

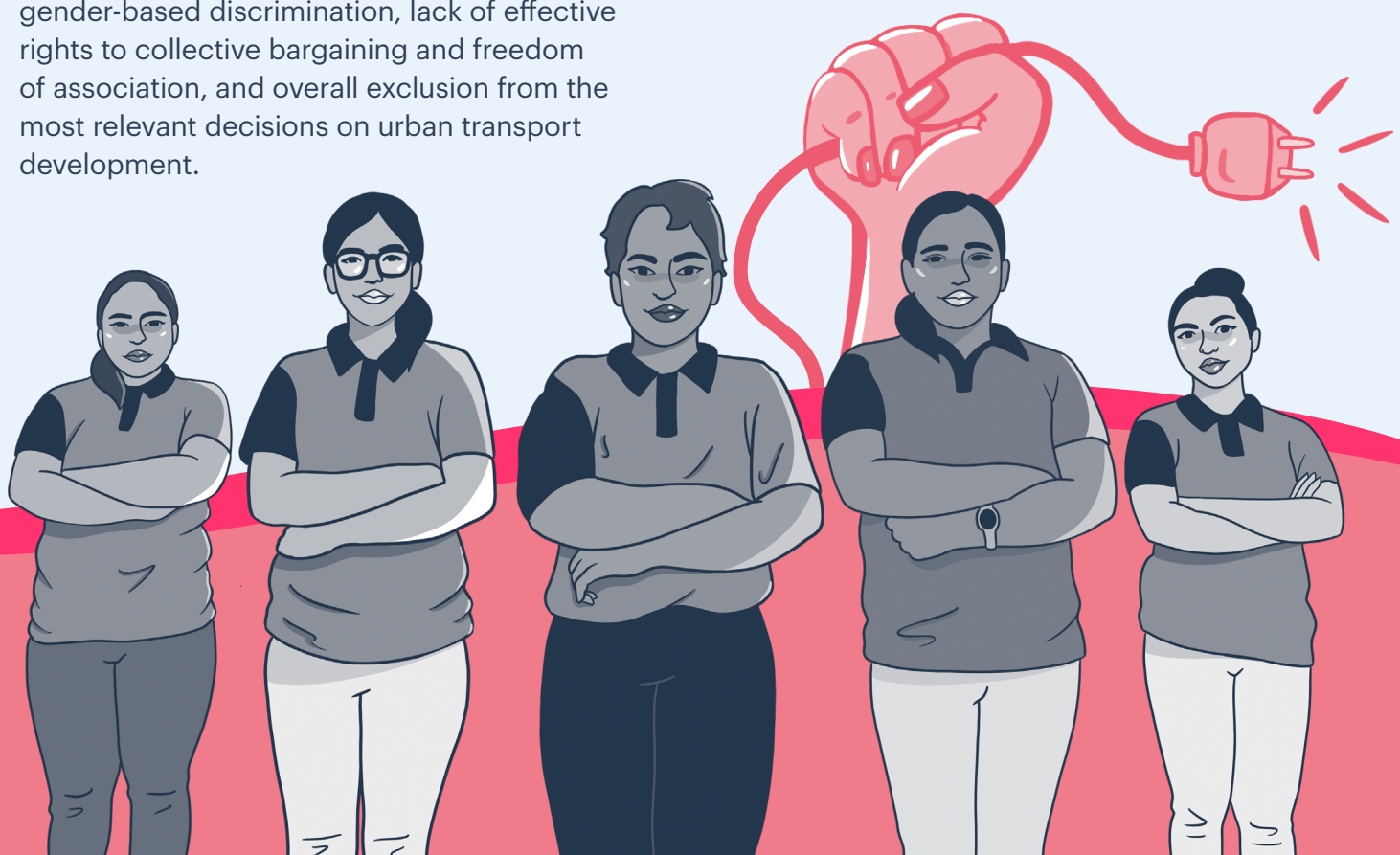
A JUST TRANSITION FOR URBAN TRANSPORT WORKERS

**10 POINTS FOR A WORKER-LED, DEMOCRATIC,
PUBLICLY-LED, GENDER EQUAL AND CLEAN TRANSITION
FOR TRANSPORT IN OUR CITIES**

A just transition in urban transport needs to focus on reducing carbon emissions and combatting existing inequalities. Urban transport is not only infrastructure - the buses, the subways, the taxis, the two-and-three wheelers. It is also the workers who run it and the communities who depend on it.

Urban transport workers are on the frontlines of the climate crisis. This crisis has reinforced existing inequalities and conditions of precarity, low-wages, unsafe working conditions, gender-based discrimination, lack of effective rights to collective bargaining and freedom of association, and overall exclusion from the most relevant decisions on urban transport development.

As urban transport workers, we support the need for a transformation of the transport infrastructure that responds to the speed and scale of the climate crisis. We also recognise that this is an opportunity to fix, to improve, to reinvent urban transport in a way that addresses existing inequalities of access, that challenges precarious and informal employment, that addresses caste and racial discriminations, and that puts women at the centre of priorities.



