

Transitions in the freight transport workforce

Source: Ngan tai xe Vlog

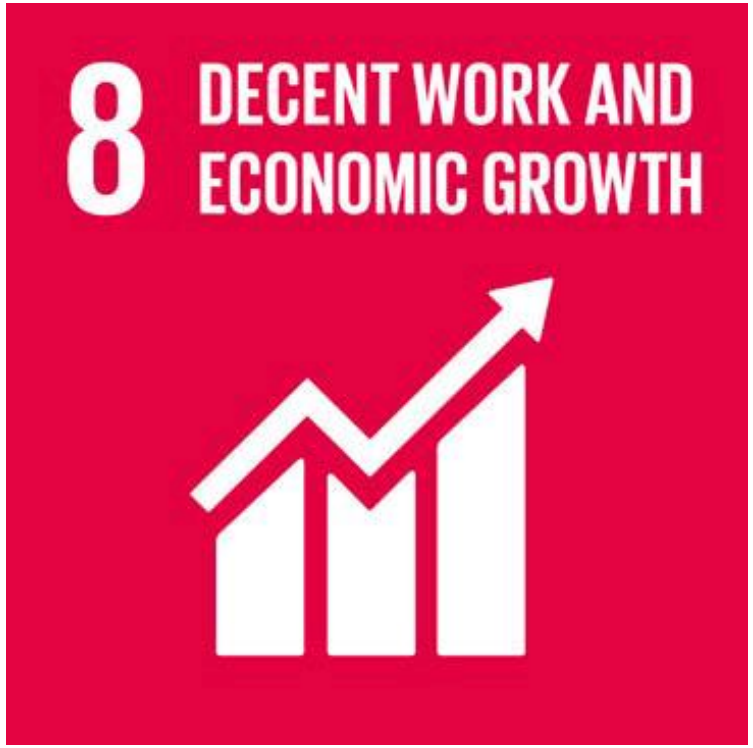
ILO - Transport and Maritime Sectors Unit, Sectoral Policies Department

UNESCAP
Session 7 – An inclusive and just transition
25-26 September 2024 – Hybrid format
Regional Meeting on the Creation of Green Transport Corridors in Asia and the Pacific


GIM
gim.com.bd

Decent Work: 2030 Agenda

SDG 8 calls for "the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work"





ILO

Specialized agency of the United Nations overseeing the world of work

Tripartite structure: equal voice to workers, employers and governments

“Universal lasting peace can only be established if it based on social justice”

187 Member States



ILO Sectoral Policies

- **Sectoral approach promotes decent work by addressing social and labour issues in 22 sectors:**

  - Consensus building through global meetings
  - Capacity building
  - Strategic partnerships

