

NIGHTWORKER CHARTER

A YEARLY PLEDGE TO ADVANCE SPECIAL ARRANGEMENTS

For invisible workers in nightshift cities



March 1, 2023



WWW.NIGHTWORKERCHARTER.ORG

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Special Mention

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Dr. [Olena Fedyuk](#) | Central European University

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Dr. [Violetta Zentai](#) | Central European University
New Europe College | Society for the Anthropology of Work ([AAA](#))
Democracy Institute, Central European University
[Nazek Ramadan Moussa](#) | Director, Migrant Voice UK

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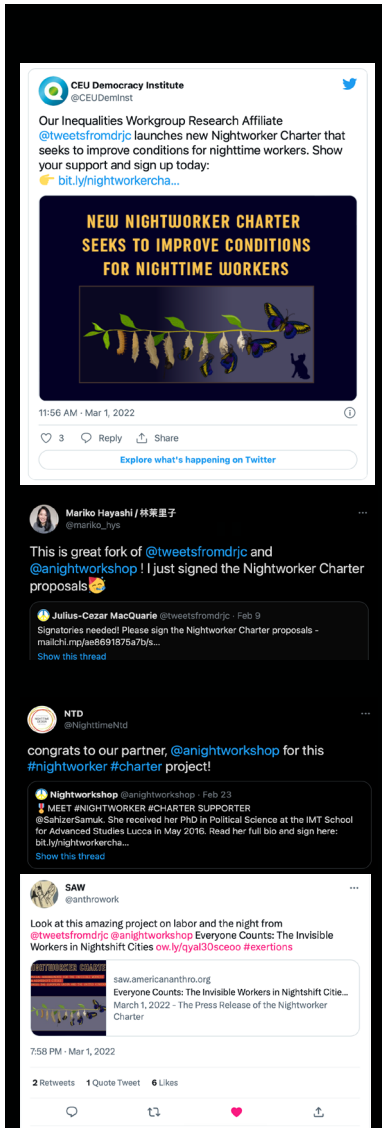
PRAISE

“ Thanks for all the work you do to make a difference — Nancy Gonlin, Professor of Anthropology, Bellevue College, WA, USA.

“ A great and long overdue project — Samuel Weeks, Assistant Professor of Anthropology at Thomas Jefferson University, USA.

“ This is an important initiative. Read and sign the charter — Alessio Kolioulis, Urbanist. Lecturer in Urban Economic Development, The Bartlett, University College London UK.

“ Excellent! — Violetta Zentai, Associate Professor & Co-Lead, Inequalities and Democracy Workgroup, Central European University, Austria & Hungary.



“ Proud to support the Nightworker Charter — Migrant Voice UK.

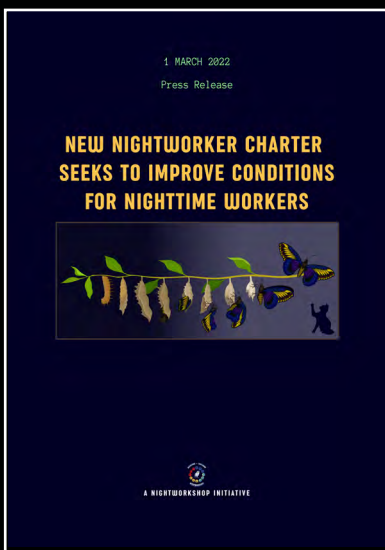
“ Great work! — Zrinka Bralo, CEO Migrants Organise, UK.

“ Kudos for this great initiative! I support it full heartedly! — Andreea-Raluca Leru, Expert at North-East Regional Development Agency, Brussels Office, Belgium.

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“ This is great work. I just signed the Nightworker Charter proposals — Mariko Hayashi, Executive Director, Southeast and East Asian Centre, UK.

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THANK YOU, SIGNATORIES!

TODAY WE'RE ONE YEAR OLD.