1. CHALLENGING PRECARIOUS AND INFORMAL WORK; A ROAD TO FORMALIZATION

- Recognising rights to freedom of association and collective bargaining
- Extending/recognising social security and health insurance
- Roadmap to formalisation for informal transport workers
- Turn towards provision of fixed, decent and stable wages

APP-BASED WORKER, HYDERABAD, INDIA



GOVERNMENTS SHOULD REGULATE AND PRESSURE EMPLOYERS TO MAKE A SHIFT FROM COMMISSION-BASED (VARIABLE PAY) WORK TO FIXED PAY STABLE INCOME WORK.”

2. ADDITIONAL PAY DURING EXTREME WEATHER EVENTS

- Declare extreme weather events as hazardous work, increase pay and protection during these events for workers in the urban transport system

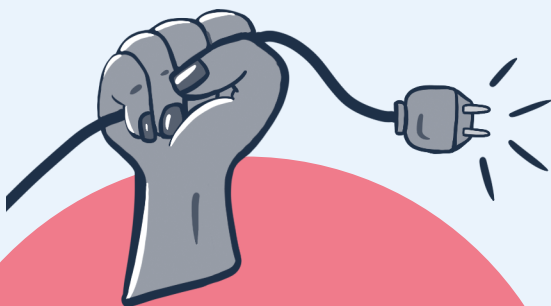
APP-BASED WORKER, BOGOTA, COLOMBIA



WE ARE EXPECTED TO DELIVER UNDER ANY CIRCUMSTANCE, IN THE WORST WEATHER CONDITIONS, WITHOUT SUPPORT, PROTECTION OR EXTRA PAY. WE TAKE ALL THE RISK TO KEEP PEOPLE FED.”

3. A JOB GUARANTEE FOR URBAN TRANSPORT WORKERS

- Guarantee employment stability and continuity during the transition, including retraining opportunities for new tasks, as well as relocating into other sectors of the urban transport system



TRAIN WORKER, SANTIAGO, CHILE



WE HAVE UNDERGONE TRANSITIONS BEFORE. IN THE TRAINS, WE WENT FROM COAL-POWERED, TO DIESEL, AND NOW TO ELECTRIC. THERE HAVE BEEN CONTINUOUS CHANGES IN THE RETRAINING OF THE WORKFORCE AND MODERNISATION OF THE EQUIPMENT. WE CAN SAY THAT EVERY TRANSITION HAS BROUGHT AS A RESULT A REDUCTION IN JOBS, THE ELIMINATION OF CERTAIN TASKS VITAL FOR THE SERVICE, AND THE PRECARISATION OF WORKING CONDITIONS.”

4. PENSION SUPPORT FOR WORKERS NEARING RETIREMENT

BUS DRIVER, BOGOTA, COLOMBIA



WORKERS ARE GENERALLY SEEN AS “OBJECTS” WHO CAN BE CHANGED OR “RETIRED” WHEN THEY ARE NO LONGER NEEDED. MANY OF US HAVE GIVEN DECADES OF OUR LIVES TO THIS CITY, AND DESERVE TO BE TREATED WITH RESPECT, WHEN WE ARE NEARING RETIREMENT AND WILL NOT BE HIRED BY NEW COMPANIES.”

5. HEALTH AND SAFETY RIGHTS IN VIEW OF THE CLIMATE CRISIS

- Shelter spaces for platform/app-based workers across the city to provide protection from extreme weather events and a space to recharge phones, rest and park their vehicles
- Sanitation
- Increase health care coverage for illnesses related to exposure to air pollution
- Paid sick days

TICKET VENDING WORKER, BOGOTA, COLOMBIA



OUR JOBS ARE QUALIFIED IN THE LOWEST POSSIBLE CATEGORY WITHIN THE HEALTH INSURANCE SYSTEM. WE ARE CONSIDERED OFFICE WORKERS, BUT WE SPEND MOST OF OUR WORKING TIME OUTSIDE, EXPOSED TO THE FUMES OF THE BUSES WHICH LEAD TO RESPIRATORY ILLNESSES.”

6. DEMOCRATIC URBAN TRANSPORT

- Incorporate workers and users in the design, decision-making and implementation process
- Prioritise transport workers' cooperatives
- Trade union representation

TRAIN WORKER, JAKARTA, INDONESIA

“

WE WANT TO BE INCLUDED IN THE DECISION-MAKING PROCESS BECAUSE WE WANT TO BE PART OF THE TRANSITION. WORKERS HAVE A SENSE OF BELONGING AND RESPONSIBILITY WITH THE TRANSPORT SYSTEM IN THE CITY, AND WANT TO BE PART OF MAKING IT BETTER.”

