

Precarious Labour and Decent Work in the Transport Industry:

ITF Baseline Study Report, February 2013

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Dave Spooner, GLI
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Summary of Findings and Recommendations

78 completed questionnaires were returned from 51 unions in 38 countries. Of these, questionnaires were returned from target priority countries including Bangladesh, Benin, Burkina Faso, Colombia, Indonesia, Kenya, Malawi, Pakistan, Senegal, Tanzania, Uganda and Yemen. In addition, interviews were conducted with, or reports received, from Burkina Faso, Burundi, Georgia, Indonesia, Kenya, Malawi, Uganda and Tanzania.

Key findings revealed or confirmed:

- Precarious work is a global and growing phenomenon in the transport industry, most prevalent in low income and least developed countries. 74% of all responding unions and 100% of unions in low income and least developed countries note an increase of the number of informal workers in their countries.
- National labour laws and regulations prevent a significant number of unions from recruiting precarious and informal workers, particularly the self-employed, into membership.
- Many unions have not developed policies that enable them to organise effectively, and some union constitutions prohibit membership for informal and/or self-employed workers.
- A considerable number of unions reported that informal transport workers were organised outside the formally recognised trade union movement ; for example, in workers' associations without formal registration, cooperatives, NGOs and other informal groupings.

The project should be designed a number of **designated 'mentor' unions**, from North Africa/ Middle East, West Africa, East Africa, South Asia, South-East Asia, East Europe/ Balkans and Latin America.

The choice of mentor union should be guided by a number of criteria:

1. success in organising among one or more of the four **key groups of workers**: informal self-employed, agency labour, sub-contracted labour and temporary or fixed-term contract workers
2. experience in organising in the **key sectors** for precarious and informal work in the target countries: docks, urban transport, road freight
3. experience in **key elements of organising**: collective bargaining, awareness-raising, structural reform of unions, using and/or challenging labour laws to ensure union rights for precarious workers, alliances with non-union democratic workers' organisations (co-ops, associations etc)
4. sufficient **organisational capacity** to fulfil the mentoring role.

In addition, as part of the intended programme of work , the ITF should consider including further research:

The application of **labour laws and regulations** in relation to precarious and informal transport workers, and the regulation of temporary work agencies; **Up-to-date data on livelihoods** in informal transport; **Typology and definition** of specific occupations and employment relationships in the informal and precarious transport economies; and **model constitutions and policies** designed to encourage the inclusion of informal and precarious workers as active union members.

Introduction

In November 2012, the International Transportworkers' Federation (ITF) commissioned the Global Labour Institute (GLI) to undertake a brief baseline study on precarious labour and decent work in the transport industry. The objectives of the study were to:

1. "Improve our knowledge of the extent, nature and trends in precarious and informal employment in the major transport sectors, including indications of numbers of workers, occupations, employment relationships, and gender distribution; and experience of union organisation, representation and collective bargaining among precarious and informal workers.
2. Identify ITF affiliates who may be potential national, sub-regional and regional 'mentor unions' for other ITF affiliates, that have
 - a. successfully organised precarious and informal workers, particularly among youth, women and migrant workers,
 - b. made significant gains in negotiating ratification and/or implementation of relevant ILO Conventions or new national regulations protecting workers' rights, or new or improved social protection provision for informal or precarious transport workers, and/or
 - c. established collective bargaining agreements and procedures with employers that include precarious and informal workers within their workplaces or supply chains;
3. Identify the target countries to be the main beneficiaries of a substantive programme of training and support;
4. Gather case studies of informal and precarious work in the transport industry organising initiatives for use in training materials, including an organising handbook for precarious and informal workers to complement the ITF's generic Organising Manual;
5. Identify priority areas (sectors, countries, employment relationships, issues) requiring further research, including laws and regulations covering precarious and informal workers that inhibit or prevent respect for workers' rights".¹

The study was also intended to:

"inform and prepare for a more substantial programme to build an international network of affiliates working to organise precarious and informal workers, including regional and sub-regional training workshops and seminars and production of multi-lingual material. 'Mentor unions' would identify and develop trainers from among their officers and representatives capable of supporting organising initiatives in other unions and associations in their respective countries and regions".

This report aims to inform the methodology, design and management of the proposed more substantial programme.

¹ ITF Project Brief, November 2012

Methodology

The first stage of the baseline study was an online survey questionnaire on precarious and informal work. This was circulated, in English, French, German and Spanish, to all ITF affiliates, the ITF Young Workers' Network, the Global Educators' Network and the Global Delivery Network

On the basis of questionnaire responses, the survey was followed up with presentations and face-to-face, telephone and Skype interviews with potential 'mentor unions' and/or case studies, and discussions at the ITF Global Educators' Seminar in November 2012.

The study also included a review of literature and available evidence. This covered academic studies and pieces of work previously commissioned by the ITF – notably, *Organising Informal Transport Workers*, by Chris Bonner in 2006, based on case studies of organisation strategy and experience in Zambia, Benin and the Philippines²; *Transport Workers in the Urban Informal Economy: Livelihood Profile* prepared by GLI in 2011; and a broader literature review also undertaken by GLI³.

Background

The long term aims are to achieve decent work for precarious and informal transport workers, to improve livelihoods and realise rights. This will be achieved through the development of strong democratic, representative and sustainable workers' organisations (trade unions, associations and cooperatives) capable of effective advocacy and negotiation with local and national governments, inter-governmental organisations, employers and civil society.

In 2010, the ITF commissioned a research report on the livelihoods of informal economy transport workers, establishing what was already known about the occupations of informal transport workers, the size and significance of the informal transport economy, and the key features of informal transport work. The report highlighted the lack of good quality and up-to-date empirical research on informal and precarious work in the transport sector. Nevertheless, the limited evidence available suggested very low and insecure income, problems of official corruption and harassment, long working hours, denial of rights, major problems in environmental and occupational health, and lack of voice and democratic representation.

At the same time, union affiliates of the ITF were providing anecdotal evidence of a growing problem with the increase in the numbers of outsourced, contract and labour agency workers and the continuing expansion of the informal transport economy.

The 2011 ITF Congress agreed to develop a 2011–2014 strategic plan which would develop an international network of organisations to act on behalf of workers whose livelihoods come from precarious or informal work in the transport sector. It called for the development of education and training materials and training of trainers to support the democratic organisation of workers in precarious and informal forms of transport.

It was agreed to launch this with a project working with selected unions that have successfully organised precarious and informal transport workers, each capable of acting as mentors and

² See www.itfglobal.org/education/materials.cfm/detail/7984

³ See Jane Logan, *Precarious and Informal Work in the Transport Industry*, GLI 2011.

facilitators to other ITF affiliates in their country, region and/or specific transport sectors (for example, urban passenger transport, road haulage, docks).

Review of previous research

Definitions - Informal & Precarious Work

Informal Work

The definition of the 'informal economy' used by the International Labour Organisation (ILO) focuses on the nature of employment rather than simply the characteristics of the business itself. Most self-employed and wage workers in the informal sector are deprived of secure work, workers' benefits, social protection and representation. The self-employed have to take care of themselves and their enterprises as well as their employees or unpaid contributing family members while facing competitive disadvantage from larger, formal economy firms. These factors ensure that those who work informally are more likely to face poverty than those in formal work and find it harder to escape poverty, owing to lower standards of development (i.e. health and education), less opportunity to improve their circumstances, difficulty taking financial risk and, of course, lower incomes⁴.

Employment relations and business operations can be categorised at many points on a scale between 'formal' and 'informal'.

“Persons employed in the informal economy include:

- Own-account (self-employed) workers in their own informal enterprises;
- Employers in informal enterprises;
- Employees of informal enterprises;
- Contributing family workers working in informal sector enterprises; and
- Members of informal producers’ cooperatives.

Persons in informal employment outside the informal economy include:

- Employees in formal enterprises not covered by national labour legislation, social protection or entitlement to certain employment benefits such as paid annual or sick leave.
- Contributing family workers working in formal sector enterprises;
- Paid domestic workers not covered by national labour legislation, social protection or entitlement to certain employment benefits such as paid annual or sick leave.
- Own account workers engaged in the production of goods exclusively for own final use by their household (e.g. subsistence farming, do-it-yourself construction of own dwelling)”

UN *The World's Women 2010: Trends and Statistics* Department of Economic and Social Affairs, New York (2010)

Precarious Work

Standard employment relationships are defined by a stable, long term income, social benefits, continuing employment and regulatory protection. Precarious work arises where any of these standards are missing and the workers face insecurity and instability in all aspects of their working lives. Precarious work can be found in both the formal and informal economies. According to the ILO Bureau for Workers’ Activities (ACTRAV) symposium on precarious work, it is defined by two characteristic elements: the contractual arrangement and the working conditions.

⁴ Chen et al, *Mainstreaming Informal Employment and Gender in Poverty Reduction*, The Commonwealth Secretariat, (2004)

Contractual Arrangements

- i. The limited duration of the contract (fixed term, short term, temporary, seasonal, day labour and casual labour)
- ii. The nature of the employment relationship (triangular and disguised, bogus self-employment, subcontracts, agency contracts)

Precarious Working Conditions

- i. Low wage
- ii. Poor protection from termination of employment
- iii. Lack of access to social protection and benefits usually associated with full time standard employment
- iv. Lack of or limited access of workers to exercise their rights at work

ILO *Worker's Symposium on Policies and Regulations to Combat Precarious Employment: Background Report*
Geneva (October 2011)

Flexible work and the use of employment agencies are endorsed by many governments as a means of increasing growth and creating jobs. It has in fact become the employment relationship of choice for many transnational companies. It means employers can avoid the obligation to pay social security, overtime, holiday and sickness pay. Flexible workers are likely to face a higher risk of injury or disease as health and safety standards are not met, coupled with the psychological impact of being outsiders and undesirable which makes them less likely to know their legal rights⁵.

In a few instances, governments have acted against employment agencies but this has only been when unions have run a strong campaign; for example in Namibia where the government banned agency labour (see Case Study).

A lack of clarity regarding the identity of the employer is also a key feature of precarious work and one which makes it difficult to determine who holds responsibility for the employee.

According to a International Metalworkers' Federation definition, types of work which would be classed as precarious include:

- Temporary contracts
- Employment agencies
- Sub-contracting
- Bogus self-employed
- On call or daily hire
- Home work
- Involuntary part-time work

ITUC, *Living with economic insecurity: Women in precarious work* (March 2011)

⁵ GURN, *Moving from Precarious Employment to Decent Work* ILO, (2009)

Key features of *informal* work in transport

Earnings

The evidence available suggests that informal workers live on low and insecure wages. The following table gives an indication of the levels of income within the informal transport sector. Some of the figures date from the late 1980s and are unlikely to capture the significant impact of privatisation on the transport industry from the same era.

Examples of Average Daily "Net" Earnings – Informal Passenger Transport Workers		
	US\$	Sample Date
Lusaka minivan conductor	\$0.29	1987
Addis Ababa "big taxi" conductors	\$0.63	1987
Nairobi minibus (Matatu) conductor	\$0.68	1987
Lusaka minivan driver	\$0.74	1987
Nairobi minibus (Matatu) drivers	\$0.91	1987
Benin fuel-seller	\$0.99	2006
Bandung pedicab (Becak) operators	\$1.13	1987
Abidjan Minibus (Gbakas) conductor	\$1.28	1987
Jakarta motorcycle (Ojek) drivers (suburbs)	\$1.30	1999
Jakarta pedicab (Becak) operators (suburbs)	\$1.30	1999
Addis Ababa small taxi drivers	\$1.44	1987
Nairobi minibus (Matatu) owner	\$2.43	1987
Abidjan Minibus (Gbakas) driver	\$2.55	1987
Dakar "car rapide" conductor	\$2.55	1987
Jakarta pedicab (Becak) operators (city)	\$2.70	1999
Lake Victoria, Kenya, bicycle-taxi operators	\$3.00	1998
Addis Ababa "big taxi" drivers	\$3.17	1987
Jakarta motorcycle (Ojek) drivers (city)	\$3.35	1999
Kingston, Jamaica micro-bus conductors	\$3.50	1985
Dakar "car rapide" driver	\$3.83	1987
Dakar city taxi driver	\$3.83	1987
Dakar suburban taxi driver	\$3.83	1987
Benin waged driver	\$3.96	2006
Bangkok motorcycle taxi drivers	\$4.14	1992
Manila tricycle drivers	\$4.65	1997

Spooner, Dave *Transport Workers in the Informal Urban Economy: Livelihood Profile*, ITF (2011)

The earnings listed above do not take into account the facts that transport workers have to work extremely long hours and their income is highly irregular. Drivers have expenses such as vehicle rent,

bribes, maintenance, petrol, licences and fines which significantly reduce their daily income. Many transport workers also face debt problems as they struggle to pay the rent for their vehicle and the high interest rates which keep them in thrall to their creditors.

Working hours

Because the wages are so low, transport workers have to commit to long hours every day in order to make even a subsistence income. The competition for work among those in public transport means it can take a long time to pick up enough lifts to earn the required money. Drivers of freight will often be away from home for days or weeks at a time. The table below shows a few examples of the working hours of drivers.

Average Informal Transport Working Hours (Per Week)	
Bangkok motorcycle taxi driver	70 hours
Jamaica urban transport worker	83 hours
Manila jeepney operator	78 hours
Jakarta pedicab (Becak) drive	62 hours
Nigeria motorcycle taxi driver	80 hours
Pakistan long-distance bus driver	84 hours
<i>ILO maximum weekly driving time</i>	<i>48 hours</i>

Dave Spooner, *Transport Workers in the Informal Urban Economy: Livelihood Profile*, ITF (2011)

Corruption, bribery and harassment

Police, local authorities, border controls and weigh bridges are all potential sources of corruption and bribery for the transport worker. In order to grant access to certain routes or overlook safety regulations, officials often ask for payment from the workers and often take a significant percentage of their income⁶. Drivers who work on long distance freight also face the dangers of hijacking and theft, which make it difficult for them to take breaks or leave their vehicles unattended.

