

# Women in Transport in the Twin transition during the Climate change



EUROPEAN  
TRANSPORT  
WORKERS'  
FEDERATION

## 1

### Challenges and Issues Faced by Women Transport Workers

**Women in the transport sector face significant barriers** in the context of the twin transition, requiring concrete measures to ensure fair participation and career advancement. **We demand** that policymakers and employers actively integrate **gender-focused strategies** in recruitment, training, career progression, and workplace policies. The **climate crisis and automation are reshaping the transport sector**, making it crucial to ensure that **women are not left behind** in the shift towards sustainable and digital mobility. The green transition can offer new opportunities for women's employment for instance in urban public transport due to the answers to climate change. But these jobs should offer **good working conditions to women**, while there is a **risk** that these jobs will be **poorly paid and precarious**.



Fondazione  
Giacomo Brodolini



With the financial support of  
the European Union

Project 101101584:

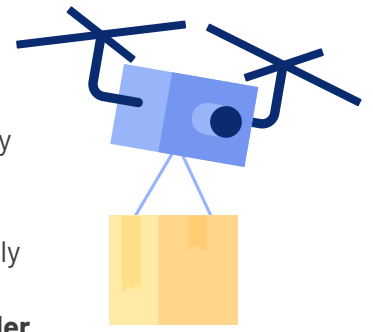
'DELIVERING FAIR TRANSPORT FOR ALL' (DFT4A)

# 2

## What Are Our Needs and Demands?

**Digital, automation and high-tech skills training** must be made widely accessible to women to bridge the gender gap and support their role in the evolving green and digital economy. **Labour rights should be legally binding**, and corporate sustainability policies must be rigorously monitored to ensure that businesses uphold human and social rights while also adhering to environmental and climate commitments. **Gender equality should be embedded** in tripartite social dialogues, particularly in discussions regarding the transition to electric and digital transport services, where automation and AI-driven technologies are redefining job roles. The collection of **gender-disaggregated data** is also essential to inform policy decisions and improve women's access and retention in transport jobs.

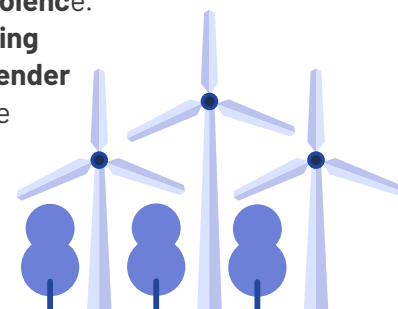
**Employers must address gender imbalances** in recruitment and reskilling by prioritising women for hiring and professional development opportunities, particularly in roles that support the transition to sustainable transport. **Flexible training schedules**, including evening and weekend sessions, are crucial to ensuring that women, particularly those with family responsibilities, can benefit from upskilling programs. Gender-sensitive customer care services should be expanded to improve accessibility while creating new job opportunities for women in customer-facing roles. Additionally, **career advancement initiatives** must actively counter job polarisation and ensure that women can progress into leadership positions, particularly in fields critical to the green transition.



# 3

## How Can We Achieve This, and Who Should Be Involved?

Achieving gender equity in the transport sector during the twin transition requires **coordinated action from policymakers, employers, trade unions, and civil society**. Policymakers must fully implement existing EU directives on labour rights, gender equality, corporate sustainability, and climate action, ensuring they translate into concrete policies supporting women's access to training, employment, and career progression in transport. The development **of tailored training programs focusing on digital and high-tech skills** must be financially supported by institutions, with clear sectoral strategies aligning with national and EU sustainability goals. As the transport industry undergoes decarbonisation and automation, targeted policies must ensure that women are included in the workforce transformation, rather than displaced by new technologies. **Governments should drive tripartite social dialogue**, ensuring that gender-sensitive approaches are adopted in policy decisions and incentivising businesses to recruit and retain more women in green transport roles, such as electric vehicle maintenance, sustainable logistics, and AI-driven fleet management. Employers must work closely with trade unions to create inclusive recruitment and reskilling strategies that maintain **women's representation** in the workforce and prioritise female employees for **leadership roles** in emerging green transport sectors. Training programs should be structured flexibly to accommodate workers with caregiving responsibilities, ensuring that women have **equal opportunities for career growth**. Additionally, gender-sensitive customer service improvements should be implemented alongside strong **workplace protections against harassment and violence**. Trade unions play a key role in advocating for these measures, **ensuring that collective bargaining agreements incorporate provisions on gender equity**, fair career progression, and safe working environments in the evolving green transport industry. Through sustained collaboration and accountability mechanisms, these measures will help **create a fair, inclusive, and future-ready transport sector** that advances both social and climate justice.



