



## Women in Transport

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Italian port days – 4 October 2021

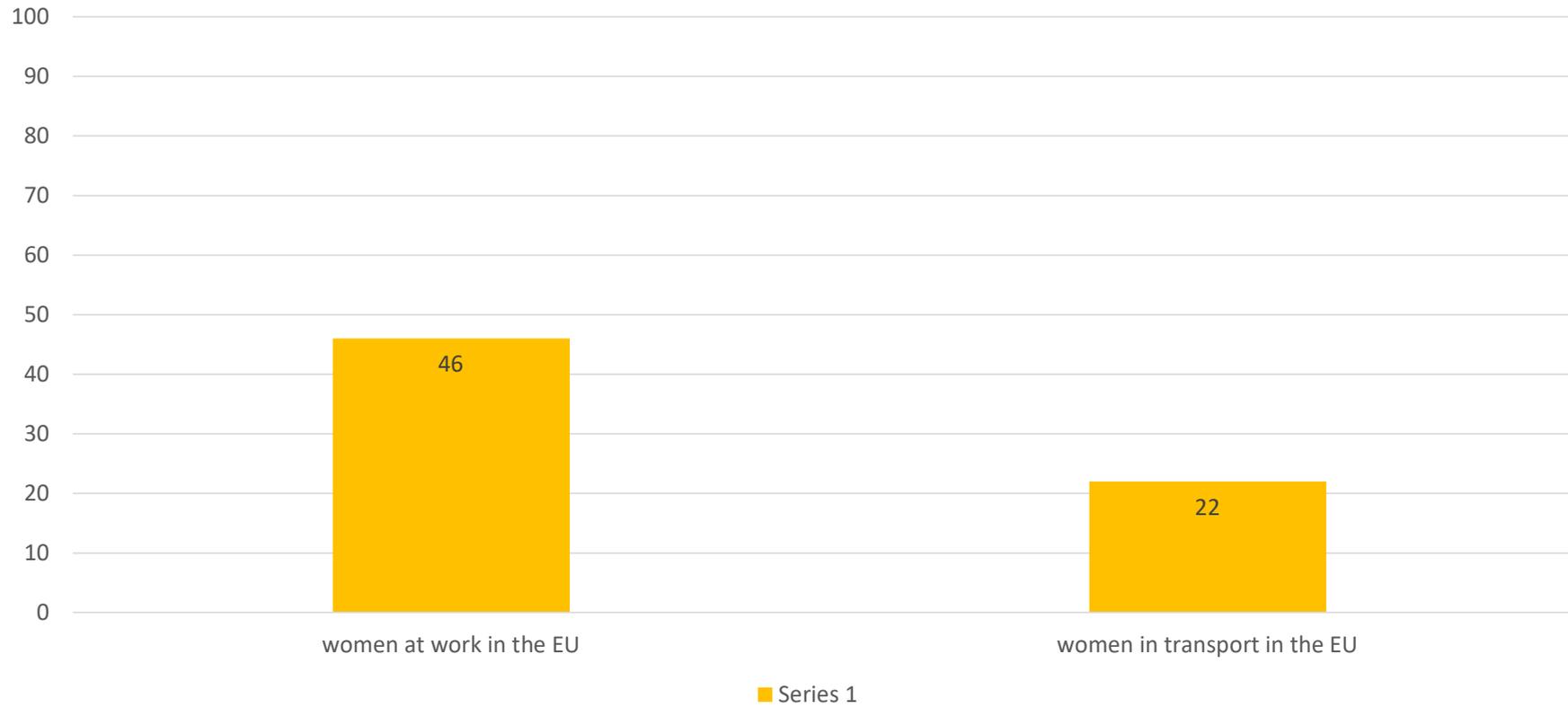
Isabelle Ryckbost - European Sea Ports Organisation



