

Transport Matters



A Unite Strategy for Transport



This updated Unite Strategy for Transport was launched at Unite's National Transport Sector Conferences in November 2019.

Transport and devolution

The principles of this Transport Strategy underpin Unite's commitment to transport at all levels across England, Scotland, Wales, Northern Ireland and the Irish Republic. Please see contact page at the end of this publication for further information on Unite's strategy in the respective nations and regions.

International and European transport priorities: working with international unions

There is a clear international dimension to transport and Unite is working with the International and European Transport Workers' Trade Union Federations (ITF and ETF) in addressing many of the challenges faced by the sector as a whole. This includes contributing to the ITF Strategy¹ 2018-23 and the ETF's work programme for 2017-2022 which feature activities relevant across transport modes, such as sustainable transport, labour and trade union rights, automation and cross-border representation, as well as activities that are related to specific sectors (including urban public transport, road, docks, maritime, waterways, civil aviation and railways, women transport workers, LGBT+, black workers and race equality, migrant and informal transport workers, accessible transport and disabled workers, and young transport workers).²



¹ <https://www.itfglobal.org/en/about-us/strategy>

² <https://www.etf-europe.org/resource/etf-work-programme-2017-2022/>

Foreword:

By Unite General Secretary, Len McCluskey

Unite is the UK's largest transport union. We represent workers in all areas of transport including buses, road haulage, logistics, civil aviation, coach, taxi, tram, rail, docks, ferries and waterways. We also represent workers in the related travel, tourism and hospitality sectors, and the majority of union members in the vehicle building and automotive sectors and the aerospace sector.



Len McCluskey

Unite, and its predecessor unions, has a long and proud record of campaigning for a strong, integrated and sustainable transport strategy, and for transport workers. A central part of our economy and every community, transport and transport workers play a critical role - for people, for businesses, for services and for society as a whole.

This Transport Strategy makes the case for a clear and bold strategic role for transport to drive economic recovery, deliver a sustainable future and make for a better and fairer society.

Len McCluskey
General Secretary

Contents

INTRODUCTION: TRANSPORT NEEDS A CLEAR STRATEGY	5
TRANSPORT NEEDS INVESTMENT	7
TRANSPORT FOR ALL	10
PROMOTING PUBLIC TRANSPORT	15
SAFE AND HEALTHY TRANSPORT	23
DECENT EMPLOYMENT STANDARDS	27
EQUALITY AND PROTECTION FROM VIOLENCE FOR TRANSPORT WORKERS	32
A MORE SUSTAINABLE TRANSPORT SYSTEM THAT IS BETTER FOR THE ENVIRONMENT	34
CONCLUSION: SUMMARY OF KEY POINTS	36



INTRODUCTION:

TRANSPORT NEEDS A CLEAR STRATEGY

Transport is vital to our lives. It is a public service and an economic driver. It is essential to work, family life, personal independence and opportunity. It also helps communities to thrive - locally, regionally, nationally and internationally. Transport also has a critical role to play in meeting the challenges of the climate change crisis and reducing pollution.

Transport policy is currently dominated by the impact of global economic pressure, digitalisation, automation and public sector cuts. It is also subject to the legacy of privatisation and deregulation, and by a 'race to the bottom' in the use of contracting, sub-contracting and outsourcing, as well as agency working, zero hours contracts and bogus self-employment.

Transport workers are subject to profit-led cost cutting, undercutting and insecurity which are eroding safety, training and standards, and putting downward pressure on pay, pensions and decent working practices.

Transport users are experiencing overcrowding³ and reporting poor satisfaction levels⁴. Traffic congestion has direct and indirect costs to the economy with one study finding that between 2013 and 2030, the total cumulative cost of congestion to the UK economy is estimated to be over £300 billion, with the annual cost of congestion set to rise by 63% to £21.4 billion over the same period.⁵

UK transport needs government to have a clear long-term strategy. This was recognised in separate reports by parliamentary select committees in early 2015. The House of Commons Transport Committee called for an *"integrated transport strategy, which takes a route-based approach to road and rail investment, and prioritises connectivity to ports and airports."*⁶ The Public Accounts Committee called for the Department for Transport to *"set out a long term strategy covering the next 30 years for transport infrastructure in the UK, and use this strategy to inform decisions about investment priorities"*.⁷

Additionally, discussion on the future of transport is dominated by the uncertainty surrounding the UK's relationship with the EU. Unite is calling for retention of all that we have fought for within the EU – from regulations on vehicle standards to health and safety protections – while ensuring we continue to oppose privatisation and tackle the growing skills crisis facing the transport industry. Unite has launched a Brexit Check website to monitor the impact of Brexit and provide resources. This includes key demands for transport.⁸

Unite welcomes the solidarity statement from the European Transport Workers' Federation in solidarity with UK workers, their trade unions and all affected by Brexit⁹. It calls on leaders to ensure a solution that respects the following principles:

- We must avoid a no-deal Brexit;
- Citizens' rights must be protected;
- The UK and EU rules must maintain the highest standards on workers' rights;
- The UK should retain a permanent customs union with the EU and a close relationship with the single market.

³ <https://www.theguardian.com/uk-news/2019/jan/03/uk-train-overcrowding-highest-level-in-years-labour>

⁴ <https://www.globalrailwayreview.com/news/77204/passenger-satisfaction-rail-services-uk/>

⁵ <http://inrix.com/press/traffic-congestion-to-cost-the-uk-economy-more-than-300-billion-over-the-next-16-years/>

⁶ *Investing in the Railway* (2015): <http://www.publications.parliament.uk/pa/cm201415/cmselect/cmtran/257/257.pdf>

⁷ *Lessons from Major Rail Infrastructure programmes* (2015): <http://www.publications.parliament.uk/pa/cm201415/cmselect/cmpublicacc/709/709.pdf>

⁸ <https://www.unitebrexitcheck.org/>

⁹ <https://www.etf-europe.org/etf-stands-in-solidarity-with-uk-workers-their-trade-unions-and-all-affected-by-brexite>

Transport is affected by the speed and nature of technological change and the challenges associated with automation and the 'fourth industrial revolution'. Unite argues that, as part of a meaningful industrial strategy, technology should be implemented in a way that is beneficial for all, with work as the central pillar of society.¹⁰

A transport policy based on market forces cannot meet the national interest. Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights, in his statement on his visit to the UK in November 2018 said: "*Transport, especially in rural areas, should be considered an essential service, equivalent to water and electricity, and the government should regulate the sector to the extent necessary to ensure that people living in rural areas are adequately served. Abandoning people to the private market in relation to a service that affects every dimension of their basic well-being is incompatible with human rights requirements*".¹¹

More than ever, there is a case for **long-term planning in transport and transport infrastructure, which will produce a modern integrated and sustainable transport system for all – a strategy that recognises the importance of transport to society, the economy and the environment, as well as the key role played by transport workers.**

Unite is calling for a transport strategy that includes:

- **a commitment to investment;**
- **accessible, affordable, integrated and accountable public transport;**
- **a fundamental shift away from further privatisation and deregulation;**
- **safe and healthy transport with decent employment standards, equality and protection from violence for transport workers;**
- **a sustainable transport system and a 'just transition' for transport workers.**



¹⁰ *Industrial Strategy: building an economy that works for all* – Unite submission to Industrial Strategy Green paper (2017) - https://apps.groupdocs.com/document-viewer/Embed/0dc3a9ba6e7c4b36c84f2ce64222746013e93e6d933d8d5b19cae64938f89e1d?quality=50&use_pdf=False&download=False&print=False&signature=W%2BwOdEU9jTpMghps5prfxEa%2Blv0

¹¹ *Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights* - <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=23881&LangID=E>

TRANSPORT NEEDS INVESTMENT

Transport is critical to the economy. The transportation and storage sector contributes £182bn towards the UK's turnover. Gross value added (GVA) for the sector is £79bn (about 12% of the UK total for non-financial services) and the sector employs 1.4 million people.¹²

However, the transport sector should not just be valued on its considerable direct contribution to output and employment. It supports national and local economies in many other ways. Effective transport systems provide access to goods, services and jobs.¹³

Transport is essential to helping city regions to thrive, securing private sector growth across the country and improving exports to international markets.¹⁴ Transport is also essential to the development of rural economies.¹⁵

The influential Eddington Transport Study was clear about the long-term links between transport and the UK's economic productivity, growth and stability.¹⁶ It found that transport schemes can deliver overall benefits averaging £4 per £1 of government expenditure and cited a potential cost of £22 billion a year in increased congestion by 2025 if the transport network does not keep up with demand.

Transport is in desperate need of investment. UK public spending on transport as a percentage of GDP was 1.5% in 2018-19 (with the exception of 2017-18 and 2015-16, a level last seen in 2009-10)¹⁷, but is low by international standards.

Figures from the OECD's International Transport Forum find that UK investment in inland transport infrastructure as a percentage of GDP was 0.9% in 2016. This compares to 1.5% in Norway and 1.3% in Australia.¹⁸

There is a lack of investment in the UK's infrastructure, including transport, and government has a key role to play. The National Infrastructure Commission in its National Infrastructure assessment found that transport networks are close to capacity in many UK cities¹⁹. In respect of urban transport alone, it has called for £43 billion of additional investment by 2040 to unlock growth in our cities.

Public investment in transport must at least match the best international levels.

Investment in infrastructure

The World Economic Forum ranks the UK 11th globally in respect of infrastructure.²⁰ But, within this, the global rankings for the UK are 29th for road connectivity, 26th for quality of roads, 22nd for efficiency of train services, 15th for efficiency of seaport services and 15th for efficiency of air transport services.²¹



¹² <https://www.ons.gov.uk/businessindustryandtrade/business/businessservices/datasets/uknonfinancialbusinesseconomyannualbusinesssurvey/sectionsas>

¹³ *Tackling Transport-related barriers to employment in low-income neighbourhoods* (JRF, 2018) - <https://www.jrf.org.uk/report/tackling-transport-related-barriers-employment-low-income-neighbourhoods>

¹⁴ See Chapter 4: Transport and Housing for Thriving City Regions, National Infrastructure Assessment (National Infrastructure Commission, 2018): <https://www.nic.org.uk/publications/national-infrastructure-assessment-2018/>; FTA: UK International Connectivity: <https://fta.co.uk/campaigns/uk-international-connectivity/>; North set to receive £2,389 less per person than London on transport (IPPR North, 2019) - <https://www.ippr.org/news-and-media/press-releases/revealed-north-set-to-receive-2-389-less-per-person-than-london-on-transport>

¹⁵ *Time for a Strategy for the Rural Economy* (House of Lords Select Committee on the Rural Economy, 2019): <https://publications.parliament.uk/pa/ld201719/ldselect/ldrurecon/330/330.pdf>

¹⁶ *The Eddington Transport Study* (2006)

¹⁷ Table 4.4, Public Expenditure Statistical Analysis 2019 (HMT 2019) - <https://www.gov.uk/government/statistics/public-expenditure-statistical-analyses-2019>

¹⁸ <https://stats.oecd.org/>

¹⁹ *National Infrastructure Assessment* (National Infrastructure Commission (2018): https://www.nic.org.uk/wp-content/uploads/CCS001_CCS0618917350-001_NIC-NIA_Accessible.pdf

²⁰ *The Global Competitiveness Report 2018*, World Economic Forum (2018) - <http://www3.weforum.org/docs/GCR2018/05FullReport/TheGlobalCompetitivenessReport2018.pdf>

²¹ <http://reports.weforum.org/global-competitiveness-report-2018/>

A CBI survey finds that 68% of businesses are not confident that road infrastructure will improve in the coming years, with 61% not confident in the improvement in rail. 65% of firms see making progress with delivering a third runway at Heathrow as important, of which a quarter of firms see it as critical.²²

The LSE Growth Commission found that the provision of roads, railways and airports in the UK is characterised by underinvestment and inadequate maintenance.²³ The Commission highlighted that UK road congestion is amongst the worst in Europe, the aviation sector suffers from constrained airport capacity, particularly in the South East, and our railways have a poor reliability record by international standards.

The Government's Industrial Strategy says it is "committed to increasing our investment in infrastructure, while providing greater certainty and a clear long-term direction".²⁴ Moreover, its Transport Investment Strategy says transport investment must seek to "create a more reliable, less congested and better connected transport network; to build a stronger, more balanced economy by enhancing productivity and responding to local growth priorities; to enhance our global competitiveness by making the UK a more attractive place to trade and invest; and to support the creation of new housing".²⁵



However, this is hard to square with the Government's axing of rail electrification²⁶ and delays in implementing the decision to build a third runway at Heathrow. This has meant that areas in the North of England will not enjoy the cleaner air health benefits of a fully electrified rail network and Heathrow's third runway will not currently open until 2026, a full 21 years after it reached capacity limits.

Transport provides a 'multiplier-effect' to other sectors of the UK economy. The British Chambers of Commerce (BCC) has estimated a transport infrastructure 'multiplier-effect' worth around three times the cost of a powerful package of road, rail and airport improvements.²⁷

Notwithstanding infrastructure investment, concerns have been expressed about how "everyday transport" - such as local roads, bus services, cycling and walking - is particularly at risk when departmental budgets are cut²⁸.