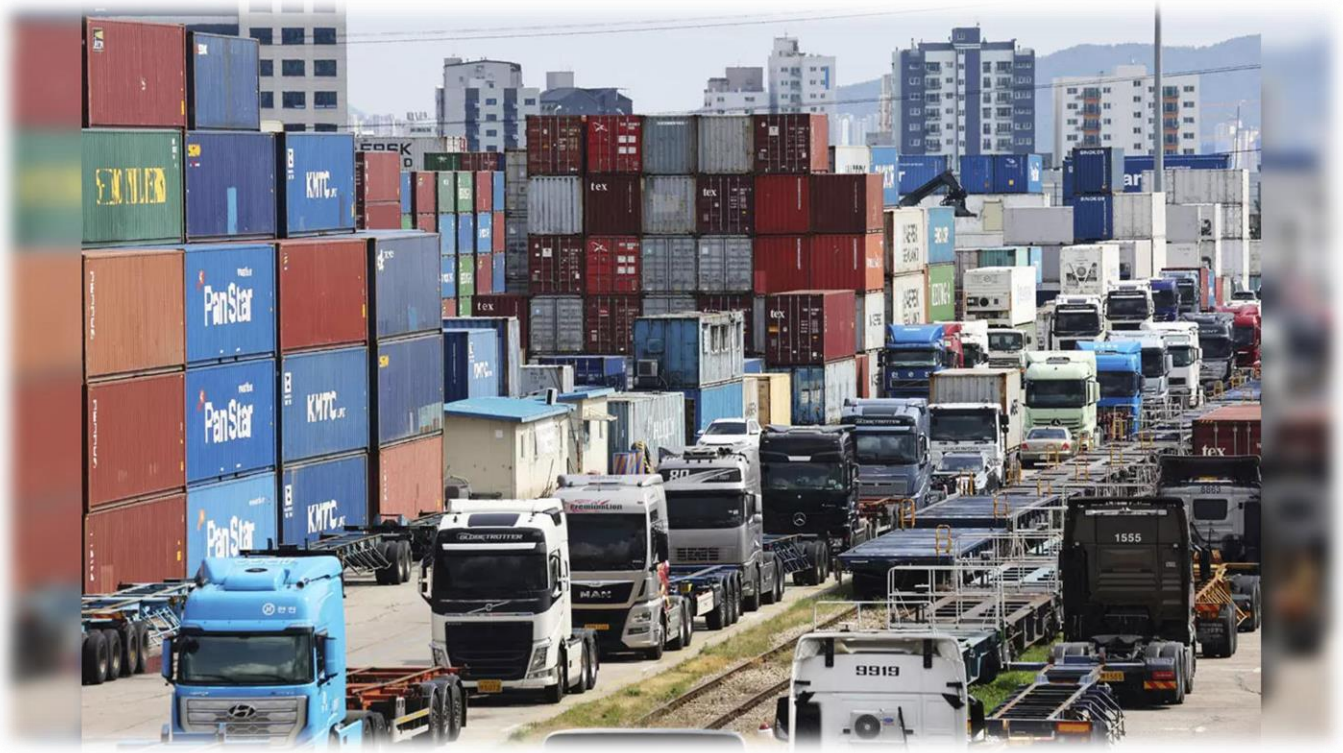


Source: Teo Romera

International Labour Organization

Global standards

Fundamental principles and rights at work



Source: The economic times

- freedom of association and the right to organise and collective bargaining
- equality of opportunity and treatment for women and men without discrimination of any kind
- prevention and elimination of child labour
- prevention and elimination the use of compulsory labour, and protect victims and provide access to remedies
- safe and healthy working environments



Maritime Labour Convention, 2006

108

ILO Member States have ratified the Convention

See all ratifications

96.6 %

of the world gross shipping tonnage represented by all ratifications

Maritime Labour Convention

Global register on seafarer deaths

9 April 2024

At its Fourth Meeting (Part II), the Special Tripartite Committee (STC) of the Maritime Labour Convention, 2006, as amended (MLC, 2006) adopted several amendments to the Code of the Convention, which are expected to enter into force on **23 December 2024**, in accordance with Article XV, paragraph 7 of the MLC, 2006.

United Nations Global Compact

International Chamber of Shipping

International Transport Workers' Federation



Mapping a Maritime Just Transition for Seafarers

Position paper | November 2022

Maritime Just Transition Task Force



Global standards

Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019

The achievement of gender equality and the empowerment of all women and girls under SDG 5 is integral to the achievement of the other SDGs, and the expansion and improvement of transport services can contribute to these objectives.



Source: Ngan tai xe Vlog

International Labour Organization

Global standards

The Hours of Work and Rest Periods (Road Transport) Convention, (No. 153) and Recommendation No. 161, 1979



Source: Deposit photos

In many countries, transport drivers are in many instances exempt from working-time regulations.

Working-time patterns vary widely in the industry and have an important impact on driver fatigue.

Many drivers are employed on a part-time basis and/or work shifts.

International Labour Organization



Source: ubc.ca

Global standards

Labour Inspection Convention, 1947 (No. 81) and Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82)

The existence of an effective, properly funded and staffed labour inspection system has an impact on the conditions of work in industrial workplaces

International Labour Organization



Source: The Filipino

Global tools

Guidelines for a just transition towards environmentally sustainable economies and societies for all

The Guidelines call for collaborative efforts among governments, international organizations, employers' and workers' organizations to achieve a just transition.

