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2021

GENDER PERCEPTIONS &
EXPERIENCES WORKING IN TRANSPORT

JO FIELD | DR HEBBA HADDAD



UK





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Foreword



Ruth Cadbury

MP, Chair of the APPG for
Women in Transport

“We have an ingrained perception in this country that transport is a ‘male’ profession. This belief has long affected women’s experiences and progression in transport and has contributed to low attraction and retention rates for women in the sector. Improving the representation of women working in transport is vital to ensure that transport is influenced by and is representative of the public that uses it. Without female voices shaping transport policy, design and services, we lose valuable insight into how to make the future of transport beneficial for all. To improve the situation and increase gender balance in the industry, we need to understand the issues that are currently affecting women.

We set up this All-Party Parliamentary Group to tackle the underrepresentation of women in transport. Over the last few years I have worked closely with some of the remarkable women we have working in the transport sector. I have heard first hand some of the barriers they have faced throughout their professional careers. Now is the time we need to take some action.

I am proud to be presenting this research as the beginning of a much needed discussion about the perceptions and experiences of women working in the transport industry. Our report and its recommendations provide a clear ask of government to do better in addressing the challenges women face in male-dominated professions. I look forward to working with my parliamentary colleagues and Women in Transport to ignite positive change that will make the transport sector a more diverse and inclusive place to work. And one that appreciates the value and talent of its female employees.

I would like to thank everyone who contributed to our research and shared such personal stories and experiences of the transport industry. I would particularly like to thank Jo Field, Dr Hebba Haddad, and my colleagues at Women in Transport and JFG Communications for putting this research together.”



Katie Hulland

President of
Women in Transport

‘I’m delighted to be presenting our groundbreaking research on the perceptions and experiences of women in transport.

Our mission has always been to empower women to maximise their potential and our research has provided a real insight into the issues women are currently facing that may prevent them from doing so. It fills a gap in our knowledge and provides concrete recommendations for how we can create imminent change.

We will continue to support our members through our professional development programme, and I’m excited to announce our new leadership development programme, Lead. Designed by Women in Transport, the programme aims to build and accelerate the development of a powerful community of confident and effective women leaders across the transport and transport infrastructure sector.

Through our continued work with parliamentarians and the APPG, we will look to deliver an industry wide campaign, challenging the macho culture in transport.”

CONTENTS

EXECUTIVE SUMMARY	1
INTRODUCTION	2
RESEARCH AIMS AND METHODS	3
RESEARCH FINDINGS	4
CASE STUDIES	5
CONCLUSIONS & RECOMMENDATIONS	6
BIBLIOGRAPHY	7
ABOUT US	8

Navigate your way through this document using the interactive buttons next to each section title.



EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Summary of our sample of women

- The mean age of women who took part in the survey was 40, ranging from ages 19 to 68. Of the women in our sample, most were educated to degree level or above (82%)
- The majority of women sampled (85%) identified as white
- On average, the women in our sample had worked in the transport sector for 12.5 years, ranging from half a year to 46 years
- 40% of the women in our sample said they ended up working in transport by accident. A quarter of women (25%) said they ended up working in transport because they were interested in the subject
- 43% of the women worked in the public sector, while 48% worked in the private sector
- One fifth of the sample (22%) worked in transport planning/urban planning, with the common areas of the industry being transport operations/customer service (19%)
- The main workplace of most women in this sample was in London (46%)
- 24% of the females in this sample were at trainee, graduate or consultant level of seniority. A quarter of females in our sample were at management level (25%) with 14% a head of department or equivalent. 22% of women were at project manager, associate director or director level of seniority
- One third (33%) of the sample earned between £20,000 and £39,999, with another third (32%) of the sample earning £40,000 – 59,999
- Nearly half of the sample (47%) were aware of schemes in their workplace that were supporting women. More than half (51%) were not aware of such schemes. 2% did not answer this question
 - Common support offered included: blind CV submissions, flexible working, equality, diversity and inclusion training/awareness, mentoring and women's networks

- Just over one quarter of women (28%) were not a member of a professional organisation, while 11% were not currently members but had been in the past. Of those who were currently a member of an institute for professionals in their field, 21% were members of Women in Transport, and 10% were members of the Chartered Institution of Highways and Transportation (CIHT)

Summary of women’s perceptions of industry culture

- 69% of women in our sample agreed/strongly agreed that transport is seen to have a macho culture
- 40% of women agreed that the transport sector was an attractive place for women to work, 34% did not agree with this statement
- 66% of women did not agree that women and men are treated equally in the transport sector, 19% agreed women and men are treated equally
- 93% of women agreed/strongly agreed that transport is typically viewed as a male-dominated industry
- 70% of women agreed/strongly agreed that the transport industry has an image problem
- Nearly three quarters (71%) of women agreed/strongly agreed that there is a particular stereotype of someone working in the transport sector
- Nearly half of the women (48%) agreed/strongly agreed that there should be recruitment targets to increase the number of women working in transport

Summary of women’s perceptions of career opportunities in transport

- Most women (70%), agreed/strongly agreed that there are a wide range of opportunities in the transport sector
- 68% of women felt that the transport industry supports young people by way of offering training and apprenticeships
- 92% of women agreed/strongly agreed that women and men are equally competent working within the transport sector
- Opinions were mixed as to whether people felt that the transport industry is committed to achieving a more gender balanced workforce (33% agreed, 25% disagreed, and 42% were neutral)

- Nearly half (45%) of women did not feel that it was difficult to progress in their transport career. 35% agreed/strongly agreed that it was difficult to progress in their career
- Of women who said they have faced difficulty in career progression, the most common reason was the perceived lack of promotion/progression opportunities (39% of the sample selected this)
- 83% of women felt proud to work in the transport industry (agreed/strongly agreed)

Summary of women’s perceptions of gender issues working in transport

- Three quarters of women (75%) agreed or strongly agreed that it is easier for men than women to progress in their transport careers
- Just over half of women (53%) agreed that women from ethnic minority backgrounds experience particular problems progressing their career in transport
- 42% of women did not think that being a woman is an advantage in the transport industry. 39% neither agreed nor disagreed with this. Less than one-fifth (19%) of women agreed that being a woman in transport is an advantage
- More than half of women (58%) agreed or strongly agreed that women had to adapt their personality to get by in the transport industry
- 82% of women agreed that unconscious bias against women is an issue they feel exists in transport
- 70% of women said that they have experienced discriminatory behaviour or language (derogatory or sexist remarks, jokes or statements) targeted at them

Summary of factors that other surveys have identified as supporting women in transport

Flexible working:

- A large majority of women said flexible working was possible for them; with many having flexible working cultures in their company. Views were ambivalent as to whether the transport industry has a flexible working culture in general
- Most women felt flexible working was key to attracting women

Equality, Diversity and Inclusion Training:

- A large majority (91%) agreed EDI training for senior leaders would be helpful

Recommending the industry to other women:

- A majority of women in our sample said they would be likely to recommend a career in transport to other women, with the most common response being ‘extremely likely’
- Most women reported pride at working in the transport sector

Summary of Covid-19 impacts

For women’s jobs:

- For many women, the Covid-19 pandemic did not impact on their work too much, other than having to work at home. There were mixed experiences of working from home for some women, such as challenges of isolation, overworking and not fully being able to complete certain tasks. Some women, however, enjoyed not having to commute, being able to spend more time with their family and using their time more productively
- For women who were not working at home, there were additional challenges with ensuring Covid-19-secure transport environments
- For many women, there is much uncertainty with their job – some having been furloughed and some made redundant
- Redundancies, furlough and sickness in companies were cited as reasons for increased workloads

For women’s wellbeing

- Some women reported having better wellbeing than pre-Covid-19 – with additional time allowing them to exercise and spend time at home with family. Many women reported that they were struggling in terms of their wellbeing – with increased feelings of isolation and high levels of stress and anxiety
- For some women with childcare commitments, maintaining the work, childcare and teacher roles led to physical and mental challenges

Role of transport sector in the economic recovery from the pandemic

- Women in our sample see transport as having a vital role in the economic recovery, particularly in terms of getting people back to work safely, and delivering goods and vaccines
- However, many women were aware that public transport may lose custom, due to

government advice of avoiding transport and people’s perceptions of transport not being safe in terms of Covid-19 transmission

- Many women see the pandemic as an opportunity to continue and increase the shift to sustainable transport
- Women also noted the role of new transport infrastructure in boosting economic growth

Role of women in transport in the economic recovery

- Many women in our sample saw the role of women in the economic recovery as key. Women can bring diversity, different perspectives and experiences to the economic growth coming out of the pandemic
- Women saw their role in the green and sustainable agenda as significant

Whether the transport industry will change permanently as a result of the pandemic

- Some women felt that aviation and public transport would be impacted upon
- Some women cited more active travel
- Some women in our sample felt the demand for transport would be reduced due to working from home being more common when the pandemic is over, with some saying this would lead to a reduction of public transport use and services, which may lead to an increase in car use, but also active travel
- Some women also thought the role of health and safety when travelling on public transport would change
- Other women felt there would be no long-term change in transport, and once out of the pandemic, it would be business as usual

Summary of examining the gender differences

- There was a significant difference between women and men on all items that asked about perceptions of industry culture
 - Women agreed more than men that the transport industry has a macho culture, has an image problem, is a male-dominated industry and has a certain stereotype
 - Men tended to agree more than women that transport is an attractive place to work for women
 - Women tended to disagree that women and men are treated equally in transport, whereas men were more neutral in their response

- Responses to if being aggressive is the way to be taken seriously were fairly neutral – though men significantly disagreed with this more than women
- Women agreed more than men that there should be recruitment targets to increase the number of women working in transport
- There were also significant differences between women and men on all but one item that asked about career opportunities in transport
 - Men reported less difficulty in progressing their transport careers than women
 - Men agreed more than women that there are a wide range of opportunities in the transport sector
 - Men more than women felt the transport industry supports young people by offering training and apprenticeships
 - There were no significant gender differences in responses about being proud to work in transport and perceptions of equal gender competence in transport
- There were significant differences between women and men on perceived gender issues in the transport sector
 - Women agreed more than men that it is easier for men than women to progress in their transport careers
 - Women felt more than men that women from ethnic minority backgrounds experience particular problems in their transport career
 - Women believed more than men that to get by in transport women need to adapt their personality
 - Women agreed more than men that there is an unconscious bias issue against women in transport
 - Women agreed that they have experienced discriminatory behaviour more than men agreed that they have witnessed it against women
 - There was no difference between women and men in their opinion that being a woman is an advantage in transport. Both were fairly neutral

- There were significant differences between women and men on all items looking at factors identified as supporting women in transport
 - Men believed more than women that there was a flexible working culture in their company and in the transport industry
 - Women agreed more than men that women would be attracted back into industries if more flexible working was available
 - Women and men were in agreement that training for senior leaders on equality, diversity and inclusion would be helpful. Women agreed to this significantly more than men
- Men would be more likely than women to recommend a transport career to (other) women, though both would be fairly likely to make this recommendation



INTRODUCTION

INTRODUCTION

2.1 Context

Women have long fought hard to get their ideas heard, their work respected and to be able to pursue non-stereotypical careers in male-dominated professions.

Often they have to work harder to prove they are able to compete at the same 'level' as their male counterparts.

While striving to achieve gender equality is fundamental to all parts of society, it is essential to the transport sector. This is because transport needs to reflect the public it serves. It is used by everyone and, therefore, needs a diverse range of views in order to shape its future. Yet, women still make up only 20 per cent of the transport sector workforce (European Commission, 2017).

In many ways, it is not difficult to discern some of the reasons why there is such low participation. In a Royal Town Planning Institute report on women in the planning sector, it was argued that such a low percentage of women in the workforce is due to an 'entrenched gender bias in cultural patterns and behaviours.' (Bicquelet Lock et al 2020). This is definitely true of the transport sector; as Cresswell and Uteng argue, a lack of women is perpetuated by the fact that 'men and their priorities still dominate the bulk of transport policymaking.' (Cresswell and Uteng, 2016). The archaic belief that transport is not for women has often defined the course of their progress in the profession. It has led to their experiences and perceptions being distorted and downplayed because they are not men.

Such an instilled culture is evident in a study carried out in 2001, when 80 female transport and logistic managers were interviewed to identify what they perceived to be the biggest barrier to their career (Simpson and Holley, 2001). Almost 40 per cent of participants felt not belonging to the 'men's club' was the biggest obstacle (French and Strachan, 2009). This is not just typical of transport but of all male dominated work environments. Prejudice of colleagues, lack of career guidance and sex discrimination were also cited as inhibiting women (French and Strachan, 2009). It is clear that until this ingrained male-dominated culture has been eliminated, women will feel less attracted to the transport sector.

