



# Gender equality in transport

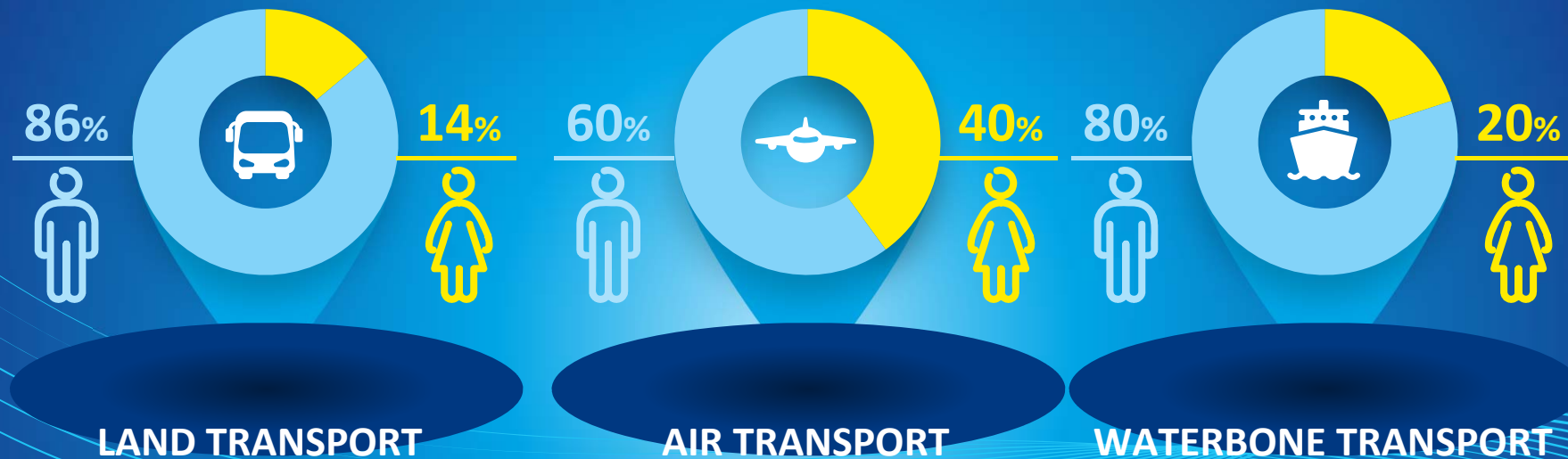
## The Women in Transport EU Platform for Change

**By Sophie Marin-Combeaud, DG MOVE.B.5**



# ONLY **22%** OF EU TRANSPORT WORKERS ARE **WOMEN** !

SHARE BY GENDER AND TRANSPORT MODE:





# Only 14 % of female in land transport

- Disparities between sub segments of land transport, between countries and occupations
- More women in administrative positions, very few women locomotive drivers.
- Figures from the last annual survey from ETF/CER: in 2016, 19.8 % of women in total, 2% locomotive drivers/32 % onboard staff



## Gender balance, a common goal

- One of the few topics on which Unions, employers and policy makers all agree even if their focus may be different
- If we improve gender balance, this will benefit all workers, including men workers.
- Studies show that organizations with inclusive cultures have greater innovation, creativity and results as well as a lower turnover.
- We need to use all talents for the future of the sector!



## What are the obstacles to a more balanced workforce?

- **Culture/image/stereotypes** cf. Conclusions from the study on *"Making the transport sector attractive to future generations"*

Rail transport is emotionally disconnected from young people. Image of the typical worker: modest 40-50 male, train driver or conductor, stable but routine, monotonous job. Dated infrastructure, delays and strikes were also mentioned as contributing to the negative image of the sector.

- **Working conditions**

- Work-life balance: mobile workers, night and week-end shifts.
- Violence both from colleagues (including from managers) and from customers.
- Recruitment, pay and career opportunities
- Working environment (including facilities)

**3 key stages** *Interest before entering a transport profession, entering and working, remaining during one's career*

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## What are the tools provided by the EU to tackle the issue ? (1) Horizontal tools

- **Treaty:** Equality between women and men is one of the European Union's founding values. Charter of fundamental rights, EU pillar of social rights.
- **Equal pay** (Treaty of Rome, *Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation*; EU average: women earn 16 % less per hour than men)
- COM proposal on **work-life balance** for working parents and carers (April 2017)
- **Violence:** No Non Nein campaign 2017. Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)
- **Women on Boards:** objective of 40% of under-represented sex in non-executive board-member positions in publicly listed companies except SMEs (EU average: 25 %)



## What are the tools provided by the EU to tackle the issue ? (2) Transport specific, action oriented, tools

- The online **Declaration** to ensure equal opportunities for women and men in the transport sector
- The online module to share **good practices** on the Europa Website
- The Women in Transport - **EU Platform for change**
- **Studies/research** including the 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)



## EU Platform for Change

- **Participatory process.** Developed in cooperation with the EESC (idea put forward by Madi Sharma; opinion dated 26 April 2017), and with stakeholders. Launched on 27 November 2017, 1<sup>st</sup> working meeting on 23 January 2018.
- **Action-oriented:** Action-oriented. Members will commit to taking specific (SMART) actions in favour of the employment of women in the transport sector. **Examples of actions:** gender neutral vacancies, developing a gender equality plan, setting targets for the employment of women, launching a campaign, organising open days, implementing a "zero tolerance to violence" policy, etc
- **Exchange of feedback and results:** lessons learnt, transferable elements.





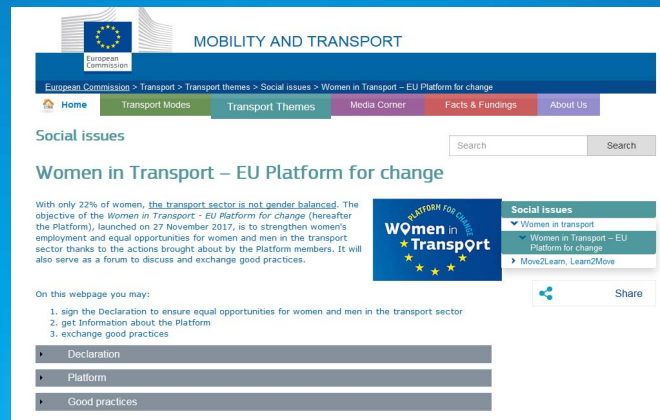
## The Platform in practice

- **19 Members:** EU transport organisations representing employers and workers (CER and ETF are both members). EU Member States (Austria, Croatia, Spain, Sweden) and an EU Agency (ERA). The EU organisations channel the actions from their members.
- **Application form** to present an action available online
- **What can you get from participating ?** Peer advice, enhanced visibility (including the use of the Platform label)
- We encourage you to bring actions to the Platform! **Joint actions** are possible.



## 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 !



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