# Women in Transport in the Twin transition during the Digitalisation



EUROPEAN  
TRANSPORT  
WORKERS'  
FEDERATION

## 1

### Challenges and Issues Faced by Women Transport Workers

The digital transformation of the transport sector presents both opportunities and challenges, particularly in addressing **gender disparities**. **Women** continue to face **barriers to full participation** in the digital transition due to **limited access to high-tech skills training** and gender-insensitive policies. To ensure a fair transition, digital and automotive skills training must be integrated into sectoral strategies at both national and EU levels. Institutions must provide financial support to facilitate the **upskilling and reskilling of women workers**, ensuring their inclusion in the green and digital transition.

**Trade unions should advocate** for the full implementation of **Directive (EU) 2019/1152 on transparent and predictable working conditions**, using it as a foundation for **training programs** that align with the Gender Equality Strategy 2020-2025 and **support the inclusion of this objective in the next gender equality European Union strategy**. Furthermore, gender-disaggregated data collection must be prioritised to inform policy development and ensure **the effective representation of women's needs in social dialogue**.

Without structured and independent data systems, the extent of gender disparities remains unclear, hindering targeted policy interventions.



Fondazione  
Giacomo Brodolini



With the financial support  
of the European Union

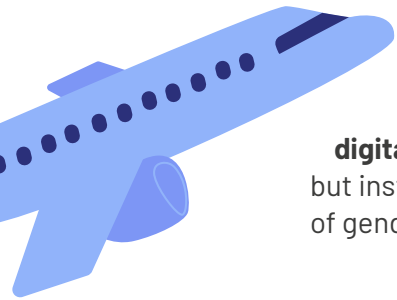
Project 101101584:

'DELIVERING FAIR TRANSPORT FOR ALL' (DFT4A)

# 2

## What Are Our Needs and Demands?

**Employers also have a crucial role** in addressing gender imbalances within the workforce by implementing proactive recruitment and retention strategies. This includes prioritising women for new vacancies and **reskilling those whose roles are no longer required** due to digitalisation. Gender-responsive recruitment policies must be supported by **adaptable working hours** and **remote working options**, whenever it is possible, particularly as digital transition measures allow for more flexible arrangements. Employers should also ensure that **training opportunities** are accessible to all workers, including offering sessions during weekends to **accommodate family responsibilities**. These measures not only promote gender equity but also contribute to a more resilient and innovative workforce. Trade unions should push for these commitments to be enshrined in **collective bargaining agreements**, ensuring that the **digital transition** does not exacerbate existing inequalities but instead **creates opportunities for all** workers, regardless of gender.



# 3

## How Can We Achieve This, and Who Should Be Involved?

A successful and inclusive digital transition requires coordinated efforts from policymakers, employers, and trade unions. Institutions must develop and **implement gender-sensitive policies** that promote digital skills training for women, ensuring they are equipped to participate in **the evolving transport sector**. **Public-private partnerships** should be encouraged to create action plans that facilitate **school-to-work transitions**, upskilling initiatives, and social protections for women in digitalised roles. Financial incentives and EU funding mechanisms, such as those outlined in the Digital Education Action Plan (2021-2027), should be leveraged to support these initiatives. Additionally, the Sustainable and Smart Mobility Strategy (2020) provides a framework for integrating **gender-specific data collection** into policy decisions, enhancing safety and accessibility for women in the sector. Trade unions should actively advocate for these measures, ensuring that gender-responsive policies are incorporated into national and sectoral strategies.

At **the company level**, employers must work with trade unions to **introduce fair recruitment and retention policies** that **address gender imbalances** exacerbated by digitalisation. This includes guaranteeing that job vacancies left by retiring or departing female workers are filled by other qualified women and providing targeted reskilling programs to prevent job losses among women whose roles are being phased out. Additionally, **ensuring work-life balance** through flexible working arrangements, including remote work, can help **retain female talent** in the sector. Employers should also commit to offering training programs at varied times, making them accessible to all employees regardless of caregiving responsibilities. These efforts should be embedded in collective bargaining agreements, ensuring that digitalisation benefits all workers equitably. **Through collaborative** efforts, policymakers, employers, and **trade unions can drive a digital transition** that is both **inclusive and sustainable**, securing long-term employment opportunities for women in the transport sector.



# Women in Transport in the Twin transition. How to eliminate Gender based violence



EUROPEAN  
TRANSPORT  
WORKERS'  
FEDERATION

# 1

## Challenges and Issues Faced by Women Transport Workers

**Gender-based violence (GBV) remains a pervasive issue** in the transport sector, disproportionately affecting women due to workplace isolation in some cases caused by **automation and insufficient safety measures**. Studies indicate that **25% of women transport workers consider violence against women a regular occurrence**, while 26% believe harassment is perceived as an inherent part of the job. The absence of personnel on-site, particularly in automated environments, heightens the risk of sexual harassment and assault.