Introduction

However, the underrepresentation of women is not so evident in the aviation industry (although there is a lack of female pilots). Turnbull argues the air transport sector has the largest proportion of women, almost double that of land transport (lorries and buses), because part-time work is more 'extensive' and more agreeable to women's parental and caring responsibilities (Turnbull, 2013). Other areas of transport have not been accommodating enough to provide the flexibility that women often need. Transport typically has early work starts and abnormal shift patterns, as well as working on board vessels for months at a time, or spending long hours driving away from home (Turnbull, 2013). These work patterns are simply not compatible with the other priorities that so many women are competing with and, yet, they need to be addressed in order for more women to be interested in joining the sector.

The unconscious bias of transport work patterns limits the choices for women in this industry and, although it is widely regarded that flexible working is a much-preferred option for women, it is not so widely acknowledged in the transport sector. Yet, as we have seen from the Covid-19 pandemic, flexible working is possible for many employees in the transport industry. The system needs to be redesigned to make flexible working a preferred style of work for everyone, as it is becoming an increasingly important factor in terms of staff retention. Similarly, female retention in any sector is heavily based on the support they receive for their professional development and when returning from maternity leave (Turnbull, 2013). By not receiving the right level of support, women are less likely to stay in a profession. Therefore, going forward, if the transport industry wants to improve gender balance, it must address all dimensions of work life and not disadvantage women because of their multiple roles or needs (Turnbull, 2013).

Motherhood is not the only reason women experience discrimination. A report from the Government Equalities Office (Jones, 2019) highlighted that a large amount of the gender pay gap cannot be explained by factors such as labour market participation, industry, motherhood, occupation, or psychological attitudes.

Women face 'systemic barriers in almost every aspect of the work life cycle' whether that be from preconceived opinions before they enter the workplace or an absence of inclusive strategies once they secure employment (Turnbull, 2013). As with most male-dominated professions, the impenetrable glass ceiling is ever present.

Traditionally, transport has been painted as an unattractive career for women and yet for many women working in the sector, they are proud of what they represent. However, to increase the number of women working in transport, it is important to get girls and young women excited about transport and advertise it as an appealing career.

The easiest way to do this, is to find out from women who work in the sector what their experiences are, so we know how to entice future generations. There has been some research on women's career experiences and perceptions in sectors such as engineering, construction and planning. However, there has been very little research to understand women's experiences of working in transport. Without truly understanding the issues women face, there is a risk of the transport industry missing out on the recruitment and retention of real talent. It is vital we obtain better information on the challenges and experiences women have in order to nurture a more diverse and inclusive transport sector.

Now is the time to start a conversation about women's perceptions of the transport industry. As, by neglecting this area of research, we will fail to address the historic disadvantage of women in transport and miss an opportunity to create proactive measures for substantial change. (French and Strachan 2009)

2.2 About the Research

Within this context, we wanted to carry out some research to better understand the experiences and perceptions of women working in the transport sector.

This research will help to support our All-Party Parliamentary Group's work in tackling the underrepresentation of women in transport and start a much-needed discussion about women in the sector.



RESEARCH AIMS & METHODS

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3.1 Aim of the research

The survey research and statistical analysis was carried out by Dr Hebba Haddad. The wider analysis, policy recommendations, and case study compilation were carried out by Jo Field and her team at JFG Communications.

The aim of our research was to gain an understanding of experiences and perceptions of women working in the transport industry. It also aimed to compare the differences, if any, between women and men in their experience of working within the transport sector. The research examined:

Women's experiences

- Women's perceptions and experiences of working in the transport industry, specifically their:
 - Experiences of transport industry culture
 - Perceptions of career opportunities for women working within the transport industry
 - Perceptions of factors that have been identified as supporting women working in the transport sector (for example, flexible working or leadership training)
 - Whether they face any uniquely gender-related situations and behaviours that they perceive affect their careers
 - Experiences of the Covid-19 pandemic in terms of their job and well-being
 - Views on how women working in transport see the impact of the Covid-19 pandemic and the role of transport/women in the economic recovery

Gender differences

- The differences, if any, that women and men have in their perceptions and experience of working within the transport sector

3.2 Research methods

We carried out the research using an anonymous online survey during January and early February 2021.

Where possible, we based the question design on questions that were asked in previous surveys of women in construction and engineering. This enabled us to broadly compare the findings.

We recruited participants on a self-selection basis. The survey was promoted to Women in Transport members and followers, who shared it with their colleagues and networks. The survey findings are reported as a percentage of total respondents and/or as the number of responses (n).

3.3 Summary of our complete sample

Of the 567 participants who fully completed the survey, 289 were women, 272 were men, and six people did not respond, or self-defined. The average age of the complete sample was 42, ranging from 19 to 76 years old.

Sample of women

The average age of women who took part in the survey was 40, ranging from ages 19 to 68. Of the women in our sample, most were educated to degree level or above (82%, n = 236). Nearly half of the women in our sample worked in London (46%). Other higher reported locations included the South East (9%) and the North West (7%). Other locations were dispersed around the rest of the UK with some of the sample working outside of the UK. The majority of women sampled identified as White (85%); 6% identified as Asian; 3% identified as Black; 2% identified as mixed ethnic group; 2% identify as other; and 2% preferred not to say.

One third (33%) of the sample earned between £20,000 and £39,999, with another third (32%) of the sample earning £40,000 – 59,999. 15% of women earned between £60,000 and £79,999, with the remaining 20% spread across the other income bands or preferring not to say.

On average, the women in our sample had worked in the transport sector for 12.5 years, ranging from half a year to 46 years. One fifth of the sample (22%, n= 62) worked in transport planning/ urban planning, with the common areas of the industry being transport operations/customer service (19%, n = 56). 24% (n = 69) of the women in our sample were at trainee, graduate or consultant level of seniority. A quarter of women were at management level (25%, n = 72), with 14% (n = 41) as a head of department or equivalent. 22% of women (n = 64) were at project manager, associate director or director level of seniority. The remaining 15% selected 'other'.

Sample of Men

The average age of men in our sample was 45, ranging from 19 to 76. 80% (n = 201) of the men were educated to degree level and above. Nearly half of the men in our sample worked in London (44%). 13% of men worked in the South East and 10% in the North West. As per women in this sample, other workplace locations were dispersed around the rest of the UK with some of the sample working outside of the UK.

The majority of men sampled identified as White (90%); 3% identified as Asian; 2.5% identified as Black; 2.5% identified as mixed ethnic group; and 2% preferred not to say

16% of men earned between £20,000 and £39,999, with 20% of the sample earning £40,000 – 59,999. Over a quarter of men (25%) earned between £60,000 and £79,999. 13% of men earned £80,000 – 99,999, with the remaining 25% spread across the other income bands or preferring not to say.

On average, the men in our sample had worked in the transport sector for 18.39 years, ranging from less than a year to 55 years. 23% of men worked in the public sector (with key clients and delivery bodies such as DfT, HS2, Crossrail, Transport for London). 22% worked in transport planning/urban planning, 20% worked in engineering, and 20% worked in transport operations/customer service.

16% of the men in our sample were at trainee, graduate or consultant level of seniority. 28% of men were at management level, with 17% as a head of department or equivalent. 33% of men were at project manager, associate director or director level of seniority. The remaining 6% selected 'other'.

Data tables showing more information about our sample are available on request.



RESEARCH FINDINGS

RESEARCH FINDINGS

Throughout the research, we asked participants to respond to a series of statements. Respondents could indicate how far they agreed or disagreed to each statement, on a scale of 1-5:



In addition, we followed up some statements with open text boxes to enable our sample to explain their answers.

4. 1 Women’s perceptions and experiences of working in the transport industry

The first part of our research examined women’s perceptions and experiences of working in the transport sector. This enables us to gain insight into what it is like to be a woman working in the transport sector and understand the issues that need to be addressed.

4.1.1 Women’s perceptions of industry culture

Overall, the women in our survey had somewhat negative perceptions of the transport industry culture, with over two-thirds of women (69%) perceiving the culture as macho.

An overwhelming majority of our sample (93%) agreed or strongly agreed that transport is typically viewed as a male-dominated industry. Related to this, almost three-quarters (70%) of the women we surveyed thought transport has an image problem, with a similar number (71%) agreeing there is a particular stereotype of someone working in the transport sector.

Less than half (40%) of the women we surveyed agreed the transport sector is an attractive place for women to work, and less than one-fifth (19%) of women felt women and men are treated equally in the sector. The frequency patterns of women’s responses are shown in **Figure 1**.

When we asked women to elaborate on why they thought transport had an image problem, a key recurring theme was around male-dominance in the sector workforce:
It is very male-dominated and as such, it is easy to be ignored or to see your presence as tokenistic.

I feel like the sector is quite male-dominated and in my personal experience appears to be largely dominated by older men.

Some women felt transport may have had an image problem in the past, but it is now much improved:
I entered this industry 30+ years ago and it is SO much more open and credible now - I was brought up in a world where page 3 and wolf whistles were the norm. I sometimes think we have forgotten how far we have come!

When we asked the women in our sample to elaborate on the stereotype of someone working in the transport sector, common themes were white, older male:
I would say the stereotype is being older, male and white

'White older males' especially in higher positions

Pale, stale, male

Participants also described another recurring stereotype of a blue-collar union worker contrasted with the middle-class male:

In the office - Male, in 50s, Caucasian, middle / upper class. On track - male, 30-45, Caucasian, blue collar worker

Tough, union member, used to working in dirty compounds and lack of promotion opportunities

Some women felt transport may have had a stereotype in the past but not now:

I think 15-20 years ago there were so few women working in transport that there was a stereotype however as they are significantly more now I don't feel there is a stereotype

And for fewer women, they felt that there is no stereotype:

I work in transport and its very diverse

When asked their reasons for giving this response, some women felt targeted recruitment may overcome some of the perceived barriers of working in transport and increase women’s representation in the transport sector:

A positive campaign for women may help overcome perceived barriers to entering the profession and external stereotypes held

As per all industries where women are underrepresented. Particularly in senior roles

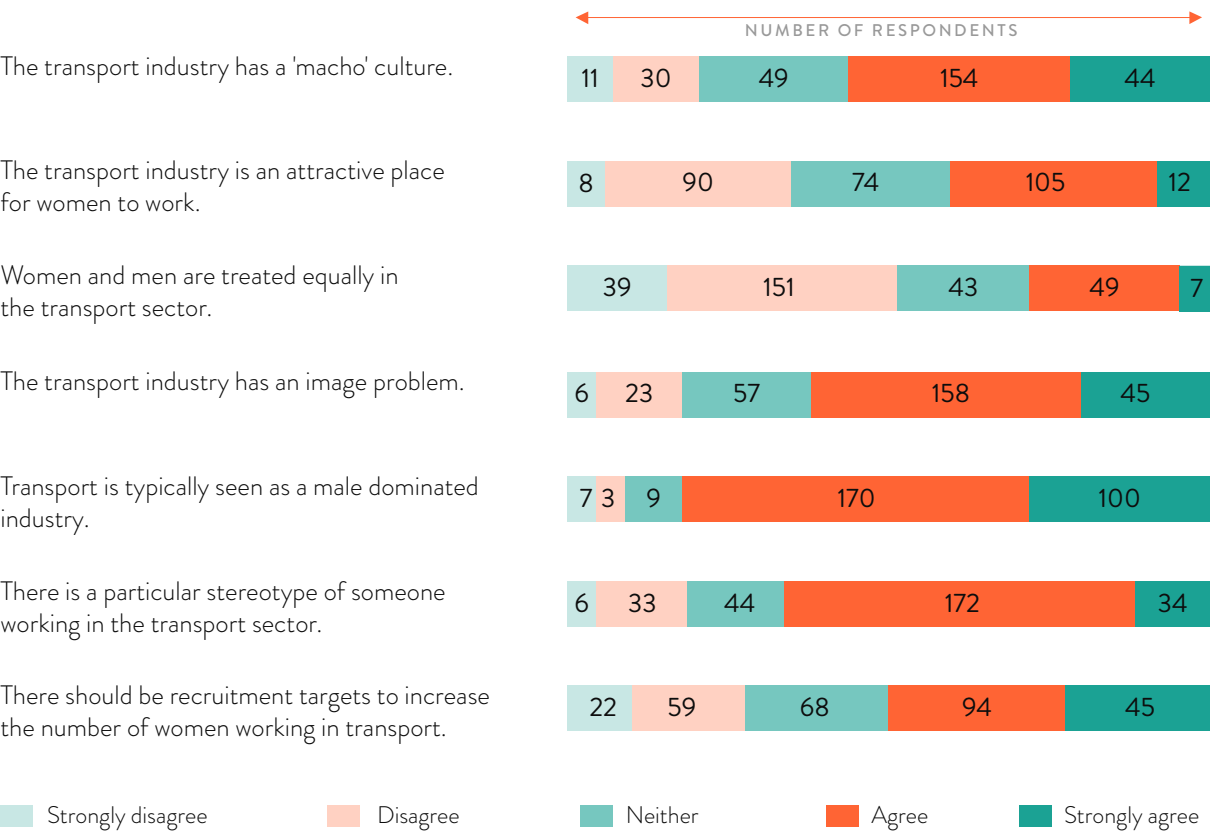
Because women are underrepresented.

