



2020 Activity Report

The Women in Transport –EU Platform for Change (hereafter, the “Platform”) is active since 23 January 2018.

This report covers the year 2020 and was prepared in accordance with Chapter 3 of the Platform’s rules of procedure.

1. Rules of procedure

Rules of procedure were adapted to reduce the consultation period on new actions proposed from two to one month.

2. Platform membership

Membership has increased from 24 members in November 2019 to 29 in December 2020.

Five additional members joined the Platform:

- EMSA
- Kapsch TrafficCom
- Lintener European Aviation Consultancy
- University of Modena and Reggio Emilia (Italy)
- Guillermo ALCANTARA, Head of Rail Sector – Transport and Maritime Law Section – Madrid’s Bar Association

The full list of platform members can be found [here](#). All transport modes are represented.

3. Actions

Eleven new actions were received during the period

1. [Mantra](#)
by University of Modena and Reggio Emilia
2. [Inspiring Girls in Engineering](#)
by AERTEC Solutions
3. [Code of Conduct for integration and non-discrimination in the workplace](#)
by Ferrovie dello Stato Italiane Group
4. [Parental Leave Management](#)
by Ferrovie dello Stato Italiane Group
5. [Cross Company Mentoring Program](#)
by Ferrovie dello Stato Italiane Group
6. [Code of Conduct against sexual harassment](#)
by Ferrovie dello Stato Italiane
7. [Global initiative KTCwomen@kapsch](#)
by Kapsch TrafficCom
8. ['Women in Transport Talk' for the aviation sector in Germany](#)
by Lintener European Aviation Consultancy
9. ['Leading women in the transport sector' seminar](#)
by Madrid's Bar Association
10. [Action Plan for Gender Balance at EMSA](#)
by the European Maritime Safety Agency (EMSA)
11. [UITP Policy on Gender Equality](#) (*still to be published*)

19 actions have so far been launched.

More information on the actions can be found on the Platform website at https://ec.europa.eu/transport/themes/social/womentransport-eu-platform-change_en (see under "Platform", "Ongoing projects").

12. Evaluation of actions

Three actions, which were launched in 2019, have been evaluated:

- "Women in Motion" by Ferrovie dello Stato Italiane, (member of the Community of European Railway and Infrastructure Companies);

- “Aviadoras” by SEPLA (Spanish Pilots’ Union member of the European Cockpit Association);
- “Fair Winds” by a group of Swedish stakeholders from the shipping sector (members of the European Community Shipowners’ Associations and of the European Transport Workers’ Federation).

The evaluations of these (ongoing) actions are attached to this report. Even if the COVID-19 pandemic had an impact on the actions, notably as meetings, conferences and awareness raising activities had to be cancelled or moved online, all these actions were considered successful in reaching their objectives, notably as regards spreading information about the activities, sharing good practice and advice, reaching in particular young women and girls, getting the commitment of collaborating companies and establishing new routines taking into account the needs of women workers.

Moving online was sometimes even considered as an advantage, as online activities could reach interested groups more easily and without geographical restrictions.

13. Meetings

Two meetings took place in 2020. Owing to the COVID-19 pandemic, the meeting scheduled for March 2020 had to be cancelled. The two subsequent meetings of 9 June and 10 November were moved on-line. During these meetings, good practices and new actions were presented and experiences from and results from actions were shared. We also discussed experiences (and teething problems) with the Wiki, which will become the main collaboration and information tool between the Commission and the platform members. During the meeting of 9 June, the ongoing study on the social dimension of the transition towards automation and digitalisation in transport was presented.

14. Conclusions

The Platform is now well established and members are actively contributing, notably with information on their activities, but also on relevant events and conferences which are published on the Wiki. The Platform is also well-known by stakeholders, and we are regularly asked to present it and the actions in different fora (e.g. in the TRAN committee in October 2020, at different stakeholder meetings (Eurocontrol, aircrews social matters group, Spanish Ministry of Transport etc.)).

We will have to continue our efforts to raise awareness about the importance of diversity at national and local level and to convince more stakeholders to present their actions on the Platform and share their good practices at EU level.

Further results and evaluations of actions will be published in next year’s report.



