

Annex

Summary table on Women working in transport

3 STAGES

- Interest before entering a transport profession
- Entering and working
- Remaining during one's career

2 MAIN FOCUS AREAS

Cross sector approach (even though national and modal specificities). "Horizontal" issue means an issue which is not specific to the transport sector.

Improving working conditions - measures will benefit all workers.

- **Work-life balance:** horizontal issues: flexibility, childcare, back from maternity. Specific issues (which may also exist in other sectors): mobile workers, night and week-end shifts.
- **Violence** (safety and harassment): Zero tolerance, company policy, commitment from the top, information. Horizontal policy: priority in 2017. Specific issues: in transport, violence both between men and women and violence from customers.
- **Equal recruitment, pay and career opportunities:** horizontal issue but very relevant to the transport sector.
- Quality of the working **environment:** facilities, clothing. Specific issue, more problematic than in other sectors of the economy.

Changing Culture

- Both **within and outside** the company. Difference public/private companies ?
- **Image/stereotypes** ("muscle labour"/male sector v. wider scope of the sector, branding policy, benefits)
- **Mobilise** (employers, decision makers but not only).

A VARIETY OF TOOLS

- Legislation, collective agreements (rules, quotas)
- Softlaw: Guidelines, Recommendations, Declarations, Charter, targets,
- Platform for action (commitments, best practices)
- Communication: campaigns, focus day, role models, ambassadors (visibility)
- Awards
- Mentoring/networking
- Employer's engagement
- Disaggregated data
- Studies

VARIOUS LEVELS

- EU (COM: DG JUST (horizontal policy)/DG MOVE (specific to transport)/ Council/EP/ EESC/EU Social Partners)
- Member States
- Companies and Trade Unions at national level
- Schools/training institutes
- Families