However, 28% of women did not think this was a good thing, some reasons provided included:

A job should be given on capability, not gender

All jobs, promotions and hiring should be on a level playing field and awarded on ability. Positive quotas lead to resentment

Figure 1: Frequencies of responses to perceptions of transport industry culture



4.1.2 Women’s perceptions of career opportunities in transport

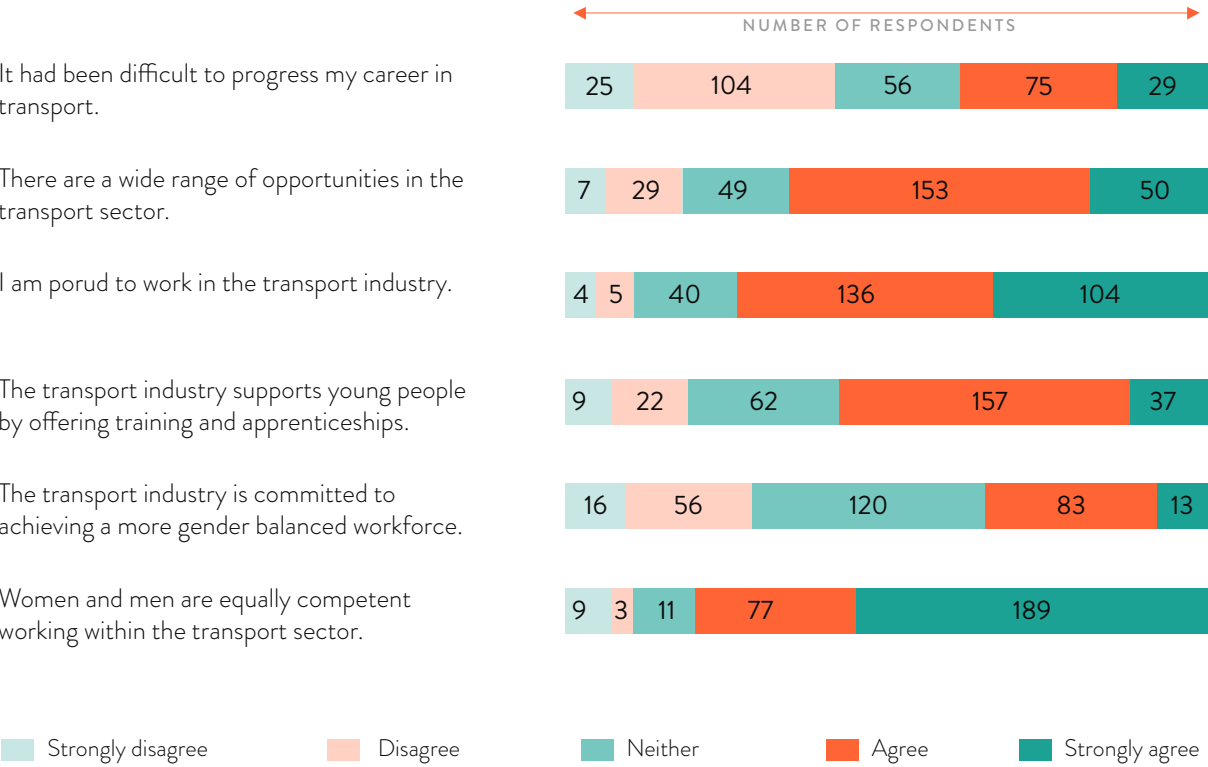
We asked the women in our sample a series of questions to explore their views on the career opportunities they had working in transport.

Most women in our sample were positive about career opportunities in transport, with 70% (n = 203) of women agreeing or strongly agreeing there are a wide range of opportunities in

the sector. Equally a majority of the women we surveyed (68%) agreed the transport industry supports young people through offering training and apprenticeships.

While a large majority (92%) of women felt men and women are equally competent working within the transport sector, opinions were mixed as to whether the industry is committed to achieving a gender balanced workforce (with 33% of the sample agreeing; 25% disagreeing; and 42% neutral). The frequency patterns of the women’s responses to career opportunities in transport are shown in Figure 2.

Figure 2: Frequencies of responses to perceptions of career opportunities in transport



When it came to talking about their own career progression, almost half of the women in our sample (45%, n = 129) did not feel it had been difficult to progress their careers in transport. However, 35% (n = 104) agreed or strongly agreed that it had been difficult to progress their careers. We then asked those women who said they had faced difficulty in progressing their careers to indicate reasons why they perceive difficulty in their career progression (with the ability to select more than one reason). The most common reason was the perceived lack of promotion and progression opportunities (39% n = 112). The next most common reasons for the perceived difficulty in progressing their career were lack of opportunities for new challenges (22% of the sample, n = 65) and the refusal to play office politics (22%, n = 66). See **Table 1**.

Table 1: Responses to reasons for difficulty in career progression (select all that apply)		
	FREQUENCY	PERCENT
I have not experienced any barriers to my career progression	82	28.4
Lack of promotion / progression opportunities	112	38.8
My company does not value me	48	16.6
I am unable or unwilling to work the hours my company demands of its senior people	31	10.7
My job role is poorly paid	24	8.3
Lack of opportunities for new challenges	65	22.5
I refuse to play office politics	66	22.8
Other (please state)	72	24.9

Common themes among the difficulties listed by women who selected the ‘Other’ option included perceived attitudes towards women as parents:

Old fashioned ideas held by those in authority particularly around the suitability of working mums to excel at their work

Childcare responsibilities and assumptions about them.

Other respondents indicated that women are not part of the ‘boys club’, saying there is male favouritism and a lack of women in senior management. For example:

At senior level, it is all men. Hence, it is man promoting man. I am not part of the club. The senior woman if there is has no influence.

Lack of self-believe, primarily because of not having role models that looked like me

Line manager who still promotes / appoints based on his old boys network and little black book of contacts.

Some women highlighted the issue of sexism – both conscious and unconscious:

Blatant sexism by colleagues and managers

I suspect that unconscious bias has hindered my progression and I would have had more seniority in definition of my role if I were a man.

Sexism and abuse

Sometimes I do think that my manager doesn't expect me to be as capable as some of my other colleagues - my other male colleagues are pretty cool, but unfortunately my manager is somewhat sexist, although I suspect he has no idea.

Despite the difficulties in career progression highlighted by some women, the majority of our sample (83%, n=240) agreed or strongly agreed that they are proud to work in the transport sector. Only 3% of women (n=9) disagreed or strongly disagreed with this statement.

4.1.3 Gender issues in transport

We asked our sample a series of questions to gain insight into their experiences of perceived gender issues while working in the transport sector.

Three quarters of the women we surveyed (75%, n = 218) agreed or strongly agreed that it is easier for men than women to progress in their careers in transport.

When asked whether they felt women from ethnic minority backgrounds experienced particular problems in progressing their careers, 53% of women (n=154) agreed. 37% (n = 108) neither agreed or disagreed with this, while 9% (n=27) did not feel that women from ethnic minority backgrounds faced particular problems progressing their careers.

We asked participants if they felt being a woman in transport was an advantage and 42% did not feel it was. 39% of the sample of women neither agreed nor disagreed with this statement, while 19% of women agreed or strongly agreed that being a woman in transport is an advantage.

When asked to explain their answers in more detail, comments from those who did not feel being a woman was an advantage included:

Unfortunately, you are a target for males in some organisations. I've suffered patronising behaviour, sexist objectification and pay unfairness.

Women from all ethnic groups are experiencing the same unconscious bias amongst men working in the transport sector

While I think it can be advantage in terms of bringing a different perspective, I think it's mainly a disadvantage as the status quo and way or operating is male focused

Some women who neither agreed nor disagreed that being a woman was an advantage felt that being female could be advantageous sometimes in terms of bringing diversity and empathy:

Women bring diversity and therefore different skills and perspectives. However, 'being a woman in transport is an advantage' is subjective - if you mean, do we have a career/ prospects advantage, the answer is no and therefore I think there are strong disadvantages to women in transport.

Women are more compassionate as customers want to be listened to and understood without being pressured

Whilst there are many occasions where being a woman can be a disadvantage occasionally it can be an advantage. I sometimes find that people can be less defensive with women than men when there are issues to be resolved.

Those women who agreed it was an advantage to be a woman in transport felt that being in a minority could sometimes be a benefit:

As a minority group within the transport industry, we are noticed more and I do believe that at times we would be given a job above a man, if all other factors were equal

You stand out because you are different which can be an advantage

Sadly, over half of the women in our sample (58%, n=167) agreed or strongly agreed that women working in transport have to adapt their personality to get by. While this is disappointing to hear, it is not surprising and is consistent with a study of women in engineering that asked similar questions.

When asked to explain why they felt this way, of the one-fifth of the sample (22%, n= 64) who disagreed or strongly disagreed that women have to adapt their personalities, comments included:

All the women I know have just been themselves

Women shouldn't have to change anything to get by

What an outdated idea!

Of the women who agreed or strongly agreed that women working in transport had to adapt their personality, common themes centred around being more macho:

You're expected to join in the macho work culture

You have to be loud/unfeminine/very assertive and tolerate sexist remarks

Women can be expected to have more 'banter' and act more laddish to fit in within certain teams

You need to be more or a man!

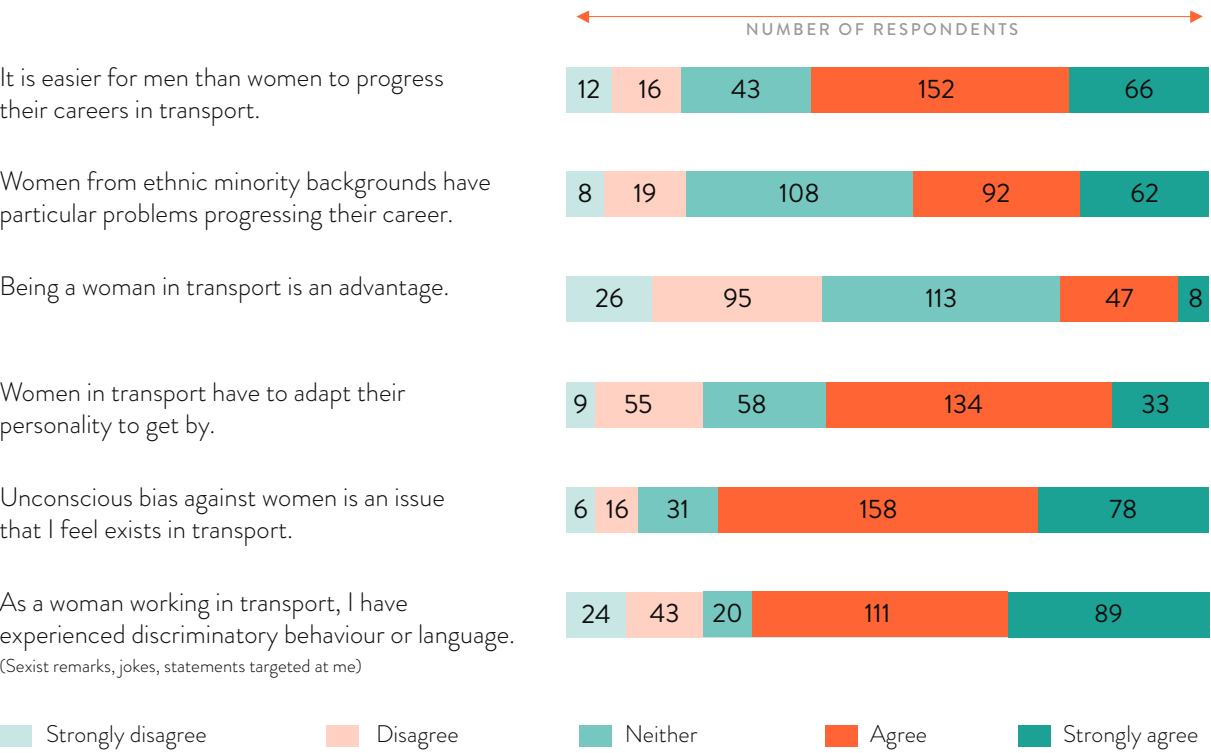
We quite often have to behave, be seen as 'one of the boys'

When asked about unconscious bias, a large majority of women (82%, n=236) felt unconscious bias is an issue that exists in transport. 8% (n = 22) did not feel unconscious bias exists, and 11% (n = 31) neither agreed or disagreed.

Worryingly, almost three-quarters of women (70%, n = 200) said they had experienced discriminatory behaviour or language (derogatory or sexist remarks, jokes or statements) targeted at them. 23% (n = 67) of women had not experienced these types of behaviours, and 7% (n = 20) of women neither agreed nor disagreed with the statement.

The frequency patterns of the women's response to the gender issues are shown in **Figure 3**.

