

1. Opening speeches:

-Introduction by **Mr Karamitsos** (European Commission, Deputy Director General, DG MOVE)



-**Commissioner Bulc:**

"When I speak I create!" Let's be conscious of that today, it is an important topic that we will be addressing. Being a systemic thinker, I am always looking at the full picture. We need to find a gender balance in the transport sector. Indeed, only 22% of women are employed in the transport field, 46% in the general economy. We need to work for sustainable solutions and we count on you to help us. This event is the result of a brainstorming workshop which took place last September and led to this Conference today. We need to continue with further events and we will.

Last September we already came to some conclusions, such as the need to avoid perpetuating stereotypes, there is still a lack of data and awareness about the situation of women in transport, and, in too many cases, there are unattractive working conditions from a woman's point of view.

There has been very important milestones before today's event.

Ms Tapardel (Member of the European Parliament) organised a hearing on 3 June 2015 in the European Parliament and Ms Sharma (Entrepreneur) prepared an opinion of the European Economic and Social Committee (EESC) on 1st July 2015 stressing the specific objective of developing



entrepreneurship in transport for women. A workshop was also dedicated to the issue in the Conference on a Social Agenda for Transport in June 2015. Ms Sanchez de Madariaga has kindly agreed to debrief us about the more recent workshop organised on 19 April 2016 in Warsaw at the Transport Research Arena (TRA) entitled "Working in transport – where are the women?"

These events are all geared towards the same goal, which is to achieve a commitment to make transport more gender balanced and in more general terms, make it attractive for women.

In this regards, automation and digitalisation represent a unique opportunity to facilitate the entry of women in the sector. I am looking forward to collaboration and, at the end of today's discussions, we hope to know what is the next step. Be engaging, be provocative, come with ideas to engage all the potential in societies!



Ms Spanou, Director in DG Justice and Consumers, representing Commissioner Jourova confirmed the very strong commitment of DG JUST towards gender equality (see full speech enclosed)



Speech.docx



Ms Tapardel (Member of the TRAN Committee of the European Parliament, S&D):

Only 2 persons out of 10 working in transport are women. There is a need for more empowerment of women in the transport sector. Experience shows that it is possible for women to be successful in the transport sector - there are many positive examples. There is no shame in working in this sector as a woman, despite the stereotypes.



Ms Sharma (Entrepreneur, Member of the European Economic and Social Committee)
<http://www.mediade.si/aktualno/blogiade/see-me-engine-growth/>

See me as a decision maker, I am able to contribute. I want the same pay, the same working conditions, I want to be given the right to design the next airbus, the new technological device which will make transport more safe, more environmentally friendly. You see me as a worker and as a woman, but also an engine of the growth of the European Union. We need to give more visibility to women and engage them in the change, collect data, identify the obstacles and dis-construct the barriers. Women have a role to play in this sector.

"You must be the change you want to see, no excuses."



Ms Sanchez de Madariaga gave a debrief of the workshop held in Warsaw earlier this week which discussed the following issues:

1. Attractiveness of transport professions: digitalisation makes it particularly safe and secure for women
2. New opportunities offered by new technologies and digitalisation: substitute for muscles
3. What are the measures needed to increase women participation in the transport sector: which business, educational models, which rules to change?
4. Opportunities: women are more careful about driving, etc. They are less aggressive, more conscious about safety but they encounter obstacles to career.



2. Hosting team: presentation of the day and introductory remarks by a few participants

Representative-of-the-Bulgarian-transport-federation-to-represent-women-in-transport

New-technologies-digitalisation-give-us-the-possibility-to-grow

First-woman-elected-at-the-road-transport-federation-in-France

I-am-here-because-I-want-to-share-and-think-out-of-the-box

We-are-stepping-back-but-we-need-to-move-forward

I-see-how-difficult-it-is-for-younger-colleagues

I-feel-inspired-by-your-speeches

We-need-to-be-smarter-together

Abracadabra!

3. Sharing of experiences – best scoring stories

Johanna Funck, truck driver in the North of Sweden:

About three years ago, I started working with a newly created truck company transporting iron ore from the mines up in the North of the country. 60 trucks with a total weight of 90 ton were to be used.

400 drivers were about to be recruited and we were aiming for a mix of 50/50 men and women. In the beginning the company was looking for people with long experience but after a while, the company saw that a mix of people was much more interesting. We realised that we needed to form a group of workers with mixed experience, age and gender but with the same attitudes.

