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.
2,7770
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.

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.

25%
Think being a woman NEGATIVELY IMPACTS THEIR WAGES.

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 a 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 - 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

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THANK YOU!