**COUNTING
ON OUR
SIGNATOR
IES!**



**WHO
IS
NEXT?**

**SIGN UP
TODAY!**

EVERY SIGNATURE COUNTS

1. Julius-Cezar MacQuarie 2. Nazek Ramadan Moussa
3. Daniel Nelson 4. Ger Duijzings 5. Cansu Civelek 6. Julia Szalai 7. Valentina Sandu-
Dediu 8. Violetta Zentai 9. Tibor T Meszmann 10. Olena Fedyuk 11. Eva Fodor
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133. Dragos Tarcau 134. Anca Gauca 135. Gombos Mira 136. Ionut Vasile Moraru
137. Veronica Serbanoiu 137. Nazîru Mădălin 138. Nancy Gonlin 139. Marin Mihai
Cosmin 140. Sequoia Kim 141. Ruth Hally 142. Tom O'Mara 143. Cairíona Ní Laoire
144. Suzanne Walsh 145. SIGN YOUR NAME HERE.

THANK YOU!

INTRODUCTION

Thanks to your support, today MARCH 1, 2023, I FEEL 145 TIMES STRONGER than I did one year ago, when I initiated this Charter. The Nightworker Charter was launched on 1st March 2022 to coincide with the United Nations' (UN) Zero Discrimination Day—a global observance of the unwritten law that everybody counts in our societies, regardless of their skin colour, gender, skill level, education or beliefs. **THIS CHARTER STRESSES THE NEED TO RECOGNISE THE CONTRIBUTION OF NIGHTWORKERS IN OUR SOCIETIES, MANY OF WHOM ARE MIGRANTS AND THUS, PUT NIGHTTIME WORKERS ON EQUAL FOOTING WITH THEIR DAYTIME COUNTERPARTS.** Hence, the Charter upholds the strategic role that nightworkers have been playing in keeping societies going around-the-clock. More importantly, Zero Discrimination Day is symbolised through wearing a butterfly as a sign of change, hope and renewal—that is, transformation. The Charter seeks to transform night workplaces by upholding the basic rights of nightworkers to live and work in dignity.

Think of Nightwork. Nightwork has been part of many industries and services, such as transport, communications, fire brigades, police, the army and hospitals. **WORKING IN THE EVENINGS OR AT NIGHT IS NOT A NEW PHENOMENON, YET IT IS AN ESSENTIAL FORM OF WORK TO THE FUNCTIONING OF OUR ROUND-THE-CLOCK SOCIETIES.** Nevertheless, the current labour system

in developed societies has been designed for day-time work. That explains why nightwork is erroneously thought to be a supplement to daytime labour and why the problems with nightwork are rarely fixed. Recognising that nightwork is its own form of work with specific dynamics and problems, especially in post-industrial countries, is long overdue.

Think of Nightworkers. There are millions of people—including migrants, women and People of Colour—who work 'graveyard' shifts and because of it, experience tremendous health impacts, isolation and exclusion from mainstream society. Nightworkers are the 'other' workers in relation to the '9-5ers' (Bianchini, 1995). 'Blue Mondays' in 9-to-5, day jobs, are a grind, but waking up in the evenings or in the middle of the night to go to work is simply dreadful. Eating fast food due to a lack of nighttime eating options is unhealthy, and working all night disrupts the circadian and biological rhythms that let us to know to sleep when it is dark and to stay awake during daylight. Not being able to socialise with friends during the daytime and evenings marginalises nightworkers even further.

Moreover, nightworkers frequently live on the margins of mainstream society, which makes them unavailable to attend family events and absent from the minds of those in government who tackle problems in other forms of work. The COVID-19 pandemic has shown across the EU and in

the UK, how despite their strategic roles in the functioning of national economies, nightworkers have been excluded from political agendas and public debates about who is or who is not an 'essential' or 'key' worker. Nightworkers deserve a better social contract—better food, sleep, remuneration, transport and rest places when they toil at night.

These 'other 9-5' workers should represent more to developed societies than bio-automatons. Their bodies are left spent and exhausted by the merciless 24/7 demand for manual labour that keeps the world going around-the-clock, even in times of crisis. There is a pressing demand for a new set of arrangements that address the problems specific to nightwork. That is why you should take interest and assist this open, democratic process to improve the lives of nightworkers. Let us together repair a broken labour system that causes suffering for millions of nightworkers and their families and friends. The task of this Nightworker Charter is to offer fresh and concrete guidelines on dealing with the problems of night-work including on what to address, how to recognise the issues and who can and should be engaged in repairing these matters.

What is the Nightworker Charter?

The Nightworker Charter seeks to improve the working conditions of nightworkers. The Charter gives nightworkers the voice and tools to gain recognition for their many contributions to national economies.

