



**EUROPEAN COMMISSION**  
DIRECTORATE-GENERAL FOR MOBILITY AND TRANSPORT

Directorate D - Logistics, maritime & land transport and passenger rights  
**The Director**

*Consultation addressed to the main EU associations of transport operators*

**Consultation on gender equality in transport**

**Background**

Only 22 % of women work in the transport sector. This figure is well below the figure for the overall economy (46 %). Road and rail transport are the more unbalanced sectors with 86 % men workers. Air transport is more balanced with 62% male workers and 38 % female. There is also a strong imbalance between types of employees inside each sector. For instance in the rail sector, the share of women amounts to 60 % in the human resource department but only to 3% among drivers.

Commissioner Bulc, in charge of transport, in cooperation with Commissioner Jourova, in charge in particular of gender equality, aim to develop a policy to attract more women to work in the sector. Indeed, in addition to the benefits brought about by a more gender balanced working environment, we will soon face workforce shortages in the transport sector due to the ageing of the current workforce (a third of all transport workers are over 50 years old). It is already difficult to hire drivers. Besides, times have changed and automation/digitalisation bring about new opportunities for women.

As a first step, a seminar was held with a small group of experts on 21 April. Conclusions of the event are available at [http://ec.europa.eu/transport/themes/social/events/2016-04-21-women-in-transport\\_en.htm](http://ec.europa.eu/transport/themes/social/events/2016-04-21-women-in-transport_en.htm) . You will also find on this Webpage information about the work already done by social partners/the Economic and social Committee in this field.

During the seminar, the Slovak presidency proposed to put the issue on the agenda of the TTE Council of 1 December 2016.

For their part, the Commission services envisage to prepare a Staff Working Document on the topic during the second half of 2017.

In parallel, we plan a couple of studies to prepare for future communication campaigns. An economic study could be launched to analyse the benefits of employing more women in the transport sector (measuring the link between women's employment and safety, customers' satisfaction, employees' engagement, retention/turnover, productivity -taking account fuel consumption-, access to a broader range of potential employees and to new talents, internal cultural benefits, etc). Special attention will also be paid to the gender issue in the social study which should be launched by the end of 2016 following a pilot project from the European Parliament on "Making the EU transport sector attractive for future generations".

Finally, the Commission services are looking into the feasibility of putting in place a "Platform for change" where stakeholders could commit to taking specific actions in favour of women in the transport sector and where good practices could be exchanged (such a platform was successfully put in place in the field of "Diet, Physical Activity and Health").

The above initiatives would not interfere with the horizontal gender equality policy of the Commission <http://ec.europa.eu/justice/gender-equality/> but would complete this horizontal frame to address the specific needs of the transport sector.

As promoting gender equality in transport requires a variety of measures including changing mentalities, improving working environments, raising awareness, we believe that only a combination of actions at EU, national and company levels may be successful.

### **Consultation deadline**

In this context, we would be grateful for your feedback about good practices in your sector and your vision of the most pressing issues. We would be very grateful for a reply **by the end of October 2016**. This deadline will allow us to take your input into account in the non-paper that the Commission will prepare for the TTE Council of 1<sup>st</sup> December 2016.

Should you have any question, please contact the Unit of Mr Jean-Louis ([jean-louis.colson@ec.europa.eu](mailto:jean-louis.colson@ec.europa.eu)).

### **Consultation questions**

1. Do you agree with the need to make the transport sector a more gender balanced sector?
2. Do you have relevant statistics for your sector that you could share with the Commission services/other stakeholders? Please enclose any relevant document.
3. Please find enclosed in Annex 1 an overview of the main focus areas/existing tools to bring about more gender equality in transport. Do you agree with this list of topics? Would you like to comment/add anything? What is, in your view, the most crucial issue?
4. What are the steps taken until now by your organisation/your members to bring more gender balance to your sector? Could you please provide some information about existing good practices?
5. What are, in your view, the key elements for a successful gender policy at company level? What are the main obstacles?
6. Should the Commission set up a "Platform for change" where stakeholders could commit to taking specific actions in favour of women in the transport sector, would you be willing to serve as the European entry point for the stakeholders of your sector?
7. Would some of the most gender balanced companies among your members agree to participate in the economic study which could be launched in 2017 to analyse the benefits of employing more women in the transport sector? If so, could you please provide us with contact persons for each of these companies?
8. What is your position about quotas?
9. In your sector, should the gender equality policy focus on some professions only? If so, which ones? Please justify.
10. Would you like to make any other comment?