



Opening session











Women in Transport, 21 April 2016 - Story Telling



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Women in Transport 21 April 2016, World Café
What conditions need to be in place in order to attract more women to work in Transport?

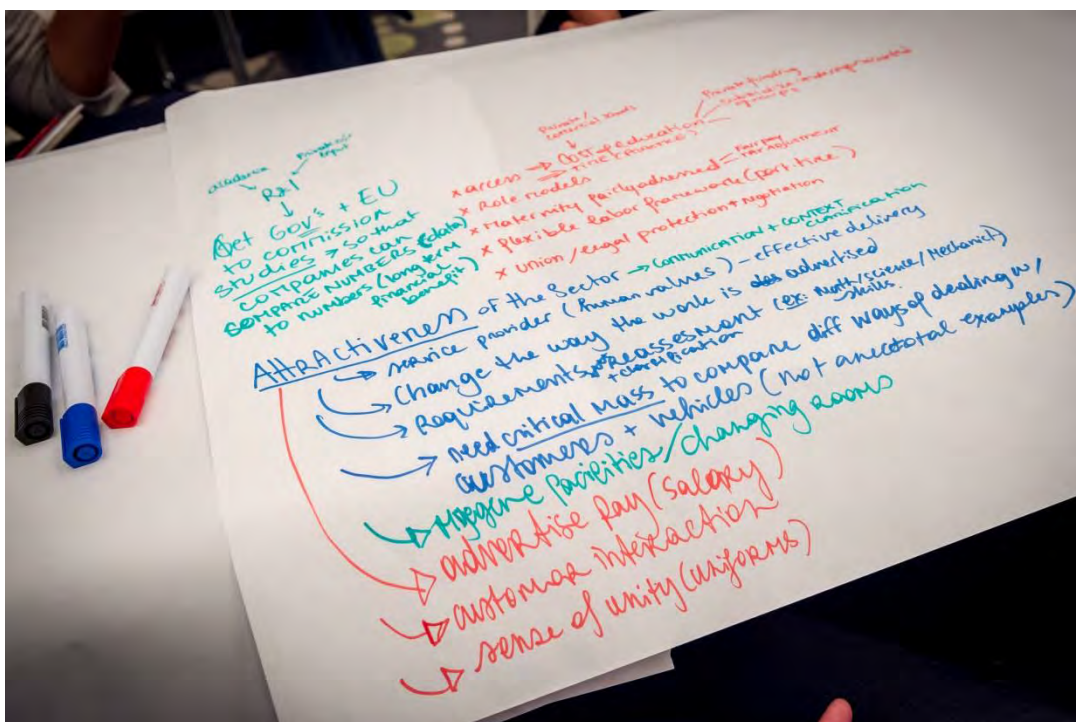
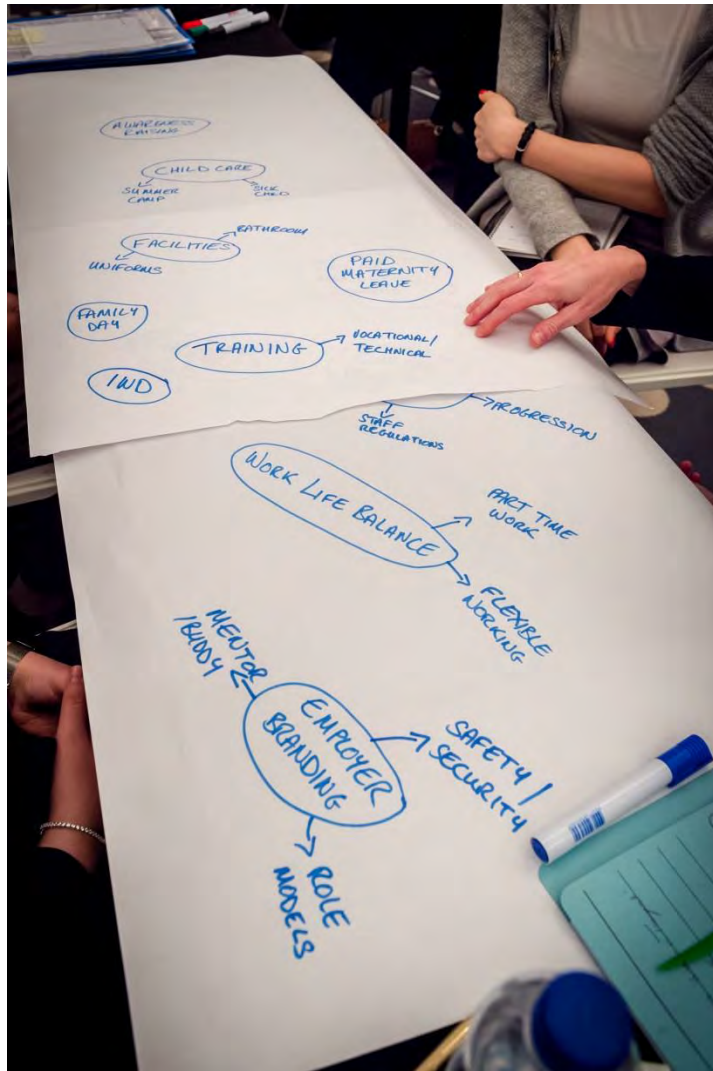