What does the Nightworker Charter do?

The Nightworker Charter offers practical solutions to improve nightworkers' working conditions on the basis that all relevant stakeholders:

- 1 RECOGNISE THE PROBLEMS SPECIFIC TO NIGHTWORK
- 2 ADDRESS THE MULTI-LAYERED PRECARIETY EXPERIENCED BY WOMEN AND MIGRANT NIGHTWORKERS
- 3 MAKE NIGHTWORK A STAND-ALONE FORM OF WORK IN LEGAL TERMS

Why is the Nightworker Charter relevant now?

Nightworkers play a crucial role in supporting nighttime economies (NTE), day workers and national economies throughout Europe. Yet today we still face a health crisis. This Charter represents solidarity with nightshift workers, be they the frontline or even the 'non-essential' workers who have helped us get through this awful period. The Charter begins a reparation process that defends nightworkers' rights embedded within current constitutional arrangements but are hardly ever implemented.

How can you get involved?

Individuals and organisations are invited to sign this Charter and to invite others to do the same. Recommend the charter to unions, labour organisations, employers, local and regional councillors, and health and safety organisations.

In solidarity with nightshift workers.
.....

**MILLIONS OF
WORKERS DO
THE NIGHTSHIFT
— MANY OF THEM
MIGRANTS. WHILE
SOCIETY SLEEPS
WHO MUST
REMAIN ALERT? —
NIGHTWORKERS!**

—

**NIGHTWORKERS
ARE THE LIFELINE
OF NATIONAL
AND NIGHTTIME
ECONOMIES,
AND MORE SO,
IN DEVELOPED
COUNTRIES.**

MEET THE NIGHTWORKERS



WHILE OTHERS SLEEP, NIGHTWORKERS MUST STAY ALERT



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PART I • THEMES •
KEY ISSUES • CASE
STUDIES • PROPOSALS

THE PROBLEMS WITH NIGHT- WORK TODAY

THE PROBLEMS WITH NIGHTWORK TODAY

International Labour Organisation (ILO) 1990 Convention on nightwork offers non-binding guidelines (ILO), whereby 'nightwork overtime should be avoided as far as possible' (IARC 2020, p. 64).

TWENTY-FOUR HOURS PER DAY

Millions of workers do the nightshift — many of them migrants. While society sleeps who must remain alert? Nightworkers! While others sleep, nightworkers are awake and alert on production lines, in food processing and packing warehouses; loading fruit and vegetables; driving buses, trains and subways; working all night, they repair roads; carry for the sick, clean streets and manage waste, stock the shelves and answer emergency calls. Nightworkers keep the world running round-the-clock (24-hours per day, 7 days per week). Today, in this pandemic time, they keep life going while entire nations still experience unpleasant effects of social distancing measures.

CALL FOR ACTION

This Nightworker Charter calls for real action to reduce disparities between legislation and guidelines, and situation on the ground. Governments need to implement tougher regulations consistent "with a focus on limiting features of schedules such as the maximum number of work hours per shift, the amount of rest time after shift work, and minimum break times" (IARC 2020, p. 62). The relevant stakeholders should consider research, which shows that in practice regulations aimed at protecting nightworkers are not applied because, where possible, employers do not follow the laws ad literam and benefit from extracting labour power from the expendable workers. Their bodies

SEVEN DAYS PER WEEK

According to the Directive 2003/88/EC, nightworkers are (a) employees who normally work 3 hours of their daily working time during nighttime, at least once a month; (b) employees whose working hours during nighttime, in each year, equal or exceed 50 per cent of the total number of hours worked during the year. This directive is applied across the 27 member states in the EU, with country differences in the prevalence of nightshifts. In the UK, nightshifts must include the period between midnight and 05:00, and not less than seven hours. While these regulations exist, they vary from one country to another and are sector dependent.

are left spend and exhausted by nightwork (unpaid)red precarity. Also, the workers lack options to exit nightwork (Sharma 2013, 2014; Macarie 2017; MacQuarie 2020).

WE NEED A SPECIAL CHARTER TO RECOGNISE THEIR PRECIOUS CONTRIBUTION AND PROTECT THEM 365 NIGHTS A YEAR FROM THE SPECIFIC STRUGGLES THAT THEY ENCOUNTER WHILE ON NIGHTSHIFTS. Recognition of their crucial role is long overdue. Reparation is possible if the following key issues will be considered, and the proposals supported for ratification that turn them from incentives into rights.