Figure 3: Frequencies of responses to perceptions of gender issues



When asked to share experiences or examples they felt illustrate gender issues in transport, the majority of women highlighted that at some point they had experienced discriminatory behaviour or language:

"You're a woman so you don't need a locker key as you won't be here that long" "Not our fault you had kids" "Wrong time of the month is it?"

Being told to make tea and that the ironing board is in the kitchen

Some women mentioned discrimination in terms of assumed work role in relation to their gender:

Asked to get coffee for a meeting, as the project manager - told to take notes and not offer my thoughts - Told women do not understand transport

Being put with the 'softer' projects of road safety, cycling or school/community engagement as opposed to the 'harder' infrastructure/capital projects because I am a woman.

Other women mentioned assumptions being made in relation to motherhood and childcare. For example:

As far as unconscious bias, I've often been assumed to be the junior person in the room, when I've been the senior person. In terms of conscious statements, there have been a few inappropriate things said about women in general in my earshot in a jokey manner. And one statement about my being a mother someday which was not at all appropriate.

As highlighted above women do take a larger role in childcare. I changed role to a less interesting one after having my children, as I could not balance working day-based reporting with childcare. No nursery allows much flexibility in the weekdays they look after your children. I have also been told the reason I did not get a bonus was someone else worked longer hours, something I could not achieve with young children.

Some women highlighted sexual discrimination, both in subtle (for example, the provision of female facilities) and non-subtle ways:

As mentioned before... institutional sexual harassment whether it be jokes, unwanted hugs, being called love/darling still exists. No toilet facilities on the road. Although wrong, men can find a discreet corner and urinate. When I started the job, I was told by male colleagues to flutter my eyelashes at the supervisor when asking for favours. Also, if women are given a 'chance' they are young and WHITE.

Being in meetings of 18 people and there being no other women. Being on a large site and being surprised to see another woman. The time taken to get petite PPE. Being told I talk too much. Asking if an arm injury was caused by lifting a heavy handbag

Being called darlin, babe, chick, etc, also, do you want help with parking that, and as I say Reps not accepting that a woman can be the boss

Comments on looks frequently, at least 1/week, and not in an acceptable way. Low level sexism all the time. Not taking what I say seriously, ever, because I'm not a 60-year-old man.

Being told that I have taken a man's job. You're one of the boys now so it's ok to use sexist language as it is only banter! Etc etc.,

Of the women who didn't experience discrimination, their comments indicated that perhaps some sectors may be more protected than others. For example:

As a woman working in Local Government, I am probably more 'protected' from this compared to a woman working elsewhere in Transport.

4.1.4 Factors that have been identified as supporting women in transport

a) Flexible working

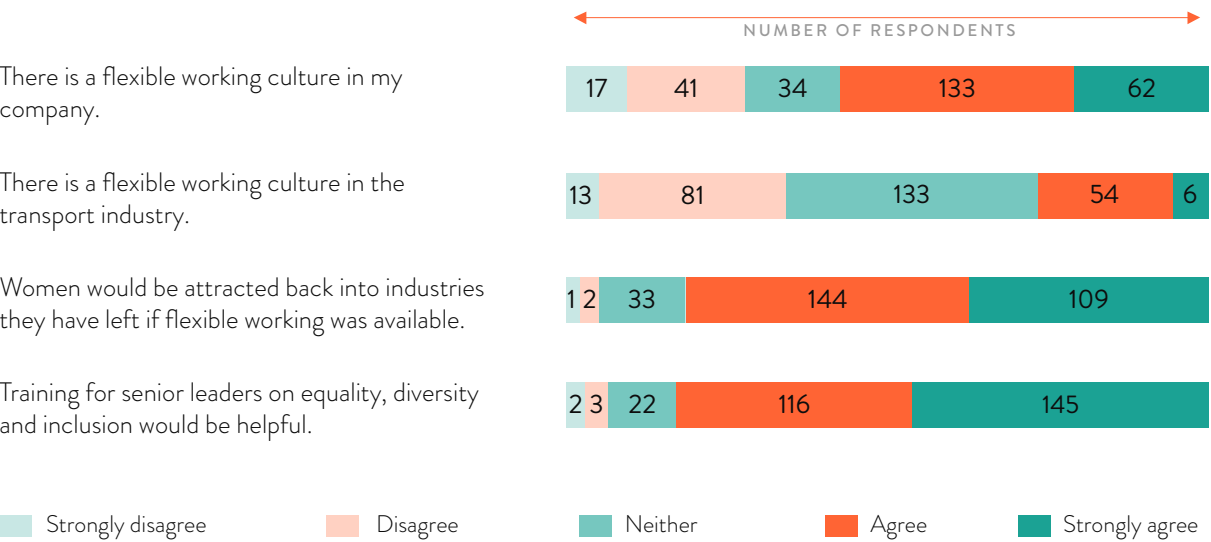
Respondents were asked to give their views on how the work culture allows for flexible working practices generally, rather than on the ‘work from home if you can’ policy as a result of Covid-19. The findings were positive about flexible working, with 90% (n = 259) of women saying flexible working was possible for them, and 68% (n = 195) of women agreeing there is a flexible working culture in their company.

When asked about flexible working cultures in the transport industry generally, nearly half of women in the sample (46%, n = 133) neither agreed nor disagreed that the transport industry has a flexible working culture. One third (33%, n = 94) did not agree that transport had a flexible working culture, while 21% (n = 54) agreed that it does. Most women in the sample (88%, n = 253) felt women would be attracted back into industries they have left if more flexible working was available. See **Figure 4**.

b) Training for senior leaders on equality, diversity and inclusion

A large majority of women (91%, n = 261) agreed that training for senior leaders on equality, diversity and inclusion would be helpful.

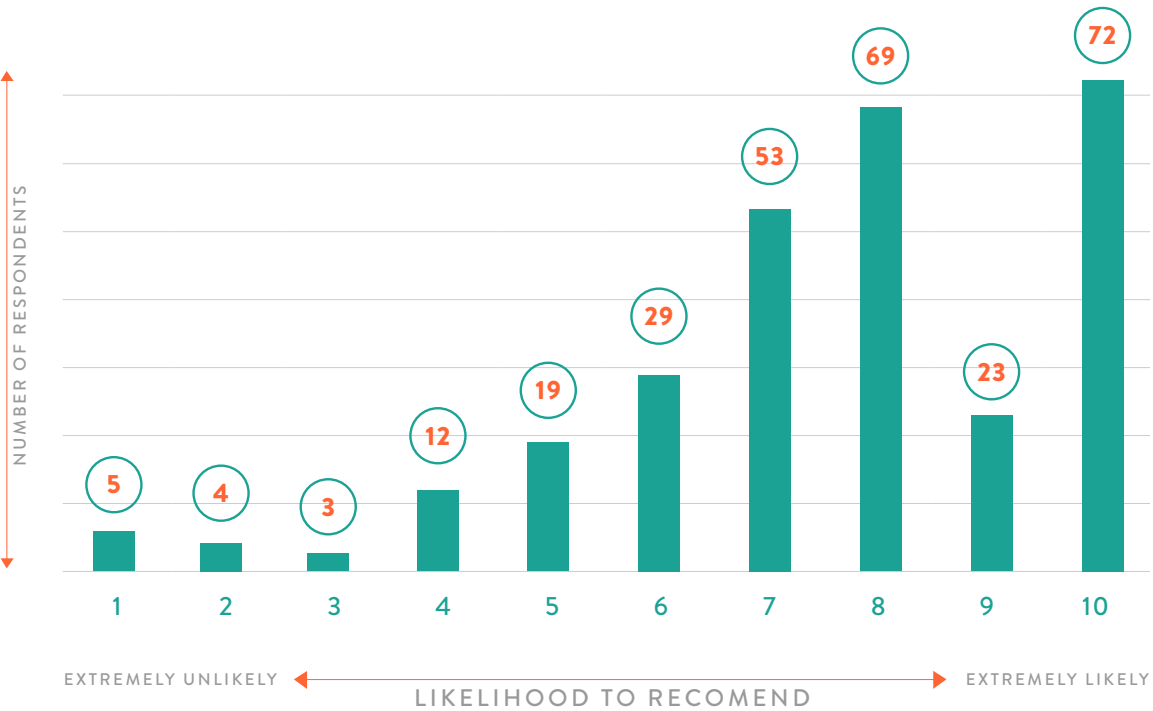
Figure 4: Frequencies of responses to factors that support women in transport



c) Attracting more women into transport

Our survey asked women how likely they would be to recommend a career in transport to (other) women, on a scale of 1-10 (with 10 being extremely likely). The results were overwhelmingly positive, with the majority of women (85%, n = 246) giving a likelihood score of 6 or above. The most common response was 10 (extremely likely), with one-quarter of women giving this score. See **Figure 5**.

Figure 5: ‘How likely would you be to recommend a career in transport to other women, on a scale of 1 to 10 (with 10 being extremely likely)’



When asked to give more information to explain their likelihood score, a recurring theme was that women would recommend transport to other women to increase representation.

For example:

I personally enjoy working in transport and feel that woman can contribute a significant amount to the industry

It's a great industry and we need more women to join us

Career in transport is good for anyone and want to attract more women

Some respondents recognised the issues for women but said they would still recommend the sector:

Even though we still have mountains to climb, I would strongly recommend a career in the transport industry. If more women didn't join, the same macho environment would continue.

I love my job despite these issues

Everyone should be able to enjoy working in transport and despite the challenges I still like the industry

Some women were explicit about sharing how difficult it can be to be a woman working in transport:

Any woman coming into the industry would have to be quite a strong and determined personality

I think it is a good industry to work in, in that it's great to make a difference in the world and see your designs or ideas come to life. But I also warn others that it is male dominated!

I would encourage but make them aware of the challenges

From the minority of women who weren't as likely to recommend a career in the sector, comments included:

You're going to be undervalued and underpaid. Better find something less demeaning to do!

I answered this question imagining It was my daughter or a female relative or friend I was thinking about. As the industry is right now I wouldn't want them being one of the pioneers of change because I wouldn't want them to have similar problems. I am hopeful that with an organisation like Women in Transport this will soon change. (well done everyone on all you are doing)

I have worked in other sectors that I find to be more inclusive and diverse. Transport seems to be a bit stuck in the past.

4.2 Covid-19

As our research took place during the pandemic, we wanted to explore respondents' experiences of Covid-19, in terms of its impact on their work and wellbeing.

4.2.1 Impact of Covid-19 on work

For many women, the pandemic did not impact their work too much, other than having to work at home. However, there were mixed experiences of working from home.

Some women mentioned challenges such as isolation, overworking and not fully being able to complete their tasks. For example:

Isolated, not able to speak and meet with colleagues not just on a personal level but when working getting information and answers so I can do my job effectively. Working longer hours as working from home

Moved to home working. Means almost back-to-back meetings with very little breaks. Longer days as not commuting. Throw in home-schooling on top = major challenge and reduced productivity. Now my diary has less meetings - more breaks and also time for me to step away to home-school (and just look after my children) which I share with my husband.

There were a number of women in our sample who were not able to work from home and still had to go into work. These women reported added anxiety and issues with ensuring a Covid-19-secure environment. For example:

Constantly cleaning and sanitising everything I could possibly touch.

I am a train driver and felt unappreciated and unsupported. No PPE initially and now minimal, no bubbles formed, no testing. No communication, a sense of dishonesty and a 'just get on with it' attitude from management.

I have carried on as normal. Albeit, compared to others in my grade I have worked more due to having more route knowledge. I have to allow more time for cleaning my work environment. The company cleans but not as frequently as they should in my opinion. I feel more stressed at work. I also feel more stressed and anxious when thinking about work.

Beyond the day-to-day tasks of their work, respondents also had to deal with uncertainty in their jobs and roles within that. For example:

Cause some uncertainty over the security of my role

Trainee train driver , so most of my training been suspended because we can't keep 2m apart

We had to adapt our projects and many staff were furloughed.

Some of our respondents were furloughed or made redundant themselves, with some pointing out that furlough seemed to be disproportionately being targeted at women:

I got furloughed for three weeks, which felt awful at the time, and I don't think there was enough support for furloughed staff.

I was made redundant (aviation industry)

Redundancy has targeted the mid and junior staffs. The majority of the female staffs operate at this level. Hence, the ones with their job at risks are largely women.

The majority of people made redundant at my firm were women. The majority of people put on furlough, women.

A number of responses commented on the impact of home-schooling and the challenges this brings:

Completely working from home which is good for me. Juggling work and home school made life harder

With children home educating and working has a massive impact - on availability, time and energy

On the positive side, some women enjoyed working from home and not having to commute. This enabled them to spend more time with their family and use their time more productively:

I have learned to work remotely and have gained time to spend for myself and with my family

Working from home is much easier. No more long commutes and more efficient meetings. Less stress and more time to exercise and do things in my own time.

But for others, the work-life balance had been impacted for the worse:

My working hours have increased dramatically due to WFH as there are no boundaries, I log on the second I wake up and am logged on most evenings and weekends as everyone else is so if you don't do it, you'll get behind.