²² *Foundations for Growth, CBI/AECOM Infrastructure Survey 2017* (CBI, 2017): <https://www.aecom.com/uk/press-releases/crunch-time-infrastructure-delivery-cbiaecom/>

²³ *Investing for Prosperity*, LSE Growth Commission (2013) <http://www2.lse.ac.uk/researchAndExpertise/units/growthCommission/documents/pdf/LSEGC-Report.pdf>

²⁴ *Industrial Strategy: Building a Britain fit for the Future* (HM Government 2017): <https://www.gov.uk/government/publications/industrial-strategy-building-a-britain-fit-for-the-future>

²⁵ *Transport Investment Strategy, Moving Britain Ahead*, (Department for Transport, July 2017): <https://www.gov.uk/government/publications/transport-investment-strategy>

²⁶ *Grayling sparks fury by scrapping rail electrification plans*, The Guardian, July 2017 - <https://www.theguardian.com/uk-news/2017/jul/20/grayling-sparks-fury-by-scrapping-rail-electrification-plans>

²⁷ *Business Transport Priorities* (British Chambers of Commerce, 2010) - http://www.britishchambers.org.uk/assets/downloads/policy_reports_2010/business_transport_priorities.pdf

²⁸ <http://www.bettertransport.org.uk/everyday-transport-risk-government-spending-review-say-transport-groups>

Investing in infrastructure projects now, such as modernising the UK's transport system, would boost growth in the short term and increase potential economic output over the longer term. Research shows that this would have a small impact on long-term debt and with even a modest impact on productivity, would effectively pay for itself.²⁹

The Government should invest immediately in modernising our transport infrastructure system to boost productivity and build a sustainable economy.

The Government must deliver in a sustainable and accessible way on commitments made for the high speed rail network.

The Government must also deliver on the Crossrail 2 project, which will be essential to the development of London's prosperity and competitiveness.

George Osborne, chair of the Northern Powerhouse Partnership (NPP), recently stated that improving rail links and connecting to the proposed HS2 rail network from London to the North had the "*potential to revolutionise the Northern economy*". *The message coming loud and clear is that HS2 and Northern Powerhouse Rail (NPR) are critical for businesses to remain, grow and invest in the North*".³⁰

Now that the decision has been made to support a new runway at Heathrow, Government must ensure the new capacity is delivered in an environmentally sustainable manner. This is not just an issue for London and the South East but for the whole UK economy. There is also a need to improve connectivity and regional airport capacity to meet projected passenger growth.

Fair and effective procurement

Proper investment in transport must also include fair and effective procurement. The Bombardier scandal, whereby the government decision to award the £3 billion Thameslink carriages contract to Siemens resulted in numerous job losses, must never happen again.

The handling of the Thameslink contract including the calculations of costs and benefits and bundling of train leasing with building and maintenance effectively put Bombardier at an unfair and unjustifiable disadvantage.³¹

The rolling stock manufacturing industry is currently enjoying a period of substantial investment from central government, franchises and train leasing companies replacing 40 plus year old diesel rolling stock.³²

Government procurement strategy must be transparent and supportive of UK industry. Contracts, such as that for Crossrail 2, must include social impact clauses and ensure fairness for British based manufacturing and the supply chain.

The Government must look at future rolling stock contracts to have an inbuilt commitment to ensure that design, engineering and manufacturing are preserved in the UK.



²⁹ *Macroeconomic impacts of infrastructure spending*, National Institute of Economic and Social Research (2013): https://www.tuc.org.uk/sites/default/files/tucfiles/infrastructure_spending.pdf

³⁰ <https://www.bbc.co.uk/news/uk-england-48530638>

³¹ *Knowing What to Do? How not to build trains*, CRESC Research Report (2011) <http://www.cresc.ac.uk/news/news-from-cresc/how-not-to-build-trains>

³² Thankfully for the working conditions of track workers, train maintenance crews and passengers, this practice is supposed to end in December 2019 but conversions of carriages is currently behind schedule.

TRANSPORT FOR ALL –

Accessible, affordable, integrated and accountable

Investment in transport isn't just about infrastructure. Public transport plays a vital role in reducing inequality and providing mobility for many people, particularly those on low incomes, enabling them to better participate in society.

A review of family spending by the ONS highlighted that transport accounts for the highest average weekly spend (£80.80), equivalent to 14% of households' average total weekly expenditure³³.

The Government's own *Future of Mobility: Urban Strategy* acknowledges that "access to transport is vital to individual freedom and wellbeing, social cohesion and a productive economy"³⁴.

A House of Commons Select Committee report found that problems with transport provision and the location of services can reinforce social exclusion and that accessibility worsened with tight budgets in central and local government.³⁵ It recommended that **the social value of transport needs to be explicitly considered in policy-making and in the planning system.**

More recently, others have argued that a new appraisal methodology should be developed for transport that includes social and environmental outcomes³⁶.

The Equality Trust has also highlighted how our transport system can be a driver of inequality, finding that the richest 10% of households receive almost double the transport subsidy of the poorest 10%.³⁷ It recommends that the Department for Transport, and all other government departments, should review the net effect of their existing policies on inequality.

Unite also recognises the importance of Community Transport Services and the role they play in delivering a more accessible and inclusive transport system. Concessionary travel is an important part of ensuring equality of access to transport and **concessionary travel policy should ensure that anybody unable to make use of their concession on existing eligible transport services should be permitted to use it on other transport services.** This fair level of service for excluded individuals must not adversely affect the level, quality, or financial viability of community transport services enjoyed by passengers.³⁸

Government needs to ensure that public transport fulfils its important social function by being accessible, affordable, integrated and accountable.

Accessible

Public transport has an important part to play across a range of key areas, such as health, social care and employment; for example, connecting people to sport and leisure facilities, ensuring people without access to a car are able to reach health facilities, enabling older and disabled people to retain their independence, and widening employment opportunities for unemployed people.³⁹



³³ *Family spending in the UK: April 2017 to March 2018*, ONS:

<https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/bulletins/familyspendingintheuk/financialyearending2018>

³⁴ *Future of Mobility: Urban Strategy*, Department for Transport (2019):

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/786654/future-of-mobility-strategy.pdf

³⁵ *Transport and accessibility to public services*, House of Commons Environmental Audit Committee (2013) -

<http://www.publications.parliament.uk/pa/cm201314/cmselect/cmenvaud/201/201.pdf>

³⁶ *Quick Wins for the North's Transport Network*, IPPR North (2019): <https://www.ippr.org/files/2019-03/quick-wins-for-north-transport-network-march2019.pdf>

³⁷ Taken for a Ride, Equality Trust (2015) - <https://www.equalitytrust.org.uk/taken-ride-how-uk-public-transport-subsidies-entrench-inequality>

³⁸ <http://www.ctauk.org/policies-legislation/concessionary-travel.aspx>

³⁹ See, for example, *Tackling unemployment among disadvantaged young people* (IES, 2016) - <https://www.employment-studies.co.uk/system/files/resources/files/cpt0316.pdf> and *Total Transport: working across sectors to achieve better outcomes* (pteg, 2011) -

<http://www.urbantransportgroup.org/system/files/20110627ptegTotalTransportforWebFINAL.pdf>

It also matters to young people to tackle isolation from friends, education, and work.⁴⁰ Rural transport and subsidised travel to remote areas and islands also need to be protected.

Women are less likely to have access to a car, and are more likely to travel by bus, on foot, community transport or taxi than are men⁴¹, and poor quality, unreliable and expensive public transport has a far bigger impact on women's lives than it does on the lives of men.⁴² Women are also more likely than men to be responsible for childcare. Passengers carrying children in pushchairs or shopping (most usually women) need adequate storage space.

Vehicles must be designed to prioritise safety, accessibility and protection of the environment. But accessibility is not only about vehicle design. It is about bus drivers having the time to pull up close to the kerb at bus stops, and to wait until passengers sit down before they move off. But when buses are scheduled for maximum profits these needs are ignored.

People not only want to feel safe, they want to feel secure. The removal of guards from rail and underground services and stations has left passengers feeling more anxious about personal security. Fears over staffing cuts suggested in the McNulty Review into Rail and others, and through 'savings' the Government wants rail companies to make, only serve to increase that anxiety.⁴⁴ The changes brought in following the Conservative Party review into railways saw some changes to the industry but none that would improve passenger personal security.⁴⁵

The current awarding of franchises needs a significant review which must include cross-ticketing and standard costings across the network. In addition, to help passengers with sight difficulties, there must be common standardisation of fixtures and fittings on all rolling stock, and braille signage must be fit for purpose.

We need to plan and run public transport in a way which makes it positively accessible to everyone. **This can only happen if transport policy makers properly consult with passenger groups, disabled peoples' and user organisations as well as transport unions.**

Research needs to be commissioned into the adequacy of safe accessible public transport for disabled people and their experience of using these services.

The Paulley v FirstGroup plc Supreme Court judgement⁴⁶ has increased pressure on drivers to enforce wheelchair users' legal right to a designated space on public transport. However, accessibility remains a barrier as wheelchair space on buses is limited to a maximum of two chairs. With other passengers such as those with pushchairs competing for shared access this creates an impossible conflict for bus drivers as well as for the passengers.

In a recent Unite survey, bus drivers reported increased levels of stress resulting from confrontations between drivers and passengers as they attempt to enforce priority spaces for wheelchairs. Unite

⁴⁰ *Access to public transport remains an issue for young people*, British Youth Council - <https://www.byc.org.uk/blog/2019/access-to-public-transport-remains-an-issue-for-young-people>

⁴¹ *Valuing the Social Impacts of Public Transport*, DfT (2013) - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/226802/final-report.pdf

⁴² *Public Transport and Gender* (Women's Budget Group, 2018) - <https://wbg.org.uk/wp-content/uploads/2018/10/Transport-October-2018-w-cover.pdf>

⁴³ <https://www.gov.uk/government/publications/realising-the-potential-of-gb-rail>

⁴⁴ <http://www.independent.co.uk/news/uk/crime/rail-staffing-cuts-blamed-for-shocking-increase-in-passengers-being-attacked-on-britains-trains-10416174.html>

⁴⁵ *Conservative Rail Review: Getting the best for passengers*

⁴⁶ [2017] UKSC 4

supports the Supreme Court ruling but **more needs to be done by bus companies to design buses with better accessibility for wheelchair users.**

Unite welcomed the previous Government's decision not to proceed with the abolition of the Disabled Persons Transport Advisory Committee (DPTAC) and to retain it as the Department for Transport's expert advisory panel on accessibility issues relating to disabled people. **DPTAC should now include, as previously, trade union representation on the committee.**

Affordable

Unite opposes cuts to concessionary fares for young, older and disabled people.

Rail fares have increased at twice the speed of wages since 2009, with rail fares rising by 46% over the past 10 years, while nominal weekly earnings have only grown by 23%⁴⁷. UK commuters spend up to five times as much on season tickets as their European equivalents. Someone on an average salary travelling from Chelmsford to London will have to fork out 13% of their pay for season tickets (£393 a month). By contrast, comparable commutes would cost a mere 2% of the average salary in France, 3% in Ireland and 4% in Germany and Belgium.⁴⁸

At the time of writing rail fares for commuters in England and Wales are set to increase by 2.8% from January 2020, adding more than £100 to many annual season tickets, amid warnings that passengers were being priced off the railway.⁴⁹

Unite welcomed the Labour Party's 2017 Manifesto commitment to cap rail fares.⁵⁰

Research commissioned by Action for Rail shows that public ownership, with savings passed on to passengers and taxpayers could have resulted in season tickets being 10% cheaper by 2017.⁵¹ A third of the savings (£520m) would come from recouping the money private train companies pay in dividends to their shareholders.

Efficient and affordable buses are vital to the economy and around 8.5% of all workers normally commute to work by bus. Buses provide greater access to education and jobs and play a vital role in reducing emissions and road congestion.⁵² For the elderly and most vulnerable groups in society, buses are key to addressing loneliness and social exclusion.

Bus fares have more than tripled since deregulation in 1986.⁵³ Year on year we are seeing bus fares increase in all regions of the UK, bar London, where a more moderate system of local authority controls has been established by TfL which has control of public transport provision. The latest report from the Department for Transport stated a 3.3% increase in bus fares in the year to March 2019, which is greater than all other items in the Consumer Prices Index rate of inflation.⁵⁴

As bus fares increase local authority spending on buses reduces and Unite notes a considerable £20 million reduction in local authority spending on supported bus services in England during 2017-2018⁵⁵. The deregulated system benefits the large bus operators and their shareholders who have been able to enjoy yearly dividends of £181 million on average⁵⁶. Meanwhile bus workers are overworked and underpaid, and their communities suffer increased routes cuts which are leaving the most vulnerable groups in society facing transport poverty and isolation.

47 <https://www.tuc.org.uk/news/rail-fares-have-risen-twice-fast-wages-past-10-years-finds-tuc>

48 <https://www.tuc.org.uk/news/rail-firms-have-paid-over-%C2%A31-billion-shareholders-last-6-years-finds-tuc>

49 <https://www.theguardian.com/money/2019/aug/14/rail-fares-to-rise-in-january>

50 *For the Many Not the Few*, Labour Party Manifesto (2017) - <http://www.labour.org.uk/page/-/Images/manifesto-2017/Labour%20Manifesto%202017.pdf>

51 https://www.tuc.org.uk/sites/default/files/TUC%20summary%20TfQL%20analysis%20March%202015_0.pdf

52 *Buses in Crisis*, 2018, Campaign for Better Transport (2018): <https://bettertransport.org.uk/buses-in-crisis-2018>

53 Davis et al., 2012 A minimum income standard for the UK in 2012: Keeping up in hard time

54 DfT Quarterly Bus Statistics: England Q1 (January to March) 2019 - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/810251/quarterly-bus-statistics-january-to-march-2019.pdf

55 Better Transport *Buses in Crisis* A report on bus funding across England and Wales 2010 – 2018

56 Revealed: the Great British bus rip off, 2017 We Own It - <https://weownit.org.uk/blog/revealed-great-british-bus-rip>

The Bus Service Operators Grant (BSOG), a subsidy paid by the Department for Transport to operators in England of eligible local bus services and community transport organisations, helps to lower the cost of providing services, resulting in lower fares, a more comprehensive network of services, less congestion on our roads and a better and healthier living environment in our communities. BSOG generates £2.70 and £3.70 in benefits for every £1 of public money spent.⁵⁷ In 2010, the Coalition Government announced a 20% reduction in BSOG from 2012/13 onwards, with further reductions in local authority budgets leading to a 25-30% reduction in the budget for tendered bus services. Over the past five years the Conservative Government has been pledging it will reform BSOG, but little has happened.