7. PUBLIC SECTOR INVOLVEMENT

- Promote publicly owned operators
- Integrate urban transport under the public sector
- Take profit out of public transport

SUBWAY WORKER, SANTIAGO, CHILE

“

WE HAVE A PUBLICLY OWNED SUBWAY SYSTEM THAT OUTSOURCES MOST OF THE WORK TO PRIVATE FIRMS, WHICH OPERATE WITH A PROFIT MANDATE. WE NEED TO CHANGE THE ROLE OF THE PUBLIC SECTOR, TO REVERSE THE PROCESSES OF PRIVATISATION AND TO PROVIDE A GOOD, CHEAP AND RELIABLE SERVICE AS A PRIORITY.”

8. TECHNOLOGY SOVEREIGNTY

- Workers need to know and understand the data generated through the use of new technologies
- Technological innovations need to improve working conditions, support workers during extreme weather events and provide greater stability
- Promote locally made and maintained new technologies

BODA BODA DRIVER, NAIROBI, KENYA

“

WE IMPORT THE CARS THAT WE USE ON THE ROADS. BUT THERE ARE NOW LOCAL PROJECTS TO MANUFACTURE AND MAINTAIN ELECTRIC TWO-AND-THREE WHEELERS. THE GOVERNMENTS SHOULD SUPPORT THESE PROJECTS AND MAKE IT A PRIORITY OF THE TRANSITION.”

9. MODAL SHIFT

- Transition to more public transport, less private vehicle use
- Low emissions need to be coupled with more services and lower fares

APP-BASED WORKER, HYDERABAD, INDIA

“

WE NEED TO IMPROVE PUBLIC TRANSPORTATION NOT JUST BY BRINGING ELECTRIC BUSES. WE ALSO NEED MORE BUSES ON THE ROADS, RUNNING MORE FREQUENTLY AND GETTING PRIVATE CARS OFF THE STREETS.”

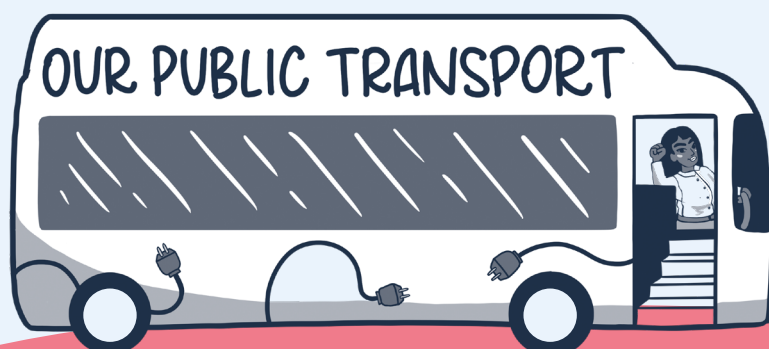
10. A GENDER EQUAL JUST TRANSITION

- Women workers to be put at the centre of the transition, prioritising employment opportunities, formalisation and access to services for women
- Urban transport is a core element for sustaining production and reproduction

TICKET VENDING WORKER, BOGOTA, COLOMBIA

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WOMEN WORKERS OFTEN HAVE THE MOST PRECARIOUS AND POORLY PAID JOBS IN THE TRANSPORT SYSTEM. WE ARE THE MOST EXPOSED TO AIR POLLUTION AND HAVE THE WORST HEALTHCARE COVERAGE. MANY OF US WANT TO BE PART OF THE TRANSITION AND BE ABLE TO SHOW THAT WE HAVE THE SKILLS AND CAPACITY TO DO OTHER JOBS WITHIN THE SYSTEM. THE TRANSITION SHOULD BE ABOUT CLEAN ENERGIES AND CHANGING THE DOMINANT PATRIARCHAL CULTURE WITHIN OUR PUBLIC TRANSPORT SYSTEM.”



TECHNICAL FIXES = FALSE SOLUTIONS

Governments and employers have responded to the climate crisis by speeding up processes of **electrification** and **automation**.

While workers in urban transport support clean, safe and reliable public services, the processes of electrification and automation are failing workers and communities, by displacing good-paying jobs, deepening precarity, privatising services and cutting access to communities who depend on public services. Technological fixes by themselves are false solutions. Workers have the knowledge, skills and experience that are critical to reinventing transport in a holistic way to confront the climate crisis.

Changes towards low-carbon urban transport systems need to move beyond technological fixes and incorporate the needs of urban transport workers and communities as a priority in planning, design, implementation. This will provide the opportunity to use the transition as a tool to transform cities away from profit-driven transport and into publicly-owned, regulated, accessible and clean urban transport systems.

ACTIVITY

1. *What do you associate with a just transition?*
2. *Do the ideas highlighted in this leaflet relate to your demands in your workplace?*
3. *How would you go about preparing a just transition plan for your workplace? Are there elements that you would add to the ones mentioned here? In groups with co-workers, make a list of demands for a just transition plan in your workplace.*
4. *Map the issues highlighted in the 10-point plan and discuss how it would affect your workplaces. How would you explain these demands to governments and employers?*
5. *What are the actions that you need to take as a collective to make that path a reality?*

