



## No to work-related violence

Do you or your colleagues face violence or intimidation at work? If the answer is yes, you can act to help stamp it out.

Around the world violence at work is on the increase as competition puts more and more pressure on people in the workplace. Transport workers are especially vulnerable to physical and non-physical violence. This includes attacks related to a worker's gender, race or religion.

Violence can be carried out by different people, including: passengers, people who want to commit crimes, other transport workers, supervisors, managers, employers or people in authority working for the government. It can be a single episode or a long process.

### **Abuse**

People are waiting for a bus to take them to work. They are standing in the rain because there is no shelter. Being late for work means they will lose wages – but the bus does not arrive on time. Much later, buses pass by the stop because they are already overcrowded. Eventually a bus does stop. By this time the passengers are very angry and they make threats against the staff.

### **Sexual harassment**

Workers in the ticket office try to avoid the manager as he is always making suggestive comments and seeks to get female workers alone. It is claimed he offers better conditions in exchange for favours. Even the senior executive knows about the problem but has not done anything to help.

### **Bullying**

Every time John does the evening shift the team leader belittles him in front of his workmates. It's not his fault he has a limp and he could tolerate the gibes, but he dislikes most the lack of support from his work colleagues who laugh with the team leader

## What can you do?

- **Report every incident**

Violence is not a problem you should be dealing with on your own so make sure that you report it immediately to your employer and your union.

- **Talk about violence**

It's important to talk about violence at work with your colleagues. Together you can pool your knowledge and experience to help your union find ways of dealing with the problems you all face.

- **Campaign on the issue**

Get involved in your union's campaign on the issue if it has one or get your union to start a campaign so that it can demand a solution to the problem. This could include asking for agreements with your employers to provide workers with protection and to introduce safety measures as well as lobby government to make regulation changes.

- **Work collectively**

Become a member of an active union. That's a worker's best chance of improving workplace conditions. If there is no union in your workplace, check with other transport workers to see if they are members of a good union – you could help the union to recruit members in your workplace. If there is no union, you could approach a local workers' association to see if it will support you.

## Workplace violence must be dealt with. Together we can find a solution.

**The International Transport Workers' Federation (ITF) has produced a booklet for activists on violence at work. Contact your transport union representative if you want to support the campaign "No to violence at work"**

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