There must be no further cuts to BSOG, as the cuts have had damaging and wide ranging consequences for local communities, public transport services, low income groups, the UK economy and the environment. The Government must set out a plan for how BSOG will operate, what it is intended to achieve and now it will be reformed to achieve these aims.

Affordable and accessible transport can significantly improve prospects for many vulnerable and disenfranchised people in our society. It can make the difference to whether someone can sustain a job, access vital public services, shop around for lower cost goods and services and whether they are isolated or lonely. It can help to connect people in poverty to economic opportunities, making growth that benefits everyone more than just a slogan.

Transport, and in particular buses, has an important role to play in lifting people out of poverty. People on low-incomes are less likely to own a car, and more likely to use a bus or walk compared to people with higher incomes. Among the long-term unemployed, 60% are bus users⁵⁸ yet buses are the only form of transport in England not to have a long term investment strategy.

Government must set out a long term policy framework supporting investment for buses and link buses into other government policies beyond transport, such as health, education, skills, economic policy, and social cohesion for a truly inclusive economy and society.

The UK charges passengers more in aviation tax than any other nation, to the extent that it can add several hundred pounds to the cost of a flight. This tax burden excludes some families from air travel and the opportunity to visit friends and relatives in other nations. It is now cheaper to travel by car and ferry to rival European hubs than to catch a flight to destinations in India, Africa, the Caribbean and further afield than it is to fly from the UK.⁵⁹

The Scottish Government's plans to vary Air Passenger Duty (APD) to half its current level have now been scrapped. The UK APD rate is the highest tax of its kind in the world. It is more than double the tax of our largest European trading rival, Germany. On long haul, it currently adds £78 to an economy ticket and £156 to a business class ticket.

Unite calls for a level playing field to ensure no airport in the UK is disadvantaged by changes in Air Passenger Duty.



Photo by exm/H. Gousse – P. MASCLLET

⁵⁷ *Costs and Benefits of the Bus Service Operators Grant*, Greener Journeys (2017): <https://greenerjourneys.com/wp-content/uploads/2014/10/BSOG-June-2017.pdf>

⁵⁸ *The Value of the Bus to Society*, Greener Journeys (2016): <https://greenerjourneys.com/wp-content/uploads/2016/10/The-Value-of-the-Bus-to-Society-FINAL.pdf>

⁵⁹ Cost of a return coach to Charles De Gaulle from London £126, flight to New Delhi from Charles De Gaulle direct = £2443.00 for 6. BA direct flights from Heathrow = £2937 = cheapest option. Therefore, saving £61 per person. Prices based on bookings made on the 24th August for travel one month later return fourteen days later.

Integrated

A really effective and efficient transport system needs to be properly integrated. The idea of an “integrated transport policy” is not just jargon. All transport systems are interdependent. Bus networks need to interlink with rail networks or park and ride systems and safe access whether arriving on foot, bicycle or in a wheelchair. Public transport requires transferrable ticketing and access to properly regulated taxis. Ports and airports need good road and rail links. Road, rail and water must work together to get people and goods to their destinations, cheaply, safely, efficiently and sustainably. Developments in port-centric logistics and airport locations for example, have an impact throughout the transport system.

Long term planning is essential. Strategic investment decisions and planning should be concerned not only with the speed and efficiency of the transport system, but whether it serves the actual needs of transport users. They should be concerned with the wider effects of transport on the local and national economy and with its effect on the environment.

In England nine ‘combined authorities’ have been established to bring local councils together and these have greater control of transport policy and spending. Transport for the North is England’s first statutory transport body outside London’s Transport for London and there are others planned for other regions. However, IPPR’s Commission on Economic Justice finds that coverage of England is only partial, they have little democratic scrutiny or accountability, and that their remit is much narrower than regional governments in other countries⁶⁰.

Integrated transport needs proper planning. Institutions with appropriate powers need to be established at national, regional and local level to co-ordinate strategic transport planning and deliver an integrated transport system.

Accountable

Privatisation and deregulation have made transport services less accountable to the public. Private companies are accountable to their shareholders and privatisation places decision making in the hands of business and out of the control of public bodies and democratic institutions.

Transport decisions need to be taken at the appropriate level and through institutions that reflect the wide range of transport interests including passengers, community groups, unions, transport operators, local authorities, walking, cycling and environmental groups. Transport also requires a strong national transport authority capable of co-ordinating national strategic transport planning.

In May 2017 six new metro mayors were elected in combined authorities across England for the first time with two more elected since. The directly-elected metro mayors are responsible for setting out a strategy for growing the city region economy, and will have certain powers over issues such transport.⁶¹ The exact functions the combined authority and metro mayor manage vary across combined authorities, depending on the content of the devolution deal reached with central government.

Unite welcomes the positive developments and joint working with the Mayor of London and Transport for London and the Manchester Metro Mayor. **However, in the context of large scale public spending cuts, we are concerned that devolution could be seen as a means of transferring the responsibility for cuts to public services and public spending away from central government. For devolution to work, appropriate resources need to be put in place.**

In addition, ‘devolving’ transport powers should not result in the damaging fragmentation of public networks or compromise the need for a properly accountable and integrated transport system.

⁶⁰ *Prosperity and Justice: A plan for the new economy – the final report of the IPPR Commission on Economic Justice* (IPPR, 2019) - https://www.ippr.org/files/2018-08/1535639099_prosperity-and-justice-ippr-2018.pdf

⁶¹ <https://www.centreforcities.org/publication/everything-need-know-metro-mayors/>

PROMOTING PUBLIC TRANSPORT –

Challenging privatisation and deregulation

An accessible, affordable, integrated and accountable transport system requires better regulation.

Privatisation and deregulation have damaged key parts of our transport sector. **There needs to be a fundamental shift in transport policy away from further privatisation and deregulation and towards more public ownership and accountability, including our railways and our bus services.**

In addition to the UK Government's privatisation agenda, **Unite opposes the transition of the European Commission's drive towards further privatisation of transport through sector specific initiatives (such as 'Rail Package 4' and 'Ports Package 3') as well as more general measures such as the Concessions Directive into UK law as part of Brexit.**

Public ownership and regulation of buses

Since the bus industry was deregulated in the 1980s, Unite has actively lobbied for public ownership of the bus system as the way forward for a fully integrated, reliable and cost-effective world class bus system that puts bus workers, passengers and communities at the forefront of bus strategy. Yet funding for supported buses continues to diminish in England outside of London where over the last eight years funding has been halved leaving many rural and some urban areas without public transport.⁶²

The privatisation and deregulation of bus services has led to falling passenger numbers, poorer quality services, 'bus wars', high prices, and a lack of 'all operator' tickets in many areas.

Unite's main concern about private bus companies is how profits are distributed. Privately run bus companies' profit maximisation is determined by corporate governance rules in the interest of shareholders as opposed to community need. Therefore, if profits cannot be achieved there is no moral or indeed legal imperative contained within the governance code for the bus company to keep the bus route running, rather bus operators are able to cherry-pick profits from the more profitable routes extracting revenues which local authorities could otherwise use to improve the bus network⁶³.

Ultimately this has led to cuts in bus services.

The practice of cherry picking profits from prime routes results in other services being provided through public funding at disproportionately high costs. This public subsidy, including fuel duty rebates and grants for concessionary fares, makes up 45% of funding in the industry⁶⁴, with the rest coming from fares. We pay for our services so we should have a say in how they are run.

Unite is committed to a policy of full public ownership of buses and we see this as the best way for the bus system to operate in the interests of passengers, communities, the environment and the wider economy. Unite sees little benefit to bus users, communities or workers in private companies cherry picking routes to provide profits to pay to shareholders while fares rise, bus routes are withdrawn and the terms and conditions of workers in the industry are being eroded.

Public ownership of our buses would create a more integrated network of properly regulated bus services which would be run for the benefit of passengers rather than to provide excess profits for operating companies. It would lead to greater accountability, improved reliability and better value for money.

⁶² *Buses in Crises, 2018*, Campaign for Better Transport (2018): <https://bettertransport.org.uk/buses-in-crisis-2018>

⁶³ *Building a world class bus system for Britain*, TfQL (2016): https://www.transportforqualityoflife.com/u/files/160120_Building_a_world-class_bus_system_for_Britain_FINAL1.pdf

⁶⁴ *Buses are Better in Public Hands, We Own It*: <https://weownit.org.uk/public-ownership/buses>

Unite has worked with the Labour Party in producing Labour's pledges for a publicly owned bus system with workers and communities at the forefront of bus policy.

Whilst striving towards the ultimate goal of public ownership, the use of 'franchising', made possible by the Bus Services Act 2017, was an opportunity to repair some of the damage done by deregulation and give more control to communities.

Franchising involves replacing existing deregulated bus markets with a tendered model for providing bus services which is procured by the local authority. The authority determines and specifies the bus services to be provided in an area, and bus operators bid to provide the services. It is also similar to rail where national or local government specify most services and commercial operators run them.

Franchising allows some local transport authorities to determine the frequency and standard of service, fares and whether bus operators will have to sell and accept multi-operator and multi-modal tickets. Franchising has been used in London and Jersey to increase public and private funding and support for buses and it is believed this has resulted in increased bus patronage in these areas⁶⁵. Other mayoral areas with franchising powers are Greater Manchester, Cambridgeshire and Peterborough, the West Midlands, the West of England, the Liverpool City Region, and the Tees Valley.

However, the Bus Services Act is limited in scope.

Automatic powers to franchise bus services should not be limited to Combined Authorities with directly elected mayors. The legislation places barriers in the way of local authorities re-regulating services through franchising, as they will only have access to these powers on a case-by-case basis subject to regulations and with consent from the Secretary of State. This could potentially provide central government with the power to block any franchise proposals if they wish to do so based on a subjective set of criteria.

There are 10 publicly owned municipal bus companies in the UK doing fantastic work. However, Clause 21 of the Bus Services Act prohibits municipalisation in England. This is a major concern for Unite. If the Government was genuinely interested in local authorities being able to deliver the best service possible to meet local needs and ensure value for money, then municipalisation should be an option available to all local authorities.

Unite supports public ownership of our bus services. Public ownership would save us £506 million a year⁶⁶ that could be invested in developing better bus networks and lower fares.

The Government should act to restore a world class bus system and remove the ban on councils in England setting up new public bus companies.

Unite notes the Government's regional devolution of transport powers including the Cities and Local Government Devolution Act and the Buses Services Act. The Bus Services Act provides the option for combined authority areas with directly elected Mayors to be responsible for the running of their local bus services.



⁶⁵ Three stages to better bus services using the Bus Services Act, 2018 Campaign for Better Transport

⁶⁶ *Building a World Class Bus System for Britain*, Transport for Quality of Life (2016) - http://www.transportforqualityoflife.com/u/files/160120_Building_a_world-class_bus_system_for_Britain_FINAL1.pdf

However, as mentioned earlier, in the context of large scale public spending cuts, **we are concerned that devolution could be seen as a means of transferring the responsibility for cuts to public services and public spending away from central government. For devolution to work, appropriate resources need to be put in place.**

There needs to be independent evaluation of the impact on central funding of local government across the country. **The Office for Budget Responsibility should be required to produce 'state of the regional economy' reports**, stating levels of employment, deprivation and social hardship, thereby making it clear what baseline City Regions will be working from. City Regions should be judged on how they improve the situation that they inherit, rather than simply taking the blame for central government cuts.

Whilst managing change and transition between sectors, **full implementation of information and consultation and TUPE must be adhered to** at all times if bus workers and the travelling public are going to have faith in this system.

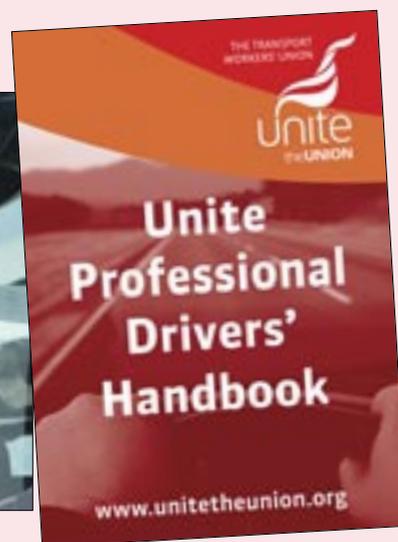
Public ownership and regulation of rail

The Government's plans for rail amount to another attempt to dismantle a key service in the pursuit of private profit at the expense of passengers and staff. This is the same ideology that led to the disastrous privatisation of the railways and seems designed to appease the interests of privatised train operating companies.

