



FUTURE OF TRANSPORT

– NORDIC UNIONS LEADING THE WAY

NTF Guidelines for the future (2023–2028)



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Foreword

When we departed from our previous congress five years ago in Aalborg in Denmark, no-one could predict what the world would look like today. A global pandemic with massive lockdowns and a war in Europe were not something we expected or even wanted to believe possible. For Nordic transport workers this congress period has been full of changing plans, adopting to a new reality, and finding ways to survive. But also, a period to learn new ways to cooperate and succeed.

The covid-virus started spreading in the beginning of 2020 and turned into a global pandemic. Most countries started lockdowns, remote working and online meetings became a norm, and borders, even between the Nordic countries, were closed. The Nordic model showed its power of flexibility as aid packages were negotiated at a fast rate from the beginning of the pandemic. Transport workers played a crucial role in keeping the countries moving – taking critical people to work, keeping the warehouses and shops stocked and making the transportation of medicine, test results and vaccines possible. The world would simply have stopped if it wasn't for the transport workers working at the forefront of the pandemic.

While some transport modes, such as aviation, ferries and tourist coaches suffered from lockdowns, other transport workers had too much work to do. When almost everything suddenly was delivered to the front doors of people's homes, warehouse workers and delivery drivers worked day and night, often in poor conditions. The amount of home deliveries and work facilitated via different apps increased exponentially. To understand this topic better, the NTF conducted a study about platform work in the Nordic countries, which was published in 2022.

This document aims to list key elements of the congress theme Future of transport and how the Nordic unions can participate in shaping the future. The document describes the strengths of the NTF and its affiliates by giving good examples and lists tasks and aims for the coming congress period under different headings: Environment and green transition, Nordic coordination, Women's participation, Engaging with affiliates, Communication and campaigning, Sections, and International solidarity.

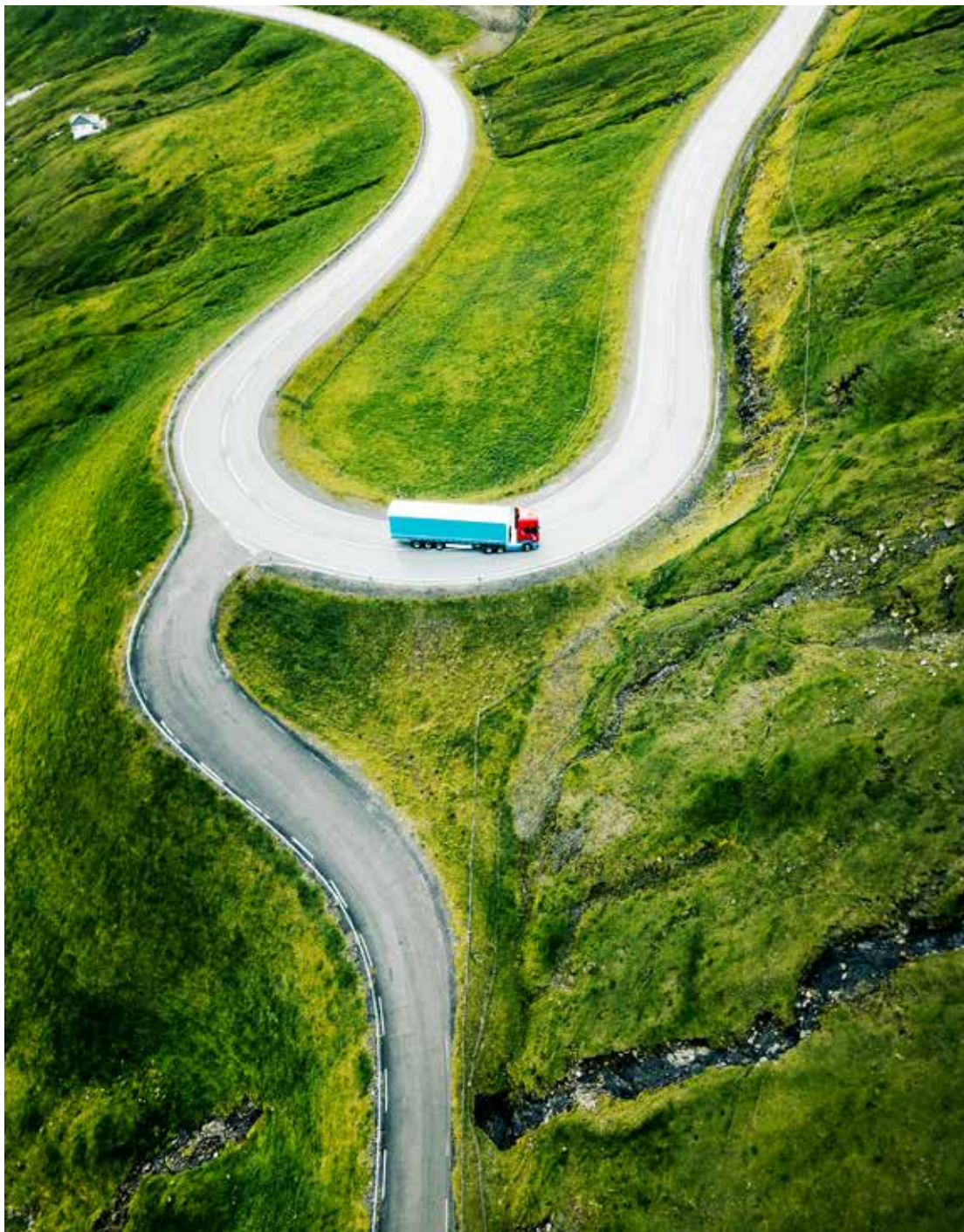
The congress period has been a challenging one, but we want to end on a positive note. The past five years have shown us that the Nordic model still works and that the Nordic unions are flexible and innovative. We learned to keep in contact and communicate in new and efficient ways, the first ever collective agreements were signed for platform workers, and the importance of cooperating and working together has never been greater. Let's start the next congress period as an even more unified and cooperative Nordic team!

