European Parliament

Relaunching transport and tourism in the EU after COVID-19

Part II: Transport workers

Transport and Tourism

EN

RESEARCH FOR TRAN COMMITTEE

Relaunching transport and tourism in the EU after COVID-19

Part II: Transport workers

Abstract

This thematic briefing provides the European Parliament's Committee on Transport and Tourism (TRAN) with an overview of the repercussions of the COVID-19 pandemic on EU transport workers and their working conditions, as well as policy recommendations to address the challenges emerging from the crisis.

CONTENTS

LIST OF ABBREVIATIONS

ATAG   Air Transport Action Group

CER   Community of European Railway and Infrastructure

EASA   European Union Aviation Safety Agency

EC   European Commission

ECDC   European Centre for Disease Prevention and Control

ERA   European Union Agency for Railways

ETF   European Transport Workers' Federation

EU   European Union

EVG   Eisenbahn- und Verkehrsgewerkschaft

GDP   Gross domestic product

IATA   International Air Transport Association

ICAO   International Civil Aviation Organization

ICS   International Chamber of Shipping

ILO   International Labour Organization

IMO   International Maritime Organization

IRU   International Road Union

ITF   International Transport Workers Federation

MLC   Maritime Labour Convention

OHCHR   Office of the United Nations High Commissioner for Human Rights

OECD   Organisation for Economic Co-operation and Development

PPE   Personal protection equipment

SEA   Shipyards' & Maritime Equipment Association of Europe

SME   Small and medium-sized enterprise

TRAN   Committee on Transport and Tourism

UIC   International union of railways

LIST OF FIGURES

LIST OF TABLES

EXECUTIVE SUMMARY

KEY FINDINGS

- COVID-19 has had a huge impact on the transport sector, putting an estimated 2.3 million workers in the European Union at risk of losing their job.

- Each transport labour market sub-sector is called to address the challenges that the pandemic has created and exacerbated; ranging from ensuring health and safety of workers whilst in operation, addressing employment protection issues, securing repatriation of stranded workers abroad such as seafarers, and ensuring that the travel industry recovers as quickly as possible.

- Measures taken at the EU level focus on ensuring the continuity of cross-border transport, while reducing the spread of the virus, primarily by providing guidelines, implementing Green Lanes, and facilitating frontier workers' border crossing.

- The national responses have predominantly aimed to support the workers and the industry financially, for example via temporary tax exemptions and loan guarantees, as well as by relieving the administrative burden of the transport sector.

- General recommendations aim to re-launch the transport sector and ensure its attractiveness by creating better working conditions and harmonizing rules across Member States.

The impacts of COVID-19 on transport workers

This thematic briefing is part of a set of briefings focusing on the challenges the transport and tourism sectors face as a consequence of the pandemic. It focuses on the topic of transport workers, who have been particularly affected by the repercussions of COVID-19.

The COVID-19 pandemic has caused major disruptions in the transport industry. Transport-related jobs often require workers to be physically present and to interact with colleagues or passengers. Such jobs cannot be carried out remotely, thus requiring additional measures to curb the spreading of the virus. It is estimated that 2.3 million transport and storage workers in the European Union are put at risk losing their jobs due to the pandemic.

Urban transport workers experience many risks. The increase in road traffic due to the rise in e-commerce means an increase in their work load, with consequences in terms of fatigue. Furthermore, many of the food home delivery and ride-hailing platforms' workers do not receive personal protective equipment from the platforms, and are instead pressured into working under unsafe conditions. The use of digital technology, for example in e-ticketing, has been implemented to replace contact with passengers, but may be a concern for those with insufficient technological access.

Road transport workers suffer from the impacts of trade restrictions and travel bans. Unpredictable and long waiting times at borders, due in part to the additional controls carried out at national borders, have led to drivers being fined for violating driving time limitations. The temporary relaxation of the regulations on driving times and resting period increased the workload of drivers and led to an increased risk of fatigue and accidents.

Rail transport workers meet with hundreds of passengers every day. Unless social distancing measures are enforced, it is hard to carry out controls at railway stations while protecting personnel and passengers. In this regard, the Community of European Railway and Infrastructure Companies (CER) has adopted guidelines recommending that states implement measures to track passengers after a COVID-19 case has been identified.

At the beginning of the pandemic and due to travel restrictions, workers abroad such as seafarers were unable to be repatriated and were stranded across the globe. The International Maritime Organization (IMO) called for designating seafarers as essential workers, to allow them to keep operating under acceptable conditions. The European Commission has also promoted guidelines to ensure the safe transit of staff and passengers. Workers in the cruise industry are experiencing a different kind of problem. The hospitality cruise workforce is often not included in governmental job retention schemes. This has created animosity and confusion among workers of this sector who, if unwilling to return to their jobs, will cause longer recovery times for the industry.

Aviation is one of the most precarious sectors. Globally, direct aviation jobs are forecasted to fall by 4.8 million by the beginning 2022, resulting in a contraction of 43% when compared to the pre-pandemic situation. Most airline groups have already planned major cuts in personnel, despite governments devising schemes for subsidies, cash injections and loans to protect the sector.

Measures carried out at the EU and national level

To support transport workers, the EU adopted guidelines to ensure the continuity of the flow of goods while facilitating the safe movement of workers. The guidelines covered border management measures, the communication on the implementation of Green Lanes, and communication to support border crossing of frontier workers. Furthermore, the Transport Support Package constituting four legislative proposals was adopted to provide relief to the transport industry and to ensure the safety of its workers.

National responses are mostly comprised of financial support, tax exemptions, special fiscal packages, loan guarantees and cash transfers to alleviate the burdens on the transport industry and revive the sector. A common approach has also been to temporarily suspend bureaucratic procedures for renewing licenses, in order to relax the enforcement of administrative rules and ease the responsibilities borne by workers.

Recommendations for EU policy-makers

The thematic briefing provides recommendations to ensure a safer working environment, guarantee better job protections for workers, support labour market challenges and promote social standards that reverse the lack of attractiveness of the transport sector. The briefing also advocates:

- A stronger social dialogue between stakeholders, to ensure that a better enforcement of EU rules is achieved throughout all Member States;

- Safer working conditions and higher social standards to reverse the sector's unattractiveness, especially for the younger generation and women;

- The endorsement and adoption of legislation guaranteeing that workers, especially platform workers, are socially protected better;

- Sector-wide associations and organisations to address the labour market challenge, by sharing good practices and promoting dialogue and research on skills shortages and recruitment.

Some sector-specific recommendations focus on:

- Integrating public transport offers with on-demand sharing services and implementing proper contractual frameworks for workers of the platform economy;

- Adopting better conditions for road transport workers, with enhanced facilities for long haul transport;

- Implementing easier contact tracing via apps to protect railway workers in train stations;

- Reviewing the compliance of all foreign ships calling at European ports with the Maritime Labour Convention related to the working and living conditions of seafarers;

- Maintaining governmental aid for aviation, harmonizing travel protocols and facilitating safe traveling to resume air-services demand.

1. OVERVIEW OF THE IMPACTS OF COVID-19 AND THE ADOPTED SOLUTIONS FOR TRANSPORT WORKERS

KEY FINDINGS

- 2.3 million of European jobs in transport and storage are at risk due to COVID-19. Younger workers, self-employed and online platform workers are the most vulnerable categories.

- The new health and hygiene protocols and measures, paralleled by the temporary relaxation of rules and exemptions in order to ensure the smooth functioning of the transport sector, have created additional stress and fatigue to transport workers.

- A number of transport workers suffered limitations and even violations of their rights and protections, e.g. truck drivers worked extended hours, seafarers were stranded at sea and airlines crews were unable to return to their home country.

- EU response aimed to ensure the safety of transport workers while guaranteeing the free movement of people and the continuous flow of goods across the EU through guidelines and recommendations.

- Many national responses have been devoted to providing financial support and guaranteeing the health of workers in the transport sector through advanced safety procedures, specific trainings and personal protective equipment.

1.1. Introduction

This chapter presents the current impacts of COVID-19 on transport workers and their working conditions, as well as the measures that were adopted across the EU. In addition to the general impacts that affected transport workers, the specific impacts per sector are identified.

1.2. Overview of impacts on transport workers, their working conditions and the measures adopted

1.2.1. General impacts

Health and hygiene conditions

The current situation exposes transport workers to health risks. Temporary relaxation of rules and exemptions[1], intended to ensure the smooth functioning of the transport system, are likely to have implications for the health and safety of drivers and transport workers in general. The increase in workload (in some situations) and the fact of belonging to a risk category makes them particularly vulnerable to the risk of infection: in 2019, over one third of people employed in transport occupations in the EU were aged 50 years old or over (36%), approximately the same amount of those aged between 35 and 49 (37%) – while only 27% were below 35 years.

In most cases, transport-related jobs cannot be conducted by teleworking. On the contrary, they require continuous contact with colleagues (crews, logistic centers and ports workers) and/or

---

[1] Following the COVID-19 outbreak, Member States granted temporary exceptions from the provisions on driving times, breaks and rest periods for drivers in commercial road transport.

passengers (flight attendants, railway controllers, bus drivers, riders). Measures were taken to avoid contact between colleagues, with diversified shifts, implementing social distancing in shared spaces such as canteens, the use of personal protection equipment (PPE), separation between drivers and passengers, and payment and control systems using contactless devices.

**Social and labour related conditions**

The quality of life and the working environment of transport workers is significantly affected by a range of different dynamics. The new protocols and rules have tried to contain the risk of contagion, for example by limiting the access of road drivers to various services, such as the closure of rest areas on motorways, the inaccessibility of refreshment and restaurant areas, as well as toilet services. The closure of the borders, particularly in the first period of the pandemic, between winter and spring, had severe impacts on workers who were carrying out their work outside their countries. Crews of the maritime sector were stranded on faraway ships and crews of the aviation sector in destination countries, in many cases outside the EU, often for several weeks and even months, sometimes with expired contracts. This has made crew changeovers particularly complicated, increasing workers' uncertainty, stress and fatigue. Moreover, airlines and cruise staff have been required to follow additional safety and security protocols, bringing additional pressure.

As for the road transport sector, the fact that the rules of working and travel time have been suspended in many cases, has on the one hand facilitated the movement of goods and passengers, and on the other has increased pressure on workers. Even before COVID-19, the road transport sector was facing a shortage of drivers, and was characterized by a high proportion of older workers approaching retirement.

Employment

The employment-related consequences of COVID-19 are a source of concern both in the short- and long-term. The restrictions in place inevitably have a negative impact on transport workers' employment and therefore have the potential to ignite social unrest. Moreover, in the long run the crisis is likely to prompt structural shifts in the labour market. This requires employment policies take these changes into account and encourage workers to acquire new skills in line with new types of jobs.

