

The Gender Dimension of the Transport Workforce

Women Employed in Transport DIAMOND Project Webinar

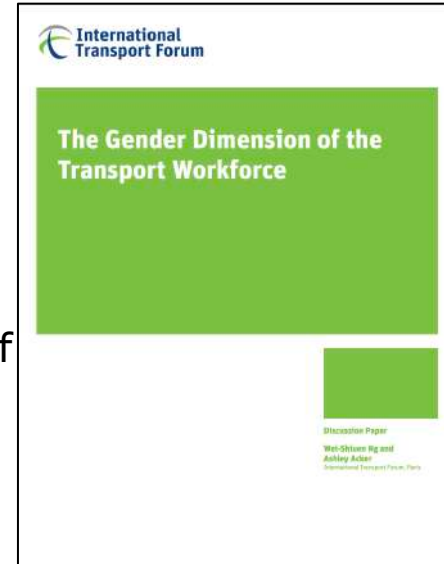
Wei-Shiuen Ng, PhD

Advisor – Sustainable Transport and Global Outreach

14 December 2020

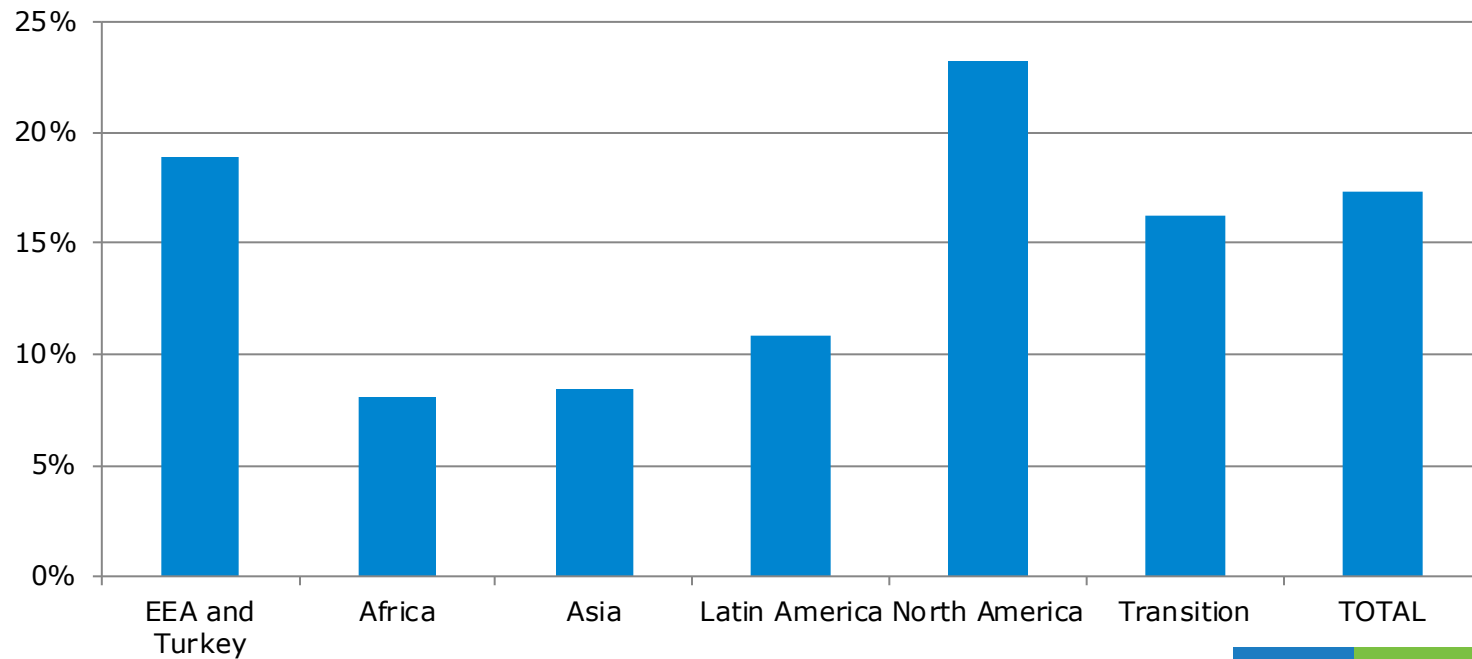
Gender Gaps in the Transport Sector

- Only **17%** of the transport workforce is female on average in **46 countries**
- Gender diversity creates benefits on its own through the inclusion of new skills, differences in risk preference and response to incentives
- Making the transport sector more attractive to women is critical for welfare gains, productivity, business and economic growth for all
- The transport workforce and skills required are evolving together with technology advancement
- Yet, **working conditions** and **gender stereotyping** still exist as barriers for women



Female Participation in Transport Workforce by Region*

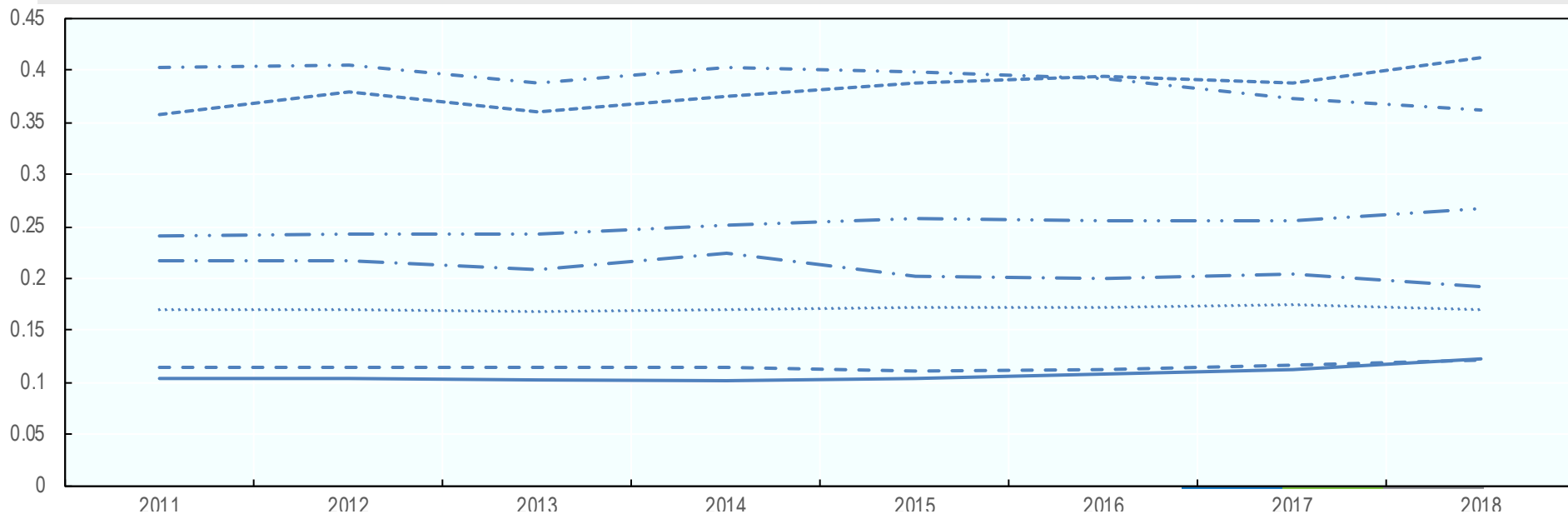
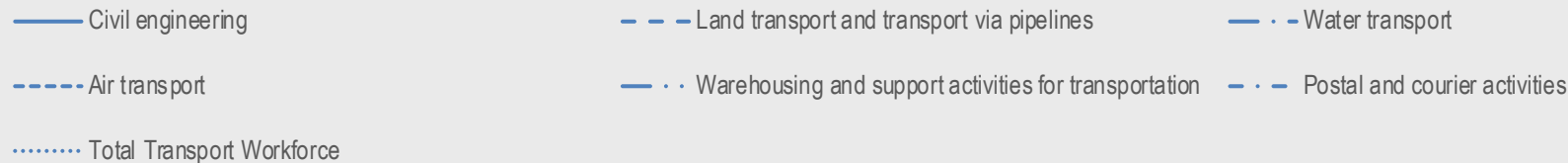
Average female participation in transport sector



* Number of countries per region are not equally represented, based on available data.