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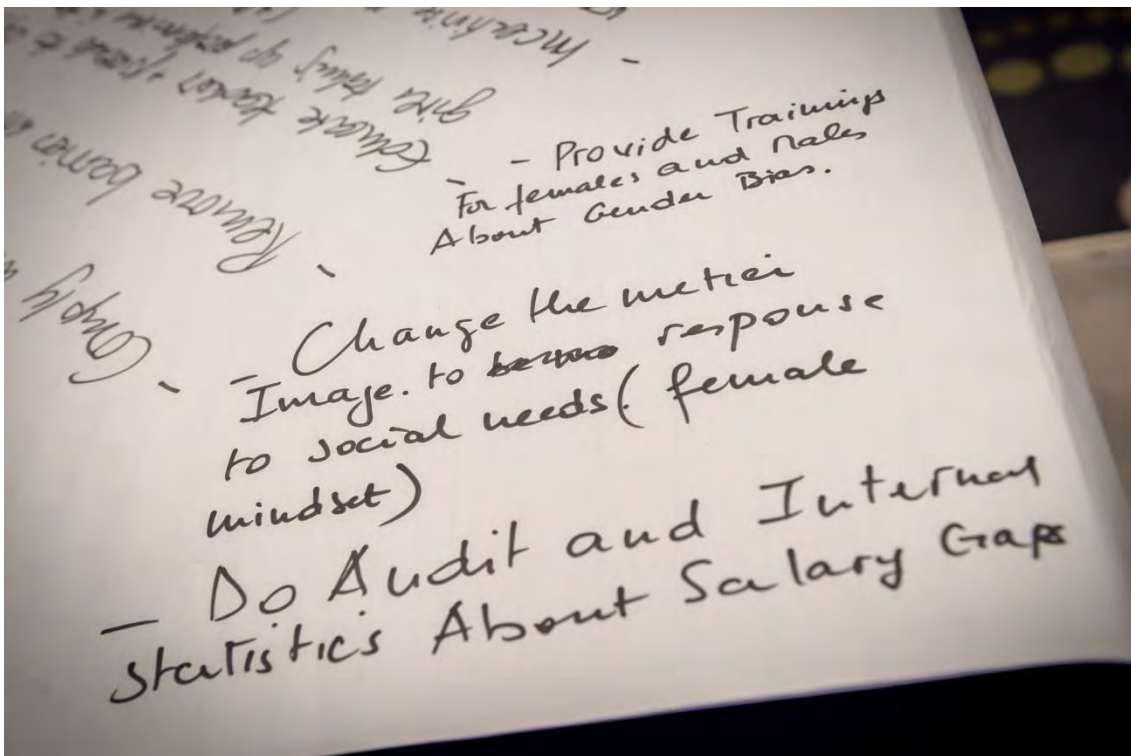
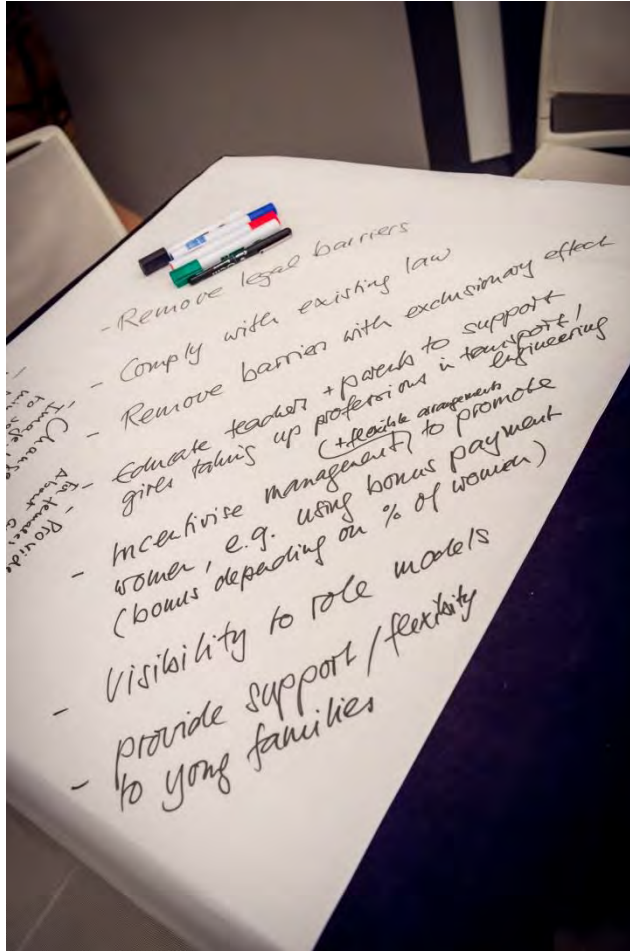