Employment policies must pay particular attention to the most vulnerable categories. In 2020, young workers across the transport sector have been on average impacted heavier by the crisis in terms of employment. Their contracts, are generally more precarious and have fewer guarantees, leading to exposure in the event of staff cuts. To provide an idea of the impact of COVID-19 on employment in the transport sector (including trade, accommodation, and food service activities), Figure 1 gives the employment overview for several countries. Countries which are more dependent on tourism are experiencing the heaviest contraction in terms of percentage reductions in employment in the sectors of trade, transport, accommodation and food service activities. For example, Greece, Spain, Portugal and Italy have experienced contractions of more than 30% per hours worked.

Figure 1 - Employment in selected sectors (hours worked), 2020-Q2 vs 2019-Q4, euro area
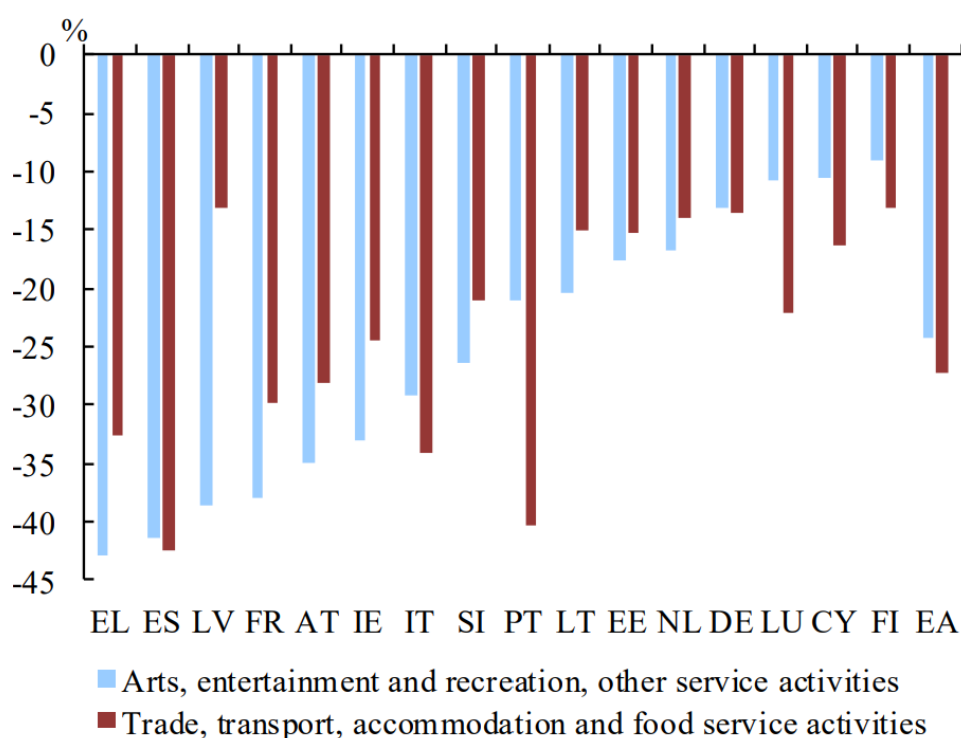
Source: European Commission, European Economic Forecast. Autumn 2020

On average, since the beginning of the pandemic, the reduction of passengers in the air and rail sectors has proved to be extremely high. For rail, between Q2 of 2019 and Q2 of 2020, there was a decline in passengers by between 37% and 90%, depending on the country. In the same period, the decrease in passengers in the air sector has been much more dramatic, between 91% and 99%. According to some estimates, 2.3 million European jobs (EU27 plus UK) for transport and storage workers are at risk. These estimates do not consider heavy truckers and lorry drivers, who are often designated as self-employed workers, but are in fact linked to large transport companies. Workers in the trucking sector are experiencing a decline in their revenues, due to the crisis and closures. Moreover, self-employment designation means that many fall outside the scope of labor and employment protection laws, yet they must absorb the costs of ownership, maintenance and other vehicle operating costs. According to the European Mobility Atlas 2021, the COVID-19 pandemic "further exposed the health and social risks that are linked to precarious forms of employment".

One of the most impacted sector is air transport. Across Europe, 18,000 pilots are at risk of losing their job or have already lost it, while 58.5% of ground handling workers are out of work, either because they have been laid off (23%) or because they are on furlough[2] (35.5%). Furthermore, according to IATA, the aviation sector has such a large impact on the European economy that the crisis indirectly places a further 7 million workers at risk. The total direct aviation jobs are forecasted to fall by 4.8 million by the beginning 2022, resulting in a contraction of 43% when compared to the pre-pandemic situation. Air Transport Action Group indicates that if the potential loss of those 4.8 million jobs affects all sectors

---

[2]   Defined as a temporary leave of employees due to special needs of a company or employer; in this case, due to economic conditions. The type of scheme depends on the national governments, but usually this covers a percentage of the regular salary.

that the aviation industry normally supports, 46 million jobs may be under threat, ranging from highly-skilled aviation roles to professionals working in tourism and the global transport system.

Although jobs in the railway sector have appeared more resilient when compared to other sectors, employment perspectives are nonetheless uncertain. The Netherlands Railway is expected to phase out 2,300 jobs (11.5% of their workforce) due to the drastically reduced revenue forecasted until 2024.

Finally, according to SEA Europe, Europe risks losing a million maritime jobs. This is related to the fact that "shipbuilding and maritime equipment manufacturing are export-oriented businesses sensitive to global macro-economic trends, trade volumes, and market sentiments[3]".

1.2.2.   Urban transport workers (including urban deliveries services)

Transport workers in cities have higher exposure to the risk of infection. According to a study by the Norwegian Institute of Public Health (NIPH), taxi, bus and tram drivers have been more infected than the rest of the population of working age. Between February and July 2020, there were 2.3 registered cases of COVID-19 per 1,000 people (category of 20-70 years) in Norway. Taxi, bus and tram drivers presented 1.5 to 3 times more infections, corresponding to 3.4-5.5 cases per 1,000 people. In the second phase, from July to November 2020, the general cases increased to 2.6 per 1,000 people. Although bus and tram drivers registered contagion levels similar to the general working age population, more cases were registered amongst taxi drivers, i.e. 4.2 per 1,000 people.

As previously stated, some countries have relaxed working time regulations in order to continue to ensure the frequency of the public transport service despite the shortage of drivers due to infections. However, care must be taken to avoid fatigue, exposing both drivers and passengers to higher safety risks.

As for urban logistics drivers, their operations were initially increased following the introduction of lockdowns. However, the perceived risk in using public transport, together with the structural increase in deliveries linked to ecommerce, have increased the urban logistics operations pace even more.

The riders for food home delivery platforms, such as Deliveroo, UberEats, Foodora, etc. were already exposed to unstable working conditions, linked to the proliferation of the gig economy. During the lockdowns, e-grocery has risen by around 10% from pre-crisis levels. Nevertheless, their working conditions remained hazardous and unsafe, due to inadequate financial and medical protection. Examples include:

- Platforms rarely protect their workers from the risks generated by COVID-19 while delivering;
- Platforms did not provide personal protective equipment (except Deliveroo London);
- Conflicts between workers and owners of the platforms increased due to the lack of responsibility of platforms toward workers' health;
- Free (or open-ended) working shifts increased working time and internal competition between workers vying for work assignments.

Illegal immigrant gig- economy transport workers constitute a further issue, worsened by the outbreak of the pandemic: some of these transport workers are without documents or use illegally-rented accounts in the platforms, and are faced with a series of "lose-lose dilemmas":

- COVID-19 versus "food on the table";

---

[3]   Market sentiment is the feeling or tone of a market, or its crowd psychology, as revealed through the activity and price movement of the securities traded in that market.

- Fines versus absence of income;
- Poor algorithmic rating or review of the service versus catching police attention[4];

As for health and hygiene conditions, the overcrowding of public transport stations and vehicles represents a high-level risk of contagion. Therefore governments and local authorities implemented restriction measures to limit their use (and vehicle capacity). The main priority has been to guarantee safety and protection of staff and infrastructures. In most cases, drivers and personnel have been provided with specific training and personal protective equipment (face mask, gloves etc.)[5]. Many initiatives have been directed at avoiding contacts between personnel and passengers, for example by forbidding ticket sales by drivers and incentivising e-ticketing, as well as closing front door accesses, thereby ensuring that people board at the back of the bus only. The strict use of digital technology to reduce contact, while effective for a large subset of the population, is less effective for those who have insufficient access to technology.

Many countries, such as Italy, adopted protocols providing behavioural measures to safeguard logistic personnel and consumers. Among the recommendations, these protocols proscribed contactless interactions between operators and drivers during loading/unloading activities, contactless deliveries without signatures, and encouraging shifts and separated groups of warehouse workers.

There have been several cases of infections rapidly spreading in logistics dispatching centres, such as in Amazon (in Spain, Italy and Germany) and DPD (in Germany), revealing insufficient safeguards within these facilities, at least at the early stages of the pandemic.

Taxi companies in Europe have an estimated loss of about 60% in 2020. Although almost all European countries have guaranteed financial schemes to support taxi drivers, it is necessary to consider the long-term impact of the crisis on this category. Many other urban transport workers, including many e-commerce drivers, riders, and other ride-hailing service drivers, are self-employed workers whose platforms or companies they work for have not guaranteed support during the crisis. In the countries where they are still considered freelancers, they may only have access to state relief for independent workers.

Two million people are employed in the public transport sector in the EU at a local level. Public transport has a high number of employees, with staff costs representing the highest percentage among the overall costs that the public transport authorities incur. The Public transport sector has been hit hard and its reduced use is expected to remain stable at least until the end of the emergency. By the 26 October 2020, driving across Europe had returned to 93% of pre-COVID-19 levels, while public transport was still at 77%.

1.2.3. Road transport workers

The road transport sector provides more than 5 million professional bus, coach and freight driver jobs. Research conducted in November 2020 points to revenue losses due to the pandemic for goods transport operators and passenger transport companies amounting respectively to EUR 103 billion and EUR 78 billion Euros[6]. This leads to "very high default and insolvency risk" leading in turn to bankruptcy for many road transport companies.

---

[4] The algorithmic rating of the delivery worker used in the platform directly influences the future income of the worker on the platform. Hence, the worker is pressured to take on a high number of jobs to increase the odds of having a good review. But, this may increase the likelihood of being checked by the police.
[5] Examples: Portugal, The Netherlands, Czech Republic, Luxembourg, France, Germany, Spain, United Kingdom, Italy, Greece, Romania, Austria, Lithuania, Slovakia, Slovenia.
[6] Own calculations in euros.

Policies such as border closures, travel bans, export restrictions (trade), social distancing, lockdowns and closures of non-essential businesses, as well as longer waiting times at EU borders/and temporary control points, and new documentation requirements for vehicles to travel in convoys have had an immediate and direct impact on workers' ability to carry out their operations, and working conditions have quickly deteriorated. Facilities at rest areas are sometimes closed, e.g. Italy where bars and restaurants are only open for limited hours. The unpredictable and long waiting times at borders have also caused drivers to spend more time in vehicles, and receive fines for violating driving time limitations. In some cases, borders have been partially closed (e.g. Germany partially closed its borders with the Czech Republic and Austria's Tyrol around 14 February 2021), without EU-level or bilateral coordination, causing truck drivers to be barred from entry. Some are even instructed by employers to manipulate the digital tachograph (a device used to register driving and working hours) to claim time at border checks as rest time, instead of working and paid times.