1 RECOGNISE THE PROBLEMS SPECIFIC TO NIGHTWORK

KEY ISSUES

First and foremost, nightworkers experience a tremendous negative impact on their health, whereby nightshift work increases the potential risks of cancer. As defined by the IARC (2020, p. 359), nightwork “involves work, including transmeridian travel, that occurs during the regular sleeping hours of the general population. This alters exposure to the natural light–dark schedule and disrupts circadian rhythms.” These alterations disrupt how one sleeps, eats, behaves; impact negatively on the body’s temperature, and one’s nervous system, creating effects associated with carcinogen characteristics (IARC, 2020, p. 46).

Night eating patterns are unhealthy and the eating behaviours of those working at night are changed according to the limited availability: unhealthy snacks and fast foods.

Because nightworkers live on the opposite rhythms to the mainstream society, this makes them feel invisible to friends; often they are unavailable for family duties and absent from the minds that make day organisations tackle problems in daytime work. Isolation manifests as lack of socialising with friends during daytime and evenings (when night workers sleep and rest). It makes nightworkers feel excluded.

Nightworkers suffer physical, emotional, and psychological duress for being alert at night when the biological rhythms dictate that humans sleep and rest ; but there is no statutory pay rate classed as ‘higher night rate’. In practice, nightworkers do very long nightshifts, in some workplaces up to sixteen hours, six nights per week (MacQuarie 2019, 2020; Autonomy, 2021); no specific regulation protects night workers, except if specific risk assessments indicate ‘special hazards or mental and physical strain’.

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PROPOSALS

Pay all nightworkers, be they migrants or locals, females and males equal rates and higher than minimum national daytime wages (EU) and ‘night time Living Wages’ (UK), the latter also recommended by Autonomy (2021) – see specific recommendations for migrants or women (or both) under (2) Repair theme in this Charter.

Reach a collective agreement through gender equal regulation, which lays down the conditions under which nighttime employment for manual, low-paid nightworkers with care responsibilities guarantee equal rights for equal work. The design/negotiation of this agreement should be done in consultation of workers, especially and migrants who tend to be under-represented.

In practice, this should allow the following:

- Make nightwork voluntary; consent must be given by nightworkers; those involved must be protected against dismissal upon refusal to work nights;
- Employees have the right to move to day shifts if they care for a close relative, a child under 12, or on ill-health basis;
- The right to time for education and retraining in the day;
- Regular medical check-ups
- Specific amendments: paid breaks, support for childcare facilities, ensured commuting transport to/ from workplace; provision of hot food and eating places.

Create nighttime teams and mobile units to monitor employers at night and enforce legislation where abusive practices, coercion and exploitation are found; these practices should be carried out independently from the Immigration forces, acting under the rule of the Home Office (in the UK) who target immigrants

Pay proportionate daytime ‘rest hours’ in lieu of nightshift hours, i.e., 1 paid day to rest for each 4 extra hours spent on a nightshift longer than 8 hours.

Make temporary workers’ nightshift hours count towards pension

2 ADDRESS THE MULTI-LAYERED PRECARIETY EXPERIENCED BY WOMEN AND MIGRANT NIGHTWORKERS

KEY ISSUES

Nightworkers remain largely invisible to mainstream society, which does not care about the low-wagers who sweep the streets or manage the waste, occupations which otherwise are heavily dependent on migrants working the nightshift, as revealed during the pandemic (Fernández-Reino et al, 2020).

MIGRANT NIGHTWORKERS IN LOW-WAGE OCCUPATIONS SUPPORT THE FUNCTIONING OF THE KEY URBAN INFRASTRUCTURES (FERNÁNDEZ-REINO ET AL, 2020); YET, THERE ARE NO CONCLUSIVE FIGURES ON HOW MANY MIGRANTS

MIGRANT NIGHTWORKERS ARE FURTHER INVISIBILISED, FOR THE NIGHTWORK ENVIRONMENTS ARE USUALLY MALE DOMINATED. NIGHTWORK, THEREFORE, BECOMES A HIGHLY DANGEROUS SPACE FOR WOMEN – BEING HIDDEN AND THUS MORE PRONE TO BEING IMPLICATED IN HIGHLY PRECARIOUS WORK EXPERIENCES (LEWIS ET AL 2015; STANDING 2011), WITH SOME ENDING IN FORCED LABOUR (ANDERSON AND ROGALY 2005).

