



# Gender equality in transport

## The Women in Transport EU Platform for Change

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# Steps leading to the launch of transport specific tools to increase gender balance: a participatory process

- **Work of social partners**
- **Impulse of Commissioner Bulc**
- **Cooperation with stakeholders:** Conference April 2016 followed by a general consultation. Cooperation with the EESC (idea put forward by Madi Sharma; opinion dated 26 April 2017).
- **Launch Conference on 27 November 2017**
- **1<sup>st</sup> working meeting of the Platform on 23 January 2018**



## Three Existing tools

- The online **Declaration** to ensure equal opportunities for women and men in the transport sector

*Can be signed by everybody online*

- The online module to share **good practices** on the Europa Website

*Any past or existing good practice can be presented. No restriction in scope if linked to gender balance.*

- The Women in Transport - **EU Platform for change**

*More advanced cooperation tool to increase the employment of women in the sector*



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## Specific objectives of the Platform

- Raising **awareness**
- Collecting **gender disaggregated data**
- Improving the **opportunities** for female employees, for women-owned companies and for women in managerial positions; increasing the number of women in decision-making positions.
- Improving **working conditions** to attract and retain women in the sector by providing better work-life balance, zero tolerance to violence, equal recruitment, pay, training and career opportunities , quality of the working environment and facilities
- **Changing Culture** to eliminate gender stereotypes and make the sector appealing to women (within the company and in the society).



## An action oriented tool

- Platform members commit to taking specific actions
- **Actions have to be SMART** Specific, Measurable, Achievable, Realistic and Time-bound (but timeframe is imposed)
- **Joint actions**, ongoing actions are accepted.
- **Examples of actions:** gender neutral vacancies, developing a gender equality plan, improving sanitary facilities, setting targets for the employment of women, launching a campaign, organising open days, implementing a "zero tolerance to violence" policy, etc



# The Platform in practice

- **19 Members:** EU transport organisations representing employers and workers (e.g. IRU, CER, UITP and ETF are members). EU Member States (Austria, Croatia, Spain, Sweden) and an EU Agency (ERA). The EU organisations channel the actions from their members.
- For stakeholders/persons not represented at EU level, individual membership will be accepted based on the quality/impact of the action proposed.
- **Application form** to present an action available online (information about the applicant, the planned action as well as the target audience).





# What can you get from participating ?

- **Peer advice**

- **Consultation phase before an action starts:** applications are circulated to other Platform members. Suggestions can be made by the Platform members/secretariat during a period of two months after receipt of the application.

- **At the end of an action: exchange of feedback and results** (lessons learnt, transferable elements)

- **Enhanced visibility** (including the use of the Platform label)

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# Next steps

- **Platform meeting on 11 June 2018**

We encourage you to bring actions to the Platform! Trial year with a lot of flexibility.

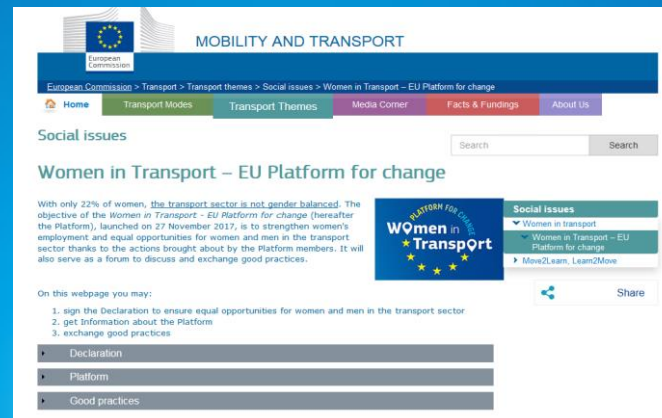
- **Anniversary Conference 27 November 2018**

- **Studies/research** e.g. ongoing "Business case study" (for 2018) and the planned Toolkit for School Teachers to fight gender stereotypes and to make transport professions better known of children/young people (for 2019).

## For Further information

- **Platform Website:**

<https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change>



- **Contact :** [MOVE-more-women-in-transport@ec.europa.eu](mailto:MOVE-more-women-in-transport@ec.europa.eu)



Thank you !