The lethality of COVID-19 increases with age, especially after 50 years of age. The average age of a professional driver in the EU is also 50, which puts approximately 50% of drivers at higher risk. It was also reported that in some cases, drivers were coerced to work in at-risk areas, but were not provided with personal protective equipment (PPE), although it is a legal right for workers to be provided with PPE, see Directive 89/656/EEC[7].

The IRU survey points to the lack of trained drivers as the main cause for driver shortages in Europe. It also points to the challenging working conditions (intensified by the pandemic), and the difficulties in attracting women and young people. Driver shortages in Europe were reduced in 2020 when compared to 2019. Vacancies dropped from 20% to 5% for bus and coach drivers, and from 24% to 7% for truck drivers. The forecasts for 2021 indicates that the driver shortage problem could intensify even more with the economic recovery and the passenger/freight demand increase. European companies are expecting a 17% shortfall in drivers this year.

1.2.4. Rail transport workers

The COVID-19 pandemic has directly exposed rail workers to the virus. From on-board staff to infrastructure maintenance, they are working everyday on the frontline and are usually in contact with hundreds of passengers at stations and platforms. Controls at railway stations (which are essential public areas) have proven difficult before social distancing measures at national level were to be enforced. In Belgium, transport workers' exposure had an impact on staff availability at the start of the pandemic, even though staff recognise the importance of maintaining the public transport offer throughout the country. The same occurred in Sweden, where the rail operator SJ registered an increase in the number of staff on sick leave. In February 2020, train companies SNCF (France) and ÖBB (Austria) imposed some restrictions for their staff on the cross-border trains to Italy, and asked their conductors to leave the train before crossing the Italian border. There Italian personnel would then take over the rest of the journey.

In order to tackle some of these issues and ensure enough personnel to run the daily operations and minimize the risk to staff, the Community of European Railway and Infrastructure (CER) published general recommendations on this topic in March 2020. Among them, it may be mentioned: (1) online appointments with doctors for solving queries; (2) telephone hotline for employees; (3) encourage staff that do not feel healthy to stay at home; (4) information sheets with recommendations and up-to-date

---

[7] Council Directive 89/656/EEC of 30 November 1989 on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (third individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC).

material on how to prevent infections and also railway-related and job-specific advice; (5) comply with the mandatory sanitary measures (washing hand, sneezing in the elbow, avoiding hand shaking, etc.).

The UIC divided safety measures on the basis of person-to-person contagion and object-to -person contagion. For what concerns risk of person-to-person infection, the organization suggests that states adopt or enforce rules regarding temperature checks before boarding trains, face masks obligations in all trains and railway stations, providing spots with hygienic products for hand sanitization, social distancing and adequate ventilation on board of trains. As for the risk of infection from objects to individuals, measures include the adoption of adequate schedules to clean trains and railway stations, encouraging the use of digital tickets rather than paper formats, and special procedures to dispose of waste accumulated on trains. Other countries took particular approaches, i.e. the Czech company České dráhy, which acquired vitamins for its staff. Deutsche Bahn (Germany) tested around 1,100 employees for virus infection and antibodies and also made the use of mask mandatory to all employees.

However, when purchasing rail tickets, it is not mandatory for customers to provide all personal details (i.e. mobile or home address), as is the case in the aviation sector, thus making it difficult to track passengers. Also, many passengers travel with a printed ticket or an intelligent card, which does not allow passenger identification. In order to solve this issue, the Netherlands developed the Coronamelder App. This App works with Bluetooth and sends the user a notification if the person has spent more than 15 minutes near someone who has tested positive for COVID-19. The App works based on the principle that infected individuals will also update their status in the programme. The App does not reveal the identities of individuals that tested positive. This physical distance will bolster the uptake of digital technologies and automation in rail sector.

Despite the safety measures that operators have implemented, the reduction of passenger has affected several of these companies which have been forced, in turn, to change their staff numbers. For instance, the Dutch railway company NS (state owned) will cut EUR 1.4 billion from their annual budgets due to the reduction in the number of passengers. This in turn is leading to the cut of 2,300 temporary jobs. All staff with permanent contracts will remain on the pay-roll, but might be trained to perform different tasks.

1.2.5. Maritime/ Inland waterway transport workers (ships, cruise crews)

Almost 90% of global trade is run through maritime transport, employing two million people worldwide. As seafarers can sometimes be on board for extensive periods, such as half-yearly shifts, crew changes need to occur promptly on a regular basis. The ILO estimates that crew changes involve about 100,000 seafarers every month, which has become more and more difficult during the outbreak of the pandemic.

The maritime industry managed to cope with the COVID-19 restrictions, providing food, medicine and other essential goods. There was however an increased abandonment of seafarers as ship-owners lack the ability to financially support their fleet operations. Another impact of COVID-19 was the hundreds of thousands of stranded seafarers across the world. By the end of 2020, the IMO estimated that around 400,000 seafarers, globally, were still on ships, some with contracts that had already ended and were unable to be repatriated. The equivalent number of seafarers were at home, unable to return to the ships due to the restrictions. The limited or no access at all to shore based facilities led to adverse impacts on the mental and physical well-being of seafarers and their families. Furthermore, crew had restricted access to local medical healthcare.

The IMO reported several episodes of fatigued and desperate seafarers unable to return home, maritime workers whose expired contracts had been renewed because of the impossibility of

companies to change crew, and even employees experiencing life-threatening situations but unable to receive medical assistance due to quarantine rules and travel restrictions.

On 8 April 2020, the European Commission published guidelines on protection of health, repatriation and travel arrangements for seafarers, passengers and other persons on board ships. Some recommendations to alleviate the situation included:

- visas for third-country citizens that could not apply in advance, to facilitate their disembarking and repatriation;
- the return of crew and passengers by ship operators to their homes, even outside the EUs ports;
- conditions for the extension of crew contracts.

The guidelines also provided a roadmap for guaranteeing the safe transit of both staff and passengers and of goods and essential services. Among the suggested measures were:

- recommendations on sanitation such as frequent cleaning of the premises and basic hygiene protocols;
- updated rules for transmitting maritime health declarations;
- fast-track crew changes.

The IMO placed pressure on all governments to consider seafarers and other marine personnel as "essential workers". In December 2020, 45 countries followed their recommendations, which made it easier for crew changeovers. The UN General Assembly has also called on UN Member States to designate seafarers and other marine personnel as key workers in a resolution adopted on 1 December 2020.

Additionally, the ILO report on "Information note on maritime labour issues and coronavirus (COVID-19)" published on 3 February 2021, mentions that the Committee of ILO Experts recommended that governments adopt facilities to transport, test and quarantine their seafarers who are currently abroad, and allow others to join their ships. However, this report states that not all governments have implemented these recommendations.

In Europe, before the pandemic the cruise industry provided 435,000 jobs and EUR 53 billion in economic activities. From mid-March through the end of September 2020, it was estimated that COVID-19 will result in the loss of 215,800 related jobs (direct and indirect), and EUR 7 billion in total wages for staff. For the cruise industry, as for the maritime industry, the lockdown not only caused loss of jobs, but it also restricted employees' mobility. During the time that cruise ships were docked, most staff could not access governmental support because the vessels, as well as some of its crew, were not European. Therefore, governmental job retention schemes often exclude the hospitality cruise workforce due to the nature and legal system under which their job contracts operate, and even high-profile companies neglected work rights of their employees. Thus, workers might hesitate to return to highly precarious jobs once the crisis is over, which will hamper recovery across the industry. The report of the ILO also mentions that the International Transport Workers Federation (ITF) and the International Chamber of Shipping (ICS) have failed to comply with their obligation under Article I of the Maritime Labour Convention (MLC), 2006[8]. The report states that the Members States did not cooperate with

---

[8] **Article I**. 1. Each Member which ratifies this Convention undertakes to give complete effect to its provisions in the manner set out in Article VI in order to secure the right of all seafarers to decent employment. 2. Members shall cooperate with each other for the purpose of ensuring the effective implementation and enforcement of this Convention.
Article IV. 1. Every seafarer has the right to a safe and secure workplace that complies with safety standards. 2. Every seafarer has a right to fair terms of employment. 3. Every seafarer has a right to decent working and living conditions on board ship. 4. Every seafarer has a right to health protection, medical care, welfare measures and other forms of social protection. 5. Each Member shall ensure, within the limits of its jurisdiction, that the seafarers' employment and social rights set out in the preceding paragraphs of this Article are fully implemented in accordance with the requirements of this Convention. Unless specified otherwise in the Convention, such implementation may be achieved through national laws or regulations, through applicable collective bargaining agreements or through other measures or in practice.

each other for the purpose of ensuring the effective implementation and enforcement of the MLC. The convention (Regulation 2.5) also states that all seafarers must have a valid employment agreement before they can be repatriated.

The impact of COVID-19 on jobs in the cruise industry is expected to be longer-term than those felt after the previous SARS and MERS pandemics, expected to last at least until 2023 (Baum et al., 2020; Flynn, 2020).

1.2.6. Aviation workers

Taking into account total employment (direct, indirect and induced), air transport supported 9.8 million jobs in the European Union + UK or 4.2% of all employment pre-COVID. Those jobs include airport operators (operations, planning, engineering, security), civil aerospace (engineers and designers of civil aircraft, engines and components), air navigation services staff, flight and cabin crews, ground services, training and maintenance staff, and other on-airport services (e.g. retail, car rental, customs etc.).

It is important to note that the conditions of workers in the airline industry has already borne the cost of wide scale dismantling of social safeguards within the aviation sector. This resulted in a ticket price drop and increase of passengers, together with the decrease of workers' salaries and worsening of their working conditions. Therefore, the COVID-19 crisis adds up to an already complex entanglement of market forces at the detriment of employees.

After a steady annual growth of 3.3% in passengers in Europe between 2009-2019, Eurocontrol found a dramatic drop in the number of flights from March 2020 onwards. It is estimated that Europe's airports saw 1.72 billion fewer passengers in 2020 compared to the previous year, amounting to a 70.4% drop. The decreased demand caused by the crisis forced most airline services in the EU to ground their aircrafts, with enormous consequences for workers. The potential job losses in aviation due to the pandemic are devastating. Air Transport Action Group (ATAG, 2020) estimates that due to the pandemic, 1.2 million direct aviation jobs in Europe could be under threat, which is approximately 44% of the pre-COVID number (2.73 million jobs). The Sustainable and Smart Mobility Strategy quantifies the total industry loss of revenue to approximately EUR 140 billion during 2020 for airlines, airports and air navigation service providers. This is reducing security in the aviation sector. Research, which uses projections based on the effects of the previous crises (9/11 and SARS), predicts that it will take the industry 4 to 6 years to recover. Those most impacted will be low skilled employees and staff working with passengers and in flight operations. Low-cost and regional airlines are expected to be less impacted than legacy carriers. Furthermore, IATA forecasted that total employment connected to aviation may fall by 4.8 million more by 2022, resulting in a contraction of 43% of unemployment when compared to the pre-pandemic situation. Air Transport Action Group indicates that if the potential loss of those 4.8 million jobs affects all sectors that the aviation industry normally supports, 46 million jobs may be under threat, ranging from highly-skilled aviation roles to professionals working in tourism and the global transport system.