Rail franchising has proved to be fundamentally flawed and unsustainable with train operating companies (TOCs) gaining billions from taxpayers' subsidy.⁶⁷ The West Coast debacle⁶⁸ has shown the flaws inherent in rail franchising and has wasted millions of pounds of taxpayers' money.

A 2013 report by experts from the University of Manchester found that rail privatisation amounted to a 'great train robbery' and that the privatised rail system relies upon billions of pounds of hidden subsidies and has failed to bring in private investment.⁶⁹ It said that direct public expenditure on rail has more than doubled since privatisation and was running at £4 billion a year, despite fair rises which can now be up to 17 times higher per mile than in other major European countries. The 2019 rail fare rise, which took effect on the first working day of 2019, pushed the cost of intercity travel for some commuters above £1 a mile. The Heathrow Express remains Britain's priciest train at £1.70 a mile. For a significant intercity journey to rise above a pound per mile is unprecedented. This 3.1% increase was despite passengers enduring a series of delays and cancellations and the botched rail timetable chaos of May 2018.

The Government's pursuit of its privatisation agenda included the privatisation of the East Coast Mainline. This is despite the fact it was working well in public ownership and since 2009 returned over £1billion to the taxpayer.⁷⁰



⁶⁷ <http://www.tuc.org.uk/industrial/tuc-21519-f0.cfm>

⁶⁸ <http://www.guardian.co.uk/uk/2013/feb/26/mps-west-coast-mainline-department-transport>

⁶⁹ *The Great Train Robbery: Rail Privatisation and After*, Centre for Research on Socio-Cultural Change (2013) - <http://www.cresc.ac.uk/sites/default/files/GTR%20Report%20final%205%20June%202013.pdf>

⁷⁰ <http://actionforrail.org/the-attack-on-our-railways/keep-east-coast-public/>

Its ideological opposition to public ownership is limited to the UK, for whilst the government-owned company running the franchise was excluded from bidding, foreign state-backed railways were not. It is indeed *"bizarre that Tory Ministers have no problem with a government-run railway service as long as it isn't British"*.⁷¹

The East Coast contract experience showed that in public hands it was returning money to the Treasury but when privatised it fails again and again. On the last occasion it cost taxpayers £2bn in lost payments to the Treasury. This was the third time in just over a decade that a private company had to be stripped of the East Coast Main Line contract.⁷²

Unite welcomed the commitment in the Labour Party Manifesto to bring private rail companies back into public ownership.⁷³

Further fragmentation will reduce efficiency leading to poorer services and higher fares. It will also have an adverse impact on the ability of the railways to contribute to economic growth and the reduction of carbon emissions. Unite opposes attempts to further fragment and privatise the rail system.

Public ownership of the railways would introduce efficiency from a more integrated and simplified system for passengers, increasing accountability and transparency.

A report by Transport for Quality of Life in 2009 found that £1.5billion could be saved over the five years 2015 – 2020 if routes, including the Northern, Transpennine and West Coast Main Line, were operated by the public sector. The Treasury would also be able to pass on massive savings to commuters in the form of far cheaper tickets.⁷⁴ The Government effectively ignored the report and pressed ahead with extending the duration of franchises and a restructuring where any disruption cost is borne by the tax payer and not the franchise holder transferring investment risk. Only one element in the report was acted upon which had more to do with reporting the size of government borrowing.

Unite welcomed Network Rail being taken back under public ownership but **opposed moves to turn Network Rail into a commissioning contractor** and the further fragmentation of the network to mirror the passenger franchises. The plans have allowed regions to bid for the rights to take up franchises for repairs, maintenance and improvements rather than directly. Unite believes such a move will turn the clock back to the Railtrack era and the rail disasters that

followed. Unite is concerned that rail freight-only lines will only be maintained when they break due to lack of funds to ensure safety.

There also needs to be a review of maintenance contracts. The current structure is not fit for purpose leading to a 'race to the bottom' with severe under-cutting and closures of viable sites.

The Government should:

- **bring train operating companies back into the public sector** (which can be done at no cost as franchises expire or fail);
- **keep Network Rail in public ownership;**
- **shift from the expensive and wasteful rolling stock leasing system to buying trains outright and using government purchasing to support UK train manufacturing.**⁷⁵

Unite and the European Transport Workers Federation have also been active in highlighting the damaging consequences of the 'Rail Package 4' legislative proposals from the European Commission which will obstruct public ownership by requiring governments to put out to tender all passenger services. Unite opposes any moves which would impose this directive on the UK rail industry.

⁷¹ <http://press.labour.org.uk/post/62143017426/aria-eagle-mps-speech-to-labour-party-annual>

⁷² <https://www.bbc.co.uk/news/business-44142258>

⁷³ *For the Many Not the Few*, Labour Party Manifesto (2017) - <http://www.labour.org.uk/page/-/Images/manifesto-2017/Labour%20Manifesto%202017.pdf>

⁷⁴ https://www.tuc.org.uk/sites/default/files/TUC%20summary%20TfQL%20analysis%20March%202015_0.pdf

⁷⁵ <http://actionforrail.org/our-alternative/>



Investment in ports and waterways

The UK's docks, ports and waterways are important parts of its transport system. Unite opposed the EU's 'Ports Package 3' proposals which aimed to further drive liberalisation and would lead to a 'race to the bottom'. Unite felt it was vital to maintain a cabotage agreement to enable UK flagged short sea shipping to move freight between EU ports, post Brexit. Currently, however, the Boris Johnson-led government is ignoring the importance of a tariff-free relationship and the free movement of goods. Unite believes that it is equally important that there is no further privatisation in the ports. **These vital links to Europe require adequate investment and should not be put in the hands of those who might strip and sweat long term assets at the expense of the travelling public and British commerce.**

The move to ever larger ship sizes by shipping lines is focussing demand for more tugs whilst reducing the number of times they have work in any period. Together with increased competition from new tug operators, margins are being squeezed to the detriment of crew. Smaller ports are also losing traffic to the larger ports that are able to cope with the deep draft clearance of these ships leaving them dependant on short sea services.

The plight of smaller container ports is made worse by the numerous additional large port projects that are opening which has created significant overcapacity and competition between ports for the shipping lines. At the present time, Unite therefore opposes any new deep sea port developments.

The potential loss of cabotage for short sea shippers could result in a change to a flag of convenience for UK ships or the loss of this vital service. Without the rights to move goods between EU ports it is unlikely any short sea shipping line will survive.

The inland canal network provides the opportunity to develop an environmentally friendly method of moving goods in certain regions especially through the industrial heartlands of the UK. In addition, the network provides social and leisure benefits to many communities. However, the move of British Waterways in England to the charity sector has seen a weakening of attention paid to freight.

Better regulation of taxis

The previous Coalition Government asked the Law Commission to look at the possibilities for deregulating the taxi industry. This is despite the Transport Select Committee recommending that instead of referring reform to the Law Commission the Government should engage with the trade, local authorities and users about the objectives of future legislation on taxis and private hire vehicles.⁷⁶

Unite has praised Mayor of London Sadiq Khan and Transport for London (TfL) for putting the safety of Londoners ahead of big corporate interests by deciding not to renew Uber's licence to operate in London. Uber's approach has been to exploit workers and bend the rules while trying to brush passenger safety concerns under the carpet.⁷⁷

Unite opposes further deregulation of the taxi industry and believes Local Taxi Boards made up of the licensing authority, trade unions, the police and passenger representatives (including disability and women's safety groups) should be responsible for the monitoring of supply and demand with the remit of developing the trade in a progressive and managed way.



⁷⁶ <http://www.publications.parliament.uk/pa/cm201012/cmselect/cmtran/1507/1507.pdf>

⁷⁷ <http://www.unitetheunion.org/news/black-cab-drivers-praise-for-mayor-of-london-over-uber-decision/>

National Minimum Standards - taxis

Unite has long called for national minimum standards for taxi and private hire drivers, vehicles and operators. Passengers have the right to expect a minimum level of safety when they travel in any taxi or private hire vehicle. By equalising minimum standards across the country this would help to remove one of the major reasons for cross-border hiring as operators and drivers seek areas with the cheapest and least stringent licensing requirements.

National minimum standards would be a minimum standard that local authorities could enhance if they desired to in order to meet local requirements.

Unite is calling on the Government to implement the recommendations of the Task & Finishing Group on Taxi and Private Hire Vehicle Licensing⁷⁸. Despite intense lobbying and assurances on this issue, the Government has failed to take action on the recommendations set out by the group which the Government commissioned. It is clear this Government is failing to prioritise passenger safety in its persistent avoidance in setting national minimum standards for taxis and PHVs.

In the interest of public safety **Unite calls for a fair and equal licencing system for taxi and private hire vehicle (PHV) drivers which should include:**

- **licences to be issued by local licensing authorities;**
- **national minimum standards;**
- **restrictions on cross-border hiring;**
- **government to set national enforcement powers for the regulation of taxis and PHVs;**
- **capping the numbers of PHVs in England outside London.**

Local authorities should have control over the operators, vehicles and drivers that operate within their authority. This allows democratically elected authorities to reflect the local needs of the population. Licensing authorities must also have the ability to impose additional or higher requirements, where necessary.

Regulating private hire apps

Some private hire apps allow users to request a vehicle directly to their location at the press of a button with the fare being calculated and debited from a bank account automatically via a smartphone.

Unite believes that showing the position of vehicles on the app before the booking is made is a virtual hailing, effectively allowing plying for hire by private hire vehicles. This encourages private hire vehicles to park and wait for a booking, often illegally and to the frustration of residents and other road users.

Unite believes that it is wrong to allow private hire booking apps to display the location and estimated time of arrival (ETA) of vehicles on the user's phone before the booking is made. This is 'virtual' plying for hire without the vital safeguards to passengers that are in place for taxis with the local knowledge. **Private hire booking apps must respect hard fought for safeguards to passengers and should not be able to show the position of available vehicles and the estimated time of arrival before the booking is made.**

Cap on Private Hire Drivers and Vehicles in London

Unite believes a cap on private hire drivers and vehicles in London is overdue. The situation has led to greater congestion on London's roads, more air pollution and increased the problem of illegally parked vehicles. It has also damaged the livelihoods of the Hackney Carriage trade and made the streets of London more unsafe due to enforcement being over stretched.

⁷⁸ <https://www.gov.uk/government/publications/taxi-and-private-hire-vehicle-licensing-recommendations-for-a-safer-and-more-robust-system>

Regulation of airports

In aviation, the Competition Commission forced through the break-up of the British Airports Authority (BAA) under the premise of introducing competition between airports. But a dependence on competition alone has not worked and the Civil Aviation Authority (CAA) has threatened the airports with caps on the amount they can charge airlines for landing fees increasing control over their activities.

In addition, the provision of aviation capacity through private airport operators has failed to deliver a coherent and cohesive strategy for aviation in the UK, thus inhibiting the fullest development of a key area of transport infrastructure and therefore curbing the potential benefits for the UK economy.

Unite supports the adoption and implementation of an integrated policy for aviation which would be articulated nationally, internationally, and with other modes of transport. Key features would include a vibrant and self-sustaining regional aviation policy, combined with the continued presence and development of an international hub airport at Heathrow (as recommended by the Airports Commission). Such a policy would potentially combine a mix of public and private investment with a strong regulatory framework which would compensate for the lack of long term strategic decision making resulting from the 'free market' approach currently adopted.

A public road transport network that is safe and sustainable

The Government is moving towards privatising our road network including commercialisation of the Highways Agency which has now been rebadged as Highways England as a so called "go-co" government owned, contractor operated company. **Unite opposes the privatisation of our roads which are an integral part of our transport infrastructure.**

Private roads make no economic or environmental sense⁷⁹. They place a key part of our infrastructure in the hands of companies seeking profits. Road pricing cannot operate in isolation from an integrated transport policy, including an understanding of the role of the road transport industry as part of a wider integrated transport policy including cycling and walking.

In its first year of operation the HGV levy raised a total £192.5 million in revenue, with £46.5 million from foreign-registered vehicles and £146 million from UK-registered vehicles. Revenue raised by the HGV levy is paid into the Consolidated Fund. It is not specifically ring fenced for transport infrastructure. Unite believes the **Government should ring fence HGV levy revenue in order to create a safe and sustainable transport infrastructure which improves, repairs and expands our roads and to provide much needed new parking and rest facilities for drivers and increased infrastructure for the charging of electric vehicles** to improve air quality through reducing harmful nitrogen emissions.



⁷⁹ <http://www.taxresearch.org.uk/Blog/2012/03/19/the-madness-of-road-privatisation/>

Any collection of payments by operators of non-UK registered HGVs should not be given to private contractors. There are maximum limits for road charging set through Europe so any increases would have to be linked directly to them. The **charging levels must comply with the Eurovignette Directive** (Directive 1999/62/EC as amended by 2006/38/EC and 2011/76/EU) which sets out a framework of rules for tolls and charges, including maximum daily rates for the latter. **Unite is calling for this directive to be transitioned into UK law.**

Due to successive governments not committing sufficient funding to the road network and its infrastructure the condition of UK roads has deteriorated year on year.

Unite will campaign for better public funding for building and maintaining our road network by way of using more of the money raised in road fund licencing for what it was originally designed for - building and maintaining roads.

The Driver and Vehicle Standards Agency (DVSA) is a cornerstone of the road transport industry and plays a vital role in ensuring standards are maintained on UK roads. However we have seen a reduction in funding of DVSA with the obvious result being an increase in the number of employers who are prepared to push the boundaries of the law. Unite calls for the **DVSA to be properly staffed, funded and equipped to enforce transport laws and regulations and for suitably robust sanctions to be applied to those operators who choose not to meet these standards.**



SAFE AND HEALTHY TRANSPORT

Health and safety is a key concern across transport. Effective health and safety must not be a casualty of the economic crisis, be this through the Government's pursuit of cuts and deregulation or the impact of Brexit.