They further establish that coherent policies "also need to provide a just transition framework for all to promote the creation of more decent jobs, including as appropriate: anticipating impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development and social dialogue, including the effective exercise of the right to organize and bargain collectively".

ILO GUIDELINES

Guidelines on the promotion of decent work and road safety in the transport sector

Decent work is fundamental to road safety

ilo.org

International Labour Organization

01 Entering the sector



- **TRAINING STANDARDS**
  - Professionalization
  - Skills & lifelong learning
  - Certificates of competence
- **LICENSING**
  - Driving test
  - Minimum age limits
  - Medical examinations





- **SOURCING**
  - Fair recruitment
  - Sustainable procurement

02 Employment creation

- **NATIONAL STRATEGY**
  - Data & statistics
  - Digitalization
  - Shortages & turnover
  - Documentation of arrangements
  - Formalization
  - Migrant programmes
- **INDUSTRY IMAGE**
  - Diversity
  - Gender



03 Occupational safety & health

- **VEHICLE STANDARDS**





- **INFRASTRUCTURE**
  - Welfare facilities
  - Corridors & crossings
- **DRIVER**
  - Fatigue
  - Stress
  - Violence
  - Harassment
  - STIs
  - HIV/AIDS
  - COVID



04 Enabling environments



- **SUSTAINABLE ENTERPRISES**
  - Extending access to social security
  - Formalization
  - Road safety governance architecture
- **SOCIAL DIALOGUE**
  - Strong and representative employers' and workers' organizations
  - Freedom of association



05 International standards / tools & FPRW



- **STANDARDS / TOOLS**
  - ILO C153, R161 and R82
  - UNECE's AETR
  - These ILO Guidelines
- **FPRW**
  - Freedom of association & social dialogue
  - Equality of opportunity & non-discrimination
  - Prevention & elimination of child labour
  - Prevention and elimination of forced labour & coercion



06 Monitoring and inspection



- **VOLUNTARY**
  - Safety management systems
  - Responsible business conduct
- **DUE DILIGENCE**
  - Ruggie principles
  - OECD Guidelines
  - ILO MNE Declaration





- **REGULATORY**
  - Control devices
  - Control books
  - Documentation of arrangements & services
  - Chain of responsibility
  - Safe driving plans

- **INSPECTION & ENFORCEMENT MECHANISMS**
  - Entrust to specialized staff
  - Coordination between national authorities
  - International coordination for cross-border traffic
  - Funding
  - Staff training



- **DOCUMENTATION OF ARRANGEMENTS**
  - Written contracts
  - Employment
  - Services agreement
  - Sustainable payments



07 Working conditions

- **WORKING TIME**
  - Driving time
  - Break periods
  - Weekly maximum
  - Other subsidiary tasks
  - Exceptions





- **SUSTAINABLE PAYMENTS**
  - Minimum wage
  - Government published rates
  - Fixed costs
  - Variable costs
  - Personal labour
  - ROI
  - Payment of driving and subsidiary activities

Global tools

Guidelines on the promotion of decent work and road safety in the transport sector

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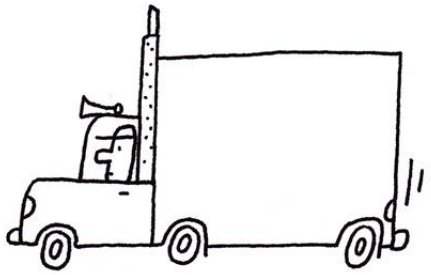