Most of these jobs were lost in Spain, Germany and France. IATA (2020) called on governments to re-open borders and use systematic COVID-19 testing rather than quarantine measures.

As mentioned in section 1.2.1, the ETF estimates that 58.5% of ground handling workers are out of work. ETF called for immediate financial support for airports and ground handling service providers in Europe to protect air safety and the workers' health and safety and wellbeing, together with the necessary retention of their jobs and salaries. The ground handling service providers and their workforce have mainly been left out of state aid packages, fighting for survival without support.

Table 1 - Impact of COVID-19 on aviation per country

	Passenger impact, °%	Impact on passengers departing from or to the country (million)	Impact on passenger revenues (USD billion)	Impact on employment supported by aviation, both direct and indirect.	Impact on GDP supported by aviation (USD billion)
Austria	-70	-19.9	-3.1	-63,500	-5.6
Belgium	-74	-22.6	-3.2	-77,500	-7.4
Czech Republic	-78	.-13.4	-1.7	-41,700	-1.5
Finland	-72	-11.3	-1.7	-45,900	-4.1
France	-74	-108.5	-19.4	-511,000	-46.1
Germany	-74	-132.2	-21.4	-602,500	-42.7
Greece	-76	-37.2	-5.4	-284,200	-12.4
Hungary	-71	-11.7	-1.5	-52,900	-2.2
Ireland	-75	-26.4	-3.4	-102,100	-14.8
Israel	-76	-18.1	-4.3	-102,300	-8.9
Italy	-76	-117	-16.6	-414,300	-28.1
Netherlands	-71	-38.2	-7.2	-199,700	-16.5
Norway	-62	-20.9	-3.1	-95,800	-10.4
Poland	-70	-27.4	-3.3	-78,600	-2.6
Portugal	-74	-34.9	-5	-212,700	-9.2
Romania	-68	-14.1	-1.7	-62,100	-1.5
Russia	-60	-69.9	-10.4	-479,900	-11.1
Slovakia	-74	-2	-0.2	NA	NA
Spain	-76	-159.7	-21.5	-1,116,800	-73.5
Sweden	-72	-24.5	-3.2	-119,000	-11.9
Switzerland	-73	-36.3	-6.7	-141,700	-18.9
Turkey	-63	-67.5	-8.6	-620,300	-27.3
Ukraine	-68	-13.2	-1.7	-98,700	-0.9
UK	-76	-193.6	-35.6	-858,500	-65.7

Source: IATA

The pandemic has severely impacted the operations of major European airlines, which have announced significant job cuts. Air France, in July 2020, plans to cut 7,600 jobs out of 41,000 pre-crisis employees, with over 50% cut in Air France's Hop subsidiary (1,020 from 2,420); KLM announced a cut of 15% of its workforce (5,000 employees). Lufthansa Group, in June 2020, planned to cut 16% or 22,000

full-time positions, half of these in Germany. Meanwhile, Austrian Airlines, Brussels Airlines and Swiss planned to cut around 1,000 employees each.

In addition to the economic impacts of COVID-19 on the aviation industry, EASA has also identified a series of safety issues that require particular focus for re-starting the aviation sector. Restarting operations will undoubtedly require increased contact between people, thus raising the risk of spreading the virus. Furthermore, due to the economic pressure on airlines to return to service, safety management may not be provided at the same level as before the pandemic. Financial constraints, furlough and redundancies will involve loss of skilled personnel, diminishing the overall quality of management systems related to operations and customer service. Employees may not be feeling completely safe resuming working activities, which will augment the fatigue already experienced by workers in this sector (redundancies impact the remaining personnel who might have to work additional hours). As for the training and checking of personnel, with no recent practice, workers will lack up to date skills and knowledge, which will create additional safety risks.

Despite the job insecurities and period out of active work, the majority of pilots (87%) remain in full compliance with the ICAO standards (standards necessary for the safety and regularity of international air navigation) according to IATA's survey, although this may change if pandemic conditions will last for another year.

In addition, the outbreak of COVID-19 crisis particularly tested the mental health of airline workers. The increased workload, the change in interpersonal relations due to the introduction of preventative measures, the increased risk of infection and job insecurity have taken a toll on the mental health of all personnel.

Governments around Europe were supporting the aviation sector with significant governmental aid (see section 1.3). Measures such as state intervention are welcome where they support the industry and ensure that major corporations do not take advantage of the current pandemic. However, it is important to note that where equity injections target non-viable companies, this may result in misuse of public resources. Therefore, an adequate assessment of the (in)solvency of airline companies needs to be carried out in order to ensure the competitive neutrality of states and prevent distortions to competition.

1.3. Structural solutions and measures at EU, national and regional level

1.3.1. The EU response

The EU and Member States have been implementing measures and guidelines to mitigate the impacts of the pandemic on the transportation sector, in an effort to ensure the safety of transport workers, while guaranteeing the free movement of people and the continuous flow of goods across the EU.

Through guidelines for border management measures to protect health and ensure the availability of goods and essential services (published 16 March 2020), the Commission formulated recommendations for operational and organisational measures to support essential transport, including medical supplies and personnel. The guidelines noted that 'professional travel to ensure transport of goods and services should be enabled', thus stipulating that facilitating safe movement for transport workers, including truck and train drivers, pilots and aircrew, is essential to ensure adequate movement of goods and key workers. The text specified that 'especially, but not only those delivering essential goods, should be able to circulate across borders as needed and their safety should in no way be compromised'.

On 23 March 2020, the Commission released new practical information on how to implement its guidelines for border management during the pandemic. Moreover, the communication on the implementation of so-called "green lanes" aimed to ensure the continuity of the flow of goods across the EU in a collaborative way. The green lanes also aim to protect transport workers and include recommendations to provide them with safer and more secure working conditions. Transport workers, irrespective of their nationality and place of residence, should be allowed to cross internal borders. Travel restrictions and mandatory quarantine should be waived for transport workers not displaying symptoms, without prejudice to the measures taken by competent authorities to minimize the risk of contagion. Checks and screening should be carried out without drivers needing to alight from their vehicles. Health screening can be carried out before or after crossing the internal border, depending on the infrastructure available. To prove that a worker is active in international transport, internationally recognized certificates of professional competence should be considered sufficient and -temporarily- be deemed valid for a reasonable period beyond their date of expiry.

On 30 March 2020, the Commission released guidelines concerning the exercise of the free movement of workers during the COVID-19 pandemic, establishing burden-free and fast procedures for border crossings to ensure smooth passage of frontier workers working in healthcare, the food sector and other essential services.

On 13 May 2020, the Commission published guidance and recommendations to help Member States gradually lift transport restrictions in a safe way and support the relaunch of tourism and transport. This included principles for the restoration of passenger transport, with a section dedicated to the protection of transport workers. Provisions include the supply of PPE and training on this equipment and other practices to avoid contact and reduce the risk of contagion.

On 13 October 2020, the Council adopted a recommendation on a coordinated approach to the restriction of free movement in response to the COVID-19 pandemic. The new system introduced a common framework of measures, among which the non-requirement of quarantine for transport workers.

On 25 January 2021, the Commission proposed to update the coordinated approach on free movement restrictions. Transport workers should not be required to quarantine and should be exempt from travel-related tests, given that their exposure to the general population when travelling is limited. The same exemptions apply when essential travelers are transiting.

According to the above-mentioned Guidelines for border management measures, Member States should ensure the availability of adequate sanitary facilities, food supplies and catering on the main transport routes. As accommodation facilities along routes were mostly unavailable, especially during the first wave of the pandemic, between March and June 2020, the Commission invited Member States to consider a suspension of the ban on transport workers spending rest periods in vehicle cabins, in line with Article 14 of Regulation 561/2006. In addition, the Commission recommended measures to deliver enhanced hygiene in airports, ports, railway stations and other land transport hubs, as well as the designation of priority staff in transport hubs and disinfection measures. Annex 2 of the Communication on the Guidelines for border management measures included recommendations for drivers and transport-related undertakings and public authorities involved in freight transport.

Presented in section 1.2.5, Guidelines on the protection of health, repatriation and travel arrangements for seafarers, passengers and other persons on board ships, published on 8 April 2020, provided recommendations on their health, repatriation and travel arrangements, and also called on Member States to create a network of ports to facilitate crew changes.

On 29 April 2020, the European Commission adopted a "Transport support package" consisting of four legislative proposals to provide relief to the transport sector. Among other measures, this package follows action taken to ensure the safety of transport workers. Following on Regulation (EU) 2020/698, included in this package, and due to the second wave of the pandemic, the European Parliament and the Council adopted Regulation (EU) 2021/267 on 22 February 2021. This regulation sets the obligations in terms of the renewal or extension of certificates, licences and authorisations, the postponement of periodic checks and training in transport legislation.

The European Union Agency for Railways together with the European Centre for Disease Prevention and Control created an overview of operational measures for all the stakeholders in the rail sectors (see Table 2).

Table 2 - Overview of proposed operational measures per main group of stakeholders in the rail by ERA and ECDC on 21 July 2020

Measure	Station operators	Train operators (incl. on-board staff)	Service providers and contractors	Passengers
Provision of standard health promotion information	Yes, prominent display in various formats	Yes, prominent display in various formats	n/a	n/a
Maintain awareness of current specific local risks communicated by health authorities	Yes	Yes	Yes	Pay attention and comply
Implement strategies to avoid overcrowding	Yes	Yes	Yes	Yes, comply with instructions
Maintain physical distancing	Yes	Yes	Yes	Yes
Use of face masks	Yes, if physical distancing not maintained	Yes, if physical distancing not maintained	Yes, if physical distancing not maintained	Yes, if physical distancing not maintained
Respiratory etiquette[9]	Yes	Yes	Yes	Yes
Hand hygiene	Yes	Yes	Yes	Yes
Enhanced cleaning	Yes	Yes	Yes	n/a
Heating, Ventilation and Air Conditioning systems: apply proper maintenance and COVID-19 related revisions if needed	Yes	Yes	n/a	n/a

Source: ERA and ECDC

---

[9] Respiratory etiquette refers primarily to etiquette on sneezing and coughing in public to reduce spread of droplets: sneeze or cough into paper tissue or inner elbow; dispose used tissue after use; wash hands, etc.

