Opening session
What conditions need to be in place in order to attract more women to work in Transport?
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- Remove legal barriers
- Comply with existing laws
- Remove barriers with exculsionary effects
- Educate teachers and parents to support girls making up professions in transport
- Give early roles for girls in transport
- Incentivise management to promote women, e.g. using bonus payment depending on % of women
- Visibility to role models
- Provide support for family to young families
- Provide training for females and males about gender bias
- Change the metrics: Image to response to social needs (female mindset)
- Do audit and internal statistics about salary gaps
What conditions need to be in place in order to attract more women to work in Transport?

1. **SELL THE INDUSTRY**
   - As part of the society
   - Added value
   - Why are we here?

2. **WORK FOCUSED TO GET MORE WOMEN TO APPLY FOR JOB IN THE SECTOR**
   - Aligning goals: skills, motivations, and the market

3. **CHANGE THE OFFER**
   - Culture
   - Conditions

   The organisations is held responsible to develop
What conditions need to be in place in order to attract more women to work in Transport?
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- Confidence
- Be prepared to ask for what you want
- Be prepared to have sub-post childcare
- Think about your long-term aim
- What is new?

Good examples
- In-house kindergarten

Both for women and men.

Conditions needed:
- Flexible
- Diverse
- Training
- Part time
- Benefits - equality
- Not benefits - gender
- Positive discrimination (supply)

Parental leave
- Family

Maternity leave

In house kindergarten

Good examples

Policy - best practice guide?

- Industry is ready to accommodate women
- Pay transparency/pay grades
- Workplace culture
- Inclusion of women
- Women in leadership
- Flexibility - defination
- Part of pay
- Travel plans
- Road map
- Toolkit: balance policies
- Amber: skills, male models
- Mentoring schemes external
- Reduce 'cost of being' recruitment
tip down acceptance - talk to all staff
- Think women experience
- Don't attract do the sale of it!
- They will win
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- Provide the right facilities @ the workplace
- Innovation
- Share good practices in & equality
- Maternity
- Leave for costs of care
Women in Transport, 21 April 2016 – Open Space
What needs to happen?
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What needs to happen?

[Image of a woman speaking with a microphone, holding a board with handwritten notes.

[Image of another woman holding a board with handwritten notes, reading: “Better evidence & statistics”.]
What needs to happen?

- Support an ILO convention on workplace violence against women and ratify the Istanbul Convention
- Improve the flexibility of work arrangements for both the parents
- Encourage and reward family-friendly companies and policies, include in CSR and sustainable development
- Adapt the conditions to women's needs (OHSE equipment)
Women in Transport, 21 April 2016 – Open Space
What needs to happen?