

Twenty years on

# EQUALITY TESTING IN TRANSPORT

JANUARY 2020

# ACKNOWLEDGEMENTS

This research was commissioned by the International Transport Workers' Federation (ITF) and carried out in partnership with researchers at the University of Western Ontario (Western). A huge thank you to Barb MacQuarrie, who is the Community Director at the Centre for Research & Education on Violence against Women & Children (CREVAWC) in the Faculty of Education at Western. The research would not have been possible without the willingness of transport workers and representatives of transport trade unions to take part in the surveys, so many thanks to them all.

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# INTRODUCTION

**THE ITF EQUALITY TESTING RESEARCH SPANS OVER TWO DECADES,  
WITH THREE SURVEYS CARRIED OUT IN 1998, 2008 AND 2018**

## GETTING A BASELINE, 1998

The ITF first recognised a need to develop a specific focus on women workers and the first ITF Women Transport Workers' Committee came into effect in 1998. The 1998 survey was designed to obtain both an overall picture of the working situation and views of union-organised women about gender equality, and also to identify priority areas for the ITF and its unions. The survey was sent out to affiliated unions who were asked to distribute it to their women members. On working conditions, it asked about family rights, jobs, pensions and recruitment together with questions about appearance, uniforms and image. It also asked about workplace procedures on equal opportunities, sexual harassment and dealing with abusive or violent passengers. Finally, respondents were asked to rate their employers in terms of fairness, commitment to equality and to health and safety.

823 respondents from 47 countries completed the survey. The responses that came in reflected closely women's membership of the ITF in that the vast majority of the replies were European. Several unions distributed the survey widely as requested but most restricted their replies to a response by the industrial officer responsible for a sector. A minority of the respondents were male.

The results were examined by the ITF Women's Committee and ITF Women's Department, and were published in the booklet 'Equality Testing in Transport' February 2002. The authors of that report were clear that change is needed; "its findings challenge any notion that the conditions for establishing gender equality in the transport industry are in place". Key findings showed that many women transport workers recognised they have rights in theory but not in practice. These findings provide us with a baseline reading on the state of equality rights in transport workplaces.

## TEN YEARS ON, 2008

In 2008, the ITF Women Transport Workers' Committee called for a review, to assess the current picture and see if there had been any improvements for women transport workers over ten years. An identical survey was sent out to all affiliates. It went out via paper and email in English, French, German, Japanese, Russian, Spanish and Swedish and a webpage was set up to gather responses online.

388 women respondents from 45 countries completed the survey over 2008.

## This report gives an overview of the 2018 findings and provides comparison to the previous research findings from 1998 and 2008.

A final report 'Equality Testing in Transport – Ten Years On' was written in April 2009. The author gave an analysis of the 2008 survey, and where possible compared the findings with those from 1998. The aim was to draw out improvement and regression spanning the decade and where the priorities of the ITF and affiliated unions should lie. It was noted that the comparison should be used to gain a general picture rather than be taken as precise data because the survey samples were very different from each other.

### A RECENT PICTURE, 2018

In 2018, the ITF Women's Department partnered with the University of Western Ontario (Western) to carry out the research again, this time with accreditation and ethics approval. Barb MacQuarrie, who coordinated the work, is the Community Director at the Centre for Research & Education on Violence against Women & Children (CREVAWC) in the Faculty of Education at Western University.

#### Aims of the 2018 research

- By replicating questions from the previous surveys, the 2018 research will identify improvement or regression on attitudes and practices around marriage, maternity and caring rights; equal treatment in working conditions between women and men; and provision of healthy and safe workplaces, free from discrimination and violence.

- The research will provide valuable evidence for trade unions to campaign for progress and build greater influence over key decision makers on employment policy and practice, including through collective bargaining.
- The research findings will support different ITF campaigns at a global level.

#### Building the 2018 surveys

When looking at previous surveys it was not clear whether participants were responding as a transport worker or as a union activist/official so in 2018 it was decided that two separate surveys would be needed; one for workers and one for union activists/officials.

Both surveys were written in English, Swedish, Japanese, Arabic, French, Italian, Hindi, Portuguese, Russian, Spanish, Bulgarian, Bengali and Thai. These languages were chosen because of regions connected to current ITF campaigns and exploratory work.