Health and Safety

There are significant problems with poor health and safety standards in the informal transport sector: for example, the condition of the vehicles and their poor maintenance put workers in danger; unpaved roads and driving at high speeds make accidents common both in city centre passenger transport and on long distance freight. The lack of holiday pay, sick leave and the long hours required to earn a living mean that workers are under a great deal of stress and exhaustion, which endangers their own, their passengers' and fellow road users' safety⁷. The risk of contracting HIV/AIDS is also high for long distance drivers who spend a long time away from their families.

⁶ Chris Bonner, *Organising Informal Transport Workers: Global Research Project*, ITF (2006)

⁷ Robert Cervero, *Informal Transport in the Developing World*, Habitat (2000)

Social Protection

By virtue of being informal, these transport workers are highly unlikely to have access to social protection. Pensions, sick pay, holiday pay and maternity cover are not available in the informal economy leaving workers extremely vulnerable to shock factors. In many developing countries where the informal economy is at its strongest, there is neither state protection nor any employment benefits.

Organisation and Representation

It is important for informal workers to seek organisation and representation in order to have a voice that can speak to authority on their behalf and fight for improved livelihoods. However, informal workers remain underrepresented, partly because they are among the most difficult to unionise. There are many reasons for this including the significant fact that they are often survivalist workers who need to focus all their waking hours on earning an income and do not want to take part in any activities which they see as a potential threat to their livelihoods. They might use organisation to resolve a particular issue but not see the benefit of uniting once the problem has been overcome.

There are successful examples of co-operatives as a way of informal workers joining together to pool resources and make a stand against corruption. They are also a way of providing some level of social benefit; for example, a co-operative will look after a family if the main breadwinner becomes ill. Unlike trade unions however, cooperatives are less likely to have formally recognised representation and bargaining arrangements with governments and employers.

Key Features of precarious work in transport

Both informal work and precarious work are characterised by poor working conditions and inadequate income, and the definitions of the two can sometimes overlap as previously noted. Both types of work create low earnings, insecurity and an inability to plan for the future.

While informal work is defined by an absence of employment contracts which makes the workers invisible in terms of rights and statistics, precarious workers do have contracts and therefore some employment rights but are more likely to be at high risk of redundancy and face a high turnover of positions.

Working Hours and Earnings

Precarious workers are generally paid less - in many cases 50% less⁸ - than their colleagues on permanent contracts. An agency worker typically does exactly the same job as her colleagues but with much lower remuneration and no access to benefits. Because of the lack of job security, competition against other agency workers for posts and threat of redundancy, precarious workers also work longer, more anti-social hours in order to secure a decent income.

Security and Stability

The wages and working conditions of precarious workers are of such poor quality that simply being in work is no guarantee of stability or improved living standards. While many people employed through agencies work in the same job for a long period of time without being transferred to a permanent contract, they nevertheless remain temporary workers with the ever-present threat of redundancy. Other precarious workers are forced to move between positions regularly and accept

⁸ IMF, *Precarious Work: Undermining Human Rights* Submission to UN (May 2010)

work that is a long distance from home. Migrants and young people suffer greatly from the increase in this type of work because it is the most readily available source of income for people with poor education, poor training and poor future prospects.

There is also a serious impact on health as precarious workers are less likely to receive adequate training and work in the most hazardous jobs. This is combined with an impact on mental health, driven by the pressure of holding down a job and accepting poor conditions in order to survive. The lack of sick pay and access to health services exacerbates this problem and exposes precarious workers to the risk of long term unemployment if they fall ill or have an accident⁹.

Gender Inequality

Women are disproportionately represented in precarious employment owing to their status as second class citizens in many countries where existing gender imbalances are often magnified by employment crises. Most countries do not collect gender segregated data, but one of the worst recorded examples of this inequality is in Japan where 80% of temporary staff are female¹⁰. With the burden of domestic duties and without the benefit of education, training, access to credit and transport, women have limited opportunities for employment and are forced to accept the worst working conditions. For example, many women take jobs as couriers in order to earn money around their childcare duties: but the employees of companies such as Hermes Parcelnet are refused holiday allowance and earn below the minimum wage¹¹.

Representation and Unionisation

Precarious workers are among the most difficult for unions to recruit and support. In many countries, it is illegal for temporary workers to join a union or they face the risk of being fired if they attempt to get involved with unions and organising. As most precarious workers are in desperate situations, they cannot risk their income so refuse to consider union involvement. Some workers, however, create their own unions in order to reflect their specific needs. For example, in the face of de-unionisation in Japan, new “Freeter” unions such as Shutoken Seinen have been set up to represent young people with a precarious job status¹². However, unions are increasingly aware of the need to represent precarious workers and there are documented cases of unions winning equal rights for temporary workers all over the world.

Employment in the informal transport economy

There are scant data on the scale of the informal transport sector and the number of people who earn their living within it, which highlights the importance of further research. This section brings together what is known and indicates the scale of the informal economy within the transport industry.

⁹ ACTRAV, *Policies and Regulations to combat Precarious Employment*, ILO, (2011)

¹⁰ ITUC *Living with economic insecurity: Women in precarious work* (March 2011)

¹¹ The Mirror “Hermes Parcelnet bosses get perks like holiday and sick pay denied to their workers” 29/07/10 <http://blogs.mirror.co.uk/investigations/2010/07/hermes-parcelnet-bosses-get-pe.html> accessed 10/12/11)

¹² Emilie Guyonnet, “Young Japanese Temporary Workers Create Their Own Unions”, *The Asia-Pacific Journal* Vol 9, Issue 16 No 4, April 18, 2011.

Informal transport workers as a proportion of all informal workers

South Africa – 7.1%

Egypt – 11%

Russia – 12%

Benin – 6.7%

Spooner, Dave *Transport Workers in the Urban Informal Economy: Livelihood Profile* ITF (2011)

The informal transport sector covers a diverse range of employment opportunities across the spectrum of informal work which offers an income to many people in urban areas. A broad definition of transport work incorporates those who work in public transport, driving taxis or tuk-tuks within city centres, drivers of freight who work over long distances and those who work in rail, docks or airports. It also includes the support services which enable transport to function well and includes petrol sellers, ticket sellers, bus boys, cleaners and vendors at stations and roadsides. It is at this lower end of the spectrum where most of the women working in the sector are found. The jobs vary in levels of formality from the partially registered earning additional income, to the illegal operating in competition with public services¹³.

Work in the informal sector has strong ties to family and community, and transport jobs are often obtained through networks of family and friends. In Thailand for example, it is common for motorcycle taxi drivers to do the job seasonally and return to the rural areas when they are needed by their families to help with agriculture¹⁴.

As well as providing employment opportunities, informal transport is vital to the mobility of the poor in urban areas. It is often the only means of accessing jobs, produce and services, making it key to survival for those living in poverty and facing exclusion from society. Women in particular rely on informal transport as they have less income to spend, are unlikely to have access to a private vehicle and run personal safety risks on public transport¹⁵.

¹³ Bonner, Chris, *Organising Informal Transport Workers: Global Research Project* ITF (2006)

¹⁴ Dubus, Arnaud, *Interview with Claudio Sopranzetti: The politics of motorcycle taxis* New Mandala, (July 21st, 2010) <http://asiapacific.anu.edu.au/newmandala/2010/07/21/interview-with-claudio-sopranzetti-the-politics-of-motorcycle-taxis/>

¹⁵ Booth, Hamner, Lovell, *Poverty and Transport: A report prepared for the World Bank in collaboration with DFID Overseas Development Institute* (June 2000)

Employment in the Informal Transport Economy		
Sector	Examples	Workers
Passenger Transport		
Conventional Buses (Class 1)	Larger (25-100 passenger) vehicles, e.g. <i>Molue, boleka, ongoro</i> (Nigeria), <i>Camellos</i> (Cuba)	Employers: owners of single or small number of vehicles who employ others, including family members with or without pay Own account operators: owner- drivers, vendors, caterers Dependent “self-employed” drivers Casual wage labourers: conductors, call-boys, mechanics, cleaners, guards Employees: drivers, clerks, queue marshals, security guards
Minibuses (Class 2)	Minibuses, elongated jeeps, and passenger-carrying trucks <i>Jeepneys</i> (Philippines), <i>Mikrolets</i> (Indonesia), <i>Colectivos</i> (Mexico).	Employers: owners of single or small number of vehicles who employ others, including family members with or without pay Own account operators: owner-drivers Dependent “self-employed”: drivers (leasing vehicles, etc.) Casual wage labourer: conductors, call-boys, mechanics, cleaners Employees: drivers, clerks, queue marshals, security guards
Microbuses & Taxis (Class 3)	<i>Kombis</i> (Africa), <i>Anggunas</i> (Indonesia)	Employers: owners of single or small number of vehicles who employ others, including family members with or without pay Own account operators: owner-drivers, fuel-vendors Dependent “self-employed”: drivers (leasing vehicles, etc.) Employees: queue marshals
3-wheelers and Motorcycles (Class 4)	Three-wheeler motorized rickshaws: <i>Tuk-tuks</i> (Thailand), <i>Auto-Rickshaws</i> (India), <i>Bajajas</i> (Indonesia); and motorcycle taxis: <i>Ojeks</i> (Indonesia); <i>okada</i> (Nigeria), <i>moto-conchos</i> (Dominican Republic), <i>moto-dub</i> (Cambodia).	Own account operators: owner-drivers, fuel-vendors Dependent “self-employed”: drivers (leasing vehicles, etc.)
Non-motorized Passenger Transport (Class 5)	Pedicabs, or bicycle rickshaws (Bangladesh), <i>becaks</i> (Indonesia) and horse-drawn vehicles: <i>calesas</i> (Philippines), <i>tongas</i> (India).	Own account: owner-drivers, Dependent “self-employed”: drivers (leasing vehicles, etc.)
Goods & Freight		

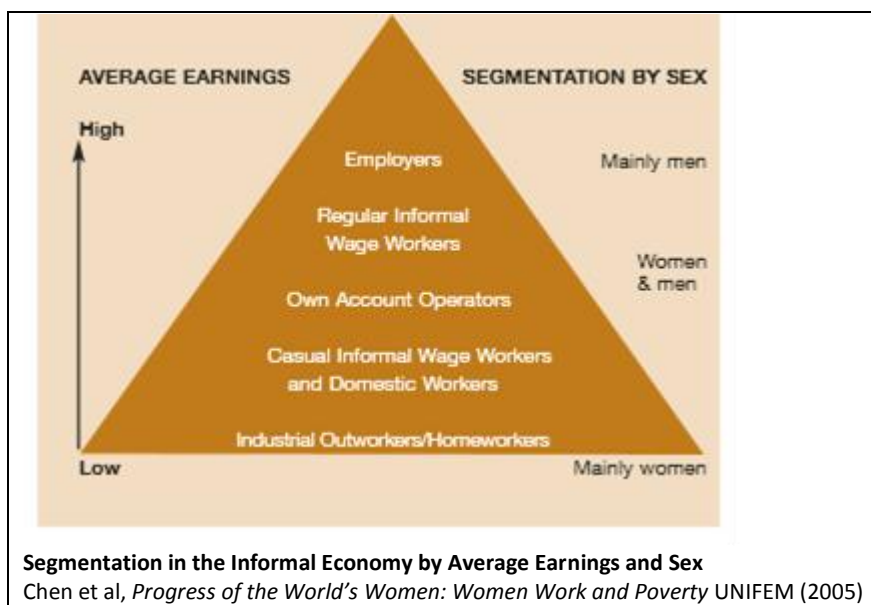
Trucks & Lorries	Long distance haulage, cross-border traders, market suppliers	Employers: owners of single or small number of vehicles who employ others, including family members with or without pay Own account operators: owner-drivers, traders Dependent “self-employed”: drivers, maintenance workers Casual wage labourers: mechanics, loaders, packers Employees: drivers, security guards, warehouse workers
Vans and Light Trucks	Delivery vans, short-trip haulage, waste collection trucks, etc.	Employers: owners of single or small number of vehicles who employ others, including family members with or without pay Own account operators: owner-drivers Dependent “self-employed”: drivers Casual wage labourers: mechanics Employees: drivers
3-wheelers	Goods 3-wheelers (goods auto-rickshaws)	Own account operators: owner- drivers, fuel-vendors Dependent “self-employed”: drivers (leasing vehicles , etc.)
Non-motorized Goods Transport	Three-wheeler bicycle goods vehicles, animal-drawn carts, manual loaders	Own account operators and casual wage labourers: drivers, head-loaders, porters, messengers
Rail & Air Transport		
Rail Stations/ Airports		Employers: owners of small outsourced service enterprises Employees: cleaners, security in outsourced small businesses (briefcase businesses) Own account operators: food vendors, porters, touts, Casual employees: cleaners, porters, loaders

Spooner, Dave *Transport Workers in the Urban Informal Economy: Livelihood Profile* ITF (2011)

Women and Informal and Precarious Transport Work

The global financial crisis has led to a significant increase in unemployment in almost all sectors and made it even more difficult for workers in developing countries to earn an income. As countries deal with the economic downturn, workers are forced to deal with redundancies, insecure contracts, low wages and a lack of social security. For women, the crisis has typically added to a history of disadvantage which makes them the most vulnerable to the effects of a stagnant job market. It is commonly accepted that women endure the most insecure employment and that poor women will be found in the most informal jobs.

In 2005, the United Nations Development Fund for Women (UNIFEM) found that 60% of the world's working women were in informal employment¹⁶. They are typically the first to be laid off when a business hits difficulties and will be employed on precarious contracts by companies which want to cut costs. This is in addition to the pre-existing inequality in the workplace which sees women earn an average of 15% less than men for every hour worked¹⁷. The following diagram illustrates the gender segmentation of informal work which leaves women at the bottom of the heap in terms of income and job quality.