Source: ILO, 2019

Average Female Participation Rate by Transport Job Division (%)



Source: ILO, 2019; ITF 2020 (ILO data, International Standard Industrial Classification of All Economic Activities (ISIC))

Methodology

- **Data** – ILO data, International Standard Industrial Classification of All Economic Activities (ISIC)
- **Panel linear regression** on female labour force participation rate in the following ISIC divisions:
 1. Civil engineering
 2. Land transport and transport via pipelines
 3. Water transport
 4. Air transport
 5. Warehousing and support activities for transportation
 6. Postal and courier activities

Variables

Education and Training

Gender parity index for tertiary education enrolment; STEM tertiary attainment rate

Hiring and Retaining

Female labour force participation

Labour Laws

Maternity leave; equal pay

Other Variables: *GDP per capita; fertility rate*

Results (1)

- Countries with higher shares of **women in management positions** in the transport sector also tend to have stronger female participation
- Economies that guarantee women an **equivalent position** after maternity leave, that have an **equal pay** law or a **non-discrimination** law have higher female participation in the transport sector on average

Results (2)

- Women's participation in the total transport sector has a significant positive relationship to **GDP per capita** and **female participation in the labour force**
- Gender parity in **tertiary education** and more women attaining **STEM degrees** have a significantly positive correlation with female participation in the transport sector
- *Limitation:* Lack of relevant, gender-segregated data



Key Policy Insights

- Increase and improve relevant **education** and **training** of women workers
- Implement an **integrated** and **collaborative** approach to close data gaps
- Increase stakeholder engagement **beyond the transport sector**
- **Align international standards** and goals with complementary **national policies**

Thank you!

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Employment opportunities in Smart Mobility

Stefan Roseanu

Integral Consulting R&D



Transport
Innovation
Gender
Observatory

WOMEN EMPLOYED IN TRANSPORT: CHALLENGES AND GOOD PRACTICE FROM A SURFACE TRANSPORT PERSPECTIVE

Webinar - 14th December 2020



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Overview of the TInnGO project

Objective

Promote **gender equality and diversity in all areas of transport at European level**, with strategic mechanisms to facilitate access and participation of women both as users and workers and through the adaptation of infrastructure and services.

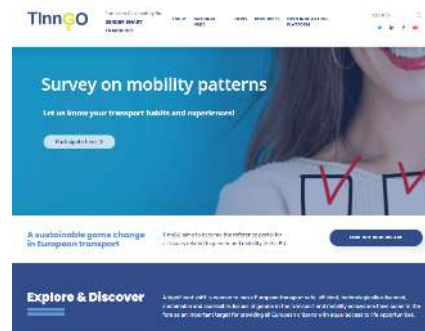
Consortium

20 partners from 13 European countries led by Coventry University

December 2018 - November 2021

Observatory

transportgenderobservatory.eu



10 hubs in Europe are feeding them

Repository

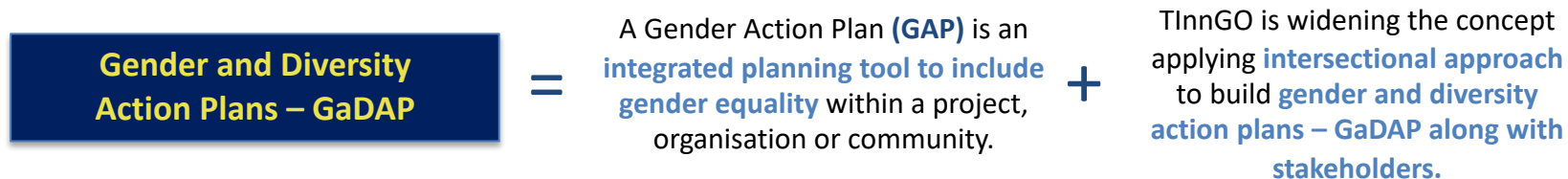
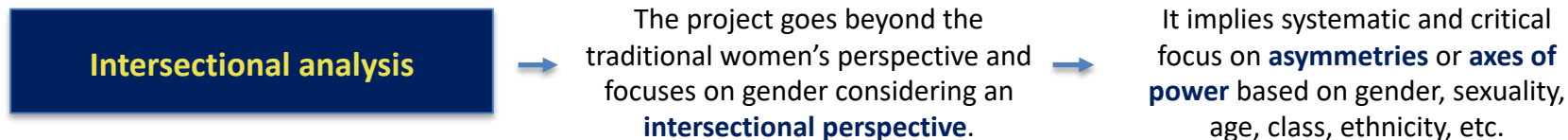
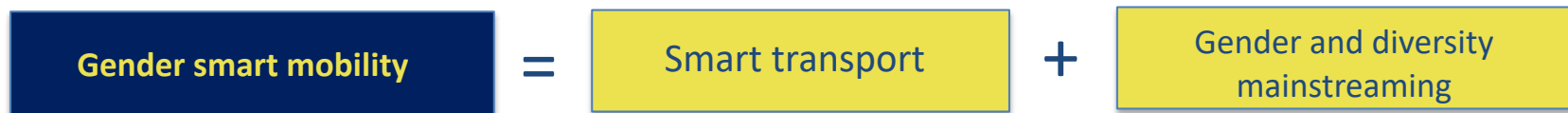
tinngo.sboing.net



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Conceptual approach

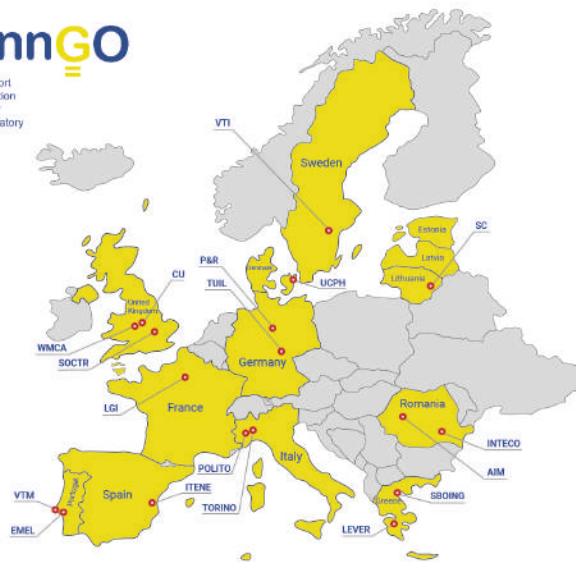


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Questionnaire: “Entrepreneur women, successful women in the field of transports and SM”

- Period September 2019 – June 2020
- Level: 10 HUBs in 10 European countries, partners under TlnnGO project (UK, Germany, France, Sweden, Italy, Spain, Romania, Portugal, Latvia and Greece).
- 15 questions regarding:
 - The motivation to embrace a profession related to the field of transports and SM,
 - Gender barriers and stereotypes,
 - Challenges and opportunities,
 - Self-assessment, key success factors in the activity,
 - Own- and the organization’s activity, inputs to developing the sector,
 - Proposals and recommendations.



Hubs

Each hub covers different areas, some of them cover a region and other cover a city of these countries. The coloured areas are the countries to which the hubs institutions belong.

United Kingdom	Greece
SOCTR (Northampton) Societal Travel CIC	LEVER (Athens/Thessaloniki) Lever S.A.
CU (Coventry) Coventry University	SBOING (Thessaloniki)
WMCA (West Midlands) West Midlands Combined Authority	Lithuania, Latvia & Estonia
	SC (Vilnius) Smart Continent LT
Sweden/Denmark	Romania
UCPH (Copenhagen) University of Copenhagen	INTECO (Bucarest) Integral Consulting R&D
VTI (Stockholm) National Road and Transport Research Institute	AIM (Alba Iulia) Municipality of Alba Iulia
France	Spain
LGI (Paris) LGI Consulting Sarl	ITENE (Valencia) Packaging, Transport and Logistics Research Center
Germany	Portugal
TUL (Munich) Technische Universität München	EMEL (Lisbon) Empresa Municipal de Mobilidade e Estacionamento
F&R (Brunswick) Plan und Rat	VTM (Lisboa e Veldia) Consultores de Engenharia e Planeamento
Italy	
POLITO (Torino) Politecnico di Torino	
TORINO (Torino) Comune di Torino	

Hubs and assigned institutions (hub leading institutions in bold).

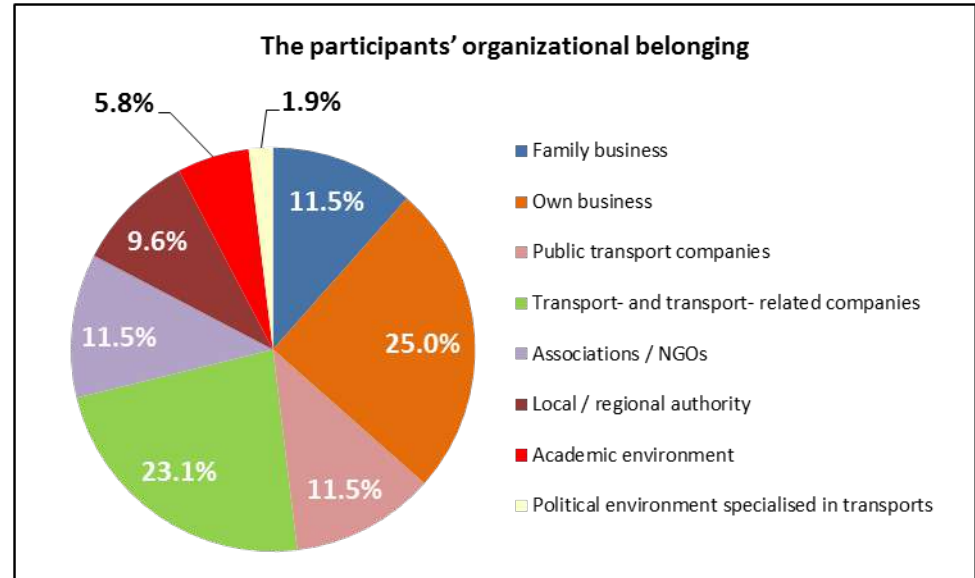


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Participants in the Questionnaire / Study, from the 10 hubs

