Study on a Pilot project: Making the EU transport sector attractive to future generations

MOVE-A1/5/2016-LOT3

Final Report – Annex C: Surveys

22 June 2017

A study prepared for the European Commission DG Mobility and Transport

Annex C – Surveys

Annex C.1 – The full results of the online questionnaire for national and European social partners, youth organisations and major employers

Introduction

The online questionnaire was carried out between 16 January and 10 February in the 28 Member States. A request to complete and disseminate the questionnaire was sent by the study team to stakeholders contacted during the strategic interviews and additional contacts provided by DG MOVE. In order to increase the response rate, a reminder was sent on 27 January 2017.

The questionnaire was available in English and French. It consisted of predominantly closed questions (to facilitate ratings and comparisons with differentiated transport modes and sections of the target respondent groups) and several open questions (to facilitate the interpretation of responses).

The results of the questionnaire, presented in the section below, help validate and complement the findings collected during the desk research and strategic interviews carried out under subtasks 1.3, 1.4 and 1.5. For that purpose, the questionnaire was designed to examine the following topics:

- Occupations with expected jobs vacancies;
- Skills mismatches;
- Recruitment difficulties;
- Experiences with existing social charters and awards and good social practices.

- At the outset of the survey, questions to profile respondents were asked. This was followed by questions relating to:
  - attractiveness of the transport sector overall;
  - specific factors affecting the sector's attractiveness;
  - views of employers and employer representatives;
  - recruitment in the transport sector;
  - actions to improve attractiveness.
- The answers to these questions are presented in the section below.

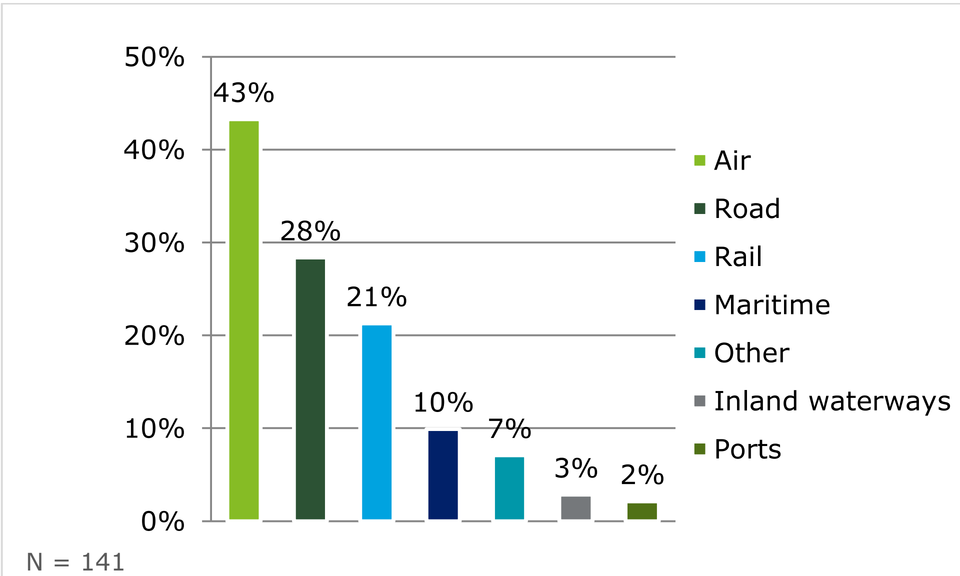
Profile of respondents

A total of 141 completed questionnaires were received from all Member States, except for Hungary, Poland and Slovenia. Between 1 and 14 questionnaires were received per Member State.

As shown in Figure 1 below, close to half (43%) of respondents work in aviation. The second and third most represented sectors are road and rail, with 28% and 21% of respondents respectively. The maritime, inland waterways and port sectors amount to 15% of responses. Other sectors include urban public transport (5% of respondents), road-rail combined transport and a response from an unspecified sector.

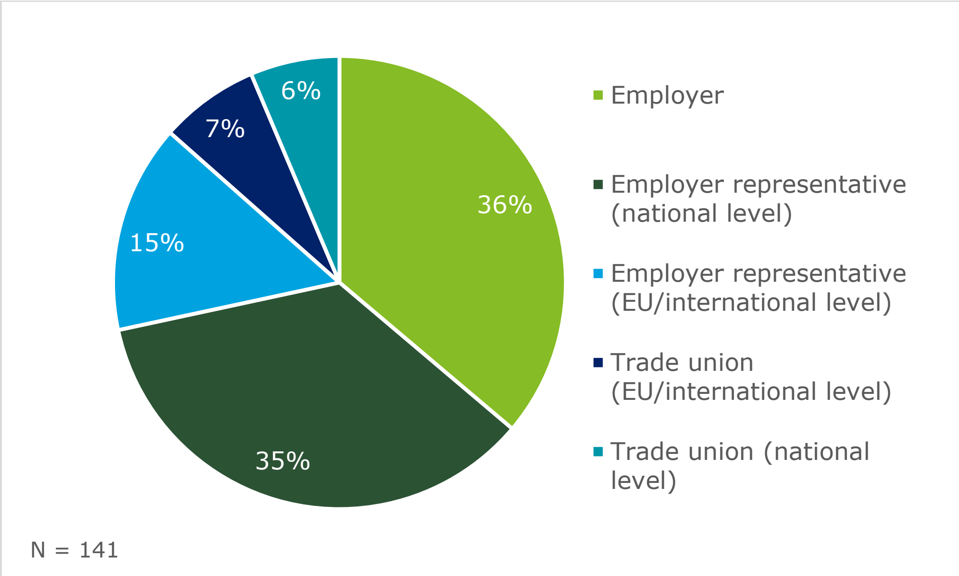
It should be noted that 7% of employers and employers representatives operate in several sectors, while each trade union represents a single sector. The breakdown by mode in the following sections always take into account only respondents which selected a single mode.

Figure 1 – Sectors of respondents



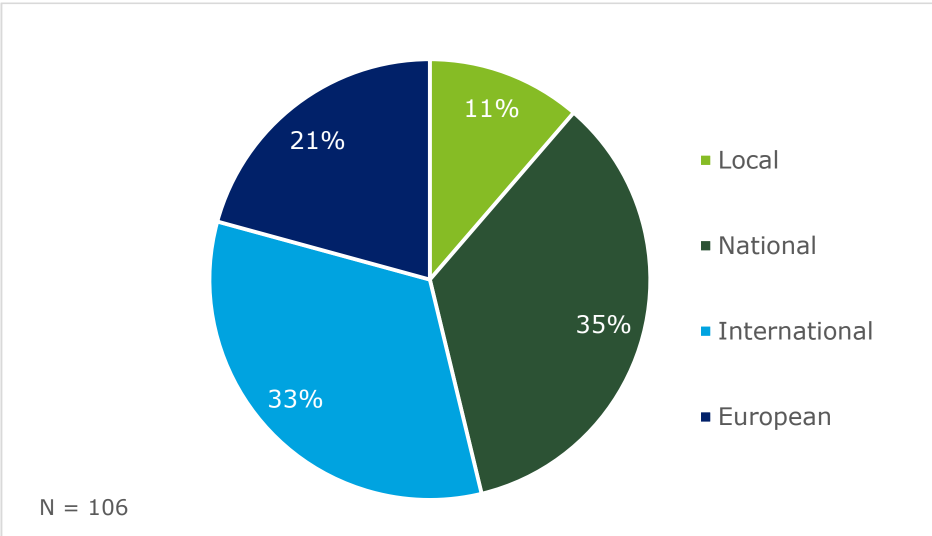
Over two thirds of respondents are either employers (36%) or national employer representatives (35%). Fifteen per cent of respondents are international and EU level employer representatives. Trade unions at international, EU and national levels account for 13% of responses.

Figure 2 – Respondents per type of organisation



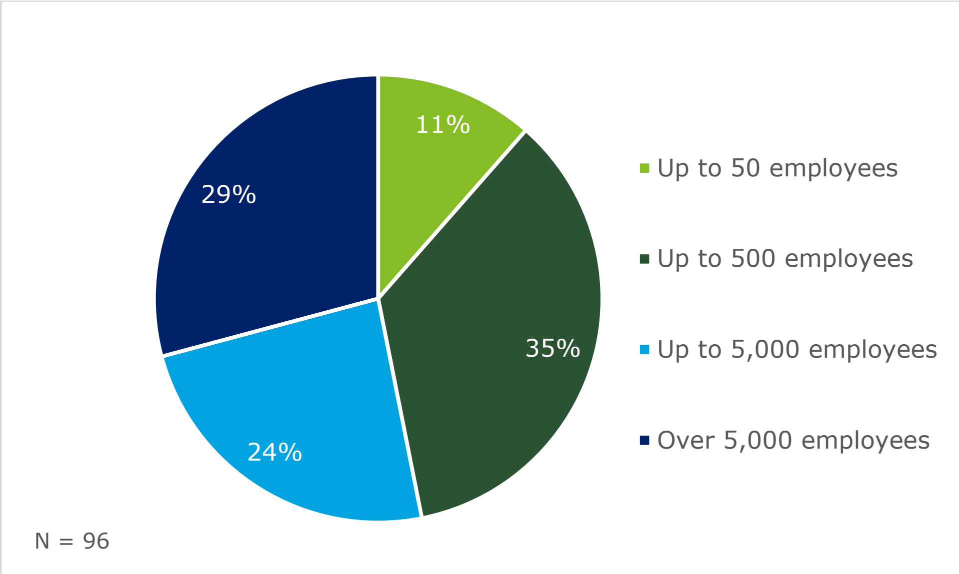
Employers were asked to indicate the geographical scope of their activities. Figure 3 below shows that just over a third (35%) of employers among respondents are national employers, while 33% are international employers and 21% are European employers. Only 11% of employers among respondents are local employers.

Figure 3 – Geographical scope of employers' activities



Employers were also asked to specify the size of their company. Over a third of them (35%) count over 5,000 employees and a quarter of them (24%) had between 500 and 5,000 employees. Twenty-nine per cent of employers employ between 50 and 5,000 employees while only 11% of employers who responded to the questionnaire are SMEs of up to 50 employees, as shown in Figure 4 below.

Figure 4 – Size of company of employers



Overall, in light of respondents' profiles, views from employers and from the aviation sector are most strongly represented in the analysis of this survey.

Attractiveness of the transport sector overall

Respondents were asked to rate the image of the transport sector in general and to assess how this image compares with reality. Overall, respondents indicated that the sector's reputation is more negative than its reality. Figure 5 shows that nearly half (48%) of respondents think the sector has a good or very good image, whereas more than half (56%) of them assess the reality of the sector as good. Inversely, 26% of respondents think the sector's image is poor or very poor, while half of that number (13%) think that is the case in reality. A quarter of respondents think the sector is perceived as average, which is slightly less than the number of those (31%) who deem that it reality is average.

Figure 5 – Assessment of image vs. reality of the transport sector

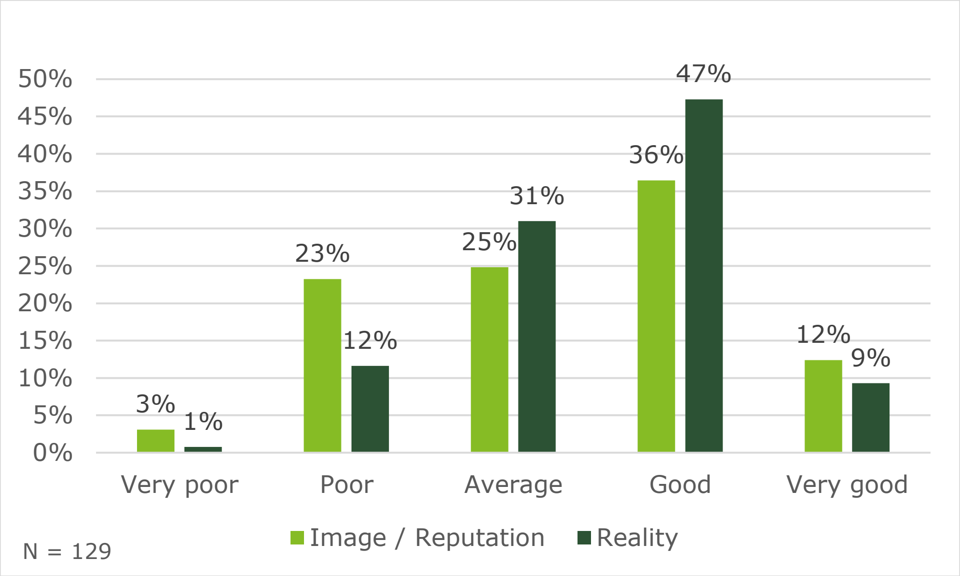


Figure 6 - Assessment of image of the transport sector (with distinction between employers/employer representatives and trade unions)

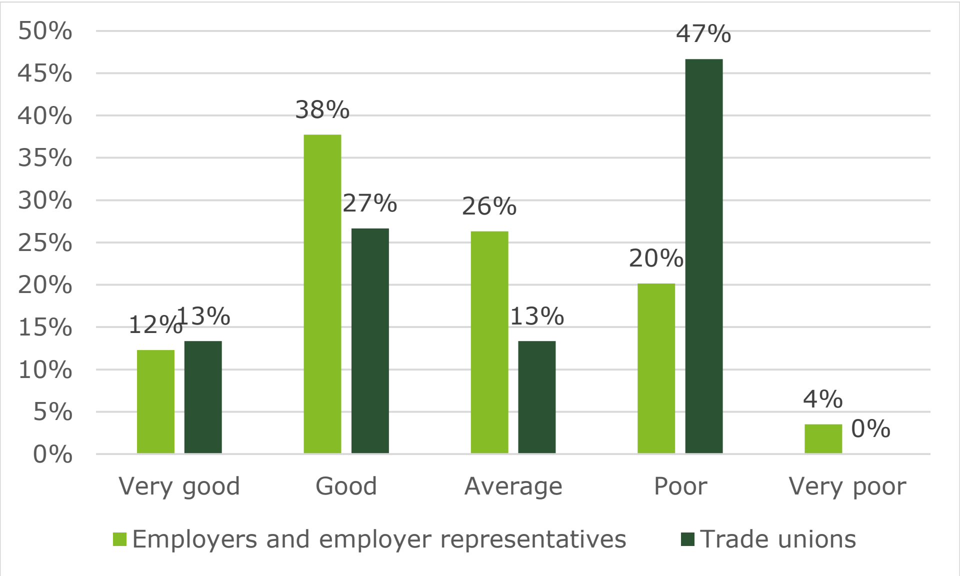
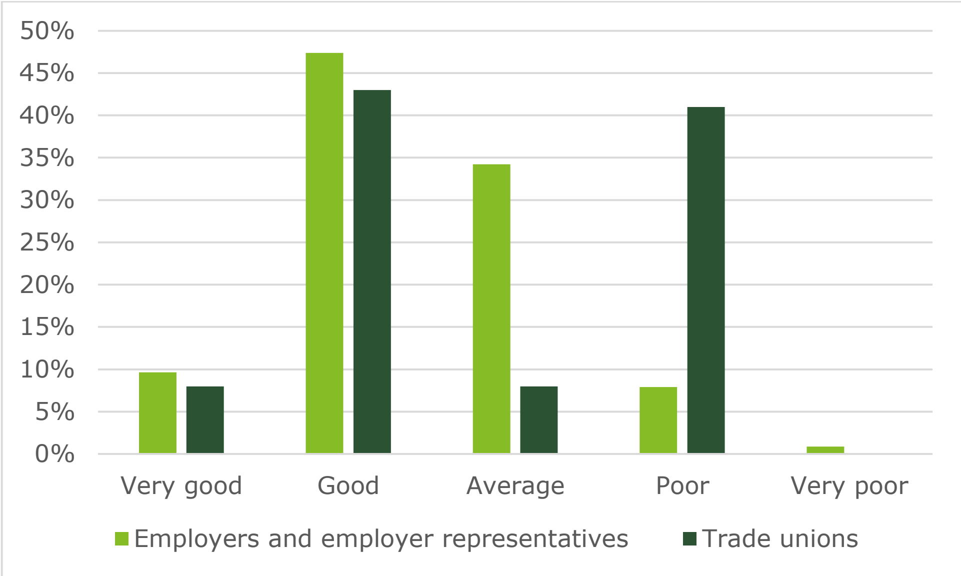


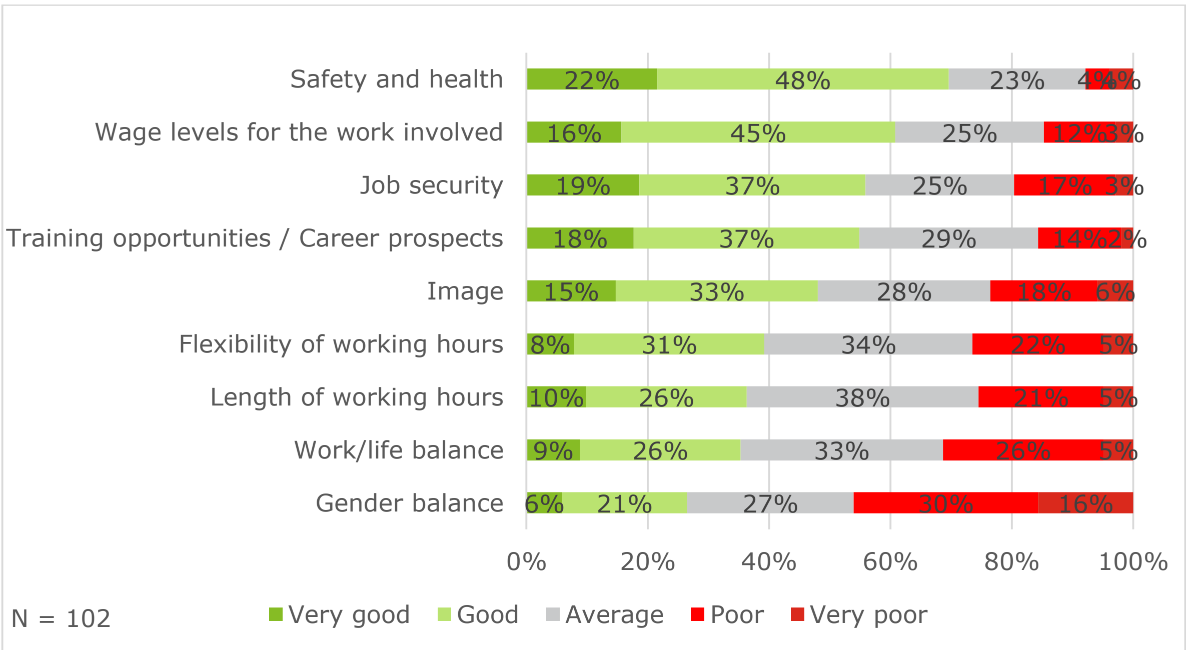
Figure 7 - Assessment of reality of the transport sector (with distinction between employers/employer representatives and trade unions)



Specific factors affecting the sector's attractiveness

Respondents were then asked to rate the factors affecting the attractiveness of jobs in general and that of the transport sector specifically.

Figure 8 – Assessment of transport jobs characteristics in relation to jobs in general



It appears from the results illustrated in Figure 8 that, in the view of respondents, the transport sector is assessed positively compared to jobs in general in several aspects. In particular, **safety and health, wage levels for the work involved**, **job security** and **training opportunities or career prospects** were rated good to very good relative to jobs in general by more than half of the respondents (61%, 56% and 55% of respondents respectively). A third of respondents also consider that transport rates positively in terms of image compared to other sectors. On the other hand, respondents feel the transport sector is rather comparable to other sectors in terms of flexibility and length of working hours (rated average by respectively 34% and 38% of respondents) and work/life balance (rated average by 33% of them). **Gender balance** is the aspect in which transport fares least well in comparison to jobs in general as it is the only one which gathers more negative (46%) than positive (27%) assessments. It is important to note that employers and the aviation sector are overrepresented among respondents to the survey (see section 1.2) which introduces a bias in the above assessment of job characteristics.