There is a variety of reasons why women are more likely to be found in informal and precarious work in developing countries. They differ greatly from country to country and from woman to woman but can include:

- The flexibility offered by informal employment makes it easier to juggle domestic duties with earning an income.
- Lower levels of education, presumed lack of physical strength and fewer skills make it difficult to find formal employment.
- Traditionally, men earn the wage and women look after the home. This means some women are prevented from finding work while the ones who do go to work will be considered to be earning a 'second income' for the family so are the first to be laid off.
- Private transport and income that could be used for public transport is prioritised for men so women have to find paid employment that does not require much travel.
- The threat of sexual harassment, particularly on public transport, makes it problematic for women to go out alone.
- Motherhood means pregnancy, maternity leave, childcare, none of which is popular with formal employers¹⁸.

¹⁶ Chen et al, *Progress of the World's Women: Women Work and Poverty* UNIFEM (2005)

¹⁷ ILO, *Global Employment Trends for Women* (2009)

¹⁸ Thorbek, Susanne "Women and Urbanisation" *Acta Sociologica* (October 1988) vol. 31 no. 4 pp283-301

- Women, where they have no rights to land ownership, find it difficult to access credit to set up business.
- Social relations and networks are necessary for women to find work and to be successful within it.

This list of disadvantages is diverse and extensive but not universal. In Egypt, for example, the female unemployment rate is four times that of men but in Thailand it is equal¹⁹. This is due to differing definitions of unemployment, underemployment and informality as well as cultural differences. Marital status can be one of the factors that determine a woman's employment status; for example in Egypt, married women are more likely to work in the public sector while single women predominate in the informal private sector²⁰.

Gender segregation exists in many workplaces regardless of the employment status. Among informal street vendors, women are more likely to have the illegal spaces, with lower quality goods. Women are also the preferred line-workers of some export manufacturers who consider them to more subservient and less likely to unionise. Segregation such as this means women can be paid a lower wage without breaking any equality laws: they are forced to work in different jobs from men and thus can be classified at a lower pay scale²¹. Furthermore, as women are forced into the most precarious and informal roles they are often faced with dangerous and unhealthy working conditions.

There are very little reliable statistical data available on women's roles in the transport sector. However, we know from anecdotal evidence that even though there is a rise in women in informal transport, they remain a minority in transport work (for example, there are especially few working as drivers). Women are more likely to be found in auxiliary services such as selling tickets, cleaning, working as vendors at bus stations and stops, and selling petrol at the roadside. This means that they are in the most survivalist and precarious of jobs in the sector, earning the least money²². There is a clear need for more research into this area, as there are many women lacking the support and organisation that would improve their quality of life.

The Broader Context

The informal economy plays an increasingly important role in filling the vacuum where vital services are not provided by government. The healthier the economy and the stronger the nation, the smaller the informal economy, as there are fewer gaps in public services²³. In countries which spend little on infrastructure and investment in public services, the transport sector is dominated by informal operations which are vital in securing mobility for the poor. In many Asian cities, 15% of the population is directly or indirectly dependent on informal sector transport for their livelihood²⁴.

¹⁹ World Bank Data <http://data.worldbank.org/indicator/SL.UEM.TOTL.MA.ZS/countries> (accessed 01/12/11)

²⁰ Assad, Ragui & El Hamidi, Fatma *Women in the Egyptian Labour Market: An Analysis of Developments from 1998-2006* Population Council (2006)

²¹ ILO *Women and Labour Markets in Asia: Rebalancing for Gender Equality* (2011)

²² Bonner, Chris, *Organising Informal Transport Workers: Global Research Project* ITF (2006)

²³ Cervero, *Informal Transport in the Global Economy* (2000)

²⁴ The World Bank *Cities on the Move: A World Bank Urban Transport Strategy Review* (2002)

If the informal transport economy did not exist or was on a much smaller scale, then many people would find it difficult to access services or find employment which is imperative for their survival. It is said that if motorcycle taxis in Thailand stopped working for a day, the city would be paralysed; such is the dependence of all social classes on this mode of transport²⁵. As urbanisation grows, the lack of infrastructure to cope with increasing populations means the informal economy will grow to fill the gaps. And as the informal economy grows, poverty becomes harder to escape because of social exclusion, lack of opportunity, financial risk and lack of rights and representation. Informal transport is, therefore, a priority for combating poverty and improving livelihoods.

The growth of precarious and informal employment

Precarious employment is a growing area of concern. The International Trade Union Confederation (ITUC) estimates that 50% of the world's labour force - around 1.53 billion workers²⁶ - are currently in vulnerable employment, and the ILO has highlighted the problem as a priority area for policy makers.

Unemployment figures alone are cause for concern but even these fail to capture the larger majority of people who work, but who do not have a decent job, with a decent wage, a secure future, social protection, and access to rights. The universality and dimension of the problem call for coordinated and comprehensive action at the international level.

ILO, Workers Symposium on Policies and Regulations to Combat Precarious Employment, (2011)

The growth of precarious work is fuelled by corporate demand to cut direct staff costs by hiring temporary workers and sub-contracting services. On corporate accounts, this shifts the cost of labour from direct employment costs to 'other' costs, and increases profit per employee. This renders the company more attractive for acquisition or investment on the markets. The strategy is promoted as a way of "creating jobs that would not otherwise exist" but can in fact be credited not with decreasing unemployment but increasing under-employment.

In 2009, according to the International Confederation of Private Employment Agencies, there were 72,000 temporary employment agencies worldwide and 9 million agency workers. These agency workers contributed to a total world turnover for employment agencies of €203 billion²⁷.

The Organisation for Economic Co-operation and Development (OECD) and IMF encourage countries with high unemployment to deregulate their labour markets, thereby forcing the poorest people to accept jobs which increase inequality and poverty. This is particularly the case in countries with no social benefits for the unemployed; here people are forced to accept lower quality jobs in order to survive.

²⁵ Arnaud Dubus, Interview with Claudio Sopranzetti: The politics of motorcycle taxis New Mandala, (July 21st, 2010)

²⁶ ITUC *Living with economic insecurity: Women in precarious work* (March 2011)

²⁷ CIETT, *The Agency Work Industry Around the World: Economic Report* (2011)

There are differing legal positions from country to country regarding the rights of precarious workers. In some countries labour law and/or union constitutions specifically exclude the right to join a union unless the worker is in an employment relationship.

Even where laws do exist to protect them from exploitation, there are often loopholes which employers use to avoid obligations for social security. The weakened employment relationship makes it difficult to establish who should take responsibility for worker's rights. This in turn has a significant impact on workers' ability to organise and fight to improve their working conditions.

Informal and precarious transport work combines all the typical disadvantages of this type of economy (i.e. poor job security, low wages, no legal or social protection) in addition to others that are particular to transport. Because the job is insecure and often a short-term employment strategy, many vehicles are rented or bought cheaply so that drivers can easily move on if it becomes unprofitable. This in turn means that vehicles are less likely to comply with safety standards, are usually older and smaller with no insurance and often break down. The public faces dangers of harassment and theft as the police do not monitor the activities of the informal transport sector closely enough. Combined with the use of cheaper fuel which is less pure and creates more pollution, these factors expose people who work in informal transport to greater risk of injury or ill health²⁸.

Additional strain comes from the scale of competition for passengers both within the informal transport sector and against formal operators; some drivers operate in direct competition with the formal services. This makes drivers take risks and drive aggressively at high speeds in order to get as much work as possible thus putting themselves, their passengers and pedestrians in danger²⁹. When combined with the long hours, lack of weekend breaks or holidays, the conditions of workers in the informal transport economy become detrimental to family and home life as they have to spend most of their time away from home and under great stress.

²⁸ Cervero, Robert, *Informal Transport in the Developing World*, Habitat (2000)

²⁹ Gwilliam, *Competition in Urban Passenger Transport in the Developing World* Journal of Transport Economics and Policy, Vol. 35, No. 1, Essays in Honour of Michael Beesley pp. 99-118 (2001)

Survey Findings

Survey and Interview Respondents

Questionnaires were circulated to all ITF affiliates, the ITF's Young Workers' Network, and the ITF's Global Educators' Network and the Global Delivery Network. 78 completed questionnaires were returned from 51 unions in 38 countries.

Of these, questionnaires were returned from target priority countries³⁰ including **Bangladesh, Benin, Burkina Faso, Colombia, Indonesia, Kenya, Malawi, Pakistan, Senegal, Tanzania, Uganda and Yemen.**

In addition, interviews were conducted with, or reports received, from **Burkina Faso, Burundi, Georgia, Indonesia, Kenya, Malawi, Uganda and Tanzania.**

Additional information has also been included from **Benin, Philippines** and **Zambia** from earlier ITF research³¹.

Questionnaires were also returned from unions in Argentina, Australia, Bahrain, Belgium, Canada, Croatia, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Jordan, Mexico, Netherlands, New Zealand, Panama, Romania, Singapore, South Korea, Sweden, Togo, Turkey, UK and USA

In general, across all respondents including those from non-priority countries, there was a good distribution of representation of all ITF transport sectors. (Note that many unions organise in more than one transport sector).

Questionnaire Respondents by Sector	% of total
Seafarers	26%
Dockers	41%
Civil Aviation	35%
Railways	28%
Road Transport	46%
Urban Transport	37%
Fisheries	21%
Tourism	22%
Inland Transport	28%

There was also a good balance between full-time officials and local activists. 46% of respondents were paid officers, and 44% unpaid elected representatives.

Precarious and Informal

The survey attempted to build our knowledge of both "precarious" and "informal" work in the transport industry, but it is evident that there is considerable variance in the respondents' understanding and definition of the terms. This is the subject of considerable technical debate. However, for the purposes of the survey, we categorised "precarious" as a spectrum of temporary

³⁰ The original list of target countries included Burkina Faso, Colombia, Indonesia, Kenya, Rwanda, Senegal, Uganda, Vietnam and Yemen (Correspondence with Tuur Elzinga, FNV, 5 November 2012). It did not prove possible to receive a completed questionnaire or obtain information from Vietnam.

³¹ Chris Bonner et al, *Organising Informal Transport Workers: Global Research Project*, 2006.

or fixed-term contract workers, workers supplied by agencies, workers supplied by sub-contractors and self-employed workers; and “informal” as those precarious workers “on the edge of survival, with little or no respect for rights and highly vulnerable to economic and natural disaster”. We acknowledge that this is a highly qualitative judgement, and can vary considerably depending on context.

A more precise and expanded definition of precarious and informal employment would have been preferable, but would have made the questionnaire considerably more complex and unwieldy for the non-specialist respondent.

Nevertheless, despite difficulties in terminology (compounded by translations), some clear trends emerged from the responses to the questionnaires.

Precarious Workers

81% of respondents reported that there were precarious workers in the workplaces covered by their union, including temporary or fixed-term contract workers, workers supplied by agencies, workers supplied by sub-contractors and self-employed workers.

The survey suggests that this is a global phenomenon, most prevalent in low income and least developed countries, from where 100% of respondents reported the presence of precarious workers.

The number of precarious workers is also increasing. Globally, 62%, and 100% of respondents from least-developed countries of respondents reported an increase in the numbers of precarious workers.

Informal Workers

74% of all responding unions and 100% of unions in low income and least developed countries note an increase of the number of informal workers in their countries.

Percentage of countries where respondents report an increase in the number of informal transport workers	
Most developed countries (20)	55%
Upper middle income countries (5)	100%
Lower middle income countries (3)	67%
Other low income countries (1)	100%
Least developed countries (10)	100%
Total (39)	74%

Asked where one might find substantial numbers of informal transport workers, unions from least-developed countries reported the prevalence of informal economy activity in every aspect of transport, particularly (as one might expect) passenger road transport and road freight.

Percentage of least developed countries where respondents reported substantial numbers of informal transport workers, by workplace/ mode of transport	% of Least developed countries
Bus stations (vendors, cleaners, guards, foot-stalls and concessions, ticket-touts)	60%
Large buses (drivers, conductors, guards)	70%
Minibuses, Jeepneys, etc (drivers, conductors, guards)	70%
Microbuses and taxis (drivers)	70%
Passenger Three-wheelers and motorcycles (drivers)	50%
Non-motorised passenger transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	30%
Trucks and lorries (drivers, guards, mechanics, loaders, packers)	80%
Vans and light trucks (drivers, assistants)	60%
Three-wheelers - e.g. goods and auto-rickshaws (drivers)	30%
Non-motorised goods transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	40%
Railway stations (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	50%
Airports (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	40%

Legal obstacles to organising

Globally, a significant minority of unions reported that their national labour laws prevented them from recruiting precarious and informal workers, particularly the self-employed, into membership. This is in clear contravention of the ILO Declaration on Fundamental Principles and Rights at Work (1998), and Freedom of Association in particular. Even taking into consideration possible misinterpretation of labour law or uncertainty about terminology, this is clearly a major problem demanding further investigation.

Percentage of all countries where unions reported that national labour law prevented them from recruiting....	
Informal workers	10%
Self-employed	23%
Temporary, agency or sub-contracted labour	13%

The Railway Workers Union (SPKA) in **Indonesia** for example, where unions are organised by company/ employer, explained that only workers directly employed by the railway company (PT Kereta Api) could belong to the union. Yet jobs are increasingly being outsourced, including workers involved in ticketing, maintenance, track cleaning and catering. "It is very confusing, all the different ways that these employment contracts are organised", explained one of the young women activists interviewed for the study. One of the railway union leaders suggested:

"Outsourced, contract workers don't complain, and they are not our members. So it is hard for us to take action. If they do have a problem, she added, they wouldn't know where to go or who to ask. They tend to be uncertain or pessimistic that it is worth paying union dues. They are even negative between each other, not unified, and because they are not yet solid, the risks of taking action for them are high. The union is willing to help, but these workers need to do something themselves too, to show willing to be organised and be active"³².

³² Interview with SPKA activists, Jakarta, November 2012. Interviewed by Celia Mather.

Organising Policy

The majority of unions reported that they can recruit informal and precarious workers, yet many have not developed policies that enable them to organise effectively, and some union constitutions prohibit membership for informal and/or self-employed workers. This is particularly true of the target countries³³.