Working times
Driving times
Rest periods

Comparative study

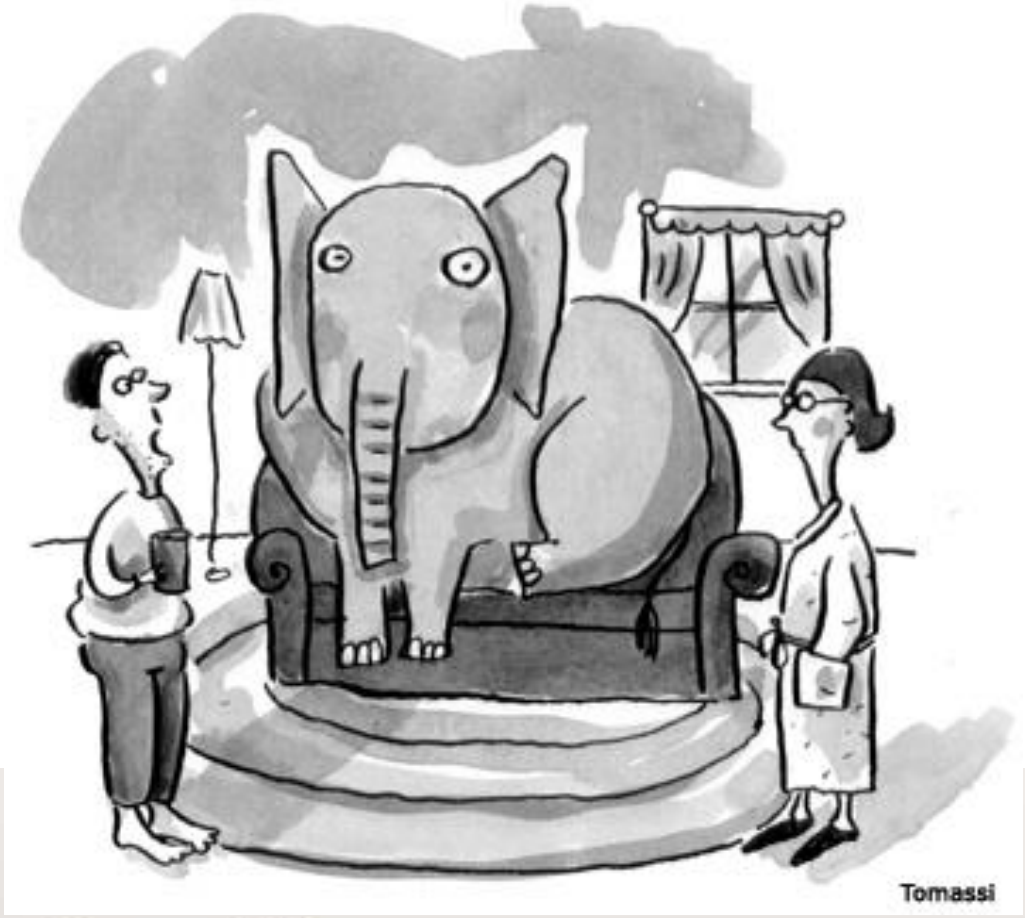
Available:

