Addressing gender-specific needs in Europe’s current and future transport systems

Actionable knowledge from the findings of the EU project Diamond
What does this White Paper Cover?
Research Questions asked in DIAMOND

• Key factors affecting women’s travel choices
• How relevant these factors are in discriminating between different transport modalities
• How different job characteristics and/or contextual factors in the transport sectors affect gender balance and/or female employability in different areas
• Key factors influencing career choices for women in different groups and areas in relation to working in transport

Link to white paper download

The White Paper is informed by the main findings and recommendations of the EU Horizon 2020 funded DIAMOND project and other related projects.
Key Findings

Key factors influencing career choices for women in different groups and areas in relation to working in transport?

- Job Segregation
- Demand Factors – recruitment and retention
- Policy and Legal – employment policies
- Female facilities
- HR Policies – training and promotion
- Terms and Conditions – equal pay, shift patterns,
- Flexible Working
- Safety and Security – Personal Protection Equipment (PPE) etc.
- Negative attitude of colleagues
- Caring and parenting responsibilities
- Educational Attainment
- Measures to enhance women job hiring
- The adaption of training modules to the required new skills and opportunities

Results of a stepwise regression model, we identified out of the 45 factors explored the one having a more significant effect as predictor of overall Satisfaction with fairness and inclusiveness in employment.
Recommendations on making transport use and employment more appropriate and friendly for women

### Women as Employees

- Flexibility with women in the maternity period to avoid glass ceilings in their professional development process. Flexibility for parent leave shared across both parents
- Gender neutral employment advertisements
- Provide the option for working from home, teleworking or remote working is a priority recommendation to improve the career choice for women to work in the transport sector by making it more attractive for them.
- Providing ‘an even playing field’ for women
- Managers ‘not being part of the old boy’s network’
- Attending ‘the latest recruitment training’
- Recruiting the ‘right person for the job’
- Specifically using recruitment campaigns featuring women in traditionally male roles, such as train drivers, to encourage women to apply
Sample of Quantitative and Qualitative data

Company Culture
The survey aimed to examine job characteristics of transport workers through a series of questions. Respondents rated questions on a Likert scale of 1 (not at all) to 7 (almost always).

Work environment
The survey aimed to examine work environment for employees by examining (a) job segregation/gender balance in their country/community and (b) recruitment and promotion that promotes equality and fairness for women in transport. An overall satisfaction question was also included. Respondents rated questions on a Likert scale of 1 (not at all) to 7 (almost always).

Job Characteristics
The survey aimed to examine job characteristics of transport workers through a series of questions. Respondents rated questions on a Likert scale of 1 (not at all) to 7 (almost always).
Sample of Quantitative and Qualitative data

**Training**

The survey aimed to examine the training available for employees. Respondents rated questions on a 1-7 scale (where 1 = not at all and 7 = almost always).

**Overall Satisfaction**

Overall satisfaction was assessed across several questions to encapsulate different aspects of satisfaction with the organisation and working environment. Below are the means for each question presented.
Who - 46 participants - Interviews and focus groups with transport employees, from a variety of roles (director, operator, HR, engineering), sectors (rail, truck, bus, tram) and locations (Poland, Spain, UK and Ireland)

When – Summer 2020

Where - Planned in person data collection changed to on-line due to the emerging Covid-19 pandemic

What - Goal was to address 2 specific research questions concerning women and employment in the transport industry

Why – Considering the personal experiences of workers in transport, enabled us to look more deeply specific aspects of their work experiences and to identify issues underlying these experiences
Job characteristics and contextual factors, examples:

So it's trying to treat each group equally but reflecting the fact that women have slightly different challenges they maybe have elderly care or having babies and coming back again.
Frances Female Managing Director UK

I am the only woman in the training department. I am the only woman in the policy team. I look at the next rung of potential management and I don’t know any women in any of those positions in the company.
Grace Female Train Driver (Trainer) UK

[Toilets] which at that time had to be adapted to the cloakrooms so that a woman could also work there, because nobody had even thought about it before, there was no such need.
Leon Male Multi-Modal Transport Coordinator Poland