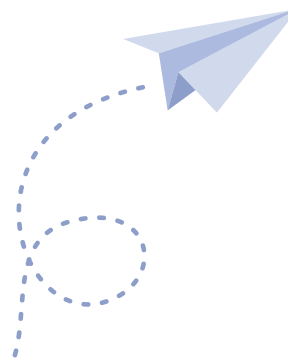
# 2

## What Are Our Needs and Demands?

To combat this, we demand the enforcement of **zero-tolerance policies against harassment and violence**, alongside the binding establishment of robust reporting mechanisms that **ensure confidentiality and protection from retaliation**. **Employers must also invest** in recurring **gender-stereotype awareness training** to foster a culture of respect and inclusion. Additionally, increasing the representation of women in the workforce, particularly in customer-facing roles, can contribute to a **safer and more inclusive work environment for all employees** and passengers, while attention to gender-based violence and harassment should be also taken into account when designing these services providing **support and protection to customers and staff**. Strengthening gender-sensitive customer care services—such as dedicated support for families, elderly passengers, and other vulnerable groups—will not only **improve service quality** but also provide new employment opportunities for women. A critical aspect of tackling gender-based violence and inequality in the transport sector is ensuring the collection and use of gender-specific data. The lack of comprehensive and disaggregated data on women's working conditions in transport hinders the development of effective, evidence-based policies.





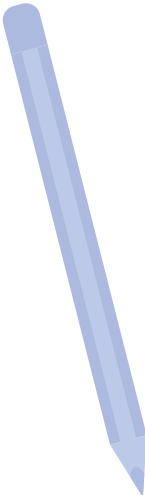


We call for a **structured, transparent, and independent data collection** system to assess the real extent of **gender-based violence** and other barriers women face in the industry. **Trade unions should push** for stronger **data-driven policies** that support fair employment practices and inform social dialogue, ensuring that decisions regarding women's access and retention in the sector are backed by reliable evidence. Without systematic data, efforts to create a safer, more inclusive environment for women remain ineffective and fragmented.



# 3

## How Can We Achieve This, and Who Should Be Involved?



Achieving a **safer and more inclusive transport sector** requires collective action from policy-makers, employers, and trade unions. Institutions must play a pivotal role in implementing and **financially supporting zero-tolerance policies** and mandatory training programs, in alignment with international frameworks such as the Istanbul Convention and Directive (EU) 2024/1385. Employers should commit to adopting clear anti-harassment measures, ensuring secure and anonymous reporting channels, and actively monitoring the effectiveness of these policies. **Trade unions** should advocate for these measures **in collective bargaining agreements**, ensuring that gender-sensitive customer care initiatives and **safe working conditions are integrated into employment contracts**. Specifically, unions should push for contractual obligations that require employers to implement **safe and anonymous reporting mechanisms**, provide **psychological support services** for victims, and conduct regular workplace audits to assess risks and address gender-based violence. Additionally, unions can negotiate for the inclusion of **mandatory gender-awareness training** and measures that increase the representation of women in the workforce, particularly in leadership and decision-making roles.

Furthermore, trade unions should work with employers to **create recruitment and retention policies that foster an inclusive work environment**. This includes ensuring that customer-facing roles, such as passenger assistance services, are structured to enhance **workplace safety** while offering career development opportunities for women. Employers should recognize that investing in gender-sensitive customer care services not only improves customer satisfaction but also helps create a more inclusive and respectful workplace. Policies should also be in place to **protect workers—especially women and LGBTQIA+ employees—from customer harassment and violence**.

Additionally, **trade unions** should **actively engage in negotiations** to ensure that employers and institutions commit to **data collection** frameworks that **track gender disparities**, incidents of workplace violence, and the **effectiveness of implemented policies**. Employers should be required to systematically collect and report gender-specific data, ensuring compliance with privacy regulations such as the General Data Protection Regulation (GDPR). The insights derived from this data should be used to **inform collective bargaining agreements**, shape **training programs**, and drive **policy reforms** that support women's long-term participation in the sector. Aligning with the Sustainable and Smart Mobility Strategy (2020), which promotes the use of data to improve access and safety, unions must ensure that gender-disaggregated data is leveraged **to address systemic inequalities**. Collaborative efforts between institutions, employers, trade unions, and women's rights organizations will be key to creating safer workplaces, reducing **systemic barriers**, and ensuring the long-term participation and advancement of women in the transport workforce.