Spanish
English

18 countries
+
2 international ILO instruments
+
2 regional standards

ilo.org

International Labour Organization



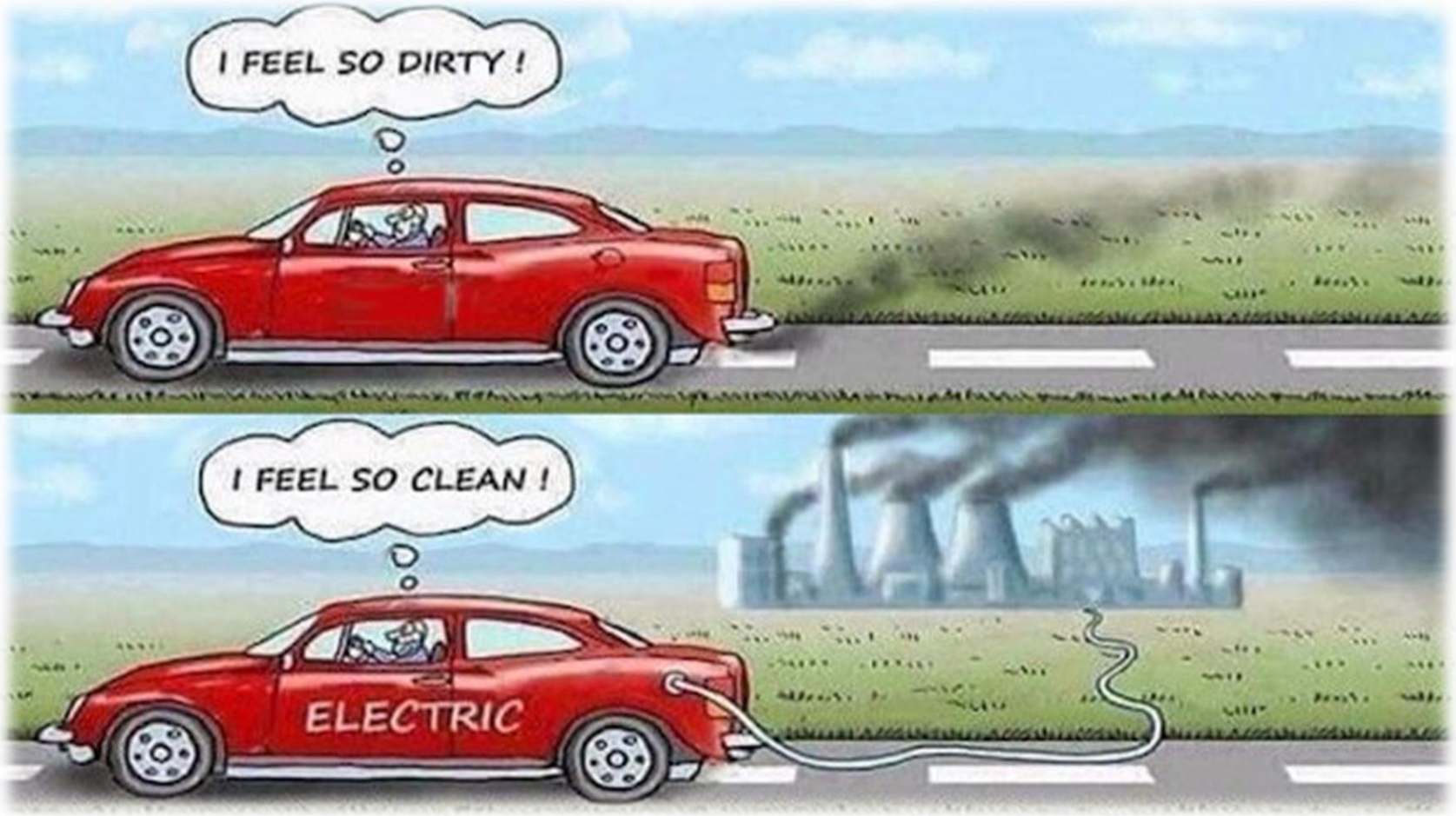


Priorities



Source: Zisan Bin Liaquat

Paradox



Source: The Socialist Project

Greater Mekong Sub-regional Meeting on Road Freight Transport Safety

The purpose of the meeting is for tripartite constituents to discuss road safety practices and the most common decent work deficits in the road freight transport sector, with a view to adopting recommendations aimed at the improvement of working conditions of (truck) drivers and the promotion of decent work.

See Informal note

(e.g., third-party logistics or 3PL). Micro and small enterprises, including a large number of owner-operators, constitute de majority of trucking enterprises in the GMS. Table 1 shows that, with the exception of Lao PDR, the sector in the region is highly fragmented or atomized.