Furthermore, one of the most important recommendations is the tracking (or contact tracing) of passengers after an identified COVID-19 case.

On March 17 2021, the Commission presented a proposal to create a "Digital Green Certificate" to facilitate and secure free movement within the EU during the COVID-19 pandemic. The digital green certificate will provide evidence that a person has been vaccinated against COVID-19, tested negative, or has recovered from COVID-19. On April 29 2021, the European Parliament agreed that the new "EU COVID-19 certificate" - instead of Digital Green Certificate, as proposed by the Commission – should be valid for 12 months. On 20 May 2021, the European Parliament and the Council reached a provisional agreement on the Regulation governing the EU Digital COVID Certificate, implying that the certificate is on track to be ready by the end of June.

On May 6 2021, the Commission submitted a proposal to be approved by the European Parliament and the Council to support the former workers of KLM from the Netherlands and Finnair from Finland, who lost their jobs as a consequence of COVID-19. The proposal allocates EUR 6.8 million from the European Globalisation Adjustment Fund (EGF[10]) to help former workers to find new jobs thorough education/training or even support them to start a new business.

1.3.2. National responses

The International Transport Forum (ITF) has summarised the transport policy responses to the COVID-19 pandemic. The focus of national governments, especially during the initial lockdown phase, has been to guarantee the health of workers in the transport sector through advanced safety procedures, specific training and personal protective equipment.

To revive transportation and logistics, many countries have provided financial support and tax exemptions and have also relaxed rules, for example on operation of heavy goods vehicles over weekends on highways and at night in cities. Fiscal packages supporting airlines, railway companies and public transportation companies, as well as independent workers in the sector (e.g. taxi drivers) have been introduced. The International Monetary Fund (IMF) Policy Tracker reports the key economic responses governments are taking to limit the human and economic impact of the COVID-19 pandemic.

The ILO Sectoral Brief: COVID-19 and road transport provides an overview of the typologies of national responses to support the road transport sector and road transport workers, including:

- Financial measures, including credits, tax relief, deferrals, write-offs or rebates; waiver of social security deductions; lowering business license or vehicle registration fees; loan guarantees; cash transfers; fuel price controls; the creation of a dedicated fund for priority sectors, including transport and logistics; subsidies for social security contributions and wages;
- Partial or total suspension of working or driving time rules, or a temporary relaxation of enforcement and inspection;
- Extensions for the renewal of commercial driving licenses or permits, and for certification or qualification requirements;
- Introduction of priority green lanes for vehicles transporting essential goods and medical supplies;
- Distribution of masks or other;
- Opening all or key rest areas and welfare facilities.

---

[10] Since 2007, the European Globalisation Adjustment Fund has been providing support to people losing their jobs or the self-employed whose activities have ceased. Under the 2014-2020 Regulation, the EGF can fund support measures when the dismissals are a result of major structural changes in world trade patterns due to globalisation, e.g. when a large company shuts down or production is moved outside the EU, or a global economic crisis.

The sections below contain a non-exhaustive list of national measures adopted in the EU:

Financial measures

In Slovenia, the fifth anti-corona package provides compensation to operators of occasional transport services for costs incurred during the first lockdown (March-May 2020), when unable to carry out their services. Moreover, they are entitled to recover the cost of protective equipment for drivers and vehicle disinfection until the end of 2020.

For the aviation sector, the governmental support to the airlines consists mainly of direct aid in form of subsidies, cash injections, loans, and equity, with around 25% of support coming in form of the wage subsidies. Governmental interventions are:

- general support (e.g. . providing liquidity to the firms and introducing job retention schemes);
- sectoral support (e.g. support to the aviation industry in France); and
- firm-specific support measures for large air companies such as Lufthansa and Alitalia.

FRANCE: Aeronautics support plan for a green and competitive industry

In order to combine the response to pandemic induced losses and to accelerate the transition to a more environmentally performing sector, the French government launched the Aeronautics support plan for a green and competitive industry, representing a total effort of EUR 15 billion, including EUR 1.5 billion dedicated to research towards a carbon neutral aircraft – to be ready by 2035.

The plan was drawn up in conjunction with the French Aeronautical and Space Industries Group (GIFAS) and all industry manufacturers in the sector, including the four main GIFAS manufacturers (Airbus, Safran, Dassault and Thalès).

This strategy initially focuses on support for companies experiencing financial difficulty in order to preserve jobs. The first part of the plan provides an extension of the aid provided.

The second component is the acceleration of transformation of the sector through investment in small and medium-sized enterprises (SMEs), via investment funds and grants.

The third component provides investment of EUR 1.5 billion in public aid over the next three years to support research, innovation and development in the sector, to advance green aircraft technologies.

One of the objectives of relaunching the supply chain, supporting SMEs and injecting resources into the research and development sector is to generate new professional figures and jobs: the ambition of the plan is to prepare for the environmental disruption of aviation while consolidating and transforming the skills of all the components of the sector.

Temporary rules relaxation

Some Member States have considered relaxing driving and rest time rules, which may support the road transport industry, but lead to unsafe working conditions and exploitation of drivers. Further, differing emergency measures and exemptions applied at the national level in different Member States complicate the compliance of drivers to follow the latest rules. Most temporary exceptions submitted by EU and non-EU Member States under Article 14 (2) of Reg. 561/2006 addressed Brexit and resulting complications. However, some countries such as the Czech Republic, Germany and Slovakia have

relaxed rules for COVID-19, including – amongst others- increase in the maximum daily, weekly and fortnightly driving limits, reduce daily rest requirements, and postponement of weekly rest periods.

Extension of licenses and permits

On 19 May 2020, Finland adopted temporary amendments to the national Act on Transport Services Communications, to facilitate business activities and ensure well-functioning transport operations under the emergency conditions. These include several measures addressing transport workers, such as easier renewal of taxi drivers' licenses and extension of validity of professional qualifications in maritime transport.

Belgium, Bulgaria, Denmark, Estonia, Finland, Greece, Ireland, Sweden have also extended the validity of seafarers' certificates. The Commission maps the provisions of Regulation (EU) 2020/6981 that certain Member States and the United Kingdom have decided not to apply, concerning the renewal or extension of certificates, licenses and authorizations, as well as the postponement of periodic checks and training.

Priority green lanes and rest areas

Following the European Commission's recommendations included in the Green Lanes guidelines, many European countries have established maps for road transport drivers highlighting service stations, service areas and catering establishments alongside roads. For example, Bulgaria and Portugal have made available interactive maps containing information on designated areas for rest along the Green Corridors. Drivers can view the amenities available along their designated route, the number of parking spaces, toilet and bathroom, the possibility to buy food, internet access, car wash, lighting and video control of the parking, possibility for refueling, nearest emergency unit, number of refueling points for refrigerated vehicles, etc.

Personal protective equipment and assistance

National and international authorities are providing detailed guidance on the use of personal protective equipment, hygiene best practices, social distancing measures, assistance and advice programmes to provide practical support and enhance mental resilience of the employees, and manage COVID-19 cases. The European Agency for Safety and Health at Work provides non-binding guidelines for adapting workplaces and protecting workers, including a section dedicated to the transport sector. According to the EU Healthy Gateways[11], further attention should be paid to the wellbeing and mental health of crews (airline and maritime).

---

[11] The Joint Action Preparedness and action at points of entry (ports, airports, and ground crossings) with acronym HEALTHY GATEWAYS was prepared under the framework of the 2017 Annual Work Programme and has received funding from the European Union, in the framework of the Third Health Programme (2014-2020). A total of 38 authorities (17 partners, 3 affiliated entities, 18 collaborating stakeholders) from 28 European countries and Taiwan CDC participate in the HEALTHY GATEWAYS Joint Action consortium.

2.   RECOMMENDATIONS FOR EU POLICY MAKERS

KEY FINDINGS

- The EU should adopt legislation and European guidelines guaranteeing that all workers are better protected, especially the most vulnerable. Governments and transport companies need to ensure safe and healthy working environments for transport workers by adopting guidelines on how to improve protection for workers, how to build on health experts' recommendations and to provide adequate training. Governments should regularly monitor that health and safety measures are applied by transport companies.
- Using the lessons learned from COVID-19, the EU could improve the health and safety standards for workers in the new EU Strategic Framework on Health and Safety at work, and the labour conditions for digital platform workers via the legislative initiative on improving the working conditions of platform workers by the end of 2021.
- The EU and sector level associations should make sure to address the upcoming challenges of digitalization and automation regarding workers new skills by making relevant training available.
- Promote higher social standards to tackle the lack of attractiveness of transport sector (especially amongst younger workers and women), by promoting initiatives such as safe and secure parking places for trucks which provides better conditions of resting places, and work-life balance measures.
- Link policies to the European Pillar of Social Rights to ensure that the transition to climate-neutrality, digitalisation and demographic change are socially fair and just, and making the European Green Deal and the upcoming 2030 Digital Decade successes for all Europeans.

2.1.   Introduction

This chapter provides recommendations on improving social, health and safety conditions of transport workers and boost employment conditions and rates at EU level.

2.2.   General recommendations

The pandemic has highlighted the weaknesses of the sector, and those areas in greatest need of protection.

As addressed in section 1.2, transport-related jobs do not fall, in most cases, under the scope of teleworking measures and they were essential for retaining the smooth functioning of the transport system and continuous free flow of goods. Some measures increased employees' workload (e.g. relaxation of driving times and resting periods, higher demand for e-commerce, etc.) and exposed workers to infection. This had implications for health and safety conditions. The new health and hygiene protocols and measures, in order to ensure the smooth functioning of the transport sector, have created additional stress and fatigue to transport workers. In some situations workers were stranded outside their own countries and could not be repatriated. The measures taken had negative impacts on employment and in the long term, the sector may require structural changes in the labour market.

The comprehensive aid packages for workers in the sector put in place by the Member States are essential and should continue while the sector remains in financial risk. However, in order to relaunch the sector, a **strong social dialogue, further harmonization of European rules and their effective enforcement** are necessary to avoid social dumping, secure jobs, and health and safety of transport workers. It is necessary to guard the link between receiving state support and good employment practices as the current situation could make jobs more precarious – speeding up the race to the bottom.

The EU is making considerable effort to ensure a **harmonised approach to transport services to ensure mobility of goods and passengers in EU**. However, action needs to be harmonised. Member States still take contradictory measures, which are often not in line with EU recommendations, causing uncertainty, anxiety and administrative burdens for cross-border transport workers or those operating in countries other than those of residence.

Sanitary and health protection from Governments and transport companies

Ensure a safe and health working environment for transport workers via the implementation of adequate measures

- Transport companies should adopt guidelines on protecting the safety and health of transport workers. The guidelines should be supported by more effective communication about the risks of contagion from health experts/scientific evidence.
- Employers must ensure that correct protection equipment is always available to transport workers and cover - or subsidise - those costs. This may require financial support from governments and other stakeholders.
- Governments need to regularly monitor (e.g. via labour inspections) that health and safety measures are enforced. Employers must guarantee mental health support and comprehensive training for all workers to address stressful working conditions.

