



ETF Manifesto for Logistics Workers

Our economies and lives have never been more dependent on the rapid movement of goods and access to services that transport logistics workers provide. Online shopping and fast delivery kept people and the economy alive during the pandemic.

In Europe, the logistics industry is worth over €1bn and employs millions of people. Its economic importance draws public funding through tax breaks and investment in infrastructure.

Yet, despite being so integral to our economies, logistics work is poorly regulated and workers are unprotected. Well-known firms systematically use outsourcing, agency work and bogus self-employment instead of directly hiring workers in order to increase profits and evade their obligations as employers.

Logistics workers too often face poverty wages, precarious work and low representation in the workplace. Their health and safety are jeopardized by new digital and automation tools that constantly monitor their productivity and increase their workload.

We are calling on employers, national governments and the EU institutions to work with the ETF and our affiliates to improve and regulate work in logistics and to provide the protections necessary to make logistics work sustainable for workers and society at large.

We are calling for:

1. Professional standards in the sector and decent jobs. Logistics workers must have dignity at work. Employers and governments must ensure access to proper training, qualifications, rigorous health and safety standards and decent working conditions. Only by creating attractive work, can the sector find the younger workers needed to replace an ageing workforce and become sustainable.
2. That employers and governments work with trade unions to protect workers through collective bargaining agreements. They must ensure that workers understand, consent to and are trained in the use of new digital technologies and that they benefit from any productivity gains.
3. An end to the systematic use of outsourcing, agency work and other precarious forms of work. Decent work can only be achieved by bringing core business operations in-house. Subcontracting chains must be shortened and made transparent in order to protect the safety and working conditions of workers from unscrupulous employers. Common EU rules are needed to deter illegitimate subcontracting and protect workers.
4. National and European policy makers to urgently set out a coherent logistics and industrial policy to regulate the sector. As a sector of such critical importance, it deserves political relevance. Coherent and comprehensive planning for the sector and its expansion are urgently needed to curb the excessive power of large multinational corporations over small, local administrations.



5. Transparency over the use of public funds to support the development of the industry, such as land for facilities, tax breaks or other subsidies. The public has a right to know how tax revenues are spent and under what conditions. Where closures or mass layoffs occur by a company awarded public investment, those funds must be repaid immediately.

To support our demands, ETF and our affiliates will organise a day of action for European logistics workers calling for their rights, a decent wage and regulation in the sector. Get involved and have your say!