



## 2018-2019 activity report

The *Women in Transport – EU Platform for Change* (hereafter, the “Platform”) was operational from the date of adoption of its rules of procedure, on 23 January 2018. The following report was prepared in accordance with Chapter 3 of the Platform’s rules of procedure.

### 1. Platform membership has increased, reaching 24 members in November 2019

Four additional members joined the Platform since January 2018: ESO (the European Skippers Organisation), IATA (International Air Transport Association), S2R JU (Shift2Rail Joint Undertaking) and EASA (European Union Aviation Safety Agency). All transport modes are now represented.

The **geographical scope of the Platform was extended to cover EEA, EFTA and EU candidate countries** because of their links with the EU.

### 2. Eight actions were received during the period (the first one started in the autumn 2018)

- “Setting-up of a permanent Diversity & Inclusion Council” by the Swiss Federal Railways (*member of the Community of European Railway and Infrastructure Companies*);
- “Women in Motion” by Ferrovie Dello Stato Italiane (*member of the Community of European Railway and Infrastructure Companies*);
- “Aviadoras” by SEPLA (*Spanish Pilots’ Union member of the European Cockpit Association*);
- “Professional Conduct & Anti-Harassment Policy” by UPS (*member of the International Road Transport Union*);
- “Fair Winds” by a group of Swedish stakeholders from the shipping sector (*members of the European Community Shipowners’ Associations and of the European Transport Workers’ Federation*);
- “Women in Transport Talks” by the International Road Transport Union (IRU) and representatives of other modes of the transport industry;
- “Mentoring program in the Spanish Aviation Safety and Security Agency” by the Spanish Aviation Safety and Security Agency (AESA);
- “Terms of Reference for the Women in Transport project” by the European Union Agency for Railways (ERA).

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

- 3. Six Platform meetings took place** (3 per year, on 23 January, 11 June and 4 October in 2018; on 19 March, 21 June and 5 November in 2019).

During these meetings, draft actions were discussed, good practices were shared and some brainstorming discussions took place, for instance on

- how to improve work-life balance;
- the gender pay gap;
- how to fight gender-based violence and harassment;
- the preparation of a toolkit for primary and secondary school teacher to tackle gender stereotypes from an early age;
- the design of a future network of diversity ambassadors;
- the setting-up of a new mentoring programme.

#### **4. Conclusions**

- The Platform is now well established. The first action only started in the autumn of 2018 but the pace is now increasing with 7 more actions received in 2019 and additional ones in preparation.
- The commitment from Platform members is tangible.
- Efforts have to be pursued to raise awareness about the importance of diversity at national/local level and to convince more stakeholders to present their actions under the Platform/share their good practices at EU level.
- The first results from the actions received will be published in the next report.