Figure 9 - Assessment of transport jobs characteristics in relation to jobs in general (Employers' and employer representatives' view)

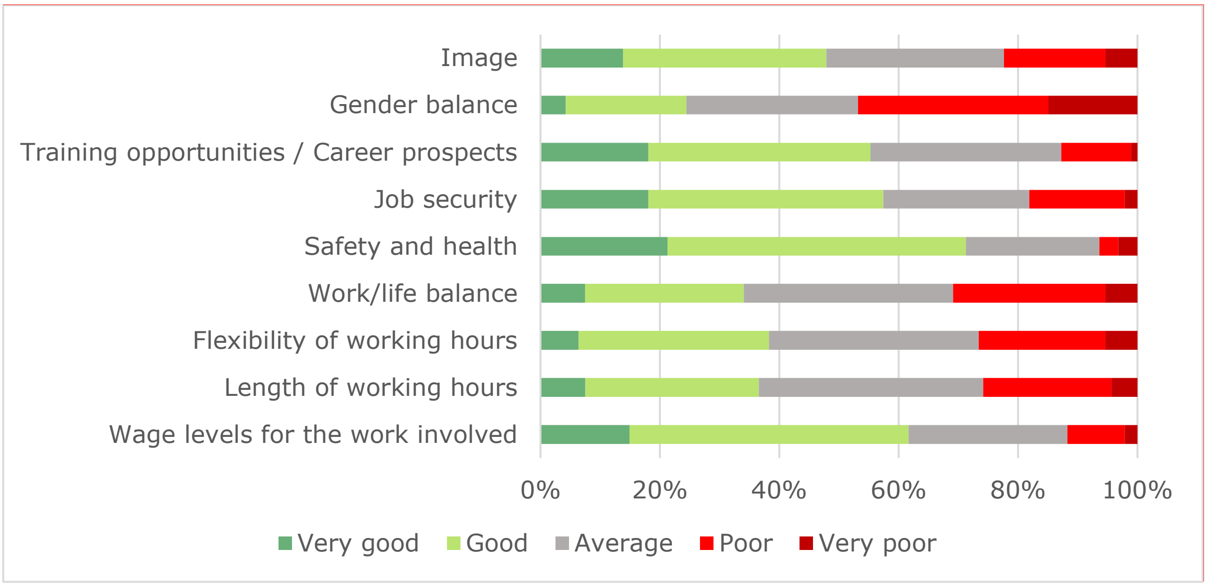
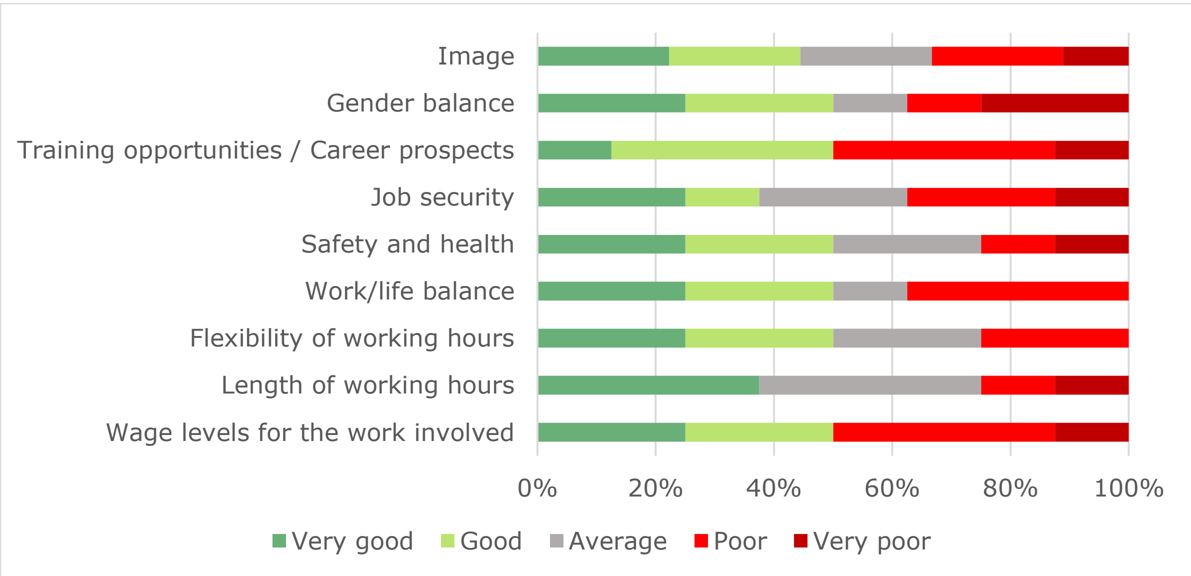
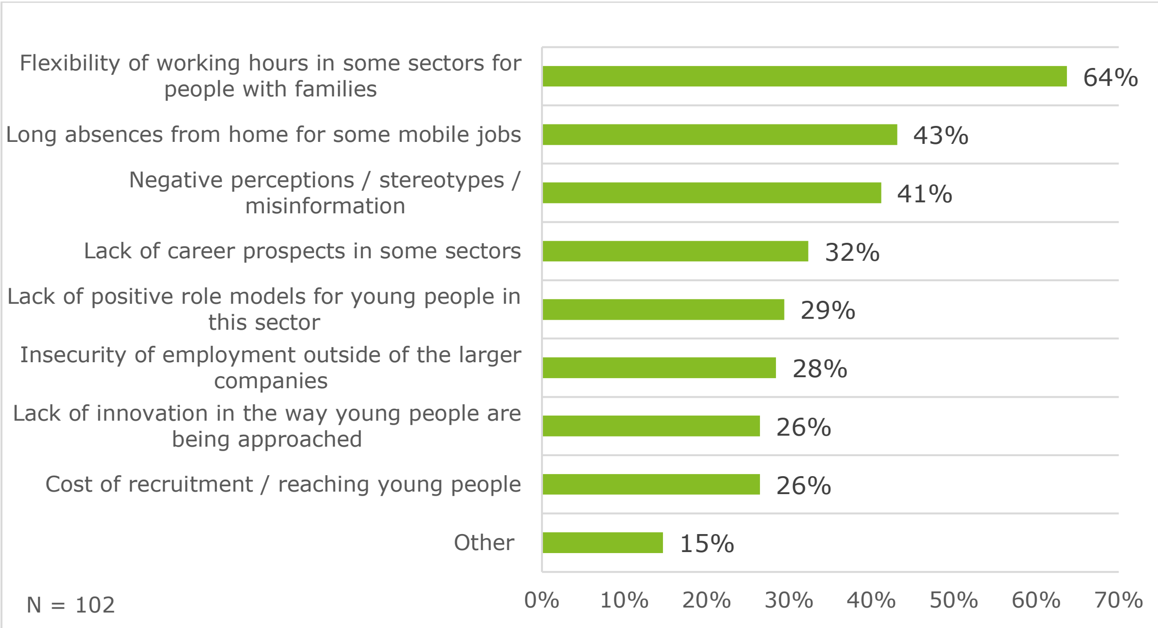


Figure 10 – Assessment of transport jobs characteristics in relation to jobs in general (trade unions' view)



Respondents were then invited to select among a list of options what they see as the main challenges to the recruitment of young people.

Figure 11 – Main challenges to the recruitment of young people

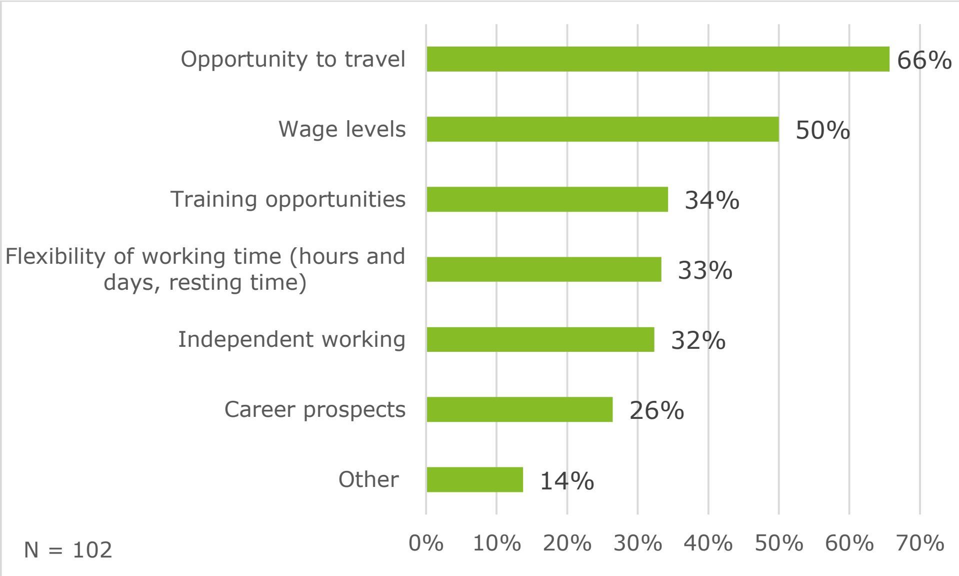


The **flexibility of working hours for people with families** was indicated as a challenge by a majority of respondents (64%). In the same category, **long absences from home** are considered a deterrent by 43% of respondents. The image of sectors is a somewhat important factor as respectively 41% and 29% of respondents think negative perceptions and the lack of positive role models prevent the recruitment of young people. The lack of career prospects and the insecurity of employment outside of the larger companies are of lesser importance as under a third of participants selected these options (respectively 32% and 28%). The least salient factors appear to be the lack of innovation in the way young people are being approached and the cost of recruitment and reaching out to young people: only 26% of respondents identified them as challenges.

Fifteen respondents provided additional categories of challenges to the recruitment of young people. These included the **length and cost of acquiring qualifications** (including insurance premia for young drivers), especially in comparison with the **low salaries** offered in return, **mobility requirements**, the lack of incentives in educational systems to acquire professional qualifications and the amount of involuntary part-time work in certain sectors. A respondent pointed out that jobs are getting more and more bureaucratic and impose an increasing number of responsibilities on drivers.

Respondents then had to assess the specific attractions of mobile transport jobs.

Figure 12 – Most attractive aspects of mobile transport jobs



A vast majority of them (66%) identified the **opportunity to travel** as an attractive aspect of these jobs, as well as **wage levels**, which were selected by half of respondents. A third of respondents think that training opportunities, the flexibility of working time and independent working are noteworthy attractions of mobile transport jobs. Only 26% of respondents consider career prospects as an attractive aspect of these jobs. Several respondents added that **job security** was an important aspect, as well as attractive salaries, long periods at home and the positive status of working e.g. for an airline or an important public service provider. It was also pointed out that attractions and work conditions differ from a subsector to another.

Questions for employers and representatives

The next set of questions focused on employers and employer representatives' specific sectors.

Employers were asked to rate average salaries in their company or sector in comparison with that in their Member State. Among 92 respondents, 60% said that average salaries in their company or branch were similar to or lower than the average in their Member State, while 40% of the respondents said they were higher.

It was underlined that numbers vary from one subsector to another. In the aviation sector, respondents reported salaries 15% higher than the national average in the Netherlands and 20% higher for technical professions in certain German regions. In the rail sector, salaries were reported to be 30% higher than the average in Austria. In the maritime sector, respondents mentioned salaries 25% higher in than the national average in Denmark. Salaries are reportedly the lowest in the road sector but important variations are noted. Figures for the road sector range from 75% of the average salary in the Czech Republic, slightly under the national average in Slovakia to 10 to 15% higher than the national average in Ireland. Salaries are reportedly 3 times the average salary in international road transport in Bulgaria.

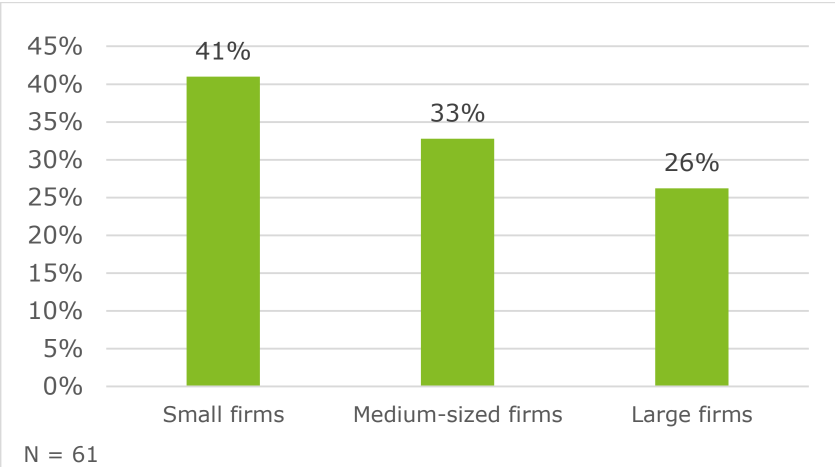
Employers and representatives went on to name other sectors they think their company or sector compete with for the recruitment of young people. These cover all sectors:

- Industry (6 respondents), manufacturing (8 respondents), engineering (10 respondents), construction (6 respondents), maintenance (2 respondents);
- Other transport modes (15 respondents) and foreign companies (2 respondents);
- ICT (15 respondents);
- Services (6 respondents), hospitality (6 respondents) and retail (7 respondents);
- All sectors (4 respondents), low qualified sectors (5 respondents), all sectors offering above average incomes (1 respondent);
- Finance (5 respondents) and consulting (3 respondents);
- Public sector (4 respondents);
- Energy (2 respondents).

Three respondents reported that there is no competition for other sectors and others indicated that the competition related to the size of companies: three respondents mentioned big or international companies as their main competitors.

The next question centred on companies with the greatest recruitment and retention problems.

Figure 13 – Firms with the greatest recruitment and retention problems



As shown in Figure 13 below, according to 41% of respondents, **small firms experience the most problems**, while a third of them think that is the case for medium-sized firms. Only 26% of respondents think that large firms have the greatest recruitment and retention problems.

Respondents were then asked to identify the professions, which suffer most from skills shortages in their sector currently, in 5 years and in 10 years. The results are presented in the table below:

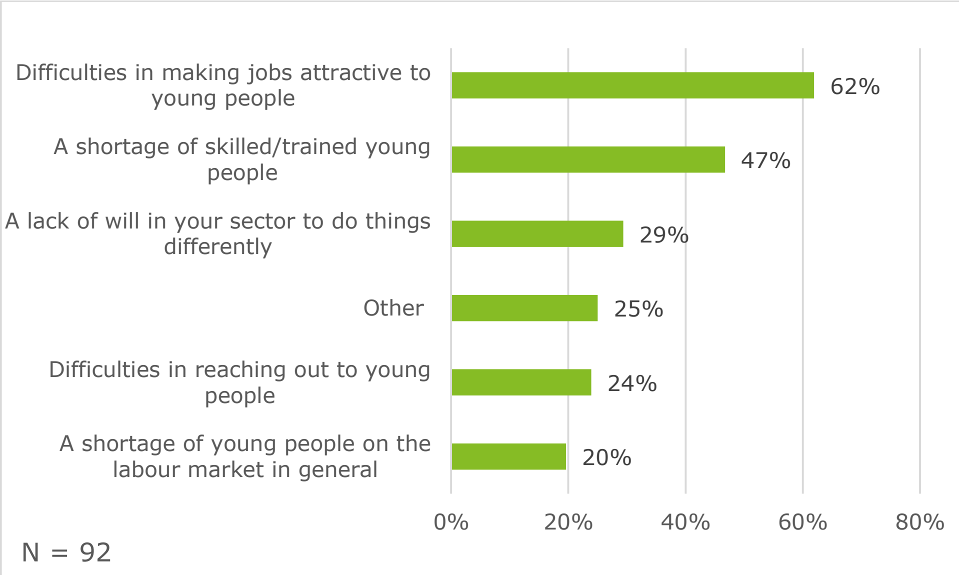
Table 1 – Current and expected labour shortages in respondents' transport sector

Now	In 5 years	In 10 years
Truck drivers (3 respondents), drivers (15 respondents), train drivers (8 respondents), bus drivers (4 respondents)	Truck drivers (3 respondents), drivers (10 respondents), train drivers (10 respondents)	Drivers (10 respondents), truck drivers (3 respondents), bus drivers (2 respondents), train drivers (2 respondents)
Engineers (20 respondents), including aircraft engineers (2 respondents)	Engineers (21 respondents), including aircraft engineers (2 respondents)	Engineers (16 respondents), including aircraft engineers (2 respondents)
Pilots (11 respondents)	Pilots (9 respondents)	Pilots (8 respondents)
IT experts (11 respondents)	IT experts (6 respondents)	IT experts (9 respondents)
Mechanics (9 respondents), including aircraft mechanics (3 respondents), technicians (8 respondents), maintenance staff (1 respondent), support staff (1 respondent)	Mechanics (5 respondents), including aircraft mechanics (2 respondents), technicians (11 respondents), maintenance staff (1 respondent), logistics operators (2 respondents), support staff (1 respondent)	Mechanics (5 respondents), technicians (3 respondents), maintenance staff (1 respondent), logistics operators (1 respondent), support staff (1 respondent)
Managers (6 respondents), executives (1 respondent), administration (1 respondent), apprentices (1 respondent)	Managers (3 respondents), executives (2 respondents), administration (2 respondents), apprentices (2 respondents)	Managers (3 respondents), executives (2 respondents), administration (1 respondent), apprentices (1 respondent)
Cabin crew (3 respondents), train attendants (1 respondent)	Cabin crew (3 respondents), customer service (1 respondent), train attendants (1 respondent)	Cabin crew (2 respondents), customer managers (1 respondent), train attendants (1 respondent)
Marketing (2 respondents), sales representatives (2 respondents)	Marketing (1 respondent), business developers (2 respondents)	Marketing (1 respondent), sales representatives (2 respondents), demand analyst (1 respondent)
Call center staff (1 respondent), network planning (2 respondents)	Warehouse operatives (1 respondent)	Cleaning staff (1 respondent)
Boat crew (1 respondent)	Boat crew (1 respondent)	Boat crew (1 respondent)
Dispatchers (1 respondent)	Dispatchers (1 respondent)	
	Air traffic controllers (1 respondent)	Air traffic controllers (1 respondent)
Road transport operators (1 respondent), train operation workers (1 respondent)	Road transport operators (1 respondent)	

2 respondents indicated that they do not expect labour shortages in specific professions within their sector.

Respondents were then asked to identify the main reasons for recruitment problems in the transport sector (Figure 11).

Figure 14 – Main factors of recruitment problems in the transport sector



The most salient factor was **difficulties in making jobs attractive to young people**, which was mentioned by 62% of respondents, while only 29% of them think that difficulties in reaching out to young people matter. A shortage of skilled or trained young people is the second most important factor, according to almost half (47%) of respondents. Only one in five respondents deem that a shortage of young people on the labour market is one of the causes for recruitment problems in their sector.

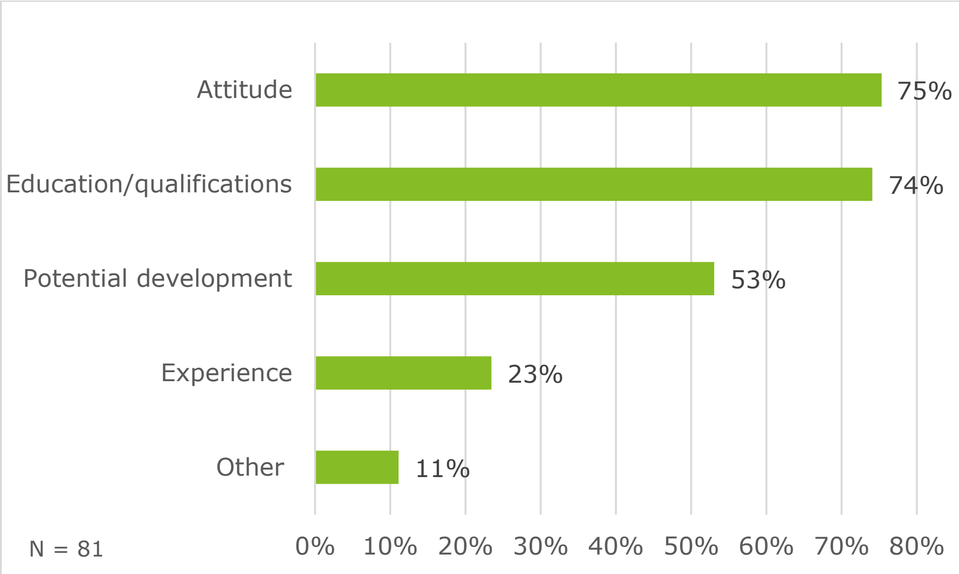
Additional factors mentioned by respondents (under 'Other' in Figure 11) include the lack of skills in certain areas, the cost of training, competition for technical jobs from other sectors, the negative image and lack of knowledge of the sector, unattractive working conditions and lower company loyalty among millennials.