Jan Villadsen
President

Anu Hietala
General Secretary

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Nordic unions leading the way

Nordic unions have proven to be flexible when meeting new challenges. There is a long tradition of negotiations and trade unions taking part in decision-making processes. Unions are not just an inactive party reacting to decisions taken at the political level. Nordic unions participate in shaping policies and finding solutions from the beginning of the process. This is something we want to maintain and improve. A good example of the effectiveness of the Nordic model was seen during the pandemic. Nordic unions played an important part when different sorts of aid packages and short-term derogations from rules and collective agreements were negotiated at a fast pace to keep countries functioning.

Working environments are changing and new technologies affecting everyday life are constantly introduced. We take it for granted that we are always connected to the Internet, which also means that we are constantly reachable – privately but also for work purposes. “Out of office” messages have become rare and most of us check work emails during late hours and holidays, too. The boundary between work and private life has become blurry, and this phenomenon grew even bigger during the pandemic, when remote work became the norm for all office workers.

Transport workers worked at the forefront of the pandemic and could not stay at home. But being constantly reachable and trackable affects them to a high degree, too. For example, buses, taxis, and deliveries can be tracked online, and warehouse workers’ every move can be monitored with the help of detectors.

Introducing new technologies requires new policies. It is important to discuss how the technology is used and how it should not be used. It is crucial that unions are involved in the discussions from the beginning and take an active part in shaping the policies. A common Nordic approach to new technologies is not to oppose them but to participate in shaping the ways of working with them.

A growing number of people have their work assignments coordinated via apps. These platform workers have no fixed workplace and often work alone on short-term employment arrangements. In addition, many platform companies do not consider themselves to be employers and force takeaway couriers, for example, to work as self-employed workers. Including platform workers in the Nordic model, where collective bargaining agreements play a key role in

regulating working conditions, is a challenge. In 2022 the NTF conducted a study about platform work in the Nordic countries. We wanted to investigate the prevailing legal situation in the Nordic region in order to understand platform work and the challenges it poses. We also wanted to gather information on and learn more about the different strategies our member organisations employ with respect to platform work.

Fellesforbundet in Norway was the first to sign a collective agreement with Foodora, an agreement that can be described as historic. The agreement was signed in 2019 after five weeks of strike action. There currently also exists a collective agreement signed between the Swedish Transport Workers' Union and Foodora based on an existing central haulage agreement in Sweden, and a nationwide collective agreement for food delivery services in Denmark, concluded by 3F Transport with the Danish Chamber of Commerce.

