

**ETF WOMEN'S COMMITTEE**

**MAKING THE TRANSPORT SECTOR FIT FOR WOMEN TO WORK IN**

**Sabine Trier, 27-10-2021**



**YES!**  
**MORE WOMEN**  
**IN TRANSPORT!**





# 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.
- Report and key demands available [online](#).



**2,770**

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.



# Example: Women Railway Worker's voice



**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*





# 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



# 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.







# 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

# Making the Transport Sector Fit for Women to Work in



Findings from a survey of women transport workers by the European Transport Workers' Federation (ETF)



# Yes! More Women in Transport



Key demands by the European Transport Workers' Federation (ETF) to make transport fit for women to work in





# ETF's key campaign action dates in 2020

- **28 - 29 October** - Launch of the campaign and **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 / Word toilet day** – ETF call for decent sanitary facilities
- **25 November / Intl. day for the elimination of violence against women** – ETF launched 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





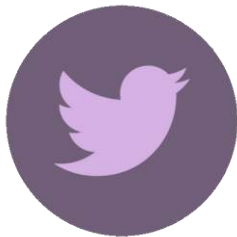
# Engage!

## 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!**