Country	Union constitution enables recruitment of informal workers	Union constitution enables recruitment of self-employed workers	Union has policy specifically dealing with precarious and/or informal work
Uganda	✓	✓	✗
Bangladesh	✗	✗	✓
Tanzania	✗	✗	✗
Kenya	✓	✗	✗
Yemen	✓	✓	✗
Kenya	✓	✓	✗
Pakistan	✓	✓	✗
Indonesia	✗	✗	✓
Colombia	✓	✓	✓
Senegal	✓	✓	✓
Benin	✓	✓	✓
Burkina Faso	✓	✓	✓
Malawi	✓	✗	✗

Organising Experience

Globally, 35% of respondents reported that their union had successfully resisted the introduction of precarious work in recent years, 32% had not, and 18% did not know. 44% had attempted to organise precarious workers, 27% had not, and 12% did not know.

22% of all respondents reported that their union had attempted to organise informal workers, the majority of whom were in some form of employment.

Few unions in target countries were able to give precise figures on the numbers of informal workers they had attempted to organise in recent years, or how many informal economy members they have, as a proportion of their total membership.

³³ It is possible that some respondents may be unaware of their unions' policy or constitutional arrangements, and of course lack of specific policy does not necessarily mean that informal or precarious workers are ignored, but it may reflect the respondents' *perception* of policy.

	How many informal workers have you attempted to organise?	Number of informal workers as a percentage of total union membership
Bangladesh Railway Employees League	200 (unsuccessful)	0%
SYNUDMAP, Benin	400 (successful)	1%
SUMAC, Burkina Faso	50 (successful)	3%
SNRSTC, Colombia	800,000 (partly successful)	70%
Dock Workers Union, Kenya	3,000 (successful)	40%
Long Distance Truck Drivers & Allied Workers' Union, Kenya	315 (partly successful)	85%
Transport & General Workers' Union, Malawi	300 (unsuccessful)	-
Pakistan Fishermen Union	-	65%
SNTMMS, Senegal	500 (partly successful)	50%
Communication & Transport Workers' Union Tanzania	300	30%

The **Bangladesh** Railway Employees League reported that one of their union officials was working on an ILO project to organise 200 self-employed workers into a trade union, but unsuccessfully to date.

The Syndicat pour l'Unification des Dockers des Manutentions Portuaires du **Bénin** (SYNUDMAP-BENIN) reported that they had successfully organized informal workers in recent years, but that they have learned that a lot remains to be done in their sector.

The Syndicat Unique de la Météorologie de l'Aviation Civile et Assimilés in **Burkina Faso** reported considerable success:

"We have succeeded in organising self-employed airport workers such as porters, and workers employed by sub-contractors supplying fuel. At our last congress on 3rd and 4th August, 2012, they all joined our union... and are helping it to grow bigger and stronger.

Both these sets of workers had previously approached our union with problems, and we were able to solve them. That is why they were ready to join the union. You have to build trust, first, with these workers that it is worth being in a union. You can't just go around trying to recruit them cold. If you want to organise or recruit them, you have to reach out. Go and talk to them, see if they have a problem that you can help with.

Outsourced workers do want to join the union. It's just really difficult sometimes to keep up contact. And they always fear losing their jobs. But you have to go to them. We have on-site meetings with them at the airport, and let everybody know they are taking place. The ones who joined our union last August are good at encouraging others. I know that a lot of these workers also want to organise themselves, but they don't know how to do it. They have no trade union knowledge or training. I really want to learn how other unions work with

informal and precarious workers, what their experiences are. I can read about how you should do it, but I'd like to hear what it's like in reality. We could probably reach a lot more of these workers if our own members were better trained".³⁴

Respondents from the **Kenya** Long-Distance Truck Drivers and Allied Workers' Union explained that they had been organising among 300 truck-drivers and 'turn-men' (mechanics) in the cross-border trucking industry, and 500 coach-builders (coaches, buses and trucks). The organising effort was only partly successful due to aggressive opposition from the employers.

The Dock Workers Union in **Kenya** reported that they had successfully organised 2,500-3,000 informal workers. They explained *"We have been fighting to convert all contract employees to permanent status. The men were a little bit more (reticent), but the women were more vocal and proactive. It was successful. Solidarity is important"*.

In **Malawi**, the Transport & General Workers' Union ran a campaign to organise 200-300 minibuses drivers, taxi drivers and bus conductors, *"but the problem has been to sustain that membership as they could just register and disappear only after one year. In essence we haven't been successful, but still we are trying to reach them"*.

The **Pakistan** Fishermen Union had attempted to organise both employed and self-employed informal workers, but *"uncertainty in the fishing sector (has meant that) most of the informal members have diverted from the fishing profession and the membership of our union has been reduced from 920 to 520"*.

In **Senegal** the National Union of Marine Fishermen and Merchant Seamen (Syndicat National des Travailleurs de la Marine Marchande - SNTMM) reported:

"We are still trying to organise those in fisheries, transport, fish-processing, and the merchant navy. In this last group, most of the workers tend to be freelance and work in other African countries like Gabon, Congo and Nigeria. With regard to women working in fish-processing, we have been trying to get them - and 'artisan' fishermen - to join credit unions. But the credit unions are not well adapted to these sectors, so it does not work as it should. This is why our union is running a wide consultation with partner organisations to focus on a micro-credit system suited to our sectors. On the same point, we have asked the ILO and our government to produce a (research) report whose findings could mitigate the effects of ILO Convention 188³⁵ before it is ratified.

"Convention 188 - particularly the new regulations on types of fishing and fishing craft, on training and certification - and a reduction in coastal trade have had the effect of increasing unemployment and precarious work (related sectors such as despatch and maintenance have outsourced their workforces). As a consequence, unions have championed and promoted microcredit to help workers and their families. Micro-credit can help them build up their own small businesses and lift them out of precariousness. It is already showing some good results here, but is held back because of lack of investment".

³⁴ Interview with Mariam Tidiga, Youth Officer, November 2012. Interviewed by Annie Hopley.

³⁵ Work in Fishing Convention, 2007 (No. 188) and Recommendation, 2007 (No. 199)

In the **Tanzania**, the Communication and Transport Workers' Union of Zanzibar attempted to organise 300 informal drivers and conductors, but failed. *“The informal nature of employment poses major challenges for successful organising”*.

Similarly, the Amalgamated Transport and General Workers' Union in **Uganda** was not successful in trying to organise women informal workers. John Mwanika, the Project Coordinator for the union gave the example of female contract-cleaners who work at, but are not employed by, a transport company.

“They were very interested in the HIV/Aids outreach provided by the union on site. ATGWU members were happy to share with them and used the opportunity to talk about joining the union. There was unanimous agreement from the women for this, but ATGWU could not identify their employer whose recognition was needed. By the time ATGWU reported back to the women and offered to help them organise into an association, many had already been moved to other sites, and the new cohort of cleaners was much less keen on joining, citing fear of job losses. The union reps on site continue to persuade and support the women towards forming an association.

As a consequence of this experience, the union has decided to complement on site recruitment/ organising efforts by directly contacting parent and value-chain companies to press the case for workers' rights to be organised and to stress the benefits of an organised workforce for employers.

Precarious workers very much want to be organised, in either an association or the union. But many report threats of job loss and blacklisting by employers (outsourcing companies). Others “can't see the point” because they are moved around so much. Existing union members could do much more to organise these workers, if they themselves had better trade union education and training. Work needs to be done at Government level. Even though labour law in Uganda permits union recruitment of informal workers, they are not interested if they can't see a clear employer/employee relationship. A good first step is to offer organisation into an association. It is important to get affiliation and union recognition, even if no direct negotiating rights.

*We need to learn strategies used by other unions to make the Government take the issues seriously and create enabling frameworks; their experience in meeting the demands of informal and precarious workers (do we listen enough or do we just insist on our own agenda?); good, hard information about the impact of precarious and informal work on the wider economy, in a format that ordinary members can understand and use. We are interested in hosting meetings/events to start much-needed interaction with other unions”.*³⁶

Organising outside the formal trade union movement

A significant number of unions reported that informal transport workers were organised outside the formally recognised trade union movement ; for example, in workers' associations without formal registration, cooperatives, NGOs and other informal groupings.

³⁶ Interview with John Mwanika, Project Coordinator, November 2012, interviewed by Annie Hopley

Percentage of all respondents that reported non-union organisations representing or supporting informal transport workers in their country	% of total
Democratic workers associations without formal trade union registration	21%
Cooperatives	9%
NGOs	12%
Other	3%

The percentage of respondents reporting non-union organisations is higher in the target countries. This is probably under-reported, due to the localised nature of many small associations, cooperatives and NGOs.

Target countries where respondents reported non-union organisations representing informal transport workers				
	Associations	Cooperatives	NGOs	Other
Bangladesh			✓	
Benin			✓	✓
Burkina	✓			
Colombia			✓	✓
Indonesia				
Kenya	✓	✓	✓	
Malawi				
Pakistan	✓			
Senegal		✓		
Tanzania				
Uganda				
Yemen	✓			

Several respondents reported the importance of working closely with associations, as a first step to the establishment of new unions, the integration of associations within unions, or the creation of federation structures that include both registered unions and unregistered associations. In some countries, the unions have helped create new associations.

Example of small associations

Isabelo Fernando Pedicab Operators'/Drivers' Association (ISPODA), Philippines³⁷

ISPODA is a local association of the Valenzuela Pedicab Operators and Drivers Association (VALPODA) in the Philippines, established in 2000 in Metro Manila. It has a membership close to a hundred. It gives dividends to its members based on their daily dues, the amount of which varies according to each member's contribution. At the end of the year, each member is entitled to a bag of groceries that are given out at the association's Christmas party. In case a member dies, the association solicits contributions from among its members to give to the bereaved family.

³⁷ Adapted from: Labor Education and Research Network, 2006. *Organising Informal Transport Workers: A Case Study of the National Transport Workers' Union, Philippines*, ITF.

The association gets a daily due of P6 from each member: P2 goes to the operations of the association, P2 for the Christmas party and P2 goes to the savings of the member. ISPODA also collects a membership fee of P150 and a change of operator fee of P50. Its officers are elected annually. The general assembly is the highest policy-making body of the association.

One accomplishment of the association was to secure their right of way to pass through M. H. del Pilar Street in Manila, popular with tourists. It also operates a queuing system for its members where pedicab units form a line at an assigned post or station to pick up passengers. Though this system assures a steady pick up of passengers and reduces the mad rush of pedicab drivers in getting passengers, some member drivers can opt to leave the queue and look for passengers in nearby streets and areas. But there are “colorum” pedicab drivers (non-members) who compete for passengers and can disregard the queuing system. The association’s only recourse is to convince them to become members.

A major challenge for the association is for the local authorities to recognise pedicab work as a legitimate job. Recognition will give the drivers the right to ply their routes without fear of constant arrests.

Case Study: Federation Nationale des Travailleurs de Tranports (FNTT), Burundi

FNTT is a federation of trade unions and associations, including both formal and informal transport workers. The following is an edited extract from a presentation by Deogratias Birihamyuma, FNTT at the ITF Education Strategy Seminar, November 2012.

We recognised that the informal workers were precarious, not organised, and had many problems. We started to make contact with them, but it was not easy because they had no representatives. Even those who were members of associations were regularly harassed by the administration or by the police.

So the FNTT executive committee members went to different informal transport operators in trucks, buses, taxis, motorcycles and bicycles. We explained to them the advantages of being in an association or trade union, the difference between associations and trade unions, how they work, and how they can be created.

They were positively interested, and started associations, including the truckers' association (ACHACA), the truckers' association of Kayanza (ACQKA), the bus drivers' association (ABUCP), the private drivers' association (ACPBU), the taxi drivers' association (ANCT), and the lorry drivers' association (ACBEBU). They also formed the motorcycle taxi drivers' association (AMOTABU), bicycle taxi drivers' association (SOTAVEBU), and many others in Burundi's seventeen provinces.

The next step was to show them how they can create trade unions, and to ensure that they understood the democratic principles of trade unionism, including the election of leaders. This led to many unions being established, for bicycle taxi drivers, motorcycle taxi drivers, bus drivers etc. These all then affiliated to the FNTT. Others are still in the process of formal trade union registration.

More recently, FNTT established a national negotiation committee for unions and associations of informal workers. Each province has a committee of five elected members, from which representatives form the national committee. All the provincial committees received training and support from FNTT in techniques around collective bargaining and negotiation, how to identify the workers' problems and find appropriate solutions. If problems cannot be solved at the provincial level, they can turn to the national committee for help and, if need be, negotiation with national authorities.

The organisation of informal workers has been a great success for FNTT – many have formed unions, and workers now know how to assert their rights.

For example, the bicycle taxi union (SYPROTAVEBU), helped by FNTT, was able to negotiate with the Mayor of the capital city Bujumbura an agreement that enabled them to work freely in the city, and bicycle taxis and motorcycle taxis were integrated into the Burundi traffic code.

Case Study: Motor Transport and Motorway Employees Trade Union (MTMWETU), Georgia

The following is an edited extract from an unpublished manuscript, "Collective bargaining among transport workers in Georgia", Elza Jgerenaia, WIEGO 2012.

For 20 years minibuses have been the main form of transport in the Georgian capital city of Tbilisi. The economic and political crises caused an absolute collapse of municipal services in the early 1990s, including municipal transport. The gap was filled by informal transport operators using second-hand minibuses from Turkey and Germany and dilapidated Soviet-produced minibuses from the 1980s.

Traffic routes were established spontaneously and in an unorganized way. Initially private individuals transported passengers in minibuses they owned, either driving themselves or using hired drivers. In the late 1990s, federal and municipal governments managed to introduce some order in passenger transport. But due to widespread corruption and oligarchic capitalism, transport continued to operate largely as part of the informal economy.

