

---

# Lobbying your national centre

*Guidance to ITF affiliates on engaging with trade union national centres around the fight for an ILO Convention on violence and harassment against women and men in the world of work*

---

**The responses from national centres will be much stronger following your engagement with them about the reality of violence and harassment experienced by transport workers.**

## *FIND OUT YOUR NATIONAL CENTRES' PLAN ON RESPONDING TO THE ILO QUESTIONNAIRE*

Is your national centre aware of the proposed ILO instrument on violence at work? Are they expecting to receive the ILO questionnaire in April? What preparation will they be doing? Will they hold a meeting to discuss their response? Who will be responsible for completing the questionnaire?

Your national centre may have contacted you already about this vital opportunity to get transport workers' voices heard, or perhaps you have already contacted them. However, here are some tips on what information will be most valuable to prepare, if you are yet to make contact on this issue.

## *DESCRIBE WHAT VIOLENCE LOOKS LIKE IN TRANSPORT WORKPLACES IN YOUR COUNTRY AND SECTOR*

- What are the forms of violence faced by all transport workers in your union?
- What forms of violence are women workers additionally subjected to?
- Who is perpetrating the violence? (for example passengers, management, the police)
- What impact does violence have on workers and workplaces?

## *A QUOTE AND A PHOTO IS A POWERFUL WAY TO TELL A STORY*



"Front-line public service workers, especially those working in the transport sector, have suffered assaults at ticket offices, on buses, trains and stations. Women workers are the most vulnerable and there have been more cases of violence against women. One such case occurred a few months ago when a number of passengers who wanted free train tickets attacked women ticket sales staff, broke the counter windows and caused chaos."

**Tunisian Rail Worker (She did not want her photo shown due to potential repercussions of speaking out)**

"In 1989 I commenced my training as a cadet deck officer. I was on my way to being a ship's captain. I can't begin telling you how often I was belittled, threatened and verbally abused, and in many instances I have simply tried to forget. What I do remember are the tears I shed. I have never cried so much in my life. I simply could not understand what I had done to deserve this."

**(Deck officer cadet – ITF Women Transporting the World)**

---

# Lobbying your national centre



*PROVIDE ANY DETAILS YOU MAY HAVE OF STATISTICS, COLLECTIVE BARGAINING AGREEMENTS CLAUSES, EMPLOYER POLICY OR CAMPAIGN ACTIVITY*

**When collecting evidence, issues of particular value are:**

- violence disproportionately affects women, especially those in low-wage jobs
- precarious workers are more vulnerable to violence, especially women
- unsociable hours, lone working, inadequate facilities and remote locations increase the risk of violence
- violence prevents women from entering or remaining in the transport industry
- Workplace factors such as poor HR, lack of rules/responsibilities, discriminatory practices, poor organisation of work and unrealistic production targets all contribute to violence and harassment in the workplace
- Existing effective mechanisms to reduce violence at work

**REMEMBER! TRANSPORT WORKERS AND THEIR TRADE UNIONS NEED:**

- A Convention and Recommendation, not just a recommendation.
- The Convention to fully cover all violence against women, including the impact of domestic violence on the workplace, and the heightened risk to women facing multiple forms of discrimination.
- Clear recognition of violence against women in the transport workplace.
- The role of collective bargaining and trade union women's advocates to be included.