Recruitment in the transport sector

The next section focused on recruitment methods in the transport sector.

Employers were invited to indicate which criteria they predominantly use to assess their younger staff. **Attitude** and **qualifications** were mentioned by three quarters of them. Potential development is an important criterion for just over half of respondents (53%) while experience is valued by only 23% of them. Additional criteria mentioned by respondents include fitting the company profile, ambition, technical skills and the willingness to learn through training, mobility and the ability to work safely.

Figure 15 – Main criteria used to assess younger staff in the transport sector



Employers and representatives went on to specify which recruitment practices are most common in their sector. **Direct recruitment** (95% of respondents) is the main method. Only 5% of respondents indicated that they used of public employment services. Seventy-eight per cent of respondents indicated that they mainly recruit **permanent staff**, as opposed to 22% of them who report they mainly recruit temporary staff. A vast majority of respondents (89%) say full-time contracts are the main practice in their sector, while 11% of them say that part-time contracts are most frequent in their sector.

Respondents were then asked which channels and recruitment tools they find most effective. 28 out of the 71 respondents consider their "own" channels as the most effective recruitment tools and channels, both through online tools (company website) and through direct contact (standard recruitment processes and networking/referrals).

Table 2: Effectiveness of "own" recruitment channels and tools

"Own" channels		**# responses**
Direct contact	Direct recruitment	11
	Networks, including referrals	7
Online	Company website	10
	TOTAL	***28***

Cooperation with schools and universities as well as relevant labour market actors are also identified as effective recruitment channels and tools. Among labour market actors, employment services are mentioned in particular for recruitment for low skilled/unqualified jobs.

Table 3: Effectiveness of recruitment through cooperation with other actors

Cooperation with other actors		**# responses**
Cooperation with education/training actors	Cooperation with schools and universities	10
	Apprenticeship training agencies and vocational training schools	4
Cooperation with labour market actors	Employment services, of which: • Private employment services (specialised recruitment agencies and headhunters) • Public employment services	12 5 2
	Professional associations and sector initiatives	2
	TOTAL	***35***

Other effective recruitment channels and tools include online communication, advertising through various media and publication as well as events (job fairs).

Table 4: Other recruitment channels and tools.

Channels/Tools	**Specific tools**	**# responses**
Online	Internet, of which: • Jobsites (general) • Government recruitment websites • Sector specific websites	22 7 1 1
	Social media, of which: • LinkedIn • Facebook	18 7 3
Advertising	• In general • Local press • Industry publications • Campaigns	7 2 2 1
Events	Jobfairs	4
	TOTAL	***56***

Respondents were then asked whether they find EU employment services, including EURES, useful in matching available labour to vacancies. A vast majority of them (94%) did not find them useful and several respondents indicated that they were not aware of the existence of

EURES. Two respondents specified that they did not use EURES because of the local focus of their company operations and another said they did not use it because recruiting employees from other Member States is not an appropriate solution given that salaries in the Czech Republic are lower than in other Member States. Among those who said they use EURES, one respondent said they did so for leasing for locomotive drivers and another for specific profiles such as data scientists.

Actions to improve attractiveness

This subsection of the questionnaire aims to get a view on some specific actions that could be taken in order to improve the attractiveness of transport jobs. Each respondent was asked to suggest a maximum number of three actions on how to improve the current recruitment problems in their respective transport sector. Following a first analysis of the different replies suggested actions can be divided in five broad categories:

1. Actions to enhance education and training opportunities;
2. Actions to improve current working conditions;
3. Actions to the communication and promotional activities of transport jobs;
4. Actions to change current recruitment practices;
5. Any other action (transport employers' behaviour, legislation, trade union agreements, etc.)

Education and training opportunities

A number of suggestions were made to already tackle recruitment problems at the early stages of education in schools and universities. It was prompted to **sponsor training** in transport topics or foresee financial incentives, increase the number of university places or seats in training programmes related to transport, establish specific vocational schools focused on training for transport professions. For the road sector, a very specific suggestion was made to develop a European vocational training program of 3 years for young people from the age of 18 to become professional drivers. The curricula of this vocational program should integrate the training for obtaining the driving license for commercial vehicles, the certificate of professional competence (CPC) and other specialized training in ADR, ATP, abnormal loads transport etc. according to the specific legislation, as well as provide added value training beyond the legal requirements like how to operate toll systems across EU, etc. This program would also include training at the work place in a road transport company, under condition that the apprentice driver drives a truck only in crew during the vocational training period, under the surveillance and coaching of an experienced driver of the respective company.

Improvement of working conditions

With regards to current working conditions, suggestions included the following: tackle low salaries of drivers, reduce employment taxes on staff at the early stages of their careers, improve working processes, make salaries flexible to working hours and performance etc.

Increase/adapt communication and promotional activities

Another type of action focused on how transport jobs are currently advertised and promoted. Possible actions could be to:

- increase the presence of transport jobs promotion on social media;
- launch activities to improve the image of the transport sector and its importance for daily life and society and mainly the profession of drivers;
- establish a campaign for professional qualifications, provide more support to transport firms with charitable initiatives to engage the community; and
- use sector ambassadors to advocate and highlight their daily, practical experiences.

Recruitment practices

Some actions were proposed focusing on adapting or adding to the current recruitment initiatives undertaken for transport jobs. Suggestions ranged from increasing the presence of the transport sector at university career fairs and offering recruitment videos to be used at different educational levels highlighting the work in transport to foreseeing a specialised database of transport job offers, specific transport applicant profiles and a pool of experienced transport staff. It was also suggested to expand current recruitment pools by including other type of standard profiles, such as women and refugees.

Other actions

A couple of responses referred to changes in EU legislation for specific transport modes. An employer representative from the road sector made a suggestion to consider looking at the age limitations currently set for professional drivers at EU level at age 21 for driving license categories C and CE (Directive 2006/126/EC on driving licences - Recast). After graduating from a secondary education, young people are looking, between ages of 18 to 21, for other job opportunities and they do not change their options later to become professional drivers. This employer representative from the road sector would like to see the introduction of a derogation from current EU rules concerning professional drivers' minimum age of 21, to allow young people from the age of 18 to get the driving license categories C and CE and to attend the vocational program to become professional drivers. This first vocational program completed in EU may offer a real solution to the current shortage of professional drivers, thus meeting the real needs of EU road transport companies. More privatisation of the transport market for some modes, such as rail, is considered by some as another possible solution to increase its attractiveness.

Respondents were then asked to provide suggestions in terms of communication actions for attracting more women in their sector in an open question. The communication and information actions suggested by 35 respondents are listed in the table below.

Table 5 – Communication actions to attract women in the transport sector

General action	Specific actions	# responses
Communication and information on jobs	Better information (on nature of jobs and working conditions, including health and safety and technology improvements), most notably through women ambassadors and role models	13
	Advertising, HR marketing with women and positive image campaigns highlighting women in the sector, in particular on social media and via videos	11
	Career education in schools[1]	4
	Open Days/Girl's Day (Events)	3
	Involvement of women's associations or women networks in trade associations	2
	Sector-wide initiatives and promotion of role of women in sectoral projects	2
	Referrals	1
	TOTAL	**36**

The next open question invited respondents to provide detailed information about any particular campaigns or actions (large or small) which they feel have been successful in attracting and retaining young people in transport jobs.

Twenty-seven respondents provided both general and specific campaigns that they consider successful in attracting and/or retaining young people in transport jobs. These campaigns or actions can be divided into three categories:

- general campaigns or actions in the transport sector (not specifically targeted at young people);
- campaigns and actions targeting directly young people through schools and universities, and
- actions by employers to attract and retain young people.

Some examples are provided for each category in the table below. Only one respondent mentioned there was no focus on youth in their organization.

Table 6 – Examples of campaigns and actions to attract young people

Campaigns and actions, in general	UK	National Lorry Week - RHA (September)
	UK	UK Department of Work and Pensions - Spot Light on the Industry - JOBS THAT MOVE
	DK	www.worldcarrers.dk
	AT	Friends on the Road - www.friendsontheroad.at
	DK	"Job i Transport", http://jobitransport.dk/
	EU	Launch of Shift2Rail led to much research interest
	Not specified	radio or web advertising of specialised web pages

[1] An example is provided for communication in schools, at secondary level in Sweden. A Swedish school which has succeeded in attracting women into the transport training programmes in the upper-secondary school: http://worldskills.se/wp-content/uploads/2016/07/orebro.pdf (in Swedish).

	DK	Social media campaigns (no specific examples)
Campaigns and actions, in schools and universities	Not specified	Programme for interships in summer holidays for elder school children/youth to learn how life on board really is
	CZ	Establishment of dedicated training body: Czech Republic the Regional Sector Agreement (RSD) for education in transport, bringing together a large variety of actors in the transport labour market, including associations of road transport operators, technical and automotive schools, Local authorities, Chamber of Commerce, Confederation of industry of the Czech republic, Labor office of the Czech Republic. The main tasks of the RSD is to bring a new field of study for the young professional drivers into existence; improve the image of the drivers profession and to improve the working and salary conditons of the drivers.
	NL	zeebenen in de klas', in which seafarers tell about their job tot children from 12 - 16 years old and 'zeebenen gezocht' in which schoolchildren who want to attend to the maritime colleges are able to sail on board a vessel for 1 or 2 weeks
	DK	Social media campaign, campaign truck visiting elementary schools nationwide
	FR	Faire connaitre tous les métiers et les possibilités de promotions/passerelles à l'intérieur de ce secteur (production, personnel navigant, administratif, juridique....
Actions by employers	Not specified	Participation in Career Days and events
	FR	Création d'une communauté pour les jeunes embauchés afin de faciliter les rencontres entre nouveaux embauchés.
	FR	Visits of the president of SNCF in regions (employment forums, in partnership with Pole Emploi) to provide information on jobs and take part in speed dating sessions with potential candidates.
	DK	Co-operation between DI (employer organisation), 3F (employee organisation / union)
	Not specified	Training providers must generate high quality training. To do so, they need support from the transport companies.
	Not specified	Salaries well above average
	DE	Campaign of Deutsche Bahn 2013-2016
	Not specified	Offering part time contracts while students are still at school/college/university.
	Not specified	Career opportunity to work in and experience multiple European countries is attractive to young people.
	ES	Program Muevete: https://www.alsa.es/formaempleo/empleo/Informacion/Programa-Muevete
	UK	Apprenticeship schemes in the UK RHA.
	DE	The establishment of VDV Akademie
	FR	Recruitment in 'ZUS' (zones urbaines sensibles).

The last open question invited respondents to refer to any particular social charters or awards they feel has been successful in attracting and retaining employees in transport jobs. Respondents provided 3 distinct charters/awards that they consider as successful in attracting (and retaining[2]) employees in transport jobs. These are listed in the table below.

Table 7 – Social charters and awards.

	Title/Name	Mode	MS/Geographical scope	Charter /Award	Website
1.	***Maritime Labour Convention, 2016***	Maritime	ILO (EU-wide)	Other	http://ilo.org/global/standards/maritime-labour-convention/what-it-does/lang--en/index.htm
2.	***She's RHA***	Road Logistics	UK	Other[3]	https://www.rha.uk.net/events/shesrha
3.	***Women in Logistics***	Logistics	UK	Other	http://womeninlogistics.org.uk/
4.	***The Chartered Institute of Logistics and Transport (CILT): Women in Logistics and Transport (WiLAT)***	Logistics	Global (IE)	Other	http://www.ciltinternational.org/membership/women-in-transport-logistics/
5.	***Berufund Familie***	All	DE	Other	http://www.berufundfamilie.de/
6.	The Mayor of London is promoting pay standardisation for London bus drivers, but it is too early to see how it will affect retention.	Road Urban	UK	Other	http://www.bbc.co.uk/news/uk-england-london-38389387
7.	***SNCF Au féminin (Réseau de femmes)***	Rail	FR	Charter	https://www.sncfaufeminin.fr/fr/
8.	***Défi ingénieur SNCF "Serious game ingénieurs"***	Rail	FR	Award	http://www.serious-game.fr/sncf-defi-ingenieurs/

Source: online questionnaire.

1. ***Maritime Labour Convention, 2006*** **(Maritime, Global).**

The Maritime Labour Convention 2006 (MLC) was adopted by government, employer and worker representatives at a special ILO International Labour Conference, in February 2006, with the objective to provide international standards for the global maritime industry. It is widely known as the "seafarers' bill of rights" due to its effect on both seafarers and quality ship owners.

[2] As some of these charters/award are rather recent, respondents have indicating that effect son retention cannot be assessed yet.

[3] Initiatives labelled as 'Other' can neither be considered a charter nor an award, on the basis of our definition. Some of these examples however prove to be additional examples of good social practices which could be used in other sub-tasks.

Currently, the ILO has registered ratifications of the Convention by 65 ILO member States responsible for regulating conditions for seafarers on more than 80 per cent of the world's gross tonnage of ships. The Convention has been ratified by all EU Member States and is on force in all Member States, except Estonia and Portugal (in which entered into force in spring 2017).

The Convention sets out in a single document seafarers' rights to decent conditions of work on almost every aspect of their working and living conditions including, among others, minimum age, employment agreements, hours of work or rest, payment of wages, paid annual leave, repatriation at the end of contract, onboard medical care, the use of licensed private recruitment and placement services, accommodation, food and catering, health and safety protection and accident prevention and seafarers' complaint handling.

2. *She's RHA* (Road/Logistics, UK)

The contribution of women in haulage is often unseen. Unlike many industries, haulage remains a male-dominated environment. Statistically, only 1% of the HGV driver population are women - and those in other roles within haulage are indubitably poorly represented.

On the other hand, government statistics show that by 2022, the industry needs to recruit 1.2 million more people. The RHA believes that recruiting more women is the answer.

The RHA believes that only through better representation of women within haulage will more women outside want to join the industry. The haulage industry needs to publicise that women are invited; women are welcomed.

It is to this end that the RHA has launched a campaign, She's RHA.

She's RHA is about celebrating women in haulage by providing a platform where women can reconnect and empower themselves. It consists of networking events, mentoring programmes, and publicising of women in the sector.

The initiative enjoys regular coverage in Roadway (RHA magazine), giving members new opportunities to shine a light on the women in their business, and introduce them to their rightful spotlight.

Mercedes-Benz is the chief sponsor of She's RHA.

3. Women in Logistics (WiL)

The WiL aims to "Improve the lives of Women in Logistics in the UK and address gender imbalance, enabling the logistics industry to benefit from female talent". To achieve this objective, the WiL seeks to is to 1) attract, retain and support women working in logistics and promote the broader diversity agenda as well as 2) provide opportunities for the logistics industry, and other key stakeholders, to support women working in the sector and identify and address the challenges to recruitment and retention.

For this purpose, WiL commits to:

- Connect – Provide networking and professional development events – both physically and virtually
- Engage – Offer support and mentoring and showcase the achievements of role-model women.

- To provide a voice for women working in logistics and to address from a female perspective key challenges the industry faces
- Inspire – Provide an inclusive and encouraging environment to nurture female talent within the sector

From humble beginnings in 2008, Women in Logistics has grown to a membership of nearly 4,000. In 2014 the organisation started a process of restructuring in order to cope with the size and to enable us to continue to grow and serve our members. To start with we ran a survey to work out what our members wanted and what our priorities should be.

4. *The Chartered Institute of Logistics and Transport (CILT):*

The CILT is a professional organisation working in supply chain, logistics and transport, since 1919.

Women in Logistics and Transport (WiLAT) was launched by CILT in June 2013 to promote our industry to female members and to encourage and support their career development. By June 2014 WiLAT had over 1600 members in 14 countries.

WiLAT membership is fully dependent on membership of Chartered Institute of Logistics and Transport (CILT). Female members of CILT automatically become members of their local group of WilAT. Male members of CILT or anyone interested in WilAT but not yet a member of CILT may become a Friend of WiLAT.

WiLAT Vision is to be the most sought after for advocacy, professionalism and empowerment of women in Supply Chain, Logistics and Transport.

WiLAT Mission is to promote the status of women in Logistics and Transport, to bring together those who support talent and career development of women and to provide a support network and mentoring opportunities for women in the sector.

5. *Berufund Familie (General, DE)*

Berufund Familie is an initiative of the German government to support a balance between family and work life.

A family and life-phase-conscious personnel policy means relief and support for employees. And that brings added value.

6. *The Mayor of London is promoting pay standardisation for London bus drivers, but it is too early to see how it will affect retention*

7. *SNCF Au féminin (Réseau de femmes)*

The SNCF works with Ambassadors/Role Models

Launched on 26 January 2012, the network has been chaired since September 2016 by Francesca Aceto. This network is dedicated to employees who want to take action to strengthen the role of women in the company and enhance their place in society.

The network is a meeting place, where women can exchange ideas about their jobs and their paths, where they can share their experiences, as well as their address books.

SNCF AU FEMININ is both a "physical" network, with regular meetings in Paris or in regions, to know and conduct collective reflections (Think tank), and a "virtual" network thanks to the extranet site Open to women executives of the Group. Space of exchange, information and animation, this extranet site will be the daily link of women SNCF AU FEMININ throughout the territory.

SNCF Au Féminin has a Charter.

8. SNCF: Défi Ingénieurs

Since 2012, the SNCF launches "Défi Ingénieurs", a Serious Game designed to introduce the SNCF engineers to students, graduates and experienced engineers.

SNCF and TBWA \ Paris imagine an experiential online concept that invites young engineers to discover in a playful and demanding way the SNCF engineering professions.

This game is a true competition game for more than 150 engineering schools. Those who show themselves "at the height of the SNCF engineers" will be rewarded: the first 5 schools will win a "World Trip SNCF", a trip around the world to meet the women and men who make the SNCF performances possible. Players can also participate individually to try to win trips and weekends for 2.

Annex C.2 – The full results of the web-based survey for youth

Introduction

The online survey of young people (aged 16 to 25) was launched in the 28 Member States. The aim was two-fold: to gather information concerning their knowledge of, and perceptions about, jobs in transport and, secondly, to identify what they personally considered to be the most positive and negative aspects of jobs in the transport sector.

This should result in potential employers having a better understanding of what information young people need in order to make their decisions, as well as where they would look for it.

The web-based survey questionnaire was drafted by the project team in close cooperation with the subcontractor, and was validated by DG MOVE during its development. A final version of the survey questionnaire is available under Annex C of the Interim Report.

The detailed survey methodology was described in the Inception report. The survey was subsequently translated into all EU languages and was hosted and launched by GDCC in all Member States on 17 February 2017 until it reached a total sample size of 6,024 for EU-28. The six largest Member States (Germany, Italy, Poland, France, Spain and the UK) have a sample size of 250, with the six smallest countries having 175 as a target. For all other Member States, the standard target is 250. The total number of responses exceeds those targets, with 56% of female respondents and 44% of male respondents.

Responses are presented below for each question of the survey, grouped per research topic. A distinction is made for selected questions between responses of female and of male respondents as well as per age and/or level of education (secondary education or higher).

Profile of respondents: About yourself

The profile of respondents is detailed below.

Table 8 – Age of respondents

Age	Total
16	3%
17	4%
18	10%
19	12%
20	11%
21	12%
22	11%
23	12%
24	12%
25	13%

Table 9 – Gender of respondents

Gender	Total
Female	56%
Male	44%

Table 10 - Age of respondents when they left/will leave school/training/university (if applicable)?