REPORTING ON AN ACTION

AVIADORAS

Name of organisation:	AVIADORAS
Contact person(s), title(s):	Vanessa de Velasco, Airline Pilot, Aviadoras founder, Aviadoras Institutional Affairs Director.
Email(s):	vanessadevelasco@aviadoras.es
Website:	Instagram, Facebook, twitter, LinkedIn, Aviadoras blogspot, https://www.instagram.com/aviadoras_aviadoras/?hl=es http://www.asociaciondepilotos.com/es/aviadoras/ https://aviadorasdream.blogspot.com
Date of launch:	2017
End date (if applicable):	

Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):

- **Give voice and visibility to women in aviation, create a solid community and promote equality and balance between men and women in aviation.** Implemented by the use of social media inside SEPLA union and inside of Aviadoras media channels, as twitter, Instagram, LinkedIn or Facebook. Having a specific chapter on SEPLA Magazine for Aviadoras, where female pilots speak about their experiences and share knowledge with the other readers. <http://www.sepla.es/es/sala-de-prensa/revista-mach-82/>
- **Encourage the empowerment and enhance the access of women to the profession from an early education age.** Continue with our Talks in schools and in Government centers for the children of the employees. This year we talked about drones. We always dress with our pilot uniform (to present a role model) and go with male pilots that also give a speech, to raise awareness about gender stereotypes.
Rise in affiliation from 3.5 % to 4,5 %. Some flight schools have even seen a rise to 10 % of female pilot students last year.
- **Training (courses and seminars), mentoring, cultural outreach activities, conferences, research projects, events, promotion and sharing experiences of aeronautical culture and the role of women in the development of aviation.** Young future pilots (men and women) contact with us through the Aviadoras email and media channels to ask for help and information. They are answered by volunteers and redirected to specific Union sections or to the Aviadoras blogspot.
The last Aviadoras Anniversary was celebrated with the patronage of the **Spanish General Directorate of Civil Aviation**. We celebrated with them 100 years of the first commercial flight in Spain. The event showed the history of the three first Spanish female pilot licences in Spain. We worked with ENAIRE (Spanish public cultural aeronautical institution) and did a photo exhibition of the historical female pilots through the years until now. This panel is going to be donated to the FIO (Infante de Orleans Foundation) to complete our historical commitment for aviation.
We made a documentary of female pilots in aviation through the years.

We have helped in several college research projects asking for support through our media channels and giving visibility to them.

Last year we participated as speakers in Málaga Tech Park to talk about autonomous vehicles, women and piloting. We gave a speech about how to become a pilot in the same space.

We also participate in Oracle, giving a speech for the women day talking about our profession.

We gave a speech for Airbus workers about female pilots and aviation crew resource management.

- **Engaging other pilots to help us out in promoting new initiatives.** We provide opportunities for pilot students and actual female pilots to give speeches about our job and be female role models for other professions. We are promoting a female link in each union section to give a voice to the female pilots of the different stakeholders.
- **Mentoring young female pilots across their training will help them prepare for entering a professional male world.** We prepared a speech for female pilots inside the union to raise awareness for the need of having female pilots in management and instruction positions. It was planned to have female pilot instructors, inspectors and persons responsible for operations, but it was cancelled due to COVID. We collaborate with several female aeronautical associations like “Ellas vuelan alto”, and in 2020 we were planning to participate in their “net speech”.
- **International and national meetings, sharing experiences with similar groups.** We organized a video talk with our “Spanish mother tongue” colleagues through the internet to stay in contact with them during the pandemic. We have had several international meetings organised by the IFALPA female pilots working group.
- **Getting always a little bit further - IFALPA.** Getting support from the Union and companies has been a goal for us. We have been part of the creation of the female pilot working group inside IFALPA and we will be there collaborating and giving information about our situation as female pilots. The mission of the group is among others to be a global advocate of women in the piloting profession; promoting diversity, equity and inclusivity; by providing representation and support to their members, to empower them to improve their working environment and to encourage women to be active participants of the Next Generation of Pilots.

Indicate any problems/challenges encountered:

- The current pandemic situation has changed the range of initiatives that we had planned some months ago, so we have to start new actions related to digitalization and communication via internet.
- Sometimes we become victims of our own success and have too many activities so that we cannot cope with all the requests we receive. Sometimes we have two invitations for lectures at the same moment, so that we need more help from our colleagues (male and female).
- We need to engage more male pilots in our movement.
- As sometimes this movement seems only to be for women, we need to create incentives for male pilots to understand that equality means benefits for everybody.