It was important that men be encouraged to complete the surveys and for the surveys to be suitable for informal workers to complete.

The 2018 workers' survey looked at attitudes and practices related to gender equality, discrimination and violence and how these attitudes impact the working lives transport workers. Questions covered provision of marriage, maternity and caring rights and equal treatment in working conditions between women and men. As ending violence against women transport workers is a priority issue for the ITF, questions about domestic violence, sexual harassment and sexual coercion at work were also included.

The survey also included ILO Gallup Poll questions, asking workers about their life satisfaction and about their expectations for improving their lives in five years' time. These subjective questions measure well-being and changes in well-being over time and responses in 2018 can be used as a base-line to continue to see whether women transport workers over time can be classified as 'thriving', 'struggling' or 'suffering'.

Workers with an employment contract who work in the transport industry, were asked to base their answer on the attitudes and policies of their employer. Workers without an employment contract who work in the transport industry, were asked to base their answers on the attitudes and policies of those who have power over their livelihood or working conditions, even if they are not employed by them directly. Some of the questions referred to practices that

may be illegal in the participant's country. Workers were asked to answer the questions based on what actually happens, even if what happens is against the law. Individuals who are not transport workers were asked to not complete the survey.

The purpose of the 2018 questionnaire for union activists/officials was to identify union priorities around the same topics and to gather information about union activity on these issues. It asked questions about what topics unions were most likely to campaign on, what they would most likely choose to offer training on, greatest collective bargaining wins and union tactics such as activist development training and increased membership engagement.

## **PARTICIPANTS**

A total of 1,526 people from 65 countries participated in the research (881 workers and 645 trade unionists). Just over half of the respondents identified as female (58%), the remaining identified as male (41%), transgender (0.5%) or preferred not to say (0.5%).

Participants were asked to identify from the following sectors and current ITF priority areas of work: Airport, Civil aviation, Driving, Passenger transport, Rail transport, Road transport, Seafaring, Stevedoring/dockers, Tourism, Warehousing, Inland navigation, Panama Canal and Other non-specified traditionally male dominated roles in transport. Participants were able to identify with more than one category.

### RESEARCH OUTCOMES

The 2018 research allows us to assess the current picture of global transport workplaces, from the perspective of transport workers and trade unions. We can see improvements, areas where inequality stubbornly persists and areas where trade unions are focusing their efforts to promote change.

The statistics and therefore the analysis in this report should be used to gain a general picture rather than taken as precise data. This is because the survey used voluntary response sampling rather than a random sampling technique.

Despite these limitations this descriptive research tells us a lot about the experiences of transport workers and equality measures, or lack thereof in their workplaces. It also provides a valuable look at how transport workers' perceptions of

equality measures in their workplaces have been evolving over the past two decades. The union activist/officials survey allows us to assess leadership priorities and how they align with those of workers.

### ITF WOMEN

The ITF Women's Department is currently building a work programme focussing on two priority intersecting themes which incorporate key strategic challenges facing the ITF and affiliated unions.