Age when leaving school	Total	Female	Male
15	1%	0%	1%
16	2%	1%	3%
17	3%	2%	4%
18	12%	10%	14%
19	12%	11%	14%
20	7%	7%	7%
21	8%	9%	7%
22	11%	13%	9%

23	11%	12%	10%
24	12%	13%	10%
25	13%	13%	13%
Not applicable	9%	9%	10%

Figure 16 – Location of schooling/training of respondents

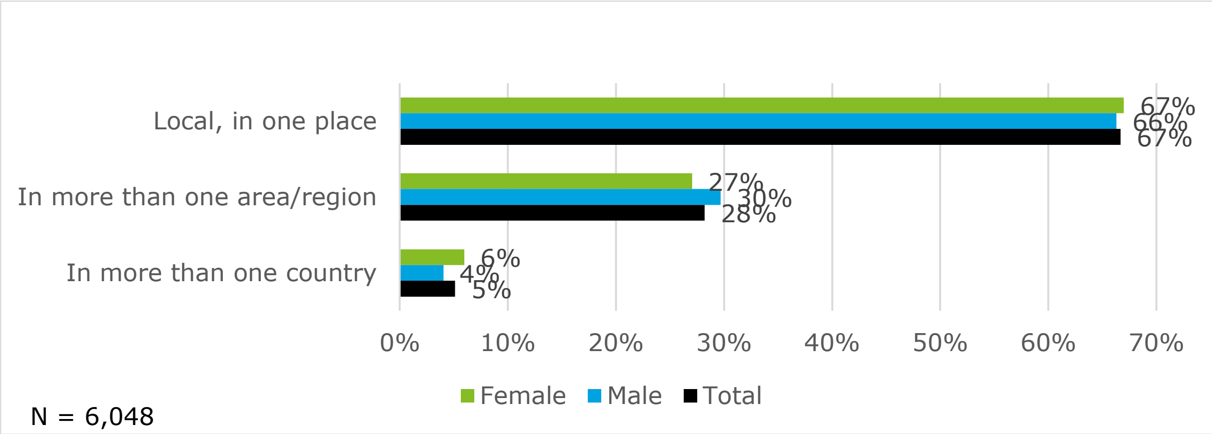


Figure 17 – Highest level of education achieved by respondents (so far)

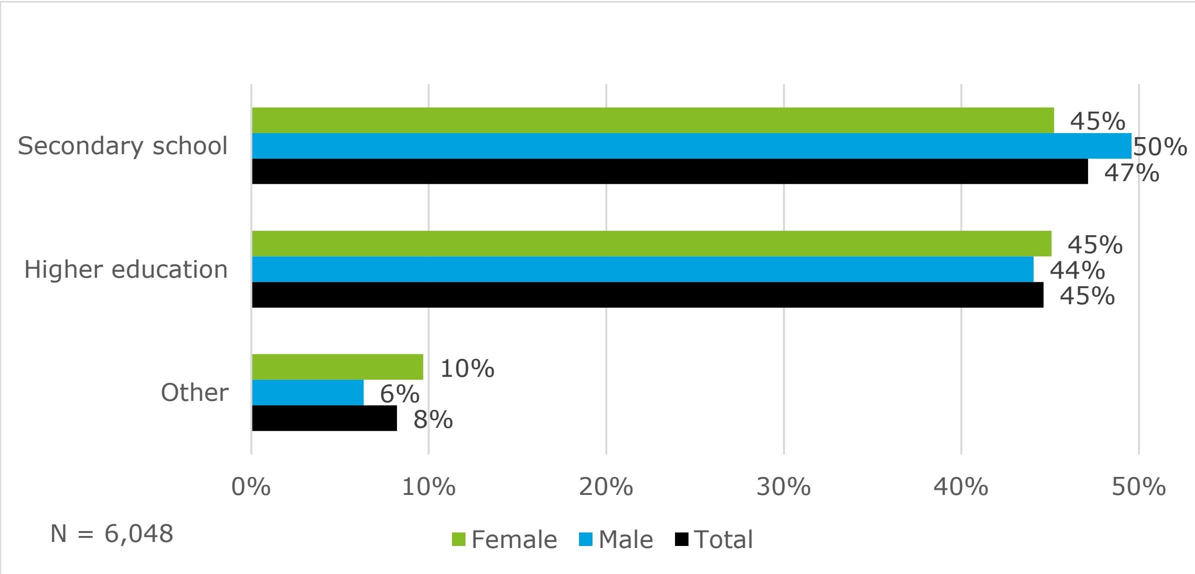
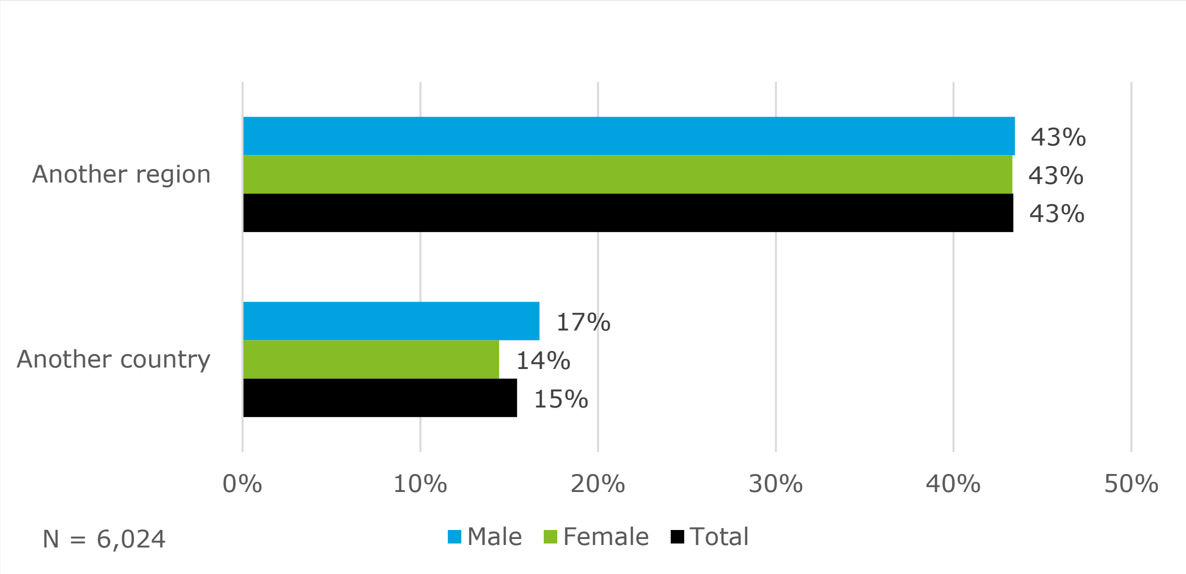


Figure 18 - If you did any further studying after secondary school, did that involve moving to another region (Y), another country (Y)?



Experience with working in the sector

Respondents were asked whether they ever worked themselves in any of the areas of transport indicated, namely road, rail, air, sea, inland waterways, logistics, urban transport and ports. Less than a fifth of the respondents reported experience in the road, rail, air, sea or inland waterways sector. The proportion of respondents who have experience working in the transport sector is higher among males as well as among respondents who attained a higher education level.

Table 11 – Have you ever worked yourself in any of the areas of transport indicated, namely road, rail, air, sea, inland waterways?

	Total	Female	Male	Secondary education	Higher education
Yes	15%	9%	22%	13%	18%
No	85%	91%	78%	87%	82%

The proportion of respondents which professional experience in what they would consider to be a transport-type job, even if it was not in one of the specific modes, is slightly higher: 20% of respondents have worked in what they would consider a transport-type job. Similarly, more male respondents have such work experience and a slightly greater number of respondents with higher education report such experience.

Table 12 - Have you ever worked in a job that you would consider to be a transport-type job even if it was not in one of those specific sectors?

	Total	Female	Male	Secondary education	Higher education
Yes	20%	14%	28%	19%	22%

No	80%	86%	72%	81%	78%

On the other hand, a majority of respondents (62%) report having acquaintances currently working or having previously worked in the transport sector.

Table 13 - Do you know of any other people who have worked, or currently work in transport?

	Total	Female	Male
Yes	62%	61%	64%
No	38%	39%	36%

The type of work respondents' acquaintances are performing varies, but over half of the respondents (55%) report acquaintances working as drivers (trucks or taxis). Table 11 summarizes the main types of work reported. Additional responses included: aircraft mechanics/ maintenance, air traffic controllers, toll services, sailors, movers, engineers in transport (general), driving instructors, towing company, surveys (car counting and university thesis), accounting, custom services, navy, car dealers, business activities related to transport, vehicle construction, snow plowing, transport consultants or coast guards. These additional responses were reported by less than 1% of respondents and were thus not included in the table.

Table 14 - If yes, please indicate the type of work they are doing if you know.

Types of work	Total
Drivers (trucks, taxis)	55%
Railway sector staff (included engineers and ticket inspectors)	12%
Train drivers (metro and tram drivers included)	6%
Logistics	6%
Delivery (including newspapers)	5%
Maritime transport/Cruise/ Port sector staff	3%
Admin	3%
Road traffic controllers and related activities (including road information)	2%
Travelling agents (flight attendants and ground attendants, accompaniers)	2%
Airport transport sector (security staff and general staff)	2%
Road construction/ maintenance (including engineers)	2%
Pilots (airplanes/ helicopters)	2%
Transport managers/planners	1%
Mechanics - Car fixing/testing	1%

Captains (Boat)	1%
Cleaners	1%
Directors/ Owners of transport company	1%
Tourism sector	1%
Luggage handler	1%

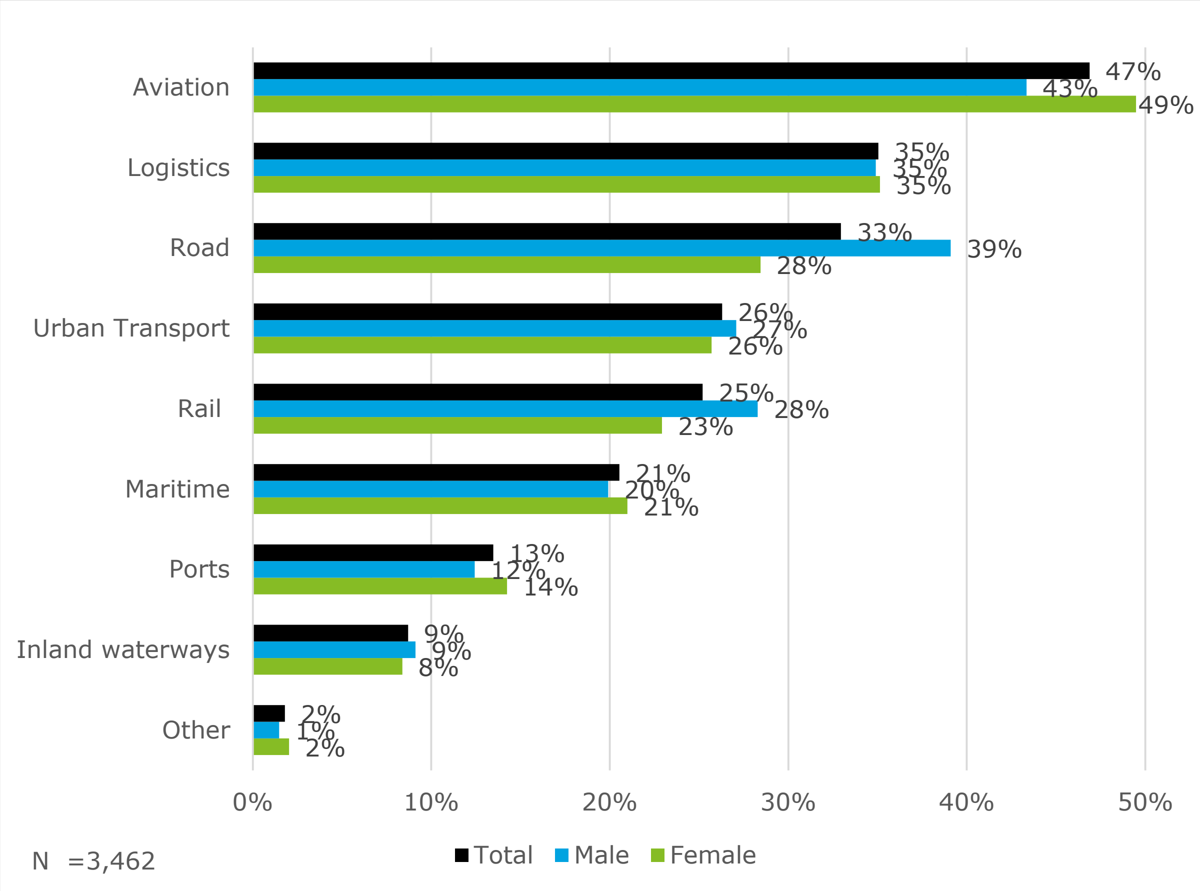
As a next step, respondents who had not worked in any of the transport areas mentioned, were asked whether they would you ever consider doing so. Close to half (48%) the respondents mentioned they would consider doing so if they had more information. No significant distinction can be made based on the gender or the education level of the respondents.

Table 15 - If you have not worked in any of the transport areas mentioned, would you ever consider doing so?

	Total	Female	Male	Secondary education	Higher education
Yes	20%	17%	25%	21%	20%
No	32%	35%	28%	32%	32%
Maybe, if I had more information	48%	48%	47%	47%	48%

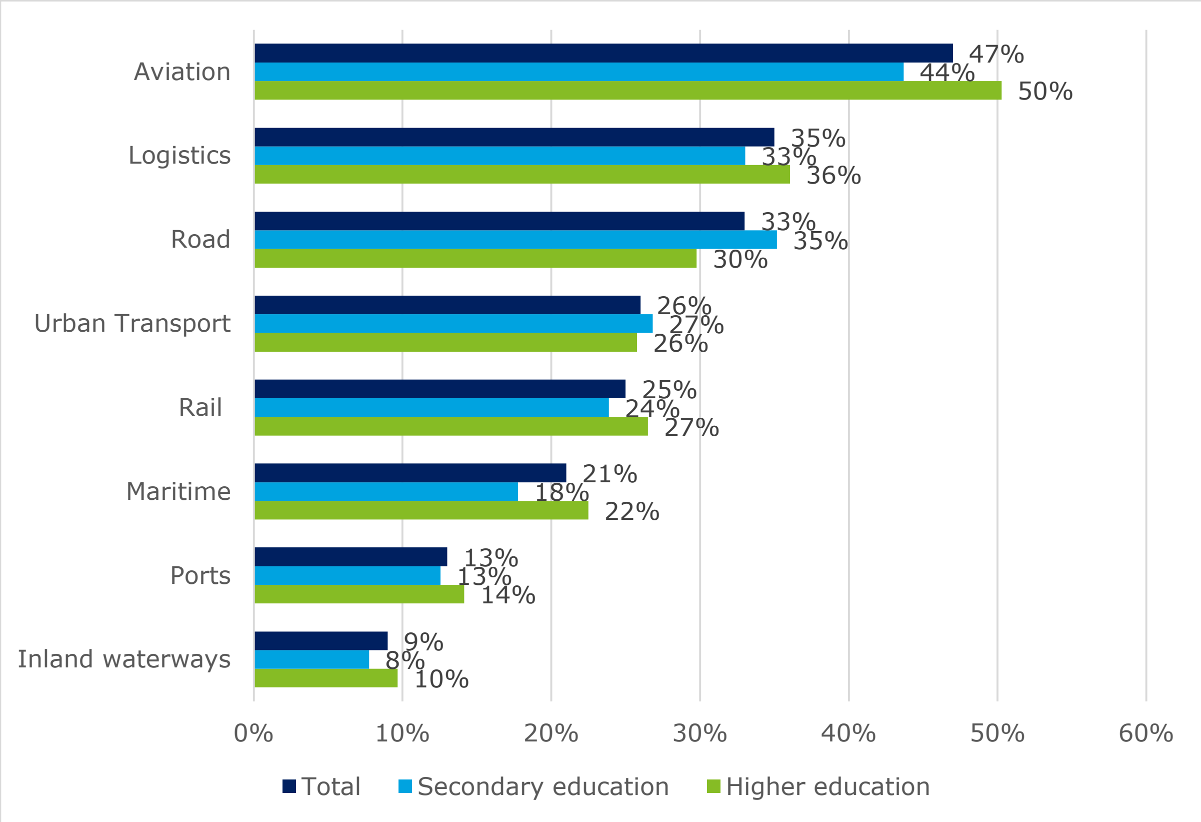
Respondents who consider working in transport were then asked whether they have any particular area of transport in mind. Close to half of the respondents would consider working in the aviation sector, about one third in the logistics sector and about one third in the road sector. More women than men are interested in working in the aviation sector (4% variation) while significantly more men than women are interested in working in the road sector (11% variation); no such distinction is seen for the logistics sector. Maritime, ports and inland waterways seem to generate less interest.

Figure 19 - If you did consider working in transport, do you have any particular area of transport in mind (total vs. male vs. female respondents)?



When breaking down responses between the level of education of respondents, it is apparent that more respondents having achieved a higher level of education are interested in working in the aviation sector, in the logistics sector, in the rail sector as well as in the maritime sector, ports and inland waterways. Respondents who have completed secondary education only are more interested in road and in urban transport sectors.

Figure 20 - If you did consider working in transport, do you have any particular area of transport in mind (total vs. secondary education vs. higher education)?



Other answers to this question are summarized in the table below.

Table 16 – If other, please specify.

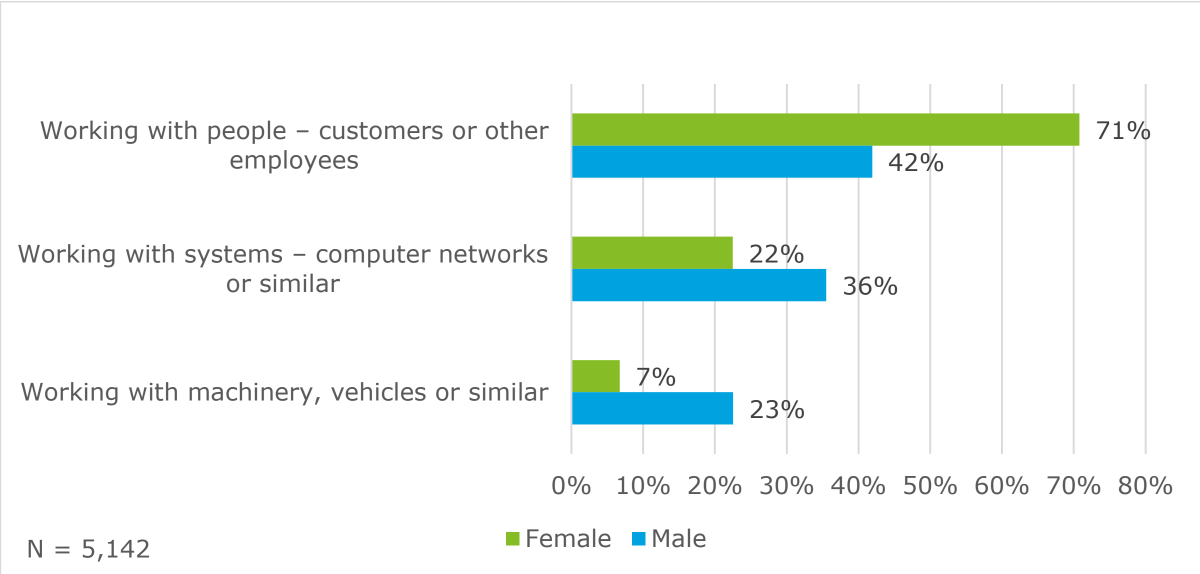
Other responses	Numbers
All above	1
Don't know/nothing in particular	19
None	11
Driver	1 Uber, 2 public transport, 3 taxi, 2 courier, 1 truck, 1 unspecified, 1 long-distance transportation
IT	1
Engineering	2
Services	1 cruise ship medic, 1 rescue service, 1 tour guide in tourism
Administration	1 accounting, 1 planning, 1 legal
Driving school instructor	1
Graphic design	1
Sector	1 train, 1 shipping
Traffic policeman	1

Types of work

Since the transport sectors contain a wide range of different types of jobs, respondents were then asked to provide answer to several general questions.

