

Framework for ITF video messages by union leaders/activists and transport workers in support of an ILO Convention

**A template script to follow:**

[Say your name, position, union and country]

[Read out an anonymous experience of a woman transport worker – see quotes below from women transport workers or use any quotes you may have from within your own transport workplaces.

NOTE: This is most effective if the person reading the quote hasn't read the quote until they are being filmed!]

[Look directly at the camera and give your reaction. For example...]

*This could be my wife/partner/daughter/mother/sister/niece/grand-daughter. This isn't right. It's not good enough. Women shouldn't have to accept that 'this is part of the job'.*

[Then make a statement supporting the need for an ILO Convention. For example...]

*This is why we need an ILO Convention. In May, the International Labour Conference will discuss a possible international law specifically on violence at work. We're fighting for a new international law to strengthen trade union action to end gender-based violence in our industry.*

*This is not a 'women's issue', this is a union issue. Women belong in our industry, women belong in our union!*

**Once your video is made, get ready to post!**

(Primary hashtags)

#StopGBVatWork

#FairTransport

#ThisIsOurWorldToo

#ITFWomen

(Others)

#23Days

#WomenInTransport

#TimesUp

#MeToo

Tag on social media:

Twitter:

@ituc

@ITF\_Women

@ETF\_women

Facebook:

@itucsi

@ETFwomen

@itfwomen

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**Quotes:**

“A few years ago, when I worked as a flight attendant I was a subject to constant sexist jokes and invitations with sexual subtext, considering it part of the job. Although I dealt with the situation successfully, I did not like it at all.” **Civil aviation worker**

“Several incidents: slapped on the behind by Master when I was a junior officer; grabbed by the collar and shouted at by the Chief Officer; unwanted sexual advances from various crew members – pestering for personal contact details from offshore ...” **Seafarer**

“Verbal attacks...sexual assaults and the like. Touching of the rear and breasts, threats on the part of superiors if I complain [I am told]: ‘a woman must be able to cope when she works in a men’s profession.’” **Railway worker**

“The worst is they don’t even think they are being inappropriate ... I’ve had to jump through hoops and prove that I’m at least twice as good as my male colleagues to get the same respect, from the first time I took a flight lesson ... This is not isolated, it’s every few months. Especially when the male pilots feel uninhibited when drinks are held after the flight.” **Civil aviation worker**

“I was an apprentice and one of the men on the course would always verbally harass me. At our work Christmas do I was surrounded by my male colleagues who whipped out their penises and trapped me and another girl in the circle.” **Railway worker**

“One time when I sat down to eat and read my newspaper a colleague came up from behind, he settled over me and bent me over the table pressing my face into my sandwich as he stood behind me and humped me like dog. Pinching butts and boobs, whistling and comments like “women only drive bus to catch men” etc. In the end this ruined me and I had to change job. I worked for that company for seven years and no one intervened.” **Bus driver**

“I am the only woman at the terminal and that causes the men to act tough with one another ... [I have been] abused and threatened, I have had to listen to filthy language while the others just laughed.” **Road transport worker**

“I have been physically, racially and verbally abused at work a few times so far. Even now it makes me cry thinking about it. I wasn’t expecting to be physically and racially abused in a European country in the 21st century.” **Railway worker**

“A customer on the train called me many different offensive names, was screaming at the top of his voice in my face, barged me and threatened to punch me and had his hand in a fist up to my face. All I did was ask if he had a ticket and he just bombarded me.” **Railways**

“During the ticket control, a traveller pulled down his pants, took his belt and hit me.” **Urban public transport**

“On a domestic flight carrying a large group, I was subjected to a variety of offensive actions by a passenger. He pinched my bottom on a number of occasions when I was passing his seat, touched my breasts while I was serving his meal and later, stood up behind me, grasped my hips and simulated sexual intercourse. His fellow passengers cheered him on in his actions.” **Cabin crew**

“A woman was raped and her underwear was hung on the notice board, whilst the offender boasted to the rest of the crew that he had finally ‘got her’.” **Maritime worker**

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“Whilst driving I had my breasts groped, a passenger threaten to rape me, a passenger threatened to shoot me and other incidents too numerous to mention. I had my bottom slapped in front of witnesses by a senior manager. I have endured insults from day one (only lesbians want to drive buses). I accept that where I am now, I am one of only three women in staff and some innuendo is inevitable.” **Bus driver**

“Comments from my line manager regarding 'women's work'; and refusal to allow me to attend courses that aren't really for girls. [He] also refers to me as a secretary (I'm not) and asks me to sit on his lap.” **Transport worker**

“During a 15-year railway career, I have been sexually assaulted twice, physically assaulted twice and I am now verbally abused on a daily basis, especially on late night trains. It leaves me feeling vulnerable and shaken.” **Railway worker**

“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**

“ ‘I will give you a bigger percentage if you sleep with me’, the driver told me.” **Taxi Conductor**