The minibus system posed competition to municipal transport services such as the metro and large buses, which are all owned and run by the municipality. Following the change of the government in 2003 (following the so-called Rose Revolution) government efforts to fight corruption and institute order gradually reached municipal transport. Given the increase in local budgets with moves to self-government, cities started to introduce new regulation mechanisms, spending more on improving city infrastructure, and renewing of the transport fleet. In Tbilisi and other large cities these became major reforms.

By 2010, between 18,000 and 20,000 people were employed in Tbilisi in the transport sector, among whom approximately 5,000 people were employed in the minibus sub-sector. In September 2010 Tbilisi municipality reforms of the transport system triggered the formation of a trade union of minibus drivers under the umbrella of the Motor Transport and Motorway Employees Trade Union (MTMWETU). The MTMWETU constitution and structure were flexible enough to allow for membership of any transport worker irrespective of employment relationship. Furthermore, the Georgia Trade Union Confederation, (to which MTMBWETU is affiliated) encouraged unions to make it easy for informal workers to join.

Fearful of losing their jobs through new tender processes introduced by the government, the drivers – who had for a long time avoided unionisation – quickly approached the MTMWETU for help. The MTMWETU immediately responded and launched a campaign against the municipal government demanding greater transparency and respect for the drivers' job security. The union activists from the municipal bus company played a key role in organizing the minibus-drivers. Finally, within a period of one week the Primary Union of Tbilisi Minibus Drivers' was set up and the MTMWETU was given the mandate to represent the drivers in the negotiations with the municipal government.

This marked the split between the interests of the drivers on the one hand and the route owners and route operators on the other. The latter, recognizing the possible loss of their places (and privileges) in the existing scheme, tried to use the drivers to avert or at least postpone the reform. They tried to instigate the drivers to go on strike and paralyze transport in the city. The drivers, who had been exploited by the corrupt system for many years, identified the real intentions of their former “employers” and did not strike. Their memories were still fresh enough to remember the attempt of the “employers” to prevent them forming a union.

The drivers recognised that they needed to fight to save their jobs and wages and to try to improve working conditions. It was clear that they could achieve this only by acting together as a union.

Retention of jobs for those already working as drivers was the first objective, and especially to have the relevant clause on job retention included among the conditions of tenders for transport companies to operate the routes.

After organising rallies in Tbilisi, and with the support of the GTUC, the municipal government invited MTMWETU’s leader and the ad hoc committee of the drivers to negotiations. This led to all the demands of the drivers being accommodated, including retention of jobs, medical insurance, working hours, paid annual leaves, and safety conditions. It was also agreed that no matter which companies won the tender, they would conclude a collective agreement with the MTMWETU as the workers’ representative organization.

Seven companies expressed an interest in the tender and four were announced as winners. The four winners were widely seen as belonging to a big business grouping (operating in telecommunication, construction) close to the then ruling party.

The tenders were awarded to large companies, with close links to the ruling political party, who initially refused to take responsibility for the maintenance and repair of minibuses as well as drivers’ wages. Strike threats from the drivers forced the company into negotiation, and with the involvement of the GTUC and the government, a settlement was agreed.

Despite relatively successful negotiations with the four companies, at a certain stage drivers had to threaten to strike. This was necessary because of disagreements over the responsibility of companies for routine. Fortunately, through intensive mediation that involved the GTUC and some senior government representatives, consensus was reached and industrial action was averted.

Ultimately, the trade union concluded memoranda of cooperation with the four companies which later resulted in signing of collective agreements. With its flexible structure and constitution allowing drivers with any type of employment relationship to affiliate, subsequently MTMWETU succeeded in recruiting approximately 500 members (out of a total of 1,000 drivers) who currently pay union dues and actively participate in union activities. The majority of the drivers are registered as individual entrepreneurs and have commercial contracts (rather than employment contracts) with the employer.

Case Study: Kenya Long Distance Truck Drivers & Allied Workers Union

The following is an edited extract from a report by the Kenya Long Distance Truck Drivers & Allied Workers Union, August 2012, ITF.

Currently the union has a membership of 3500 paying members and an estimated 80,000 non – paying members. The potential membership is estimated to be 314,000 members if they can be organized and be brought on board.

All our members are informal workers working in transport companies and others in the coach-building industry. The union has tried to reach these workers with information and educating them on the importance of joining a trade union. The union has established recreational centres along the highway corridor to address issues of health and in particular HIV/AIDS, STIs and Malaria.

Many of our members are based along the highway corridor and these recreational centres are set up where they can be easily accessed by our members. We have negotiated Collective Bargaining Agreements with those companies which have agreed to recognize the union and so our members are well covered but for those companies which have refused to recognize the union the workers are still being mistreated and poorly paid.

Many of our members are from the transport section which deals with transportation of goods and others are from passenger transport although they are few. The Nairobi group of Coach Builders have four companies which we have negotiated CBA which is the third one with them.

The situation of the road transport in Kenya has increased with many transporters joining the industry because of the increased trade in the East African countries including South Sudan. Because of the failure of the railway line to operate fully most of the goods are transported by road. There are big companies with more than 1000 fleet of trucks who have dominated the industry and transport every kind of goods including Oil and Cement.

The industry have employed a large work force which is estimated to be more than 300,000 who are potential union members but have not joined the union because of their employers who are anti-union and they don't want anything to do with the union. These workers are employed on temporary basis and so they don't have any job security and so to organize them becomes a headache since they are afraid of losing their jobs.

The union has embarked on educating the drivers and turn men (mechanics) on the importance of joining a trade union and addressing the issues of HIV/AIDS. The union has negotiated CBAs, with some of the companies including clauses dealing with HIV/AIDS.

Many employers refuse to recognise the union and deduct union dues at source, and have even started to harass and intimidate those workers who joined.

Many of these disputes end up in the industrial court, taking a long time before being settled, and even where the union wins a case the employer still refuses to honour the court order which leaves the union at a devastating state. These cases cost the union a lot of money in legal fees. Currently we have about 14 cases which are on-going and we have been awarded two cases but the employers

have refused to honour them. These are cases which require attention and question why these companies cannot obey the court orders from the industrial court.

The Ministry for Labour and the Industrial Court should help workers by processing disputes without delays because this is causing many workers to lose faith because of cases taking too long - even more than a year without any concrete judgment even where the rights of the workers have been violated. When these cases are delayed for that long the members fail to pursue them and leave the union alone to follow the case and it's difficult to find them even when they are required.

If the cases are determined immediately they are raised, the workers would be more confident that the employers could not take advantage of this situation by sacking union members, and thus becoming out of union contact to attend court hearings.

With the help of ITF's education programme, we have recruited many members, but only to see our efforts frustrated by the employers refusing to allow their workers freedom to join the union of their choice, and so the transport workers remain disorganized, and without any effective voice. The union has campaigned against these mistreatments by the employers but they seem to be more powerful and they have money which they use to get their way. The union is still and will continue to fight for the workers' rights and educate them until the war is won and we are optimistic that the road transport workers will be organized and speak with one voice and overcome the oppressions they face.

Case Study: Organising as a cooperative –Assetamorwa (Association de l'Esperance des Taxis Motor au Rwanda).

The following is an edited extract from an article by Stirling Smith, Cooperative College, 2012

Anyone who has visited an African country will not have missed the seemingly endless number of motorcycles and motorcycle taxis to be found on city streets. Kigali, Rwanda's capital city is no different. Here, amongst the jostling traffic, can be found the yellow tunic'd motorcycle drivers of Assetamorwa, which is now a popular co-operative and trade union.

Before the creation of this organization drivers were very vulnerable. Historically bicycles were used to carry goods to and from markets but the availability of motorcycles opened up new opportunities to offer expanded personal and business transportation services. The problem was cost. Getting access to credit to purchase a bike was impossible for most people. The best many could do was to hire motorbikes from the better off and pay extortionate rental fees. After paying the owner, the petrol, and buying food, drivers were bringing home roughly 500 FRW per day – less than \$1 . However those that owned their own bikes were able to bring home \$2 or \$3 per day.

Other issues concerned crime: people can be injured or murdered for their bikes; personal injuries: these are easy to sustain with long working hours on terrible roads and long-term illnesses. Many drivers spent days and nights driving in heavily polluted areas where various noxious agents contained in fuel, including lead, contaminate the air. Nearly 85% of motorcycle taxis are likely to run on adulterated petrol. The resulting pollution can cause rhinitis and cancers. A further obstacle faced by unorganized drivers can be the actions of local government. For example, city councils tend to regulate such organizations and legislation, such as making the wearing of a helmet compulsory for both the driver and passenger and the compulsory possession of an up-to-date driving license can be a real problem. Meeting these requirements cost money, something most drivers did not have.

When the drivers faced such problems they recognized that it would be in their interest to combine together as a trade union and now that Assetamorwa is so well organized, many of these problems have been overcome. For example, limits to the working day have been agreed and the organization collectively set itself these objectives:

- To combat unemployment
- To improve the image of public transport operators
- To fight HIV/AIDS amongst public transport operators
- To fight ignorance
- To strengthen unity and promote reconciliation among public transport operators
- To teach public transport operators the Highway Code
- To establish insurance for public transport operators
- To fight for the security of public transport operators and their passengers
- To fight for the good of the passengers – to prevent them from being robbed.

Good progress is being made on all of these issues and economic disadvantage has been tackled too through co-operation. Assetamorwa now uses the tontine system. Tontine is a system of forming small well-organised and well-managed groups (there are currently 18) and collecting small amounts of money from individuals. 'Tontine' (or money from the fund) is used to purchase a motorbike. Money is then given to each of the group in rotation. This allows the acquisition of expensive things for poor people.

Assetamorwa also trains young drivers, runs a garage and spare parts depot and negotiates with the traffic police. The 2500 members are encouraged to participate in savings and credit cooperatives and this enables them to access long- and short-term loans as a proportion of the shares they own. Assetamorwa has been able to buy 57 motorcycles for members to use. Otherwise, they have to rent their bikes by the day from an owner, which means less income for the drivers.

The members of Assetamorwa are conscious of the need to help young people. The union has therefore established an "Auto Ecole" – training school – where students can learn their "trade" in classes such as the Highway Code and basic mechanics

The graduates of this school receive ready acceptance by the authorities and are given a licence to operate. Other achievements include:

- The provision of equipment and uniforms for the public transport operators,
- The creation of a club to combat the spread of HIV/AIDS
- A savings and credit initiative

The savings initiative is particularly successful. Members contribute 200 Rwandan Francs per day (roughly \$0.50) to Assetamorwa. 75 per cent goes into the operation of the organization and 25% into a savings account that belongs to the member. A health and insurance fund has been formed from these savings and the next aim of Assetamorwa is to open a village bank.

One area where Assetamorwa recognizes the need for change is gender equality. More women need to ride motorcycles on the streets of Kigali! However Assetamorwa is a living example of how co-operatives and trade union ideas can combine together to help to empower associations of the unorganised poor in the informal economy.

"Thanks to Assetamorwa, I have the chance to buy my own bike. We support each other and the union negotiates with the traffic police. All motor cycle taxi drivers should join" - Joseph, a member of Assetamorwa.

Case Study: Labour Law and Employment Agencies in Namibia

The issue of labour hire first surfaced in Namibia the late 1990s, when workers demonstrated against labour hire companies in Walvis Bay. Deliberations at the tripartite Labour Advisory Council led to the drafting of new regulations, but the proposals regulations did not adequately address union concerns. They argued that minimum conditions of employment for agency workers remained vague and there was no mention of what level of fees, if any, it was permissible for labour hire agencies to levy from workers.

In 2006, the Ministry of Labour commissioned a new report from LaRRI, which strongly criticised the exploitation apparent in the labour hire system and argued that labour hire companies offer few socio-economic benefits to Namibia. At the 2006 Congress of the National Union of Namibian Workers (NUNW), both union leaders and President Hifikepunye Pohamba (of the ruling, allied SWAPO Party) stated that labour hire was reminiscent of the colonial migrant labour system and should therefore be abolished.

In 2007, an amendment to the Labour Act proposed that “No person may, for reward, employ any person with a view to making that person available to a third party to perform work for the third party”. The government deliberately attempted to define labour hire broadly so there was no clear distinction from other forms of outsourcing and subcontracting, thereby compelling companies to hire workers directly and take an element of social responsibility for them. Prohibition of labour hire was planned to take effect in March 2009.

The 2007 Labour Act was enthusiastically backed by the NUNW but was strongly opposed by the Namibian Employers Federation.

Africa Personnel Services, the largest labour hire company in Namibia, took the Namibian government to court, claiming the amendment on labour hire was an unconstitutional infringement on its right to do business. The Supreme Court declared the ban unconstitutional in 2009, but that the effective regulation of the industry would be both constitutional and desirable.

Namibia is not a signatory of the ILO’s 1997 Private Employment Agencies Convention but the Supreme Court gave consideration to these guidelines, which support regulation, not abolition, of labour hire practices.

Following the Supreme Court decision, the Namibian government decided to amend the legislation to create regulations which severely limit the ability of labour hire companies to operate in Namibia. The Labour Amendment Act and Employment Services Act of 2012 stipulates that agency workers are considered an employee of the hiring company with the same rights as other employees, including protection from unfair dismissal and the right to belong to a trade union.

This was again challenged by Africa Personnel Services. Court judgement was reserved in September 2012. Unions protested against the APS court case and threatened mass protests should the amendments be rescinded. NUNW is now fighting against labour hire companies who are threatening to fire employees if they don’t sign an exemption application for the company.

The debate in Namibia has had a clear knock-on effect in South Africa. In October 2009, negotiations at the National Economic Development Labour Council (NEDLAC) saw both COSATU and NACTU declare their support for a ban on labour broking (understood as providing agency workers full-time, as opposed to the short-term labour provided by temporary employment services).

COSATU mobilised tens of thousands of workers in a national strike against labour brokering on the 7th March 2012. The consensus within the ANC has shifted towards greater regulation rather than abolition and they have proposed amendments to the Basic Conditions of Employment Act and the Labour Relations Act. COSATU remains committed to the abolishment of labour broking but has thus far failed to convince the ANC that abolition is necessary.

