

Women in Transport in the Twin transition during the Digitalisation



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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.



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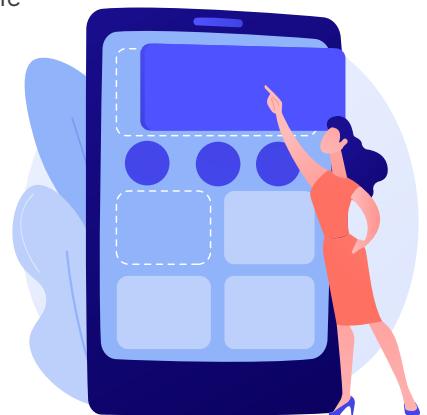
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What Are Our Needs and Demands?

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.



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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.

