

# Women in Transport Platform for Change

## Activity Report 2021/2022

The Women in Transport –EU Platform for Change (hereafter, the “Platform”) is active since 23 January 2018.

This report covers the Platform’s activities over the years 2021 and 2022 and was prepared in accordance with Chapter 3 of the Platform’s rules of procedure. During the reporting period, the restrictions of the COVID-19 pandemic have impacted the activities of the Platform and its members. Some actions had to be postponed, limited or moved online (see also below).

### 1. Platform Charter and rules of procedure

The Platform Charter and rules of procedure were updated, notably to reflect new members, and approved at the meeting of 30 November 2022.

### 2. Platform membership

With the Women in Cycling Network launched by CIE, ECF, Velokonzept, Mobycon and CONEBI, platform membership has increased from 29 members in December 2020 to 30 members in November 2022<sup>1</sup>.

The full list of platform members can be found [here](#). All transport modes are represented.

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<sup>1</sup>NB: According to the revised Platform Charter and Rules of Procedure, ‘Membership shall be open to:

(1) Authorities or other public entities from EU Member States, other EEA States and candidate countries

(2) EU Agencies and bodies

Membership may be extended to:

(3) Transport organisations, companies, scientific organisations, academia, research institutes and other stakeholders established in either of the above-mentioned countries

(4) Other stakeholders

Interested persons and entities mentioned under points (3) and (4) may apply for membership, provided that they are ready to propose actions contributing to the objective of the Platform

If the said stakeholder/person is member of an organisation or member of a national organisation which is part of an organisation already listed among the Platform members (see Charter), the organisation itself will represent this stakeholder/person.

### 3. Actions

Four new actions were received during the period, adding up to 22 actions which have so far been launched.

[UITP Policy on Gender Equality](#)

[Alstom Women of Excellence networks](#)

[Women in Cycling](#)

[Uber's commitment to become the most accessible platform for women drivers in Europe<sup>2</sup>](#)

More information on the actions can be found on the Platform website at [https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/equality/women-transport-eu-platform-change\\_en](https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/equality/women-transport-eu-platform-change_en) (see under “Platform”, “Ongoing projects”).

### 4. Evaluation of actions

Four actions have been evaluated, with the first one having ended, the other actions are ongoing actions:

- 'Leading women in the transport sector' seminar at Madrid's Bar Association by Guillermo Alcantara, Head of Rail Sector – Transport and Maritime Law Section – Madrid Bar Association;
- 'WomenMentoring@Kapsch' by Kapsch TrafficCom
- 'Mentoring programme in Spanish Aviation Safety and Security Agency (Balance4AESA)'
- 'Aviation for Girls' – AviAll/Eurocontrol

The evaluations of these actions are attached to this report. Even if the COVID-19 pandemic had an impact on the actions, notably as meetings, conferences and awareness raising activities had to be cancelled or moved online, all these actions were considered successful in reaching their objectives, notably as regards spreading information about the activities, sharing good practice and advice, reaching in particular young women and girls, getting the commitment of collaborating companies and establishing new routines taking into account the needs of women workers.

Moving online was sometimes even considered as an advantage, as online activities could reach interested groups more easily and without geographical restrictions.

### 5. Meetings and engagement between DG MOVE and the Platform

Three meetings took place in 2021 (19 March, 15 June, 16 November) and three in 2022 (22 March, 22 June, 30 November). Owing to the COVID-19 pandemic, all the meetings except for the meeting of 22 June 2022, which was a hybrid meeting, took place on-line. During these meetings, good practices, new actions and additional activities were presented.

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<sup>2</sup> Still in the final phase of approval at the time of publishing this report

Experiences and results from these actions and activities were shared. Most meetings were devoted to certain topics, such as ‘collection of (gender disaggregated) data in the transport sector’ (15/6/2022), ‘increasing the attractiveness of the transport sector’ (16/11/21), activities linked to the international women’s day (22/3/22), or ‘violence against women’ (22/6/22).

Some members still have issues with accessing and using the dedicated Wiki, which is aimed to be the main collaboration and information tool between the Commission and the platform members. Information on events, initiatives, new studies, surveys etc. are posted on the Wiki. We have, however, also used e-mail to invite members to the platform meetings in order ensure that all members receive the invitations.