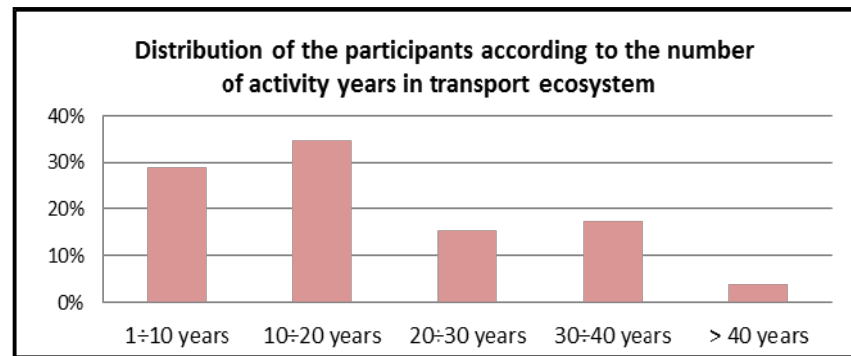
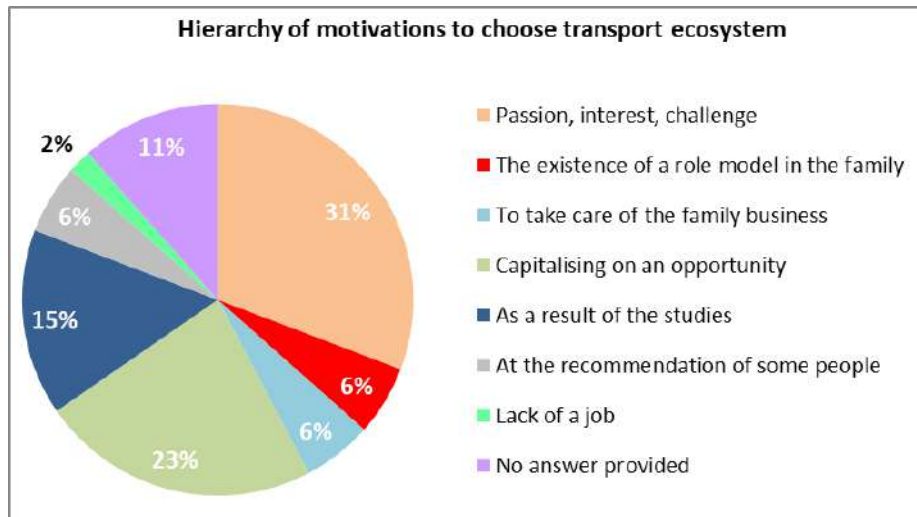
- Entrepreneurs, company founders / co-founders, start-up leaders, freelancers;
- CEOs, directors, managers, representatives of managing bodies in public and private companies;
- Members of transports- and mobility- related EC bodies (UIC, CIV, CIT, SERG);
- Decision makers in the local/regional administration, responsible parties for the urban public transport management;
- Experts in mobility, planning, environment, transport infrastructure, marketing, quality, standardization a.s.o.;
- Independent consultants;
- University professors;
- Politicians specialised in transports;
- Founders and members of associations, carriers' confederations and representative platforms;
- Founders & members of clubs and sports associations.



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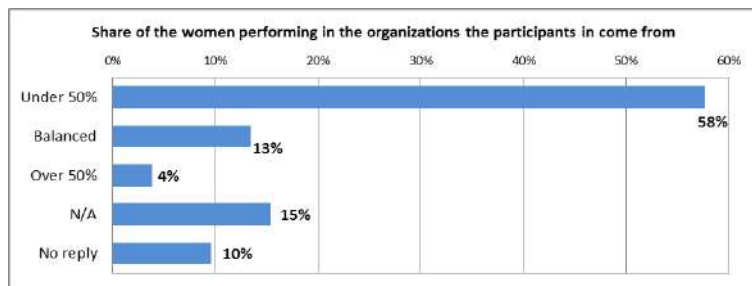
Countries' reports analysis and synthesis



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Preliminary results



- 35% had not faced any difficulties in the business/current job.
- 10% were faced along their career path with **discriminating behavior**, or skeptical and sexist attitude.
- Both the new entrants to the industry and aged women were faced with difficulties in **proving themselves at their jobs**.
- Women have more **problems to raise money**, sign partnerships.
- **Management positions** are overwhelmingly held by men.
- Part of the participants showed that, particularly at the beginning of their career, they were faced with some **barriers to their professional development**.
- In some cases, we can see that **motherhood and parenthood** are an obstacle to a career and to taking up positions of great responsibility.
- Often, women themselves raise barriers to their professional development.
- Some of the participants do not regard gender as an important factor and would recommend a **'gender blind' approach**.



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Preliminary conclusions

Important and recurrent themes for women's underrepresentation in the field of transports and mobility:

- Only **few women** have taken the path of transports- and mobility-related business;
- Women usually hold jobs in the field of **support- and administrative services**;
- **Stereotypes, sexism** and the complications related to their **family responsibilities**, maternity leaves included, are obstacles to getting ahead in their careers;
- In most cases, women **work harder** in order to prove themselves;
- **Career prospects** in transports are better for men than for women;
- **Decision making positions** in transport architecture are overwhelmingly held by men;
- **Role models of women** who could engage and guide the new recruits are scarce.



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Preliminary conclusions

AND YET...



- ✓ There are **successful women**. They perform in various transport- related jobs with commitment, and **make efforts to break the barriers**, and ensure women's representation in key roles in the transport ecosystem.
- ✓ It is quite encouraging that, what once was considered a field of exclusively male jobs, is becoming nowadays more and more versatile. **Women are more and more interested in transport-** and mobility- related professions and businesses.
- ✓ In all the countries under research, there is progress in the field of transport- related **entrepreneurship** and gender approach.
- ✓ An important segment of the women do not see gender as an important factor, and recommend a **'gender blind' approach**, having in view that the transports sector is continuously changing.

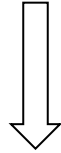


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Prerequisites for new job- and business opportunities

Automation	• Transforms jobs,
Digitalisation	• Changes the work force structure,
Artificial intelligence	• Triggers qualification changes.



New services

e.g., transport on demand, availability-oriented business models

New types of jobs

e.g., mobility-as-service providers.



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Motivational Portraits. The Gallery

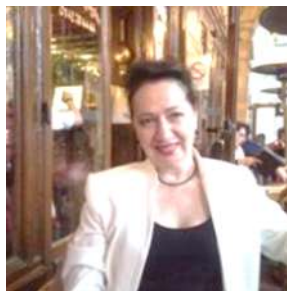
The women in the gallery of 'Motivational Portraits' stand for genuine female role models that can inspire and motivate further women to embrace a career or do business within the transport ecosystem.



ELISABETH YOUNG, FR



AGNE MILUKAITE, SW



CARMEN FILIPESCU, RO



MARTA SERRANO, SP



LUCY PRIOR, UK



MODESTA GUSAROVIENE, LT



ANDREEA CRIȘAN, RO



ANNA DONATI, IT



JULIANE KRAUSE, G



LYCKE Von SCHANZ, SW



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A new survey across our 10 hubs in Europe

Data gathering (currently)

Share your experiences with us at: <https://bit.ly/surveymobilitypatterns>

A graphic for a survey titled 'Survey on mobility patterns'. It features a person in a white sweater with three checkboxes on their chest, each with a red checkmark. The word 'SURVEY' is written in large black letters across the person's chest. To the right, the TInnGO logo is displayed above the text 'Survey on mobility patterns' and 'Let us know your transport habits and experiences!'. Below this, a yellow box contains the text 'Participate at: http://bit.ly/surveymobilitypatterns'. At the bottom left, a small text box states: 'This project received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement N° 824349'. A European Union flag is also present at the bottom left.

TInnGO
Survey on mobility patterns
Let us know your transport habits and experiences!
Participate at:
<http://bit.ly/surveymobilitypatterns>

This project received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement N° 824349

- Gender and diversity sensitive survey tool using intersectional indicators.
- Intersectional categories and perceptions, gender variations, sexuality, ethnic background, age, locality, connecting various modalities (motorized, non motorized + walking).
- 400 respondents from every hub
- Summary of data collection/ comparative approach
- New tool for agent /group based modelling for city planners and mobility providers.