Research: Joe Sutcliffe, GLI.

Recommendations

Regional structures and identification of target beneficiary countries

Among the target countries, the large majority of respondents were from Africa. This indicates the importance of the issue for the region and reflects the broader high density of informal work as a whole in the region, along with South Asia.

It is recommended that mentor unions are chosen from seven specific regions.

- North Africa/ Middle East
- West Africa
- East Africa
- South Asia
- South-East Asia
- East Europe/ Balkans
- Latin America

Target beneficiary countries, where ITF has affiliated unions, are suggested below. Countries where unions responded to the survey or provided reports are shown in bold.

Recommended Programme Beneficiary Countries	
North Africa/ Middle East	Egypt, Morocco, Palestine, Yemen
West Africa	Benin, Burkina Faso , DR Congo, Ghana, Mali, Senegal
East & Southern Africa	Burundi , Ethiopia, Kenya, Malawi , Mozambique, Rwanda, South Africa, Tanzania, Uganda , Zambia
South Asia	Bangladesh, Pakistan , Sri Lanka
East & South-east Asia	Indonesia , Mongolia, Philippines , Thailand
East Europe/ Balkans	Albania, Armenia, Bosnia-Herzegovina, Georgia , Kosovo
Latin America	Bolivia, Colombia , Guatemala, Nicaragua, Peru

Criteria for identification of 'mentor' unions

From the survey, it is possible to identify a number of unions who could assist other unions in their region or sub-region as a 'mentor' – providing support and advice on the organisation of precarious workers, hosting workshops and training seminars, and contributing to a global inter-regional exchange of experiences, techniques and policy proposals.

The final choice of proposed mentor unions will ultimately be determined by the ITF, after consultation with both regional representatives and the potential mentor unions themselves. However, the choice should be guided by a number of criteria, as suggested by the survey findings.

Key groups of workers

Taken as a whole group, the mentor unions will ideally have experience of successful organising among one or more of four key groups of precarious workers:

- Informal/ self- employed (own-account)
- Agency labour
- Sub-contractor labour

- Temporary/ fixed-term contract workers

Priority transport sectors

Again, taken as a whole group, the mentor unions will have experience of successful organising among precarious workers in the key transport sectors. Although respondents to the global questionnaire were representative of all sectors, the responses from the target countries suggest that the key transport sectors for union organisation are:

- Dockworkers
- Urban transport (buses, mini-buses, taxis)
- Road Transport (lorries, trucks)

Rail and civil air transport should also be highlighted, but not necessarily the transport workers themselves (airline employees, et al). Preferably it will be many other transport workers who work in and around the airports and railway stations, such as taxi-drivers, passenger bus operators, cleaners, porters, loaders etc.

Experience in key elements of organising

Mentor unions should also have had experience in one or more of the key elements of successful organising identified in the survey:

- Collective bargaining with employers and/or government and public authorities (including the police, local government, licensing authorities, urban planning agencies)
- Awareness-raising and policy development on precarious workers and trade unionism through education programmes *within* the trade unions themselves (both leadership and rank and file)
- Reform and restructuring of union constitutions, organisation and procedures (including financial planning and dues' payment arrangements) to ensure that unions are inclusive of precarious workers
- Using labour law (national law and international standards) to uphold the rights of precarious workers and, where necessary, challenging national authorities if labour laws prohibit or inhibit union organising, especially where laws are in contravention of the fundamental rights at work³⁸ for precarious workers
- Merging or building alliances with democratic organisations representing precarious workers *outside* the formally constituted trade union movement, including cooperatives, associations and informal self-help groups; and/or assisting and encouraging precarious workers to form associations as an intermediate step towards full union organisation.

³⁸ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Union capacity

For practical reasons, the mentor unions need to have sufficient capacity to fulfil the mentoring role. Although this study did not explicitly investigate union capacity, experience suggests that there are several important factors to take into account:

- *Internal capacity.* Does the union have the people and skills necessary to organise regional events, provide support and advice and participate in inter-regional exchanges?
- *Location.* Is the union suitably placed to handle regional events (visa restrictions, transport routes, cost of travel from elsewhere in the region) ?
- *Communications.* Does the union have the necessary access to reliable communications infrastructure and, where necessary, language skills?
- *Political context.* Is the national or local political context sufficiently stable?
- *Education and training skills.* Does the union have the necessary skills to run training events or have easy access to external support? (Note that the proposed programme would provide support from regional and international ITF staff).

Recommended Mentor Unions

From the responses to the survey, interviews and reports received, and in the context of the recommended criteria for selection, it is suggested that the following countries or unions be considered by the ITF:

North Africa/ Middle East	Unfortunately, the survey had no response from ITF affiliates in Egypt . Nevertheless, for practical and political reasons, this would appear to be the only viable option. There are known to be unions with organising experience, and reliable labour NGOs with the capacity to provide any necessary technical support.
West Africa	Syndicat Unique de la Météorologie de l'Aviation Civile et Assimilés, Burkina Faso.
East & Southern Africa	Federation Nationale des Travailleurs de Tranports (FNTT), Burundi and/or Kenya Long Distance Truck Drivers & Allied Workers Union
South Asia	There are no clear and obvious mentor unions in the South Asian target countries, although there is capacity for support in good Pakistan labour NGOs. Ideally, although it is not included in the list of target countries, the mentor role should be undertaken jointly by the Nepal Transport Labour Association (NETWON-NTUC) and Independent Transport Workers' Association of Nepal (GEFONT) . Both unions have extensive experience and necessary capacity and, very importantly, the communications, transport and visa arrangements in Nepal help ensure the practical delivery of regional events. It is recommended that ITF consult with FNV to explore this option.
East & South-east Asia	National Confederation of Transportworkers Union (NCTU), Philippines. Given the political complexity and volatility of the Philippines trade union movement, it is also recommended that the ITF consult with the Labor Education & Research Network (LEARN).
East Europe/ Balkans	Motor Transport and Motorway Employees Trade Union (MTMWETU), Georgia. An alternative regional mentor would be the Federation of Transport Trade Unions in Bulgaria . While not a

	target country, the Bulgarian unions have excellent relevant experience, organisational capacity, and a pivotal regional role in trade union development in the Balkan region. It is recommended that ITF consult with FNV to explore this option.
Latin America	Sindicato Nacional de Rama y Servicios del Transporte de Colombia

Suggested further research

Labour law

One of the key priorities for some of the unions seeking to organise precarious workers will be to assert fundamental rights at work - particularly freedom of association; protection of the right to organise; the right to organise; and collective bargaining. For many transport workers, there are also numerous national and local laws and regulations which have a major impact on livelihoods and rights and inhibit effective organising. The survey suggests that there is a lack of clarity for many unions on what is and what is not legally permissible when organising precarious workers, or seeking to assert their rights to collective bargaining (or whether 'collective bargaining' is only applicable for workers with a narrowly-defined employment relationship).

Further research is also needed to examine labour law in relation to labour agencies, whether outright bans (see Namibia case study above) or tighter regulation. It would be very useful to have further examples, and model campaigning guidelines for national policies to resist further expansion of precarious agency work.

It is recommended that the ITF commissions research, perhaps with the assistance of the ILO, into the application of labour laws (and other relevant regulations) in the programme's target beneficiary countries in relation to precarious transport workers.

Livelihoods evidence

The review of previous research revealed that there is very little up-to-date or reliable data on the livelihoods of precarious or informal workers. Most of the detailed research dates from the mid-1980s. The ITF consider including some basic field research on incomes and livelihoods as an element in the proposed organising programme, to be conducted by the affiliates themselves.

It may also be interesting to consider the research methods used by WIEGO in studies of workers in other sectors (for example, home-based workers, street vendors, and waste pickers)³⁹.

Precision in definition and typology

There is clearly considerable confusion among ITF affiliates (and the world at large) about terminology. Where possible, the ITF should refer to specific occupations and employment relationships, rather than "precarious", "informal", "atypical", "non-standard" or the numerous other descriptions of work outside the ILO definition of "standard employment". But in the longer term, it will be important to develop more precise definitions of informal and precarious employment in the transport sector, and further develop a typology of occupations and forms of

³⁹ See <http://wiego.org/sites/wiego.org/files/publications/files/Horn-Global-Economic-Crisis-1.pdf>

employment. The ITF could consider seeking advice and support from the relevant ILO specialists and WIEGO.

Model inclusive constitutions and policies

The scope and time-scale of the survey did not permit a detailed study of union constitutions, structures and rules to assess the extent to which precarious workers are included or excluded from active union membership. The evidence nevertheless suggests that a substantial number of unions need to reform or overhaul their internal structures and procedures before being able to organise precarious workers. It would be very useful to gather concrete examples of union constitutions designed to meet the needs of precarious workers, and policies for union reorganisation and development.

Appendix 1: Survey Questions

Introduction to the project

The International Transportworkers Federation recognises the urgent importance of organising the growing numbers of informal and precarious workers to be found throughout the world in the transport industry. We recognise that many unions have valuable experience in attempting to organise these workers, and adapting their organising strategies accordingly. Working closely with the ITF Young Members, we intend to produce a new handbook that captures some of these experiences, and provide training workshops and seminars to share and analyse organising strategy.

This survey is the first important step. We need to know about your own experience, both in the development of informal and precarious work in your country and/or sector, and in the policies and strategies your union has been developing to organise these workers.

“Precarious” and “Informal” work in the transport sector

What do we mean by “precarious” and “informal”? There is no clear agreed definition of “precarious”, and the meaning of “informal” is frequently misunderstood. Crudely, it is perhaps it is best understood as a spectrum of working rights and conditions. At one end is so-called “Standard Employment” or “decent work”, where workers have respected rights, secure and predictable incomes, and reasonable social protection. In a global context, this is a small and shrinking minority of the total transport workforce. At the other end of the spectrum, in the worst forms of informal employment, workers are on the edge of survival, with little or no respect for rights and highly vulnerable to economic and natural disaster. In between, millions of transport workers are in shifting shades of precarious and informal work: short-term fixed-term contracts, temporary and agency workers, sub-contracted labour, and the self-employed.

This is our battleground. Employers, by and large, are constantly attempting to shift labour across the spectrum away from decent work. Unions are in a constant struggle to resist and to push back. The financial crises in recent years have intensified the conflict: standard employment is shrinking, the informal economy is expanding, and everyone is under increasing pressure towards ever-more precarious work – especially young workers.

CONTACT DETAILS

1. Name of union
2. Country
3. Name of person responding
4. Position in union
5. Paid officer of the union or unpaid elected representative?
6. Contact email (not employer’s email)
7. Phone number
8. Date of response

YOUR UNION

9. Which transport sectors are organised in your union? (Please tick all that apply)

- Seafarers
- Dockers
- Civil Aviation
- Railways
- Road Transport
- Urban Transport
- Fisheries
- Tourism
- Inland Navigation

10. Which geographical area does your union cover?

11. Are your union members employed by a single employer or in a single workplace?

If yes, please give details.

	Temporary or fixed-term contract workers	Workers supplied by agencies	Workers employed by sub-contractors	Self-employed workers
12. Are there precarious workers in the workplace(s) covered by your union?	Yes/no	Yes/no	Yes/no	Yes/no
13. Have the numbers of these workers increased, decreased or remained constant over the last three years?	Increased Decreased Constant	Increased Decreased Constant	Increased Decreased Constant	Increased Decreased Constant
14. Can you estimate the size of the precarious workforce as a percentage of the total?	%	%	%	%
15.				
15a. Are they members of your union?	None A minority A majority All	None A minority A majority All	None A minority A majority All	None A minority A majority All
15b. Are they members of a different union?	None A minority A majority All	None A minority A majority All	None A minority A majority All	None A minority A majority All

16. Are there substantial numbers of transport workers employed by large transnational temporary work agencies in your sector(s)? e.g. Adecco, Manpower. If so, please give details.

17. Has the number of informal workers in your country increased in recent years?

18. Where might one find substantial numbers of informal transport workers in your country?
Tick all that apply.

Road Passenger Transport

- Bus stations (vendors, cleaners, guards, food-stalls and concessions, ticket- touts)
- Large buses (drivers, conductors, guards)
- Minibuses, Jeeps etc. (drivers, conductors, guards)
- Micro-buses and taxis (drivers)
- Three-wheelers and motorcycles (drivers)
- Non-motorised passenger transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)
- Other (please specify)

19. Where might one find substantial numbers of informal transport workers in your country?
Tick all that apply.

Goods & Freight

- Trucks and lorries (drivers, guards, mechanics, loaders, packers)
- Vans and light trucks (drivers, assistants)
- Three-wheelers – e.g. goods auto-rickshaws (drivers)
- Non-motorised goods transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)

20. Where might one find substantial numbers of informal transport workers in your country?
Tick all that apply.

Rail & Air Transport

- Railway stations (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts etc.)
- Airports (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts etc.)