The literature on forced labour omits from its empirical analyses this multi-layered aspect of precarity (ILO 2017; FRA 2015). For an exception see Lewis et al (2015), challenging the free/forced dichotomy in the literature on migrant work precariousness, and Boufkhed, S. (2020, p. 243) suggesting that “precariousness is on a continuum that may lead to forced labour.”

Not all migrants wish to retire in the country where they contribute to, but they lose their pension contributions when they return to their country of origin.

PROPOSALS

All nightworkers should have access to transparent mechanisms to report employers who impose exploitative and precarious working conditions on nightworkers

Management policies need to be written in non-jargon, clear and concise language for less educated migrant nightworkers to understand what they can expect from their employer, their rights, and responsibilities. The management practices need to ensure fairness and equality among all workers, especially among fe/males on low wages.

Allow women specific channels of communication to signal problems and processes and ensure that women can appeal lower pay rates, and undignifying behaviour from men in the workplace. At night, women are more vulnerable from being abused or attacked by men. For that reasons, work regulators and nighttime governors, specifically, should hire all female guards to protect women, and implement tools designed to increase women's safety at night.

EMPOWER WOMEN THROUGH LEVELLING UP – ADDRESSING THE IMBALANCE OF POWER IN THE WORKPLACE

Facilitate bridge-talks between nightworkers, EU/UK unionists, policy makers, researchers and work regulators and enforcers, and migrant organisations to eliminate the hidden barriers, such as the intersecting issues between working at night, being on precarious work contracts, a migrant, a woman, with language barriers and lack of skills to navigate the work culture in a foreign country. Produce leaflets on these intersecting issues in multiple languages

Collaborative efforts to deliver commensurate responses and actions to tackle the inclusion of overrepresented foreign-born nightworkers will ensure a fair and decent nightwork environment.

Stakeholders should adhere to the UN2030 Sustainable Development Goal (SDG) N°8 on Decent Work and Economic Growth for all.

3 MAKE NIGHTWORK A STAND-ALONE FORM OF WORK IN LEGAL TERMS

KEY ISSUES

In many European countries, as well as in the UK, the 'nightshift' is considered a part of 'dayshift' rota system, and not a standalone form of work. How can we, however, begin levelling up by empowering nightworkers, when most problems of nightwork are overshadowed by the concerns with daytime labour? and when focusing on the needs of the mainstream society causes blindness at the unresolved issues of invisibility that makes night workers feel exclude and isolated.

PROPOSALS

The added value for nightworkers, if separating nightwork out of traditional daytime structure, would then be reflected in the clarity with which policy makers would address the specificity of nightshift work, for example through increasing pay rates regardless of employment categories or types of contracts.

THE DEMOCRATIC PROCESS OF INVOLVING NIGHTWORKERS IN DIALOGUE WITH ALL STAKEHOLDERS (E.G., GOVERNMENTS, LABOUR ORGANISATION, EMPLOYERS, SITE MANAGING AUTHORITIES) WOULD SPEED-UP THE DECISION-MAKING PROCESS ON THE VITAL ROLE OF NIGHTWORKERS IN SUPPORTING NATIONAL ECONOMIES AND DAYTIME WORKERS.

CASE STUDIES

VIGNETTE #1

... TO THE NIGHT MARKET

DAY SLEEP TIME: 4.5 HOURS

Night shift Duration: 0 hr—I missed the nightshift

Commuting: Cancelled due to abuse from a replacement bus driver

As I was about to enter the Surbiton train station, I read this sign: 'Due to rail works, replacement buses are in operation from Surbiton station'. I got nervous because this would mean delays in my commute. The departure time on the electronic board showed 23:00. I waited until my watch showed 23:03. The driver of the only coach parked gave no sign that he would soon stop his mobile phone conversation and move his vehicle towards us—the dozens of men waiting outside the back entrance to board the coach to Clapham Junction. After a couple more minutes, I got near the coach's front window and while the driver was still talking, pointed at my watch and shouted that he was late. I hoped that he would hear me through the coach's shut windows. He carried on with his phone conversation. I returned to the area where the temporary pick-up point was assigned. I saw the station's warden approaching the group. I complained to him that the coach driver was late. He told me that I should wait because he would come soon.