New technologies will keep on emerging, and as the previous congress period showed us, our working environment and geopolitical situation might change overnight. The best way to survive is to be on top of progress and to keep a constant watch on developments. Staying still is not an option.

- The secretariat will constantly seek knowledge about new trends and phenomena affecting transport sectors.
- The NTF will arrange cross-sectoral seminars for affiliates to discuss and learn more.
- The sections are encouraged to keep new developments affecting their branch high on the agenda.
- Affiliates are encouraged to participate in policy making processes from early on at the company, national, EU and global level.
- Affiliates are encouraged to keep the secretariat informed about new developments and agreements so that all relevant information spreads in an effective way.



Environment and green transition

The Nordic transport ministers from Finland, Iceland, Sweden and Norway gathered in Fredrikstad in November 2022 and discussed topics of mutual interest. The Ministers agreed to strengthen co-operation on transport and infrastructure in order to follow up Vision 2030: The Nordic region as the world's most sustainable and integrated region.

Transport is one of the priorities of the EU's Green Deal, with the overall target to reduce greenhouse gas emissions from transport by 90 % by 2050. Such a transformation of the European transport system in such a short period of time will have a massive impact on the European workforce. Jobs will be lost in some areas of the transport system, while others will grow. No union can avoid having a position on the topic, and Nordic unions should act at the forefront of the transition.

One important aspect of the green transition is safe and efficient vehicles in public transport. There should be stricter environmental requirements and safety equipment in all types of vehicles serving public transport needs in the Nordic countries. A sustainable future also requires union representatives and employees to have more influence and a higher degree of participation in decision-making processes. For example, drivers and their union representatives have lost influence in decision-making before a public tender for bus routes is called for. In order to succeed in efforts to get more people to choose public transport, including in rural areas and for long-distance travel, far greater influence and participation in decision-making processes must be facilitated early in the tendering phase.

The local knowledge, experience and expertise of union representatives and drivers in everything from bus functionality, safety, route pattern and customer experience must be included in the wording of the tender documents early in the process. The aim of this is to make sure that these documents include the details that are often crucial for the overall experience of drivers and passengers.

The European Transport Workers' Federation ETF and IndustriAll Europe have embarked on a joint project to examine the impact on workers of the profound changes that will result from the decarbonisation of transport. The aim is to find ways to achieve a just transition for workers. The project examines the social impact of the transformation in four modes of transport – rail, road, maritime and civil aviation – and in the respective transport equipment production. The General Secretary of the NTF and several Nordic colleagues participate in the project.

- The secretariat constantly seeks information and education about the environment and just transition.
- The secretariat participates in the ETF & IndustriAll joint project about Just transition and other similar projects and working groups.
- Sections are encouraged to keep working on the topic and keep themselves up to date about developments in their own sector.
- Affiliates are encouraged to participate in the transition processes at the company, national, EU and global level.
- Affiliates are encouraged to share best practices and good solutions found at the national or company level.

Nordic coordination at European and global level

Working in cooperation with the European Transport Workers' Federation ETF and the global International Transport Workers' Federation ITF is an important part of the Nordic unions' activities. The NTF's affiliates participate in both organisations' sectoral work and many Nordic colleagues have seats in sectoral steering committees. There are currently three Nordic sectoral chairs and several active members in different sectoral steering committees. In addition, there are dedicated Nordic seats at both organisations' governing bodies, including Management Committees, and the NTF General Secretary is an agreed observer at ETF's and ITF's Executive Board.

The high level of Nordic participation is not a coincidence. It is a combination of high union density, dedicated colleagues, active participation, and Nordic coordination of nominations. Before every ETF and ITF congress there is a Nordic premeeting where Nordic nominations are agreed. The NTF Executive Board has also agreed on a rotation system for the Nordic seats at the governing bodies. The Nordic pre-meeting discusses motions, nominations and other relevant issues and agrees on joint Nordic positions, whenever possible. The Nordic delegations aim to act as a team and support each other.

The same principle applies for all international meetings. The Nordic representatives at the Executive Boards meet before every meeting for a short briefing and all sectoral groups are encouraged to coordinate common positions. While many of the coordination meetings may be informal, the importance of meeting before every board meeting is not to be underestimated.

