



WEBINAR

WOMEN EMPLOYED IN TRANSPORT

Challenges and good practice from
a surface transport perspective

14th December 2020
14:00 – 16:00h UK time (15:00 – 17:00 CET)

The DIAMOND Project invites you to take part in an interactive webinar conference to discuss the barriers and facilitators faced by **women as employees across the transport sector**.

The format will be a panel discussion between our academic researchers and you, the professionals from the transport sector, in order to ensure relevant findings are translated accurately into outputs suitable for transport organisations.

We would very much like you to be part of the overall discussion.

Topics for discussion:

1. Exploring the challenges faced and good practices found in transport organisations surrounding women as employees
2. The development of a benchmarking or maturity model for fairness in women's employment in the transport sector
3. A workshop discussion to summarise key areas of future work and data collection

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Transport plays an important role in our economies and societies and has a large impact on growth and employment. A recent EU report claimed that **the transport industry directly employs around 10 million people** and accounts for about 5% of gross domestic product (GDP). Currently **Women account for only 22% of the work force in the transport sector** affecting employment equality and diversity in perspectives.

To create a fair and inclusive society where equality of outcome is important and where no-one is disadvantaged relative to another by virtue of their gender, the European Union (EU) commissioned project DIAMOND to collect and analyse gender disaggregated data to develop a toolbox for transport equity analysis to enhance fair employment for women in the transport sector.

To this end we have been collecting primary data from across Europe, the UK and Ireland to identify the barriers and facilitators of women employees across the sector in order to develop guidelines for transport operators to help them improve the fair and inclusive recruitment, retention, and promotion of women in the sector.



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 824326.

PRELIMINARY AGENDA



14.00 – Welcome and introduction

Yvonne Hail, *Research Fellow*, **Management School of the University of Stirling**

Cristina Marolda, *Former Policy Officer (DG MOVE)*, **European Commission**

14.15 – The gender dimension of the transport workforce

Wei-Shiuen Ng, *Advisor of sustainable transport and global outreach*, **International Transport Forum, OECD**

14.25 – Working with our members to identify and address the challenges faced by women in the Rail Sector

Lorna Gibson, *Training Director*, **QTS Group**, founder member of **Women in Rail**

14.35 – Q&A

14.40 – Opportunities and challenges of women employed in transport

Linda Allan, *Talent Manager*, **Irish Rail**

14.50 – Senior women in Rail

Charlene Wallace, *Director Networkrail*, **Women in Rail**

15.00 – Q&A

15.10 – Experiences from the front line

Heather Waugh, *Train Driver*, **Women in Rail**

15.20 – Yes! More Women in Transport – Making Transport Fit for Women to Work in

Inga-Lena Heinisch, *Political Assistant*, **European Transport Workers' Federation (ETF)**

15.30 – Q&A

15.35 – DIAMOND initial findings and workshop

Yvonne Hail, *Research Fellow*, **Management School of the University of Stirling**

Chiara Leva, *Lecturer*, **TU Dublin**

15.55 – Closure of the webinar

Yvonne Hail, *Research Fellow*, **Management School of the University of Stirling**

Cristina Marolda, *Former Policy Officer*, **European Commission**



SPEAKERS



Yvonne Hail

Research fellow, University of Stirling

Dr Yvonne Hail is a research fellow at the university of Stirling. Yvonne is a former transport manager who worked in the construction industry in Scotland who is now qualitative researcher with experience in conducting international and interdisciplinary research projects.



Linda Allen

Talent Manager, Irish Rail

Experienced Talent Manager with a demonstrated history of working in the transportation/trucking/railroad industry. Skilled in coaching, Training Programme Design, Training Delivery, Management, leadership, Interviewing, and Personality Testing. Strong human resources professional with a Master's degree focused in Work and Organisational Psychology from Dublin City University.



Lorna Gibson

Training Director, QTS Group

Lorna Gibson is Training Director for the QTS Group, a large enterprise owned by Renew Holdings and supplying Railway Infrastructure Engineering services throughout the United Kingdom. Lorna's key role within the Group is that of Managing Director of QTS Training Ltd, a subsidiary company which supplies railway safety, on-track plant, health and safety and construction management training to the rail and wider industries.

Lorna is also a Director, and Past President, of the Ayrshire Chamber of Commerce and Industry, sits on the Developing Young Workforce Ayrshire Steering Group, is a founding member of Women in Rail Scotland, sits on the NSAR Rail Apprenticeship Quality Board and is Vice Chair of the Hansel Foundation.



Wei-Shiuen Ng

*Advisor Sustainable Transport and Global Outreach, International
Transport Forum, OECD*

Wei-Shiuen Ng is the author of the ITF Report “The Gender Dimension of the Transport Workforce”. Wei-Shiuen is a member of the Scientific Committee of the World Conference on Transport Research Society (WCTRS) and co-chairs the Special Interest Group on Transport and Climate Change. She is a Research Affiliate at Stanford University, an Honorary Research Associate at the University of Oxford and a guest editor of “Transportation Research Part D: Transport and Environment”.



Heather Waugh

Train Driver, Women in Rail

Heather Waugh joined the railway as a Train Driver with Scotrail in August 2006, having previously been an Operational Manager with Royal Mail for 10 years. In January 2019 Heather became Freightliner’s first ever female train driver in Scotland and, indeed, the only female freight train driver at all in Scotland.

She is passionate about issues around mental health, equality, diversity and inclusion and believes strongly in breaking down barriers, both mental and physical, which prevent women from excelling in areas that are still heavily male dominated within the rail industry. She won ‘Highly Commended’ at the Women in Rail Awards 2020 in the category of ‘Inspirational Woman of the Year’.



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MORE INFORMATION

<https://diamond-project.eu/webinar-women-employed-in-transport/>



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