



## JOINT DECLARATION OF THE INLAND NAVIGATION SOCIAL PARTNERS FOR ELIMINATION OF VIOLENCE AGAINST WOMEN AND LGTBQI WORKERS IN THE WORKPLACE

**Whereas** non-discrimination based on gender and sexual orientation and equality is among the European Union values;

**Whereas** a survey by the European Transport Workers' Federation (ETF) on workplace violence against women transport workers - to which more than 1,400 women transport workers from across Europe contributed - reveals that women working in the transport sector are subject to high levels of abuse, threats, intimidation and offensive behaviour;

**Whereas** some of the survey outcomes show that 63% of the respondents have experienced at least one recent act of violence, that 25% of the survey participants believe violence against women is a regular occurrence in the transport sector and that 26% consider that harassment is 'part of the job' in transport;

**Whereas** the European Commission launched on 27 November 2017 the *EU Platform for Change – Women in Transport* to strengthen women's employment and equal opportunities for women and men in the transport sector;

**Whereas** the Directive 2002/73/EC provides legal framework for the fight against discrimination in workplace, including harassment and sexual harassment;

**Whereas** workplace violence shall be considered as any violence or threat of violence against workers, which can occur at or outside the workplace and can range from threats, verbal abuse, harassment, bullying to physical assaults and homicide;

**Whereas** in the specific case of the Inland Waterways Transport sector (IWT), the vessel is at the same time the workers' workplace and home for several consecutive weeks;

The European Social Partners of the Inland Waterway Transport Sector (European Barge Union, European Skippers Organisation, and European Transport Workers' Federation) **express their commitment to prevent and eliminate all forms of violence against women and LGTBQ workers** in the sector.

In addition they:

- **Pledge** their strong commitment to launch a sensitisation campaign aimed at eliminating all violence in the sector by:

- **Promoting** a workplace culture in which women, men and LGBTQI workers are treated as equals and workers treat one another with mutual respect;
  - **Fighting** discrimination and ensuring that women and LGTBQI are entitled to equal access to jobs and professions in the IWT sector well as to equal working and living conditions as men on board of the vessels.
  - **Apply** a zero tolerance principle when cases of discrimination and violence are identified.
- **Commit** to disseminate and promote this joint declaration among their constituencies, to have its principles known and respected by all actors in the sector.
  - **Call** on those EU Member States who have not yet ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) to speed up the ratification process.
  - **Urge** the EU Member States and the European Commission to support the adoption of an ILO Convention on violence and harassment against women and men in the world of work, accompanied by a Recommendation.
  - **Request** the EU Platform for Change Members to treat the issue of violence and harassment against transport workers as the priority, and to identify and share good practices.

Brussels, 23 April 2018