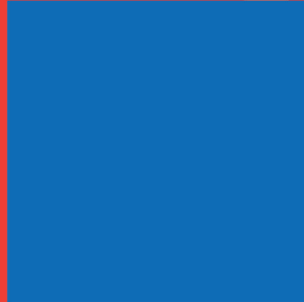




EUROPEAN
TRANSPORT
WORKERS'
FEDERATION

FIGHT FOR FAIR LOGISTICS

European Logistics
Workers Manifesto
for Fair Logistics



FIGHT FOR FAIR LOGISTICS

ETF logistics workers priorities for the European elections 2024

Our lives have never been more dependent on the rapid movement of goods and access to services that logistics workers provide. Nearly every aspect of modern life is determined by the flow of logistics activities and with the rise of ecommerce, the delivery of goods and services has been transformed.

The logistics market in Europe is worth billions of Euros and generates tens of thousands of jobs in warehouses, delivery, distribution, disposal of goods and other value-added services. Its economic importance as an enabler of global trade and local economic development is recognized and as such, it benefits from large-scale public investment and tax breaks.

Yet, despite being so integral to our economies and our lives, the sector is barely regulated and the workforce is often vulnerable. Employment in the sector is increasingly characterized by insecurity and poverty wages because of the widespread use of outsourcing, temporary contracts and bogus 'self-employment'. Major firms subcontract portions of their services (such as delivery) to smaller firms and systematically use agency work as a key part of their business model because it increases returns in a highly competitive market.

The result is a two-tier workforce where some workers can access the rights and protections guaranteed by law, such as health insurance, sick leave, decent pay and workplace representation, but their co-workers cannot.

In an industry known for innovation through investment in new labour-saving digital technologies and automation, warehouse and delivery workers are reporting high-levels of psychosocial illness and physical injuries (stress, burnout or repetitive strain) that re-

sult from constant surveillance and pressure to increase productivity targets. They work in a digitized work environment that gathers and processes the data they produce as they work, raising questions around data privacy. Turnover of staff is high and as a result, workplace representation is very low, leaving workers vulnerable to exploitation from unscrupulous employers.

The Manifesto for Logistics Workers calls on employers, national governments and the EU institutions to work with the ETF and our affiliates to regulate the logistics market and safeguard the workforce to ensure the sustainable development of this key industry.

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. Collective bargaining agreements

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. End precarity

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. Regulate the sector

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.



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