A good example of successful Nordic coordination was seen when new rules were negotiated for the European road transport sector. From July 2020 a new set of EU rules covering market and social aspects governs road transport in the EU, both for passenger and freight. The so-called Mobility package was a successful result of long negotiations, and NTF affiliates were heavily involved from the very beginning of the process – proposing solutions and working together for a common goal. In the next step the rules need to be implemented and enforced correctly at national level, and NTF affiliates will continue to work constructively and in a well-coordinated way.

Having influence in policy making processes requires good cooperation, dedication, clear goals and good knowledge about the process. The right timing of different actions is crucial. To deepen the knowledge and to improve lobbying skills, the NTF organised a cross-sectoral lobby seminar in 2019. The purpose of the seminar was to strengthen the NTF affiliates in their fight for better employment and social conditions by sharing best practices and concrete examples of successful lobbying with the help of guest speakers of varying backgrounds. The overarching goal is to protect and to improve the Nordic model, and the long-term aim is to have a group of Nordic colleagues acting effectively together in different lobbying and influencing projects.

- The secretariat will keep organising the Nordic pre-meetings at ETF & ITF congresses.
- The secretariat will organise a Nordic premeeting before ETF & ITF Executive Board meetings.



- The secretariat will maintain good contacts with the ETF & ITF secretariats.
- Sections are encouraged to discuss topics related to ETF and ITF work at every NTF section meeting.
- Sections are encouraged to organise Nordic pre-meetings before ETF & ITF meetings.
- Affiliates are encouraged to participate actively in the ETF's and ITF's activities.
- Nordic colleagues are encouraged to work as a team, supporting each other.

Women's participation

Gender equality is a key area of co-operation for the Nordic countries. It has contributed to the Nordic Region being the most gender-equal region in the world. International studies regularly rank the Nordic countries as the most gender-equal in the world. Similar trends exist in the area of LGBTIQ+ rights. Yet studies of the distribution of power and statistics show that we're nowhere near finished. The same applies for many transport sectors and unions.

In recent years, the EU's agenda has developed to promote gender mainstreaming in transport. This has influenced policy both in transport system planning to improve access, and in initiatives to desegregate employment in the heavily male-dominated sector. Despite some progress, there is still a long way to go to improve the current conditions.

To uncover the real reasons for the low female employment rate in transport and to find out what is needed to make the transport sector fair and fit for women to work in, the European Transport Workers' Federation ETF launched a

large-scale survey in October 2019. Around 3,000 women transport workers from across Europe responded. The ETF survey reveals that women transport workers encounter several barriers, such as a dominant culture of masculinity and gender stereotypes, discrimination, deficiencies in provision for women's health and safety at work, including access to decent sanitary facilities, and high levels of violence and harassment against women at the workplace. These barriers create a working environment that fails to attract women to the transport professions, fails to support women in doing their jobs well and fails to retain them in the sector. Against this background, the ETF launched a campaign 'Yes! More Women in Transport – Making Transport Fit for Women to Work in', targeting policymakers and social partners at both national and European level.

Nordic representatives participate in the work of Women's Committees at the ETF and ITF. As agreed at the previous congress, the NTF Women's Conference, supported by the secretariat, coordinates the Nordic prioritisation of candidates and nominations to those committees. This was done successfully at the ETF congress in Budapest in May 2022, where two Nordic candidates were elected to the ETF Women's Committee Steering Group. The first coordination meeting was held online, but the consensus was found in Budapest. The lesson learned was that coordination is preferably always done in a physical meeting.

The Nordic unions have a long-standing tradition of working for equality and for equal influence in their organisations and in society in general. However, since many NTF affiliates' sectors are dominated by men, it can be difficult to find



female union members who can, and are willing to, hold more prominent positions. The topic was discussed at the previous congress in 2018 and the statutes were changed in a way that requires sections to elect at least one female representative to the steering committees, whenever possible. the Executive Board has monitored progress throughout the congress period, all sections have worked actively on the topic and most of them have succeeded.

- The NTF Women's Conference, supported by the secretariat, will continue to coordinate the Nordic nomination to the ETF and ITF Women's committees.
- NTF Women's Conferences are organised by the secretariat before every ETF and ITF congress.
- The NTF Women's Conference elects a working group, which is responsible for other activities and meetings.
- Nordic representatives elected to the ETF and ITF Women's committees are encouraged to keep Nordic colleagues informed about the work done.
- The sections will constantly work for greater equality and inclusion.
- Affiliates are encouraged to participate in the ETF and ITF Women's committees' activities.