There is a problem with "macho attitude" in the truck business which young men often apply but women often find it easier to use their talents, such as careful and fuel effective driving and they has often very high safety values and are very customers oriented. The working environment became more satisfying. Drivers liked to come to work because they liked to see this diversity among the drivers.

Unfortunately we were not able to complete our transport assignment but after two years we were 200 employed with 30 % women / 70 % men.



Ruth Waring, Chair of Women in logistics in the UK

We organised an event which was attended by 50 people: 47 were women and 3 men. One of these men came to see me after the event and he shared the same experience as other female participants: it was a fantastic event, good food, good discussion, very useful ... their best event ever. But he went on saying that he felt awkward among all these women...This is what I told him: "you know what? welcome to my daily life!". This is how to get a man understand what it is to be in a minority!

Alice Saive, airline pilot

I have always wanted to be a pilot ever since I was a kid. When my sister became a pilot, I thought that I could do it as well. Our mother was not very happy, it was very expensive. In my days, it cost the equivalent of 50.000 euros to become a line pilot. Today it costs 85.000 euros to be a pilot in Belgium.

You have to be highly motivated, because you always have negative reactions, particularly from women. I am now Captain on an Airbus 320 and, nowadays, the reactions are much more positive than in the past. We have much more to offer than some men in this job. I fly my plane gently, saving fuel, trying to avoid too much cabin pressure for the small children's ears and lungs, dealing with aggressive behaviour as softly as possible, and helping the cabin crew to find solutions.

However, there are lots of problems in the industry these days. There are people who have to pay to fly. Access to the profession is even more difficult as a woman. There is the cost for training like for

anybody else, but the issue of pregnancy can become almost impossible to overcome if you don't have someone to back you financially: when you are pregnant, you are grounded for one year at least (to protect the health of the baby) and you lose almost 70% of your salary. Something should be done about that ! Part time is also a problem, it is difficult to be there for the important events at home (birthdays, etc). For the next generation of women's pilot, the job should be made more compatible with family life. You should not have to choose anymore!



Commissioner Bulc - reaction after hearing these stories:

We have a lot of work to do! Let's do it one step at the time. Let's get today a blue print for the next steps and hopefully next year, we will see the difference.

4. **World Café** (conversation tables in small groups)

Question: "**what conditions need to be put in place in order to attract more women to work in transport?**"

What is your top condition?

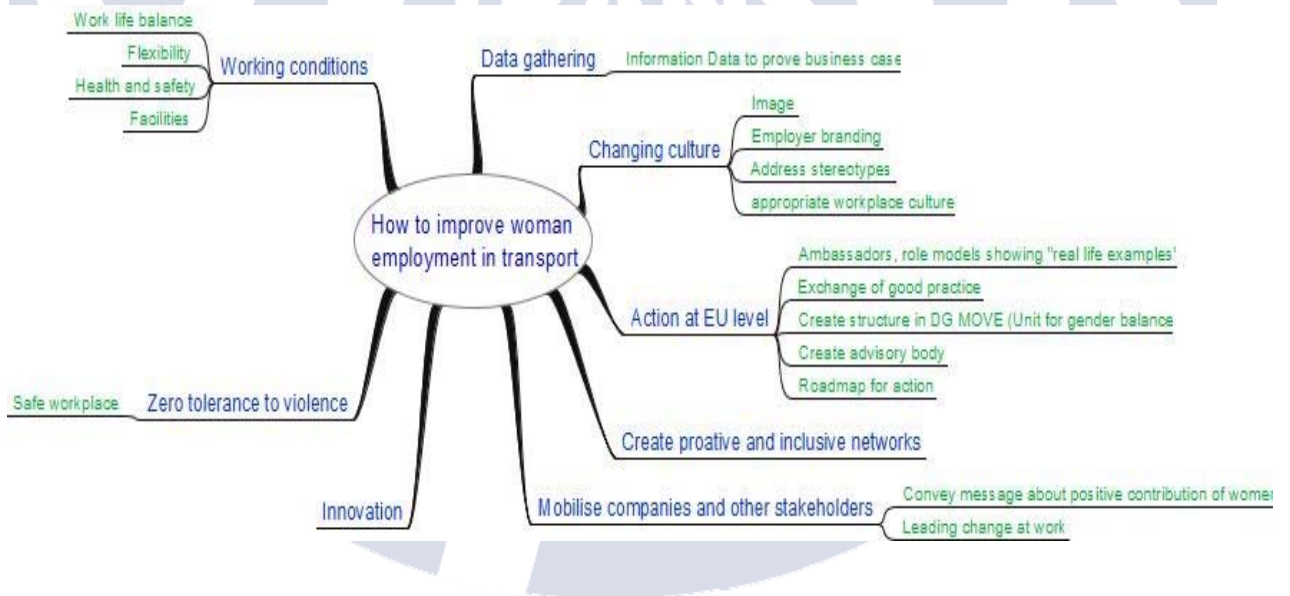
- There is an issue about **resilience**, women in transport need to understand that they will come across difficulties, stereotypes, obstacles,...They need to be aware of that and work together in a network where possible.
- Family is the main point: women need to put logistics in place to address family needs in very tight daily schedules (**organisational skills**).
- Leadership and **role models**