Respondents are mostly interested in working with customers or other employees (58% of respondents), followed by working with systems (28% of respondents) and finally in working with machinery (14%). An important difference can be noted between female and male respondents as seen in the figure below.

Figure 21 - What kinds of work appeal most?



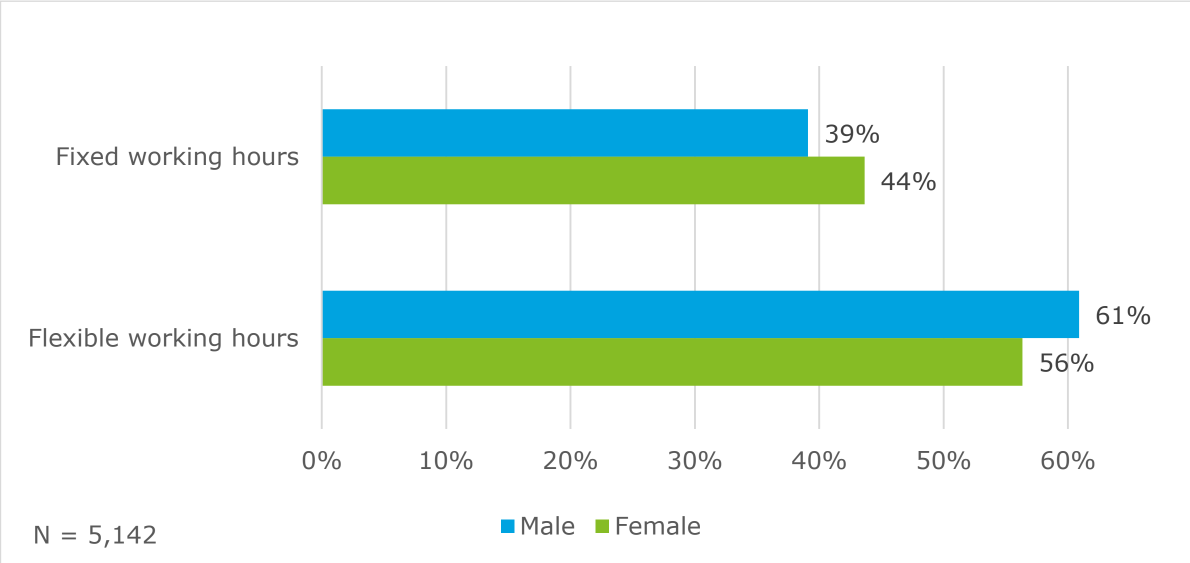
Respondents are almost evenly divided in terms of preference between working in an office or outside an office, with a larger share of men reporting a preference to work outside an office.

Table 17 - Would you generally prefer (work location)?

	Total	Female	Male
Working outside an office	51%	49%	55%
Working in an office	49%	51%	45%

Most respondents seem to prefer flexible working hours (58%), including possibly at night and during the week-end, over fixed working hours (42%). A distinction in preferences can however be noted between male and female respondents.

Figure 22 – Would you generally prefer (work hours)?



In addition, respondents generally prefer travelling for short periods of times (56%) than long periods of time (30%) and prefer traveling than not traveling at all (14%). Again, a distinction in preferences can be noted between male and female respondents.

Table 18 – Would you generally prefer (traveling)?

	Total	Female	Male
Travelling for short periods	56%	58%	53%
Travelling for long periods	30%	27%	34%
Not travelling	14%	15%	13%

Respondents also report a preference for being self-employed (54%) – this preference is higher among male respondents (60%).

Table 19 – Would you generally prefer (employment status)?

	Total	Female	Male
Being your own boss/self-employed	54%	49%	60%
Being an employee	46%	51%	40%

Respondents also report a preference for team work (59%) –with a higher proportion of men preferring team work (63%).

Table 20 – Would you generally prefer (team work vs. own)?

	Total	Female	Male
Team working	59%	56%	63%

Working more on your own	41%	44%	37%

Respondents report a preference for white-collar work (64%) – with a higher number of women among respondents expressing preference for white-collar work (68%).

Table 21 – Would you generally prefer (blue-collar vs. white-collar)?

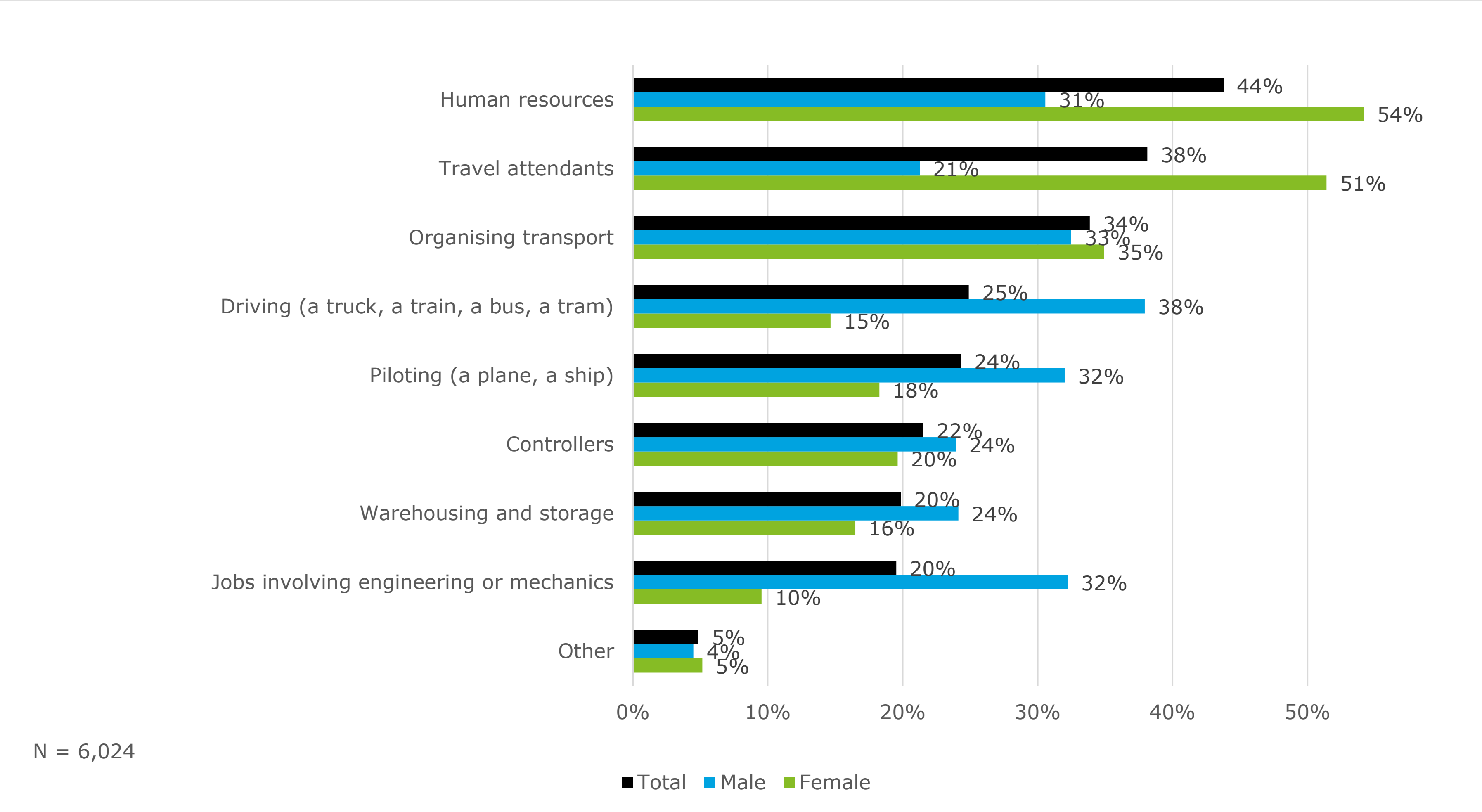
	Total	**Female**	**Male**
Blue-collar work	36%	32%	41%
White-collar work	64%	68%	59%

Respondents were then asked to select, among several options, jobs that particularly appeal to them. Human resources (44%), travel attendants (38%) and jobs relating to the organisation of transport (34%) appear to be the most appealing to respondents. This is particularly the case for women among respondents, with over half of them expressing interest in jobs of human resources or travel attendants. A similar trend can be noted when distinguishing between the educational level of respondents.

Table 22 – Appeal of selected types of transport jobs

Types of transport jobs	**Secondary education**		**Higher education**	
	Yes	No	Yes	No
Driving (a truck, a train, a bus, a tram)	28%	72%	22%	78%
Piloting (a plane, a ship)	24%	76%	25%	75%
Travel attendants	37%	63%	39%	61%
Controllers	22%	78%	22%	78%
Jobs involving engineering or mechanics	19%	81%	20%	80%
Organising transport	31%	69%	36%	64%
Warehousing and storage	22%	78%	17%	83%
Human resources	40%	60%	47%	53%
Other	4%	96%	4%	96%

Figure 23 - Do any of the following types of transport jobs particularly appeal to you (please select all that apply)?



Training

If they were to work in the transport sector, most respondents expect to go directly into a job (51%). Training opportunities are valued by the vast majority of respondents (80%). There is no distinction at all between gender or education level among respondents.

Table 23 - If you wanted to work in transport, would you expect to:

	Total			Male			Female			Secondary education			Higher education		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
Go directly into a job?	51%	39%	10%	58%	35%	7%	47%	41%	12%	52%	36%	11%	51%	40%	9%
Have to undertake training?	81%	14%	5%	77%	19%	4%	84%	11%	5%	81%	14%	5%	79%	16%	5%

Table 24 - If you had to have training first, would you find this acceptable?

	Total	Male	Female	Secondary education	Higher education
Yes	86%	83%	89%	86%	86%
No	9%	12%	6%	9%	9%
N/A	5%	5%	5%	5%	5%

Table 25 - Would you accept that you might receive less pay while you are in training?

	Total	Male	Female	Secondary education	Higher education
Yes	66%	66%	66%	66%	67%
No	27%	27%	27%	27%	26%
N/A	7%	7%	7%	7%	7%

Finding a job in transport

Respondents were then asked where they tend to look for a job. Respondents typically use a combination of channels and tools. Internet is used by the vast majority (80%) of respondents in their job search. Half of the respondent use public employment services (50%). About one fourth of the respondents use their networks (42%) or inquire about specific companies they know about (41%).

Figure 24 – Finding a job (gender distinction)

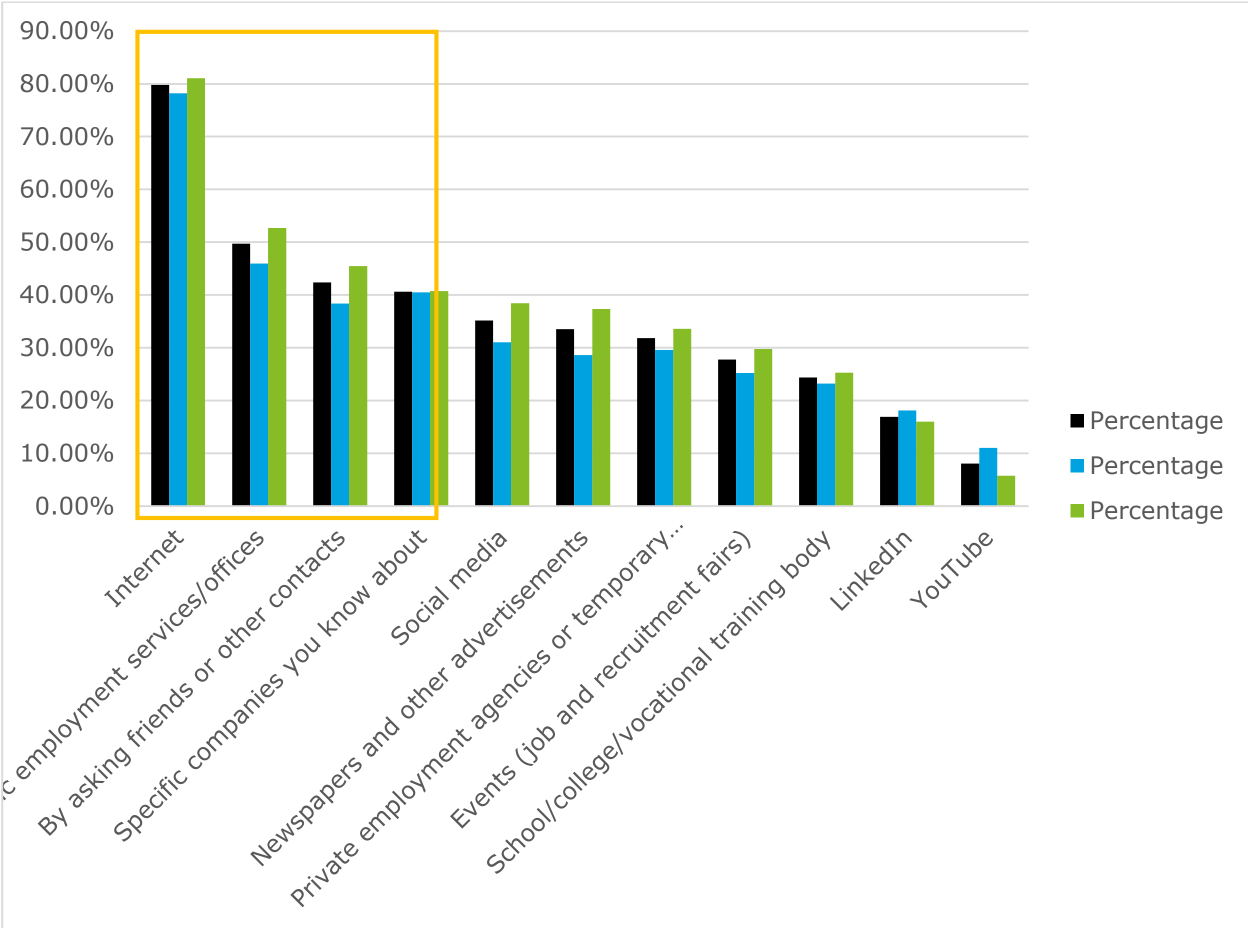
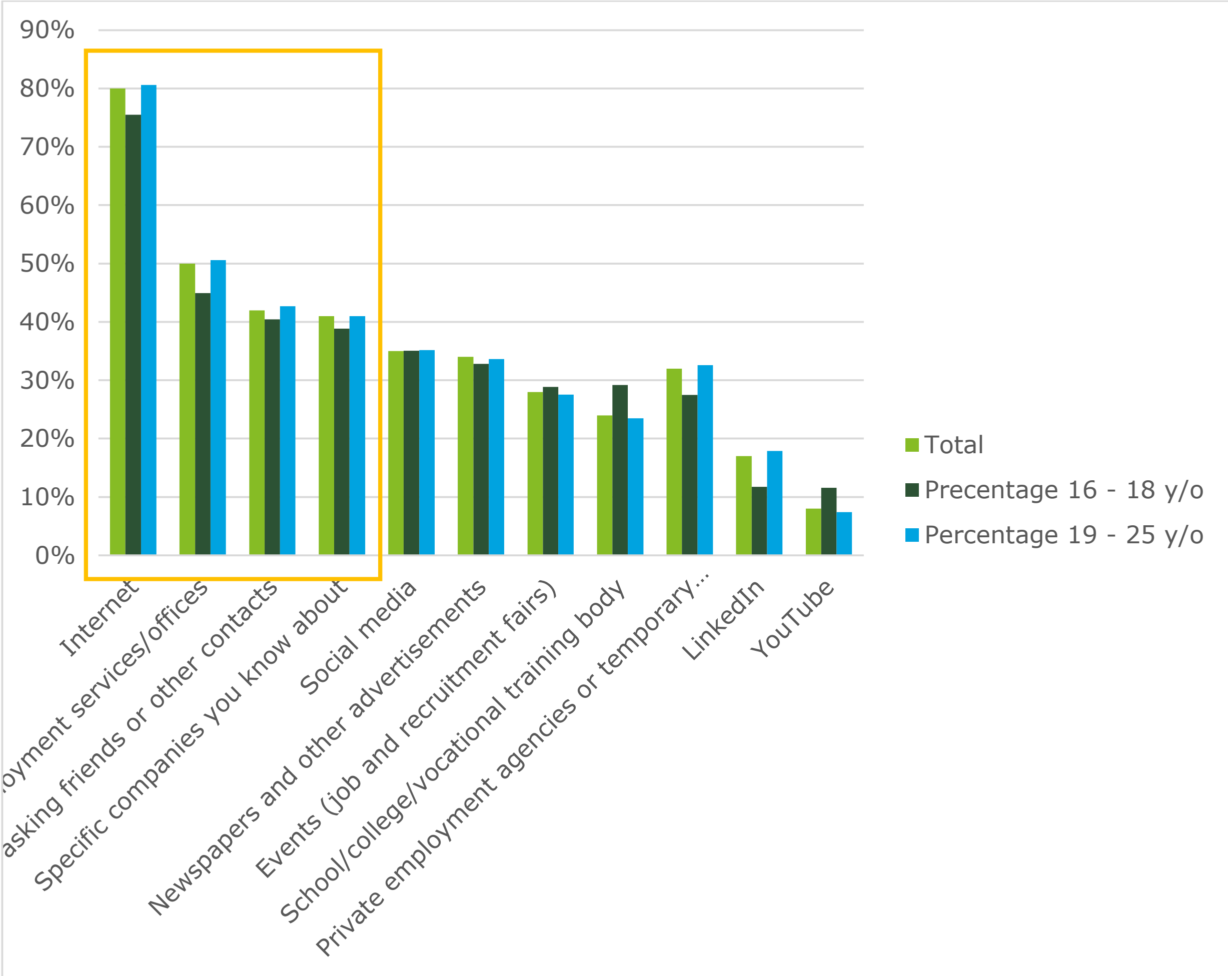


Figure 25 – Finding a job (age distinction)



Respondents were then asked, if they thought about working in transport, what additional information or help would be useful. All of the proposed options are considered of value by a majority of respondents (between 73% and 76%). Respondents of the 1-25 age group seem to express more interest in additional information sources.

Table 26 – Useful or helpful additional information

	Total	Male	Female	16-18 y/o	19-25 y/o
Events where different transport sectors present the kinds of jobs on offer?					
Yes	**76%**	75%	76%	71%	77%
No	**16%**	18%	15%	20%	16%
N/A	**8%**	7%	8%	9%	8%
Presentations from companies/people already working in particular transport jobs?					

Yes	**73%**	71%	75%	68%	74%
No	**19%**	22%	17%	23%	19%
N/A	**8%**	7%	8%	9%	7%
General information about jobs in transport through social media, etc.?					
Yes	**76%**	72%	79%	70%	77%
No	**17%**	21%	14%	21%	16%
N/A	**7%**	7%	7%	9%	7%

Respondents were then asked whether they believe they could obtain a job in the transport sector immediately or whether they required additional support to achieve this goal. Close to half of the respondents believe they could not achieve this goal already (47%), with a higher share of female respondents selecting this answer (51%).