Engaging with the current and potentially new affiliates

The NTF was founded back in 1908 with the goal of uniting the Nordic transport workers' trade unions. Today, the NTF is a federation of 40 different trade unions for transport workers in Finland, Norway, Sweden, Iceland and Denmark with the Faroe Islands. In total, we represent 340,000 members – transport workers in seven different occupational categories.

In addition to the work done in the sections, direct contact with the affiliates is the key to the NTF's work. Uncomplicated and low-threshold communication is the glue that keeps Nordic unions together. Nordic organisations are often less hierarchical and communication between colleagues over the sectoral or national borders is effective. The NTF's work at its best is a simple phone call to a colleague in another Nordic country or a quick consultation by email about questions in the collective agreement.

This type of effectiveness requires trust and good relations. It is not self-evident that all new Nordic colleagues feel part of a Nordic team. It requires people to meet, possibilities to get to know each other and to have time to discuss common topics. During the pandemic, as all meetings were conducted online, this type of networking was lost. We survived a short break in physical meetings, because of our strong ties built during decades, but for maintaining good relations over the time, we need to meet in person and even outside of the meeting rooms, too. The importance of informal discussions during coffee breaks or evenings is not to be underestimated.



The same applies for the members of the secretariat. Good relations with affiliates are not built by staying at the office and therefore the members of the secretariat meet affiliates on a regular basis at their congresses, section meetings, workplace visits and one-to-one meetings. The secretariat is also a contact point for affiliates, if they wish to reach a Nordic colleague on a specific topic but are not quite sure whom to ask. The secretariat will find the right person and establish the contact. Likewise, the secretariat will help if a Nordic colleague needs to contact someone at the ETF or ITF, and vice versa.



Most, but not all Nordic transport unions are affiliated to the NTF. Recruiting new affiliates is important, but not at any price. The secretariat will always work in cooperation with the existing affiliates from the country and section in question. All new affiliates must fulfill the requirements of the statutes and the Executive Board makes the decision about accepting the affiliation. In some rare cases the request to join the NTF can be rejected, as happened in 2021. An Icelandic aviation union wanted to join the NTF in 2021 but its request was rejected by the Executive Board based on consultation with the existing Icelandic affiliates. The Icelandic affiliates agreed with the Icelandic Confederation of

Labour (ASÍ) that the union in question is to be regarded as a yellow union that runs the errands of the only airline it represents.

- The secretariat works to maintain good relations with the affiliates through regular meetings.
- The secretariat works as a contact point for affiliates.
- The secretariat works on finding ways to recruit more affiliates, always in cooperation with existing affiliates and relevant sections.
- Affiliates are encouraged to participate in physical meetings in order to maintain good relations.



Communication and campaigning

The ways of communicating have changed at least as much as the ways of working, if not more. Social media created a totally new way of reaching members and policy makers, and new platforms for effective communication are constantly popping up. Traditional newspapers and magazines have lost readers, whereas short video platforms such as Tiktok and Insta stories can reach millions of viewers. Keeping up to date with the developments and best ways of communicating is a challenging job and many organisations have huge departments taking care of their communication via different channels.

A media frenzy can be created within hours if a post goes viral. Platforms such as Twitter, where anybody can comment and discuss without any hierarchies are powerful tools in political games. They enable big audiences for our statements and messages, but they can equally be used against our democratic values.

Having a solid communication strategy is important. For a small organisation such as the NTF communication needs to be kept simple and on a few channels. Managing many channels simultaneously and engaging in discussions is not possible. The NTF home page is an informative page giving basic information about the organisation. All bigger NTF affiliates as well as the ETF and ITF have their own communication departments which create professional material and campaigns to different social medias. In addition to short updates about the NTF's own activities, the NTF's social media channels are used best to echo those messages and campaigns.

An example of participating in an ETF campaign was organised by the NTF railway section in 2021. The EU named 2021 the European Year of Rail – a year to celebrate rail's essential role as an environmentally sustainable and equitable form of transport. The ETF requested support from all their affiliates in a campaign “European Year of Railway Workers – a year to celebrate the importance of their work”. The aim of the campaign was to remind passengers and policy makers that no train moves without railway workers and that policy makers must invest in rail and railway workers to achieve a social and sustainable recovery. The secretariat helped the NTF railway section to adopt the ETF's message to the Nordic market and provided leaflets in Swedish. The leaflets were distributed when the Commission's train Connecting Europe Express departed from the Stockholm central station.