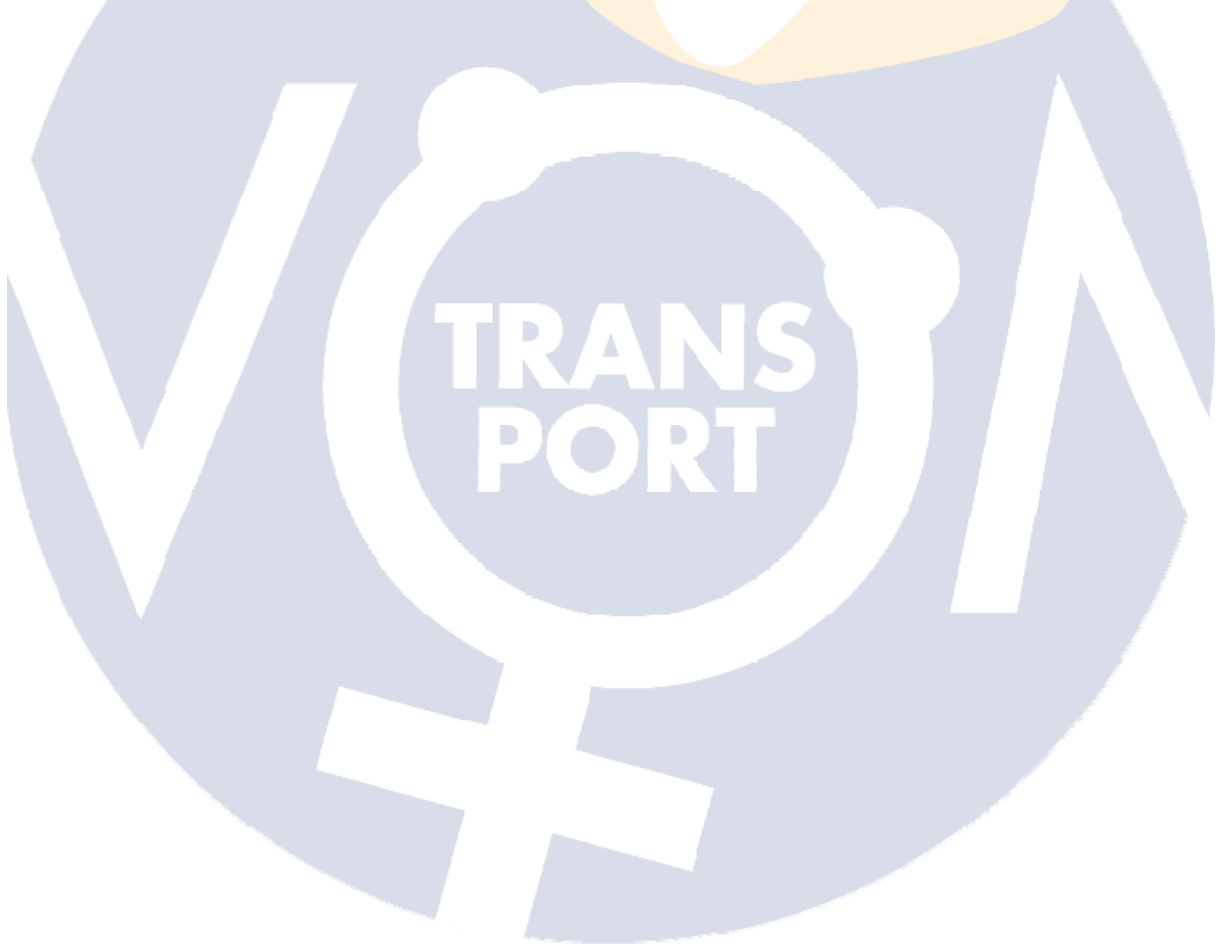


Top conditions put forward by participants:

<p>Promotion of Business opportunities</p> <p>Data generation and awareness raising</p> <p>Data to prove business case</p> <p>Promotion of business opportunities</p> <p>Convey the message about the positive contribution of women</p> <p>Sell the industry as part of the society (purpose: I build nations)</p>	<p>Changing culture by addressing bias and stereotypes</p> <p>Improve image</p> <p>Employer branding</p> <p>Sell/promote the sector so that woman can identify to it, narrative adapted to women</p> <p>Appropriate workplace culture</p> <p>Address stereotypes, deconstruct unconscious biases</p> <p>Sharing good practices</p>	<p>EU Policy supporting women in transport</p> <p>Action at EU DG Move level:</p> <p>Create Unit for gender equality, an advisory body (e.g. Helsinki group in Research), improve legislation, roadmap for action, reporting</p> <p>Exchange of good practices at EU level</p> <p>Set measurable goals</p> <p>Ambassadors showing</p>	<p>Mobilise companies and other stakeholders</p> <p>Leading change at work and implement it</p> <p>Need new culture, new generation</p> <p>Senior management support</p> <p>Incentives leadership</p>	<p>Productive active and inclusive networks</p> <p>Effective networks which support individuals in career and life</p> <p>Easy access to networks at all levels</p>	<p>Modernising working conditions by considering gender roles</p> <p>Female centred, friendly working environment (worktime organisation, health and safety)</p> <p>Good working conditions for men and women</p> <p>Provide the right facilities at the work place</p> <p>Don't discourage girls from transport</p>	<p>Zero tolerance to violence and harassment</p> <p>Safe workplace</p> <p>Role of innovation</p>
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<p><i>Potential to grow, develop, influence, change, contribute, earn</i></p>	<p><i>Change the culture, at home and at the work place</i> <i>Education</i></p>	<p><i>real life examples of good practices</i> <i>Get personal (men and women): role models, visualise women transport workers</i></p>			<p><i>Worklife balance: flexibility on work shifts (part time priority, etc)</i> <i>Obligatory maternity leave for men</i> <i>Help young women to start their career and to return after maternity leave</i></p>	
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5. Proposals for Action: what needs to happen?