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Multistakeholder forum - 22 October 2020, online

TInnGO 1st Multistakeholders' Forum



- Read the news item at: www.tinngo.eu/tinngo-mf-gender-smart-mobility
- Download the presentations at: www.tinngo.eu/news/1st-multistakeholders-forum
- Watch the video of the event at: https://youtu.be/oWNcW_CKb0s



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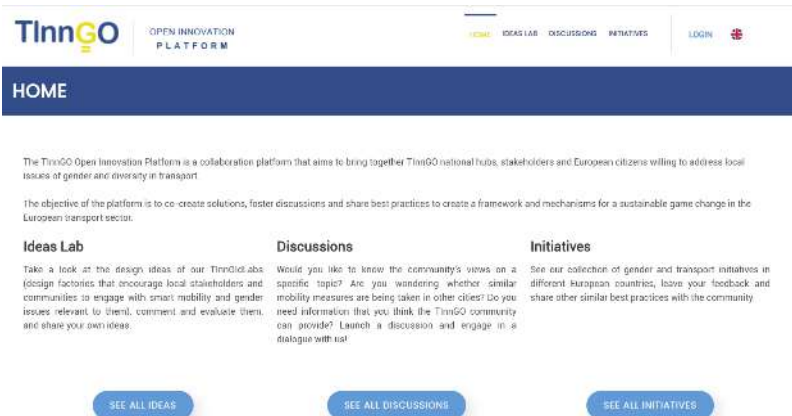
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Get involved!

You are invited to contribute to:

Observatory With ideas, discussions and initiatives

Open Innovation Platform
oip.transportgenderobservatory.eu



The TinnGO Open Innovation Platform is a collaboration platform that aims to bring together TinnGO national hubs, stakeholders and European citizens willing to address local issues of gender and diversity in transport.

The objective of the platform is to co-create solutions, foster discussions and share best practices to create a framework and mechanisms for a sustainable game change in the European transport sector.

Ideas Lab

Take a look at the design ideas of our TinnGO Labs (design factories that encourage local stakeholders and communities to engage with smart mobility and gender issues relevant to them), comment and evaluate them, and share your own ideas.

[SEE ALL IDEAS](#)

Discussions

Would you like to know the community's views on a specific topic? Are you wondering whether similar mobility measures are being taken in other cities? Do you need information that you think the TinnGO community can provide? Launch a discussion and engage in a dialogue with us!

[SEE ALL DISCUSSIONS](#)

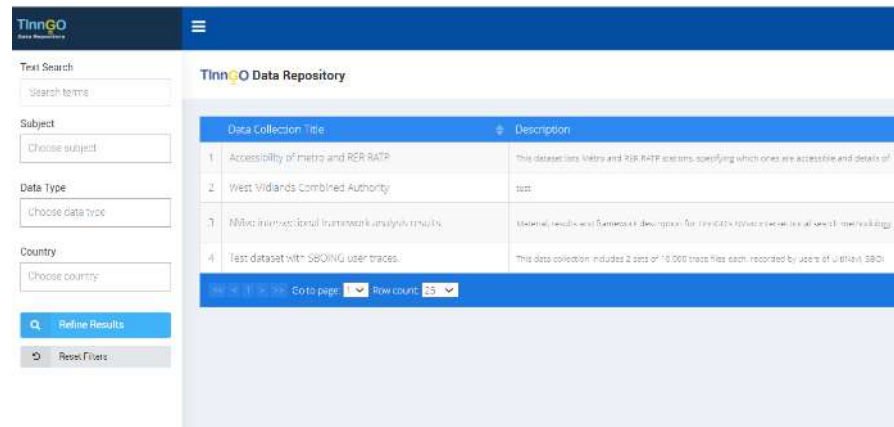
Initiatives

See our collection of gender and transport initiatives in different European countries, leave your feedback and share other similar best practices with the community.

[SEE ALL INITIATIVES](#)

Repository With relevant datasets on gender smart mobility

tinngo.sboing.net/#repository



TinnGO Data Repository

Text Search:

Subject:

Data Type:

Country:

[Refine Results](#) [Reset Filters](#)

	Data Collection Title	Description
1	Accessibility of metro and RER RATP	This dataset lists Metro and RER RATP stations, specifying which ones are accessible and details of
2	West Midlands Combined Authority	test
3	Niles International framework analysis results	Universal results and Summary description for TinnGO's international research methodology. It
4	Test dataset with SBOING user traces	This data collection included 2 sets of 10 000 trace files each recorded by users of urban SBO

Go to page: Row count:



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DELIVERING DISTINCTIVE SOLUTIONS

LGi
sustainable innovation



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www.transportgenderobservatory.eu



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WEBINAR

WOMEN EMPLOYED IN TRANSPORT

Identifying and Overcoming Challenges for Women in Rail

Lorna Gibson, Director, The QTS Group
Steering Group Member, Women in Rail Scotland



#FairTransportEmployment
#DiamondH2020
www.diamond-project.eu



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 824326.

- 1 Women in Rail Scotland
- 2 The Survey!
- 3 The Challenges of being Women in Rail
- 4 Working with Industry to Improve the Gender Balance
- 5 Discussion and Q&A

Women in Rail Scotland



WOMEN EMPLOYED IN TRANSPORT
Challenges and good practice from a
surface transport perspective

Women in Rail

Created by Women in Rail...for Women in Rail

- Created to improve diversity in the UK rail industry
- Providing networking opportunities and support for all women within the sector
- Encouraging Stakeholders to adopt diversity as a business strategy
- Devising initiatives aimed at positioning rail as an attractive career choice for young people
- Membership includes representatives from a wide range of undertakings and stakeholders across the UK rail industry
- 9 regional groups throughout the UK



Women in Rail Scotland

Scottish Regional Group

- Formed in 2017 and officially launched in 2018
- Over 250 members from a diverse range of roles and companies
- The objectives for the WR Scotland Group are to:
 - Provide a forum to support operational and non-operational professional development for women in rail in Scotland.
 - Attract more women into rail; we must do more to encourage female talent from schools, colleges and universities, inspire the next generation and support the UK wide Women in Rail campaign for industry.
 - Develop a Scottish awards programme to showcase the talent and achievements in both operational and non-operational rail industry roles across the country.
- Over the last two years has organised a multitude of events for our members, providing support, advice and networking
- In 2019 we ran a Survey for our members to establish the key challenges faced by women in Rail



The Survey!



WOMEN EMPLOYED IN TRANSPORT
Challenges and good practice from a
surface transport perspective

The Survey!

Key Details...



Number of respondents



119

Survey open for
6 weeks



Average time to
complete

Purpose

To identify and address the challenges
women face across the rail sector in
Scotland

The Survey!

Why did we run the Survey?...

- To identify and address the challenges women face in the rail sector across Scotland
- Because the rail sector is growing with the number of passenger journeys expected to double over the next 25 years and freight set to grow significantly, so attracting new talent and building a diverse resource pool is crucial in meeting the projected growth demands
- To help us shape the Women in Rail Scotland Strategy for years ahead and help us to align our agenda directly with our members' needs
- To be able to address and debate the issues raised and work together with the rail sector in Scotland to resolve
- To provide our members with an opportunity to raise key issues and challenges that could be negatively impacting the gender balance in the rail sector
- To ensure our members have the chance to be part of the catalyst for change
- To inspire more women to join and succeed in the rail sector

Headline findings

- **65%** of respondents work in infrastructure
- **88%** of our members work in an office environment
- **21%** work in engineering
- **24%** work in middle management
- The majority of respondents are from the **central belt of Scotland**
- In general, people who begin work in the rail sector remain for some time – **over half of the respondents have worked in the sector for over 5 years**
- The rail sector is still seen as **male dominant**
- **Travel time, long working hours, anti-social hours and a lack of flexible working** make balancing family and work a challenge
- **Maternity/paternity support is inconsistent** across the industry
- **Better back to work support is required** across the rail sector following maternity leave to retain females after having a family
- **Flexible working** may be more likely to be offered to those with children than those without
- **Onsite facilities and PPE** are not always appropriate for females

The Challenges of being Women in Rail

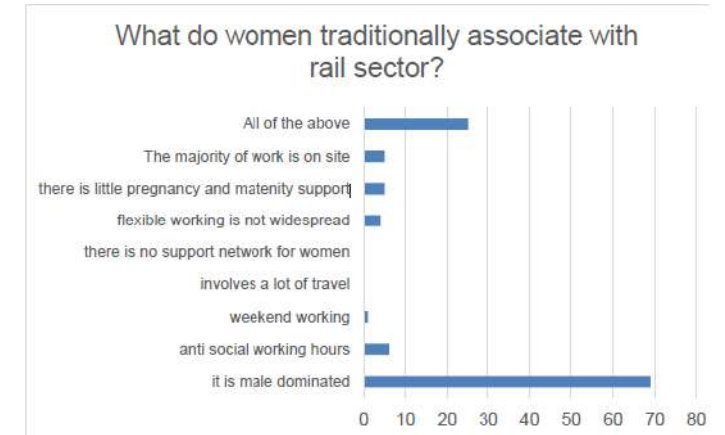


WOMEN EMPLOYED IN TRANSPORT
Challenges and good practice from a
surface transport perspective

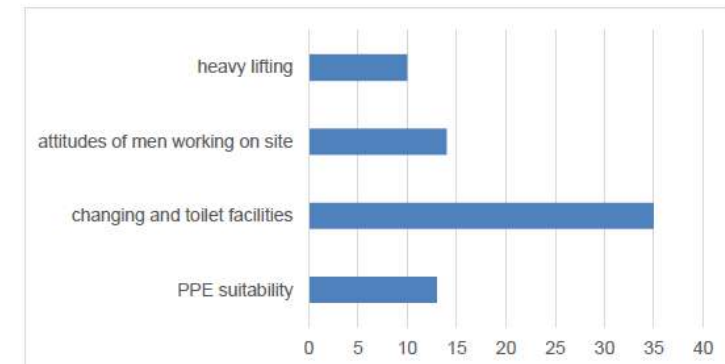
The Challenges of Being Women in Rail

The key challenges identified...

