

# Women in Transport

## Platform for Change

### WOMEN IN TRANSPORT – EU PLATFORM FOR CHANGE CHARTER

#### OBJECTIVE OF THE PLATFORM

##### I. General objective of the Platform

Strengthening women’s employment and gender mainstreaming to ensure equal opportunities for women and men in the transport sector are the main objectives of the Platform through the actions brought about by the Platform members and the exchange of good practices.

Improved gender balance will contribute to more diverse workplaces, with positive effects both internally and externally. It will benefit both men and women, positively influence the attractiveness of jobs and the competitiveness of the sector.

##### II. Specific objectives

The above actions pursue one or several of the specific objectives listed below.

#### *Specific objectives to increase the employment of women*

- **Raising awareness**
- **Collecting gender disaggregated data** to provide a sound basis for planning policies and measures, monitoring progress and assessing the impact of targeted actions.
- **Improving the opportunities for female employees, for women-owned companies and for women in managerial positions; increasing the number of women in decision-making positions.**
- **Improving working conditions to attract and retain women in the sector by providing:**
  - Better work-life balance: to better reconcile work patterns with social and family life, childcare, return from maternity leave.
  - Zero tolerance to violence (safety and harassment) both between men and women workers and from customers.
  - Equal recruitment, pay, training and career opportunities
  - Quality of the working environment and facilities: workplace ergonomics, provision of sanitary facilities, appropriate uniforms, protection clothing and equipment, etc.
- **Changing Culture to eliminate gender stereotypes and make the sector appealing to women**
  - Within the company. Also involving all levels of male employees. E.g. via awareness raising, training, etc.

- In the society (improving the image of the sector /fighting stereotypes/attracting women to education and training relevant to the transport sector).

### III. Priorities

At any time after the first year of functioning of the Platform, Platform members may decide to indicate priority actions among the above specific objectives, for a predefined period of time.

## MEMBERSHIP

### I. Founding EU institutions

They provide the political backing for the creation of the Platform and agree to facilitate its work and make it more widely known, within their respective field of competences.

At the Conference launching the Platform on 27 November 2017, the Estonian Presidency was represented by Ms Simson, Minister, the European Commission by Ms Bulc, Commissioner for Transport, the European Economic and Social Committee by Mr Dassis, President, and the European Parliament by Ms Delli, Chair of the TRAN Committee. They also opened for signature the *Declaration to ensure equal opportunities for women and men in the transport sector*<sup>1</sup>.

### II. Platform members

#### Member States

Austria

Croatia

Spain (including the the Agencia Estatal de Seguridad Aérea (AESA)).

Sweden

#### Transport organisations

CANSO (Civil Air Navigation Services Organisation)

CER (Community of European Railway and Infrastructure Companies)

CLECAT (European Association for Forwarding, Transport, Logistics and Customs Services)

ECA (European Cockpit Association)

ECSA (European Community Shipowners' associations)

ESO (the European Skippers Organisation)

ESPO (European Sea Ports Organisation)

ETA (European Tugowners Association)

ETF (European Transport Workers' Federation)

<sup>1</sup> [https://ec.europa.eu/transport/sites/transport/files/2017-declaration-equal\\_opportunities.pdf](https://ec.europa.eu/transport/sites/transport/files/2017-declaration-equal_opportunities.pdf) N.B. Platform members are invited to sign the Declaration but this is not a prerequisite for participating in the Platform.

FEPORT (Federation of European Private Port Operators)  
IATA (International Air Transport Association)  
IRU (International Road Transport Union)  
UIP (International Union of Wagon Keepers)  
UITP (Union Internationale des Transports Publics)  
UNIFE (Association of the European Rail Industry)  
WISTA (Women's International Shipping and Trading Association)

#### **EU Agencies and bodies**

EASA (European Union Aviation Safety Agency)  
EMSA (European Maritime Safety Agency)  
ERA (European Union Agency for Railways)  
Europe's Rail Joint Undertaking

#### **Companies/associations not represented by the above organisations**

AERTEC Solutions  
Kapsch TrafficCom  
Lintener European Aviation Consultancy  
Women in Cycling Network launched by CIE, ECF, Velokonzept, Mobycon and CONEBI

#### **Universities**

University of Modena and Reggio Emilia (Italy)

#### **Individual membership**

Guillermo ALCANTARA, Head of Rail Sector – Transport and Maritime Law Section – Madrid Bar Association