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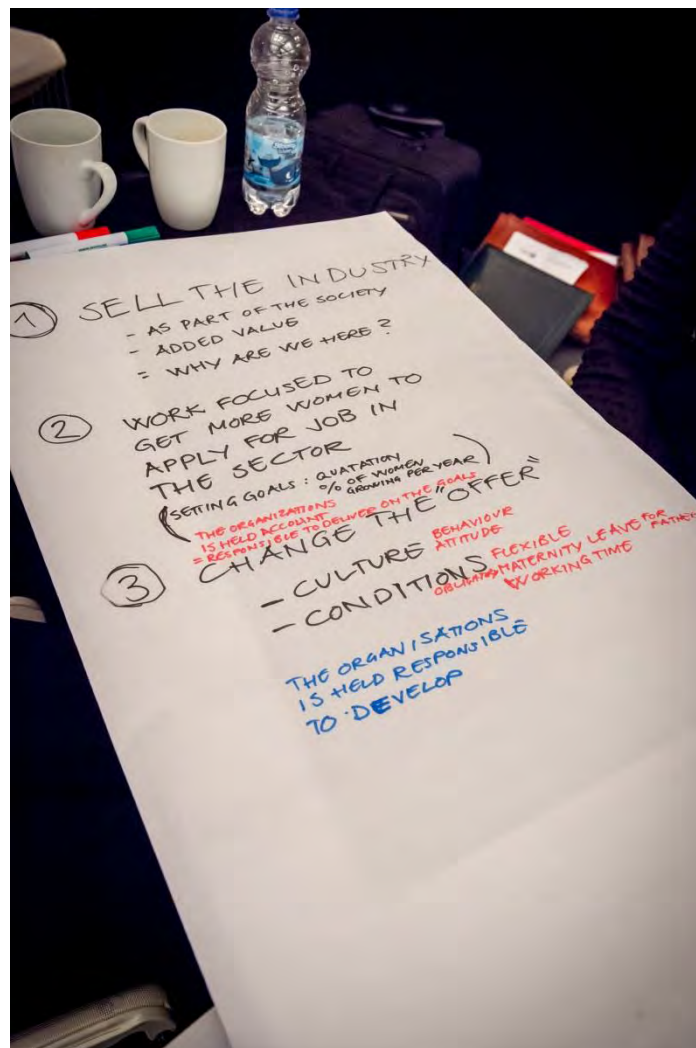
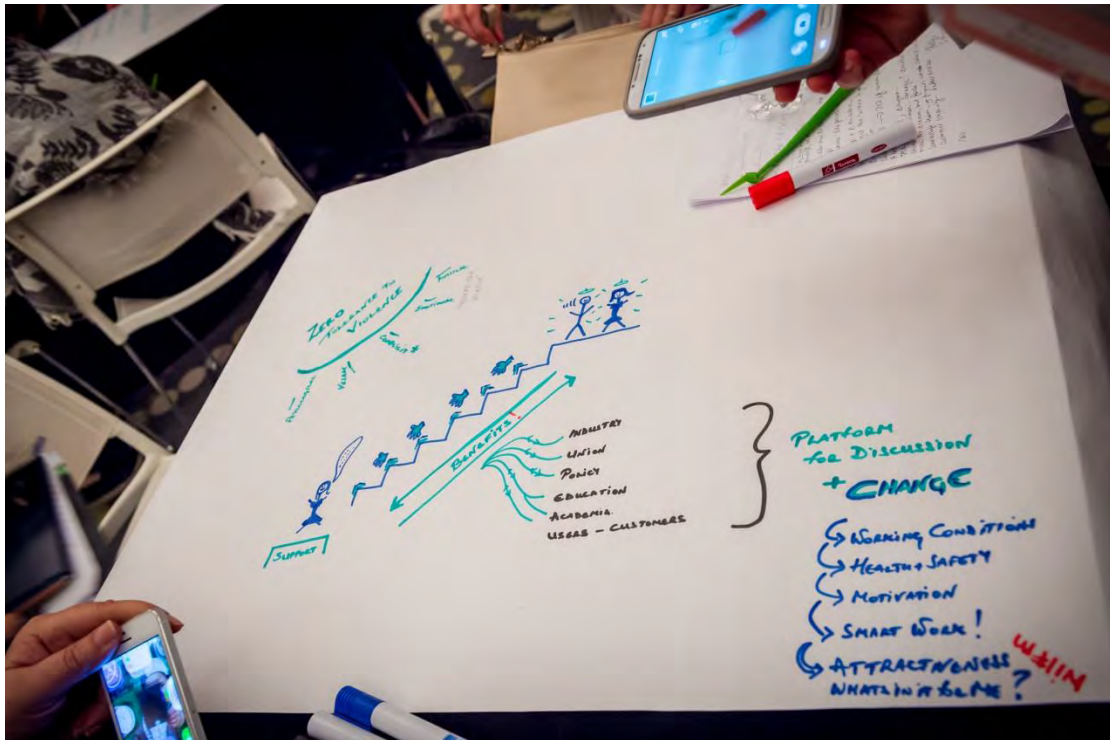