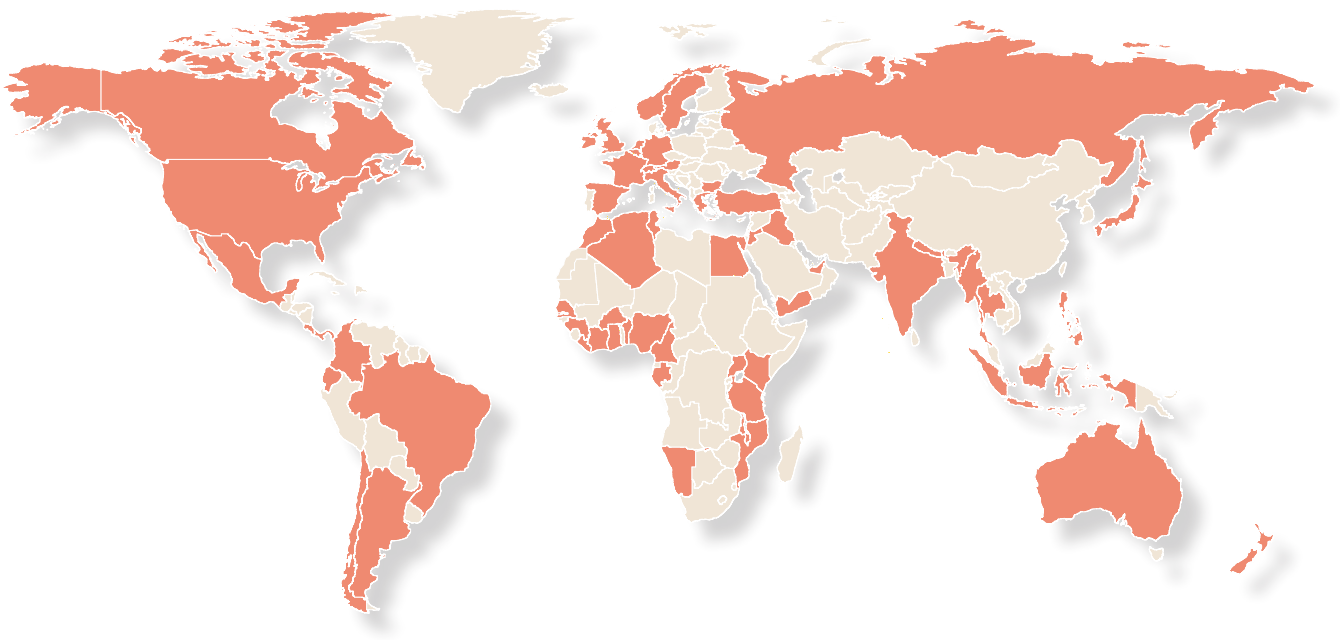
1. Building women transport workers' economic power: Ending gender-based occupational segregation in the global transport industry – 'This is our world too!'
2. Building the power of trade union action to end violence against women transport workers: globally, regionally, nationally and sectorally

The ITF Women's Department can be contacted on [women@itf.org.uk](mailto:women@itf.org.uk) or [@ITF\\_Women](https://twitter.com/ITF_Women) for information on becoming more involved in campaigns for a safe and fair transport industry for women workers.



# WORKERS' PERSPECTIVES 2018

## COUNTRIES WHERE WORKERS PARTICIPATED IN THE RESEARCH



## DEMOGRAPHICS

### PARTICIPANTS

881 workers from 61 countries completed the survey. The countries from which workers most frequently responded were:

1. Brazil – 14.5%
2. Philippines – 9%
3. Australia – 8%
4. Italy – 7%
5. Sweden – 6%
6. Bulgaria – 5%

7. India- 4%
8. Canada – 4%
9. Argentina – 4%
10. Spain – 3%

This map shows the countries where workers participated in the survey.

18% of participants were not in a union.

Employers were publicly (41%) and privately (55%) owned.

**TABLE 1.**

Survey participants - Sectors and current ITF priority areas of work

Seafaring	17.44%
Passenger transport	15.92%
Road transport	14.20%
Rail transport	10.55%
Civil aviation	9.84%
An airport	8.72%
Stevedoring/dockers	6.39%
Driving	6.29%
Other	3.96%
Tourism	2.33%
Other traditionally male dominated role	2.33%
Warehousing	1.42%

Table 1 above, provides an overview of the work sectors and current ITF priority areas of work in which the respondents were asked to identify with. The three largest sectors represented were seafaring (17%), passenger transport (16%), and road transport (14%).

The majority (76%) of the sample worked full time (30-50 hours per week), followed by 15% who worked excessive hours (50+ hours per week), 6.5% who worked part-time (<30 hours per week) with no interest in working full-time, and 2.5% who worked part-time with interest in full-time hours.

Respondents were predominantly (72.5%) employed in permanent contracts. The remainder were fixed term (9%), temporary (9%), no contract (6.5%), informal agreement (1%), or were unsure (2%). Surprisingly only 1% of respondents identified as informal workers, despite the informal sector providing large and growing numbers of transport workers across the world. This could be due to a lack of access to technology (in many areas, surveys were printed out and completed on paper) plus many informal workers being non-unionised. Other issues could include literacy and no-fixed workplace.