The functional mailbox [MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu](mailto:MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu) is also used frequently for bilateral exchange and questions between DG MOVE and the Platform members.

## 6. Other activities of the platform

During the reporting period, the Platform has also launched or participated in specific actions. For instance, during the European Year of Rail 2021, it helped organise a ‘Women in Rail Award’ with an Award ceremony on International Women’s Day, 8 March 2022<sup>3</sup>. The award has been such a success that the rail industry integrated it in their annual railway awards<sup>4</sup>. The Platform has also actively participated in the ‘Aviation4Girls Day’ by AviAll hosted by Eurocontrol<sup>5</sup> on 13 October 2022 and other initiatives.

## 7. Conclusions

The Platform is now a well-established cooperation tool. Its members are actively providing information on their activities and on relevant initiatives and conferences. The work of the Platform is also very well received by various stakeholders as a good practice example. DG MOVE presents its work regularly, e.g. during the Gender Equality Week in the European Parliament, in the TRAN Committee, at the European Economic and Social Committee, at the International Transport Forum (ITF), annual meetings of the European Transport Workers Federation (ETF) and the European Institute for Gender Equality (EIGE).

It is also considered good practice within the Commission inspiring other departments for their own equality initiatives (e.g. Equality Platform for the Energy Sector)<sup>6</sup>.

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<sup>3</sup> See information notes here: [https://wayback.archive-it.org/12090/20220704173341/https://europa.eu/year-of-rail/events/1st-women-rail-award-2022-03-08\\_en](https://wayback.archive-it.org/12090/20220704173341/https://europa.eu/year-of-rail/events/1st-women-rail-award-2022-03-08_en)

And here: [https://transport.ec.europa.eu/news/european-commission-announces-winners-women-rail-award-2022-03-08\\_en](https://transport.ec.europa.eu/news/european-commission-announces-winners-women-rail-award-2022-03-08_en)

<sup>4</sup> <https://www.europeanrailwayaward.eu/>

<sup>5</sup> <https://www.eurocontrol.int/event/aviation-4-girls>

<sup>6</sup> [https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector\\_en#:~:text=The%20platform%20aims%20at%20strengthening,equality%20in%20the%20energy%20sector](https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector_en#:~:text=The%20platform%20aims%20at%20strengthening,equality%20in%20the%20energy%20sector)

December 2022

We will continue our efforts to raise awareness about the importance of diversity at national and local level and to convince more stakeholders to present their actions on the Platform and share their good practices at EU level. We are notably reaching out to EU Member States, including via the Commission expert group on horizontal social issues in transport, to invite them to join the platform.

**Annex:**

Evaluation reports of actions

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# Women in Transport

## Platform for Change

### REPORTING ON AN ACTION

#### ***MENTORING PROGRAMME IN SPANISH AVIATION SAFETY AND SECURITY AGENCY***

<b>Name of organisation:</b>	Balance4AESA (Women association)
<b>Contact person(s), title(s):</b>	Maria Ibanez
<b>Email(s):</b>	<a href="mailto:mimasip@seguridadaerea.es">mimasip@seguridadaerea.es</a> ; <a href="mailto:Women.aesa@seguridadaerea.es">Women.aesa@seguridadaerea.es</a>
<b>Website:</b>	<a href="https://www.seguridadaerea.gob.es">https://www.seguridadaerea.gob.es</a>
<b>Date of launch:</b>	May 2019
<b>End date (if applicable):</b>	March 2022

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*Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):*

Pilot Mentoring Programme in AESA was launched in May 2019 and the scheduled date of end was May 2020. Previous steps were an informative session in November 2018, a survey asking for volunteers for both mentors and mentees in AESA. A maximum **ratio of 2 mentees/mentor** was established so the size of the Mentoring programme would finally depend on the number of mentors.

As the initiative stemmed from a group of women engineers with no experience in this type of programme, an external consultant was hired to help define the programme and steps, match pairs mentee-mentor, train mentors and provide feedback to the participants.

**Training for mentors was key** to achieve the milestones of the programme, accompany mentors and give them feedback during the process.

10- 12 sessions mentor-mentee were scheduled for the programme. During the first two sessions, mentor- mentee were to establish an action plan. Mentee's line manager was invited to participate in two of these sessions with the aim to enrich the definition of the action plan with the mentee and to give her feedback of the progress of the action plan.