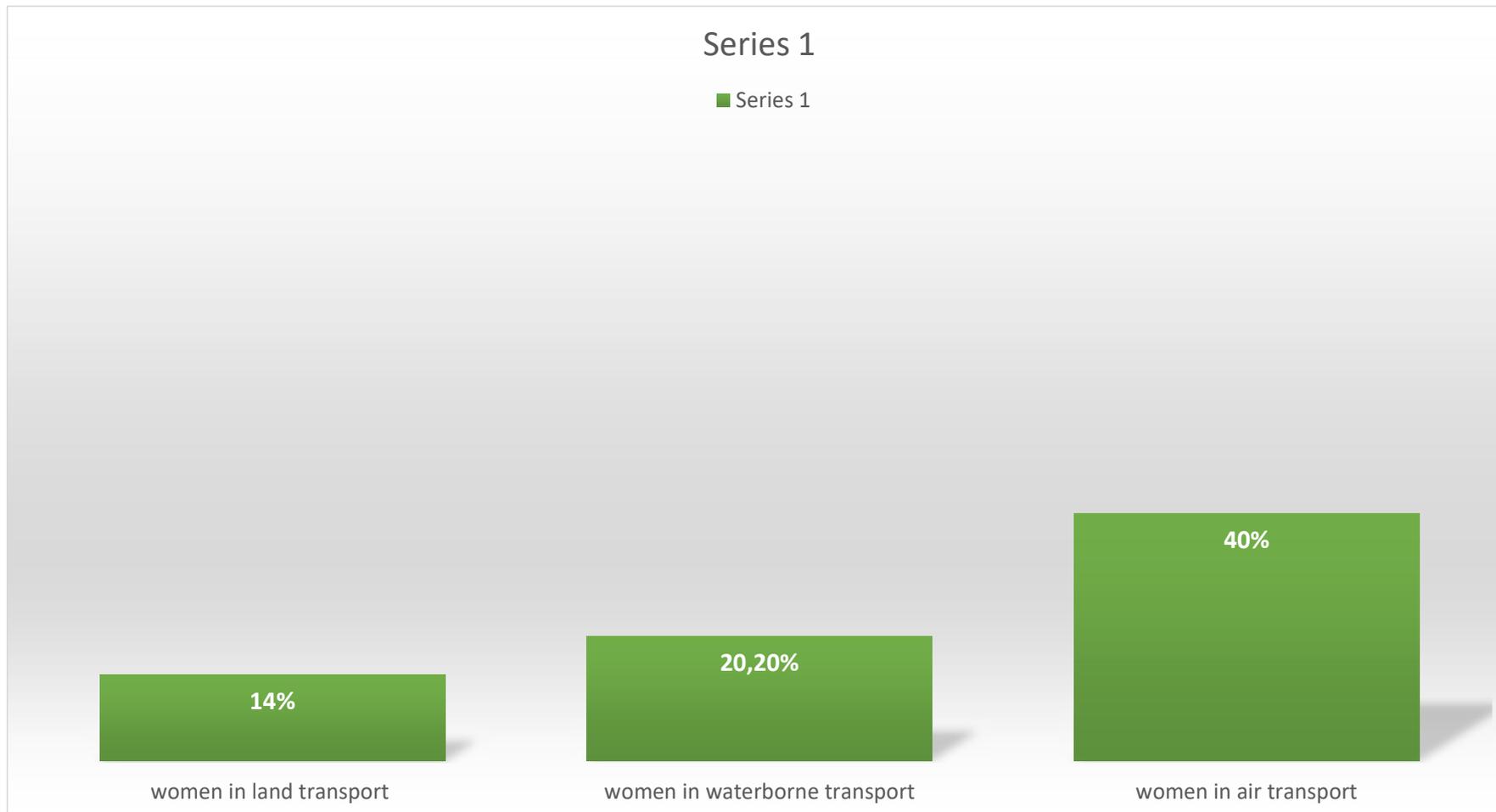
## Percentage of female employment in the EU



Series 1



## Women active in different transport modes in EU



## Some additional findings remarks

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Women are typically active in customer facing jobs, part time and jobs with flexible hours

Women also often work in the mobile and isolated transport jobs (trains, ships)

Poor living and working conditions for women transport workers

Cruise: 30% women

Only 2% of seafarers (global) are women

## What about ESPO?

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### **38,10% of port professionals attending ESPO meetings are women**

- General Assembly and Executive Committee: 1/3 of attendees are women
- Slight decline in number of women in Executive Committee
- Equal representation of men and women in different committees: port governance, sustainable development and the cruise and ferry port network
- 1 on 4 port professionals attending the economic analysis and statistics and the intermodal committee are women.
- Blue growth network has highest number of women participation (6 on 10)
- Almost no women in the Marina Affairs subcommittee



## Concluding remarks

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- Women representation in transport is on the EU agenda
- Clear difference between office and operational jobs in transport
- Almost no female port executives

### Factors to take into account for future:

- Operational processes in ports are more and more computer driven (“force” as an asset replaced by “computer skills, accuracy, etc..”)
- Changing role of port managing bodies: => energy, greening, blue economy, digitalisation: new profiles needed, maybe closer to profiles that women want to fill in.
- Work on image, close the gap: “a port is a normal work environment” “the port is a dynamic and attractive environment”.
- Gender balance or wider diversity?
- Impact of teleworking?

=> **Ports business is people’s business**