A few more minutes passed, and the coach slowly moved toward us would-be passengers. I was relieved, thinking that I should still be able to catch the last train from Clapham and then the last underground train on the Circle line from Stratford to arrive at Leyton, where I would continue walking for another 20 minutes to the market. I should arrive on time for my second nightshift, I calculated, despite the commute now being a two-hour journey one-way. The coach's front door opened slowly. As I tried to board, the bus driver began to verbally abuse me, slurring his foul words faster than I could catch what he was saying. He was angry with me for pointing out to him earlier that he was late to depart and 'How dare I do that to him!' I turned to the other passengers who were already seated, mostly males of different ethnicities.

The bus was silent except for the angry voice of the driver. Aggravated by his behaviour, I raised my voice to him, but sooner than I realised I stepped off the bus in anger. It was a mistake on my part. If I were to take a seat submissively, the driver would have probably stopped his rant and I could have reached the first leg of my journey. On the contrary, as soon as I stepped off the coach, he shut the door. I was left without transport because that was the last replacement coach to Clapham Junction.

Alexa's work situation, by April 2020, had changed drastically, while locked down in London. She explains how:

I stopped working since the COVID-19 situation and I have lots of bills to pay. I took a three-month reprieve on my car loan, but the rent still needs paying. It's been really tough!

The last time we spoke in 2021, she told me that she is again driving her taxi at night, only that now she works for more than one digital platform to make ends meet.

Sara another Romanian woman platform driver, this time working in Romania, giggles at first, and then explains how she deals with the call of nature:

It's a bit tricky. When I need the toilet... I ask the client, are you in a rush? If they say, yes, then I go on and wait till I finish the ride. If they say no, then I say that I really need to stop for toilet. Most say that it's OK. I used to stop for example, at a local supermarket, but I can't anymore. They won't let us now unless we show the COVID certificate. But I didn't do the vaccine. So, I stop at petrol stations, sometimes on the way to the customer's destination. I can stop to use their loos, for the time being.

In chronic or crisis times, bus drivers, outreach workers and especially gig or platform workers all need rest stops, warm food in the night and spaces to socialize informally. Autonomy report (2021) on Working Nights in London, explains that 'democratisation of nighttime work' will change the future of work for the better.

John has worked on a double decker since the economic downturn in 2008. He has been working throughout the pandemic, on day and late evening shifts into the night. As a driver, he says,

The way we used to work has changed since the pandemic. I am locked in the whole 8-12-hour shift in that cage. My box, where I sit to drive, must be shut all the time. I cannot breathe! Many people died. So, it's very frightening! It feels like being imprisoned while I work to serve the public. It has been hard for me to work during the pandemic

because I knew, if I don't work, I won't get money for my mortgage, for my family. That's another kind of fear. Not having money to support your family pushes you out of the door, pandemic or not. And for one reason or another, during the pandemic migrants were the ones working, doing essential work to keep London moving. Overall, us, migrants are not appreciated for the work we do. We are the minority that works hard for the majority. I think that we're not really appreciated for the work that we do for the powerhouse of England. I feel that the government has let us down.

ALEXA, SARA,
OR JOHN,
THEY ALL
CONTINUED
WORKING
THOUGH THE
PANDEMIC
OR AS SOON
AS IT WAS
SAFE TO
RETURN
TO WORK
AFTER THE
LOCKDOWNS.

**WHO COULD &
WHAT SHOULD BE
DONE ABOUT IT?**

PART II • SPECIAL
ARRANGEMENTS FOR
NIGHTWORKERS

18

I UNIONS COULD DO SOMETHING ABOUT IT!

The Nightworker Charter urges ALL STAKEHOLDERS to begin the reparation process today, and calls for the Trade Unions to support it. Key stakeholders at the helm of the EU and the UK will listen harder to Unions, and other stakeholders, and agree to implement a special framework that promotes nightworkers' rights to decent work embedded within the constitutional arrangements. **JOHANNA DOHNAL words ring true still today:**

“the massively existing tendencies – to push women into the home, to introduce flexible working hours to the disadvantage of workers, to shift the burden of the crisis of our economic system fully onto workers in one way or another, to play off male workers against female workers, housewives against working women, by slogans such as “double income” – can only be countered by a strong campaign by trade unions to reduce working time quickly and effectively” – (1983, [apud Larissa Nennin, 2022](#)).