<p>Employer engagement</p> <p><i>Ruth with Suzanne, Marleen, Sarah, Johanna, Jean-Louis, Ester, Mila, Ingrid, Rachel</i></p> <p>Benefits:</p> <p>Save money (increase sales, profit, fuel efficiency), improve customer experience, promote team work and attract better staff, reduce damage.</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. EU recognition/award scheme for employers in transport employing most women 2. Member States: run a public campaign on line showing practical and economic benefits of 	<p>Industry platform for change (all stakeholders, action focused)</p> <p><i>Madi with Carola, Alice, Asa, Jaap, Sophie</i></p> <p>Benefits:</p> <p>Concrete changes, action focused</p> <p>Proposal: setting of a platform</p> <p>Patron : Commissioner Bulc</p> <p>Industry engagement: platform led by the industry (SMEs + large companies).</p> <p>Action focused: actions proposed by stakeholders (industry, trade Unions, academia, etc). You can only sit on the platform if you are</p>	<p>Action by DG MOVE and EU institutions: mainstreaming gender equality in transport</p> <p><i>Ines S.M.with Kerri, Marielou</i></p> <p>Benefits:</p> <p>Better responses to women and gender needs</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Produce a roadmap for action (both tangible and actionable) addressed at Member States and all stakeholders 2. Create a platform for action with stakeholders: awards, database of best practices, organise regular events, public dissemination 	<p>Image: Promote transports of today and tomorrow to prove that women could be in</p> <p><i>Florence with Brigita, Lenka, Agneta, Hanna, Edita, Brigitte</i></p> <p>Benefits:</p> <p>Attractivity, growth and development</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Mutualise communication material available 2. Launch a communication campaign 3. Build partnerships between companies, schools, training centres, transport administrations 	<p>Business case for promoting equality of gender</p> <p><i>Nato with Kirsten, Vivienne, Regula, Elisabeth</i></p> <p>Benefits: company image, financial performance, social good</p> <p>Proposals</p> <p>Measure the link between women's employment and</p> <ul style="list-style-type: none"> -safety -customers' satisfaction -employees' engagement -retention/turnover -Productivity <p>Plenty of arguments in favour of women employment !</p>
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<p>employing women</p> <p>3. EU: require all public employers to have a gender and diversity strategy and recommend the same for private employers</p> <p>4. Social dialogue with Unions to promote the employment of women (at EU and national levels)</p> <p>5. Engage with all stakeholders (e.g. FTA, CILT, RHA in the UK) to encourage employers to employ women and promote advantages</p> <p>Tweet: improve your bottom line: benefit from employing #womenintransport !</p> <p>Volunteers for future involvement: Sarah, Suzanne, Mila</p>	<p>committed to change, do a concrete action.</p> <p>Timelines, monitoring, evaluation, audit</p> <p>Member States high level group filtering down to local level.</p> <p>Database (with best practices, initiatives, funds, partners)</p> <p>This model has been implemented by DG SANTE in the field of health and consumers and it works ! EU funding required to be able to start.</p> <p>Tweet: stakeholder platform 4 change – action focused, responsible, evaluated @bulc_EU #womenintransport.</p> <p>Volunteers for future involvement: Madi, Asa, Carola, Jaap, Sophie</p>	<p>campaigns with the clear accountability of Member States (use Web and social media, videos, etc.)</p> <p>3. Create a working group with data providers to collect good data and indicators</p> <p>4. Identify role models by sector and use them as ambassadors.</p> <p>Tweet: mainstreaming gender equality into European Transport policies so that it is more responsive to everyone's needs.</p> <p>Volunteers for future involvement: Ines, Kerri</p>	<p>4. Show what women are doing (post pictures, videos on social networks)</p> <p>5. Promote transport as an industry of the future. Women to become ambassadors for new technologies</p> <p>Tweet: giving sense to transport ☺</p> <p>Volunteers for future involvement: Hanna, Edita, Brigitte</p>	<p>Tweet: What gets measured gets done #businesscase #womenintransport</p>
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<p>Creating a Joint Committee meeting FEMM & TRAN in EP to present the outcome of the event</p> <p><i>Ines A.S with Regula, Marielou, Jean-Louis</i></p> <p>FEMM Committee does not normally discuss sectoral issues. So it could be useful to organise a presentation of the outcome of the meeting by Commissioner Bulc before a joint Committee.</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Identify gaps in legislative framework . Gender mainstreaming clause is not enough 2. Need for more women in middle management 3. Support structure: targets, quotas, ...Create a bonus for more women employed 	<p>How to make working conditions more women friendly</p> <p><i>Mila with Sarah, Alice, Gilles, Elisabeth, Suzanne</i></p> <p>Benefits: greater engagement, increase of women's participation, better productivity and competitiveness.</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. EU to support the ILO Convention on workplace violence against women 2. Member States to ratify the Istanbul convention (<i>Council of Europe Convention on preventing and combating violence against women and domestic violence</i>) 3. Member States+ companies: improve the flexibility of work arrangements for both parents. 	<p>Cultural/ social change</p> <p><i>Brigita with Carola, Kirsten, Elisa, Ruth, Daniela, Edita, Sophie</i></p> <p>Benefits: breaking stereotypes and get more women working in transport</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Use social media to reach out all concerned: employers, families, youngsters (e.g. humour in Youtube videos promoting gender equality) 2. Use role models in families to help children understand that all jobs are available to all 3. Government framework for equality in care 4. Employers should use female professionals in their communication material and 	<p>Better evidence and statistics</p> <p><i>Asa with Brigitte, Agneta, Ingrid</i></p> <p>Benefits: Better action and policy making.</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Binding requirement to measure and report key performance indicators to be defined for both industry and public sector (e.g. pay gaps, costs, etc;) 2. Use statistics in impact assessments, looking at both genders 3. Task the relevant bodies to collect and compile statistics based on gender <p>Tweet: Women in transport give me the data and follow the money !</p>	<p>Career conversations in cultural context</p> <p><i>Rachel with Hanna, Dagmar, marine, Johanna, Kerri</i></p> <p>Benefits: reskilling workforce, attracting workers who want to upskill</p> <p>Proposals:</p> <ol style="list-style-type: none"> 1. Increase understanding of context [sectoral and cultural] with public employment services and with education 2. Vicarious experience of the field from someone who has worked in/with sector 3. Evolutionary career development (not transformational) to navigate life changes (e.g. motherhood). <p>Tweet: navigate your way</p>
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<p>4. Code of conduct for social partners, catalogue of best practices (and bad practices ? DK example)</p> <p>5. Joint award EC-EP</p> <p>Tweet: soon joint Committee meeting EC+EP on FEMM in TRAN: gaps in legislation, best/worst practices, Code of conduct, etc.</p> <p>Volunteers for future involvement:</p> <p>Regula, Marielou, Jean-Louis</p>	<p>4. Member States and others: encourage and reward family friendly companies and policies - include in CSR (Corporate social responsibility) and sustainable development.</p> <p>5. Social partners: adapt the conditions to women's needs (Occupational safety and health OHS, Equipment)</p> <p>Tweet: what is good for women at work is good for all</p> <p>Volunteers for future involvement:</p> <p>Sarah, Mila</p>	<p>show that it is a career path that women can choose</p> <p>5. Gender plan through Education and Employment</p> <p>Tweet: This film will transport you to another dimension #women in transport</p>	<p>Volunteers for future involvement:</p> <p>Asa, Madi, Brigitte, Agneta, Ingrid</p>	<p>through career obstacles: talk to us #women #career</p> <p>Volunteers for future involvement:</p> <p>Dagmar, Johanna, Marine, Rachel, Hanna, Kerri</p>
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Career and equal pay (Daniela)