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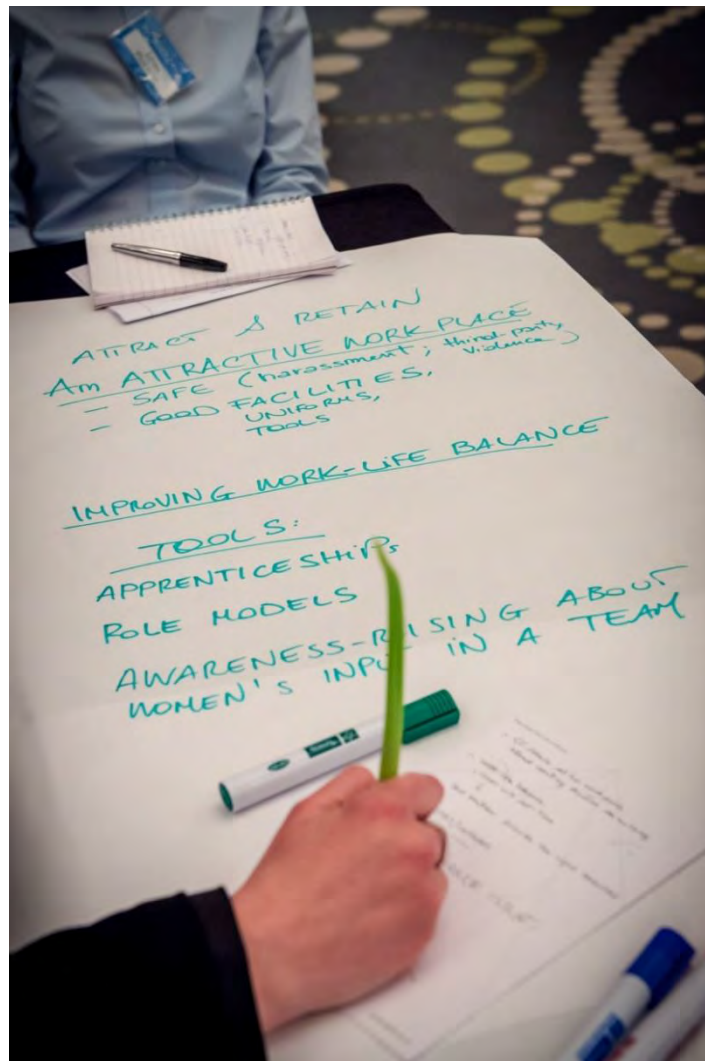
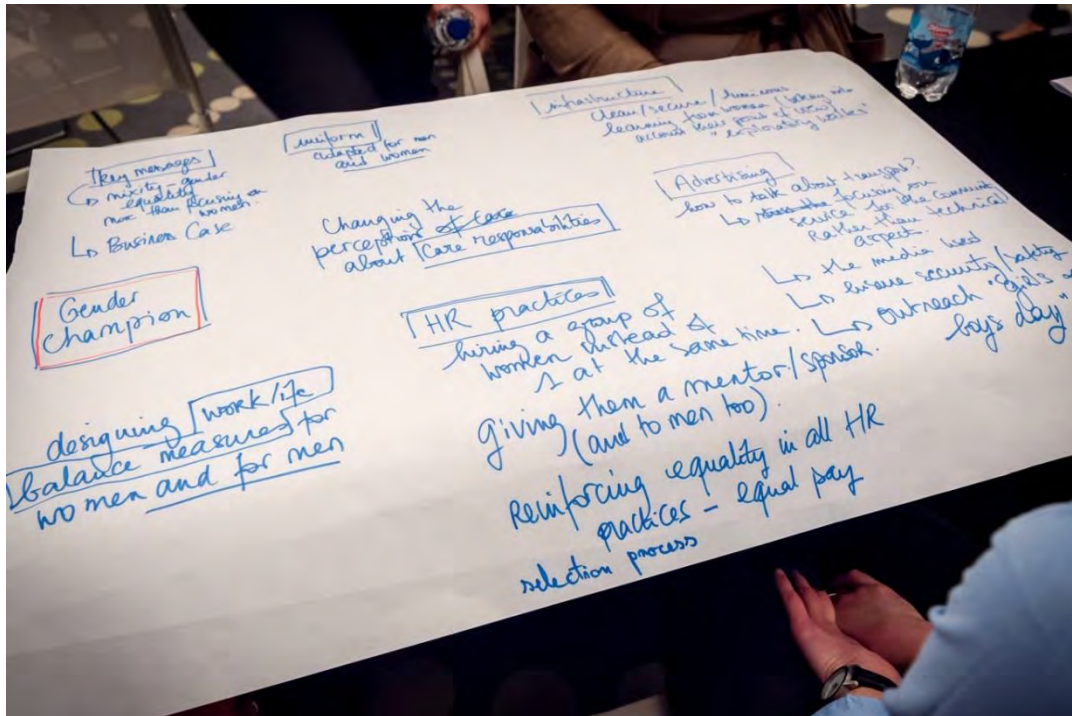