Had to work from home. Increased workload with much uncertainty. Juggling personal and work life. Mixed boundaries between work and life.

Days are very long and working from home means that everyone knows that you're effectively still at work 24/7. That wouldn't happened pre-Covid-19, as the building would shut, or people would allow for the usual commute when booking meeting times

Full remote working has made it difficult to distinguish a healthy work life balance. Like many my personal resilience is now waning as we enter lock down 3 and I feel fed up with the ongoing situation.

4.2.2 Impact of Covid-19 on women’s wellbeing

Beyond the impact of the pandemic on being able to carry out their job, some women reported wider wellbeing issues such as difficulty in maintaining social networks and feelings of isolation:

My job is stable for now, I work remotely but it's hard to make new networks virtually

An impact that can't be described in words - isolation

Bad...I miss social interaction, the city, the office, my colleagues and the office banter

I live alone and have been working from home since March 2020. The isolation has impacted my well-being as it limits my social interactions with people.

Others responded to having increased anxiety levels and stress. For example: Depression and anxiety a real issue - feeling the pressure to perform under impossible conditions alongside the isolation. increased stress, and some points of overworking/burn out

For many women in our survey, managing the childcare and other roles also affected their well-being: Childcare responsibilities and work mean that I have little time for anything else including anything I formerly did to support my own well-being. Taking it day by day - some days are fine and productive, other days I feel mummy guilt, work guilt as I can't be 100% on both. The combination of all of the factors mentioned above, new job, home schooling, childcare have contributed to my self-confidence taking a hit and my well-being has been affected deeply, both physically and mentally. I am drained!

On the positive side, our findings showed the pandemic has had a positive impact on some women’s well-being. Some women indicated they were doing better than pre-Covid-19:

A lot better. I'm more in control of my time and have more of it to myself as there is no long commute (2.5 hours each way)

Better - as I now have time to exercise

I gained personally and financially from working at home, being closer to home, garden and allotment. I missed workmates and socialising (as well as my family)

I am far less stressed now I don’t have to commute

4.2.3 The role of the transport sector in supporting the economic recovery from the pandemic

Many of the women in our survey perceived transport as having a vital role to play in the economic recovery, in terms of keeping people and goods moving. Common themes were getting people back to work safely, and delivering goods and vaccines:

Getting deliveries to customers and keeping the country in supplies

Getting people to work safely!

However, women in our sample also noted perception issues using public transport due to Government advice to avoid using public transport where possible. For example:

Making sure people are not afraid to travel by public transport in the future and keep innovating to achieve more sustainable future

I think public transport has a difficult dilemma 1) until there is a vaccine many will not want to travel 2) if there is a permanent reduction in commuting. Possibly capital investment will boost the construction sector! I think there needs to be a resurgence of environmental focus in transport sector.

Another common theme among our sample of women was the opportunity provided by the pandemic to continue and increase the shift towards sustainable travel:

Continuing to invest in active travel infrastructure to support safe, local accessibility, which in turn supports local economies. Finding sustainable freight solutions is also important to mitigate the impact of the surge in online ordering and delivery. The transport sector must take responsibility for 'building back better' for the sector - which means both greener and fairer.

Investing in low carbon transport will be important for the recovery from the pandemic

Increasing cycling and walking, making it accessible to all. We have the opportunity now to do things differently in regard to sustainable transport planning. Our role is to make things better post-Covid-19 - better for people, and better for the environment/ climate.

Rebuilding confidence in public transport and providing infrastructure to support active travel

Many women also indicated that transport and the construction of new transport infrastructure is key to the economic recovery in terms of boosting employment and driving growth:

Investment in infrastructure and transport will be key to the recovery, but not all disciplines within transport will be as equally important

Infrastructure projects drive economic growth

Enabling people to get to work and providing jobs through projects (directly and indirectly)

Securing investment in infrastructure, creating jobs, boosting economy and creating a sustainable infrastructure network

To provide jobs, support the economy, build resilience where we can. Focus on a green recovery

4.2.4 The role of women working in transport in supporting the economic recovery

When asked specifically about the role of women working in transport in supporting the economic recovery from the pandemic, many women in our survey said women's role was vital, and equal to men's role. Some participants noted the role of women in bringing diverse perspectives:

Adding value and diversity of thought

Ensuring new policies and measures take the needs of women into account

Bringing diversity of thought and understanding to roles

Bringing empathy and softer leadership and management skills to help people to reintegrate into workplaces and thrive

Essential - women have been more affected by the pandemic and so any choices around recovery plans MUST include women at the decision making table.

Some women also felt their role was crucial in pushing for sustainable transport development:

In my experience, women are often more involved in active travel than motorised. They need to lead this push

Build in a sustainable way

4.2.5 The future of transport as a result of the pandemic

We also asked respondents whether they thought the transport industry would change permanently as a result of the Covid-19 pandemic.

Many of the women in our survey felt the industry would change permanently but their views differed on how it would change.

Some women felt that aviation and public transport would be particularly impacted:

Yes. Aviation has been hit hard. Future is quite unknown at this point.

Reduced demand for public transport in the short / medium term. I think remote working will become more popular and will be a lasting legacy of the pandemic, evidence suggests it will take 20 years to get back to pre Covid-19 passenger transport levels on public transport.

Sadly I think public transport use will be on the decline for a while but active travel funding and delivery will increase. Hopefully this will in itself support a resurgence in public transport once more people realise they can live happy and healthy lives without so many car journeys

Some operators/services will not survive. Operations will be tightened up, with the loss of low performing services that can no longer be carried by the network. It will be a while before the numbers of travelling public returns to pre-Covid-19 levels - if it ever does.

Yes. New options to restore trust in public transport are necessary. Travel patterns will not be the same, as many will not go back to work or back to the shops for their goods. Even if traffic returns to pre-pandemic levels, commuting patterns and timings are likely to be different. All this needs to be accommodated by the transport industry.

Other women felt there would be an opportunity for travel behaviour to change towards an increase in active and sustainable travel:

I definitely think so I believe more individuals will take up active travel such as using bikes and walking rather than taking their cars etc

I really hope so - I hope that more focus and spending will go towards green, sustainable, active and public transport and with less focus on planes, fast petrol cars, private vehicle ownership etc. Transport plays a massive role in creating air pollution and carbon emissions, therefore it has a massive role to play in turning around our situation with climate change and air quality to a really positive one.

I think active and sustainable travel will be better supported and create opportunities to minimise climate change. I think the use of public transport will take a while to return to pre-Covid-19 levels, if ever. There is a danger that car dependency will increase if sustainable travel alternatives is not encouraged.

Yes! Hopefully for the best -climate change is a huge threat and I hope covid can be the catalyst for behaviour change. A lot rests on government response though

Some women in our survey felt that many people will continue working from home, and there would be less commuting and travelling for business purposes:

Yes - I think many more people will be working from home as a result in the longer term and less people will need to access transport.

I hope so! Flexible working should be the norm (i.e. flexible hours and flexible location), and I do see it much more so amongst women and men. Hopefully some meetings can also remain online rather than in person.

I hope so. Its proven that people don't have to travel up and down the country for meetings and to work in offices so I hope that the flexibility of remote working / meetings continues.

I hope that there can be less need to for car travel when commuting as more flexible working from home can occur.

This led women to raise the likelihood of a decline in public transport services, but also the potential for an increase in active travel:

Yes. I think WFH will stay and people will only go to their office once or twice a week. This might result in fewer services running

Yes. In some locations I fear that we will see long term reductions in bus patronage. Hopefully this will be replaced to a certain degree by active travel modes, but this depends on the transport policies of particular authorities.

Yes. People will be less willing to be on overcrowded public transport services. Focus on changing street space will lead to an increase in walking, cycling and public transport use as people realise the disbenefits of excessive traffic. Working from home will continue with an impact on centrally focused transport networks

Some women thought the industry would change in respect of health and safety:

'Health and safety' has been a consideration in all projects for as long as we can remember but it is now paramount for a very new reason. This generation won't forget the risks that traditional public transport travel posed during this time and I believe our approach will be impacted by this in various different ways.

Safety/hygiene is another issue/ choice to make when travelling in addition to cost/time etc

Yes - less tolerance of passengers to crowding , cleanliness etc as they can now choose whether to commute/travel or not.

Other women felt there would be no long-term change in transport and, once out of the pandemic, things would return to business as usual:

I fear travel will revert to pre-Covid-19 patterns and we'll have missed a trick

No, I think generally, once we have 'returned to normal', not a lot will change.

No. I wish it would but I think there is too much political and economic (and social) inertia.

4.3 Examining the gender differences

To compare the difference in survey responses between genders, we used the set of 561 survey responses, including 289 responses from women and 272 responses from men. The average age of the full group was 42.

We carried out a test of statistical difference called an independent samples t-test. This test compares the means from two different samples, in this case females and males. The confidence interval was set at 95%. This means we are 95% confident that the differences between the two groups did not occur by chance.

There were also gender significant differences on income and salary. However, we cannot be certain these results are caused by gender difference because the men in our sample were older and had worked in transport for longer than the women in our sample. For example, men responded to earning significantly more than women. The average salary band for men was £60,000 - 79,999, whereas for women it was £40,000 - 59,999. Men were on average more senior than women at the level of Head of Department / Principal Consultant / Principal Engineer / General Manager, Head of Operations; whereas women in the sample were on average at the level of Manager / Senior Consultant / Senior Engineer / Supervisor.

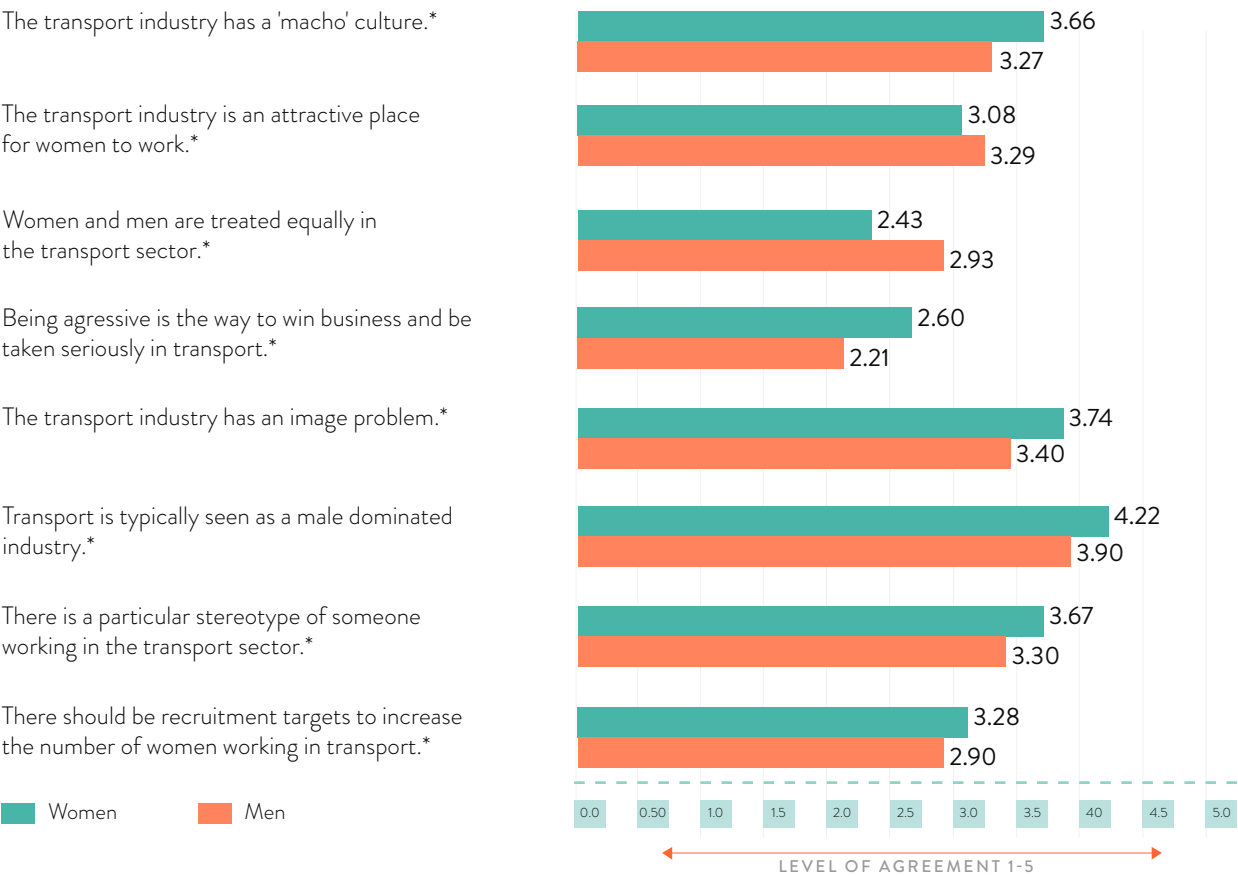
The difference in levels of seniority may have something to do with the sample of men being older than women (the average age of men was 45, whereas the average age of women was 40). In addition to this, the men in our sample have worked in the transport sector for significantly longer than women – an average of 18 years for men compared to 12 years for women.

