanding equal pay for work of equal value and objective job appraisal that is free of gender bias
4. Improving employment terms and conditions to recognize and support the care economy.
5. Improving occupational health and safety to enable gender-integrated workplaces.
6. Demanding respect and dignity for all workers, including prevention and zero tolerance of violence and harassment.

Email [women@itf.org.uk](mailto:women@itf.org.uk) - putting GBOS in the subject line - to express interest in collaboration.



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*“Minha filha, para você ficar aqui, você vai ter que aprender a fazer xixi em pé. Isso aqui é lugar dos homens”*



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[women@itf.org.uk](mailto:women@itf.org.uk)  
“GBOS”

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