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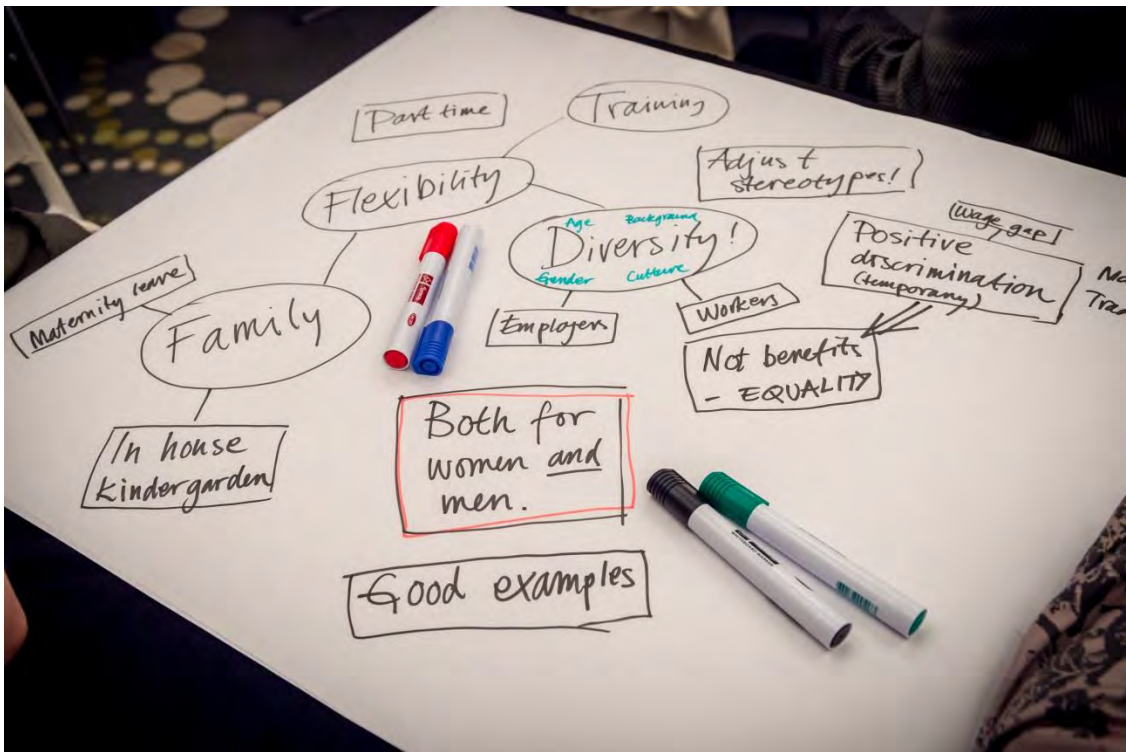
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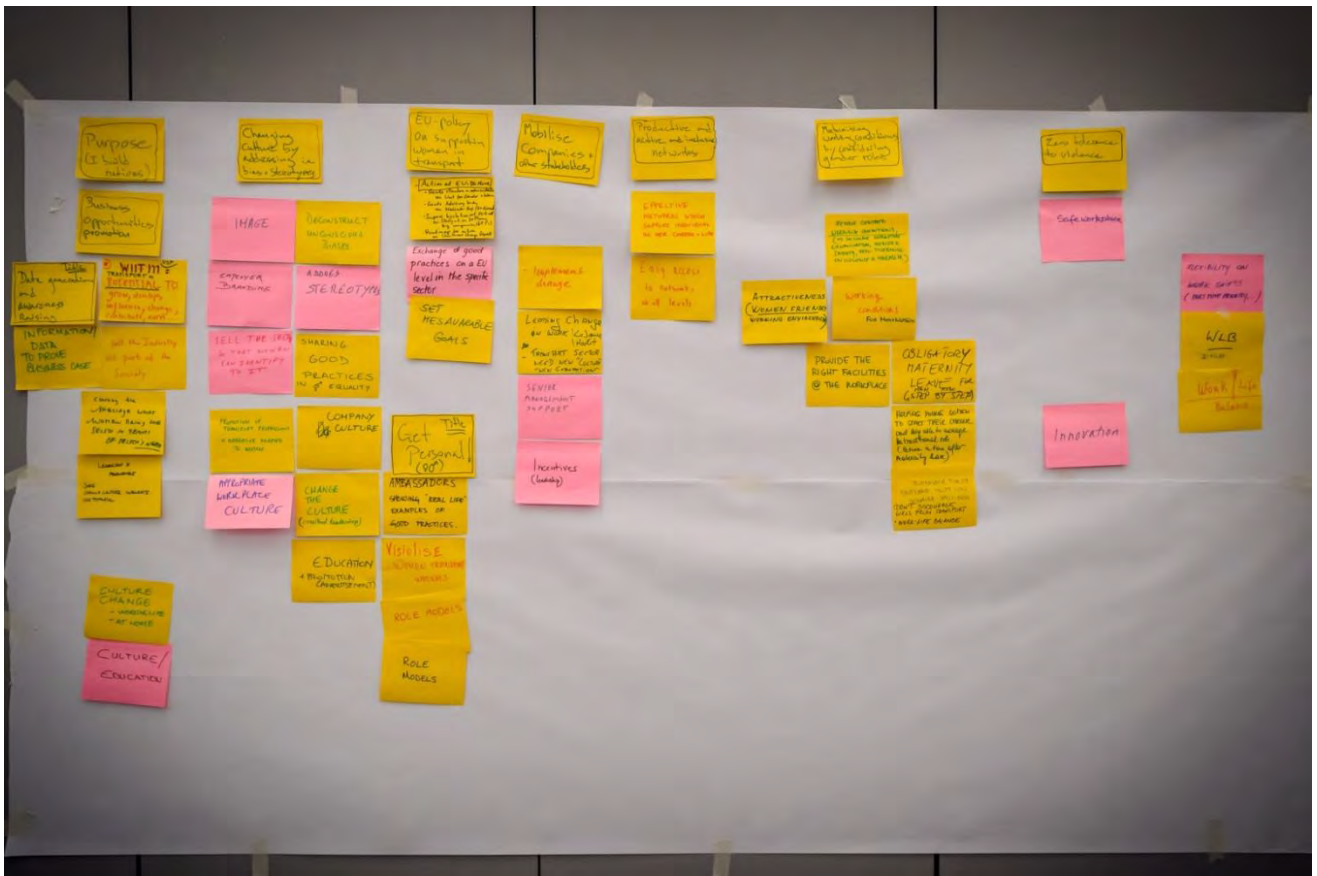
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- WOMEN NEED TO DO WHAT
 BOTHER HOME
 TO WORK IN TRANSPORT?
 BECAUSE...
- Confidence
 - Be prepared to ask for what you want
 - Be prepared to have bomb-proof childcare
 - Think about your long-term aim
 - What to wear?
- POLICY - best practice guide!**
- INDUSTRY IS READY TO ACCOMMODATE WOMEN
- Pay transparency / pay grades
 - Workplace Culture including safety
 - Terms + conditions
 - Women's networks
 - Flexibility - definition?
 - Have a woman on the board!
 - Parity of pay
 - Training plans - road map
 - Work/life balance policies
 - Publish gender pay gap
 - Ambassadors / Role models
 - Mentoring schemes - internal
 - Reduce 'lads of dads' recruitment
 - Top-down acceptance - talk to all staff
 - Think 'Women's experience'
 - Don't attract for the sake of it! They will leave!
 - Toilets, food