4.3.1 Perceptions of industry culture

We found a statistically significant difference between women’s and men’s perceptions of transport industry culture:

- Women agreed more than men that the transport industry has a macho culture, an image problem, a certain stereotype and that it is a male-dominated industry
- Men tended to agree more than women that transport is an attractive place for women
- Women tended to disagree that women and men are treated equally in transport, whereas men were more neutral in their response
- Responses to if being aggressive is the way to be taken seriously were fairly neutral – though men significantly disagreed with this more than women
- Women agreed more than men that there should be recruitment targets to increase the number of women working in transport
- See **Figure 6** for patterns of results. The figure shows the pattern of results on each statement with the mean score of females and males. Statements with an asterisk indicate a statistically significant difference between females and males on the mean scores of that statement

Figure 6: Women and men’s responses to perceptions of transport culture statements

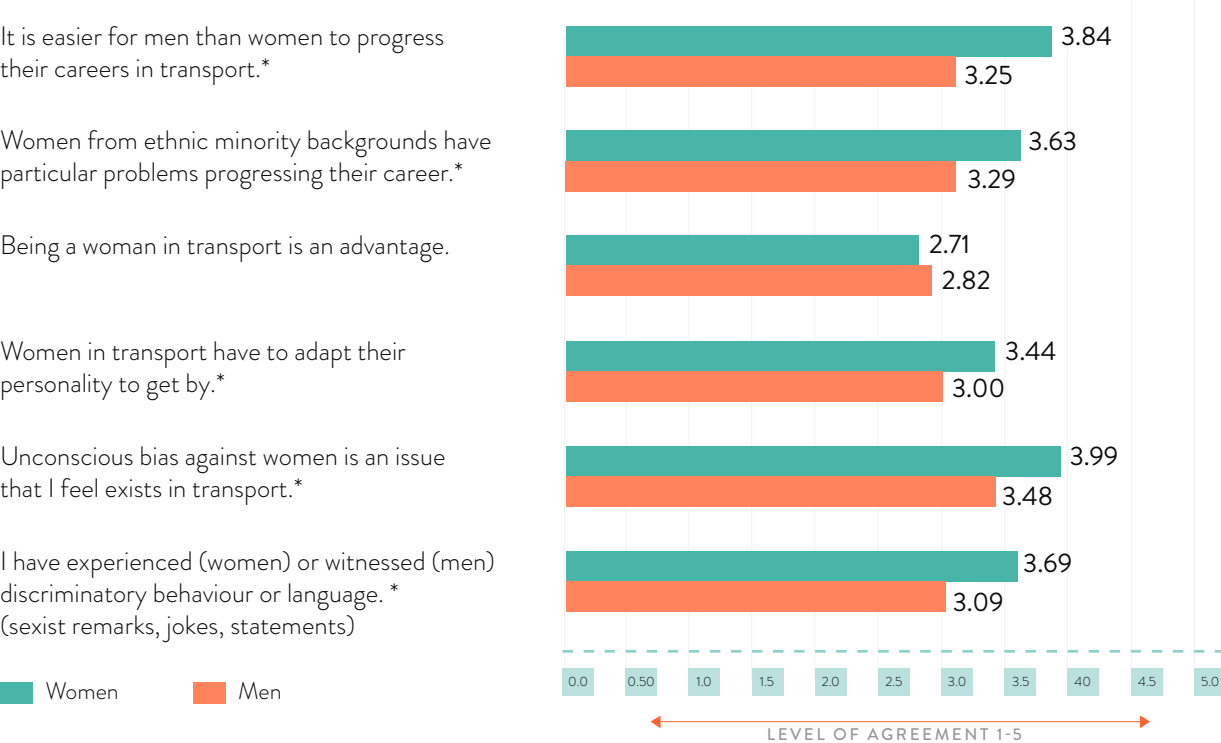


4.3.2 Perceptions of gender issues

We found statistically significant differences between women and men on perceived gender issues in transport on most of the statements in our survey:

- Women agreed more than men that it is easier for men than women to progress in their transport careers
- Women more than men felt that women from ethnic minority backgrounds experience particular problems in their transport career
- Women believed more than men that to get by in transport women need to adapt their personality
- Women more than men agreed there is an unconscious bias issue against women in transport
- More women agreed that they have experienced discriminatory behaviour than men agreed that they have witnessed it against women
- There was no significant difference between women and men in their opinion that being a woman is an advantage in transport. Both were fairly neutral. See **Figure 7** for patterns of results

Figure 7: Women and men’s responses to perceptions of gender issues within transport

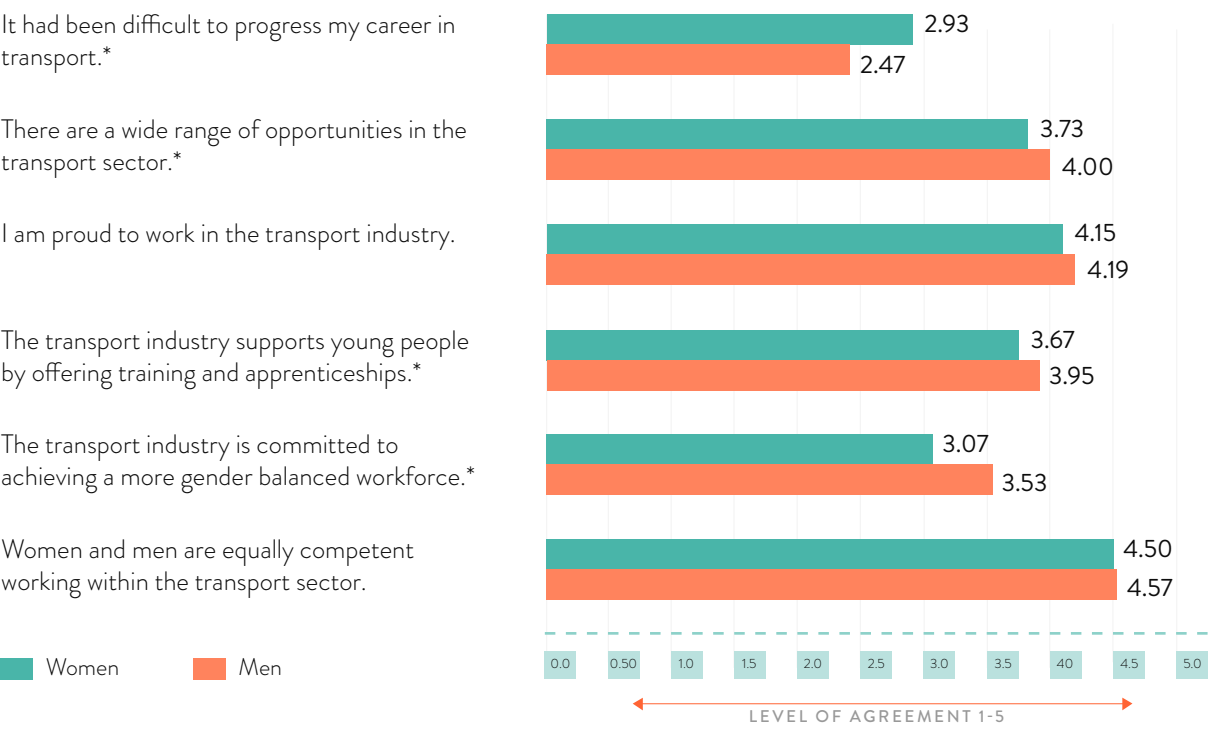


4.3.3 Perceptions of career opportunities

We also found statistically significant differences between women and men on most of their perceptions about career opportunities in transport:

- Men tended to report less difficulty in progressing their transport careers than women
- Men agreed more than women that there are a wide range of opportunities in the transport sector
- Men more than women felt the transport industry supports young people by offering training and apprenticeships
- There were not significant gender differences in responses to being proud to work in transport and perceptions of equal gender competence in transport. See **Figure 8** for patterns of results

Figure 8: Women and men’s responses to perceptions of career opportunities in transport



4.3.4 Factors that other surveys have identified as supporting women

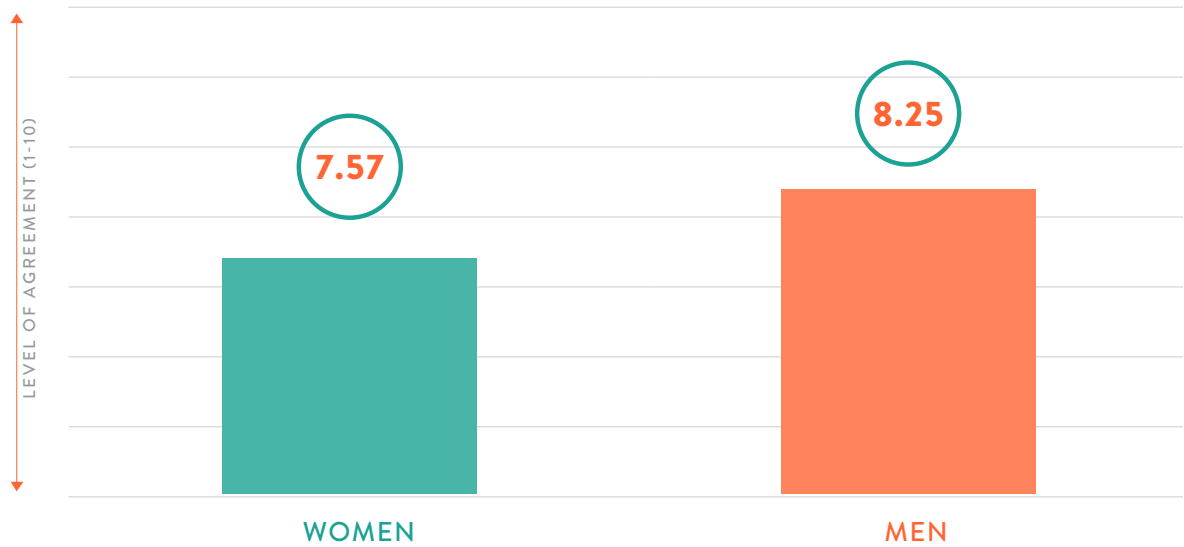
We also found significant differences between women and men in their perceptions of all factors identified as supporting women in transport. See **Figure 9** for patterns of results.

- Men believed more than women there was a flexible working culture in their company and in the transport industry
- Women agreed more than men that women would be attracted back into industries if more flexible working was available
- Both women and men were in agreement that training for senior leaders on equality, diversity and inclusion would be helpful. Women significantly agreed to this more than men
- Men would more likely than women recommend a transport career to (other) women, though both were fairly likely to agree. See **Figure 10**

Figure 9: Women’s and men’s responses to statements about factors that support women in transport



Figure 10: ‘How likely would you be to recommend a career in transport to (other) women, on a scale of 1 to 10 (with 10 being extremely likely)’





CASE STUDIES

CASE STUDIES

Initiatives supporting recruitment and retention of women in transport

To go alongside our research, we have collated a collection of case studies from across the transport industry of initiatives that are making a difference in the recruitment and retention of women in transport. All these initiatives have produced measurable results in improving gender balance.



Kath Rogers
Associate, ITS Guildford,
WSP UK

“I am the main carer for my disabled son. He goes to a special school and isn’t able to go to mainstream breakfast, after school or holiday clubs. Working school hours, term time only, has allowed me to keep my career and care for my son.

So long as I am open about my working arrangements, it seems to work fine. The key is that my manager, and the wider business, trust me to manage my hours and make up any time that I’ve missed. In return, I’m happy to do a bit extra when it’s needed.”

WSP encourages agile and flexible working arrangements for its employees in the UK. Kath Rogers is an Associate at WSP based in Guildford. She is employed on a term time basis, working 39 weeks a year in school term time only.

Kath worked for Mouchel (now part of WSP) for 10 years prior to having her second child. He had severe learning difficulties and autism so Kath stopped working for a couple of years whilst he was in nursery. When he reached school age, she wanted to return to work and had thought she would have to become a teaching assistant to fit around her caring responsibilities. However, a conversation with her previous manager resulted in a solution that meant she could return to work whilst her son was at school and be fully present during the school holidays.

In December 2019, Kath had been working on a term time contract basis for approximately nine years. Her transition to full hours was gradual over a period of a year – she initially started on a zero hours basis and worked around childcare. She was the first person at Mouchel to work on a term time contract and there are a couple of others now within WSP working on similar contracts.

Of course, there are compromises with this type of contract. Salary is pro-rata and there are few opportunities for networking with compressed hours as you don't take a lunch break and cannot attend after work functions. Opportunities for visibility and progression could be limited. There is pressure to prove yourself working in a different pattern to others around you and guilt around stepping out of projects at set times.

Working in this way does naturally require careful planning. For example, Kath treats the six week summer break as if she is leaving the business and handovers accordingly. It does mean starting over again in September but people are accustomed to her working pattern and she is trusted to deliver so she always has work to keep her busy.