Unite strongly condemns the Government's deregulatory agenda, the so-called 'red tape' initiative, and the erosion of workers' rights and health and safety protection, including the scrapping of some health and safety regulations and HSE approved codes of practice (ACOPs), and the dilution of other ACOPs and HSE guidance. Unite does not accept the Government's downgrading of the transport sector as "lower risk".⁸⁰

Tripartite Industrial Advisory Committees (IACs) have in recent years been considerably diluted, another victim of government's austerity policy. These committees allowed essential input from trade unions and other stakeholders on good practice and development of health and safety legislation. IACs within the transport sector are either ineffective or non-existent. Unite will campaign to change that.

Investment in transport must also mean that it is equipped to meet the highest safety standards. **Health and safety legislation should, as a minimum, retain parity with that in Europe. Tri-partite transport sector developments at the International Labour Organisation (ILO) agreed by government, unions and employers are also important.**

In September 2019 Unite, along with the ITF and transport unions from around the world, attended a meeting of experts at the ILO to agree guidelines for the promotion of decent work and safety in road transport⁸¹. Unite represented the rights of our drivers in wage and non-wage employment in the sector and highlighted the high levels of long hours, fatigue, ill health and driver shortages in the sector. We also emphasised the vast under-representation of women and BAEM workers and advocated for better standards in the industry to make it not only more attractive for diverse groups but better for all workers in road transport.

After a week of intense tripartite negotiations between unions, government representatives and employer representatives, this landmark document was adopted and it will provide a framework to place pressure on governments, employers and transport supply chains to work with unions to put in place measures and structures for minimum standards with respect to working conditions and safety in the road transport sector. The document includes guidance for supply chain accountability, protection of vulnerable workers from exploitation and includes gender responsive approaches.

The safety of transport users is closely linked to the safety of transport workers. For example, Unite is calling for **proper implementation of the European driving hours regulations in the UK** as bus drivers in the UK are driving for longer periods and over greater distances than their European counterparts.⁸² This is not only a matter of concern for bus drivers but for public safety on our roads.

As part of the Road Transport Working Time Directive, periods of availability (POAs) were introduced. Whilst Unite recognises there may be legitimate reasons for drivers booking POAs we are aware that many companies instruct drivers to book excessive POAs to extend the working day. This practice only serves to continue the long hours culture in the industry which puts our members and other road users at risk by increasing fatigue. In order to highlight the exploitation of POAs Unite will seek to establish and collate the statistics of deaths and serious injuries suffered by HGV drivers on the road and pressure **the Health and Safety Executive to record these statistics as accidents at work and to respond to them accordingly.**

⁸⁰ See page 9 of *Good Health and Safety, Good for Everyone*, DWP (2011) - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/66745/good-health-and-safety.pdf

⁸¹ https://www.ilo.org/sector/activities/sectoral-meetings/WCMS_677774/lang--en/index.htm

⁸² <https://www.gov.uk/drivers-hours/eu-rules>

Unite will also continue to publicise the long hours culture in the industry both to the general public and government.

The safety and health of transport workers is being adversely affected by the lack of adequate toilet and washing facilities, which has been made worse by the closure of many public facilities. **Professional drivers must have access to high quality, clean, safe and secure washing facilities throughout the road network.**

Trade union pressure has led the Health and Safety Executive (HSE) to review the situation around access to welfare facilities for visiting delivery drivers, particularly the guidance to duty holders, and re-examined the Workplace (Health, Safety and Welfare) Regulations 1992. As a result it will update guidance to state that drivers must have access to welfare facilities in the premises they visit as part of their work.⁸³

Driving for a living means spending most of your time on the road. Unlike other workers, lorry drivers struggle to be able to park and rest in suitable places. **Unite will lobby government to secure funding from the Road User Levy to investigate the current state of roadside facilities in the UK and fund development of new facilities where identified.** This should include establishing where current facilities stand against the standards set in the LABEL scheme. **Unite will also campaign for a study of existing park and ride facilities to see if they are suitable for HGV parking at night and, where appropriate, lobby to have any new park and rides suitable for HGVs for overnight parking and driver rest facilities.**

A model access agreement for any employer that has an agreement with Unite will be promoted to ensure that all visiting drivers are allowed access to existing on-site facilities.

In May 2019 trade unions in European road transport joined forces with employers' organisations to request action from the EU and its Member States to create a denser network of safe and secure truck parking areas (SSTPAs) offering appropriate services. The Social Partners, IRU and ETF, met the EU Transport Commissioner and presented a joint statement to call for dedicated support mechanisms and incentives to ensure the necessary policies and funding⁸⁴.

For the UK's HGV drivers, loopholes in the Working Time Directive, in respect of periods of availability for example, are promoting a 'long hours' culture. Excessive working time is also a reflection of inadequate pay and a reduction in working hours should not compromise decent pay. Unite is campaigning for better enforcement of drivers' working hours rules and has also put forward a 'model' truck stop facility.⁸⁵

In civil aviation, we have highlighted the dangers to staff and passengers of inadequate rest periods. **Safe transport requires proper rest periods and rest facilities for transport workers such as drivers.**

Unite supports the use of technology to improve health and safety in the industry. This includes forward facing cameras but we oppose the use of inward (driver facing) cameras and audio enabled equipment in the cabs of vehicles. The implementation of safety equipment must have regard to workers' dignity.

Unite expects all companies where we have recognition to negotiate and agree a 'fair use' policy for any video technology on vehicles but this must not include cameras on the driver. Where technology and further safety modifications are to be installed in vehicles, they should only be done where it is demonstrable that it will improve safety and not be used as a tool to routinely discipline drivers.

Another issue is drivers' cabs which, despite being their working environment, are still not deemed to be their workplace. Any incident that takes place when someone is at work should be recorded as such even if it takes place on the public highway. **Drivers' cabs should be brought under the provisions of the relevant health and safety legislation.** The use of technology-driven Labour Management Systems in warehousing and logistics to excessively monitor transport workers is leading to increasing levels of work intensification, stress and mental health issues.

⁸³ <http://www.hse.gov.uk/logistics/index.htm>

⁸⁴ <https://www.etf-europe.org/social-partners-in-road-transport-stand-together-to-demand-eu-action-on-safe-and-comfortable-truck-parking-areas/>

⁸⁵ *The Unite Professional Drivers' Handbook* contains details about key European and domestic health and safety rules and issues including drivers' hours and tachograph matters

Mental ill-health and occupational stress is a huge concern for transport workers and Unite is encouraging joint working with employers to protect and support our members in the industry. Following motions passed at the policy conference Unite is pushing the mental health agenda forward. Under the guidance of a Unite task group and following a wide consultation with representatives, a mental health guide will be produced⁸⁶. In addition, an extensive array of mental health training courses has been implemented across Unite for representatives, officers and staff.

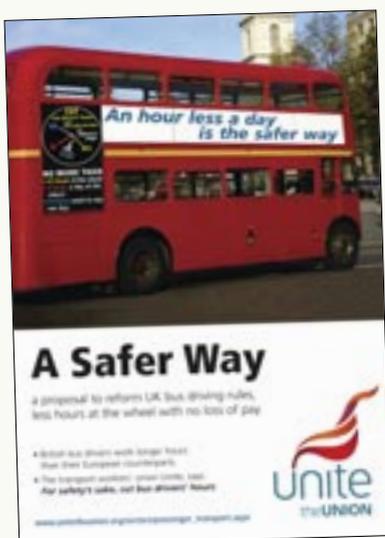
There needs to be protection against fatigue for transport workers, particularly in road transport and civil aviation, through stronger regulation and proper enforcement of driving, working and duty hours, including ending the abuse of Working Time Regulations by unscrupulous employers through 'periods of availability' and an end to the 'just in time' culture and monitoring of workers when driving. Excessive monitoring of warehouse workers engaged in picking is also a cause for concern. **The impact of related stress and mental health issues in the transport sector needs action.**

Safe loading procedures in all modes of transport are also essential for passenger and transport worker safety. They should not be compromised in a 'race to the bottom' to cut costs.

Unite has also drawn attention to the mounting concern about exposure of diesel exhaust emissions as a workplace health and safety and public health issue. **The Government should act upon the upgrading by the International Agency for Research into Cancer of diesel engine exhaust to a Group 1 carcinogen - carcinogenic to humans – and ensure that health and safety regulatory activity fully and actively reflects this finding.**

In late 2018 the European Union reached an agreement on including workplace exposure to diesel engine exhaust emissions (DEEE) in the updated Carcinogens and Mutagens Directive. It was also agreed to set an exposure limit for DEEE which does not exist at present in the EU or the UK. Diesel engine exhaust emissions are regulated in the UK under the Control of Substances Hazardous to Health (COSHH) Regulations.

Unite will be extremely vigilant on this matter to ensure that Brexit does not impact on current law or prevent the proposed exposure limit for DEEEs being implemented in the UK. Unite is actively raising awareness of exposure to diesel engine exhaust emissions and ascertaining the health effects on our members including setting up a Unite Diesel Register for members to sign up to.⁸⁷



⁸⁶ Unite Mental Health Guide for Reps and Negotiators (Unite, 2019)

⁸⁷ Diesel exhaust can kill - report it! - <https://unitetheunion.org/campaigns/diesel-can-kill-report-it/>

Unite and others have also raised concerns about the effect of exposure to carcinogenic compounds in aviation both on board aircraft and on the ground, including a campaign on cabin air safety.⁸⁸

Government should act on these concerns. Unite is also campaigning on air quality on aircraft and in airports, and the weight, movement and stowage of passenger luggage.

Increasing automation in the industry (for example, the move towards driverless vehicles and the 'platooning' of road haulage) poses hazards for professional drivers and members of the public.

Concerns about a race to the bottom in terms of employment conditions and health and safety were vividly drawn to the public's attention by Unite's downstream oil distribution driver members. Unite's action has led to the introduction of a 'Petroleum Drivers' Passport (PDP)' (see further details in section on 'decent employment standards' below).

Docks remain one of the most dangerous industries to work in and Unite continues to work with HSE and Port Skills and Safety to revise and develop health and safety guidance, including on worker involvement. **It is essential that this tripartite working continues with the support of the HSE to ensure that the guidance is appropriate and carries the necessary authority.**

Within rail Unite is working with the regulator to improve safety including the cleaning up of the working environment. This has included inspections by the regulator of workplaces identified by members as particularly dangerous.

Mental health and stress are increasingly being raised as vital issues for transport workers as work intensifies and the increase in precarious working arrangements such as zero hours contracts, bogus self-employment and outsourcing make the working environment more fragmented and insecure for transport workers.

Unite members in the transport sector are persistently reporting the negative impact of work on their mental and physical health. At the 2019 TUC Congress, Unite held a fringe meeting to highlight the impact of long hours and fatigue on transport workers, citing responses to a Unite survey on long hours in the passenger transport and road transport, commercial, warehousing and logistics sectors.

Unite has shone a light on employment practices which are forcing transport workers to work excessive hours to the detriment of their health and wellbeing. The Unite 'long hours' survey found 54% of lorry drivers and 44% of passenger transport drivers work over 50 hours per week; 70% reported problems with physical health; 58% reported problems with their mental health and 80% stated that their family life and relationships had been damaged as a consequence of working long hours.⁸⁹

Unionised workplaces with active health and safety representatives are safer workplaces⁹⁰ and Unite is celebrated 40 years of union safety representatives in 2017-18. The importance of safety to the success of transport should be reflected in the **support and rights available to union health and safety representatives including the ability for 'roving' health and safety reps to cover a number of places of work. Workplaces need health and safety cultures which encourage the reporting of concerns by workers without fear of victimisation or financial loss.**



Petroleum Driver Passport

⁸⁸ <https://unitetheunion.org/campaigns/cabin-air/>

⁸⁹ *Workers being pushed to exhaustion and beyond new Unite survey reveals -*

<https://unitetheunion.org/news-events/news/2019/september/workers-being-pushed-to-exhaustion-and-beyond-new-unite-survey-reveals/>

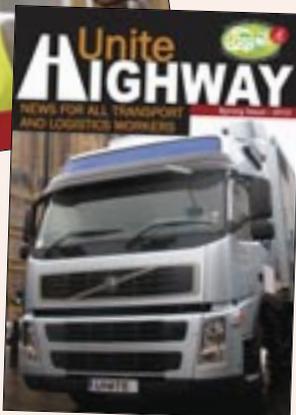
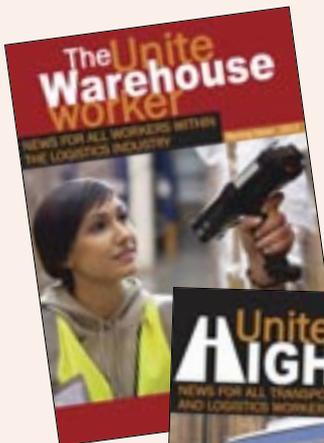
⁹⁰ *The Union Advantage*, TUC (2014) - https://www.tuc.org.uk/sites/default/files/TUC_UnionADV2.pdf

DECENT EMPLOYMENT STANDARDS

The value of unions and union representatives is widely recognised in ensuring decent and fair standards in a range of areas in addition to health and safety. Transport workers' experience of the deregulation and liberalisation of the sector is an undermining of standards, a 'race to the bottom' and attacks on trade union organisation. Trade unions act as an important safeguard against free markets and unscrupulous employers.