Proposals:

1. Set corporate equality plan and reporting
2. Job assessment (in order to reduce the gender pay gap there must be a clear identification: the job assessment).
3. Assessment and definition of career paths
4. Plan inclusive training
5. Offer mentoring programmes

Tweet: "companies will benefit if choosing the best professionals regardless of the gender".



6. Conclusions

European Parliament:

Ms Tapardel: it was another step in the right direction. After the kick-off event organised in the EP two years ago, today's event supported by Commissioners Bulc and Jourova is very important and both have to be thanked. We need to raise awareness at EU level to address this gender gap. It is an important challenge This event has been a great opportunity:



- To share and analyse experiences, listen to each other stories
- Show how employing women can bring more benefits.
- Automatisation and digitalisation will offer more opportunities to women

We need to get rid stereotypes and remove silos. We need to have female words for Captain, pilot, etc. 😊 Lets' continue and Thank you for your engagement and your efforts. Let's work together !

European, Economic and Social Committee

Ms Sharma: can a man put his feet in my shoes? We need men in the room 50/50 to achieve our goals. Are women using their purchasing power to reach this objective? You should ! We should. Let's continue this work.

Member State: Sweden

Ms Webber: this is a great initiative, great discussion, it is very useful. We need a leader to lead on this. Thanks Commission for taking this initiative and leading the work! Real people stories is so useful, this is how we can push this. We also need men to push this agenda. Let's discuss this further in the Council.



Member State: Slovakia

Ms Pančúrová: COM has asked us to take up this issue of women in transport and we have agreed to put it on the agenda of the Transport Council of 1st December under the Slovak presidency.





European Commission, DG MOVE:

Mr Colson: the summary of the actions proposed during this meeting and the contacts of participants will be circulated. A broader formal consultation will be organised in a few months. Work in Council will start in a working group to prepare for Council's discussion of December as indicated by the Slovak representative. On the basis of all that, concrete actions will be proposed.

We want to deliver and we count on you. We will contact you to fine tune some initiatives proposed today. The Commission is committed and will keep in touch.

Thank you for coming, for giving your time to this event and above all thank you for your dedication, your commitment and motivation.

Participants:

Dear participants, in one word: "What do you take away from this day?"

- Lots of energy and new horizons
- I am committed to deliver in the EP
- Getting to know so many great people
- Commitment and dedication
- Wonderful opportunity to share personal experiences
- Partnership of same people united by the same vision
- New ideas, inspiration and more energy
- Great event with so many enthusiastic people
- Not the only fighter: I realise that I am not alone after all !
- I am impressed to see so many energetic people
- Hope for better working conditions for women
- Impressed by people I met today
- Future looks brighter
- Expectation to be treated better as passenger by women workers
- Share diversity and reboot all these ideas
- Very inspiring ideas and stories
- Learned and gained more happiness (Sweden is good place to live and to work) hope to bring a bit of that to all women in Europe
- We are different but stronger together, hopeful for the future
- Compelling need to act, so let's work
- Indulgence to take a day out of work, very inspiring
- Great to have so many other sectors present
- Impressed by the high level commitment
- Great to see that the Commission is so serious and committed
- Feel very inspired after hearing you and motivated to convince other women to enter into the transport sector
- Great to see commitment and also by institutions, a lot to take back home and spread the word
- Feel responsible to push this agenda further



- Surprise to see that the UK is not so behind compared to other countries - fantastic participatory day
- Hope to see situation of women in transport to become better in Italy
- Very successful day, pleasant experience



#womenintransport