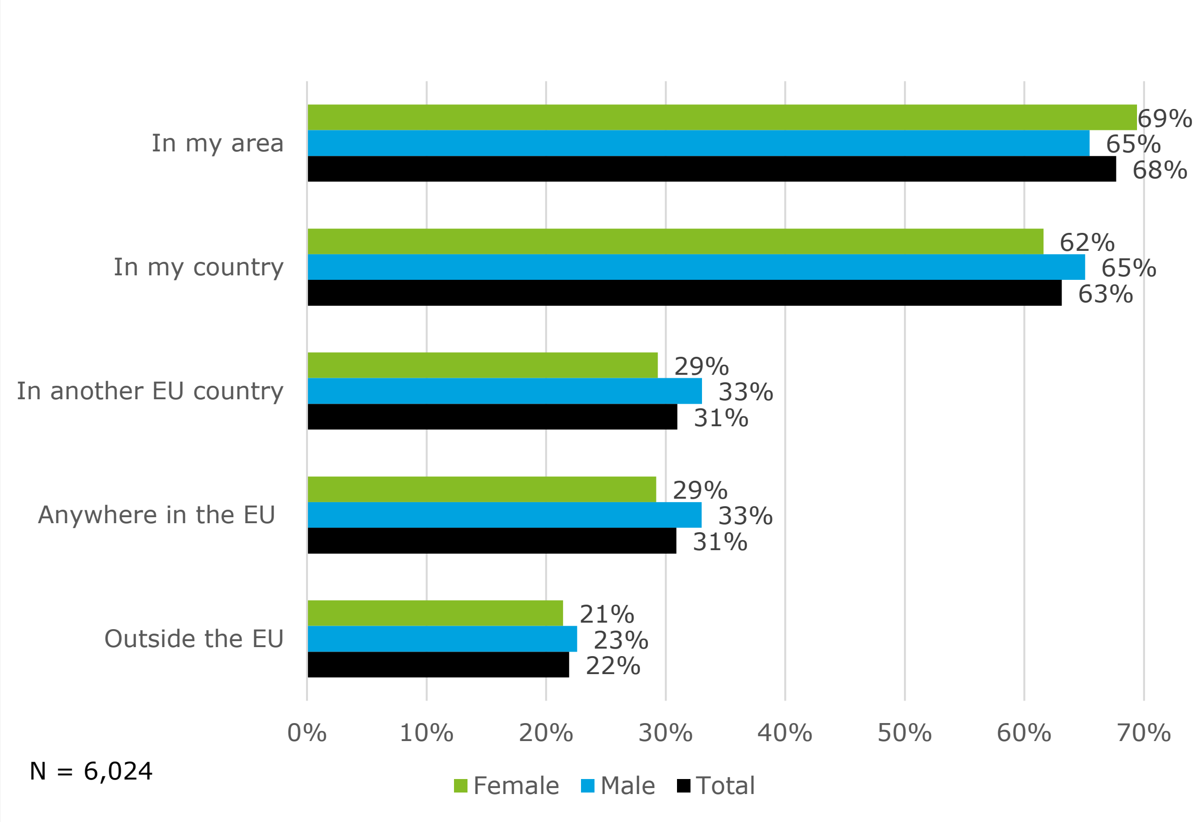
Table 27 – Perception on capacity to achieve transport job

	Total	**Male**	**Female**
Achieve that goal already?			
Yes	**43%**	51%	37%
No	**47%**	42%	51%
N/A	**10%**	7%	12%
Achieve that goal with the right help, guidance, training?			
Yes	**81%**	79%	81%
No	**7%**	14%	2%
N/A	**12%**	7%	17%

Location and mobility

Respondents are then asked about their location and mobility preferences. As a first step, respondents are asked where they would look for a job. Over 60% of respondents report a preference for jobs in their area or in their country. About a third of respondents are willing to work in another EU country. Male respondents express greater readiness to be mobile for a job.

Figure 26 – Where would you look for a job?



Attractiveness of the sector

Impression of respondents are then gathered concerning the quality and attractiveness of jobs in transport generally. Nearly 50% of respondents saw the transport sector as having a good or very good image and while a little over 40% of respondents rated its image as average, the remaining 10% of respondents saw jobs in the transport sector as having a poor or very poor image or reputation. Male respondents and respondents with higher education seem to have a more positive view than female respondents and respondents with secondary education, but the differences in perceptions are not significant.

Figure 27 - Perception of the quality and attractiveness of jobs in transport

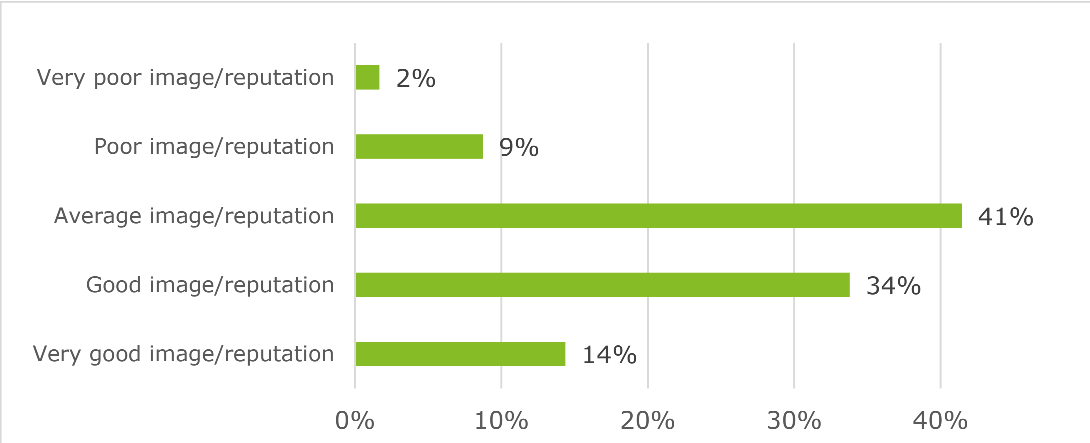


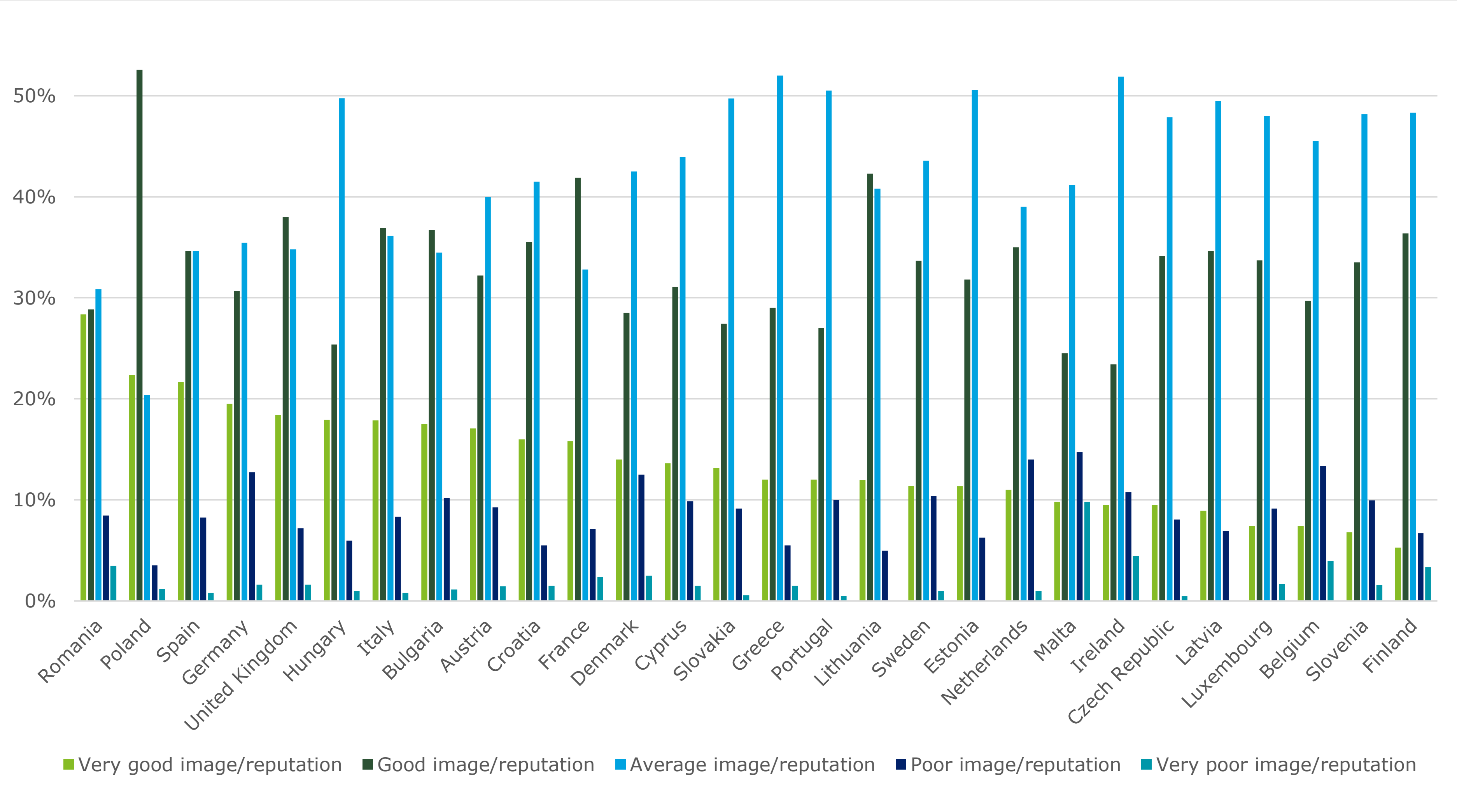
Table 28 - Perception of the quality and attractiveness of jobs in transport broken down per gender and education level

	Total	Female	Male	Secondary education	Higher education
Very good image/reputation	14%	12%	17%	13%	15%
Good image/reputation	33%	32%	35%	31%	34%
Average image/reputation	42%	45%	37%	40%	40%
Poor image reputation	9%	9%	9%	7%	10%
Very poor image/reputation	2%	2%	2%	2%	1%

A further breakdown of the results shows that Member States where the most positive views of transport jobs were expressed were Romania, Poland and Spain, with over 20% of respondents having a very positive image of jobs in this sector. Additionally, over half of respondents had a good or very good image of transport jobs in France (58%), the United Kingdom (56%), Italy (55%), Bulgaria (54%), Croatia (52%) and Germany (50%).

The Member States with the least positive views of transport jobs are Ireland (with only 33% of positive opinions and 15% of negative ones), Malta (with 34% of positive opinions and 25% of negative ones) and Belgium (with 37% of positive ones and 17% of negative ones).

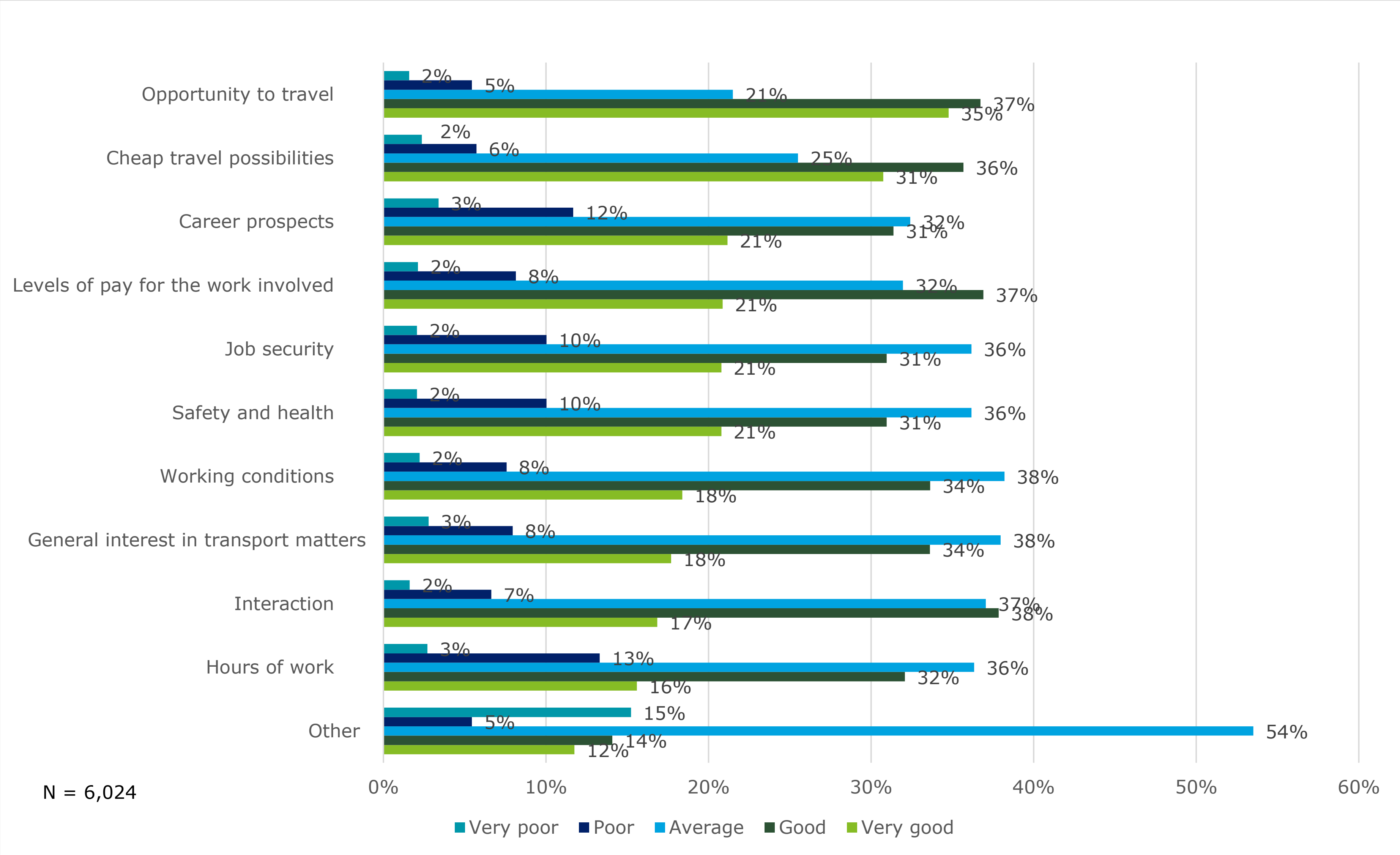
Figure 28 – Perception of the quality and attractiveness of jobs in transport by Member State



In terms of the most attractive and unattractive aspects of transport jobs for them personally, participants were asked to respond to a series of questions. The opportunity to travel, together with cheap travel possibilities, came across as particularly attractive aspects of transport jobs among the greatest number of respondents: respectively 72% and 67% of them rated them as good or very good aspects.

Levels of pay for the work involved, job security and the possibility to interact also received a positive rating from over half of respondents – between 55% and 58%. On the other hand, hours of work, safety and health issues, and career prospects, were considered the least attractive aspects of jobs in transport by respondents, with these areas producing the most negative responses with, respectively, 16%, 15% and 12% of those responding considering these to be negative or very negative aspects of jobs in transport.

Figure 29 - Rating of the attractiveness of characteristics of transport jobs



A breakdown by education level provide a more granular view.

Table 29 – Perception of attractiveness broken down by education level

What are the most attractive aspects?	Secondary education			Higher education		
	Good/very good	Average	Poor/very poo	Good/very good	Average	Poor/very poor
General interest in transport matters'	51%	39%	10%	52%	37%	11%
Levels of pay for the work involved	58%	31%	10%	58%	32%	10%
Hours of work	48%	37%	16%	48%	36%	16%
Opportunity to travel	71%	22%	7%	71%	22%	7%
Working conditions	54%	36%	10%	51%	39%	9%
Safety and health	53%	36%	12%	51%	37%	12%
Job security	55%	35%	10%	54%	35%	12%
Interaction	55%	38%	8%	55%	36%	9%
Career prospects	53%	32%	15%	55%	32%	15%
Cheap travel possibilities	67%	25%	8%	66%	26%	8%

Respondents were also asked whether they saw jobs in transport as equally attractive to young men and young women. The responses were quite polarised with 51% of respondents seeing them as equally attractive and 46% of them thought the contrary. Only 2% of respondents thought it depended on the specific sector within transport.

Figure 30 – Perception of transport jobs as equally attractive to young men and young women

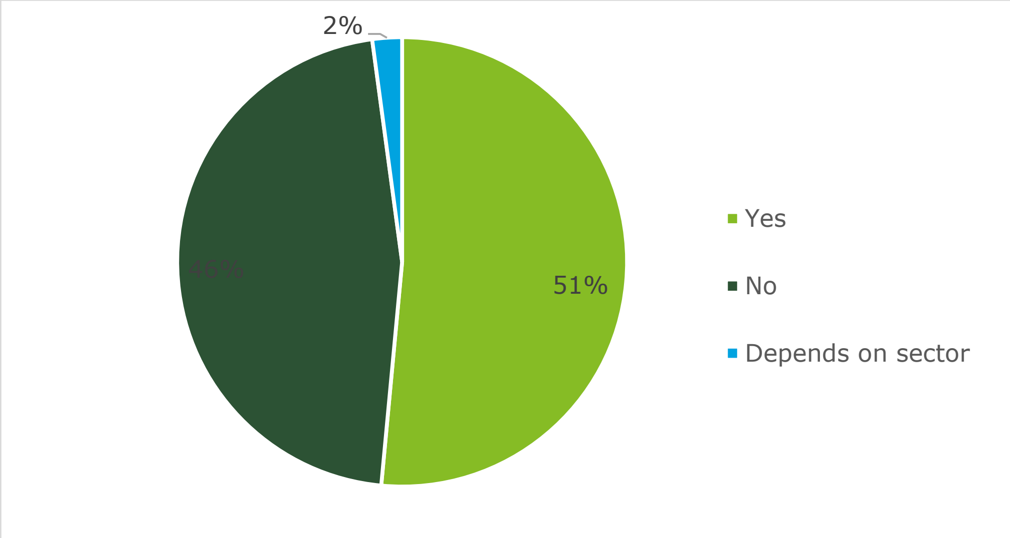
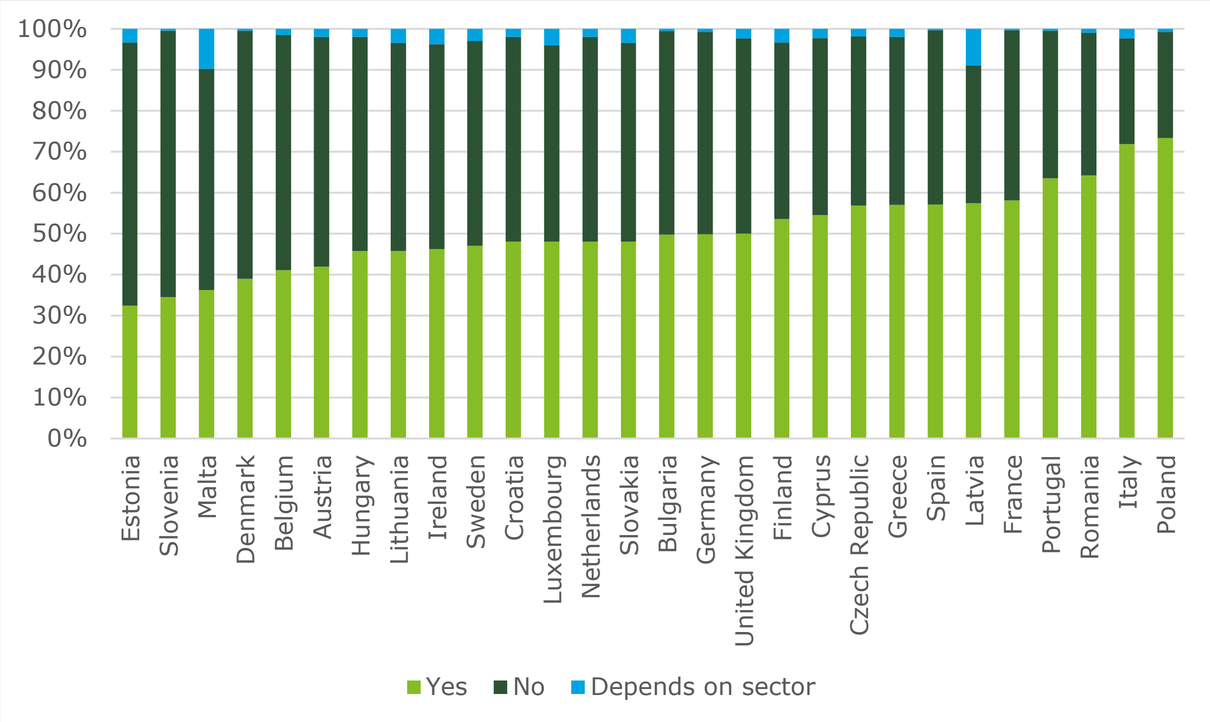


