

ETF WOMEN'S COMMITTEE

MAKING THE TRANSPORT SECTOR FIR FOR WOMEN TO WORK IN

Jolanta Skalska, member of the ETF Women's Committee

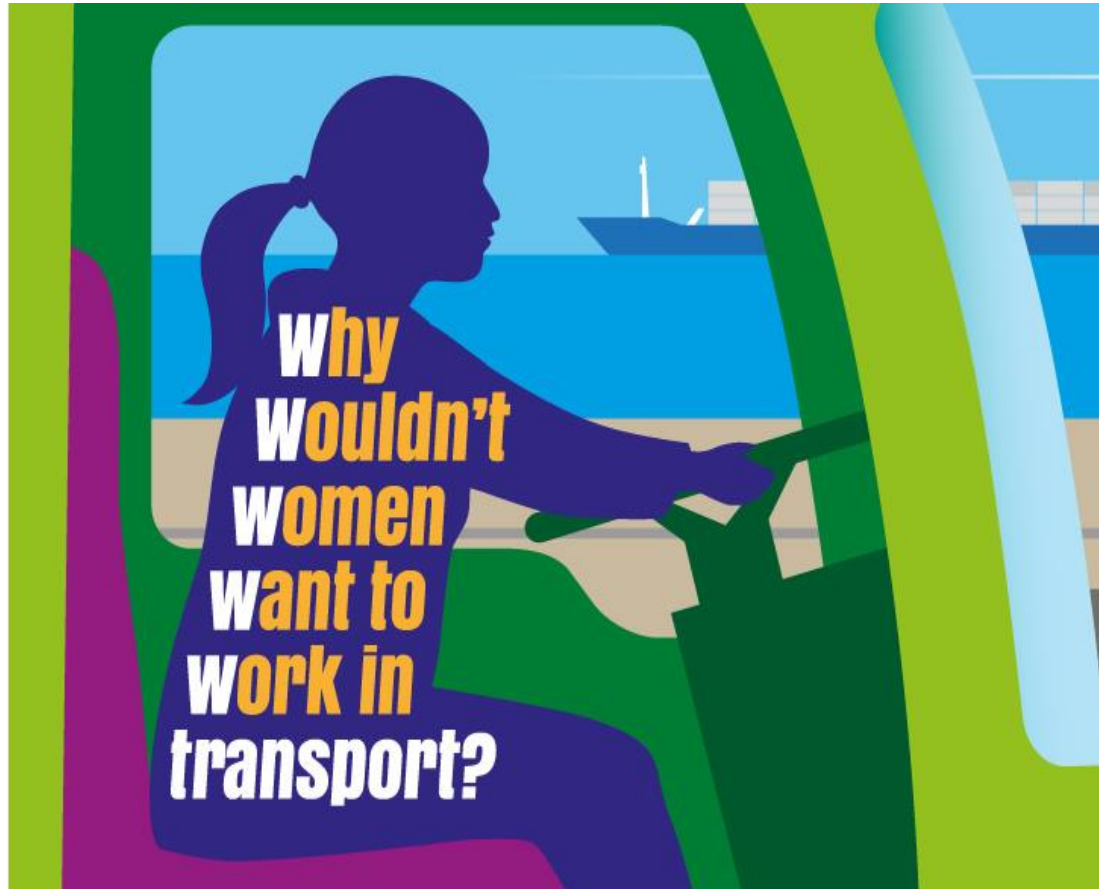


YES!
MORE WOMEN
IN TRANSPORT!