- **Long working hours, often shift or weekend working, and long travelling distances** are seen to make a role in rail less attractive to women particularly those with families
- While there have been improvements in benefits such as **flexible working and maternity and paternity support**, much work is still to be done to make the approach more consistent across the sector
- There is a perception that there are **limited options for women to progress to senior roles in the rail sector**. Many feel they reach a point with no opportunity for further growth. In some instances this is reinforced by a **gender pay gap**.
- There is a **general lack of awareness of the wide range of diverse opportunities in the rail sector**. Education is required from a very early age to promote the rail sector as exciting, dynamic and vital to our society and economy.
- Out on sites, there is a great need for **improved welfare facilities as well as better fitting PPE for women**



Q14 Are there any physical challenges that make working out on site a challenge?



Working With Industry to Improve the Gender Balance



WOMEN EMPLOYED IN TRANSPORT
Challenges and good practice from a
surface transport perspective

Working with Industry to Improve the Gender Balance

Why...

- To inspire and support women to join and build fulfilling careers within the rail sector and play a key part in filling the skills and talent gap.
- To reduce the perception that the industry is male dominant, and present the diverse range of opportunities to women, which will assist in creating a truly diverse sector which draws on different perspectives and strengths.
- To eradicate the myths associated with the sector, historically, the industry has been painted as “just for boys”, labour-intensive and unrewarding. However, this is actually far from the truth.

By working collectively, and getting the representation of women to where it needs to be, we can help women to reach their full potential and work with industry to create a diverse sector that includes a wide range of people, skillsets and perspectives, contributing to reducing the sector’s skills shortage.

Working with Industry to Improve the Gender Balance

How...

- It is essential that we encourage girls to study STEM subjects and pursue engineering-related qualifications. We can do this by boosting the presence of successful women in the industry – by having more inspiring female STEM teachers, strong women in the boardroom to look up to and motivational advisers from the rail sector visiting schools and colleges
- We need to eradicate the myths associated with the sector.
- We must celebrate female success in the industry.
- Women working in the sector must empower each other to follow their passion, work against traditional norms and should also put themselves in the limelight to showcase to others how rewarding a career in rail can be.
- We need to take some practical steps and ensure that women in the rail sector are accommodated in a supportive environment. businesses need to adopt flexible working practices, allowing them to access talent and skills that may have been impossible before due to rigid working hours.
- Forward-thinking businesses should be encouraged to implement return-to-work schemes, which make the process of getting back into work easier and more efficient. Network Rail, for example, has a fantastic returners programme which has proven to be a big success.

Working with Industry to Improve the Gender Balance

Our Goals

- To reduce the increasing skills gap in the Rail Industry
- To ensure women can reach their full potential without barriers

Which will help shape a dynamic, diverse and inclusive industry with opportunity for all!



Thank you!

Lorna Gibson

Director, QTS Group

Steering Group Member, Women in Rail Scotland

E-mail : lornagibson@qtsgroup.com



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WEBINAR

WOMEN EMPLOYED IN TRANSPORT

The Importance of Female Leadership Development

Linda Allen, Head of Talent, Iarnród
Éireann Irish Rail



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- 1 History of Leadership Development
- 2 Inspire Programme
- 3 Research Results Inspire Programme
- 4 Evolve Programme
- 5 The Future

The History of Leadership Development in Iarnród Éireann Irish Rail



- Women in Leadership Programmes 2000-2002
- Mixed Leadership Programmes 2001-2003
- Mixed Corporate development Programmes 2004-2007
- Duaiscéim 50% Funding for individual academic programmes 2007
- High Potential programmes 2018 + (low female applicants)
- IÉ 30% club member 2018+
- Graduate Programmes 2019+
- Career Development 2019+



A core objective of Iarnród Éireann is to develop our people and our organisational competencies to sustain competitive advantage and drive innovation.

Key ingredients in this are inclusion and diversity

Foundations we are building on



4,915 train services run weekly



Almost **1 million** passengers carried weekly



629 carriages in our fleet



over **4,000** employees

HOWTH

144 stations served countrywide



348,000 train-km weekly



2,200 km in our network

Aims and Objectives

Create a specific programme that is customised to the needs of future female leaders

Create a best – in – class leadership development programme that fosters the promotional prospects for more women to succeed at senior levels within IÉ

Create a lasting and sustainable leadership programme to leverage more women into senior positions

‘We can’t be what we can’t see’ Role modelling for future female leaders

Women In Leadership Development Programme 2019

MASTERCLASS 1: WHO AM I? Personality and Emotional Intelligence: Increasing Self-Awareness to lead more effectively

MASTERCLASS 2: WHAT CAN I DO? Leading with Grit and Grace :The Leadership Challenge

MASTERCLASS 3: HOW AM I? My Workplace Wellbeing: Developing self-confidence and personal resilience

MASTERCLASS 4: WHAT'S MY VALUE? My Personal Brand and Value Proposition

MASTERCLASS 5: HOW DO I THINK AND MAKE DECISIONS? Creative Problem Solving: Psychological Tools and Practical Methods

MASTERCLASS 6: WHAT'S THE STORY? Using core Leadership skills to influence and engage others

Leadership Coaching



Research Results



Post Programme



MULTI METHOD
RESEARCH DESIGN
USING BOTH
QUANTITATIVE AND
QUALITATIVE DATA



SIGNIFICANT INCREASE
IN PARTICIPANTS SELF-
ESTEEM, SELF-
CONFIDENCE AND
EMOTIONAL
INTELLIGENCE



DEMONSTRATED THE
MOTIVATION AND
AMBITION TO LEAD A
TEAM



REPORTED ON THE
ACQUISITION OF
LEADERSHIP SKILLS



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Challenges and good practice from a
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Emerge 2020

Two Levels of Leadership

- Emphasising the personal development side of leadership, inviting participants to gain increased awareness around their strengths, values and needs.
- Exploring the underlying challenges and personal barriers that typically hold women back at work
- Supporting participants in developing their knowledge and skills to overcome these barriers in a way that is authentic to their personal strengths and values.
- Exploring the consistent themes that emerge for women at all career stages include Imposter syndrome; Perfectionism; Stress Management; Self-promotion; Self-confidence; Managing Career and Family priorities
- Participants will develop goal plans as part of the programme and will be encouraged to maintain their goal plans between workshops.
- Reflection is a key step in adult learning and for this reason we invite participants to keep a reflection diary.



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EMERGE - Women in Leadership Programme 2020

- The role of the leader & manager
- Developing Presence & Impact
- Developing Personal Branding
- Goal planning
- Being effective in change
- A systematic view of leadership
- Influencing and relationships
- Building and leading effective teams



The Future

Female Leadership in Iarnród Éireann

- Leadership Team hold responsibility for being the champion of EDI across IÉ
- Our People strategy 2020-2027 supports investment in Female leadership programmes and female development
- Opportunities for emerging female leaders in decision making
- Lateral moves – Opportunities for workforce mobility will be a key feature of organisational learning
- Gender balanced selection boards will be a key feature in future selections
- Attracting more senior female leaders through more inclusive advertising, using gender decoders on adverts and using female imagery
- Attracting more female graduates and apprentices at entry level



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Thank you!