Table 30 - Perception of transport jobs as equally attractive to young men and young women (distinction between men and women)

	Female	Male	Total
Depends on sector	3%	1%	2%
No	50%	43%	47%
Yes	48%	56%	51%

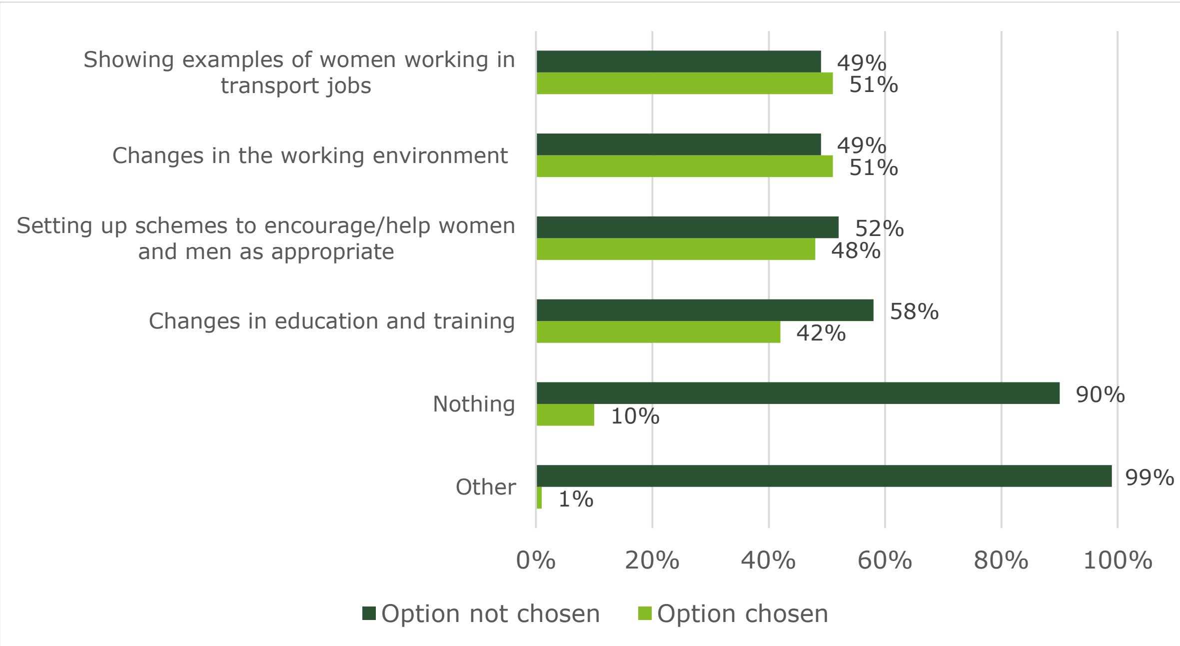
A breakdown of responses by Member States (but without any divide between young men and women in the responses) show a strong division between those where the predominant view is that jobs are equally attractive to both genders, namely Poland (73%), Italy (72%), Romania (64%), Portugal (64%) and France (58%), and those where most respondents think that is not the case: Estonia (32%), Slovenia (35%) and Malta (36%). In Latvia and Malta, where the greatest number of respondents stating that this depends on the sector were found, these numbers only amount to respectively 10% and 9%.

Figure 31 – Perception of transport jobs as equally attractive to young men and young women by Member State



Respondents were then asked what could or should be done to make jobs equally attractive to young men and young women.

Figure 32 – Assessment of various options to make transport jobs equally attractive to young women and men

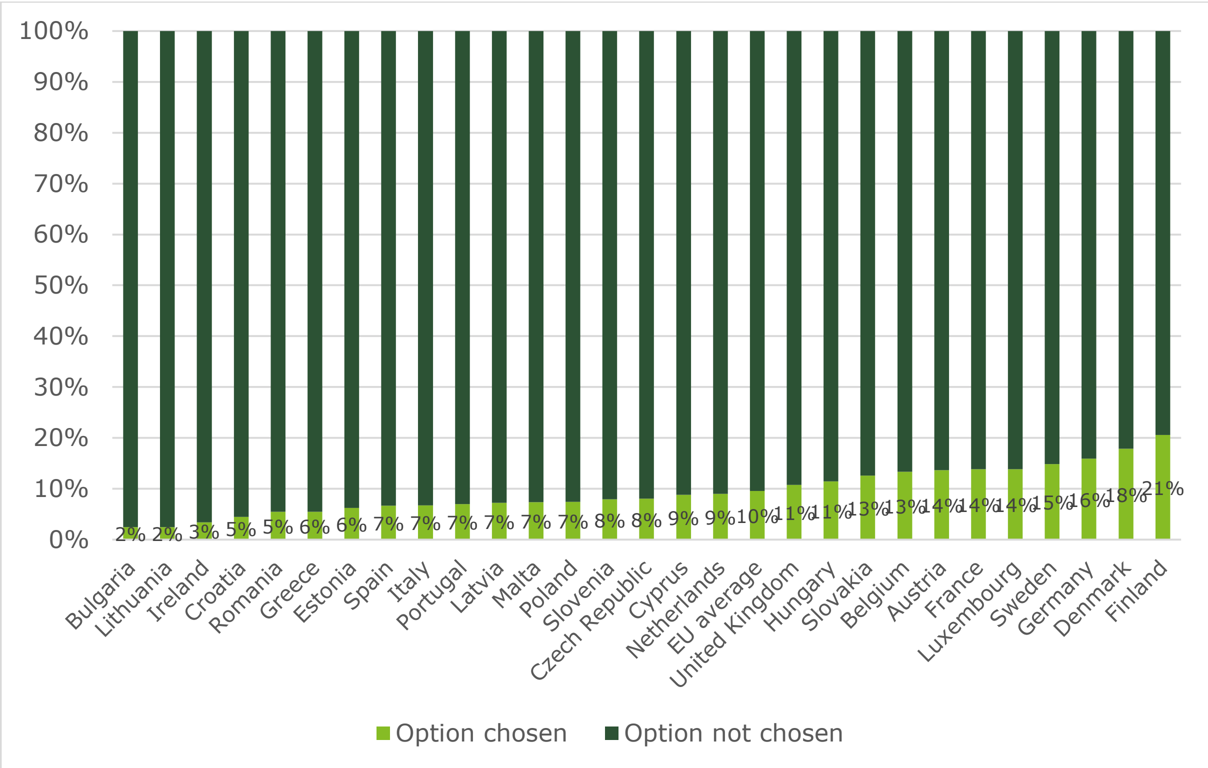


The most popular option was showing examples of women working in transport jobs, which 51% of participants think should or could be done, as well as changes in the working environment (e.g. facilities, atmosphere). Very few participants (10%) think that nothing could or should be done in that respect. Setting up schemes to encourage or help women and men as appropriate was endorsed by just under half of participants (48%), while changes in education and training was a slightly less popular option (42%).

Table 31 - Assessment of various options to make transport jobs equally attractive to young women and men (distinction between men and women)

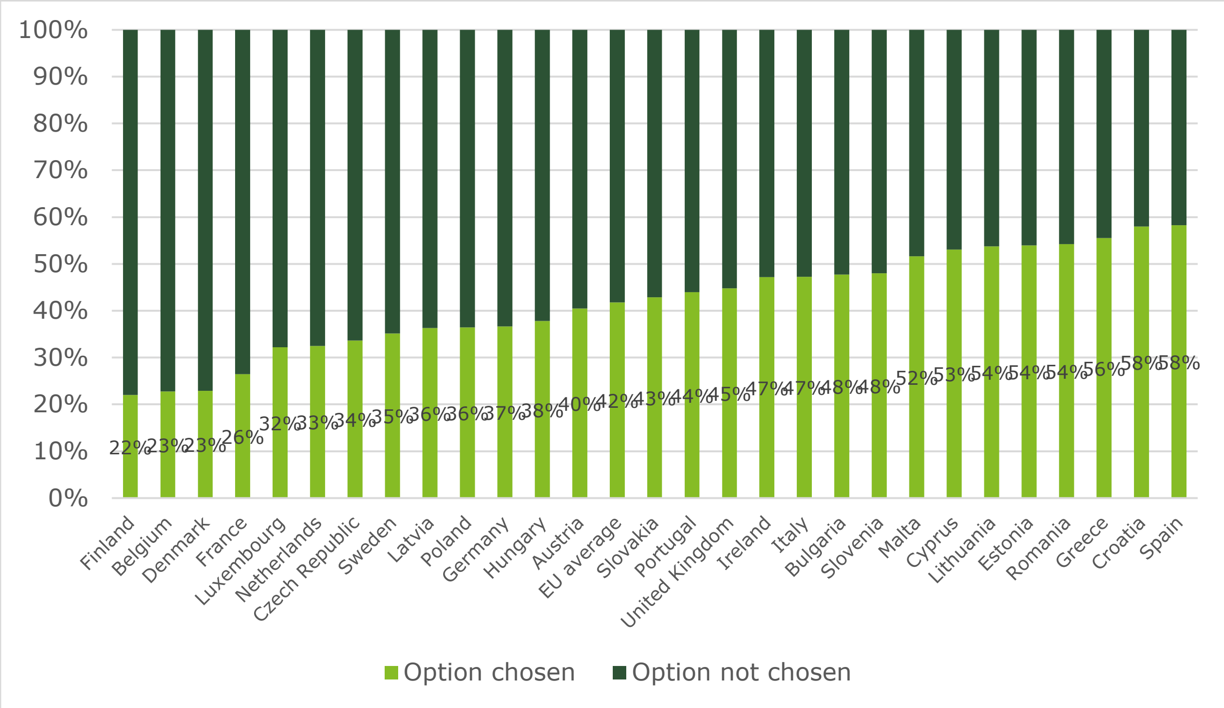
	Male	Female	Total
Nothing	11%	9%	10%
Changes in education and training	29%	57%	41%
Changes in the working environment (facilities, atmosphere, etc.)	36%	69%	50%
Showing examples of women working in transport jobs.	33%	74%	51%
Setting up schemes to encourage/help women and men as appropriate	31%	68%	48%

Figure 33 – Assessment that nothing could or should be done to make transport jobs equally attractive to young men and women



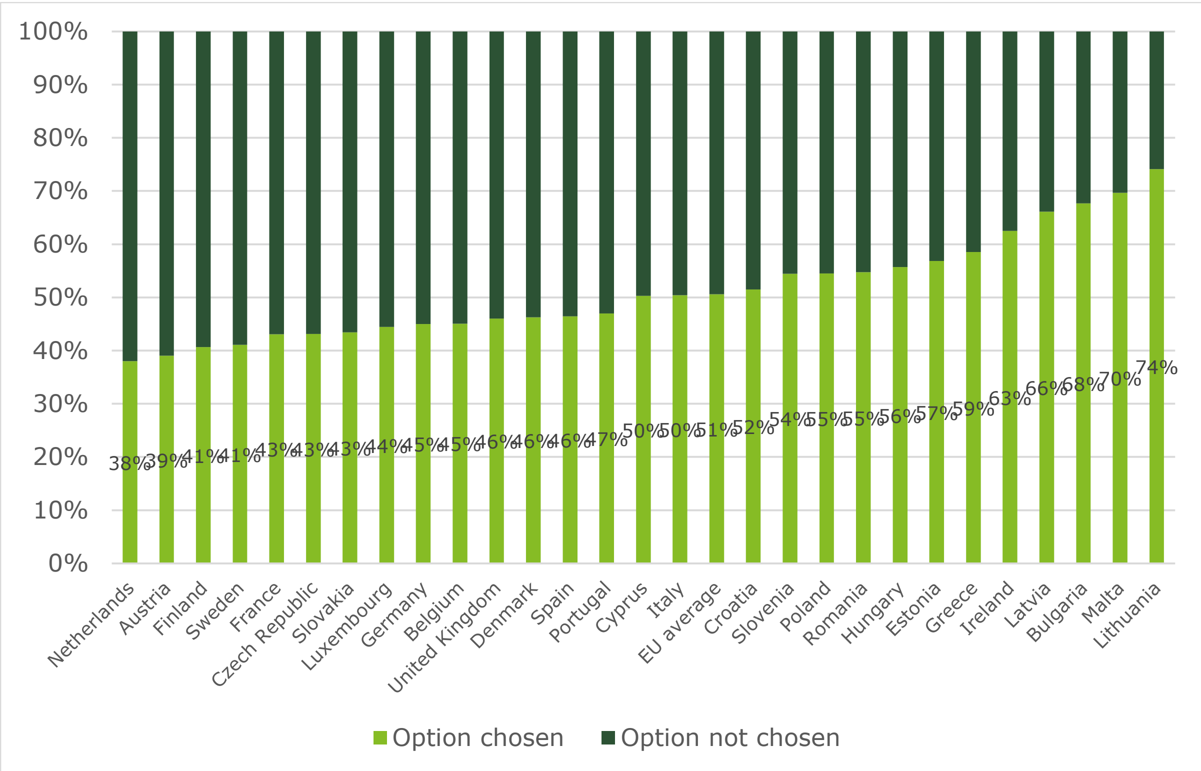
A further breakdown of results show that, on average overall, without a gender divide, most participants thought that nothing could or should be done to make jobs equally attractive to young men and women. This was strongest in Finland (21%), Denmark (18%) and Germany (16%), whereas the fewest number of participants shared this view in Bulgaria, Lithuania (both 2%) and Ireland (3%).

Figure 34 – Assessment that changes in education and training could or should be done to make transport jobs equally attractive to young men and women



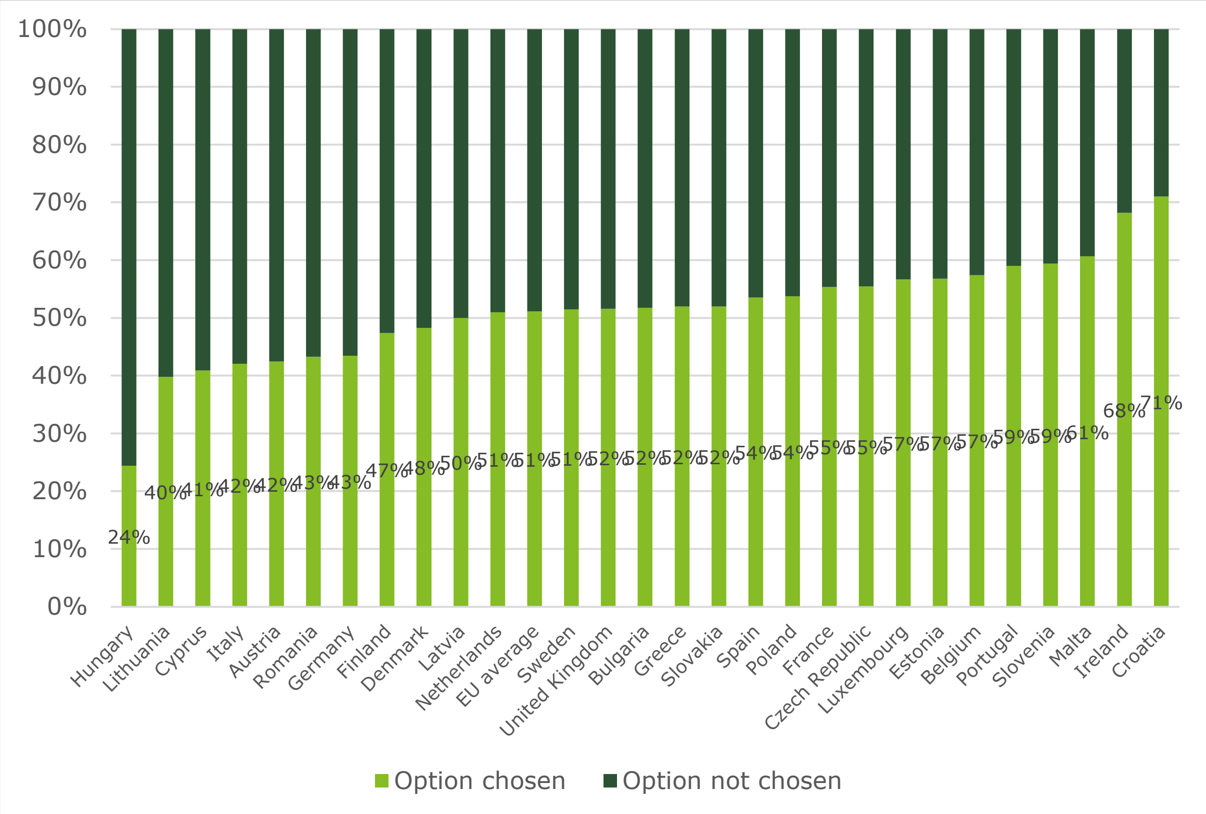
The option of changes in education and training was most endorsed in Spain, Croatia (both 58%) and Greece (56%) but much less so in Finland (22%), Belgium and Denmark (both 23%).

Figure 35 – Assessment that changes in the working environment could or should be done to make transport jobs equally attractive to young men and women



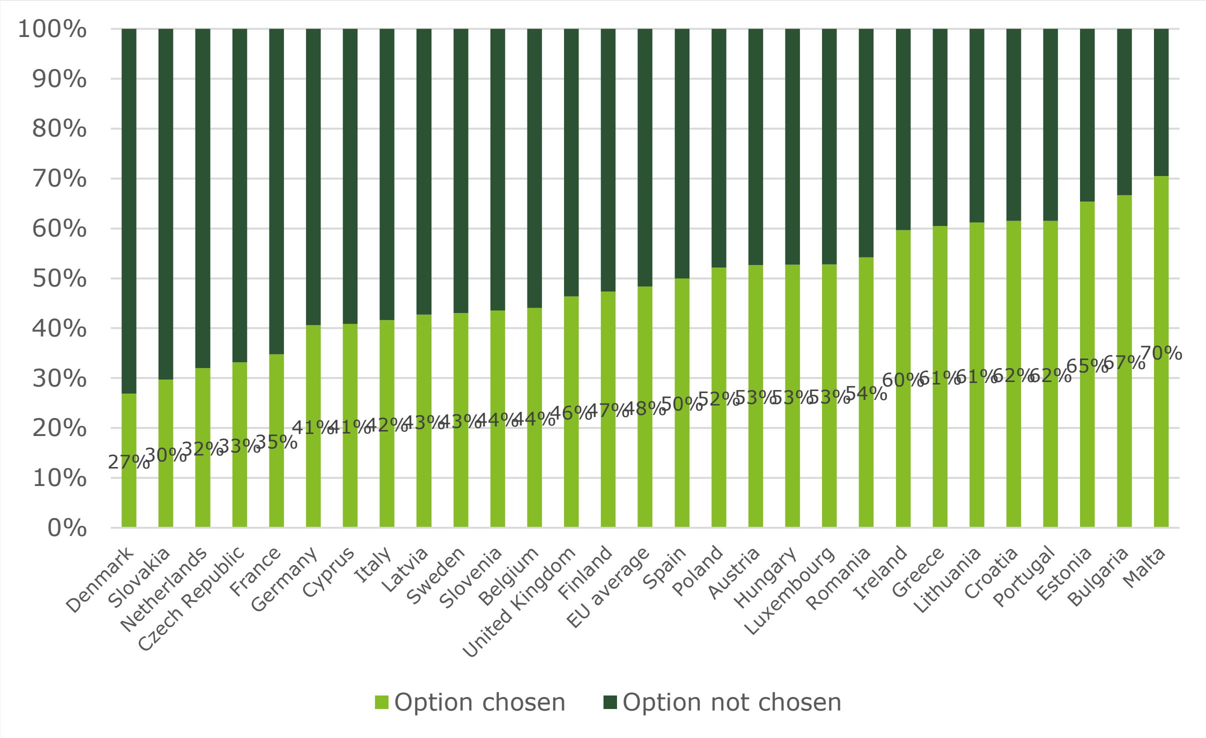
Changes in the working environment is considered as a viable option particularly in Lithuania (74%), Malta (70%) and Bulgaria (68%) while less than 40% of participants in Netherlands (38%) and Austria (39%) shared this opinion.