### **III. Membership**

*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*

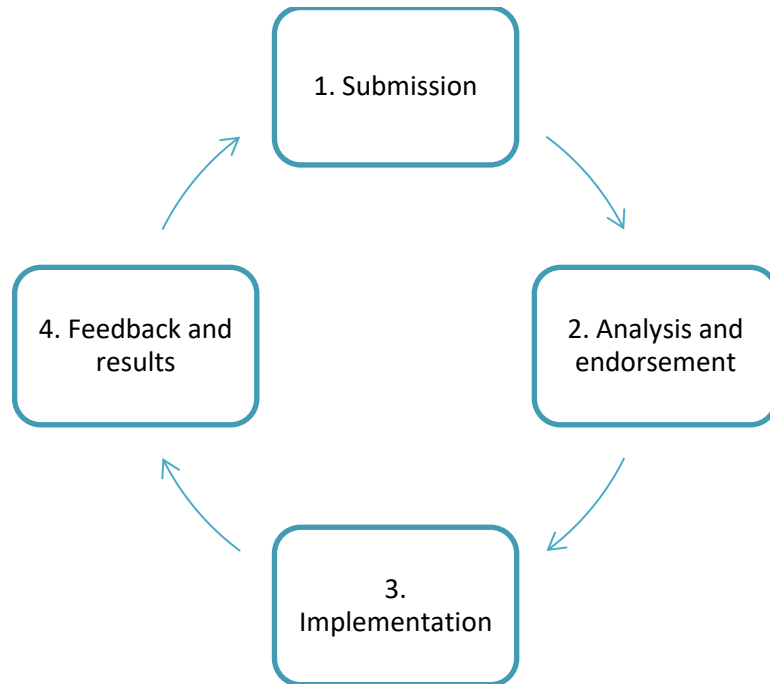
*Membership may be extended to:*

- (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*

(5) Members no longer presenting/implementing actions will notify their withdrawal from the Platform to the secretariat.

**WORK CYCLE**



# Women in Transport

## Platform for Change

### RULES OF PROCEDURE

#### CHAPTER ONE: MEMBERSHIP

##### I. Application for membership

*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. The stakeholder/person in charge of the specific action may participate in the relevant Platform meeting(s) alongside the organisation.

For stakeholders/persons not represented by a member organisation, individual membership will be accepted based on the quality/impact of the action proposed.

2. An application for membership shall be sent by e-mail to the Platform secretariat (at [MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu](mailto:MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu)) indicating the motivation behind the application and specifying the relevant contact person(s).

When applying, stakeholders/persons not represented by a member organisation must also submit information about their proposed action.

##### II. Acceptance of new membership

The Platform secretariat will provide existing Platform members with the list of pending applications. New membership will be accepted by Platform members by consensus, based on the quality of the application received. Confirmation of membership will be sent to the applicant by the Platform secretariat.

### **I. Application for a specific action**

The relevant [form](#) must be completed and sent to the secretariat of the Platform. It will contain information about the applicant, the planned action as well as the target audience.

### **II. Acceptance by the Platform**

1. Actions will first be screened by the secretariat to ensure that they are in line with the Platform requirements. At this stage, the secretariat may contact the applicant with further questions/reject an application which would not meet the said requirements.

2. If in line with the Platform requirements, the application will be circulated to other Platform members. Suggestions can be made by the Platform members/secretariat during a period of 1 month after receipt of the application (at the occasion of a Platform meeting or by written exchanges depending on the calendar).

3. After this consultation phase, the secretariat will inform the applicant of the comments received. If substantial comments are received, the applicant is advised to revise the application or take them into account when implementing the action. Otherwise, the action may start.

### **III. Publicity**

Information about ongoing actions will be published on the Platform website by the Platform secretariat (at [Women in Transport – EU Platform for change \(europa.eu\)](https://europa.eu)). The secretariat will also regularly inform representatives of Member States of the activities of the Platform.

Stakeholders conducting an action and Platform members are allowed to use the label "*Participant in the EU Women in Transport-Platform for change*".

### **IV. Types of possible actions**

A wide range of actions can be proposed, from specific practical ones (e.g. installation of new sanitary facilities) to action plans combining a variety of measures provided they:

- contribute to the objective/priorities of the Platform.
- are SMART (Specific, Measurable, Achievable, Realistic and Time-bound).

Continuation of actions started before the launch of the Platform is acceptable provided that the Platform conditions are met. Joint actions can also be envisaged.

## CHAPTER THREE: EXCHANGING FEEDBACK AND RESULTS

1. At the end of an action or annually when an action is developed over several years, each stakeholder will share its conclusions about the outcome of the action and lessons learnt, distinguishing, whenever possible, between specific circumstances and elements transferable to other transport activities/other countries.
2. The secretariat will draft a short annual report of all the activities carried out, including the lessons learnt from the annual review of actions referred to in paragraph 1. The report will be discussed during a Platform meeting, adopted by consensus, and then published on the Platform website. The secretariat will keep representatives of Member States informed of the results.
3. Longer impacts of actions taken will also be examined.

## CHAPTER FOUR: WORKING METHODS

### I. Secretariat

The secretariat of the Platform is provided by DG MOVE. It is in charge, inter alia, of organising meetings, corresponding with members, centralising applications and updating the Platform Webpage.

Contact: [MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu](mailto:MOVE-MORE-WOMEN-IN-TRANSPORT@ec.europa.eu)

### II. Frequency of meetings

Three meetings per year are envisaged but this may vary depending on the circumstances. Each participant bears her/his own travel/accommodation costs. Online meetings may also be organised.

### III. Linguistic regime

The working language of the Platform is English.

### IV. Data protection

EU data protection rules apply.

## CHAPTER FIVE: UPDATE OF THE RULES OF PROCEDURE

The present rules can be updated at any time at the request of a Platform member to the secretariat or at the initiative of the secretariat itself.

New rules are adopted by consensus.

Exceptionally, in the absence of consensus to take a decision under the present rules, a vote will be organised by the secretariat and the majority will prevail.

Building on the experience gained during the first year of functioning of the Platform, more precise guidelines on the quality of actions and the presentation of results may be prepared by Platform members, with the help of the secretariat.