As one of the main, relevant stakeholders, Trade Unions could and should operationalise the charter through:

- Consultations with nightworkers that would benefit the decision-making processes.
- Efficient communication channels would be raising awareness to tackle precarious working conditions and abuse against nightworkers, prioritising migrants and women who are underrepresented in these debates.
- Create efficient reporting mechanisms supported by unions and organisations that train nightworkers in how to report and combat abuse in the workplace.
- Introduce restorative justice practices whereby abusive employers offer open apologies and remuneration for financial losses and/or physical and mental ill-health resulting from precarious working conditions.
- Support workers with limited skills to navigate the work culture and language barriers with specific training that removes such barriers and promote career development.
- Specify and replace work roles assigned to late evenings and increase pay with premiums for workers with care duties doing nightshifts.
- Encourage women to progress in the workplace hierarchies of all sectors that involve nightwork. Review the equality and diversity of the teams and the infrastructure of personnel to allow women and migrant nightworkers to access better paid jobs across all sectors part of the Night-time Economy.

Besides Trade Unions, this Charter invites all relevant actors to engage. For example: NGOs, Local Authorities, Greater London Authority (UK), Corporation of London, Nighttime Commission, Night-Time Industries Association (NTIA), EU Fundamental Rights Agency, EuroFound, and migrant organisations defending and organising workers to demand their rights to decent working conditions.

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PART III • DISCUS-
SION ON THE ADDED
VALUE

**WHERE TO &
WHAT NEXT
FROM HERE?**

NIGHTWORKER CHARTER : THE NEXT STEPS

Nightworker Charter's core principles for better, decent nightwork have grown out of my collaborations with non-governmental organisations, namely Migrant Voice, U.K. People's Tribunal and UNI Global Union / UNI Europa, and Nighttime.org. Worthy to note that advocates for nightlife industry workers in a post-COVID-19 world, have been proposing support models for nightlife industry workers, individuals and vulnerable populations under the Global Nighttime Recovery Plan: Sustaining Night-life Scenes (Duvivier et al. 2020).

NIGHTWORKER CHARTER IS EMBEDDED IN MY COMMITTED ETHNOGRAPHIC PROJECT TO VISIBILISE THE WORKERS, FOR THOSE AUDIENCES WITH AN ETHNOGRAPHIC EYE, TO THE CURIOUS ACADEMIC AUDIENCE AND THE CRITICAL PUBLIC.

The larger research community has thus far made rather modest efforts to address the theoretical implications, possibilities, and ethical questions of tackling the new puzzles due to nightwork communities being hard to access.

It is, thus, important to reflect on the role that we all play in remedying the road to a decent future of work for all.

IN MY PREVIOUS RESEARCH I FOUND THAT WOMEN ARE MORE VULNERABLE TO ABUSE THAN MEN IN THE MASCULINISED WORKING ENVIRONMENTS. BEING A MIGRANT WOMAN WORKING THE 'GRAVEYARD' SHIFT MEANS TO INHABIT THE LOWEST LEVEL OF PRECARIETY (MACQUARIE 2017, 2020, 2021).

MY NEXT AIMS FOCUS ON HOW WOMEN MIGRANT NIGHTWORKERS ARE BEING MARGINALISED, AND WHAT SHOULD BE DONE TO STOP IT!

PRECNIGHTS project addresses women migrant nightworkers' marginalisation via precarity and invisibility. But the foundations for a WOMEN NIGHTWORKER-specific Charter are here. Check for updates by clicking the logos or tweet away:

@precnights @tweetsfromdrjc



DISCUSSION

Over 1 in 9 men and women work the 'graveyard shift' in the UK alone, millions more do the job in Europe. Yet the work itself, rough working conditions, low pay, and limited rights of nightworkers are virtually invisible to the public, policymakers, politicians, and journalists (Macarie 2017). Hence, the doors to furthering the (race, gender, pay) inequality gap that characterises nightwork are wide open, as found in a 2021 report that advances 'strategies to democratise night-time economy' (Autonomy, p. 9).