- The secretariat will keep up to date with different communication trends and platforms.
- The NTF's social media channels are used as a platform to share information, to coordinate and to echo affiliates' as well as the ETF's and ITF's messages and campaigns.
- Everyone is encouraged to follow and share content on the NTF's social media.
- Sections are encouraged to communicate about their meetings and activities.
- Affiliates are encouraged to communicate about their participation in NTF meetings and activities.
- Everybody is requested to continue sharing information about ETF and ITF meetings, policies and actions.



Sections – core of activities

The seven sections are an important part of the federation's activities. The sections are responsible for the activities related to their own industry. There are different traditions in sections and the secretariat organises a yearly meeting of section chairs. The aim is to share best practices and to get inspiration from one section to another. One section might have a good tradition of organising company visits, another has company-based network meetings and a third one organises well-structured pre-meetings before all ETF section meetings. Sections are independent to choose their own way of working but the secretariat is always ready to help with ideas, contacts and testing different ways to engage affiliates.

One good example of a new way of working was the joint Nordic seminar organised by three sectors together in November 2022. The Road section, the Public transport section and the section for warehouse and logistics organised a joint two-day seminar in Stockholm Arlanda, where the first day was dedicated to the joint theme “Green transition” and separate section meetings were organised during the second day. The seminar was well-attended and vivid discussions over the sectoral limits were highly appreciated.

Language is a commonly discussed question in many sections. Affiliates pay all costs related to section meetings and the NTF does not bear the costs related to interpretation either. Scandinavian is a commonly understood language in some sections, but many sections have decided to use English as a common language. Inclusion and taking notice of everybody's language skills equally is a key to successful meetings.

- The secretariat will help sections with ideas, contacts, and communication.
- Whenever possible, a member of the secretariat will participate in all section meetings.
- Sections are encouraged to organise joint meetings with common themes.
- Sections are encouraged to take notice of participants' language skills and find a language most suitable for all.
- Sections are encouraged to combine physical and online meetings.





International solidarity

One key element of NTF success is international and cross-border solidarity. If an NTF affiliate gets stuck in negotiation at national level and needs to organise a strike, it can always request solidarity from the other NTF affiliates. According to the NTF statutes each member organisation has a duty to participate in solidarity actions and other measures provided that such actions do not conflict with the respective country's law or agreements. Decisions on solidarity actions are taken by the Executive Board. The type of solidarity actions to be carried out is decided by the respective affiliate. Actions can be everything from solidarity statements to blockades and solidarity strikes. For example,

when the Finnish Aviation union IAU was organising a strike against a ground handling company at Helsinki Vantaa airport, the company planned to bring colleagues from Norway and Sweden to do the jobs during the strike. The IAU contacted NTF affiliates representing workers at the company in question, and the company's plan of using strike breakers was stopped by good Nordic cooperation.

Russia attacked Ukraine on 24th February 2022. The NTF condemned the attack directly and sent 50,000 SEK to the Red Cross to support their work in Ukraine. The Executive Board agreed in April about an open letter to Nordic governments.

The demand was clear: the war must be stopped and all peaceful steps to curb the war and handle its aftermath must be taken immediately.

The Executive Board called on the Nordic governments to jointly demand more EU-coordinated sanctions against Russia to stop the war. As an additional step they called for an end to transports by sea and to other transports across the borders to and from Russia, wherever possible. Transport by sea is an essential part of Russia's ability to make money through trade and thus finance the war in Ukraine. The Executive board urged the access of Russian vessels to EU ports to be stopped.

Many Nordic affiliates have sent support to Ukraine, either through different help organisations or via the ETF and ITF solidarity fund. The NTF General Secretary Anu Hietala joined an ETF and ITF delegation in a solidarity meeting in Voevodyno, Ukraine in January 2023. The group met colleagues from the Marine Transport Workers' Trade Union of Ukraine MTWTU, the Trade Union of Railway Workers and Transport Constructors of Ukraine, and the Free trade union of locomotive engineers of Ukraine to discuss their short-term as well as long-term needs. The NTF is determined to keep on helping the Ukrainian people, as well as other peoples under similar horrible circumstances.