**Target participants were mostly female** mentees who were, at least, in one of these situations: new staff, new challenges, potential access to board positions or wishing to improve certain kinds of skills or knowledge. In the end,

**14 mentors and 21 mentees volunteered.** Considering line managers and *members of* Mentoring group and the external consultant *experts*, *there were* almost **60 people involved in the programme, approximately 15% of the staff.**

Senior management was committed to the programme and most of them participated as mentors in both editions.

In March 2020, the programme was suspended because of the COVID-19 outbreak. Since the lockdown was extended until September, the programme was re-started in July with remote sessions and ended in October 2020.

**In view of the positive feedback** received from the participants, **a second edition of the programme was launched** in January 2021 and ended in March 2022. For this second edition, *there were fewer participants* as a ratio of one mentee per mentor was required. There weren't new mentors, so the follow-up of the second programme was performed internally. Balance4AESA was involved in the management of the programme.

**After these two editions, Balance4AESA handed over the mentoring programme's management to HR department. Therefore, the third edition, which was scheduled for the last quarter 2022, is still to be confirmed.**

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*Indicate any problems/challenges encountered:*

The initiative came from the women association and was thought to be carried out with the association members. It took several months to realise we need external experts to accomplish the project, therefore it was necessary to involve the Human Resources Department.

Start up again, after a 4 month-stop was hard. Some mentees had changed their goals, and an increased workload, especially for mentors, made it difficult to schedule new sessions.

First edition was opened to new staff. On the other hand, mentors were mostly from the board. Somehow, there wasn't the adequate match for several pairs. This issue discouraged mentors to participate in the second edition.

Although senior management was fully committed, middle management (mostly women) were reluctant to participate for several reasons: work-life balance, self-limitations, etc.

Learned lessons were applied in the second edition: maximum 1 mentee per mentor was to be appointed and mentees were asked in advance for their goals. At least two years in the organization were required to participate as mentee.

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*Indicate whether/how the objective(s) were reached and what the impact was on the target audience:*

More visibility for mentees was achieved in both editions. Half of the mentees changed their post and a third promoted in the administration but not necessarily in our organization.

Due to a misinterpretation of positive discrimination from the HR department, men and women were welcome to the programme. It was positive for self-development, but it was harder to achieve gender perspective in every case.

A mid-programme and final surveys were launched in each session. Relevant outcomes of final surveys addressed to mentors and mentees are described as follows:

- 75% of the mentees were satisfied with the action. The score lowered to 50% on the mentors survey the second year. The mentors considered that a better follow-up of their performance conducted by experts and an additional training is still needed.
- 88% of the mentees achieved their scheduled action plan
- 9/10 was score of the mentors given by their pair mentees
- 6,3/10 was the overall score of the programme (this result was lower than the pilot edition)
- 100% of the mentees would recommend a colleague to participate in the programme
- 100% of participants consider it positive to have a Mentoring Programme
- 67% of the mentors thought the Mentoring Programme helped improve women's careers in the organization.

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*Short overview over the cost/benefits of the action:*

- It was a very positive activity for the organization.
- **Training for mentors is key.** Roughly, 120 hours were needed to train 14 mentors with different expertise on mentoring/coaching. That impacted on the workload of mentors, and it must be previously scheduled in the annual budget. The budget for the external consultants to train the mentors was 125 €/h.

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*Please share any recommendations linked to your action (e.g., whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:*

- Board and Human Resources Department commitment is key for the success of the programme.
- Target participants should be aligned with the project.
- A gender perspective should be a goal for the mentoring programme.
- A specific budget provision for training and management of the programme might be necessary.

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*Additional Comments (optional):*

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# Women in Transport

## Platform for Change

### REPORTING ON AN ACTION

#### **'LEADING WOMEN IN THE TRANSPORT SECTOR' SEMINAR AT MADRID'S BAR ASSOCIATION**

<b>Name of organisation:</b>	<b>Madrid's Bar Association maritime and transport law section and the aeronautical and space law section</b>
<b>Contact person(s), title(s):</b>	<b>Guillermo Alcantara</b>
<b>Email(s):</b>	<b>abogadoalcantara@yahoo.es</b>
<b>Website:</b>	<a href="https://web.icam.es/events/secciones-de-derecho-maritimo-y-transporte-y-aeronautico-y-espacial-mujeres-lideres-en-el-transporte-fomentando-la-igualdad/">https://web.icam.es/events/secciones-de-derecho-maritimo-y-transporte-y-aeronautico-y-espacial-mujeres-lideres-en-el-transporte-fomentando-la-igualdad/</a>
<b>Date of launch:</b>	<b>June 25<sup>th</sup>, 2020</b>
<b>End date (if applicable):</b>	<b>June 25<sup>th</sup>, 2020</b>