By her own admission, Kath would never have been brave enough to ask for this innovative solution which has allowed her to return to a career in transport that she loves and is grateful to the manager who suggested it. Food for thought for other managers out there.



Rachel Skinner

Executive Director WSP and
Patron, Women in Transport

“At WSP we are committed to increasing women’s participation in the transport and engineering sectors. Putting flexible and agile working at the heart of our company culture over time has helped us to build teams that are more diverse and better reflect our communities and clients.

Through initiatives such as the ‘WSP hour’ that actively encourages everyone – women and men – to consider the benefits of flexi-working each day, term-time contracts and continued learning through Covid-19, we are committed to attracting and retaining highly talented colleagues.

This means that our business and our clients benefit from the skills, innovation and creativity that a diverse workforce brings.”

CUSTOMER EXPERIENCE REPRESENTATIVES

Increasing gender balance in a traditionally male-dominated role

Costain Skanska joint venture (CSjv) is working on behalf of HS2 to deliver the preparatory works for the London section of the new railway.

With a significant amount of the joint venture’s works outside Euston station, the team had to keep pedestrians informed and moving, while deliveries and works continued. CSjv also wanted a team the public could approach for information, and were aware of local shortcuts and services. Working with the local community, Kings Cross Construction College, and supply chain partner Clipfine, CSjv addressed this challenge by redesigning the traditional role of a traffic marshal into a Customer Experience Representative (CER).



Background

Before, less than 1% of traffic marshals on CSjv sites were women. The key focus of the role was to receive deliveries on site and supervise the site gate.

In addition to marshal duties, CERs are responsible for ensuring high safety standards for pedestrians and communities close to site works. While CERs have the same qualifications as traffic marshals, CSjv provided more training to ensure the CERs were customer focused when carrying out their duties. CSjv also provided visible uniforms with ‘how can I help you’ branding. Engagement showed the rebranded role and increased customer focus would encourage more women to apply, addressing female underrepresentation on HS2 sites (a key goal of HS2 and CSjv).

Results

Changing the name of the role and emphasising its customer-facing responsibilities improved gender balance of the team, with 23% of the team being women.

This small change in focus has also resulted in a step change in performance, improving safety and customer outcomes. In a short space of time, 67% of customers now feel safer as a result of the CERs.

FAIR (FEMALE ADVOCATES IN RAIL) WOMEN'S STAFF NETWORK

Costain Skanska joint venture (CSjv) is working on behalf of HS2 to deliver the preparatory works for the London section of the new railway.

CSjv's FAIR (Female Advocates in Rail) Network is a staff network for employees that provides support and a safe space to discuss issues affecting women in the workplace and women's experiences working on a major infrastructure project.



Background

The FAIR Network began two years ago when a group of female colleagues decided to create a network that would support women throughout the joint venture and encourage and promote gender equality across the CSjv team and the wider industry. The network provides a space to discuss work, design campaigns to empower women, hold talks, and deliver events – particularly in STEM. The overall aim of the network is to support its members and build allies.

Since starting in CSjv, the network is now shared with HS2's main works contractor, Skanska Costain STRABAG joint venture. After two years, there are now 80 members across both joint ventures, including women and men.

Their programmes consist of reverse mentoring, talks in schools on STEM to get more young women interested in construction and transport, campaigns for International Women's Day and International Women in Engineering Day, and assisting in delivering an apprenticeship scheme.

Results

The FAIR network has created a platform for female colleagues to get to know each other and connect women who may be feeling isolated as one of few women on site. The group's chairs believe it has been valuable to retaining women, as they have a place to connect with each other. Including male allies in the FAIR network has helped men understand how to support their female colleagues, which also helps retention rates.

The apprenticeship scheme that FAIR assisted in delivering has increased female applicants by 20%. This meant 45% of the applicants were female.

THE GO-AHEAD GROUP

Attracting female talent to the transport industry

Go-Ahead is one of the UK’s leading public transport operators, connecting communities through bus and rail services.

Its purpose is to be the local partner, taking care of journeys that enhance the lives and wellbeing of communities across the world. The Group employs more than 30,000 people who work hard to deliver safe, reliable and value-for-money services for its passengers.



Background

Go-Ahead is committed to attracting female talent across bus, rail and its Head Offices. It was one of the first large UK companies to have a 50/50 gender split on its board and is committed to bringing in more female representation at every level.

It is currently focusing on:

- A goal to increase the number of women in its bus companies from 11% to 20% by 2025
- Hiring more female apprentice bus drivers – including a joint programme with Transport for London called ‘Women with Drive’
- Ensuring women are supported through networks, including Women in Bus (open to all Go Ahead bus workers) and separate networks in Govia Thameslink Railway (GTR) and Southeastern
- GTR has set a goal to have a 50/50 gender split on all training programmes by the end of 2021

Results

Go-Ahead is already seeing strong results from its initiatives, including:

- Women represent one quarter of Go-Ahead’s executive leadership positions in rail
- One-fifth of Southeastern’s workforce are women
- One-third of applications for the Group graduate scheme in 2020 came from women – an increase of 12% from 2019
- GTR has doubled the number of female train driver applicants in less than a year (2019-2020)
- Southeastern won ‘Best Employer’ at the Women in Rail Awards for overhauling its policies (such as introducing a fertility policy) and promoting workshops such as menopause awareness sessions

Katy Taylor, Chief Strategy & Customer Officer said: “We want our workforce to reflect the diversity of the communities that we serve. Transport has historically been a male-dominated industry and there is still a long way to go for us to achieve a gender balance. We will continue to work to break down barriers, challenge stereotypes and attract women to careers in transport.”

GOVIA THAMESLINK RAILWAY

Govia Thameslink Railway (GTR) is the UK's largest rail operator, running Thameslink, Great Northern, Southern and Gatwick Express train services.

A key strategic objective of GTR is 'Making Diversity part of our DNA.' This is focused on attracting, recruiting and retaining more female employees at GTR, especially within operational roles but also across middle and senior management positions.

Background

GTR is committed to attracting more women to consider a career in the railway and is working towards the target of achieving 40% of applications from females by 2021. The operator has launched several initiatives in the past year aimed at attracting women both in-house and across the rail industry.

GTR has undertaken targeted recruitment advertising campaigns in partnership with female-focused websites and audiences, such as The Female Lead, Women's Engineering Society, Women in Rail, Working Mums, Work180 and several others to attract more women to the career path. This has resulted in increased applications from females, especially for train driver roles. A LinkedIn engineering campaign targeted women and helped to boost follower growth achieved on the platform from January 2020.

In addition, GTR marked International Women in Engineering Day on 23rd June 2020 with its first interactive online event to offer an insight into engineering careers in the rail industry. The event offered a chance to learn more about the organisation from those working in a range of engineering roles.

Steve Lammin, Engineering Director at GTR, said, "As the largest train operating company in the UK, it goes without saying that engineering is a major part of the business. We're always on the lookout for our future talent and are pleased to see an increase in applications for various engineering roles across the company this year. We're continually working to attract more women into the rail industry and this event forms part of our wider commitment to greater diversity in this space."

Results

GTR has made good progress so far, recording an increase in the number of applications from women in its 2019 and 2020 advertising campaigns. While the target of 40% female applications by September 2021 is challenging, the business is making good progress with the current figure at 16.7%.

The number of applications from women for train driver roles doubled compared to 2019 and has quadrupled from December 2020.

GTR is continuing to build on the great progress made so far by building a customer service talent pool from the females that were unsuccessful at the application stage for driver positions. Also, following the virtual event on International Women in Engineering Day), GTR has put forward a handful of individuals who were interested in one of their engineering positions for its graduate roles.

HIGHWAYS ENGLAND

Highways England is a government company responsible for planning, designing, building, operating and maintaining England’s motorways and major A-roads

Everyone who works at Highways England, from those who design roads to those who patrol them, play a vital part in keeping its customers safe. The company strives to employ a diverse workforce that reflects the communities it serves.



Background

Returning to work after a long break can sometimes be daunting. Recognising the challenges people may face, Highways England Returners programme has been created to make the move back into a work environment as smooth and successful as possible.

The six-month programme offers a package of support and opportunities to those returning to work after a break of two or more years. The package includes access to coaching sessions, a mentor within the business, flexible working arrangements, and benefits such as childcare vouchers, a pension, and holiday club schemes. At the end of programme there is the opportunity to remain with the organisation and continue in the role.

Results

The initiative has been a big success. Over 90% of those who have taken part so far have stayed at Highways England after completing the six-month programme.

“Colleagues in my team have been very welcoming, they’ve helped me settle in and find my feet. I enjoy the variety of work that comes my way as it’s challenging and rewarding.”
Devina – Lawyer, Highways England

HULL TRAINS

Achieving excellence in customer service through a gender-balanced workforce

Hull Trains, owned by First Group, is an award-winning open-access operator, running direct train services from Hull and the Humber region to London.

The company is regularly recognised for its customer-focused ethos, being proud of its status as one of the most innovative, enterprising and dynamic long-distance train operating companies in the UK.



Background

The team at Hull Trains attribute their success in customer service in part to the fact they are a gender-balanced organisation with a diverse management team. Until recently, Hull Trains was the only UK train operator with a female MD. The company currently has an almost equal split of male and female employees (54% female and 46% male). 35% of train drivers at Hull Trains are female. This is in stark comparison to the national average of just 5%.

Deborah Birch, Head of Human Resources at Hull Trains, explained. “We wanted to create an environment that invests in people and because of that there’s a strong sense of career development within the organisation. To nurture this, we introduced a step-up women’s programme offering sessions to help staff with confidence and encourage them to apply for new roles throughout the organisation. This FirstGroup sponsored programme has led to women applying for many different opportunities across the whole of FirstGroup.”

Results

The results of having a gender-balanced workforce and a truly customer-focused ethos are clear to see. For four consecutive years, Hull Trains was voted top for customer service in the National Rail Passenger Survey.

Managing Director, Louise Cheeseman commented, ‘I am incredibly proud of the leading role that Hull Trains has played in encouraging diversity across all roles of the business. Encouraging women into the rail industry is an ambition that is personally very close to my heart, having joined the front line of rail at a time in early 2000 when women were in the minority.’

MOMENTUM TRANSPORT CONSULTANCY

Momentum Transport Consultancy is a leading integrated, people-first transport consultancy.

Founded in 2012, the company creates transport strategies that inform every aspect of the built environment today and for the future. Working in markets including commercial, cultural, residential and stadia, people are at the heart of everything the company does.



Background

Designing cities and towns means designing for diversity and inclusion, so it's imperative the team at Momentum reflects the wider society. From the top down, staff have worked hard to improve opportunities for women. Initiatives have included proactively targeting women's forums and groups during the recruitment process, sharing the profiles and views of existing female graduates, and actively taking part in the Women in Transport Advance Mentoring Programme (senior staff volunteering their time as mentors and more junior members of staff being encouraged to join as mentees). All staff work to a company career framework, which has resulted in more women naturally being appointed to senior positions.

Laura Davis, HR Manager at Momentum Transport explained, "We're extremely mindful that people from diverse backgrounds are essential if we are to design for diverse communities. Our approach to improving our female/male ratio has been consistently proactive. We find many of our ideas come from within the organisation so we just need to find the forums and vehicles to make this happen."

Results

The team at Momentum are proud to see their hard work pay off. Women currently make up 46% of the workforce, compared to a transport sector average of just 20%. In the company's 2019 and 2020 graduate intakes, nine of the eleven graduates were female engineers, transport planners and modellers.

David Hart, Director at Momentum Transport commented, "We're fully committed to ensuring our team accurately reflects wider society across the many dimensions of diversity. We will continue to actively pursue this goal, spurred on by our achievements to date in increasing the representation of women in the transport industry."

MOTT MACDONALD

Mott MacDonald is one of the largest employee-owned companies in the world.

They are a multisector consultancy providing engineering, management, and development services on projects in 150 countries. Employing over 16,000 of the best people working on a diverse range of challenges, they are helping their clients deliver sustainable infrastructure and development solutions. They have a collegiate and collaborative culture which values equality and diversity and take proactive steps to create an inclusive workplace.



Background

Mott MacDonald’s Re:Connectors programme offers opportunities for experienced professionals who have had a career break of two or more years and are now looking to rebuild their career. Since 2018, the company has offered two separate Re:Connectors programmes in partnership with return to work specialists, Women Returners.

The programme provides candidates with a paid placement for 6 months in one of the company’s business units, with the opportunity to work on high profile projects. The aim of the initiative is to offer returners a permanent position at the end of the initial 6 month placement.

Results

The Re:Connectors programmes have been a great success. Following the first programme, three Re:Connectors found permanent employment with Mott MacDonald, representing a 50% intake. The second programme provided 9 candidates with permanent roles throughout the organisation, in divisions including Transportation, Buildings and Infrastructure, Energy and Water. This represented an 80% intake.