Labour and social protection

Define legislation and European Guidelines that can guarantee all workers better protection

- This is valid for all workers, but special attention should be paid to the most vulnerable, such as informal sector workers, subcontracted workers, migrants, seasonal workers, self-employed, young workers, etc. Many fall outside the scope of labour and employment protection law and are therefore not eligible for financial support provided by governments and employers. Others have contracts that lead to precarious working conditions.
- A recent study conducted on online platforms workers (gig economy) indicates the need to strengthen the current law enforcement and regulation of the platform economy. The regulatory challenges pointed out include the miscategorisation of platform employees[12], the disproportionate power of platforms over workers and the low wages of platform workers.
- Improve health and safety standards for EU workers in the new EU Strategic Framework on Health and Safety at work 2021-2027 (to be adopted still this year). The new EU Strategic Framework on Health and Safety at work (that will replace the 2014 – 2020 framework) can set higher health and safety standards for EU workers, based on the lessons learned from the COVID-19 pandemic and social partners' requests (e.g. ETF, ITF, ILO, unions, etc.) EU should

---

[12] The categorisation of platform workers as 'self-employed' has been the hallmark of much of the new platform economy. To date, legal systems have found it difficult to catch up to the reality of the facts on the ground that these platforms are employers of their 'self-employed' workers, that they do exert significant control over the work and its performance, and that they do entail workers become dependent on them for their work. The key regulatory challenge here is that existing labour law is often unclear or enables loopholes for these companies to argue otherwise. Some revision of the current ways of categorising workers will have to take place (European Parliament, 2021)

provide guidelines on how to add specific clauses in labour contracts that can be applied in force majeure conditions. Specific social, health and safety conditions should be guaranteed, e.g. contracts could be renewed online and transport workers repatriated, if needed.

Promote higher social standards to reverse the lack of attractiveness of the transport sector and meet new labour market challenges - EU policy makers and sector level associations

As mentioned in the Sustainable and Smart Mobility Strategy, 'providing higher social standards would contribute directly to reverse the current general lack of attractiveness of the sector'. The EC should strengthen the legislative framework on conditions for workers, clarifying and enforcing applicable social rights. It should also work to attract future generations of workers. A pilot project to help make the EU transport sector more attractive to future generations has already identified some of the issues that should be improved in order to ensure the sector is attractive to both the younger generation and women. The project points out that short-term or insecure contractual relationships are not appreciated by younger people, as they do not view these as career opportunities.

- The number of women in the sector should be increased. Women represent only 22% of employees in the EU transport sector. To reverse this trend, it is necessary to make the sector more attractive in part by utilising the flexibility provided by new technologies and automation.
- Initiatives such as safe and secure parking places for trucks are an example of how to provide better conditions in terms of facilities for drivers and their cargo, to reverse the attractiveness of the sector and also increase the gender balance. Member States need to support this higher social standards initiatives.
- New employment policies are required to address the impact of new technologies, digitalisation and automation on labour market- which require new and specialised skills. Even before COVID-19, almost half of jobs across the OECD were expected to change as a result of automation. COVID-19 boosted the deployment of such technologies. Opportunity for reskilling should be offered to transport workers to ensure they are up to date with the trending technology and solutions.
- The new online platforms that offer passenger and freight transport services must guarantee the minimum standards of contractual protection to those who can be considered in many cases as employees, not as self-employed. There are also concerns around control and (algorithmic) rating of employees, which have implications for employee privacy.
- Sector level associations and organisations should support the uptake of jobs by sharing good practices, ensuring sector-wide recognition and dialogue on skills shortages and recruitment challenges, supporting research into the common reasons behind labour shortages and staffing problems. EU policy makers should disseminate EU strategies and good practices to national authorities and transport stakeholders.

Link policies to the European Pillar of Social Rights

According to the European Pillar of Social Rights action plan, creating jobs including those in the emerging green and digital sectors is one of the main priorities, as well as ensuring people have the right skills for those jobs and access the right opportunities to match them. All policies adopted to protect t workers should aim to enhance social rights and to strengthen the European social dimension. These policies should entail a coherent set of active labour market policies, such as temporary hiring and transition incentives, skills policies and improved employment services, making full use of the available EU funds. Example of measures include: support to apprenticeships and entrepreneurship or re-employment plans designed to support workers at risk of unemployment.

As pointed to in the action plan, 'this will ensure that the transition to climate-neutrality, digitalisation and demographic change are socially fair and just, and making the European Green Deal and the upcoming 2030 Digital Decade successes for all Europeans.'

A set of actions are foreseen by the Commission, as indicated in the action plan, such as:

- Review in 2022 the Council Recommendation on the Quality Framework for Traineeships, notably as regards working conditions;

- Evaluate the experience of the European instrument for temporary Support to mitigate Unemployment Risks in an Emergency (SURE);

- Present in Q4 2021 a legislative proposal on the working conditions of platform workers, following the consultation of social partners;

- Put forward an initiative in Q4 2021 to ensure that EU competition law does not stand in the way of collective agreements for (some) self-employed;

- Present in 2022 a report on the implementation of the Working Time Directive (reflecting further on the consequences of remote work on working time).

On 7 May, partners signed up to the three 2030 headline targets set in the Commission's European Pillar of Social Rights Action Plan in a joint Porto Social Commitment. On 8 May, the members of the European Council adopted the Porto declaration on social affairs.

Support periodic data collection on workers conditions

The data available to assess the impacts of COVID-19 is a privileged set that enables to understand part of the problems identified. However, the majority of this data was not available before COVID-19, as it was not collected and/or not shared. It is recommended that the EU supports this data collection on a periodic basis, as it is fundamental to monitor the impact of the policies and measures that will be adopted. For example, data on employment characteristics per mode is relevant for understanding the particularities of each sector.

2.3. Sector specific recommendations

2.3.1. Urban transport

- **Encourage public transport authorities and operators to integrate the existing public transport offer with on-demand and sharing services**, such as bicycles, scooters and ride-hailing services. This can reduce congestion, and make public transport vehicles an attractive modal option. At the same time, it can strengthen new sectors in which it is possible to employ part of the classic public transport drivers, or to hire new employees.

- **Define legislation or European guidelines providing the right contractual frameworks and related protections** to the riders of the ride-hailing and e-grocery platforms, and in general to self-employed workers in the urban passenger and logistics sector. This supports their safety, both in terms of speed reduction (paid by the hour and not per delivery) and prevent them from working when sick. The current debate revolves around whether the work performed by self-employed workers for certain companies or hired via certain platforms is considered bogus[13] employment.

---

[13]   Refers to false self-employment, a term used if workers are freelancers or self-employed.

- **Member States should organize distribution of protective equipment** such as face-masks to taxi-drivers and e-riders where platforms do not provide it, resorting to examples such as the city of Milan.

2.3.2. Road transport

Concerted effort to improve working conditions could address the shortage of workers while the sector recovers from the COVID-19 situation.

- **Re-evaluate the policies that have been adopted**, whether by Member States or the EU. Several Member States have relaxed driving times and rest periods for truck drivers resulting in the extension of drivers working hours in line with the temporary exceptions permitted in the regulation. While it may be beneficial for economic reasons, it increases the risk of fatigue and accidents, undermining the original intent of the regulation. The EU should ensure that the exemptions applied at the Member States level do not obstruct road safety, while also prioritizing the transport of essential goods, in light of the disruptions to normal operations caused the COVID-19 situation (e.g. extreme delays at borders).

- **Information on border controls should also be provided to drivers in digital** formats, such as the map service provided by Portugal. The use of congestion data **could also be made available to drivers for them to identify potential delays.**

- Further, it is vital to **ensure that enforcement of road transport adapts to temporary exemptions, within the context of each Member State**. This is particularly important as the COVID-19 situation improves, and exceptions are lifted. For instance, the potential confusion arising from the exemptions permitted under Regulation on the Driving time and rest periods, or exemptions regarding permits and licenses. Furthermore, intelligence sharing with enforcement authorities and communication to workers should increase and digital enforcement, where possible, should be practiced.

- **Facilities vital for long haul transport at rest areas**, such as restaurants and showers, should continue their operation, or at the very least ensure that closure updates are provided digitally, such as in map form, as in Austria or up to date documents as provided in Ireland. Upgrades for security and better amenities might also be carried out to address the needs of women, as part of the strategy to address the predominant reasons for driver shortage among female drivers.

2.3.3. Rail transport

- To avoid job losses and salary loses, the sector needs to rebuild travellers' trust and encourage safe travel. **National authorities should continue investing in digitalisation** (e.g. contactless payment, contactless ticket checks, etc.) **and automation** to minimize passenger contact with railway workers.

- In order to ensure secure travel and safety for passengers and personnel, certain safety **measures should be adopted to reduce the risk of infection**. Useful frameworks have been suggested by UIC and by the ECDC.

- The ECDC suggests **displaying health promotion messages** throughout trains and railway stations in order to encourage users to follow public health advice on distancing and usage of face masks. In addition, travel apps and announcements should be utilized to communicate potential overcrowding or other disruptions in trains and railway stations that are likely to expose passengers and personnel to greater risk of infection.

- Where possible, railway employees' meetings should be performed via computer, phone, or radio. There should also be measures for limiting crew members per locomotive and motor vehicles.

- Provide **support to smaller independent operators**, for example [ALLRAIL](#), which have not yet benefited from state aid to the same extent as incumbent operators.

- In order to relaunch the sector and minimize the unemployment and ensuing financial difficulties caused by COVID-19 crisis, Member States **should allocate resources and EU funds towards the promotion of the rail sector**. However, funds should be accompanied by adequate measures that provide better job security and attractive employment conditions, to address issues of employability and job security across the sector, as well as attract additional workers.

2.3.4. Maritime transport

- Stranded seafarers were one of the most appalling issues caused by the COVID-19 pandemic, and its reoccurrence must be prevented. As the [guidelines on protection of health, repatriation and travel arrangements for seafarers, passengers and other persons on board ships](#) state, 'Member States should **facilitate the transit of EU citizens and third-country nationals who are EU residents for their return home**. Workers in essential functions, regardless of their nationality, should be able to transit to ensure continued professional activity'.

- **Port checks should be enforced** for every foreign ship to review the compliance of the MLC regulation related to the working and living conditions of seafarers of the ship.

- Also as stated in the [MLC](#), Flag states must ensure **fast (free) medical advice by radio or satellite** communication 24 hours a day. Furthermore, port states should guarantee the immediate access to medical services onshore.

- **Extension of seafarers' working period on board vessels should not exceed 11 months in order to avoid fatigue and mental health issues**. The MLC indicates that periods of more than 11 months may have serious implications for seafarers' health and/or the operation of the ship. If a seafarer's medical certificate expires during the trip, it must be regarded as valid until the next port call. This period should not be more than 3 months.

