

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



## 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**.



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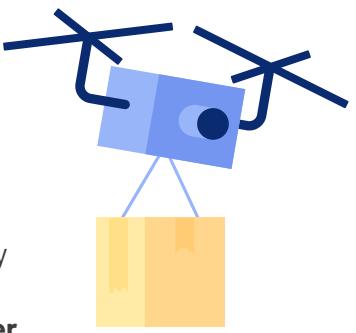
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# 2

## 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.

