



YES! MORE WOMEN IN TRANSPORT!

TinnGO Multi-stakeholder forum
October 22, 2020





ETF Survey on Attractiveness



- ETF online survey on how to make transport fit for women to work in received responses from over 2,770 women transport workers
- 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 collect data and evidence about experiences of women working in the transport sector and to find out what changes are needed to make transport jobs more attractive for them.
- Final report is out October 28.



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.**

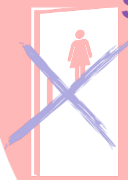


50%

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.



5 Main Concerns of Women

- **Masculine culture:** discrimination and unequal treatment
- **Work-life-balance:** working hours and penalties for family related leaves
- **Working conditions**
- **Sanitary issues**
- **Safety at work:** violence and harassment at work



ETF is Committed!

- Shattering the glass ceiling
- Eliminating entrenched male culture
- Fighting for fair, equal and violence-free workplaces, which provide full access to proper sanitary facilities

“ 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. ”

- Railway Worker’s response to survey





Engage!

FINAL REPORT OUT OCTOBER 28



[Gender Equality](#)



[ETF Women](#)



[ETFWomen](#)





THANK YOU!