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Women in Transport, 21 April 2016 – Open Space
 What needs to happen?



PROPOSALS FOR FUTURE ACTIONS.

OPEN SPACE

TOPIC NAME

	A	B	C	D	E	F
14 ⁴⁵ - 15 ³⁰ Round ①	EMPLOYER ENGAGEMENT Kai Wang	INDUSTRY Pattern for Change (As discussed) Action focused V. Parker	ACTION BY DE MOVE 10/5	INRGE THINKING ABOUT AT 10/5 AND THOUGHT TO TAKE THIS TO THE NEXT NEW Round discussion	Business Case for primary public ops/Info	CAREER & Equal pay Pamela Wilson
15 ³⁰ - 16 ¹⁵ Round ②	SUMMIT MEETING FROM TRAVEL IN EP TO DEMO the culture of this summit 1/5/16	HOW TO MAKE WORKING CONDITIONS MORE FRIENDLY AT WORK	CULTURAL/SOCIAL CHANGE SARITA	BETTER EVIDENCE? STATISTICS RAA	INDIVIDUAL CAREER CONVERSATIONS IN CULTURAL (RAA) CONTEXT	

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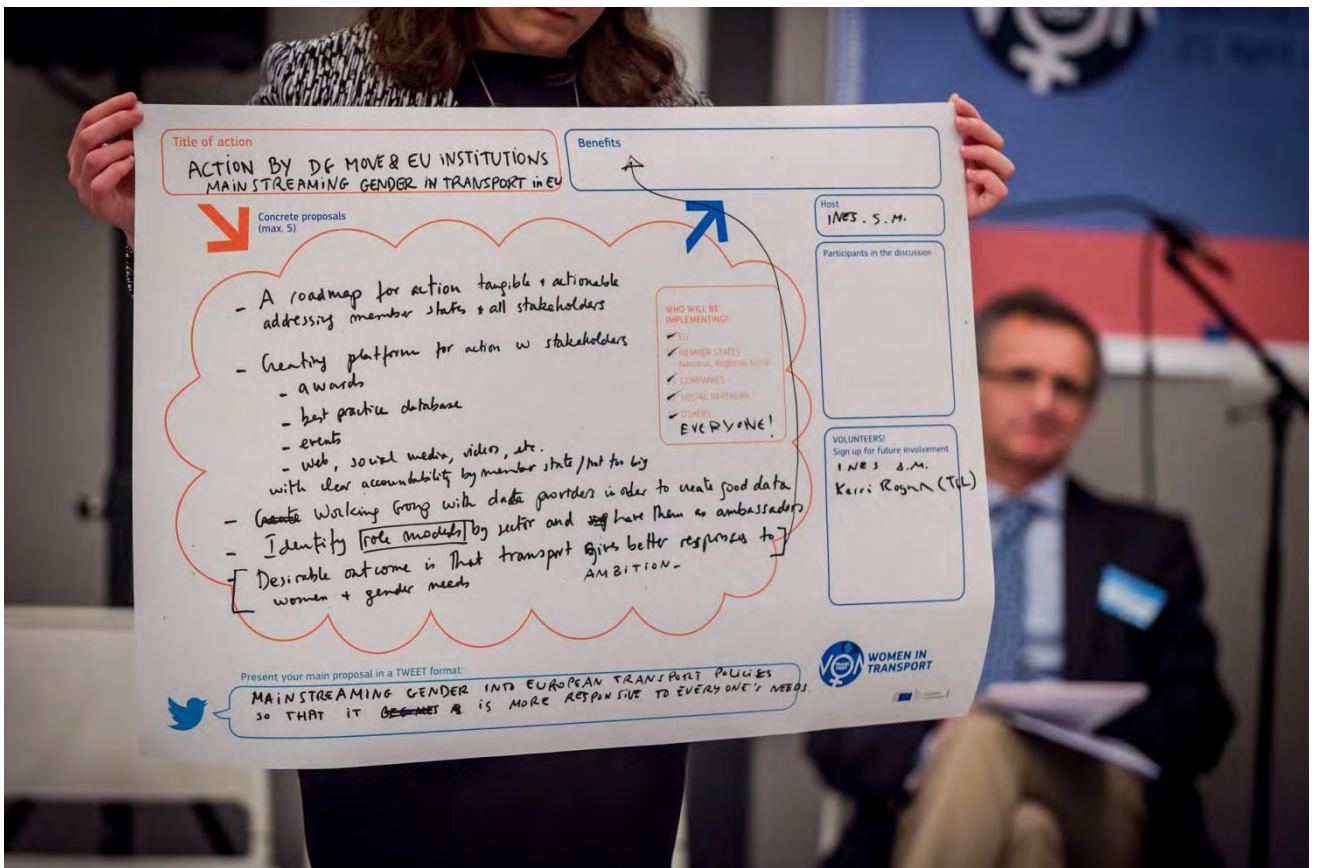
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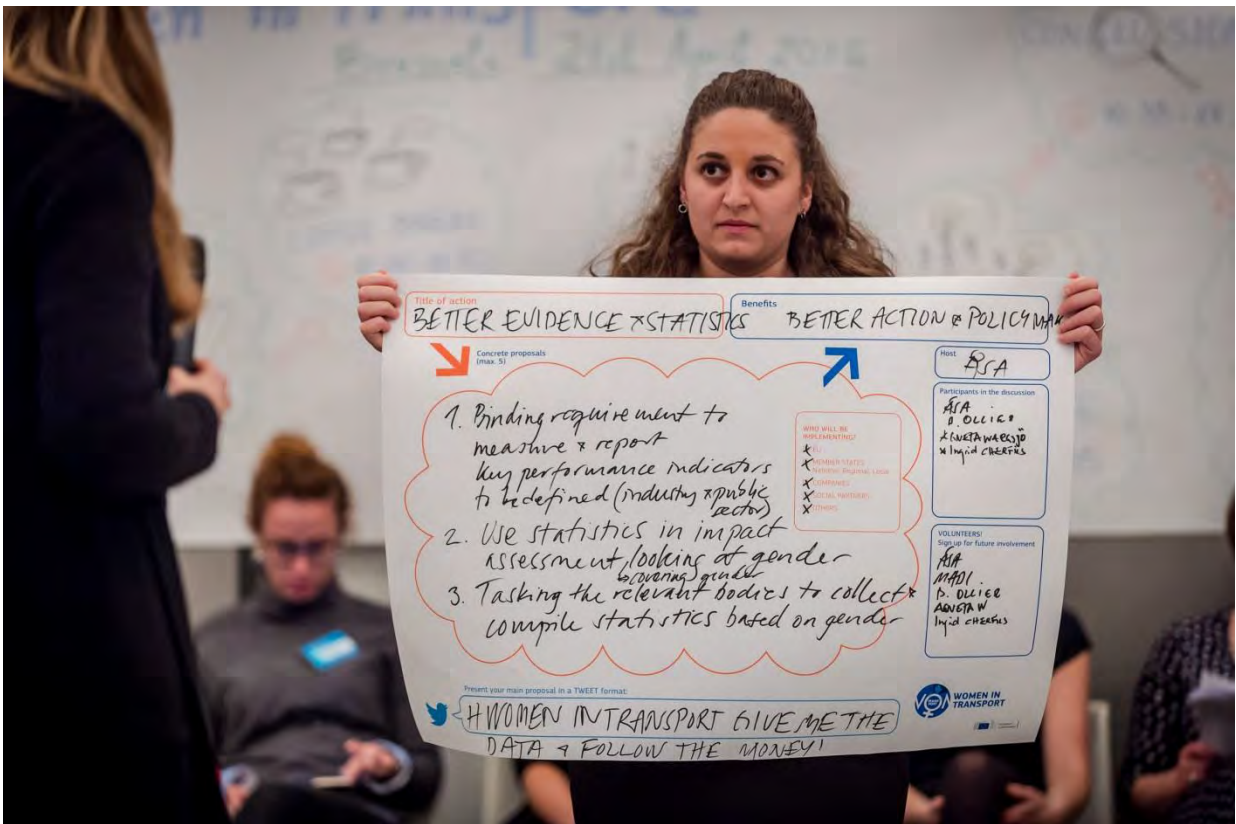
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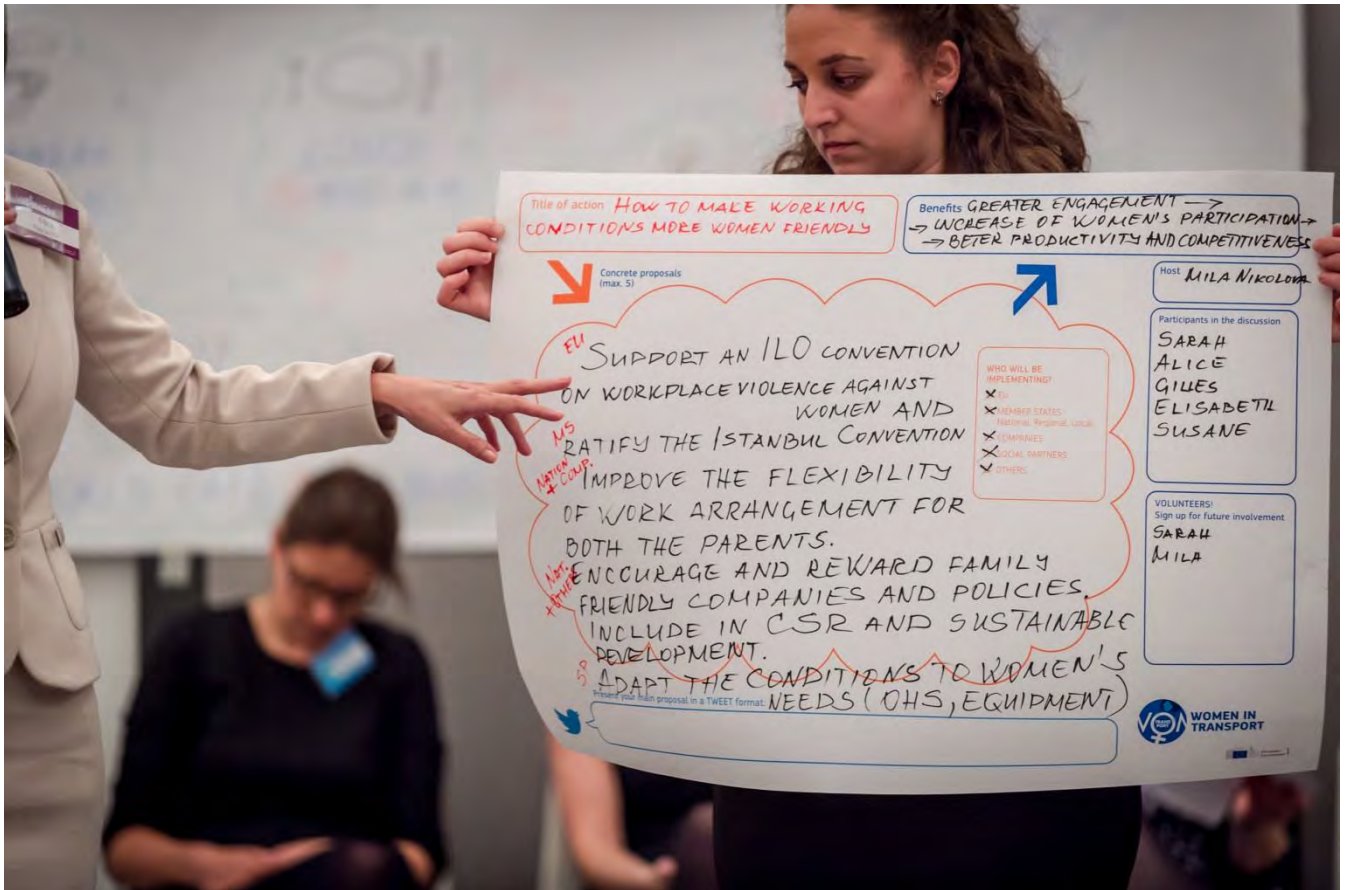
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Title of action
IMAGE

Benefits
GROWTH AND DEVELOPMENT
ATTRACTIVITY

Concrete proposals (max. 5)

- Mutualize communication materials available
- Communication campaign
- Build partnerships
- Show (pictures, videos) what women are doing
- Promote transport as a industry of the future and the vision of the future of transport

Participants in the discussion
F. BERTHELT
DEBILITA JURISIC
LANCE PANDZIC
AGNETA TUMARDO
HANNA ODENBURG
EDITA KRANJIC
BRIGITTE OCLIC

Volunteers
Sign up for future involvement
HANNA ODENBURG
EDITA KRANJIC
BRIGITTE OCLIC

giving sense to transport

Women in Transport, 21 April 2016 - Conclusions



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