- As recommended by IMO, **Member States are encouraged to designate seafarers as ["key workers" providing an essential service](#)**, in order to facilitate safe and fast movement for marine personnel while boarding and disembarking, and facilitate crew changes.

- Since seafarers are already key workers in the maritime industry, a sector accounting for 90% of world trade, they occupy a crucial role in supplying goods, medical materials and equipment – worldwide. For this reason, as demanded by employers' and seafarers' professional associations and in line with their request to be designated as "key workers", seafarers and marine personnel should be **[placed on the list of essential worker](#)s** to receive the COVID-19 vaccine.

- In line with the recommendations proposed by the Office of the United Nations High Commissioner for Human Rights (OHCHR), the UN Global Compact and the UN Working Group on Business Rights in their [joint statement](#), states should ensure that businesses identify the impacts of COVID-19, and marine personnel's' **human rights are guaranteed.**

2.3.5. Aviation transport

- **The aviation sector must continue receiving governmental aid to be able to protect workers**. However, [governments should avoid supporting non-viable companies](#) and instead direct equity injections towards productive companies. The aviation sector is already

downsizing due to decreasing consumer demand. Instead of attempting to reverse this process, governments should stop supporting less efficient firms. Governments should also support workers, adjusting job retention schemes to target jobs that are viable but risk being terminated. Additionally, workers could be offered the chance to pursue training programs to foster new skills, as well as supported guidance into alternative employment.

- For the aviation industry, the most important issue is collaboration and the introduction of **harmonized and uniformed travel protocols** at EU level to prevent and mitigate the risk of contagion. Coordinated hygiene protocols should also be implemented for aviation-related activities, as well as ground-handling and airport operations.

- **Safety travel protocols with health authorities have to be developed**. The vaccine is available and it is now bringing optimism for revitalising domestic, intra-European, and international travel. Harmonised protocols (e.g. the introduction of a Digital Green Certificate/ EU COVID-19 certificate) at the EU level are necessary to restore travellers' confidence. Furthermore, governments should consider air transport workers as essential workers- thus prioritising their vaccination, in order to resume activities safely as soon as possible.

- **Where companies are forced to downsize, governments should ensure a soft transition for workers facing redundancy**. As the aviation industry is predicted to suffer high losses in the short- and medium-term, it is likely that a certain amount of jobs will not return as the recession eases. In order to avoid spikes in job losses, it is necessary that governments engage with trade unions, to accompany the process. This could be achieved, for example, by agreeing caps on the redundancy and employment decline rate or by designating the retention of special types of workers.

REFERENCES

- Asfinag, 'Rastanlagensuche Service auf einen Klick'. Available at: https://www.asfinag.at/verkehrssicherheit/parken-rasten/rastanlagensuche/.

- Aviation: Benefits Beyond Borders. (2020) 'Aviation: Benefits Beyond Borders' [Online]. Available at: https://aviationbenefits.org/downloads/aviation-benefits-beyond-borders-2020/ (Accessed 6 January 2021).

- BBC News. (2020) 'Coronavirus: Amazon workers strike over virus protection' [Online]. Available at: https://www.bbc.com/news/business-52096273 (Accessed 17 December 2020).

- Beers, H., Day N., Johnson S. (2017) 'Occupation health and extended working lives in the transport sector' *Health and Safety Executive – R1104 Research Report*. Available at https://www.hse.gov.uk/research/rrhtm/rr1104.htm (Accessed 18 December 2020).

- Bloom J. (2020) 'Will we ever take cruise holidays again?' *BBC News* [Online]. Available at: https://www.bbc.com/news/business-52182509 (Accessed 17 December 2020).

- Cahill, J., Cullen, P., Anwer S., Gaynor K., Wilson S. (2020) 'The Requirements for New Tools for Use by Pilots and the Aviation Industry to Manage Risks Pertaining to Work-Related Stress (WRS) and Wellbeing, and the Ensuing Impact on Performance and Safety' *Information and Communication Technologies* vol. 8, p. 40. DOI: 10.3390/technologies8030040.

- CER. (2020), 'CER general overview: Impact of COVID-19 outbreak on European railways' *CER* (Updated 16 March 2020).

- Chinn D., Klier J., Stern S., Tesfu S. (2020) 'Safeguarding Europe's livelihoods: Mitigating the employment impact of COVID-19' *McKinsey & Company* [Online]. Available at: https://www.mckinsey.com/industries/public-and-social-sector/our-insights/safeguarding-europes-livelihoods-mitigating-the-employment-impact-of-covid-19# (Accessed 6 January 2021).

- Cruise Lines International Association, 'Cruise-industrie COVID-19 Feiten en middelen' [Online]. Available at: https://cruising.org/nl-nl/cruise-industrie-covid-19-feiten-en-middelen (Accessed 16 December 2020).

- DeStatis – Statistisches Bundesamt 2021. 'Persons in employment and employees by sectors of economic activity (domestic concept) 1,000 persons' https://www.destatis.de/EN/Themes/Labour/Labour-Market/Employment/Tables/persons-employment-sectors-economic.html.

- Overheid – Dutch Government, 'Corona Melder - How will the app help to stop coronavirus?' [Online]. Available at: https://coronamelder.nl/en/faq/2-hoe-helpt-de-app-tegen-corona/.

- Dutch News.nl. (2020) 'Dutch state railway to shed jobs in €1.4bn post Covid-19 efficiency drive' [Online]. Available at: https://www.dutchnews.nl/news/2020/06/dutch-state-railway-to-shed-jobs-in-e1-4bn-post-covid-19-efficiency-drive/ (Accessed 6 January 2021).

- ETF. (2020) 'COVID-19 - Protecting Transport Workers' Rights' [Online]. Available at: https://www.etf-europe.org/activity/covid-19/ (Accessed 7 January 2021).

- ETF. (2020) 'COVID-19 – Railway workers keep society running!' [Online]. Available at: https://www.etf-europe.org/covid-19-railway-workers-keep-society-running/ (Accessed 6 January 2021).

- ETF. (2020) 'COVID-19: Truck driver reveals truth about how professional drivers are treated on Europe's borders' [Online]. Available at: https://www.etf-europe.org/covid-19-truck-driver-reveals-truth-about-how-professional-drivers-are-treated-on-europes-borders/ (Accessed 18 December 2020).

- ETF. (2020) 'EU must not abandon seafarers – whatever the flag under which they sail and whatever their nationality' [Online]. Available at: https://www.etf-europe.org/eu-must-not-abandon-seafarers-whatever-the-flag-under-which-they-sail-and-whatever-their-nationality/ (Accessed 7 January 2021).

- ETF. (2020) 'ETF CAS ground handling statement 260121' – Ground Handling Statement.

- ETF. (2021) 'Ground handling sector fights for its survival as more than half of airport-based workers are out of work' – Ground handling statement.

- ETF. (2020) 'Joint Statement by ETF, CORTE, IRU, ECR and ROADPOL: Efficient enforcement in the aftermath of the COVID-19 pandemic' – Joint Statement.

- ETF. (2020) 'Road : EC Communication on COVID-19 and green lanes sends wrong signals and doesn't address the real problem' [Online]. Available at: https://www.etf-europe.org/road-ec-communication-on-covid-19-and-green-lanes-sends-wrong-signals-and-doesnt-address-the-real-problem/ (Accessed 8 January 2021).

- ETF. 'Road Transport' [Online]. Available at: https://www.etf-europe.org/our_work/road-transport/ (Accessed 18 December 2020).

- ETF. (2020) 'Temporary exemptions from driving and rest time rules granted by EU Member States due to the coronavirus crisis' [Online]. Available at: https://www.etf-europe.org/resource/temporary-exemptions-from-driving-and-rest-time-rules-granted-by-eu-member-states-due-to-the-coronavirus-crisis/ (Accessed 8 January 2021).

- ETF. (2020) 'COVID-19: Transport workers must be protected' - ETF letter to EC. DOI: 1303202.

- European Cockpit Association. (2021) 'Redundancy tracker: European Pilots losing their jobs' *ECA Piloting Safely*. [Online]. Available at: https://www.eurocockpit.be/news/redundancy-tracker-european-pilots-losing-their-jobs (Accessed 4 February 2021).

- European Commission. (2020) 'Communication from the Commission Guidelines concerning the exercise of the free movement of workers during COVID-19 outbreak' O.J. C 102I.

- European Commission. (2020) 'Communication from the Commission on the implementation of the Green Lanes under the Guidelines for border management measures to protect health and ensure the availability of goods and essential services' https://ec.europa.eu/transport/sites/transport/files/legislation/2020-03-23-communication-green-lanes_en.pdf

- European Commission. (2020) 'Guidelines on protection of health, repatriation and travel arrangements for seafarers, passengers and other persons on board ships' https://ec.europa.eu/transport/sites/transport/files/legislation/c20203100.pdf

- European Commission. (2020) 'Coronavirus: Commission presents practical guidance to ensure continuous flow of goods across EU via green lanes' [Online]. Available at: https://ec.europa.eu/commission/presscorner/detail/en/ip_20_510

- European Commission – DG Move. (2020) 'Temporary exceptions submitted by EU and non-EU Member States under Article 14 (2) of Reg. 561/2006' (Updated 10/02/2021).

- European Commission – DG MOVE. (2020) European Sustainable and Smart Mobility Strategy [Online].
  Available at: https://eurlex.europa.eu/legalcontent/EN/TXT/?uri=CELEX°%3A52020DC0789

- European Parliament. (2021) 'Online platforms: Economic and societal effects'

  https://www.europarl.europa.eu/RegData/etudes/STUD/2021/656336/EPRS_STU(2021)656336_EN.pdf

- EUROSTAT 2020. 'How many people work in air transport?'
  https://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20200525-1.

- EUROSTAT 2020. 'Majority of transport jobs held by men'
  https://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20200421-1.

- EU Healthy Gateaways. (2020) 'Interim advice for restarting cruise ship operations after lifting restrictive measures in response to the COVID-19 pandemic' [Online]. Available at: https://www.healthygateways.eu/Portals/0/plcdocs/EU_HEALTHY_GATEWAYS_COVID-19_RESTARTING_CRUISES.pdf?ver=2020-07-08-131911-653 (Accessed 6 January 2021).

- European Union Agency for Railways. (2020) 'COVID-19 Rail Protocol Recommendations for safe resumption of railway services in Europe' *European Centre for Disease prevention and Control*. Document Version 1.4.

- Gautham, P. (2021) 'An unwanted prison sentence' for seafarers stuck at home and stranded at sea' *UN News* [Online]. Available at: https://news.un.org/en/story/2021/01/1081482 (Accessed 28 December 2020).

- Geerts, E. (2020) 'Deutsche Bahn: geen verhoogd risico coronabesmetting treinpersoneel' [Online]. Available at: https://www.spoorpro.nl/personeel/2020/09/15/deutsche-bahn-geen-verhoogd-risico-coronabesmetting-treinpersoneel/?gdpr=accept (Accessed 6 January 2021).