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*Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):*

The action was implemented through Madrid's Bar Association sections (maritime and transport law section and the aeronautical and space law section). The key activities were the interviews done to the 8 in key management positions (CEO and associations' presidents) related to the transport sector (air, road, maritime and rail). Moderators were the head of both sections and myself, as head of the railway area within the maritime and transport law section.

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*Indicate any problems/challenges encountered:*

None

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*Indicate whether/how the objective(s) were reached and what the impact was on the target audience:*

As it was done during the pandemic restrictions' rules, we had to do it on line and besides the direct viewers we also had 477 confirmed viewers through Madrid's Bar Association YouTube channel.

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*Short overview over the cost/benefits of the action:*

No cost as it was part of Madrid's Bar Association section's activities.

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*Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:*

The action could easily be transferred to other countries sharing the same situation concerning the lack of women in key management positions. A similar seminar could be done in a few years' time appraise the evolution of this issue.

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*Additional Comments (optional):*





# Women in Transport Platform for Change

## REPORTING ON AN ACTION

**WOMENMENTORING@KAPSCH**

<b>Name of organisation:</b>	<b>Kapsch TrafficCom AG</b>
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<b>Website:</b>	<a href="http://www.kapsch.net">www.kapsch.net</a>
<b>Date of launch:</b>	<b>October 2021</b>
<b>End date (if applicable):</b>	<b>November 2022</b>

*The global WomenMentoring@KTC program has set the goal to support the professional development of women within the organization.*

*Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):*

After a successful pilot, we are continuing our mentoring program to support the professional development of women at Kapsch TrafficCom. The first regular mentoring program thus started in 10/2021 and, given the pandemic situation, is carried out fully remote this time. Having started with the call for mentors, we presented the potential of available high level management mentors with their special offers to the employees, a starting point for the call for mentees. With the target of 15 tandems on a global basis, we did careful interviews with all mentors (female and male) and mentee (female only), in order to be able to manage expectations and receive the necessary basis for the matching of the tandems.

Both groups participated in separate workshops beforehand in order to get ready for the new role they were soon be taking, including expectation management, some guidelines and how to define smart goals in the medium and long term. The nominated 15 mentors and 15 mentees met each other for the first time in March 2022 remotely during our Kick-Off.

Since then, the 15 mentees have been working with their nominated mentors intensively, 100% confidentially and, of course, with the mentee sitting in the driver seat. In June, we did some midterm briefing for all mentors in order to check their wellbeing and answer some questions. And we did some temperature check with the mentees individually to see if they are achieving their steps and are happy with the relationship with the mentor. No details are to be disclosed, as the talks and relationship between a tandem is fully confidential. On 8<sup>th</sup> November, we are celebrating the season finale together with our CEO.

*Indicate any problems/challenges encountered:*

*As this program has a global scope and is integrating all 5 continents, we sometimes face language problems, as the working language is English, which is not mastered in all cases on a satisfactory level. In that case, this needs to be considered in the matching of the tandems. That's why we also do individual interviews with all 30 participants in order to assess their English language skills.*

*Indicate whether/how the objective(s) were reached and what the impact was on the target audience:*

*Our overall goal at Kapsch Traffic Com is to increase the ratio of women in key and leadership positions to reach at least 30%. No, we are not there yet and yes, this program is one of the pillars we have been implementing. It is an auxiliary instrument for recognizing and creating a corporate culture that cares about choices, chances and opportunities, to make them visible and achievable. Looking for a result, we see only little in figures, but a lot in the happy faces of mentees by the end of the program, who say they could grow a lot, learn a lot and mostly already implemented the results from the achieved goals. And we must not forget our mentors, how much they grow themselves, being challenged too by some important questions regarding professional and sometimes also private life. It's an important path we need to go and the fruits are to be seen also in the change of our corporate culture and leadership style.*

