



Women employment and attractiveness as an employer from an urban public transport perspective

Urban public transport: Best-in-class providers of green jobs and inclusive growth

- **Main characteristics of employment in the public transport sector**
 - 1,4 million jobs in total in EU
 - 1,2 million jobs in EU operating companies
 - For every direct job in public transport 2 to 2,5 indirect jobs exists
 - The jobs can't be moved out of the urban area
 - PT sector: main employers in cities



Wise: Social Partner Study – General remarks

- **The proportion of women employed in the urban public transport is 17, 5%**
- **There is a “male domination” for three employment categories...:**
 - Leadership/managing personnel
 - Technical professions (mechanics, maintenance...)
 - Driving professions
- **...but this is not the case in two other categories:**
 - Administrative professions
 - Professions and tasks for which a qualified professional training is not necessary required



Wise: Social Partner Study – General remarks

- **Three main groups of obstacles/barriers for the employment of women:**
 - **Contextual barriers**
 - **Barriers of inadvertence**
 - **Barriers of discrimination**

UITP-ETF Joint Recommendations: Strengthening WOMEN EMPLOYMENT in urban Public transport

Target:

"The share of female employees in European urban public transport companies should increase from the current average value of 17.5% to at least 25% until year 2020 with the objective to reach at least 40% in 2035."



UITP-ETF Joint Recommendations: Strengthening Women Employment in Urban Public transport

- **A better representation and integration of women in the urban public transport sector requires initiatives in a bundle of areas:**
 - Corporate policy
 - Work-life balance / reconciliation work and social life
 - Health and safety at work
 - Working culture and gender stereotypes
 - Recruitment policy
 - Qualification, training and career opportunities
 - Equality in wages



Conclusion

- Ambitious target
- Need to jointly address many different areas
- Follow-up activities planned at European level

Website: www.wise-project.net

See also the Executive summary in DE, FR, BG, RO, EN

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