Unite is committed to tackling the issues facing transport workers. As well as being the largest transport union in the country, Unite plays a very important part in European and international organisations representing workers in the industry. We have representatives on the European Transport Federation (ETF) and International Transport Federation (ITF), both of which influence policy and regulations. This also gives us an opportunity to develop our relations with other unions. Many of the companies in the sector are multinationals and, as such, our strong links with international unions are key to organising for success. Through our presence in the ETF and ITF we join our international colleagues in the fight for better working and living conditions.

Unions need to be involved in issues that affect work organisation such as the development of large transport hubs and the introduction of new technology to ensure that safety, service and well-being are not compromised by pressure to cut costs and a 'race to the bottom'.



In road transport the use of technology is helping to ensure employers are held accountable but with digital tachometers there is a price. The cost of the introduction of new technology should not be passed on to the driver.

Unite demands that **all digital tachograph cards should be paid for by the employer.** Recognition is given to the issue of replacement cards but no employed member should have to pay for the card.

Trade union density levels in the bus industry are amongst the highest in the whole of the economy at around 80%. Unite believes bus workers in the industry deserve to be represented as much as the bus passenger representatives who have already been given statutory consultee status. **Trade unions should be included as statutory consultees as worker representatives under 123E (4) of the Bus Services Act 2017. Trade unions should be statutory consultees on all aspects of bus policy.**

The transport sector is also subject to a rise in precarious employment through practices such as zero hours contracts and outsourcing. According to the Office for National Statistics, 15% of transport workers are on zero hours contracts⁹¹. In numerous submissions, such as to the Taylor Review of Employment Practices in the Modern Economy, Unite has persistently argued against the proliferation of precarious work with examples of how workers in all sectors of our union are being affected by the so-called 'gig economy'.

⁹¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/emp17peopleinemploymentonzerohourscontracts>

Unite has seen the increased use of subcontracting in the road transport sector to undercut wages and terms and conditions with workers being trapped in agency contracts despite working for the same company and in the same role for years. In road haulage large multinational firms are persistently sub-contracting throughout their supply chains to maximise profits leading to 'race to the bottom' practices where wage and non-wage earning workers are overworked and underpaid. For too long the 'Swedish Derogation' allowed employers to benefit from an unequal workforce. It is right that genuine agency workers receive pay parity. Unite lobbied and campaigned for the removal of the Swedish Derogation and we welcome the news of its abolition in April 2020. This was achieved with union campaigning and Unite played a pivotal role.

In 2018 the Court of Appeal upheld the ruling from an Employment Tribunal which declared that Uber drivers are workers and should have the rights allowed to them under UK law. Uber has claimed its drivers are self-employed which the tribunal found to be "faintly ridiculous".⁹²

Bogus self-employment is fast becoming a common occurrence in road transport and is used to deny workers their statutory employment rights. No worker should be stripped of their rights simply because they do not work in a traditional workplace or because the only work on offer is supposedly 'self-employed'.

The Government should commit to lifting the universal level of employment rights by extending existing rights to all those in work. The legal default should be for all workers to have employed status with the onus on the employer to prove a person is genuinely self-employed.

Government should remove all loopholes in the Agency Workers Regulations and ensure they are properly complied with and not circumvented through practices such as zero-hours contracts.

Union representatives in workplaces where Unite has recognition should have access to agency workers and other vulnerable workers.

Human trafficking and human smuggling is a growing concern for the transport sector as it typically depends on transportation systems. Human traffickers and human smugglers take advantage of legitimate transport modes such as taxis, trains, airplanes, ports and trucks to transport victims. Human trafficking is an abhorrent crime and a violation of human rights. It involves transportation of people for exploitation in forced labour, domestic servitude, sexual exploitation and forced criminal activity. Transport workers can also be wrongly accused of trafficking.

Across the transport sectors Unite has been working with our shop stewards in establishing ways that we can fight against trafficking and exploitation of people. The Unite taxi school delivers training to new drivers in human trafficking prevention. In road transport we have been working with the International Transport Workers Federation (ITF) and the FNV union in the Netherlands to research and report cases of labour exploitation of migrant HGV drivers. In civil aviation we are working with the ITF to ensure that the International Civil Aviation Organisation (ICAO) deliver training to air crew on human trafficking and smuggling. We have also been working with ITF inspectors on trafficking and ports.

Unite is working with the Gangmasters and Labour Abuse Authority (GLAA), the International Labour Organisation (ILO), the ITF and international trade unions and has called on governments and employers to work with trade unions in developing complementary inspection and enforcement mechanisms to clamp down on recruitment practices such as letterbox agencies who are conduits for tax avoidance and worker exploitation and we will work to identify and develop interventions to prevent trafficking and smuggling and support exploited workers in getting access to justice and compensation.

Professional drivers have a legal obligation to have medicals. Unite research has shown that these compulsory medicals vary greatly in both cost and quality. These medicals are a vocational necessity and ensure that drivers are fit and healthy to carry out their job.

⁹² *Uber granted right to appeal against ruling on UK drivers' rights*, The Guardian 19th April 2017 - <https://www.theguardian.com/technology/2017/apr/19/uber-appeal-uk-employment-ruling-drivers-working-rights>

Drivers are often forced to look at the cheapest medicals rather than the best quality which puts their own and others' safety at risk. As such Unite expects that, **in the short term, all compulsory medicals for professional drivers are fully funded by the employer, but we will campaign for those medicals to be free on the NHS and conducted by NHS medical practitioners.** Unite will seek support from employers and their professional associations to progress this campaign which will also include a lobby of government.

Increases in the age whereby you can access your state pension has resulted in professional drivers having to work longer. This has increased the number of drivers who are obliged to take annual medicals when they reach 65 years of age. **Unite believes that this discrepancy should be remedied. As the state pension is raised, it should follow that drivers should only have to take annual medicals once they have reached state pensionable age. Until that time a medical every 5 years should be sufficient.**

We know that the medical standards expected to be observed in the industry will, on occasion, result in drivers losing their vocational licence through medical issues. Should this happen to a driver over the age of 65 we believe that the state pension should become available at the date of revocation.

Unions ensure employment rights are not only enforced, but that steps are taken to prevent problems and promote fair and decent standards and treatment. This includes extending workers' access to learning and skills, fair and safe work organisation and working time, productivity and pay, pensions, procedures for sickness, holidays, family friendly policies, discipline and grievance. Such actions can reduce labour turnover and absenteeism, make workplaces - and society more broadly - fairer and more equal, and improve job satisfaction and employee engagement.⁹³

The Conservative Government pursues an ideologically driven anti-union agenda that has sought to undermine the effectiveness of unions through attacks on employment legislation and trade union facility time. This is no better illustrated than by the Trade Union Act with its attacks on the ability of working people to defend and improve their working conditions⁹⁴ including attacking the right of transport workers to take strike action. Unite welcomes the Labour Party's commitment to **repeal the Trade Union Act and roll out sectoral collective bargaining.**⁹⁵

Unite supports HS2 and its extension which should be used to boost jobs and skills. Unite secured agreement ending the scandal of workers on HS2 being denied the correct overtime rates and deprived of the correct holiday entitlement. **HS2 must enforce the Initial Framework Agreement designed to underpin standards, including on union organisation throughout the life of the project, and ensure future suppliers comply.**

It is unacceptable that transport workers who provide an essential service that has huge benefits for the people and the economy are being pushed to their limit. Companies are risking the safety of their employees and the general public to maximise profits. Our members tell us they feel compelled to work overtime because of poor pay and company pressures.

Driver fatigue is gravely impacting professional drivers. Unite has called for **proper implementation of the European driving hours regulations in the UK** as professional drivers are driving for longer periods and over greater distances than their European counterparts. This is a matter of public safety on our roads. Within the context of Brexit, the final settlement must retain all that we have fought for within the EU – from regulations on vehicle standards to health and safety legislation and we should as a minimum retain parity with Europe.

Transport needs a properly protected workforce and this requires proper protection and facilities for trade union representatives.

⁹³ *The Road to Recovery*, TUC (2010) -<http://www.tuc.org.uk/economy/tuc-17727-f0.cfm?themeaa=touchstone&theme=touchstone>

⁹⁴ *Dark day for workers as Tory anti-union laws come into force - but Unite vows to defend its members* - <http://www.unitetheunion.org/news/dark-day-for-workers-as-tory-anti-union-laws-come-into-force---but-unite-vows-to-defend-its-members/>

⁹⁵ *For the Many Not the Few*, Labour Party Manifesto (2017) - <http://www.labour.org.uk/page/-/Images/manifesto-2017/Labour%20Manifesto%202017.pdf>

Unite condemns the blacklisting and victimisation of trade unionists by employers. **Government policy should strive to stamp out blacklisting activities (including informal blacklisting) and blacklisting should be publicly repudiated by those awarding and competing for contracts in the transport sector. No public contracts should be awarded to those engaging in such practices.**

Unite's efforts to promote stability, security and responsibility in the transport sector include dealing with the fragmentation of the fuel oil distribution industry and has led to the introduction of the 'Petroleum Drivers' Passport' (PDP), which now covers over 9,000 tanker drivers across England, Scotland and Wales and establishes an Industry Training Standard for health, safety and driver training, with appropriate means of accreditation.⁹⁶ The training is a mixture of classroom and practical learning. The passport is renewed on a five year cycle, but also has an annual refresher requirement and will see fuel depots and refineries refusing to load tankers whose drivers do not hold a PDP.

Unions have a positive impact on skills and training, particularly where there are union learning representatives (ULRs). Union recognition has a consistently positive effect, not only to the extent that employees are provided with training but also on the amount of training received.⁹⁷

The Certificate of Professional Competence (CPC) was introduced into the road transport industry in 2009 for lorry drivers and is compulsory if you want to drive professionally. Unite considers the CPC to be a vocational qualification and as such we expect **all CPC training for drivers to be carried out in working time and should be recorded as such against drivers' working time.** The time should also be paid by the employer at the appropriate rate for when the training took place. If not in 'normal' working hours the time should be paid at the applicable rate of pay.

Unite has successfully negotiated with many employers for drivers to be paid whilst conducting Driver Certificate of Professional Competence (CPC) training. In the absence of a formal framework for workers' representatives, employers and government to develop this, Unite has also been delivering its own Driver CPC training to members. Unite would also be supportive of initiatives from relevant governing bodies to introduce a Warehousing CPC.

CPC training should be of the highest standard and consistent for all drivers across all countries in which the CPC is mandatory.

We further believe in order to **continue to raise standards in the industry the CPC should be assessment based rather than just based on participation.**

Government and industry should fund real training initiatives which will promote real skills, equal opportunities, and improve future transport efficiency and safety. We need properly regulated National Professional Standards and trade union involvement in all training bodies.

Digitalisation and automation

On the issue of technological change, digitalisation and automation, Unite argues that technology should be implemented in a way that is beneficial for all, with work as the central pillar of society.⁹⁸ Automation will change the nature of existing work but Unite does not accept that it must result in inferior work or unemployment.

In a speech to the TUC in 2015, Andrew Haldane, Chief Economist, Bank of England said that up to 15 million jobs in the UK could be at risk of automation over the same time period.⁹⁹ Unite is clear that to avoid the worst case scenarios, workers and their trade unions must play a central role in the implementation of new technology and share of rewards. As others have noted, an appreciation of the crucial role of labour bargaining power is missing from today's debate about the 'march of the robots'.¹⁰⁰

⁹⁶ <http://www.unitetheunion.org/how-we-help/list-of-sectors/road-transport-commercial-logistics-and-retail-distribution/the-petroleum-driver-passport-scheme/>

⁹⁷ *The Union Advantage*, TUC (2014) - https://www.tuc.org.uk/sites/default/files/TUC_UnionADV2.pdf

⁹⁸ *Industrial Strategy: building an economy that works for all* – Unite submission to Industrial Strategy Green Paper (2017) - https://apps.groupdocs.com/document-viewer/Embed/0dc3a9ba6e7c4b36c84f2ce64222746013e93e6d933d8d5b19cae64938f89e1d?quality=50&use_pdf=False&download=False&print=False&signature=W%2BwOdEU9jTpMghps5prFxEa%2Blv0

⁹⁹ 'Labour's Share' - a speech given by Andrew Haldane, Chief Economist, Bank of England, to the Trades Union Congress, London, 12 November 2015

¹⁰⁰ *Fear of the robots is founded in the messy reality of labour*, Duncan Weldon, Financial Times, 17th April 2016, URL <https://www.wmu.se/news/transport-2040-how-automation-and-technology-will-impact-future-work>

A report by the International Transport Workers' Federation (ITF) and the World Maritime University (WMU) has looked at how the global transport industry will change as a result of automation and advanced technologies¹⁰¹. Key findings indicate that technological advances are inevitable, but will be gradual and vary by region.

Workers will be affected in different ways based on their skill levels and the varying degrees of preparedness of different countries.

Unite is calling for:

- The **extension of collective bargaining in the workplace to include the introduction of new technology;**
- **Trade union members at board level to be involved in all decisions relating to the introduction of new technology in the workplace;**
- **Regulation for how employee information can be gathered, stored and disclosed;**
- **Social and economic impact assessments** to accompany government investment in new technology such as autonomous or electric vehicles;
- A commitment to a **programme of re-skilling and up-skilling** existing workforces;
- The creation of **new training and apprenticeship schemes** reflecting changing job roles.