Indicate whether/how the objective(s) were reached and what the impact was on the target audience:

We have reached our objective to become visible and well known to women in aviation and beyond. We were able to encourage female empowerment through our information and awareness raising as well as training activities:

- We have targeted pilots through the media or via Aviadoras inside the Union, talking with specific female and male pilots. We have increased our visibility, and we are now known by every affiliated Spanish Pilot and Aviation Spanish Administration.
- Internationally we are known also by pilots via IFALPA female working group and via social media and specific communications to Women in Aviation in the USA or by the European Commission thanks to our talks and actions.
- We are normally contacted by schools, businesses and associations because they know us due to our visibility and professionalism.
- We have been awarded with the Madrid Community award as the best Female Association.

Short overview over the cost/benefits of the action:

Aviadoras is a movement inside the Union, costs of events are mainly covered by enterprises and external financial support.

Union covers cost of travel expenses of volunteers and specific actions that need permanent workers of the union.

Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:

- Associate with appropriate diversity/equality movements to become bigger and maximize your outreach.
- Don't hesitate to give visibility to your and others' actions, using the proper media and if possible, to be helped by other associations.
- Keep regular contact with the people, associations, enterprises that are helping you and let them know about your actions, maybe you can help each other.
- Create a way to be in contact with your associates and people that can need your help, via text messages or emails.
- Keep your objectives if they work and create new objectives if needed.
- Try to be close to your affiliates, customers or your public to help them express their needs and promote them as much as you can.
- Leading often means teamwork; commitment has to be bidirectional from the leaders to the volunteers.
- Follow up measures will help ensure the commitment of the different Union sections, improve diversity, uncover the invisible challenges for female pilots, and convert them in new strengths.

Additional Comments (optional):

Aviadoras is the first and unique female pilot movement in Spain. Our aim is to help new and current pilot generations understand and collaborate to enable gender equality and diversity because it is natural, beneficial for all, and needed for the present and the future.



REPORTING ON AN ACTION

Fair Winds

Name of organisation:	Fair Winds (In Swedish: Vågrätt) (collaboration between industry association/employers' organisation, trade unions, academia, authorities, student associations and non-profit organisations)
Contact person(s), title(s):	Carolina Kihlström, Senior Project Manager, Marketing and Communication
Email(s):	Carolina.kihlstrom@sweship.se
Website:	http://www.sweship.se/fokusomraden/aktuella-projekt/en-sjofartssektor-for-alla-vagratt/ , (soon launched www.fairwinds.se)
Date of launch:	2018-02
End date (if applicable):	Not applicable, long-term project

Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):

The following activities have been implemented in Fair Winds:

- Declaration of intent / industry policy: <http://www.sweship.se/wp-content/uploads/2019/05/Avsiktsf%C3%B6rklaring-g%C3%A4llande-den-sociala-milj%C3%B6n-f%C3%B6r-sj%C3%B6fartsklustret.pdf>
- Open workshops (participation open to all working in the maritime sector , so far the following have been the main organizers: Wista Sweden, Seko Seafarers, Swedish Shipowners Association, Swedish Maritime Administration)
- Research project on collecting methods and best practice
- Research project: REDO (Recruitment Equality and Diversity Opportunities) – A Swedish research project that researches why women are not interested in the maritime sector and what measures can be taken to increase the number of women. The research project has been conducted by RISE and the Swedish Maritime Administration.
- Research project: Driving forces for the supply of skills in a socially sustainable shipping industry
- We have included an active bystander training in basic safety training (to train witnesses of discrimination and/or harassment on how to take action to stop such conduct and protect victims)
- We have contributed to increasing knowledge at international and national workshops and meetings
- We have created discussion materials that can be used in the shipping sector
- We regularly share information about challenges / solutions during regular meetings

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- We collaborate with industry magazines to reach out with our message
 - Currently, we are working on creating a website
 - Currently, we are working on a photo exhibition project
 - We have created information material: <http://www.sweship.se/wp-content/uploads/2018/09/190517-Likabehandlingsgruppen-pamflett-IN-ENGLISH.pdf>
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Indicate any problems/challenges encountered:

- Reaching onboard staff – Even though the project has been successful in many ways and reached a lot of people in the industry, it still lacks in terms of reaching the on-board staff.
 - Creating long-lasting structure – The project needs to be implemented and integrated in a long-lasting structure.
 - Budget and resources – During the corona pandemic, financial support, time and resources have been constrained.
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Indicate whether/how the objective(s) were reached and what the impact was on the target audience:

The project has contributed to the participating organisations' work with the social and organisational work environment. The participating organisations mention that they are talking about the issues of bullying and harassment to a larger extent and several activities have been achieved. New routines have been implemented in some companies that are participating in the project.

Short overview over the cost/benefits of the action:

Costs for the project consist of costs for conferences and in-kind by organisations who allow experts to dedicate time to work on the project in various ways.

Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:

Recommendation 1: Collaborate – By collaborating best practice, challenges and solutions can be shared and spread across the community. By standing united, it is easier to send out a message and get results.

Recommendation 2. Leadership is crucial for being successful and being able to implement measures and conduct activities.

Additional Comments (optional):



REPORTING ON AN ACTION

WOMEN IN MOTION (WIM)

Name of organisation:	FS Italiane (Ferrovie dello Stato Italiane)
Contact person(s), title(s):	Casiello Teresa
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Website:	www.fsitaliane.it ; www.wim.win
Date of launch:	2017
End date (if applicable):	-

Please briefly describe your experience with the action: how the action was implemented, the key activities you carried out, etc. (please provide figures, illustrations, photos etc. where appropriate):



- Further to COVID-19, transposition of the WIM meetings format in presence into WIM webinars
- Definition of new contents for a wider and gender mixed target audience (male and female)
- Benchmark and choice of an IT platform on which to deliver webinars
- Training of WIM mentors to learn the content of WIM webinars and to use the webinar platform
- School selection and meeting scheduling
- External communication activities to advertise the new format WIM webinars



Indicate any problems/challenges encountered:

During COVID-19 it was impossible to carry out face to face meetings in schools, since neither the internal staff (mentor WIM) on one side nor the students on the other side could travel away or be at the schools. We then proceeded with the design and implementation of webinars aimed at high school female and male students, involved in online home schooling.

Indicate whether/how the objective(s) were reached and what the impact was on the target audience:

In 2019, the goal of scheduled annual meetings was achieved, adding open day events to the ordinary activities of school meetings. This implementation allowed us to reach a broad audience of 15,000 students, since the start of the project in 2017. In 2020, despite the contextual difficulties, FS was able to maintain contact with schools and carry out the Women in Motion campaign, in a digital format, scheduling awareness-raising webinars aimed at a mixed audience of students. The approval by students and teachers was very high, both in terms of increasing knowledge of the FS professions and willingness to work in this area. *Moreover, WIM webinars allow us to maintain contact with the school world and give a positive signal of hope and commitment on the part of FS towards the Italian Community.*

Short overview over the cost/benefits of the action:

- COST: WIM, based on direct face to face contact between FS people and students, remained on stand-by for some time while we designed WIM webinar

In the transposition of the project in a digital format:

- COST Need to identify a digital platform through which to carry out the activity with any related investments in additional IT systems
 - COST Training for WIM mentors to use the new tool and to focus the main objectives of an online role modelling intervention
 - BENEFIT more schools potentially involved at the same time thanks to a more powerful IT system and greater outreach
 - BENEFIT possibility of inviting mentors from all over the Italian territory to speak without geographical restrictions
 - BENEFIT greater efficiency in timing (from a benchmark on the education sector it was necessary to shorten any meeting to 1 ½ hour)
 - BENEFIT potential participation of a wider audience composed of students, faculty and even parents at home
 - BENEFIT compliance with the Italian schools' need to increase the use of new digital tools and methodologies for orientation and learning
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Please share any recommendations linked to your action (e.g. whether actions or elements can be transferred to other transport activities/other countries) and any follow-up measure you intend to take:

We recommend an increased use of digital technologies and tools for any orientation and information campaign regardless of and beyond the COVID-19 pandemic because of its great potential for any company to reach an ever-growing audience of students and professionals in the education sector, which is more used to digital tools now.

Additional Comments (optional):