ETF Survey on attractiveness

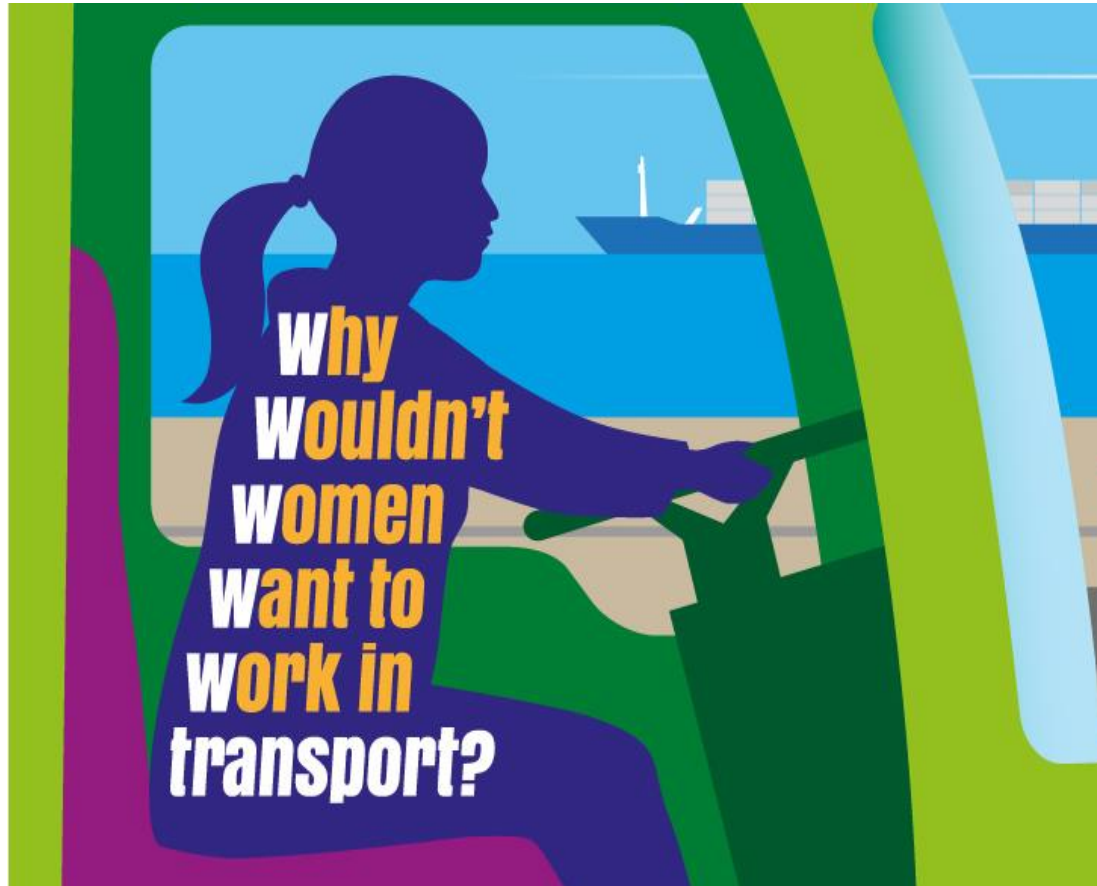


- ETF online survey on how to make transport fit for women to work in was carried out between 7 October and 29 November 2019.
- Why? Only about 22% of transport workers are women. While this percentage is increasing, in practice, there has been little change in the work environment and conditions for 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.

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

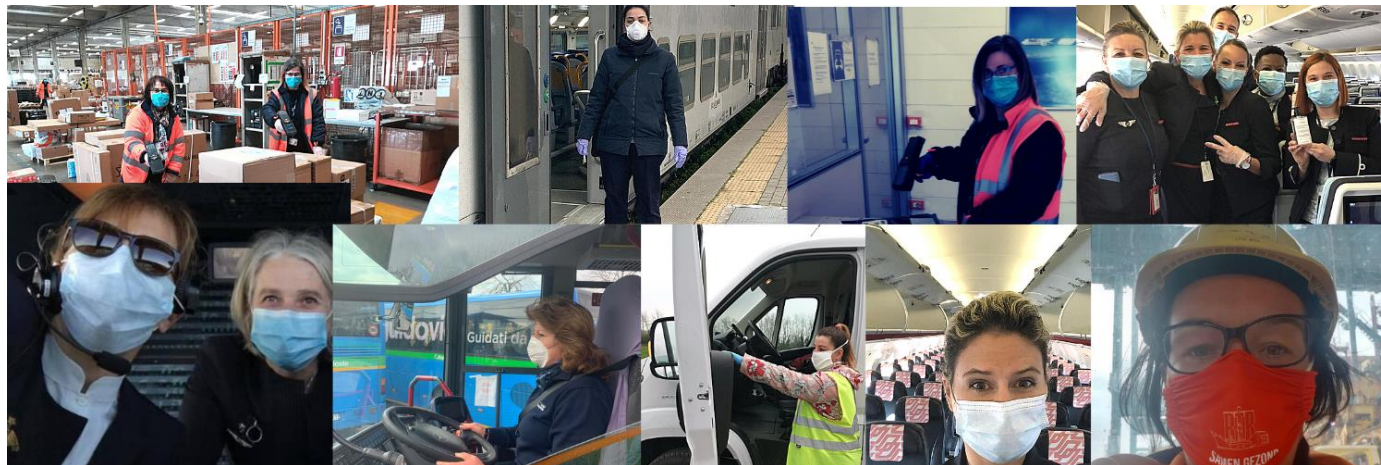
- The survey reveals an urgent need for substantial changes to make the sector genuinely fit for women to work in.
- Women transport workers face two competing realities:
 - the sector offers interesting long-term employment BUT
 - the workplace and working conditions fail to meet women's specific needs
- 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



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!