Unite has produced a draft 'New Technology Agreement' to assist union representatives in negotiations with employers.¹⁰²

Compulsory Driving Licence Checks

It is a legal obligation for an operating licence holder to ensure that drivers they employ are eligible to drive. For most this is not a problem, but since the abolition of the driving licence paper counterpart some employers have had to revisit their procedures.

Information held by DVLA regarding driving entitlements or endorsements is personal data covered by the Data Protection Act 1998 and there are rights over who can access that information and for what reasons. Employers may have a legal obligation to check eligibility to drive and may request evidence. Unite has issued guidance on driver licence checks and the need to consider the safety of personal data. In many companies Unite members are covered by an existing agreement which is working. However, **agreements on compulsory driving licence checks should be updated periodically, especially relating to who can access the information, how the information is stored and for how long.**



¹⁰¹ <https://www.wmu.se/news/transport-2040-how-automation-and-technology-will-impact-future-work>

¹⁰² <https://unitetheunion.org/work-voice-pay/work-voice-pay-guides/>

EQUALITY AND PROTECTION FROM VIOLENCE FOR TRANSPORT WORKERS

Transport is central to equality in society and to access for disabled people, and there are vital equalities issues for workers in the transport sector, which are also important to the diversity of passengers and the public generally.

Recognising the equality protection requirements of transport workers working across the world, Unite is part of global union action for women, black & Asian ethnic minorities, disabled and LGBT+ workers. Additionally, Unite has been strongly campaigning for equality and anti-discrimination legislation in the UK, as a minimum, to retain parity with Europe.

The transport and storage sector already has one of the worst records of employing women, with women accounting for 23% of the sector workforce compared to 47.7% across the economy. It is also one of the most poorly qualified. Training and regulation are vital in guarding safety and as an investment in skills for the future, and central to equality at work. Closure of training and poor quality training not only hit skills but equal opportunities too.

Unite has supported and led initiatives in this area, including:

- tackling under-representation of women workers in bus, rail and road haulage;
- tackling barriers to progression faced by black and Asian ethnic minority workers in transport;
- ensuring action on recruitment and retention of disabled workers;
- supporting positive action training, including basic skills and language training;
- dignity at work, action on violence against women and against all transport workers, including recognition of cabin crew as safety and security professionals;
- training for transport workers on disability awareness and action;
- ensuring travel concessions apply to same sex partners of transport workers without discrimination;
- trade union and employer training on equal opportunities, equality impact assessments and audits;
- negotiating agreements for a plan of action to support trans workers in transport;
- promoting rights for union equality representatives; mental health seminars for Unite transport reps and their employers to raise awareness and take action;
- campaigning for 'toilet dignity' which calls for access to decent toilet facilities particularly affecting women.

The transport sector's poor record on employment levels for women needs positive workplace policies that support women's participation. This includes family friendly policies and better scheduling of work patterns which also assist male parents and carers, and positive training opportunities.

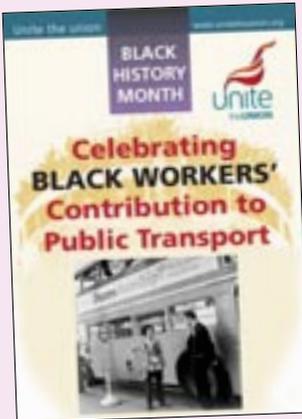


Action to ensure progression of black and Asian ethnic minorities (BAEM), disabled workers' retention and LGBT+ equality is also vital.

Union equality representatives play an innovative role recognised by a number of transport employers as well as by ACAS and the Women and Work Commission. In order to ensure fairness and equality at work, union equality reps should have statutory rights to paid time off and facilities.

Clear confidential procedures supported by union education and workplace awareness are vital in preventing and dealing with harassment, bullying and violence in all forms. Action on White Ribbon Day, 25th November 'Say No to Violence against Women', and on Black History Month, Disability and LGBT+ History Months' events, for example, all have an important part to play.

Unite is also calling for the UK government to ratify the new ILO convention on ending violence and harassment in the world of work which recognises the serious impact on transport workers agreed at the ILO Centenary Conference in 2019¹⁰³.



Jeff Hurd, reportdigital.co.uk



Roy Peters, Roy Peters Photography

¹⁰³ https://www.ilo.org/ilc/ILCSessions/108/reports/texts-adopted/WCMS_711570/lang--en/index.htm

A MORE SUSTAINABLE TRANSPORT SYSTEM THAT IS BETTER FOR THE ENVIRONMENT

Transport accounts for around 24% of UK greenhouse gas emissions, with road transport, and passenger cars in particular, the most significant source of emissions in this sector.¹⁰⁴ It is also the sector that has seen only a 2% reduction (by 2015) in emissions since 1990 and the current trend is for emissions to grow beyond 1990 levels despite efforts to the contrary.

Reducing greenhouse gases from transport will be a major part in meeting the UK's commitment to reducing greenhouse gas emissions by 80% compared to 1990 levels by 2050. This will not only require action to 'decarbonise' transport and develop emission reducing technologies, it will also depend on persuading people to make travel choices that are less environmentally damaging.¹⁰⁵

Initiatives to reduce emissions must also have proper regard for health and safety. A 10 year trial into the use of high volume semi-trailers on Britain's roads has so far resulted in a lower than expected take up and initial evaluation reports that there is not yet sufficient data to perform any meaningful analysis.¹⁰⁶ Unite is concerned that due to increased length there is a heightened risk to workers and members of the public when these vehicles are manoeuvring.

As mentioned in the foreword, there is a clear international dimension to dealing with the global climate crisis and Unite is working with the International and European Transport Workers' Trade Union Federations (ITF and ETF) to promote a coordinated approach to sustainable transport initiatives across countries, including the Our Public Transport Programme¹⁰⁷, Climate Justice¹⁰⁸ and Trade Union Vision on Sustainable Transport projects.

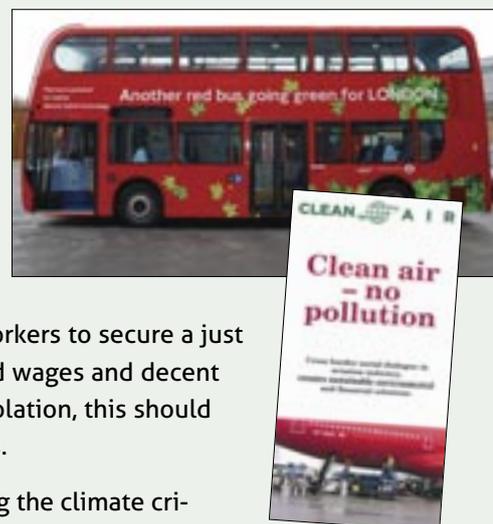
The ITF is committed to representing the joint interests of transport workers to secure a just transition to a sustainable transport system based on secure jobs, good wages and decent working conditions.¹⁰⁹ Whilst we recognise that we cannot think in isolation, this should not prevent the UK from taking a lead or addressing its own challenges.

Unite has been active in making the case for a 'just transition' in tackling the climate crisis¹¹⁰ and welcomes, and contributed to, the principles developed in the TUC's statement on a just transition¹¹¹. These are:

- a clear and funded path to a low-carbon economy
- workers must be at the heart of delivering these plans
- every worker should have access to funding to improve their skills
- new jobs must be good jobs.

Government should commit to these principles.

Regulation and procurement practice needs to support a sustainable transport industry by enabling longer term considerations, and ensuring social and environmental goals as well as economic growth. Investment is needed to support research into technology for minimising the pollution effects of transport, such as cleaner fuels and electric vehicles, which is important to communities and transport workers.



¹⁰⁴ 2015 UK Greenhouse Gas Emissions (BEIS/ONS) - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/589602/2015_Final_Emissions_Statistics_one_page_summary.pdf

¹⁰⁵ *British Social Attitudes 2012 – Transport*, <http://www.bsa-29.natcen.ac.uk/read-the-report/transport/introduction.aspx>

¹⁰⁶ Evaluation of the High Volume Semi-Trailer Trial: Annual Report 2012, Report for Dft by Risk Solutions (2013) https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/204084/hvst-trial-annual-report-2012.pdf

¹⁰⁷ <https://www.itfglobal.org/en/sector/urban-transport/people%E2%80%99s-public-transport-policy->

¹⁰⁸ <https://www.itfglobal.org/en/focus/climate-justice-and>

¹⁰⁹ <http://www.itfglobal.org/en/resources/training-education/itf-climate-change-conference-discussion-document/>

¹¹⁰ *Meeting the Climate Change Challenge (Unite, 2015) and Tackling the Climate Change Crisis (Unite, 2019)*

¹¹¹ <https://www.tuc.org.uk/research-analysis/reports/just-transition-greener-fairer-economy>

In aviation many nations are exploring biofuel alternatives from non-agricultural sources that do not reduce the amount of land used for food production or destroy the rain forests.

Unions also have a particular role to play in promoting and delivering a sustainable environment through environmental representatives and 'green workplace' initiatives. At the Port of Felixstowe, for example, Unite was active on environmental issues with the senior union steward and environment representative sitting on a joint union-management environmental committee whose work led to a reduction in the port's carbon footprint and increase in its recycling rate.¹¹² Work also included supporting green travel.

As mentioned in the section on 'safe transport', Unite is actively raising awareness of exposure to ultra-fine particle engine exhaust emissions and ascertaining the health effects on our members by setting up a Unite Emissions Register for members to sign up to.¹¹³

The union role in delivering a sustainable environment **needs to be supported through statutory rights for training and facility time for all trade union environment reps.**

But there also needs to be a move towards a transport system based on much greater use of public transport, cycling and walking. Disincentives to car use will only be effective or fair when there is a low-cost, clean, safe and convenient public transport alternative and active support for cyclists and pedestrians.

Unite supports aviation's inclusion in the EU Emissions Trading Scheme (ETS) which applies to every airline calling at a European airport. However, the scheme can provide a financial advantage to transatlantic routes that avoid Europe and emit more greenhouse gases. Consequently, Unite supports the International Air Transport Association's (IATA) Carbon Offsetting Scheme for International Aviation (CORSIA)¹¹⁴ plans for a **global emissions scheme for civil aviation**, although believes it should be introduced sooner. **The introduction of aviation offsetting should lead to a global emissions trading scheme (ETS) and the abolition of Air Passenger Duty (APD).** If APD is to be maintained, however, then the revenue stream should be hypothecated and used for environmentally friendly civil aviation projects, i.e. research and development and implementation of new operational practices and technology. There should also be a harmonised application of APD throughout the UK.

The free-for-all of the cabotage market within automotive delivery in road haulage, which will see non-UK registered hauliers from continental Europe 'running empty' for longer, should be replaced with **a planned and intermodal freight strategy based on environmental and economic efficiency.**

Sustainable transport requires proper planning. It also requires investment, effective regulation, smart procurement policy and better integration of transport modes. All of these issues are considered in more detail elsewhere in this report, but this further demonstrates the need for government to have a comprehensive and clear transport strategy that connects relevant policy areas.

As the largest trade union in the automotive industry, Unite fully supports **a just transition to electric and alternatively powered vehicles** including battery electric vehicles, plug-in hybrid electric vehicles, and hydrogen-powered passenger transport. **The manufacture of such vehicles should be at the centre of three integrated environmental, industrial and public transportation strategies.**

Such a transition will **require significant public investment in charging infrastructure and related energy utilities, and via positive vehicle procurement. Within the industry, workers must be supported to re-skill and up-skill, particularly within the supply chain** (such as drivelines and engines) when the demand for components changes as the national fleet transitions.

Unite welcomes the potential for hydrogen powered vehicles, but notes issues around the source of hydrogen if extracted from natural gas and plans by a number of natural gas distribution networks to curtail this by utilising carbon capture technology.



¹¹² *Green Workplaces at Work 2012*, Labour Research Department and TUC (2012)

¹¹³ Diesel exhaust can kill - report it! - <http://www.uniteunion.org/campaigning/diesel-exhaust-can-kill---report-it/>

¹¹⁴ <https://www.iata.org/policy/environment/Pages/corsia.aspx>

CONCLUSION:

SUMMARY OF KEY POINTS AND RECOMMENDATIONS

Strategy

Government needs to have a clear, integrated and sustainable transport system for all that recognises the importance of transport to society, the economy and the environment, as well as the key role played by transport workers.

This strategy should include:

- a commitment to investment;
- accessible, affordable, integrated and accountable public transport;
- a fundamental shift away from further privatisation and deregulation;
- safe and healthy transport with decent employment standards, equality and protection from violence for transport workers;
- a sustainable transport system and a 'just transition' for transport workers.

Investment

- A commitment to investment. Public investment in transport must at least match the best international levels.
- Invest immediately in modernising our transport infrastructure system to boost productivity and build a sustainable economy.
- Deliver in a sustainable and accessible way on commitments made for the high speed rail network.
- Deliver on the Crossrail 2 project.
- Ensure the new runway at Heathrow is delivered in an environmentally sustainable manner.
- Government procurement strategy must be transparent and supportive of UK industry. Contracts must include social impact clauses and ensure fairness for British based manufacturing and the supply chain.
- Government must look at future rolling stock contracts to have an inbuilt commitment to ensure that design, engineering and manufacturing are preserved in the UK.

Transport for All

- The social value of transport needs to be explicitly considered in policy-making and in the planning system.
- Concessionary travel policy should ensure that anybody unable to make use of their concession on existing eligible transport services should be permitted to use it on other transport services.
- Ensure that public transport fulfils its important social function by being accessible, affordable, integrated and accountable.