21. Where might one find substantial numbers of informal transport workers in your country?
Tick all that apply.

Bus stations (Vendors, cleaners, guards, food-stalls, concessions, touts)	Large buses (drivers, conductors, guards)	Minibuses, Jeeps etc (drivers, conductors, guards)	Micro-buses and taxis (drivers)	Three-wheelers and motorcycles (drivers)	Non-motorised passenger transport: pedicabs, rickshaws, horse- drawn vehicles (drivers)
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Ports & Docks

22. Please give examples of where might one find substantial numbers of informal transport workers

Seafarers

23. Please give examples of where might one find substantial numbers of informal transport workers

Fisheries

24. Please give examples of where might one find substantial numbers of informal transport workers

ORGANISING AGAINST PRECARIOUS & INFORMAL WORK**LABOUR LAW**

25. Does labour law in your country allow you to recruit informal workers into the union?
YES/NO/DON'T KNOW
26. Does labour law in your country allow you to recruit self-employed workers into the union? YES/NO/DON'T KNOW
27. Does labour law in your country allow you to recruit temporary, agency, or sub-contracted labour into the union? YES/NO/DON'T KNOW

UNION POLICY

28. Does your union constitution enable you to recruit informal workers?
YES/NO/DON'T KNOW
29. Does your union constitution enable you to recruit self-employed workers?
YES/NO/DON'T KNOW
30. Does your union have policy specifically dealing with precarious and/ or informal work?
YES/NO/DON'T KNOW
31. If yes, please give a brief description:
32. Has your union successfully resisted the introduction of precarious work in recent years?
YES/NO/DON'T KNOW. If so, give one or two examples of how you managed to be successful
33. Has your union attempted to organise *precarious* workers in recent years?
If so, please give details: What sort of workers (contract, self-employed etc.)? Were they mostly men or women? How did you attempt to organise the workers? Was it successful? If so, or if not, what did you learn?
34. Have you attempted to organise informal workers in recent years? If so, what work did they do?
35. Have you attempted to organise informal workers in recent years? If so, were they

All men?
Mostly men?
Mostly women?
All women?

36. Have you attempted to organise informal workers in recent years? If so, were they

Employed?
Self-employed?
Both?
Neither?

37. Have you attempted to organise informal workers in recent years? Potentially, approximately how many workers were to be organised?

38. Have you attempted to organise informal workers in recent years? If so, was it successful?

39. If your union includes members who are informal economy transport workers, how many are there as a percentage of your total membership?

40. Are there other organisations representing or supporting informal transport workers in your country? Please tick all that apply:

Other trade unions
Democratic workers associations without formal trade union registration
Cooperatives
NGOs
Others (please specify)

COLLECTIVE BARGAINING WITH INFORMAL WORKERS

41. Have informal workers attempted collective bargaining? If so, please think of an example: who were the workers?

42. What was the issue?

43. Who did they negotiate with? (e.g. local government, police, government ministers, employers)

44. Did the negotiating counterpart recognise the organisation as the workers' representative?

45. Is there a formal procedural agreement for collective bargaining?

46. Did the workers win an agreement?

47. Was it implemented?

Appendix 2: Analysis of Questionnaire Returns

Survey Respondents

2. Country	Frequency	% of total
Argentina	3	4%
Canada	3	4%
Germany	4	5%
Kenya	4	5%
Mexico	4	5%
Netherlands	3	4%
New Zealand	3	4%
UK	16	21%
USA	4	5%
Other	34	44%
Total	78	

2a. Country of respondents (38)

Argentina	Croatia	Jordan	Senegal	USA
Australia	Finland	Kenya	Singapore	Yemen
Bahrain	France	Malawi	South Korea	
Bangladesh	Germany	Mexico	Sweden	
Belgium	Hong Kong	Netherlands	Tanzania	
Benin	Hungary	New Zealand	Togo	
Burkina	India	Pakistan	Turkey	
Canada	Indonesia	Panama	Uganda	
Colombia	Ireland	Romania	UK	

5. Role in union	Frequency	% of total
Paid officer	36	46%
Unpaid elected representative	34	44%
Total	78	

9. Which transport sectors are organised in your union?	Frequency	% of total
Seafarers	20	26%
Dockers	32	41%
Civil Aviation	27	35%
Railways	22	28%
Road Transport	36	46%
Urban Transport	29	37%
Fisheries	16	21%
Tourism	17	22%
Inland Transport	22	28%
Total	78	

11. Employed by a single employer or in a single workplace?	Frequency	% of total
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Single employer	13	17%
Single workplace	1	1%
Both	21	27%
Neither	40	51%

Precarious Workers

12. Are there precarious workers in the workplace(s) covered by your union?	Frequency	% of total
<i>Temporary or fixed-term contract workers</i>	57	73%
Workers supplied by agencies	42	54%
Workers employed by sub-contractors	40	51%
Self-employed workers	25	32%

12a. Regional breakdown	Temporary or fixed-term contract workers	Workers supplied by agencies	Workers employed by sub-contractors	Self-employed workers	Any precarious workers	% of respondents with any precarious workers in workplace
Europe	25	24	18	17	26	84%
Africa & Middle East	14	5	9	4	16	100%
Asia & Australasia	7	6	7	3	11	92%
North America	5	2	3	0	5	71%
South America	3	3	3	1	4	44%
All	57	42	40	25	63	81%

12a. Developmental breakdown	Temporary or fixed-term contract workers	Workers supplied by agencies	Workers employed by sub-contractors	Self-employed workers	Any precarious workers	% of respondents with any precarious workers in workplace
Most developed countries (49)	38	34	27	19	42	86%
Upper middle income countries (11)	5	3	5	1	6	55%
Lower middle income countries (4)	2	1	1	0	2	50%
Other low income countries (4)	4	2	2	0	4	100%
Least developed countries (10)	8	2	5	4	10	100%

13. Have the numbers of these workers increased, decreased or remained constant over the last three years?	Increased	Decreased	Constant
Temporary or fixed-term contract workers	30	16	16

Workers supplied by agencies	30	3	19
Workers employed by sub-contractors	33	8	10
Self-employed workers	16	7	18

13a. Regional breakdown of respondents that have seen an increase	Frequency	% of respondents with any increase of precarious workers in workplace
Europe	20	65%
Africa & Middle East	12	75%
Asia & Australasia	10	83%
North America	3	43%
South America	3	33%
All	48	62%

13a. Developmental breakdown	Frequency	% of respondents with any increase of precarious workers in workplace
Most developed countries (49)	30	61%
Upper middle income countries (11)	4	36%
Lower middle income countries (4)	3	75%
Other low income countries (4)	3	75%
Least developed countries (10)	10	100%

14. Can you estimate the size of the precarious workforce as a percentage of the total?	Average (mean)
Temporary or fixed-term contract workers	27%
Workers supplied by agencies	24%
Workers employed by sub-contractors	20%
Self-employed workers	14%



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14a. Regional breakdown average (mean)	Europe	Africa and the Middle East	Asia	North America	South America
Temporary or fixed-term contract workers	20	32	30	29	31
Workers supplied by agencies	21	28	34	1	22
Workers employed by sub-contractors	9	31	32	4	26
Self-employed workers	7	25	17	0	21

15a. Are they members of your union?	All	Majority	Minority	None
Temporary or fixed-term contract workers	7	14	26	13
Workers supplied by agencies	2	9	18	25
Workers employed by sub-contractors	3	10	17	22
Self-employed workers	2	3	10	28
15a. European breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	6	17	1
Workers supplied by agencies	0	4	14	7
Workers employed by sub-contractors	0	3	12	6
Self-employed workers	0	0	9	10
15a. Africa & Middle East breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	3	3	5	2
Workers supplied by agencies	1	0	2	4
Workers employed by sub-contractors	2	2	2	4
Self-employed workers	1	1	0	6
15a. Asia & Australasia breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	1	4	1	4
Workers supplied by agencies	1	3	1	6
Workers employed by sub-contractors	1	3	2	4
Self-employed workers	1	1	1	6
15a. N.America breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	3	0	0	2
Workers supplied by agencies	0	1	0	3
Workers employed by sub-contractors	0	0	1	4
Self-employed workers	0	0	0	2
15a. S. America breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	1	3	3
Workers supplied by agencies	0	1	1	4
Workers employed by sub-contractors	0	0	1	4
Self-employed workers	0	1	0	4
15b. Are they members of a different union?	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	4	18	23
Workers supplied by agencies	0	2	11	26
Workers employed by sub-contractors	0	2	12	26
Self-employed workers	0	1	8	22
15b. European breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	1	11	5
Workers supplied by agencies	0	1	7	8
Workers employed by sub-contractors	0		6	8
Self-employed workers	0	0	7	6

15b. Africa & Middle East breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	0	4	7
Workers supplied by agencies	0	0	1	6
Workers employed by sub-contractors	0	1	2	6
Self-employed workers	0	1	0	5
15b. Asia & Australasia breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	1	3	4
Workers supplied by agencies	0	1	1	5
Workers employed by sub-contractors	0	0	3	5
Self-employed workers	0	0	0	7
15b. N.America breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	0	1	3
Workers supplied by agencies	0	0	1	3
Workers employed by sub-contractors	0	0	1	3
Self-employed workers	0	0	0	2
15b. S. America breakdown	All	Majority	Minority	None
Temporary or fixed-term contract workers	0	0	1	4
Workers supplied by agencies	0	0	1	3
Workers employed by sub-contractors	0	0	1	4
Self-employed workers	0	0	1	3

15c. Are they members of a union? (by union, not respondent)	Frequency of union	% of unions
Yes	36	72%
No	14	28%

15d. Developmental breakdown union membership of workers (by union)	Temporary or fixed- term contract workers	% of unions	Workers supplied by agencies	% of unions	Workers employed by sub- contractors	% of unions	Self- employed workers	% of unions	Any workers	% of unions
Most developed countries (29)	20	69%	17	59%	12	41%	8	28%	21	72%
Upper middle income countries (7)	5	71%	3	43%	4	57%	1	14%	6	86%
Lower middle income countries (3)	1	33%	1	33%	1	33%	0	0%	1	33%
Other low income countries (2)	2	100%	1	50%	1	50%	0	0%	2	100%
Least developed countries (9)	6	67%	2	22%	4	44%	3	33%	6	67%

16. Are there substantial number of workers employed by large transnational temporary work agencies in your sectors?	Frequency	% of total
Yes	24	31%
No	49	63%
Don't know	1	1%

Informal Workers

17. Has the number of informal transport workers in your country increased in recent years?	Frequency	% of total
Yes	51	65%
No	9	12%
Don't know	16	21%
17a. Europe breakdown	Frequency	% of European respondents
Yes	17	57%
No	6	20%
Don't know	7	23%
17a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	13	81%
No	1	6%
Don't know	1	6%
17a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	11	92%
No	0	0%
Don't know	1	8%
17a. N. America breakdown	Frequency	% of N. American respondents
Yes	2	29%
No	1	14%
Don't know	4	57%
17a. S. America breakdown	Frequency	% of S. American respondents
Yes	8	89%
No	0	0%

Don't know

1

11%

17b. Developmental breakdown (by country)	Frequency of countries			% of countries that have seen an increase
	Yes	No	Don't Know	
Most developed countries (20)	11	6	3	55%
Upper middle income countries (5)	5	0	0	100%
Lower middle income countries (3)	2	0	1	67%
Other low income countries (1)	1	0	0	100%
Least developed countries (10)	10	0	0	100%
Total (39)	29	6	4	74%

18, 19, 20. Where might one find substantial numbers of informal transport workers in your country?	Frequency of respondents	% of total respondents
Bus stations (vendors, cleaners, guards, foot-stalls and concessions, ticket-touts)	42	54%
Large buses (drivers, conductors, guards)	26	33%
Minibuses, Jeepneys, etc (drivers, conductors, guards)	29	37%
Microbuses and taxis (drivers)	39	50%
Passenger Three-wheelers and motorcycles (drivers)	16	21%
Non-motorised passenger transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	15	19%
Trucks and lorries (drivers, guards, mechanics, loaders, packers)	55	71%
Vans and light trucks (drivers, assistants)	50	64%
Three-wheelers - e.g. goods and auto-rickshaws (drivers)	16	21%
Non-motorised goods transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	18	23%
Railway stations (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	33	42%
Airports (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	35	45%

18, 19, 20a. Developmental breakdown (frequency of country) - Where might one find substantial numbers of informal transport workers in your country?

	Least developed countries (10)	% of Least developed countries	Other low income countries (1)	% of Other low income countries	Lower middle income countries (3)	% of Lower middle income countries	Upper middle income countries (5)	% of Upper middle income countries	Most developed countries (20)	% of Most developed countries	All countries	% of all countries
Bus stations (vendors, cleaners, guards, foot-stalls and concessions, ticket-touts)	6	60%	1	100%	1	33%	4	80%	10	50%	22	58%
Large buses (drivers, conductors, guards)	7	70%	1	100%	1	33%	1	20%	6	30%	16	42%
Minibuses, Jeepneys, etc (drivers, conductors, guards)	7	70%	1	100%	1	33%	2	40%	10	50%	21	55%
Microbuses and taxis (drivers)	7	70%	1	100%	0	0%	5	100%	11	55%	24	63%
Passenger Three-wheelers and motorcycles (drivers)	5	50%	1	100%	0	0%	3	60%	4	20%	13	34%
Non-motorised passenger transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	3	30%	0	0%	0	0%	3	60%	7	35%	13	34%
Trucks and lorries (drivers, guards, mechanics, loaders, packers)	8	80%	1	100%	2	67%	2	40%	14	70%	27	71%
Vans and light trucks (drivers, assistants)	6	60%	1	100%	2	67%	4	80%	13	65%	26	68%
Three-wheelers - e.g. goods and auto-rickshaws (drivers)	3	30%	0	0%	1	33%	5	100%	4	20%	13	34%
Non-motorised goods transport: pedicabs, rickshaws, horse-drawn vehicles (drivers)	4	40%	0	0%	1	33%	3	60%	6	30%	14	37%
Railway stations (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	5	50%	1	100%	1	33%	4	80%	6	30%	17	45%
Airports (vendors, cleaners, food-stalls and concessions, security, porters, taxi touts, etc)	4	40%	1	100%	1	33%	4	80%	8	40%	18	47%

Organising Policy

25. Does labour law in your country allow you to recruit informal workers in the unions?	Frequency	% of total
Yes	54	69%
No	8	10%
Don't know	6	8%
25a. Europe breakdown	Frequency	% of European respondents
Yes	23	74%
No	1	3%
Don't know	2	6%
25a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	11	69%
No	2	13%
Don't know	0	0%
25a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	10	83%
No	1	8%
Don't know	1	8%
25a. N. America breakdown	Frequency	% of N. American respondents
Yes	3	43%
No	0	0%
Don't know	3	43%
25a. S. America breakdown	Frequency	% of S. American respondents
Yes	4	44%
No	4	44%
Don't know	0	0%
26. Does labour law in your country allow you to recruit self-employed workers into the union?	Frequency	% of total
Yes	39	50%
No	18	23%
Don't know	12	15%