- Gobierno de Espana. (2020) 'SEGUIMIENTO MEDIDAS EN SECTOR DE TRANSPORTE POR COVID-19' [Online]. Available at: https://www.piarc.org/ressources/documents/Covid-19-PIARC-Seminarios-Web-Asociacion-Mundial-de-la-Carretera/953b7cc-33144-2020-04-16-Seguimiento-de-medidas-internacionales-en-transporte-COVID19-MITMA-Espa-a.pdf (Accessed 7 January 2021).

- Goulding Carrol S. (2021) 'Virus lockdowns caused shift to 'private mobility': report' *EURACTIV* [Online]. Available at: https://www.euractiv.com/section/future-of-mobility/news/virus-lockdowns-caused-shift-to-private-mobility-report/ (Accessed 6 February 2021).

- Gust-Kazakos, P. (2020) 'Current border wait times due to Covid-19' *Pvt Group* [Online]. Available at: https://blog.ptvgroup.com/en/transport-logistics/current-border-wait-times-due-to-covid-19/ (Accessed 7 January 2021).

- HR Voice. (2020) 'Impact du Covid-19 sur l'emploi : perte de 29 500 emplois dans le secteur privé en mai' [Online]. Available at: https://www.hr-voice.com/communiques-presse/impact-du-covid-

19-sur-lemploi-perte-de-29-500-emplois-dans-le-secteur-prive-en-mai/2020/07/08/ (Accessed 18 December 2020).

- IATA. (2020) 'Airlines Unable to Cut Costs Deep Enough to Save Jobs' [Online]. Available at: https://www.iata.org/en/pressroom/pr/2020-10-27-02/ (Accessed 7 January 2021).

- IATA. (2020) 'Guidance for Post-COVID Restart of Operations: CBTA Training Solutions' [Online]. Available at: https://www.iata.org/contentassets/c0f61fc821dc4f62bb6441d7abedb076/guidance-for-post-covid-restart-of-operations-cbta-training-solutions.pdf (Accessed 6 January 2021).

- IATA. (2020) 'Impact of COVID-19 on European Aviation and Economies' [Online]. Available at: https://www.iata.org/contentassets/7dc1ea282f944da29dc3fa62bfe57067/december-european-covid-impacts.pdf (Accessed 6 January 2021).

- IATA. (2020) 'Protecting jobs in Europe' [Online]. Available at: https://www.airlines.iata.org/analysis/protecting-jobs-in-europe (Accessed 18 December 2020).

- IATA. (2020) 'Increased Risk to Jobs as European Airline Revenues Collapse' [Online]. Available at: https://www.iata.org/en/pressroom/pr/2020-04-23-03/ (Accessed 18 December 2020).

- ILO. (2020) 'COVID-19 and Urban Passenger Transport Services' [Online]. Available at: https://www.ilo.org/sector/Resources/publications/WCMS_757023/lang--en/index.htm (Accessed 7 January 2021).

- ILO. (2020) 'Information note on maritime labour issues and coronavirus (COVID-19)' [Online]. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/genericdocument/wcms_741024.pdf (Accessed 8 January 2021).

- ILO. (2015) 'Priority safety and health issues in the road transport sector' DOI: TSMRTS/2015.

- IMO. (2020) 'IMO welcomes UN resolution on keyworker seafarers' [Online]. Available at: https://www.imo.org/en/MediaCentre/PressBriefings/Pages/44-seafarers-UNGA-resolution.aspx (Accessed 8 January 2021).

- Instituto da Mobilidade e Dos Transportes. (2020) 'Covid-19: Hubs'. Available at: https://covid-19-imt-ip.hub.arcgis.com/app/cd507d0e73044d17bc07f4afc2d5bd39.

- Instituto Nacional de Estadística 2020. 'Ocupados por sexo y rama de actividad. Valores absolutos y porcentajes respecto del total de cada sexo' https://www.ine.es/jaxiT3/Tabla.htm?t=4128

- IRU. (2019) 'A fifth of driver positions unfilled in the European road transport sector' [Online]. Available at: https://www.iru.org/resources/newsroom/fifth-driver-positions-unfilled-european-road-transport-sector (Accessed 7 January 2021).

- IRU. (2020) 'Government inaction will lead to a wave of bankruptcies in the road transport sector' [Online]. Available at: https://www.iru.org/resources/newsroom/government-inaction-will-lead-wave-bankruptcies-road-transport-sector (Accessed 6 January 2021).

- IRU. (2020) 'IRU report forecasts alarming jump in driver shortage in Europe' [Online]. Available at: https://www.iru.org/resources/newsroom/iru-report-forecasts-alarming-jump-driver-shortage-europe (Accessed 18 December 2020).

- IRU. (2020) 'Tackling Driver Shortage in Europe'. Available at: https://www.iru.org/resources/iru-library/tackling-driver-shortage-europe.

- ITF, 'Transport Policy Responses to the Coronavirus Crisis' [Online]. Available at https://www.itf-oecd.org/covid-19/policy-responses/ (Accessed 6 January 2021).

- ITF/IRU. (2020) 'JOINT DEMANDS FOR GOVERNMENTS AND INTERNATIONAL BODIES' [Online]. Available at: https://www.iru.org/system/files/ITF°%20IRU°%20Joint°%20Statement°%20070420.pdf (Accessed 7 January 2021).

- ITF. (2020) 'Young Transport Workers and COVID-19' [Online]. Available at: https://www.itfglobal.org/sites/default/files/node/resources/files/ITF_Young°%20Transport_FINAL.pdf (Accessed 6 January 2021).

- ITF/OECD. (2020) 'Measures introduced in Member countries related to COVID-19' [Online]. Available at: https://www.itf-oecd.org/sites/default/files/docs/by-measures-covid19.pdf (Accessed 7 January 2021).

- Kilhoffer, Z., De Groen W.P., Lenaerts, K., Smits I., Hauben, H., Waeyaert W., Giacumacatos E., Lhernould J.P., Robin-Olivier S. (2020). 'Study to gather evidence on the working conditions of platform workers' *European Commission Publications* DOI: VT/2018/032.

- Lozzi G. (2020) 'Post-Lockdown Mobility webinar report: Urban logistics in lockdown' POLIS [Online]. Available at: https://www.polisnetwork.eu/news/post-lockdown-mobility-webinar-report-urban-logistics-in-lockdown/ (Accessed 7 January 2021).

- Lozzi, G, Rodrigues, M, Marcucci, E, Teoh, T, Gatta, V, Pacelli, V (2020), Research for TRAN Committee – COVID-19 and urban mobility: impacts and perspectives, European Parliament, Policy Department for Structural and Cohesion Policies, Brussels.

- Mallapaty. S. (2020) 'The coronavirus is most deadly if you are older and male — new data reveal the risks' [Online]. Available at: https://www.nature.com/articles/d41586-020-02483-2 (Accessed 6 January 2021).

- Maritime Labour Convention, 2006, Art. 1.

- OECD. (2020) 'E-commerce in the time of COVID-19' [Online]. Available at: http://www.oecd.org/coronavirus/policy-responses/e-commerce-in-the-time-of-covid-19-3a2b78e8/ (Accessed 18 December 2020).

- Pirone, M., Frapporti, M., Chicchi, F., Marrone, M. (2020) 'Covid-19 Impact on Platform Economy. A Preliminary Outlook', *University of Bologna – Platform Labour in Urban Spaces* DOI: 10.6092/unibo/amsacta/6471 (Accessed 7 January 2021).

- Port Technology International Team. (2020) 'Europe risks losing a million maritime jobs' *Port Technology* [Online]. Available at: https://www.porttechnology.org/news/europe-risks-losing-a-million-maritime-jobs/ (Accessed 18 January 2020).

- Private Sector Consultative Group. (2020) 'Comments on the Impact of the COVID-19 Crisis: Ideas for the WCO and Its Members from the WCO Private Sector Consultative Group' [Online]. Available at: http://www.wcoomd.org/-/media/wco/public/global/pdf/media/important-notice/pscg-covid_19_en.pdf?la=en (Accessed 7 January 2021).

- Regulation (EC) No 561/2006 of the European Parliament and of the Council of 15 March 2006 on the harmonisation of certain social legislation relating to road transport and amending Council Regulations (EEC) No 3821/85 and (EC) No 2135/98 and repealing Council Regulation (EEC) No 3820/85, O.J. L 102.

- Safety4Sea. (2020) 'ITF: Crew abandonment and unpaid wages on the rise due to COVID-19' [Online]. Available at: https://safety4sea.com/itf-crew-abandonment-and-unpaid-wages-on-the-rise-due-to-covid-19/ (Accessed 18 December 2020).

- Schwilling, A. (2020) 'Global rail market continues to grow despite drop in transport volumes due to COVID-19' [Online]. Available at: https://www.rolandberger.com/en/Insights/Publications/UNIFE-World-Rail-Market-2020.html (Accessed 19 December 2020).

- Shead S. (2020) 'Amazon warehouse workers go on strike in Germany over coronavirus infections' *CNBC* [Online]. Available at: https://www.cnbc.com/2020/06/29/amazon-strike-germany-warehouse-coronavirus.html (Accessed 17 December 2020).

- Sobieralski, J.B. (2020) 'COVID-19 and airline employment: Insights from historical uncertainty shocks to the industry' *Transportation Research Interdisciplinary Perspectives* vol. 5, p. 100123. DOI: 10.1016/j.trip.2020.100123.

- Sustain. (2020) 'MPs and couriers say food delivery work is not safe' [Online]. Available at: https://www.sustainweb.org/news/may20_deliveroo/ (Accessed 7 January 2021).

- Transport Infrastructure Ireland. (2020) 'Motorway Service Areas Update' [Online]. Available at: https://www.tii.ie/news/press-releases/motorway-service-areas-update/index.xml (Accessed 6 January 2021).

- Union Internationale des Transports Publics, 'UITP in Europe' [Online]. Available at: https://www.uitp.org/regions/europe/ (Accessed 8 December 2020).

- Vieira T. (2020) 'The lose-lose dilemmas of Barcelona's platform delivery workers in the age of COVID-19', *Social Sciences & Humanities Open*, vol. 2, p 100059 [Online] DOI: 10.1016/j.ssaho.2020.100059 (Accessed 6 January 2021).

- Walczak, N. (2021) 'Employment: Fear of Falling by the Wayside' *Heinrich-Böll-Stiftun Brussels.* [Online]. Available at: https://eu.boell.org/en/employment-fear-of-falling-by-the-wayside (Accessed 4 February 2021).

- Zasiadko. M. (2020) 'How European railways react to coronavirus' [Online]. Available at: https://www.railtech.com/policy/2020/03/12/how-european-railways-react-to-coronavirus/?gdpr=accept (Accessed 7 January 2021).

This thematic briefing provides the European Parliament's Committee on Transport and Tourism (TRAN) with an overview of the repercussions of the COVID-19 pandemic on the EU transport workers and their working conditions, as well as policy recommendations to address the challenges emerging from the crisis.