Table 1: Enterprise composition (by size, in per cent)

Country/ Enterprise type	Cambodia[9]	China[10]	Lao PDR[11]	Myanmar[12]	Thailand	Viet Nam[13]
Micro (1-10 trucks)	91	90	2-10	90 -99	n/a	77.3
Small (10-30 trucks)	7					
Medium and large (more than 30 trucks)	2	10	90-98	1-10		22.7

n/a: not available

Table 5: Ratification of ILO Fundamental Conventions (by country, by year)[88]

Country	Freedom of association		Forced labour		Non-discrimination		Child labour	
Convention	C087	C098	C029	C105	C100	C111	C138	C182
Cambodia	1999	1999	1969	1999	1999	1999	1999	2006
China					1990	2006	1999	2002
Lao PDR			1964		2008	2008	2005	2005
Myanmar	1955		1955					2013
Thailand			1969	1969	1999	2017	2004	2001
Viet Nam			2007		1997	1997	2003	2000

Source: ILO Normlex

Adopted Recommendations on road freight transport safety

INTERNATIONAL LABOUR ORGANIZATION

Greater Mekong Sub-regional Meeting on Road Freight Transport Safety
Bangkok 15-17 January 2019

SOCIAL JUSTICE DECENT WORK

Recommendations on road freight transport safety

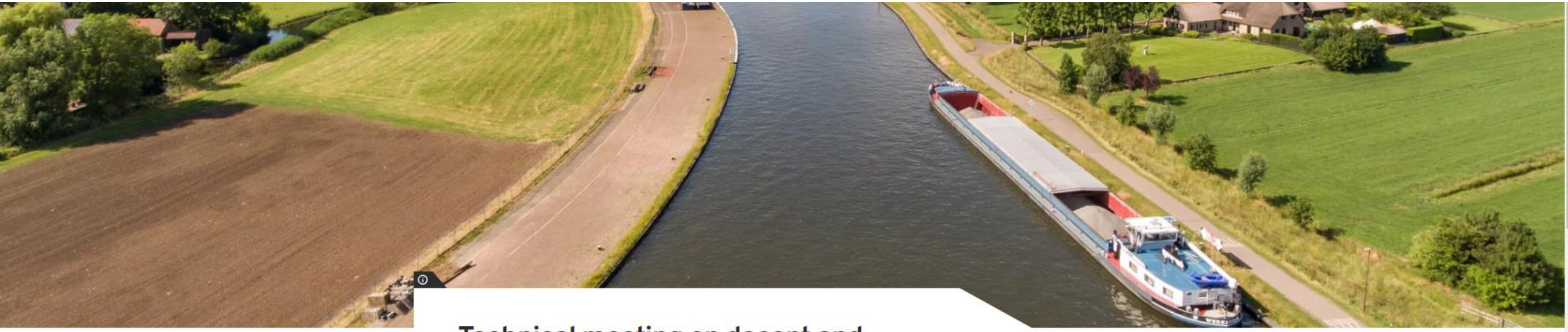
The Greater Mekong Sub-regional Meeting on Road Freight Transport Safety,

Having met in Bangkok from 15 to 17 January 2019,

Reaffirms the Conclusions and Resolutions endorsed at the Tripartite Sectoral Meeting on Safety and Health in the Road Transport Sector held in 2015, and

Adopts this seventeenth day of January 2019 the following recommendations:

International Labour Organization



Technical meeting on decent and sustainable work in the inland waterways sector

The purpose of the meeting was to discuss opportunities and challenges for decent and sustainable work in the inland waterways sector, with the aim of adopting conclusions, including recommendations for future action.

