

Executive Summary

This document provides an insight into the challenges and opportunities women face when working in the transport sector. It is grounded in a review of published literature and primary data collection among a sample of men and women working in the sector. Based upon the evidence collected, the action-based toolkit produced from the findings offers an overview of the state of the art of women's global employment in transport, including all modes and sectors of transport. It identifies five main areas or entry points where actions and measures could provide the most impact in accelerating gender balance. It also provides tools and case studies to inspire and bring about change.

The primary research findings for this study are based on the results of the online survey with 300 respondents representing all regions and disciplines, complemented with 27 interviews.¹ The survey and interviews helped explore both women's and men's opinions and experiences of employment from an organizational and individual perspective. This includes views on the existing state of international and national policy frameworks and personal experiences of working in the transport sector.

This analysis also explores the relationship between policy frameworks, workplace cultures, and positive action while examining the extent to which policy determines and influences women's employment opportunities and experiences. At a regional level effort continue to reinforce policy. The European Commission has stepped up its efforts in equal employment. The Treaty on the Functioning of the European Union,² lays the groundwork for equal treatment, pay and occupational safety. There are also directives such as work-life balance for parents and carers³ to address existing lack of incentives for men to assume an equal share of caring responsibilities in an effort to promote equity in employment, work and pay. In other continents, efforts are ongoing, including the African Charter on Human and Peoples' Rights on the Rights of Women in Africa⁴ or the Maputo Protocol, which calls for the promotion of equality of access to employment and women and girls' rights to education.

The survey findings revealed five key barriers, from which we have identified five entry points for action which could enable cross-sector progress in the recruitment and retention of women, as well as improved gender balance at leadership level and the erosion of occupational segregation:

1. Gender stereotyping for certain jobs, especially technical ones
2. Discriminatory work cultures
3. Lack of flexible working and childcare provision
4. Invisible glass ceilings and restricted career options
5. Gender equity and its relationship with wider diversity, behavior, and culture change

Although some of these attributes are not unique to the transport sector, the survey findings identify the entry points that are presently shaping gender inequitable employment, and how these are playing out in individual regions and modes within the sector.

The toolkit is designed to tackle inequity in a targeted and effective way. It expands on these five key areas for action, in depth, and offers examples of explicit initiatives that build upon the foundations laid by policy. It also provides targeted and detailed recommendations for action, complemented by in-depth case studies, which examine the critical guidance required for others seeking to kick-start or scale up their own initiatives through positive action. The toolkit seeks to support all actors—individuals, organizations, representative bodies, and others—looking to initiate or develop actions to address the prevailing gender imbalance, by highlighting what does and does not work.

The toolkit is accompanied by a series of appendixes, which provide in-depth information on the case studies, networks, and tools, as well as key additional literature for further reading.

The research, and resulting toolkit, acknowledge geographical variations in employment rights for women, different social and cultural environments and gender equality gaps that frame the backdrop to this work and add to the complexity of addressing this issue. Simultaneously, transport itself is changing rapidly with differing job functions and workplace cultures across the various transport modes undeniably shaping employment challenges for women. Nonetheless, this analysis of a broad range of transport modes, has identified the importance of shared or transferable solutions, focusing on specific actions, the keys to their success—or its lack of—and the learning others can take from these.

In doing so, this research and subsequent toolkit address the sector's gender imbalances not just as statistics—although they are important indicators of progress—but as the lived experiences that shape women's decisions and capacity to enter, remain in, and reach their highest potential in the sector.

This action-oriented approach follows, and builds on, the SuM4All Global Roadmap for Action (GRA),⁵ which identified four distinct issues⁶ that prevent women from fully benefiting and participating in the transport sector. The GRA also called for the transport sector to address key legal provisions and social norms that not only restrict women's mobility but create barriers to them working in transport.

This work was funded by the FIA Foundation,⁷ a registered charity works to shape projects and advocate to secure change in policy and practice, and led by the SuM4All Gender Working Group,⁸ whose members are derived from across the transport sector, representing many different sectors and geographies, yet all shared similar concerns for the transport sector's gender imbalance and urgency for a more comprehensive understanding of how to accelerate change toward a more gender balanced sector.

Notes

- 1 A full list of interviewees' organizations is available in Appendix A.
- 2 European Parliament (2012) Consolidated versions of the Treaty on European Union and the Treaty on the Functioning of the European Union - Consolidated version of the Treaty on the Functioning of the European Union - Protocols - Annexes - Declarations annexed to the Final Act of the Intergovernmental Conference which adopted the Treaty of Lisbon, signed on 13 December 2007, (WWW) <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:12012E/TXT&from=EN>
- 3 European Parliament (2019) Directive (Eu) 2019/1158 Of The European Parliament and of The Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU (WWW) <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158>
- 4 African Union (2019) Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (WWW) <https://au.int/en/treaties/protocol-african-charter-human-and-peoples-rights-rights-women-africa>
- 5 Sustainable Mobility for All (2019) Global Roadmap of Action Toward Sustainable Mobility: Gender. Washington DC, License: Creative Commons Attribution CC BY 3. (WWW) <https://thedocs.worldbank.org/en/doc/229591571411011551-0090022019/original/GenderGlobalRoadmapofAction.pdf>
- 6 These four issues were legal, engineering, economic and marketing
- 7 Established as an independent UK-registered charity in 2001 by the Fédération Internationale de l'Automobile (FIA), the FIA Foundation has worked closely with international agencies, expert technical partners, civil society organizations.
- 8 The SuM4All consortium consists of over 50 member organizations that have pledged to a shared vision on sustainable mobility anchored on the 4 goals of universal access, efficiency, safety, and green mobility and have agreed to work together toward its implementation. Member organizations fall into five broad categories: (i) Multilateral Development Banks; (ii) UN/Intergovernmental Organizations; (iii) Bilateral Partners; (iv) Private Sector/ Business Associations; and (v) Global Civil Society Organizations: <https://www.sum4all.org/consortium-members>.