



EUROPEAN  
TRANSPORT  
WORKERS'  
FEDERATION

# BREAK THE SILENCE!

# VIOLENCE IS NOT PART OF THE JOB

## What is the problem?

**ETF's 2017 survey of +1400 women transport workers revealed:**

- 911 women disclosed at least one recent experience of violence
- One quarter believe violence against women is regular in transport
- More than 25% believe harassment is considered "part of the job"

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## Violence is getting worse.

**Since the pandemic, violence has escalated across all transport sectors:**

- **Railways:** 64% of German workers experienced violence in 12 months | 1,042 incidents against Dutch staff in 2023 | Over 800 violent incidents in Italy in 2024
- **Aviation:** 72% of UK aviation workers feel unsafe due to passenger abuse | European Social Partners report sharp increase in unruly incidents
- **Public Transport:** 5,598 cases of violence against Belgian workers in 2023 | Over half of UK transport workers experienced violence
- **Maritime & Logistics:** New 2024 study reveals alarming harassment of women seafarers | Migrant women delivery drivers face regular sexual harassment

The attacks include: verbal threats, sexual harassment, sexual assault, physical violence – from colleagues, supervisors, managers, and customers.

**EVERYONE HAS THE RIGHT TO A SAFE WORKPLACE  
WOMEN VOICES FROM YOUR UNION MATTER!**

# ETF DEMANDS: STOP VIOLENCE AGAINST WOMEN TRANSPORT WORKERS



## Clear demands

### Employers must act

Protecting workers is a duty, not bureaucracy. Companies must work with unions to guarantee real protections against violence.

### Binding EU action

A gender-sensitive European directive is needed to prevent and eradicate gender-based violence in the workplace in transport and support more women to enter, and stay, in the sector.

### Ratify ILO C190

All EU Member States must ratify and implement the convention on the right to a world of work free from violence and harassment. The European Commission must monitor progress.

### Address Labour shortage

Women are only 22% of the transport workforce, with violence a major factor driving them away. Tackling violence is key to making the sector attractive for all workers.

### Quality Jobs for all

The 2025 “Quality Jobs Roadmap” must include a directive against psychosocial risks such as violence.

### Deliver on equality

The new European Gender Equality Strategy must guarantee decent work and quality jobs, with strong measures against violence.

**Safe for all. Transport must reflect the diversity of European society and be safe for all workers: women, LGBTQI, young, migrants, and workers with disabilities.**