



BULLYING AND HARASSMENT TRAINING

Introduction

These training materials were produced through a collaborative effort between the ITF's women's department, dockers' section, and education department, drawing on best practice from affiliated unions and other organisations from various countries. They were driven by a commitment by the dockers' section committee to make a practical contribution towards the ITF's campaign to end violence against women transport workers.

These materials aim to offer practical advice and guidance for affiliates in confronting and preventing bullying and harassment in the workplace, and apply to all workers, irrespective of gender. However, they also recognise that women are more vulnerable to certain forms of violent behaviour, especially in male dominated workplaces.

They are designed to supplement the dockers' section's ITF bargaining training materials and, in a similar manner to those modules, the expectation is that a trained tutor will prepare before delivering these components with support/advice from the ITF, if needed. Delivering all of the components in this set should take two days, but they have been developed to enable affiliates to select individual components to meet their needs, including the time available for training. Components include presentations, individual work, and large and small group work, covering theory and practical application, and each one takes between 60 and 100 minutes to complete.

The materials will help participants to understand clearly what bullying and harassment are, as well as the differences between the two terms. The component on sexual harassment will enable participants to have a greater understanding of its impact on workers, and how to maximise prevention and support mechanisms.

Reporting incidences of bullying and harassment can be very intimidating for workers, so there is a component focusing specifically on this, as well as one examining employer policies, procedures and best practice. Other components include practical steps; using the law (national and international); and organising around these issues.

It is hoped that affiliates will find the ITF bullying and harassment training materials useful for developing their work in this area, while also providing an opportunity to engage more women in union activity.