Linda Allen

Linda.allen@irishrail.ie



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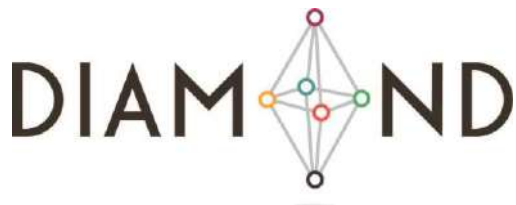


WEBINAR

WOMEN EMPLOYED IN TRANSPORT

Women in rail

Charlene Wallace, Director National
Passenger & Customer Experience and
Freight, Network Rail



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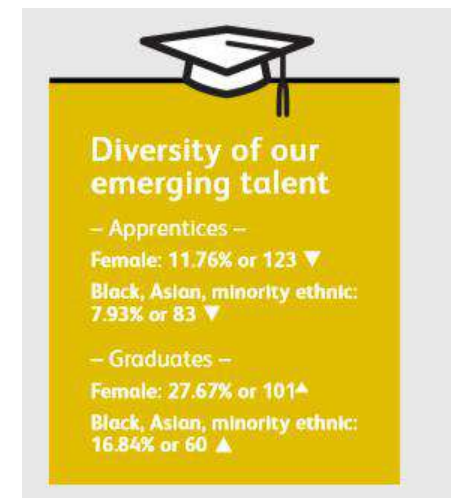
A little bit of history



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Challenges and good practice from a
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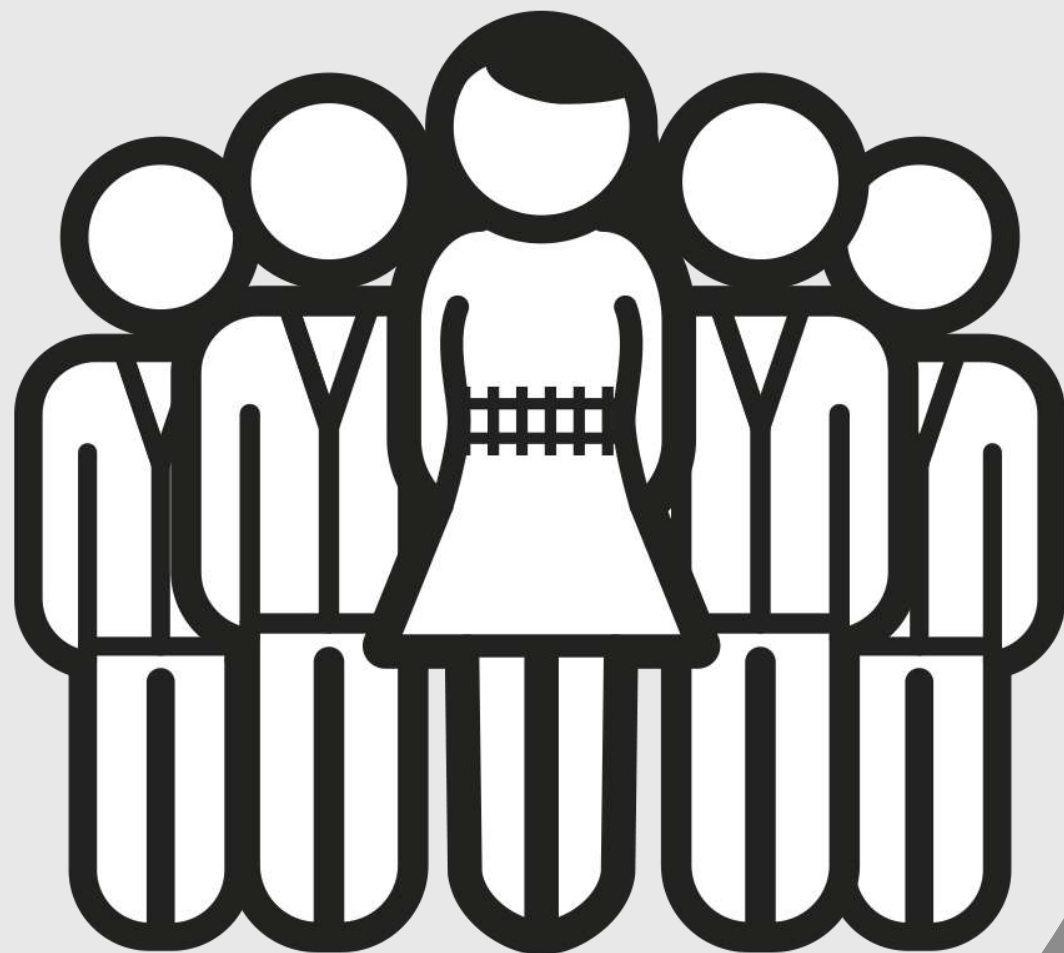


Everyone matters at a glance



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‘20 by 20’



Supporting networks



Attraction



Changing
Attitudes

Retention



Supporting
Colleagues

Progression



Growing
Awareness





Britain's first 'all female' operated train



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Thank you!

Charlene.Wallace@networkrail.co.uk



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WEBINAR

WOMEN EMPLOYED IN TRANSPORT

Experiences from the Front Line

Heather Waugh
Train Driver - Freightliner Ltd



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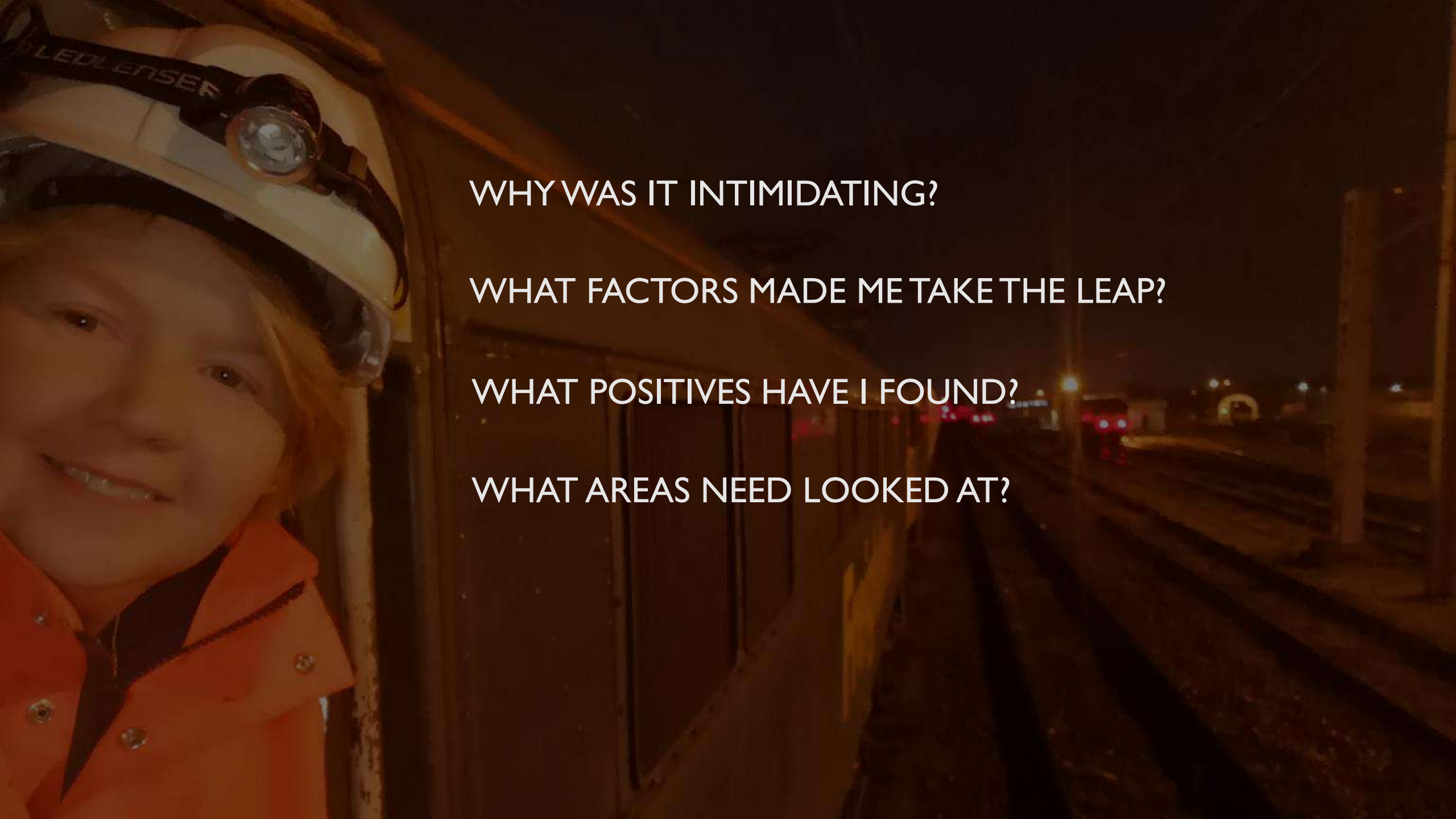


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WHY WAS IT INTIMIDATING?

WHAT FACTORS MADE ME TAKE THE LEAP?

WHAT POSITIVES HAVE I FOUND?

WHAT AREAS NEED LOOKED AT?

SO... WHAT WAS STOPPING ME?