26a. Europe breakdown	Frequency	% of European respondents
Yes	21	68%
No	3	10%
Don't know	2	6%
26a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	6	38%
No	7	44%
Don't know	1	6%
26a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	7	58%
No	3	25%
Don't know	2	17%
26a. N. America breakdown	Frequency	% of N. American respondents
Yes	1	14%
No	1	14%
Don't know	4	57%
26a. S. America breakdown	Frequency	% of S. American respondents
Yes	2	22%
No	4	44%
Don't know	2	22%
27. Does labour law in your country allow you to recruit temporary, agency, or sub-contracted labour into the union?	Frequency	% of total
Yes	50	64%
No	10	13%
Don't know	8	10%
27a. Europe breakdown	Frequency	% of European respondents
Yes	23	74%
No	2	6%
Don't know	1	3%
27a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	9	56%
No	3	19%
Don't know	2	13%

27a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	10	83%
No	1	8%
Don't know	1	8%

27a. N. America breakdown	Frequency	% of N. American respondents
Yes	4	57%
No	0	0%
Don't know	2	29%

27a. S. America breakdown	Frequency	% of S. American respondents
Yes	2	22%
No	4	44%
Don't know	1	11%

25, 26, 27a - Labour law in countries surveyed ('1' represents 'no' to question)

	25. Does labour law in your country allow you to recruit informal workers in the unions?	26. Does labour law in your country allow you to recruit self-employed workers into the union?	27. Does labour law in your country allow you to recruit temporary, agency, or sub-contracted labour into the union?
Country			
Argentina			
Australia			
Bahrain	X	X	X
Bangladesh			
Belgium			
Benin			
Burkina			
Canada			
Colombia			X
Croatia			
Finland			
France			X
Germany			
Hong Kong			
Hungary			
India			
Indonesia	X		X
Ireland		X	
Jordan	X	X	
Kenya			
Malawi		X	
Mexico	X	X	X
Netherlands			
New Zealand			

Pakistan			
Panama			
Romania		X	X
Senegal			
Singapore			
South Korea		X	
Sweden			
Tanzania			
Togo			
Turkey	X	X	
Uganda			
UK			
USA			
Yemen			

28. Does your union constitution enable you to recruit informal workers?	Frequency	% of total
Yes	47	60%
No	16	21%
Don't know	5	6%

28a. Europe breakdown	Frequency	% of European respondents
Yes	21	68%
No	4	13%
Don't know	1	3%

28a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	9	56%
No	4	25%
Don't know	0	0%

28a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	8	67%
No	2	17%
Don't know	2	17%

28a. N. America breakdown	Frequency	% of N. American respondents
Yes	5	71%
No	0	0%
Don't know	1	14%

28a. S. America breakdown	Frequency	% of S. American respondents
Yes	1	11%
No	6	67%
Don't know	1	11%
29. Does your union constitution enable you to recruit self-employed workers?	Frequency	% of total
Yes	34	44%
No	26	33%
Don't know	8	10%
29a. Europe breakdown	Frequency	% of European respondents
Yes	20	65%
No	5	16%
Don't know	1	3%
29a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	4	25%
No	9	56%
Don't know	1	6%
29a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	5	42%
No	4	33%
Don't know	3	25%
29a. N. America breakdown	Frequency	% of N. American respondents
Yes	2	29%
No	2	29%
Don't know	2	29%
29a. S. America breakdown	Frequency	% of S. American respondents
Yes	1	11%
No	6	67%
Don't know	1	11%
30. Does your union have policy specifically dealing with precarious and/or informal work?	Frequency	% of total
Yes	19	24%
No	34	44%
Don't know	12	15%

30a. Europe breakdown	Frequency	% of European respondents
Yes	9	29%
No	9	29%
Don't know	6	19%
30a. Africa & ME breakdown	Frequency	% of African/ME respondents
Yes	2	13%
No	10	63%
Don't know	0	0%
30a. Asia & Australia breakdown	Frequency	% of Asian respondents
Yes	6	50%
No	3	25%
Don't know	3	25%
30a. N. America breakdown	Frequency	% of N. American respondents
Yes	0	0%
No	4	57%
Don't know	2	29%
30a. S. America breakdown	Frequency	% of S. American respondents
Yes	1	11%
No	6	67%
Don't know	1	11%

28, 29, 30a. Unions' recruitment of informal and precarious workers ('X' represents 'no' to question)

Union name	Country	28. Does your union constitution enable you to recruit informal workers?	29. Does your union constitution enable you to recruit self-employed workers?	30. Does your union have policy specifically dealing with precarious and/or informal work?
ACV Transcom	Belgium			
Alianza de Tranviarios de Mexico	Mexico	X	X	X
Amalgamated Transport and General Workers' Union	Uganda			X
Bahrain DHL Trade Union	Bahrain	X	X	X
Bangladesh Railway Employees' League	Bangladesh	X	X	
BC Ferry and Marine Workers' Union	Canada			X
Brotherhood of Locomotive Engineers and Trainmen	USA			
Canadian Auto Workers	Canada			
centro de jefes y oficiales maquinistas navales	Argentina			
Communication and Transport Workers' Union of Zanzibar	Tanzania	X	X	X
Communications Workers' Union	Ireland			X
Dock Workers Union	Kenya		X	X
Eisenbahn- und Verkehrsgewerkschaft EVG	Germany			
Finnish Locomotive Drivers' Union	Finland			X
First Union	New Zealand			X
FNV bondgenoten	Netherlands			
Force Ouvrière de la communication	France	X	X	
General Union for Telecommunication and Transport Workers	Yemen			X
International Organisation of Masters, Mates & Pilots, ILA	USA			X
Kenya Long Distance Truck Drivers and Allied Workers' Union	Kenya			X

Korean Federation of Port & Transport Workers' Union	South Korea		X	X
Maritime Union of Australia	Australia			
National Air Traffic Controllers Association	USA		X	X
NZ Merchant Service Guild	New Zealand			X
Pakistan Fishermans' Union	Pakistan			X
Railway and Transport Union	Germany		X	
Seafarers' International Union of Canada	Canada		X	X
Seafarers Union of Croatia	Croatia			X
Serikat Pekerja Kereta Api (SPKA)	Indonesia	X	X	
SINDICATO NACIONAL DE LA RAMA Y DEL SERVICIO DEL TRANSPORTE DE COLOMBIA	Columbia			
SINDICATO NACIONAL DE TRABAJADORES DE LA INDUSTRIA DE LA AVIACION CIVIL Y SIMILARES	Panama	X	X	X
Singapore Organisation of Seamen	Singapore			X
SNTMMS	Senegal			
STRANAVITTO	Togo		X	
Swedish Municipal Workers' Union	Sweden	X	X	X
Syndicat pour l'Unification des Dockers des Manutentions Portuaires du Bénin (SYNUDMAP-BENIN)	Benin			
Syndicat Unique de la Météorologie de l'Aviation Civile et Assimilés	Burkina			
TAROM Technical Trade Union	Romania		X	X
Transport & Dock Workers' Union, Kandla	India			
Transport and General Workers Union	Malawi		X	X
Transport Workers Union of America	USA			
Transport Workers Union of Australia	Australia			
Turkish Civil Aviation Union (Hava-Is)	Turkey	X	X	X
Union Ferroviara	Argentina			
Union of Hong Kong Dockers	Hong Kong			
Union of Workers in APMT Aqaba	Jordan	X	X	X
UNITE	UK			
UPSA	Argentina	X	X	X
VDSZSZ	Hungary	X		X
Verdi	Germany			

Organising Precarious Workers

32. Has your union successfully resisted the introduction of precarious work in recent years?	Frequency	% of total
Yes	27	35%
No	25	32%
Don't know	14	18%

33. Has your union attempted to organise precarious workers in recent years?	Frequency	% of total
Yes	34	44%
No	21	27%
Don't know	9	12%

Organising Informal Workers

34. Have you attempted to organise informal workers in recent years?	Frequency	% of total
Yes	17	22%
No	6	8%
Don't know	0	0%

35. Have you attempted to organise informal workers in recent years? Were they...	Frequency	% of total
All men	5	6%
Mostly men	22	28%
Mostly women	5	6%
All women	1	1%
Mixed	2	3%

36. Have you attempted to organise informal workers in recent years? Were they...	Frequency	% of total
Employed	18	23%
Self-employed	5	6%
Both	10	13%
Neither	7	9%

37. Have you attempted to organise informal workers in recent years? How many workers were to be organised?	
Average (mean)	33800

38. Have you attempted to organise informal workers in recent years? If so, was it successful?	Frequency	% of total
Yes	16	21%

Partially	2	3%
No	5	6%
Don't know	1	1%

39. How many members are informal economy transport workers as a percentage of your total membership?

Average (mean)	20%
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39a. Developmental breakdown of informal economy transport workers as a percentage of total membership (by union, not respondent)

	Average (mean)
Most developed countries (29)	15%
Upper middle income countries (7)	20%
Lower middle income countries (3)	65%
Other low income countries (2)	63%
Least developed countries (9)	20%

40. Are there other organisations representing or supporting informal transport workers in your country?

	Frequency	% of total
Other trade unions	37	47%
Democratic workers associations without formal trade union registration	16	21%
Cooperatives	7	9%
NGOs	9	12%
Other	2	3%

	Other trade unions	% of development category	Democratic workers associations without formal trade union	% of development category	Cooperatives	% of development category	NGOs	% of development category	Other	% of development category
40a. Developmental breakdown (by union)										
Most developed countries (29)	12	41%	2	7%	3	10%	2	7%	0	0%
Upper middle income countries (7)	2	29%	2	29%	2	29%	2	29%	1	14%
Lower middle income countries (3)	0	0%	2	67%	0	0%	0	0%	0	0%
Other low income countries (2)	2	100%	1	50%	1	50%	1	50%	0	0%
Least developed countries (9)	6	67%	2	22%	1	11%	2	22%	1	11%

Collective Bargaining

41. Have informal workers attempted collective bargaining?	Frequency of respondents	% of total
Yes	23	29%
No	12	15%
Don't know	1	1%
41a. Have informal workers attempted collective bargaining? (by union)	Frequency of unions	% of total
Yes	18	36%
No	11	22%
Don't know	1	2%
44. Did the negotiating counterpart recognise the organisation as the workers' representative?	Frequency of respondents	% of total
Yes	20	26%
No	13	17%
44a. Did the negotiating counterpart recognise the organisation as the workers' representative? (by union)	Frequency of unions	% of total
Yes	17	34%
No	7	14%
45. Is there a formal procedural agreement for collective bargaining?	Frequency of respondents	% of total
Yes	21	27%
No	16	21%
45a. Is there a formal procedural agreement for collective bargaining?	Frequency of unions	% of total
Yes	17	34%
No	10	20%
46. Did workers win an agreement?	Frequency of respondents	% of total
Yes	21	27%
No	14	18%
46a. Did workers win an agreement? (by union)	Frequency of unions	% of total
Yes	17	34%
No	10	20%
47. Was it implemented?	Frequency of respondents	% of total
Yes	19	24%
No	15	19%
47a. Was it implemented? (by union)	Frequency of unions	% of total
Yes	15	30%
No	10	20%

Appendix 3: Interviews & Reports

In addition to the responses from the questionnaire, the study also included follow-up interviews by phone and internet, and collection of more detailed information from the responding unions in the target countries. Relatively few interviews were successfully completed, largely because of lack of time and major technical problems in communications, although useful additional reports were received from a number of unions.

Interviews were completed with, and/or reports received from:

Syndicat pour l'Unification des Dockers des Manutentions Portuaires du Bénin (SYNUDMAP)	Benin
Syndicat Unique de la Météorologie de l'Aviation Civile et Assimilés (SUMAC)	Burkina Faso
Federation Nationale des Travailleurs des Transport (FNTT)	Burundi
Motor Transport and Motorway Employees Trade Union (MTMWETU)	Georgia
Serikat Pekerja Kereta Api (SPKA)	Indonesia
Dock Workers Union	Kenya
Kenya Long-Distance Truck Drivers and Allied Workers' Union	Kenya
Transport & General Workers Union	Malawi
Association de l'Esperance des Taxis Motor au Rwanda	Rwanda
National Union of Maritime Fishermen and Merchant Seamen (SNTMMS)	Senegal
Communication & Transport Workers' Union (COTWU-T)	Tanzania
Amalgamated Transport & General Workers' Union	Uganda

Appendix 4. Questionnaire follow-up interview outline

- Thank for returning the questionnaire, and for agreeing to be interviewed
- Check name, role and contact details of interviewee
- Offer anonymity, if interviewee prefers
- Briefly describe why GLI is doing this work
- Briefly describe what GLI is looking for in the follow-up:
 - Experiences/observations of people like you
 - Personal stories and reflections on organising
 - Any photographs, newspaper reports, policies and agreements
 - Examples of :
 - different settings of where and how unions are trying to organise precarious and informal workers
 - where that has worked/not worked
 - what the difficulties are
 - good practice, successes
 - ideas about what needs to be done

Sample prompts/questions:

- Please tell me more about the precarious &/or informal workers in your sector
 - Who are they? (gender, age, etc.)
 - What jobs/work do they do?
 - What difficulties do they face?
- If you/your union has been trying to organise these workers:
 - What have you been doing?
 - With whom? (e.g. other unions, MBOs, NGOs)
 - What activities work best, and why?
 - Where have you found the opportunities?
 - What activities have not worked so well, and why?
 - What are the difficulties you have faced?
- In your experience, what are the best media (e.g. meetings; word-of-mouth; email; telephone; leaflets) for reaching/communicating with these workers?
- What lessons would you pass on to others?
- What would you like to know/learn from others that might help you?
- Is there anything else you would like to tell me?
- Thank interviewee for contributing
- Advise that s/he can contact GLI for further information