Figure 36 – Assessment that showing examples of women working in transport jobs could or should be done to make transport jobs equally attractive to young men and women



The idea of showing examples of women working in transport jobs was most appreciated in Croatia (71%), Ireland (68%) and Malta (61%) but least appreciated in Hungary (24%).

Figure 37 – Assessment that setting up schemes to encourage/help women and men could or should be done to make transport jobs equally attractive to young men and women



Finally, the idea of setting up schemes was very popular among the Maltese (70%), Bulgarians (67%) and Estonians (65%) but much less so among Danes (27%), Slovakians (30%) and the Dutch (32%).

Equality of opportunity in transport jobs

Perceptions of respondents on equality of opportunity regarding jobs in the transport sector are almost evenly divided.

Table 32 - Do you see jobs in transport as equally attractive to young men and young women?

	Total	Female	Male
Depends on sector	2%	3%	1%
No	47%	50%	43%
Yes	51%	48%	56%

Logistics and aviation sectors are perceived as the sectors with best opportunities for women while the maritime and aviation sectors are perceived to have the best opportunities for men.

Figure 38 - Where do you think the best opportunities currently are for women?

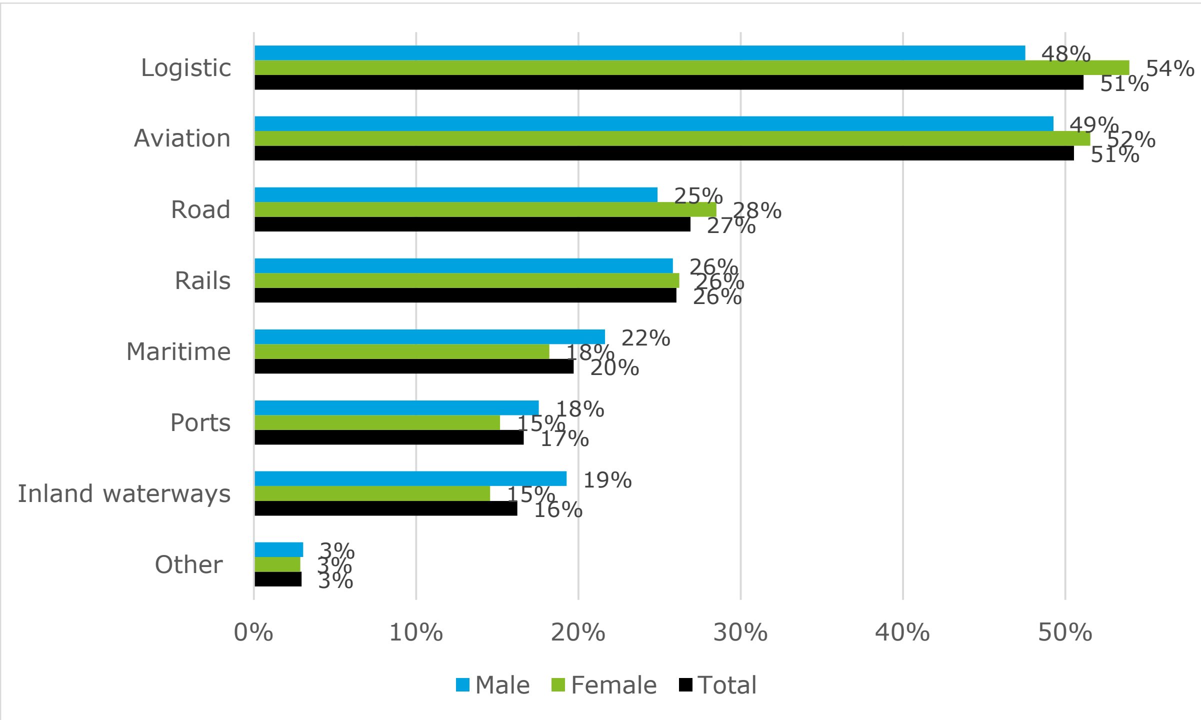
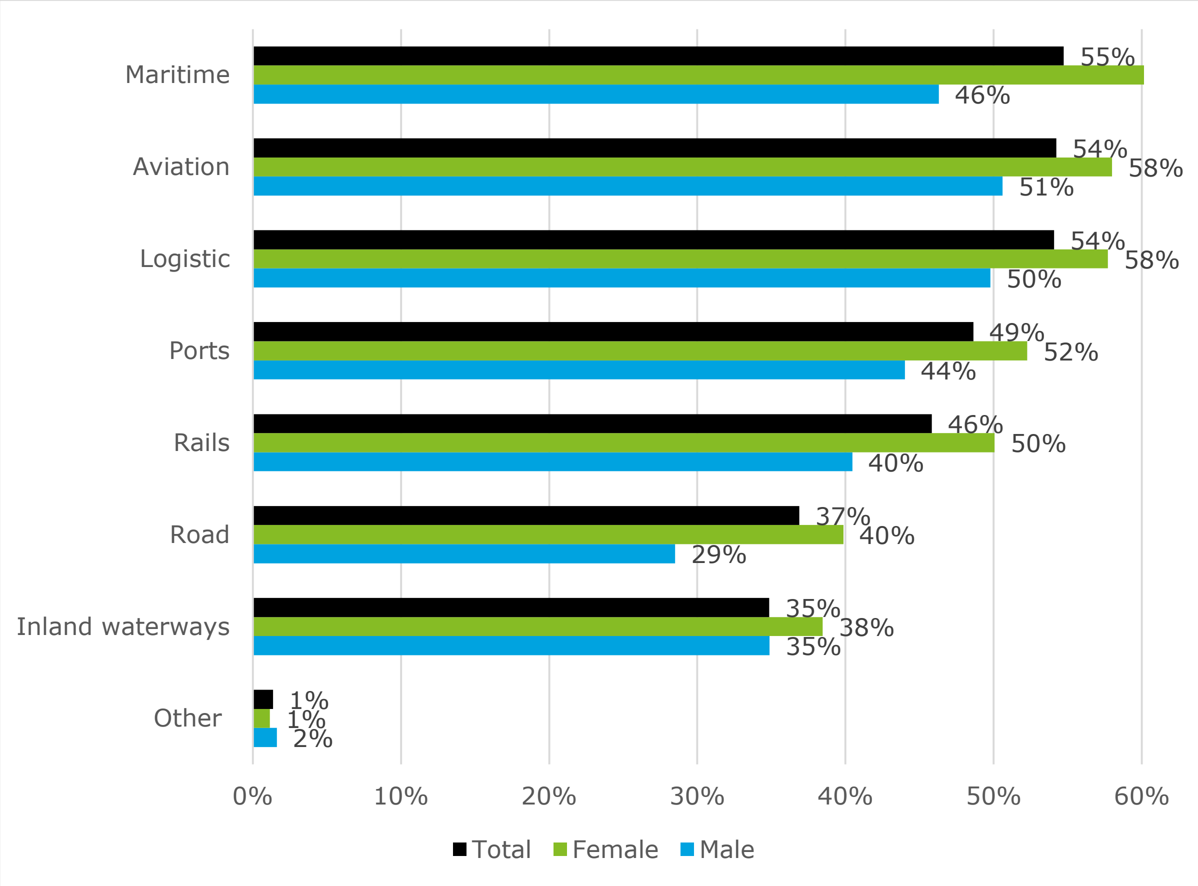
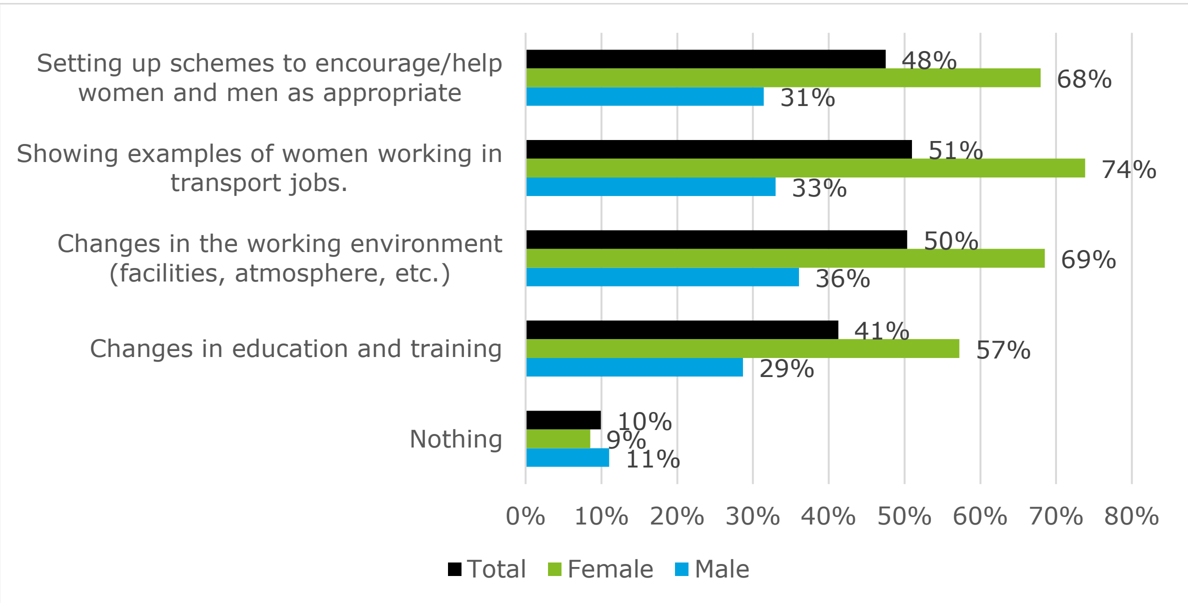


Figure 39 - Where do you think the best opportunities currently are for men?



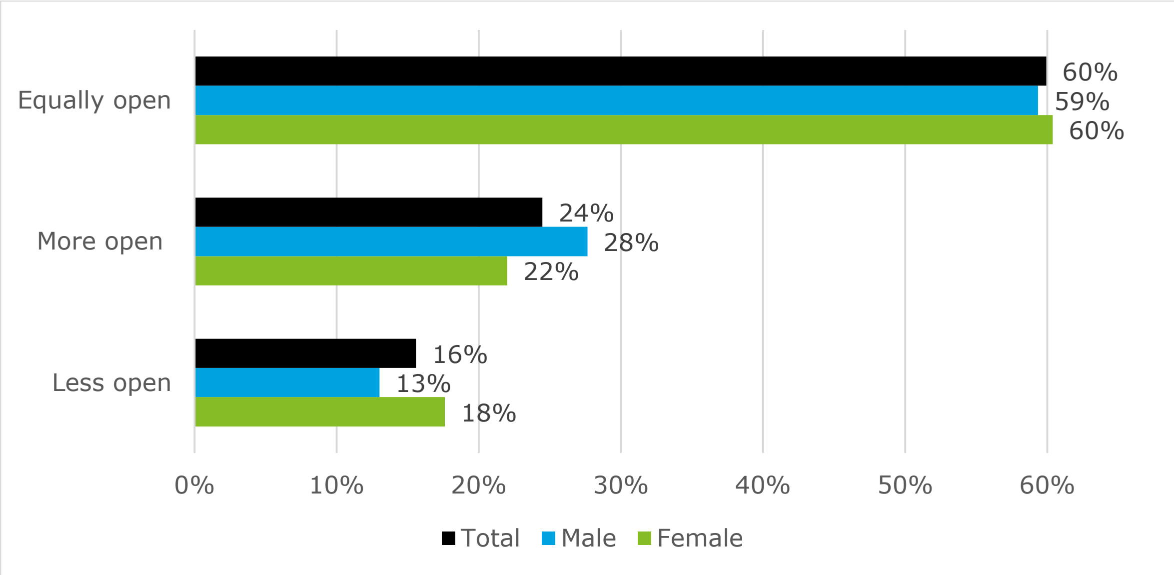
Showing examples of women working in transport jobs, followed by changes in the working environment and schemes to encourage women and men as appropriate are perceived as the most needed actions to encourage equal opportunities for men and women in the sector – 74%, 69% and 68% respectively.

Figure 40 - What could/should be done to make jobs equally attractive to young men and young women?



Transport jobs are perceived by respondents to be equally open to men and to women than in other sectors, compared to jobs in other sectors.

Figure 41 - Do you think that transport jobs are generally more open/equally open/less open to people from different national backgrounds compared to jobs in other sectors?



Information and social media

Respondents are then asked about their social medial habits and the frequency of use of various social media channels.

Figure 42 – frequency of use of social media

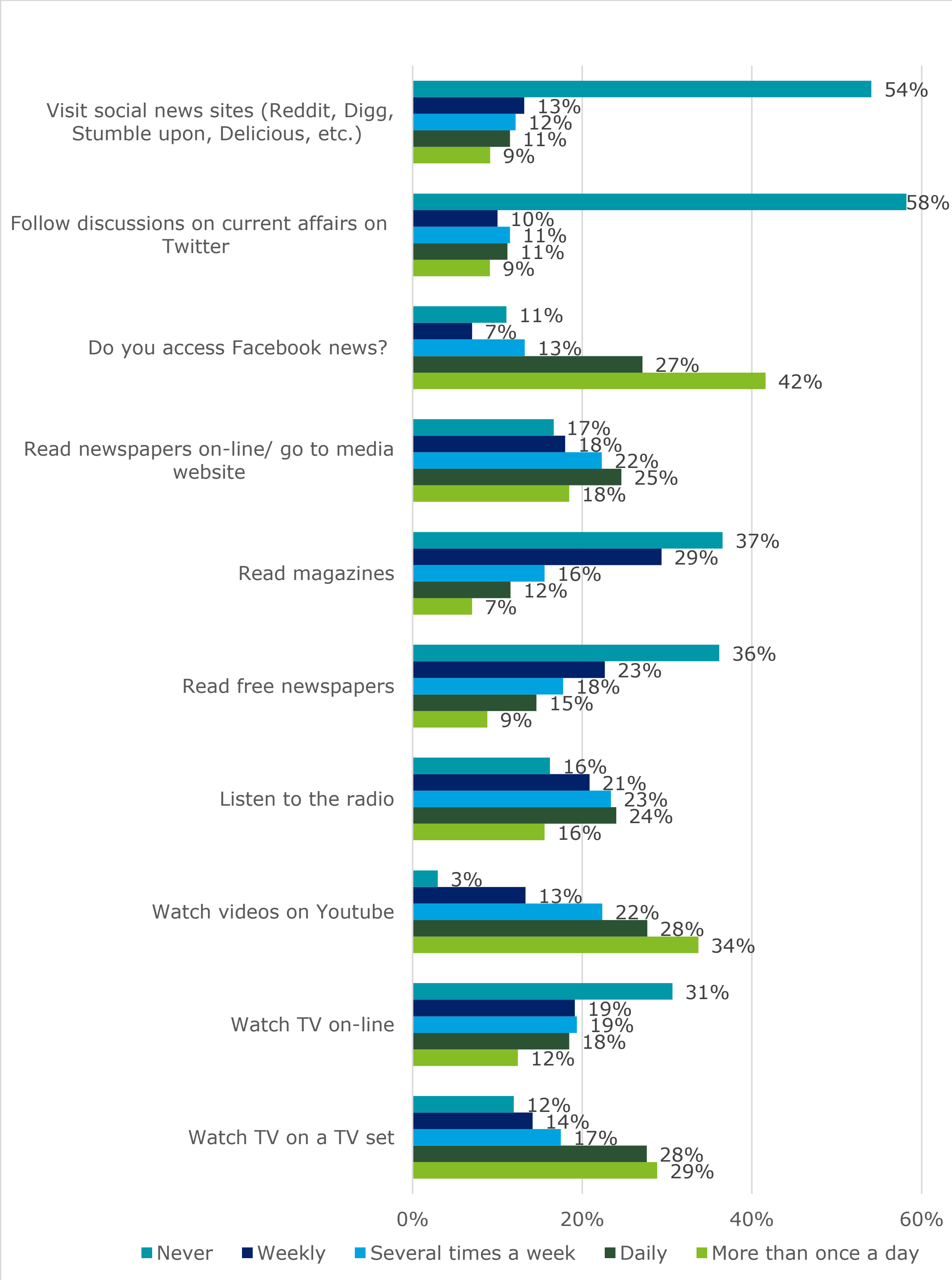


Figure 43 – Social media presence of respondents

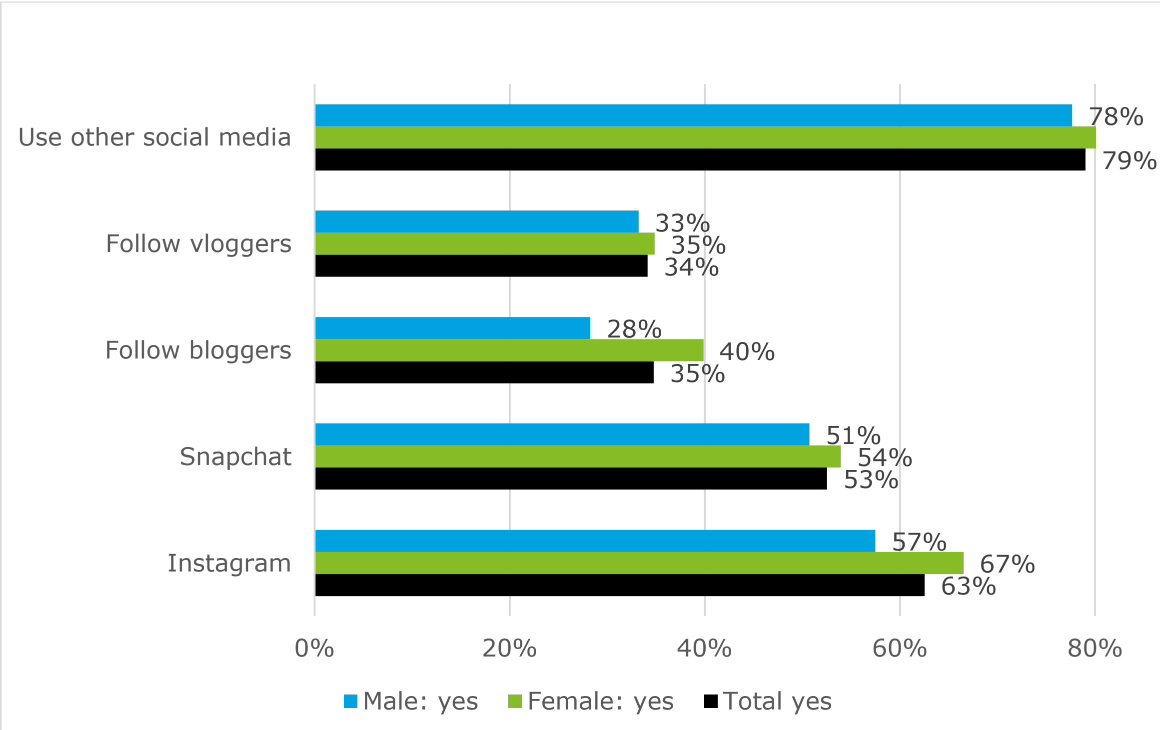


Table 33 – Other social media used by respondents.

Social Media	Total	Female	Male
Facebook	2831	1678	1153
Twitter	546	295	251
Whatsapp	243	129	114
Instagram	217	132	85
Tumblr	216	170	46
Pinterest	195	168	27
LinkedIn	179	104	75
Snapchat	126	74	52
Reddit	36	8	28
Draugiem.lv	34	1	33
9 gag	22	9	13

Kik	17	9	8
We hear it	17	0	17
Tinder	16	10	6
Jodel	15	12	3
Twitch	15	3	12
Ask fm	13	6	7
Pokec	13	7	6
Delfi	10	8	2
Nasza-klasa	8	2	6
Flickr	7	4	3
Discord	6	2	4
Badoo	6	0	6
Wechat	6	4	2
deviantart	4	3	1
Goodreads	4	4	0
Fotka	2	2	0
Goldenline	2	0	2
Grono	2	0	2
QQ	2	2	0
Lovoo	2	1	1
4chan	1	0	1
Newgrounds	1	0	1
Foursquare	1	0	1
Weibo	1	0	1
Omegle	1	0	1
Musikerboard	1	0	1