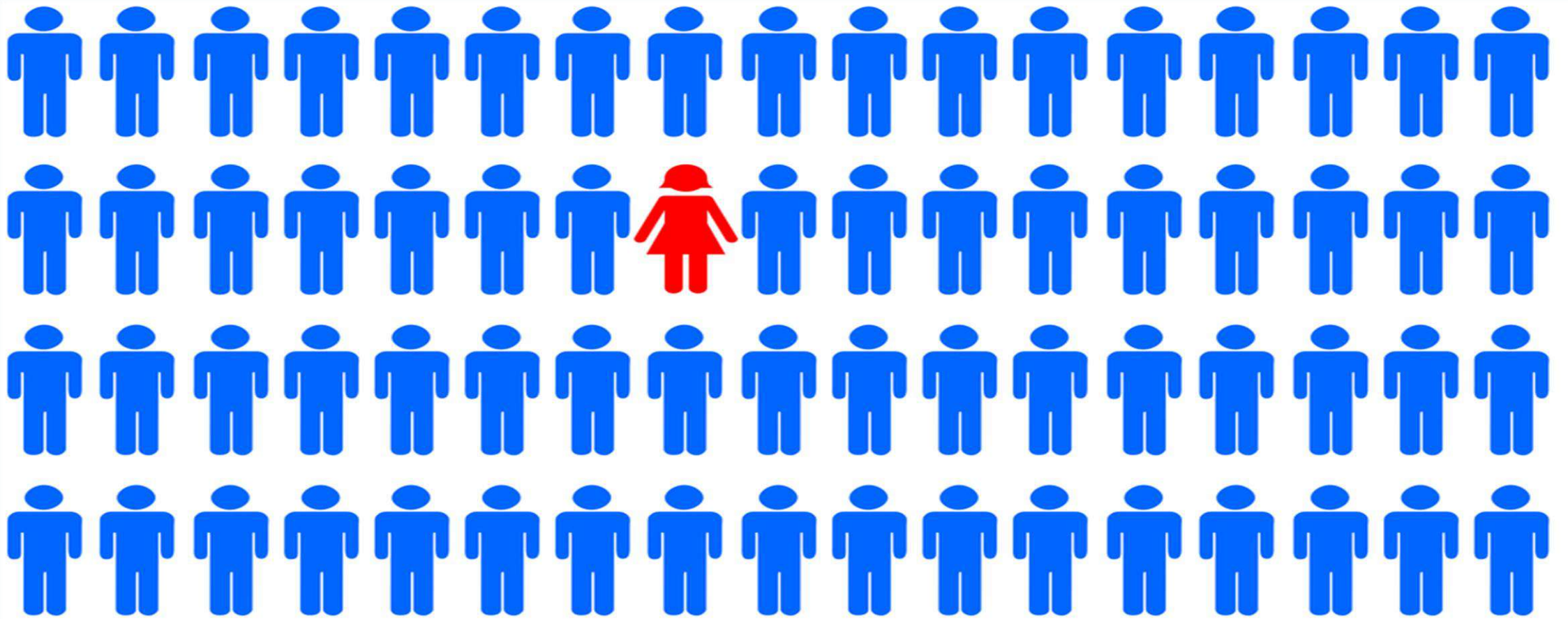


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FACTS, PERCEPTIONS, AND REALITY



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Hostile

Hostile

A cartoon illustration of a woman with long brown hair, wearing a blue long-sleeved top. She is standing with her arms crossed and her right hand resting on her chin, appearing to be in deep thought. The illustration is set within a light blue circular frame.

**Will I be
accepted?**

Hostile

Will I be accepted?



**She
shouldn't
be here**

Hostile

Will I be accepted?

She shouldn't be here

A cartoon illustration of a woman with long brown hair, wearing a blue long-sleeved top. She is standing with her hands crossed and her right index finger pointing to her chin, appearing to be in deep thought. The illustration is set within a light blue circular frame.

**Will it be
confrontational?**

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?



**Will I
'cramp
their style'?**

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

A cartoon illustration of a woman with long brown hair, wearing a blue long-sleeved top, standing with her hand on her chin in a thinking pose. She is enclosed within a large, light blue oval frame. To her right is a white speech bubble containing the word 'Dirty?'.

Dirty?

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?



Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?



Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?

Will there be female uniform?



**Too
physical?**

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?

Will there be female uniform?

Too physical?



**Too
hard?**

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?

Will there be female uniform?

Too physical?

Too hard?



Nightshifts?

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?

Will there be female uniform?

Too physical?

Too hard?

Nightshifts?



Can I do this?

Hostile

Will I be accepted?

She shouldn't be here

Will it be confrontational?

Will I 'cramp their style'?

Dirty?

Will there be female toilets?

Will there be female uniform?

Too physical?

Too hard?

Nightshifts?

Can I do this?





SO... WHAT CHANGED MY MIND?

WHAT GAVE ME STRENGTH?



WOMEN EMPLOYED IN TRANSPORT
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surface transport perspective



DEBBIE FRANCIS

MANAGING DIRECTOR
DIRECT RAIL SERVICES

**“IF YOU LOOK AFTER YOUR
PEOPLE, FIRST AND
FOREMOST, THEY WILL LOOK
AFTER THE BUSINESS FOR
YOU”**

IN TRANSPORT
practice from a
perspective

#FairTransportEmployment
#DiamondH2020



NATASHA HANSON

HR DIRECTOR
DIRECT RAIL SERVICES

**“YOU HAVE TO LISTEN TO THE
PEOPLE YOU WORK WITH,
THEY ARE YOUR EXPERTS”**

SO, WHAT IS THE REALITY?



WOMEN EMPLOYED IN TRANSPORT
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I HAVE NEVER ENJOYED MY WORK MORE

I HAVE NEVER SETTLED QUICKER

MY DEPOT IS IMMACULATE AND PROFESSIONAL

COLLEAGUES HAVE BEEN WELCOMING, SUPPORTIVE AND ENCOURAGING

COMPANY HAVE MADE ME FEEL VALUED

INDUSTRY HAS ENCOURAGED ME

CONCLUSION???

WE **ARE** WINNING THE BATTLE AGAINST **CONSCIOUS** DISCRIMINATION



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UNCONSCIOUS DISCRIMINATION

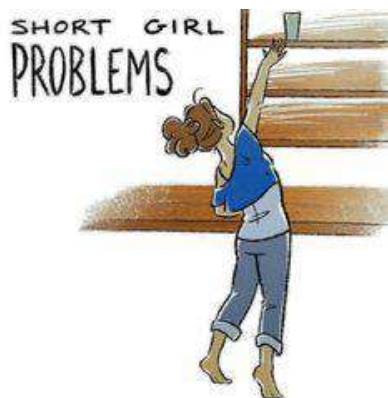


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THE WORLD HAS BEEN MADE **BY** MEN
FOR MEN



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“IT’S 2020 FFS!”



FEMALE TOILETS IN EVERY MESS ROOM
FEMALE SPECIFIC UNIFORM AND FOOTWEAR
EVERY NEW TRAIN/ CAB/ ENVIRONMENT DESIGNED WITH WOMEN IN MIND
50% OF SUITABLE CANDIDATES TO BE FEMALE
EDUCATE

INDUSTRY SUPERGROUP DEVISE MINIMUM STANDARDS

IT'S TIME TO STOP TALKING!



WOMEN EMPLOYED IN TRANSPORT
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Thank you!



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YES! MORE WOMEN IN TRANSPORT!