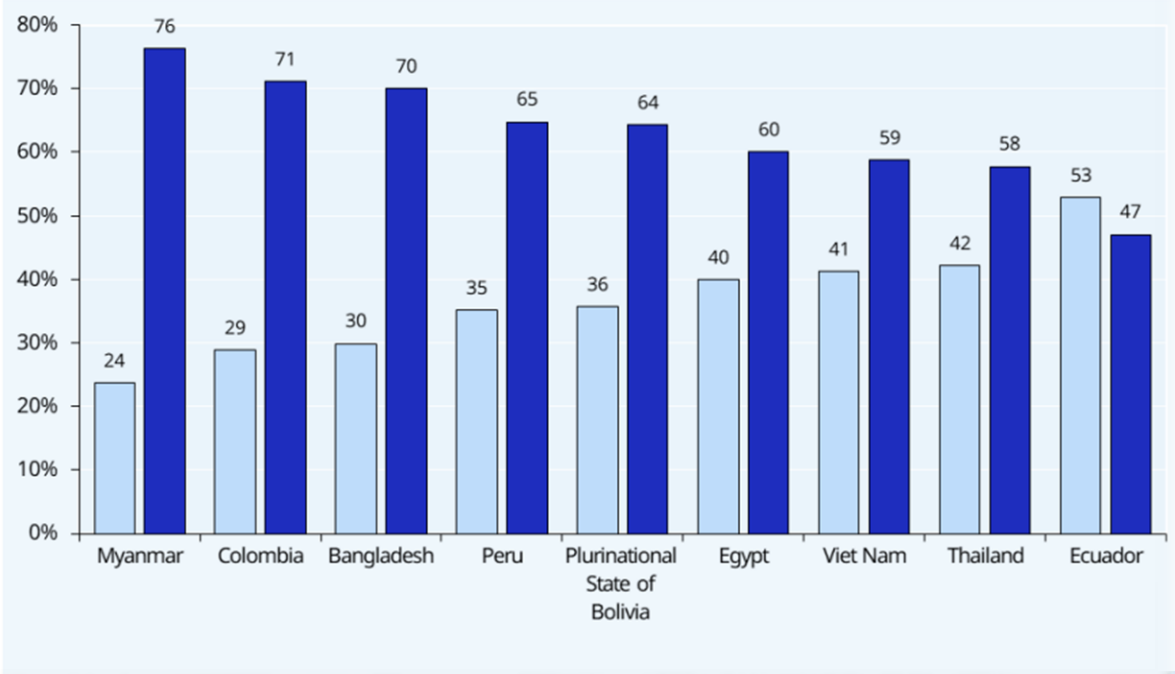
Event details

Location

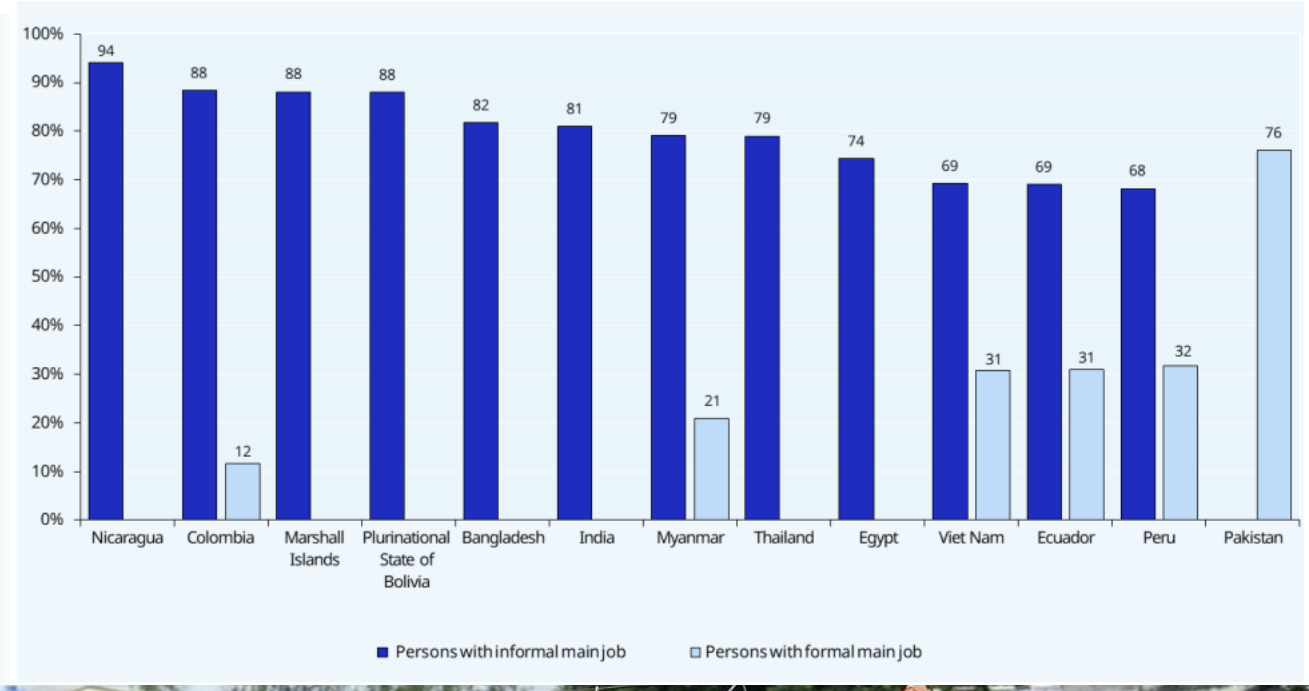
Geneva, Switzerland

97. The majority of IWT workers work in informal enterprises. Country examples show that at least half of the workers in Bangladesh, the Plurinational State of Bolivia, Colombia, Egypt, Myanmar, Peru, Thailand, and Viet Nam work in the informal IWW sector (figure 3.4).

▶ **Figure 3.4. IWT employment by unit of production**[115]



▶ **Figure 3.3. IWT employment by nature of the job**





International Labour Organization

Global standards

Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)



Source: NPR

In countries where freight transport is dominated by informal operations, the planning and implementation of sustainable formalized transport may be hampered by the weakness of institutional frameworks and the lack of an enabling environment for sustainable business development.

The fragmented nature of work may lead transport workers to be deprived of the benefits and labour protections of an employment relationship by the very fact of being involved in informal employment

International Labour Organization



Source: Amir Yusof

Global standards

Social Protection Floors Recommendation, 2012 (No. 202)

Universal social protection is essential for realizing the human right to social security for all, advancing social justice and promoting inclusive growth, and accelerating progress toward achieving the SDGs.

Under SDG target 1.3, countries included in the 2030 Agenda aim to "[i]mplement nationally appropriate social protection systems for all, including floors" for reducing and preventing poverty.

Recommendations Nos 202 and 204 recognize that social security is an important tool to support the transition from informal to formal employment.

International Labour Organization

Global standards

Labour Clauses (Public Contracts) Convention (No. 94) and Recommendation (No. 84), 1949



Source: ADB

In recent decades, the role and nature of public procurement have changed significantly.

This could mean, for example, that license agreements with private operators to run bus services should include labour clauses that are "substantially similar" to those of public contractors. Transport authorities or main operators can also set social conditions applying to subcontractors and require them to provide equal labour guarantees.