Anna Delvecchio, Transportation Development Manager commented, “Programmes such as the STEM Returners and Women Returners offer valuable opportunities for people looking to continue their career and create working patterns that suit their work-life balance. We value the diversity of our staff and their life experiences and we recognise the contribution of all our colleagues working together that makes us the success we are today.”

NETWORK RAIL

Improving gender balance in a traditionally male dominated industry

Network Rail owns, operates and enhances Britain’s railway infrastructure. The company employs over 40,000 people across frontline operational and office-based roles.

The company’s diversity and inclusion strategy is called ‘Everyone Matters’ (2019-2024) and it builds on their previous ‘Everyone’ strategy (2014-2019). This is a five-year strategy to create a diverse workforce that reflects the passengers it serves and to build a more inclusive working environment.



Background

A major part of this diversity and inclusion strategy is the ‘Gender Matters’ project. The purpose of which is to increase the number of women at all levels and improve attraction, recruitment and retention. There has also been a focus on improving workplace culture and facilities. Initiatives as part of the project have included changes to the interview process, specifically how roles are advertised and described; changes to how secondments and development opportunities are offered to employees; a greater focus on flexible working and supporting people returning to work after parental leave; support through guidance and opportunities for leadership training and mentoring; introduction of a gender equality employee network; working in partnership with organisations such as Women in Science and Engineering and the Women’s Engineering Society.

Results

Since the project began in 2017, Network Rail has increased the number of women in the business by 13%. The number of women in leadership roles has also grown by 15%. Retention rates following maternity leave have gone up, and the percentage of women progressing to interview and offer stage has also increased. The diversity of graduates and apprentices has improved across the business, in particular in engineering.

Lily Kitchen, project manager (diversity and inclusion) at Network Rail, commented “A key part of our D&I strategy is to increase the number of women in our business, which is part of a traditionally male dominated industry. We want Network Rail to reflect the diversity of our passengers and the results certainly show we’re making good progress, though we’re not complacent about the work we still need to do.”

THE NICHOLS GROUP

Creating a business environment to reflect the variety in the world around us

Nichols is a unique company of strategic change specialists.

For over 46 years Nichols has advised on large, iconic programmes, complex projects and major business change initiatives. Nichols operates in a wide range of industries, especially infrastructure, regeneration, energy and technology.



Background

Nichols’ leaders are passionate about raising consciousness in both business and our society. In 2016 they launched a dedicated equality and diversity programme, Loving Variety (Valuing All Regardless of Identity Experience Title or Years). The aim of the programme is to raise awareness, promote conversation and, ultimately, create a business environment that reflects the abundant variety in the world around us.

The programme incorporates various initiatives, both within Nichols and to the wider business network. This includes the design and delivery of their very own calendar of equality and diversity events and complementary social media campaigns, as well as contribution to industry events – through design, speaking or chairing. As a largely virtual organisation who provide flexible working options (even before Covid-19), Nichols benefit from a diverse pool of talent, offering routes to work for those who may not be able to travel into an office, or for whom traditional working hours are not suitable.

Results

The Loving Variety programme has vastly improved the gender diversity throughout Nichols. The company is currently at 44/56% female to male gender split and staff are proud to see this improving every year. 17% of staff have a flexible working arrangement in place. Outside of the organisation, positive results from Nichols’ work are beginning to show, including better representation at meetings, on boards and at events.

Kathryn Nichols, CEO of Nichols, commented, “Virtual working is not an inhibitor to driving diversity and inclusion agendas. If anything it’s an enabler, as it allows for faster, more effective collaboration. As we strive towards meeting the objectives of our Loving Variety Programme, it has been proven time and time again that variety in all kinds outperforms traditional working methods.”

TRANSPORT FOR LONDON

Attracting a diverse team to their technology division

The Technology division within Transport for London (TfL) is responsible for keeping the city moving through technology and data.

Some of their revolutionary projects have included contactless ticketing, modern signalling, an iBus location system to give customers real-time information, mobile devices for station staff and the TfL Go app, a new customer travel planning app with heavy focus on accessibility.



Background

The Technology and Data Leadership Team felt TfL was often overlooked by people considering a career in technology. Similarly, they felt there was a struggle to attract women to work in transport technology due to under-representation in both fields. TfL aspires to be as diverse as the city it serves, so their vision was to achieve a workforce that represents the customers who use their services every day.

Led by a group of female developers within TfL, an internal staff network was created to help champion women working in technology and create awareness of the fantastic career opportunities available within the organisation. Alongside this, Project 2030 was introduced to help showcase some of the exciting technology projects the team are responsible for delivering. New recruitment initiatives were also introduced, including anonymised applications, inclusive advertising and partnering with external technology initiatives to help attract a diverse team.

Results

Some fantastic results have been achieved from the team’s efforts in both the internal staff network and Project 2030. From over 200 job offers made during 2019, 75% of these were made internally, allowing existing employees the opportunity to develop into different roles in their new structure. From all offers made, 42% were to women. This is a great achievement considering the number of women in the UK working population currently employed in technology roles is just 17%.

The efforts of the women’s staff network group were rewarded in 2019, when they won the WeAreTechWomen’s TechWomen100 Network of the Year Award.

Dionne Condor-Farrell, Senior Developer in the Tech and Data Division at TfL commented, “The hard work has really paid off. When we advertise roles people now see the exciting projects they could be involved in, and they can be confident they’re coming to work in an inclusive environment with a truly diverse team.”

WOMEN IN AVIATION & AEROSPACE CHARTER

The Women in Aviation and Aerospace Charter (WiAAC) was launched at the Farnborough International Airshow in 2018.

The Charter involves companies and organisations from the aviation and aerospace industries making a commitment to work together to build a more balanced and fair industry for women, supporting the overall diversity of the sector.



Background

The WiAAC gives signatories real and achievable commitments to ensure that more women enter the industry. It helps support the progression of women into senior roles in the aviation and aerospace sectors and aspires to see gender balance at all levels.

A Steering Board, representing companies within the industry, trade bodies, academia and government was set up to help drive progress. The Board has helped run many initiatives including events, panel discussions and research projects. The focus of which has included encouraging a more diverse talent pipeline, raising awareness on the importance of improving gender balance in the sector, and maintaining the focus on diversity and inclusion as the industry starts to recover from Covid-19.

Results

Since launching, the WiAAC charter now has more than 220 signatories. Member organisations have also been launching their own initiatives as part of their commitment to delivering on the pledges they have made as supporters of the Charter. For example, The Royal Aeronautical Society has launched a free online mentoring platform to help women working in the industry progress their careers.

Jacqueline Sutton, Co-Chair of the Women in Aviation and Aerospace Charter commented, “The Charter recognises that a balanced workforce is good for business – for customers and consumers, for profitability and workplace culture, and is increasingly attractive for investors. This is something we strive to promote throughout our network of signatories via our events, social media, and website, where we share best practice tips and advice with our members in our Resource Hub.

“And, of course, as the industry starts to recover from the impact of the Covid-19 pandemic, we believe it is more important than ever to highlight the criticality of gender balance as companies in the sector look to restructure in response to the crisis. Diverse, forward-looking, and collaborative workforces will be integral in helping organisations to recover and face the future with confidence. Key to their success will be having strong visible female leaders inspiring the next generation of female pilots, engineers and CEOs.”



CONCLUSIONS & RECOMMENDATIONS

CONCLUSIONS & RECOMMENDATIONS

The experiences and perceptions shared by the women we surveyed give rich insights into what it is like to be a woman working in transport in 2021, against the backdrop of the pandemic.

While the findings are slightly negative about industry culture and gender issues, these insights are consistent with what we know already, anecdotally, from Women in Transport members. Our findings are also consistent with the experiences and perceptions reported in previous studies of women working in male-dominated professions, such as construction and engineering.

Despite some negative experiences, it is interesting that the women in our survey report high levels of pride at working in the transport sector, as well as being likely to recommend a transport career to other women. This finding is consistent with the levels of pride and recommending that we found in a similar study of women working in construction public relations roles. For further research, it would be interesting to unpick this and gain insight into why the levels of pride are so high, despite some negative experiences and perceptions of the transport industry. And how can we harness these levels of pride (felt equally among men and women) to promote the industry to other women and create a step-change in the numbers applying to join the sector.

Covid-19

Many of our participants reported negative impacts on their wellbeing in terms of feelings of isolation and anxiety. This indicates a need for employers to put in place solutions that can help to recreate the social interaction usually provided in an office environment. Virtual coffee mornings are one example.

This also shows that the role of Women in Transport and other industry networks will become ever more important in helping transport professionals to reconnect.

As many women reported that enforced working from home had a positive impact on their work-life balance and well-being, this indicates a need for the industry to harness the positives from this experience. It would be great to fully embed flexible and home working into industry culture and make sure this continues as the norm.

Comparing the genders

The differences between the genders are interesting, particularly on questions about gender issues such as unconscious bias, which is by nature unconscious.

It is clear there is a mismatch between men's perceptions and women's reported experiences. This indicates a need to build understanding of women's experiences, as we have done through this research. It is important we continue to share women's stories.

As men are typically in more senior roles, with responsibility for making management decisions, there could be a role for reverse mentoring to help build their understanding of women's experiences and perceptions.

As our research has shown that women more than men have struggled with their career development, there is a need to support women to build their confidence and skills to enable them to progress to leadership roles.

Showcasing best practice

The case studies collated as part of this research show examples of initiatives that are already making a difference and boosting gender balance in the transport industry.

We encourage employers to learn from these initiatives and continue to share best practice for the benefit of the wider industry.

Recommendations

Our research findings show clear calls to action for Government, for the transport industry, and for Women in Transport to take forward with our members.

Asks of Government:

Our survey findings support the need for Government to:

- Develop a campaign to profile and celebrate the diverse range of people within the transport sector who have kept the network going and who are helping the UK build back better. This could build on the #transportheroes campaign and be taken forward post-Covid-19
- Support a cross-industry Equality, Diversity and Inclusion (EDI) Charter to join up the different sector EDI Charters (Some of the Charters that exist already are: Railway Industry Association/ Women in Rail; Women in Aviation and Aerospace; Women in Maritime)
- Commit to making the importance of greater diversity central in policy-making on how the transport industry can support a safe, greener recovery from Covid-19

For Women in Transport to deliver:

- Government and industry to support Women in Transport to deliver an industry-wide campaign and toolkit to challenge macho behaviours and culture in the transport workplace. This should support men too, given concerns about the impact of the pandemic on mental health mentioned by survey respondents. As part of the toolkit, develop specific training to aid understanding of women's experiences
- To tackle the issues of progression identified by our research participants - particularly to senior levels for people from Black, Asian and Minority Ethnic communities and women – Women in Transport should develop and deliver a leadership programme to support women leaders

For transport sector organisations to deliver:

Our survey findings provide a call to action for the transport industry to:

- Provide clarity about their flexible working policies post Covid-19 and build it into industry culture going forward
- Involve women in policy-making on Covid-19 / post-Covid-19
- Establish gender inclusive recruitment and retainment practices. These should include factors such as inclusive job descriptions, removing personal details such as names from CVs, and ensuring interview panels are diverse
- Resource gender equality staff networks to support women and non-binary people at a challenging time for the industry
- Establish reverse mentoring programmes to pair male senior leaders with women in more junior roles to enable them to better understand and learn from women's experiences



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About Women in Transport

Women in Transport is a not-for-profit that empowers women to maximise their potential. Membership provides exclusive access to a varied events programme including unique experiences, professional development, networking and annual mentoring. Men and women are welcome to join - we believe that by working together we can promote a diverse and strong transport workforce that supports UK growth.



About the APPG for Women in Transport

The APPG provides a forum to discuss and overcome the under-representation of women in transport by promoting best practice examples of employers leading the way in gender diversifying their workforce. The group is Chaired by Ruth Cadbury MP.



About JFG Communications

JFG Communications is a virtual public affairs consultancy specialising in stakeholder engagement, research, political communications, and diversity. We work with customers in the transport, infrastructure and construction sectors. JFG Communications have provided their pro-bono support in collating this report. The report is authored by Jo Field, Founder & Managing Director of JFG Communications, Women in Transport Board Member, and APPG Secretariat.

Contributors:

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About Eurovia

Eurovia UK businesses are responsible for improving over 50,000 kms of the UK's highways network – we deliver specialist highway services across the largest, dedicated, highways portfolio within the UK, including the strategic road network, DBFO motorway and trunk roads, and the local authority network.

We are private sector partners, dedicated to delivering public services. We offer best practice services through local solutions which make an impact in the communities in which we operate. We take pride in offering a dedicated, flexible approach which supports our clients, underpinned by the recruitment, development and retention of a locally based workforce and supported by a close community of trusted supply-chain partners.

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 - Network Rail
 - Transport for London
 - The Women in Aviation and Aerospace Charter
 - WSP



2021

GENDER PERCEPTIONS &
EXPERIENCES WORKING IN TRANSPORT

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UK