Accessible

- Properly consult with passenger groups, disabled peoples' and user organisations as well as transport unions.
- Research into the adequacy of safe accessible public transport for disabled people and their experience of using these services.
- More to be done by bus companies in designing buses with better accessibility for wheelchair users.
- The Disabled Persons Transport Committee (DPTAC) should include, as previously, trade union representation.

Affordable

- No cuts to concessionary fares for young, older and disabled people.
- No further cuts to the Bus Service Operators Grant (BSOG), as the cuts have had damaging and wide ranging consequences for local communities, public transport services, low income groups, the UK economy and the environment.
- Government must set out a long term policy framework supporting investment for buses and link buses into other government policies beyond a transport.
- A level playing field to ensure no airport in the UK is disadvantaged by changes in Air Passenger Duty.

Integrated

- Institutions with appropriate powers need to be established at national, regional and local level to co-ordinate strategic transport planning and deliver an integrated transport system.

Accountable

- Transport decisions taken at the appropriate level and through institutions that reflect the wide range of transport interests including transport unions.
- A strong national transport authority capable of co-ordinating national strategic transport planning.
- City devolution may provide for effective oversight and control, but should not be a means of transferring the responsibility for cuts to public services and public spending away from central government. For devolution to work, appropriate resources need to be put in place.
- 'Devolving' transport powers should not result in the damaging fragmentation of public networks or compromise the need for a properly accountable and integrated transport system.
- Office for Budget Responsibility should be required to produce 'state of the regional economy' reports.

Challenging privatisation and deregulation

- **Shift in transport policy away from further privatisation and deregulation and towards more public ownership and accountability, including our railways and our bus services.**
- **Oppose the transition of the European Commission's drive towards further privatisation of transport through sector specific initiatives (such as 'Rail Package 4' and 'Ports Package 3') as well as more general measures such as the Concessions Directive into UK law as part of Brexit.**
- **Act to restore a world class bus system and remove the ban on councils in England setting up new public bus companies.**
- **Bring train operating companies back into the public sector.**
- **Keep Network Rail in public ownership.**
- **Use government purchasing to support UK train manufacturing.**
- **Provide adequate investment in the UK's docks, ports and waterways which should and should not be put in the hands of those who might strip and sweat long term assets at the expense of the travelling public and British commerce.**
- **Local Taxi Boards made up of the licensing authority, trade unions, the police and passenger representatives (including disability and women's safety groups) responsible for the monitoring of supply and demand with the remit of developing the trade in a progressive and managed way.**
- **A fair and equal licencing system for taxi and private hire vehicle (PHV) drivers which should include:**
 - o **licences to be issued by local licensing authorities**
 - o **national minimum standards**
 - o **restrictions on cross-border hiring**
 - o **government to set national enforcement powers for the regulation of taxis and PHVs**
 - o **capping the numbers of PHVs in England outside London.**
- **Private hire booking apps must respect hard fought for safeguards to passengers and should not be able to show the position of available vehicles and the estimated time of arrival before the booking is made.**
- **A cap on private hire drivers and vehicles in London.**
- **An integrated policy for aviation nationally, internationally, and with other modes of transport. Key features would include a vibrant and self-sustaining regional aviation policy, combined with the continued presence and development of an international hub airport at Heathrow (as recommended by the Airports Commission).**
- **No privatisation of our roads which are an integral part of our transport infrastructure.**
- **Ring fence HGV levy revenue in order to create a safe and sustainable transport infrastructure which improves, repairs and expands our roads and to provide much needed new parking and rest facilities for drivers and increased infrastructure for the charging of electric vehicles to improve air quality through reducing harmful nitrogen emissions.**
- **Any collection of payments by operators of non-UK registered HGVs should not be given to private contractors.**
- **The Government must transition into UK law the Eurovignette Directive in respect of road charging.**
- **DVSA to be properly staffed, funded and equipped to enforce transport laws and regulations and for suitably robust sanctions to be applied to those operators who choose not to meet these standards.**

Safe and healthy transport

- Health and safety legislation should, as a minimum, retain parity with that in Europe.
- Proper implementation of the European driving hours regulations in the UK.
- Health and Safety Executive to record statistics of deaths and serious injuries suffered by HGV drivers on the road as accidents at work and to respond to them accordingly.
- Professional drivers must have access to high quality, clean, safe and secure washing facilities throughout the road network.
- Government to secure funding from the Road User Levy to investigate the current state of roadside facilities in the UK and fund development of new facilities where identified.
- A study of existing park and ride facilities to see if they are suitable for HGV parking at night.
- Proper rest periods and rest facilities for transport workers such as drivers.
- Drivers' cabs should be brought under the provisions of the relevant health and safety legislation.
- Companies to negotiate and agree with union a 'fair use' policy for any video technology on vehicles (this must not include cameras on the driver).
- Drivers' cabs brought under the provisions of the relevant health and safety legislation.
- Stronger regulation and proper enforcement of driving, working and duty hours, including ending the abuse of Working Time Regulations by unscrupulous employers through 'periods of availability' and an end to the 'just in time' culture and monitoring of workers when driving.
- Safe loading procedures in all modes of transport are also essential for passenger and transport worker safety. They should not be compromised in a 'race to the bottom' to cut costs.
- Ensure that health and safety regulatory activity fully reflects the upgrading of diesel engine exhaust as carcinogenic to humans.
- Action on concerns about the effect of exposure to carcinogenic compounds in aviation both on board aircraft and on the ground.
- Maintain proper level of safety on our docks and ensure continuation of tripartite working with the support of the HSE to ensure that guidance is appropriate and carries the necessary authority.
- Support and rights for union health and safety representatives including the ability for 'roving' health and safety reps to cover a number of places of work. Workplaces need health and safety cultures that encourage the reporting of concerns by workers without fear of victimisation or financial loss.

Decent employment standards

- All digital tachograph cards should be paid for by the employer.
- Trade Unions should be included as statutory consultees as worker representatives under the Bus Services Act.
- Government should commit to lifting the universal level of employment rights by extending existing rights to all those in work. The legal default should be for all workers to have employed status with the onus on the employer to prove a person is genuinely self-employed.
- Remove all loopholes in the Agency Workers Regulations and ensure they are properly complied with and not circumvented through practices such as zero-hours contracts.
- Union representatives in workplaces where Unite has recognition should have access to agency workers and other vulnerable workers.

- **Governments and employers to work with trade unions in developing complementary inspection and enforcement mechanisms to clamp down on recruitment practices such as letterbox agencies who are conduits for tax avoidance and worker exploitation.**
- **In the short term, all compulsory medicals for professional drivers fully funded by the employer, but we will campaign for those medicals to be free on the NHS and conducted by NHS medical practitioners**
- **As the state pension is raised, it should follow that drivers should only have to take annual medicals once they have reached state pensionable age. Until that time a medical every 5 years should be sufficient.**
- **Repeal the Trade Union Act and roll out sectoral collective bargaining.**
- **HS2 must enforce the Initial Framework Agreement designed to underpin standards, including on union organisation throughout the life of the project, and ensure future suppliers comply.**
- **Proper implementation of the European driving hours regulations in the UK. Within the context of Brexit, the final settlement must retain all that we have fought for within the EU.**
- **Proper protection for transport workforce with proper protection and facilities for trade union representatives.**
- **Government policy should strive to stamp out blacklisting activities (including informal blacklisting) and blacklisting should be publicly repudiated by those awarding and competing for contracts in the transport sector. No public contracts should be awarded to those engaging in such practices.**
- **All Certificate of Professional Competence (CPC) training for drivers to be carried out in working time and recorded as such against drivers' working time.**
- **CPC training should be of the highest standard and consistent for all drivers across all countries in which the CPC is mandatory.**
- **CPC should be assessment based rather than just based on participation.**
- **Government and industry funding for real training initiatives which will promote real skills, equal opportunities, and improve future transport efficiency and safety.**
- **National Professional Standards and trade union involvement in all training bodies.**
- **The extension of collective bargaining in the workplace to include the introduction of new technology.**
- **Trade union members at board level to be involved in all decisions relating to the introduction of new technology in the workplace.**
- **Regulation for how employee information can be gathered, stored and disclosed.**
- **Social and economic impact assessments to accompany government investment in new technology such as autonomous or electric vehicles.**
- **A commitment to a programme of re-skilling and up-skilling existing workforces.**
- **The creation of new training and apprenticeship schemes reflecting changing job roles.**
- **Agreements on compulsory driving licence checks should be updated periodically, especially relating to who can access the information, how the information is stored and for how long.**
- **Full implementation of information and consultation and TUPE must be adhered to.**

Equality and protection from violence for transport workers

- Equality and anti-discrimination legislation should, as a minimum, retain parity with Europe.
- Positive workplace policies that support women's participation including family friendly policies and better scheduling of work patterns (which would also assist male parents and carers), and positive training opportunities.
- Union equality representatives play an innovative role recognised by a number of transport employers, ACAS and the Women and Work Commission. In order to ensure fairness and equality at work, union equality reps should have statutory rights to paid time off and facilities.
- Clear confidential procedures supported by union education and workplace awareness are vital in preventing and dealing with harassment, bullying and violence in all forms. Action on white ribbon day, 25th November 'Say No to Violence against Women', and on Black History Month, Disability and LGBT+ History Months' events, for example, all have an important part to play.
- UK government to ratify the new ILO convention on ending violence and harassment in the world of work which recognises the serious impact on transport workers agreed at the ILO Centenary Conference in 2019.

More sustainable transport and a just transition for transport workers

- Regulation and procurement practice to support a sustainable transport industry by enabling longer term considerations, and ensuring social and environmental goals as well as economic growth.
- Investment to support research into technology for minimising the pollution effects of transport, such as cleaner fuels and electric vehicles.
- Statutory rights for training and facility time for all trade union environment reps.
- A transport system based on much greater use of public transport, cycling and walking.
- A global emissions scheme for civil aviation.
- The abolition of Air Passenger Duty (APD). If maintained, then should be used for environmentally friendly civil aviation projects and there should be harmonised application of throughout the UK.
- A planned and intermodal freight strategy based on environmental and economic efficiency.
- A just transition to electric and alternatively powered vehicles including battery electric vehicles, plug-in hybrid electric vehicles, and hydrogen-powered passenger transport. The manufacture of such vehicles should be at the centre of three integrated environmental, industrial and public transportation strategies.
- Significant public investment in charging infrastructure and related energy utilities, and via positive vehicle procurement. Within the industry, workers must be supported to re-skill and up-skill, particularly within the supply chain.

UNITE TRANSPORT STRATEGY GROUP

Passenger Transport

National Industrial Sector Committee Chair – Taj Salam
National Industrial Sector Committee Vice-Chair – Darren Brown
Executive Council Members – James Mitchell, Simon Rosenthal
National Officer – Bobby Morton

Road Transport Commercial, Warehousing & Logistics

National Industrial Sector Committee Chair – Kevin Terry
National Industrial Sector Committee Vice-Chair – Tony Lewington
Executive Council Members – Dave Williams, Mick Casey
National Officers – Adrian Jones, Matt Draper, Tony Devlin (downstream oil distribution)

Civil Air Transport

National Industrial Sector Committee Chair – Brian Norbury
National Industrial Sector Committee Vice-Chair – Liam O’Gara
Executive Council Members – Trudi Lanigan, Nigel Stott, Jas Gill
National Officer – Oliver Richardson

Docks, Rail, Ferries & Waterways

National Industrial Sector Committee Chair – Richard Crease
National Industrial Sector Committee Vice-Chair – Peter Holden
Executive Council Member – Andy Green
National Officers – Bobby Morton, Harish Patel (Rail)

Unite EC Chair

Tony Woodhouse (Road Transport Commercial, Warehousing & Logistics)

Women Transport Workers

Jaine Peacock (ETF Women’s Committee)
Diana Holland (ITF Women Transport Workers Committee)

Young Transport Workers

Alexandra Haworth (Civil Air Transport, EC National Young members’ representative)
James Stevens (ETF Youth Committee)
Justyna Matuszewska (ITF Youth Committee)

Assistant General Secretary Transport

Diana Holland

Transport Research – John Earls (Director of Research), Irina Do Carmo, Colin Potter

Equalities Research – Anooshah Farakish

National Health & Safety Adviser – Rob Miguel

Support the Fair Transport campaign

**Fair Transport is fair competition,
equal working conditions and good jobs**

Unite is proud to support the Fair Transport Europe campaign being run with the European Transport Workers Federation.



As long as we cannot send an apple, a pair of shoes or ourselves by email, we need the millions of transport workers who connect Europe. But working conditions in European transport are being challenged by a race to the bottom and unfair business practices by some companies, causing deplorable conditions for workers.

Fair Transport is fair competition, equal working conditions and good jobs.

Fair Transport benefits all of us.

Find out more about the campaign go to: www.fairtransporteurope.eu



[unitetheunion1](https://www.facebook.com/unitetheunion1)



[@unitetheunion](https://twitter.com/unitetheunion)

www.unitetheunion.org





Unite represents more than a quarter of a million men and women transport workers

Regional Contacts:

North West	0151 559 2004
North East Yorkshire & Humberside	0113 236 4830
West Midlands	0121 553 6051
East Midlands	01332 548400
London & Eastern	0208 800 4281
South East	01753 313820
South West	0117 923 0555
Scotland	0141 404 5424
Ireland	Belfast 02890 232381
	Dublin +353 (0)1873 4577
Wales	02920 394 521