Many NTF affiliates engage in different union building projects around the world. The projects are often done in cooperation with Trade union solidarity centers such as SASK in Finland, and with the ITF Union Building team. A member of The ITF Union building team is working at the NTF secretariat, seconded to the ITF. This has

further improved the close contact and cooperation with the NTF affiliates. Among other things, the projects deal with strengthening unions, educating about human rights in working life and collective bargaining, as well as supporting advocacy work.

The NTF affiliates also play an important role in the ITF's Flags of Convenience campaign. The ITF negotiates agreements with international organisations, including maritime employers and manning agencies, to secure minimum standards and conditions for larger groups of seafarers. More than 150 ITF inspectors and contacts in ports throughout the world ensure compliance with the agreements. They monitor the payment of wages and other social and employment conditions. If necessary, they take action to enforce ITF policy to ensure that seafarers who serve on FOC ships, whatever their nationality, are protected from exploitation by ship owners. If necessary, the vessel can be blocked at the port until the problems are solved. To do this, good cooperation with unions representing seafarers and dockers is crucial.

- Affiliates are encouraged to inform the secretariat about their conflicts, which might require cross-border solidarity as early as possible.
- The secretariat will handle all solidarity requests efficiently and transparently.
- Affiliates are urged to respond to all solidarity requests with necessary seriousness.
- Affiliates are encouraged to keep on helping the Ukrainian people and other peoples in similar circumstances.
- Affiliates are encouraged to engage in union building projects in cooperation with the ITF.

The NTF in a nutshell

The NTF was founded back in 1908 with the goal of uniting the Nordic transport workers' trade unions. Today, the NTF is a federation of 40 different trade unions for transport workers in Finland, Norway, Sweden, Iceland and Denmark with the Faroe Islands. In total, we represent 340,000 members – transport workers in seven different occupational categories.

The seven sections are an important part of the federation's activities. The sections are responsible for the activities related to their own industry. The day-to-day work is carried out by the secretariat, based in Stockholm.

CIVIL AVIATION. Organises members working in the civil aviation sector, such as loaders, check-in staff, cabin crew and pilots. The section aims to monitor developments in aviation and the challenges arising from the Low Cost Carrier Model (LCC). Works, among other things, with issues such as social dumping, night and shift work, security issues and digitalisation. Always in close cooperation with ETF and ITF.

ROAD TRANSPORT. Organises members with occupations such as drivers in haulage, couriers and drivers in the more recent gig economy. The section works with issues such as the implementation of the EU Mobility Package, digitalisation and technology, exploitation of labour in the Nordic labour market and the freight industry of the future. The section also includes an environmental group.

PORTS. Organises members who work as port and stowage workers as well as administrative staff. The section's priorities have an influence

on EU decisions, the FOC campaign for a fair shipping industry, the ITF's lashing campaign and protection and safety issues such as toxic substances in sea containers.

RAILWAYS. Organises members with occupations such as train drivers, on-board staff, train repairmen, switchmen, planners, maintenance workers, vehicle attendants, ticket sellers and others.

The section focuses on issues related to the development of the railway sector in the Nordics and Europe, international railway lines, cross-border traffic, education, trade union organisation, public procurement, and social dumping.

PUBLIC TRANSPORT. Organises members who work in tram, bus and taxi operations such as bus drivers, tram drivers, technicians, mechanics, taxi drivers. The focus areas for the section are public procurement, digitalisation, automation and new technology, climate and environmental impact, the EU mobility package, health and safety, increasing union membership and collective agreements.


Improved diversity and equality is a common thread of the section's work and the section aims to prevent all negative discrimination due to gender, age, sexual orientation, ethnicity, religion, faith and cultural background.

SEAFARERS AND FISHERIES. Organises sea captains, chief machinists, nautical officers, technical officers, curatorial officers, sailors, motorists and professional fishermen. The section's assignments over the next few years are the campaign against flags of convenience ships (FOC) and ports of



convenience (POC), the ITF's lashing campaign and compliance with the Athens policy in the Baltic Sea region.

WAREHOUSE & LOGISTICS. Organises warehouse and terminal workers as well as officials. Priority areas of work are digitalisation and automation in the warehouse and logistics sector and the entry of online giants into the Nordic market. The section also works with issues related to education and exchange of experience, collective agreements and the possibility of increasing the involvement of more trade unions in the Nordic region.



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