As the pandemic forged ahead, the 'catastrophic, crisis-laden, and sublime' moments overshadowed 'the ordinary, chronic, and cruddy' (Povinelli 2011: 13). Thus, in certain production areas, low-waged occupations have now been re-categorised as 'essential' and migrants have been bestowed upon 'key roles' in the economic and social spheres in society (Alcorn 2020, Fernandez et al 2020). Yet, after several post-lockdown phases in Europe and the rest of the world, the limits of this discursive turn are reflected in that, migrant or local, nightworkers experience urban vulnerabilities through lack of access to nighttime work spaces. Nonetheless, the claims of re-valuation, have shown how this health crisis has served to draw closer, two previously distant conceptual categories: migrant and valued worker. So, what lessons can we take forward to continue this process of recognition and repair, and what kind of decisions we need to make for nightworkers' struggles to stop? To bring a kinder and safer future through decent working conditions for those doing hidden, yet precious labour while the society sleeps, stakeholders must speed-up decision making processes to fix nightwork out of a labour system traditionally designed for daytime work. Following these proposals would entail a kind future without suffering bodies that work-till-they-drop for the sake of capital accumulation.

Precarity (zero-hour contracts, no paid leave, extra hours on nightshifts) is multi-layered. Despite being essential for its functioning and social reproduction, nightworkers are invisible to the mainstream (first layer). Their bodies are out of synch because they are alert during the night (second layer), as opposed to resting as our biological clocks dictate (Costa 2001; Health and Safety Authority, Ireland 2012). Precarity is further aggravated by migrant workers' status as they are constrained more than locals, and for being a woman in a masculinised work environment (third layer). They, migrants and women learn to accept de-skilled jobs at night and to work on precarious working terms (unsociable hours), yet striving to keep these jobs.

FINAL REMARKS

Nearly three years have passed and over 2 million people died in the European region alone, since World Health Organisation declared COVID-19 a global outbreak of coronavirus. Some countries still fight now with COVID-19 related cases. A year on since I initiated this Nightworker Charter, Ukrainians still fight, defending their territory against the invasion ordered by Vladimir Putin. Needless to say, I am not insensitive to the chronic times that all living beings are facing for health concerns, war and conflict or environmental disasters. But I am passionate and care about the inhumane conditions that nightworkers face, night-in, night-out. This Nightworker Charter follows on my commitment to do something about it. That is why I think you should become interested to help change the fate of lives living after dark.

There is a pressing demand for a new set of arrangements that address the problems specific to nightwork. That is why you should take interest and assist this open, democratic process to improve the lives of nightworkers. Let's remedy together a broken labour system that causes suffering for millions of nightworkers and their families and friends. This Nightworker Charter's role offers fresh and concrete ways (how) to recognise, (what) to address, and (who could and should) repair the problems with nightwork. Join many others and [become one of the signatories](#) to show your support.

These proposals and recommendations are intended to be the starting points for dialogues and consultations among stakeholders on both sides of the channel, in the UK and European countries. In the longer term, there also needs to be further consideration of the place of trade unions within European landscape to acknowledge the role they play in the functioning of a decent society.

Furthermore, the resulting production of differential inclusion of migrants is more apparent than ever now as due to COVID-19 many migrants have been laid off or furloughed. Work as they knew it disappeared during the pandemic (Eurofound 2020). However, EU migrants from less privileged socio-economic backgrounds, still travel for work throughout Europe and work as they know it continues – and many end up working nights. COVID-19 pandemic has impacted on migrant workers more than any other group, highlighting their precarious conditions.

I continue to invite trade union branches, trades councils, trade union executive committees, academics, business and educational researchers, UK and European Members of Parliament, and other individuals and organisations invested in workers' rights to participate in this consultation to advance and

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ultimately endorse this urgent call for a special Nightworker Charter.

We must act now – by recognising the problems with nightwork, we could initiate the reparation process by adhering to promote decent working conditions and pay for all.

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BY MAKING NIGHTWORK A STANDALONE FORM OF WORK, WE WILL BE CREATING A FUTURE WHEREBY ALL NIGHTWORKERS ARE SAFE, EARN DECENT TAKE-HOME PAY, AND WORK IN AN ENVIRONMENT FREE OF GENDER DIVISION OF LABOUR, AND CLASS RELATIONS, AND REGARDLESS OF THEIR CITIZENSHIP STATUS OR FAMILY FORM.

March 1, 2023.

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