Some of the things that can be improved to bring women into the industry can also be improved for men, the toilet facilities for men are also not great, we don’t have toilets on the train...you can be on your train for 10 hours. Men probably don’t like having to use bushes they would probably like something more convenient in this day and age. But for women, that is not practical or convenient. You get to the point where you are scared to drink.
Hannah Female Train Driver UK
Fairness Maturity Model: Assessing Fairness and Benchmarking it

Fairness Maturity model declined according to three main themes:

Capacity to meet required needs (ability to travel in an appropriately designed transport system; meeting basic expectations and being environmentally sound);

Accessible (ability to access activities and services that people have reason to value; accessible to all groups also in terms of design and comfort provided, e.g. those with children, and in terms of fares and costs for those with lower income, including distribution of costs and benefits);

Safe and Secure (ability to travel safely and securely for all type of users (e.g. income, ethnicity, age, those with children etc.).

Observable variables:
Observation of spatial and objective availability of information such as punctuality of service, accessibility of station and carriages, level of intermodality available etc. (i.e. Measured as % of conformity across stations)

User perception and satisfaction:
Measured through a survey of different type of users and their level of satisfaction with how inclusive the service/employment is. Average satisfaction on Likert scale 1-7

Self-Audit for Management:
Audit on Fairness characteristics across various dimensions specifying the three themes above: Self audit on Likert scale 1-7

Based on Cooper M.D. (2000) Towards a model of Safety Culture, Safety Science 36, 111 ±136
Fairness Maturity Model

Emerging (Level 1)
- Develop awareness and management commitment for inclusiveness

Managing (Level 2)
- Realize importance of engagement with diverse set of users/employees in practice

Inclusive (Level 3)
- Have a set of indicators to assess the capacity for inclusive and fair service/employment

Continuous improvement (Level 4)
- Level 4, above 75% of criteria above medium

Level 3, 45%-75% of criteria above medium

Level 2 Managing, 30-45% of criteria above medium

Level 1 (Emerging), 15-30% of criteria above medium

Increasing consistency

Improving inclusiveness
How the Toolkit works:

Self-assessment for service and employment provision for different user groups

**METRO AND RAILWAY SYSTEMS**
Assess inclusiveness with respect to women’s needs as users of metro and urban railway infrastructures. This assessment is aimed at supporting the development of gender-equitable transport planning and design policies.

START ASSESSMENT

**VEHICLE SHARING SERVICES**
Assess inclusiveness with respect to women’s needs and barriers faced as users of bike sharing services. This assessment is aimed at supporting the development of gender-equitable vehicle sharing services.

START ASSESSMENT

**AUTONOMOUS VEHICLES**
Assess inclusiveness with respect to women’s emotional needs as passengers of autonomous vehicles. This assessment is aimed at supporting the development of gender-equitable autonomous vehicles.

START ASSESSMENT

**EMPLOYABILITY**
Assessment of gender inclusivity with respect to employees in the transport sector with the goal to increase the percentage of women working on-site and off-site in the railway, freight transport and the logistics sectors.

START ASSESSMENT
How the Toolkit works

3) SELF-ASSESSMENT QUESTIONNAIRE

1. How many promotional campaigns are you doing about safety of automated driving?
   - Never
   - Once a year
   - Several promotional campaigns during the year

2. Have you conducted a quantitative risk assessment based on a tree failure?
   - No
   - Yes
     - Yes and it is updated on each technological change

3. Does your design include a previous video to the driver explaining safety issues?
   - No
   - Yes
     - Yes and it includes what sport driving and confort driving means
How the Toolkit works

4) PRESENTATION OF RESULTS

A) GLOBAL SCORE

YOUR SCORE
65/100

- 80 - 100% - Continuous improvement - Level 4
- 50 - 80% - Getting inclusive - Level 3
- 20-50% - Managing - Level 2
- 0-20% - Emerging - Level 1
Some food for thought. Thank you!