*Short overview over the cost/benefits of the action:*

*The costs are close to zero, as we in the program management (4 people) guide the program internally as an add-on to our day-to-day jobs and do not get paid in addition for it. The program is remote this time, so no extra costs for travelling, and the marketing and internal communication is done internally by our marketing department. Only costs here: some very few hours are paid to an external coach with mentoring experience, who supports the team in some specific actions along the program and we use another external coach for a mentee workshop after the season finale, where standing up for yourself is the main topic.*

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*Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:*

*Of course, our program can be transferred as it is to all other companies who are acting on a global level, and it can be up- or downscaled in size as needed. Easy to copy, but you do need program people dedicated to the topic, ideally with some coaching skills.*

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*Additional Comments (optional):*

*We see our strength in well-connected, committed, and open-minded employees who are closely linked to the Group and want to make progress here at Kapsch. That's why we count on various initiatives, directly coming from the enthusiasm and the hearts of a few very motivated program members to gain momentum and live diversity NOW, with our WomenMentoring program. If anyone is interested to learn more, we are happy to share our experiences with you! See contact.*

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# Women in Transport

## Platform for Change

### REPORTING ON AN ACTION

#### **AVIATION4GIRLS DAY**

<b>Name of organisation:</b>	<b>EUROCONTROL</b>
<b>Contact person(s), title(s):</b>	<b>Tamara Pejovic, Dr</b>
<b>Email(s):</b>	<a href="mailto:Tamara.pejovic@eurocontrol.int">Tamara.pejovic@eurocontrol.int</a>
<b>Website:</b>	<a href="https://aviation4all.org/a4g-2022.html">https://aviation4all.org/a4g-2022.html</a>
<b>Date of launch:</b>	<b>13/10/2022</b>
<b>End date (if applicable):</b>	

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*Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):*

On 13<sup>th</sup> October 2022, we have organised the Aviation 4 Girls event, an educational and fun event for young girls (and boys) (aged 15-18) to discover a range of career opportunities in aviation. The event was hosted by EUROCONTROL and supported by our partners and sponsors and an army of volunteers. The event is titled - "The New Now - You are the Future of Aviation".

Participants heard inspiring stories from young female role models from different areas of aviation. They were also able to participate in educational hands-on activities such as flying experience in a flight simulator, virtual experience of air traffic control, and flying a drone. They also had an opportunity to talk to over 30 dedicated experts from various fields of aviation who helped them to understand how to transform a passion into a job. In parallel, we have run a small career fair to help young people to learn what type of professions and careers are available to them.

The event aims to stimulate the imagination and creativity of young people, and to encourage them to pursue careers in science, technology, engineering, and mathematics (STEM) by showing them opportunities for careers in technical companies and organisations in which women are classically underrepresented.

Our aim was to inspire the next generation, girls and boys, to study one of the technical/STEM fields and thus become a part of the exciting future aviation. We wanted to show to young people that the aviation industry offers a diverse range of careers and professions. With the help of our partners and experts we brought some of these careers and professions to life.

Some photos and impressions:

<https://www.linkedin.com/company/aviation4all>

<https://www.flickr.com/photos/eurocontrol/albums/72177720302851060>

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*Indicate any problems/challenges encountered:*

One of the biggest challenges was saying NO at the end to many people willing to participate to this initiative. Reaching out to variety of schools was very important in order to secure diversity of participants.

Starting planning on time was a big advantage.

It is very important to set up a "target audience" as the programming of events needs to build around that.

*Indicate whether/how the objective(s) were reached and what the impact was on the target audience:*

The event was truly a success (over 20 different nationalities, 130+ young people on site and over 350 watching live stream). We have had returning kids, who had participated to our pre-COVID event in 2019. We have had young people flying into Brussels just for this event from several countries, such as Ireland, Greece, Spain, Serbia, and Germany. Over 25 different companies, associations, organisations and Universities participated to the event, with more than 100 experts and professionals. Feedback received during the event and afterwards was extremely positive. We have secured another 3 years for A4G event.

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*Short overview over the cost/benefits of the action:*

As a non-profit initiative, we rely on volunteers, sponsors and have tried to keep our expenses to the minimum.

Benefit: smiling faces and feedback from these young people that show what we do matters.

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*Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:*

The concept is transversal and can be applied to any mode or area of transport. It is an international event; hence we already have plans to organise it at different venues and countries.

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*Additional Comments (optional):*

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