



EUROPEAN
TRANSPORT
WORKERS'
FEDERATION

ETF Vision for Sustainable Transport

Policy Position Paper



TRANSPORT...

- ▶ is vital for the economy, it provides companies and people with goods;
- ▶ is vital for people's mobility;
- ▶ is indispensable for people's inclusion and participation in education, employment, culture and social life in particular also for women – sustainable mobility is a citizens' right;
- ▶ Is essential for continuity in particular in times of crisis as demonstrated during the Covid 19 pandemic or the war in Ukraine and as needed during climate emergencies;
- ▶ is – as a consequence - a service of general interest for both, passenger and freight transport;

yet, “comes with a cost”: transport contributes around 25% to greenhouse gas emissions and thus to global warming; it contributes to air, noise and water pollution;

TRANSPORT EMPLOYMENT...

- ▶ contributes with about 10 million directly employed workers (mobility sector) to the labour market within the European Union and even more at pan-European level, not counting its indirect job contribution in other sectors;
- ▶ is vital in times of crisis - transport workers are key workers ensuring continuity of services;
- ▶ is characterised by an aging workforce above the average age of the EU labour market;
- ▶ is increasingly suffering a shortage of labour;
- ▶ is progressively organised based on social dumping business models in both, passenger transport and along the supply chain;
- ▶ is progressively losing 'good employment' and increasing precarious employment;
- ▶ needs to improve attractiveness to young workers to put a stop to labour shortage, ensure a better age balance and secure knowledge transfer;
- ▶ needs to improve attractiveness to women for a better gender balance; needs to solve the systemic exclusion of women from the transport labour market.

This mis-match between the economic and societal importance of transport and the social conditions of transport workers could be eliminated by appropriate investment in better and more sustainable jobs for the people who deliver the services.

This would turn transport into a more sustainable sector in a triple sense: environmentally, socially and economically.



ETF's 7 KEY PRINCIPLES FOR A SUSTAINABLE TRANSPORT SYSTEM

A green transition towards carbon neutrality

1. is fair and based on just transition principles for transport workers and on equality;
2. is based on cooperation and inter-modality: each transport sector has its place in the transport system and is contributing to the green transformation;
3. ensures access to inclusive and affordable public transport services of high quality for all persons as well as for goods;

... based on social conditions

4. that guarantee fair pay and quality working conditions for transport workers;
5. that are inclusive for women, young workers and people of all equality trends;
6. are safe and free of violence and harassment;
7. guaranteeing trade union recognition, collective bargaining and social dialogue.

Implementing these 7 principles is crucial for ensuring sustainable transport and goes hand in hand with a fair and gender sensitive digital transition of the transport sector.

7 POLICY AREAS FOR ACTION FOR A SUSTAINABLE, FAIR AND CLIMATE-NEUTRAL TRANSPORT SYSTEM OF THE FUTURE

Across all transport modes, ETF identified 7 principal areas of action for European, national and local governments as well, as employers and social partners, to be specified for the different transport modes.

1. Governance for an ecological and social transformation of transport and mobility

- ▶ Decisive political commitment for an ecological and social transformation of transport and mobility at all political levels;
- ▶ Social dialogue and involvement of the civil society on the measures to be taken;
- ▶ Overall gender sensitive approach and coherence of policies and measures for the mobility as a whole and for the different transport modes;
- ▶ Just transition guarantees based on dialogue and investments also for the workforce;
- ▶ Providing the necessary financial means.



2. A just transition framework for transport workers

- ▶ Making detailed analyses of the social impact of climate policies mandatory prior to their finalization and presentation and for their implementation;
- ▶ Providing proper funding at EU, national and regional level - generating new financial means;
- ▶ Mandatory social impact assessment at company level - anticipation of the effects on employment, equality, skills and training needs, the impact on occupational health & safety;
- ▶ Social dialogue and collective bargaining: involving workers' representatives from the very beginning;
- ▶ Re-skilling and up-skilling measures;
- ▶ Measures to ensure job profiles that are rich in content and satisfying for workers in the sector in times of digitization;
- ▶ Establishing funds for tailor made support measures for workers to find alternative employment if needed;
- ▶ Establishing recruiting measures to find proper staff, namely women, also in the future.

3. Modal shift to environmentally friendly transport modes in a sustainable multi-modal transport system

- ▶ Massive investment in accessible and affordable quality public transport and sustainable transport modes' infrastructure while taking into account equality;
- ▶ Promoting sustainable transport through cooperation, multi-modality and fair competition ensured by fair and balanced rules;
- ▶ Ensuring quality public transport through direct award of public service contracts;
- ▶ Promoting socially and environmentally sustainable supply chains for freight transport by applying all available policy instruments;
- ▶ Using digitalization for the benefit of inclusive social and environmental sustainability;

4. Fair investments and infrastructure policy

- ▶ Social conditionality for public investment in innovation and technology including a human factor approach with priority for greening transport, low emission transport means;
- ▶ Social conditionality for infrastructure investment: respect of social legislation, social dialogue and application of CBAs;
- ▶ Investment in multimodal nodes and terminals, industrial sidings;
- ▶ Investment in relevant infrastructure that guarantees transport workers' safety and quality working conditions (e.g., safe parking areas, safe charging stations, access to sanitation);
- ▶ Investment in electrification with 100% carbon-free energy and alternative fuel infrastructure for all transport modes.

5. Fair pricing and cost sharing

- ▶ Application of the "polluter pay principle" for all transport modes under respect of just transition principles and without blaming and shaming workers;
- ▶ Carbon border adjustment mechanism for aviation and international maritime



transport;

- ▶ Access to affordable public transport for inclusion and to prevent transport poverty;
- ▶ Fair pay for transport workers (living wage, quality working conditions, investment in skills and OHS, eliminating the gender pay and care gap)
- ▶ Strengthening collective bargaining, social legislation and a mechanism to avoid compensation of higher environmental cost through labor costs;

6. Skills, training, occupational health and safety requirements

- ▶ Education and training which can ensure a more flexible, well-educated and gender balanced workforce and a workforce prepared for new needs and shifts in the market;
- ▶ Costs of training, re-skilling or up-skilling have to be borne by the employer and/or public sector for workers;
- ▶ More specific training on handling alternative fuels or eco driving-flying-shipping;
- ▶ Investment in occupational health and safety measures in view of alternative fuels handling (including electrification);

7. Adaptation to climate change and resilience

- ▶ Mandatory action plans at national level to increase resilience of the transport system against extreme natural and human made disasters;
- ▶ Investment in more resilient infrastructure;
- ▶ Negotiate adaptation strategies at work place level, including occupational health & safety measures;
- ▶ Promote social dialogue at company level for anticipation and emergency situations.

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