International Labour Organization

Global tools

Conclusions concerning the promotion of sustainable enterprises, 2007



Source: GIZ

“The promotion of sustainable enterprises … needs to place particular emphasis on supporting the transition of informal economy operators to the formal economy and ensuring that laws and regulations cover all enterprises and workers.

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Transition to formality Social protection floors

Just transition Enabling environments Social dialogue



In some cases, climate and just transition discussions have, for example, excluded workers from key consultations. Yet, before implementing changes, the inclusion of social partners (workers and employers) at all levels – from workplace to global –should be a crucial opportunity to harness to ensure adequate upskilling, retraining, safety, and employment changes. Regular communication is necessary to build trust and address concerns.

The ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) are important in this regard. Only with the right to establish and join organizations of their own choosing will workers be able to formulate their programmes and influence tripartite policies and decisions for a just transition towards environmentally sustainable economies and societies for all.

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Transition to formality Social protection floors

Just transition Enabling environments Social dialogue



The ILO Just Transition Guidelines also highlight the need to pay particular attention to certain groups of workers, including not only in the formal economy, but particularly those in the informal economy. The ILO Guidelines call for the establishment of targeted programmes in sectors where a significant proportion of workers and enterprises are informal with a view to promote formalization and awareness of social, economic and environmental policies

“Managed well, with active involvement of the world of work, the green transition will also contribute to decent work, social inclusion and poverty eradication”

International Labour Organization



Questions
Thank you

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