Webinar Women Employed in Transport
14 December 2020





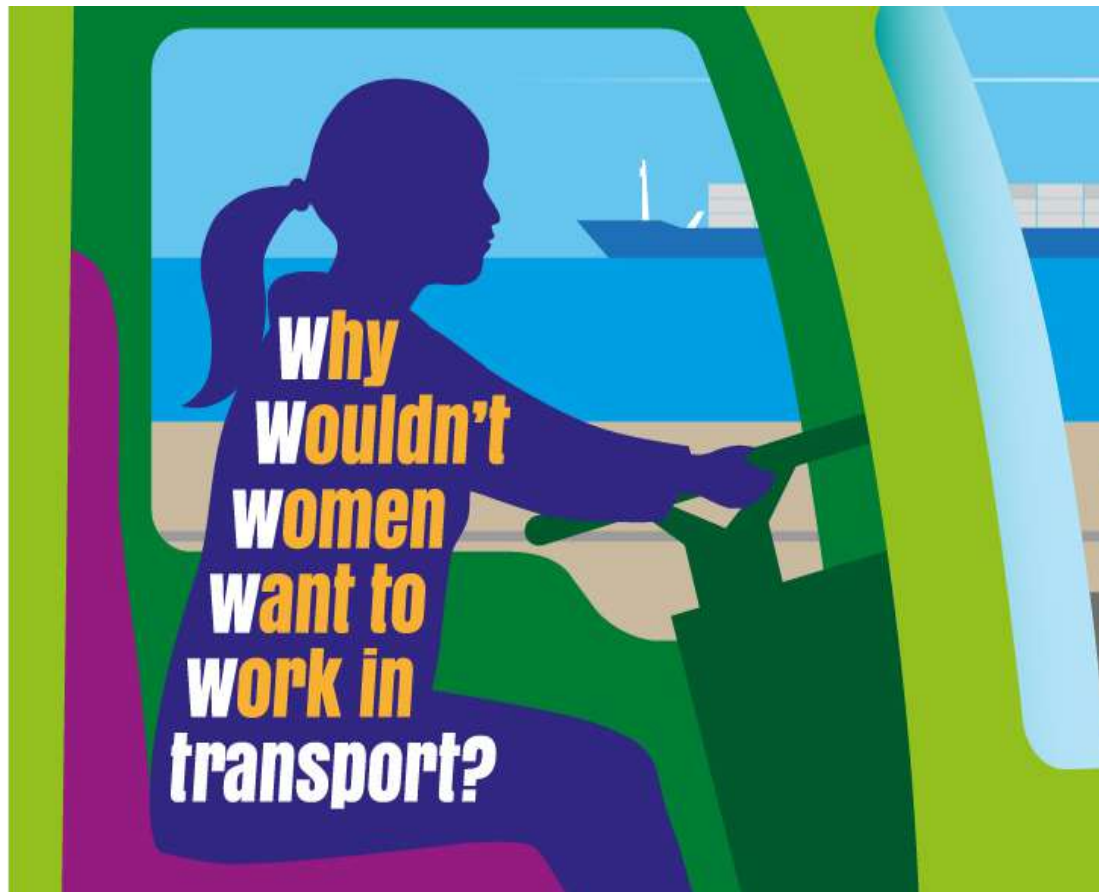
About ETF

- Pan-European trade union organisation.
- Over 5 million transport workers from more than 200 transport unions and 41 European countries.
- Workers from all transport sector,
- Recognised social partners in 8 Sectoral Social Dialogue Committees.
- Mission: to represent the social & economic interests of our members at European level & to achieve fair working conditions and quality jobs.
- ETF Women's Committee





ETF Survey on Attractiveness

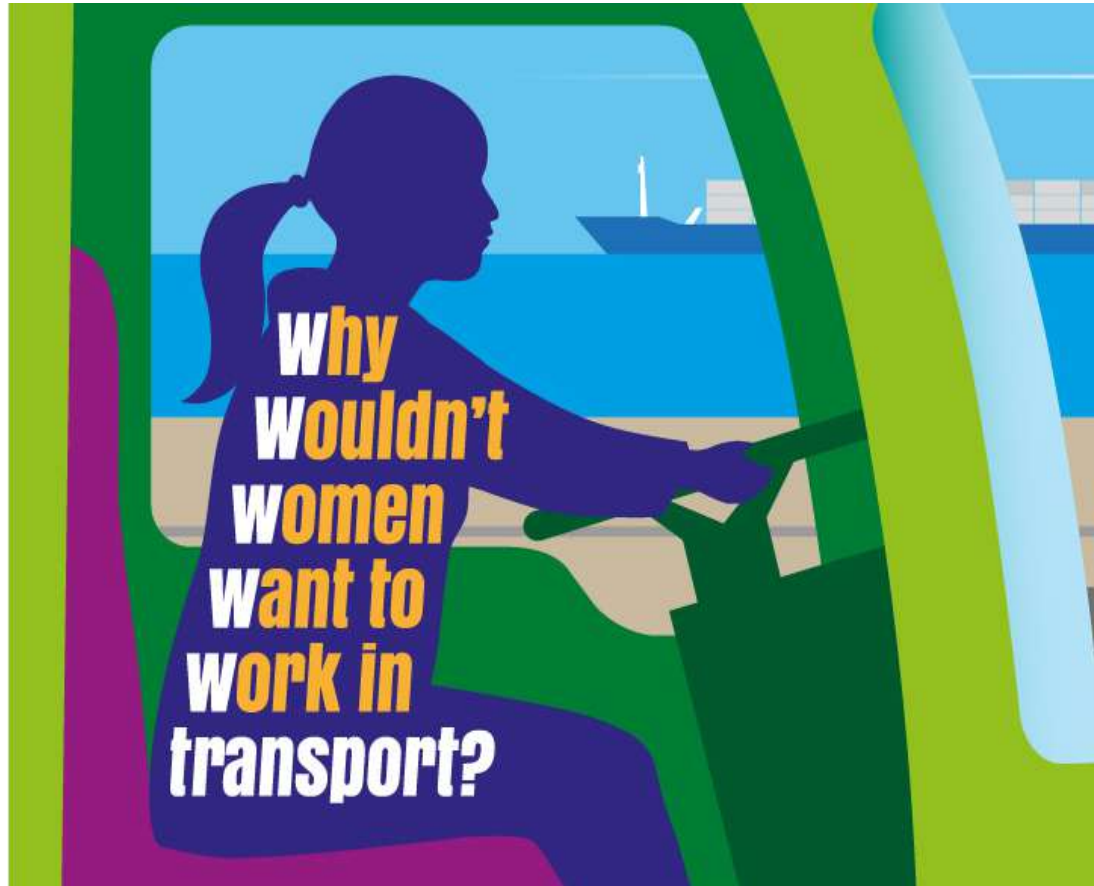


- ETF online survey on how to make transport fit for women to work in was carried out between 7 October and 29 November 2019.
- Why? Only about 22% of transport workers are women. While this percentage is increasing, in practice, there has been little change in the work environment and conditions for women transport workers.
- Aim:
 - To investigate the working conditions for women transport workers, including workplace safety and access to sanitary facilities
 - to find out what changes are needed to make transport jobs more attractive for women.





ETF Survey on attractiveness



- Target group: Women workers from all transport sectors in Europe.
- 2776 valid responses analysed.
- The highest number of responses came from the railway sector (933), followed by civil aviation (530) and the road transport (419).
- Data analysts: Dr Paula Franklin, Dr Barbara Helfferich.



5 Main Barriers encountered by Women Transport Workers

- Dominant masculine culture & stereotyping of women
- Discrimination & unequal treatment at work
- Lack of work-life balance & the “care trap”
- Women’s health and safety & lack of acceptable sanitary facilities
- High levels of violence and harassment at the workplace

2,7770

Survey reveals why only
22% of EU transport
workers are women.

23%



Are dissatisfied with
the **GENDER
IMBALANCE** in the
transport sector.

49%



Think their workplace
does **NOT PRIORITISE
A SAFE & ADEQUATE
ENVIRONMENT** for
women.

25%



Think being a
woman
**NEGATIVELY
IMPACTS THEIR
WAGES.**



50%

Feel their job
DOESN'T PROVIDE
them with good
**OPPORTUNITIES for
PROMOTION &
DEVELOPMENT.**

23%

Identify
SANITARY ISSUES
as one of the
major problems in
the workplace.



35%



Are unhappy with the
degree to which
employer or managers
**FAIL to TREAT
EMPLOYEES EQUALLY.**



1/3

Think their working
environment **FAILS TO
SUPPORT THEM** in
doing their job well.



Conclusions

- The survey reveals an urgent need for substantial changes to make the sector genuinely fit for women to work in.
- Women transport workers face two competing realities:
 - the sector offers interesting long-term employment BUT
 - the workplace and working conditions fail to meet women's specific needs
- Major factors in attracting and retaining women in the sector are:
 - to eliminate the entrenched male culture
 - to provide safe workplaces, where women are not exposed to violence and harassment
 - to have full access to proper sanitary facilities
 - to improve work-life balance.



Conclusions

“ A clean driving cab, time between trains to go to the loo (not on the train); flexible working hours; more than 6 weeks’ maternity pay (if you’re sick, you get 16 weeks); a privacy policy where your personal file isn’t openly discussed with your colleagues; a zero-tolerance policy towards bullying and sexual harassment; and a less toxic work culture would be appreciated. ”

- Women Railway Worker’s response to the survey



COVID-19 crisis and impacts on women

- The ongoing COVID-19 pandemic risks to add to existing inequalities.
- While women transport workers have been playing vital role as key workers, they have been completely overlooked in the responses to the crisis.
- All relevant actors at national and European level need to join forces to establish a gender equal normal that guarantees good jobs for all workers.





Key demands to make transport fit for women

- Mainstreaming gender responsive approach into transport policy
- Strengthening social dialogue
- Promoting work-life balance, equal treatment and pay
- Ensuring a gender-balanced approach to health and safety
- Ending violence and harassment against women transport workers



ETF's key campaign action dates in 2020

- **28 October** - Launch of the campaign
- **29 October / TRAN Committee debate on women in transport** – Join statement with MEP Vera Tax calling on EC to mainstream a gender-responsive approach into EU transport policy
- **10 November / EU Equal Pay Day** – ETF call for a pay transparency directive and an end to the gender pay gap
- **19 November / World toilet day** – ETF call for decent sanitary facilities
- **25 November / Intl. day for the elimination of violence against women** – ETF will launch a workplace policy guidance on how to address the issue of violence against women in the workplace and call on governments to ratify the ILO Convention 190 on violence and harassment
- **10 December / 16 Days of Activism against Gender-Based Violence** – Video interview with Dr. Jane Pillinger, author of the workplace policy guidance, on how to address the issue of violence against women in the workplace



Engage!

ETF Campaign page:

<https://www.etf-europe.org/activity/yes-more-women-in-transport-make-transport-fit-for-women-to-work-in/>



[Gender Equality](#)



[ETF Women](#)



[ETFWomen](#)





THANK YOU!