Over a third (397) of respondents were employed (full/part-time or casual/contract) in large workplaces with more than 500 workers - reporting 26% of their workforce are women.

203 respondents worked in medium sized enterprises of 100-500 workers and reported 23% of their workforce are women. 192 respondents worked in smaller enterprises of 20-99 workers, reporting 23% of their workforce are women), and 168 respondents worked in even smaller enterprises of under 20 workers and reported 22% of their workforce are women. Surprisingly, the percentage of women workers was consistent across workplace sizes. **Across our sample, on average, only 24% of transport workers are women.**

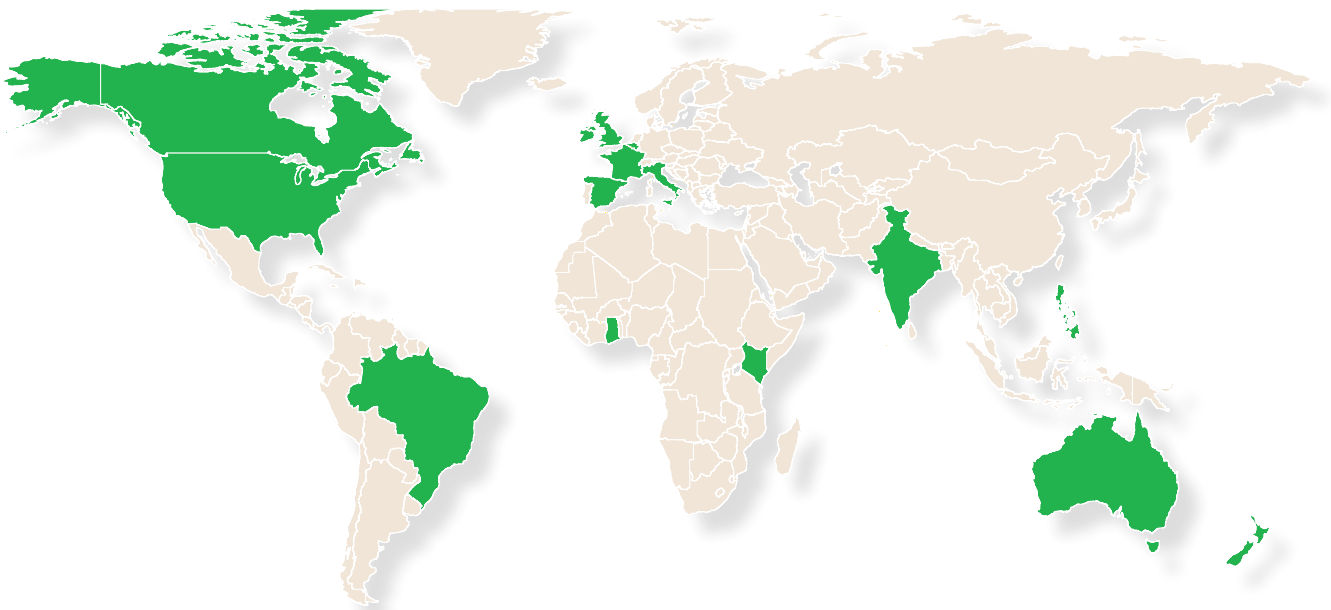
The majority (66%) of respondents reported that they had no children under 15 years of age, 14.5% reported having one child under 15 years, while 13% indicated they had two children under 15 years and 6.5% had 3 or more under 15 years.

When asked where they would place themselves on a ladder with the top step, #10 representing the best possible life and the bottom step, #1 representing the worst possible life, the greatest number (23%) of respondents indicated they would place themselves on step 7, followed by 19% who placed themselves squarely in the middle on step 5.

A significant minority of respondents (41%) were very optimistic about their lives improving in the next five years, with 24% of respondents believing they would be on step 8 in five years, followed by 17% who believed they would be on step 9.

# MARITAL STATUS AND MATERNITY

## COUNTRIES WHERE WORKERS REPORTED MANDATORY DISCLOSURE OF MARITAL STATUS



### 1998 TO 2008

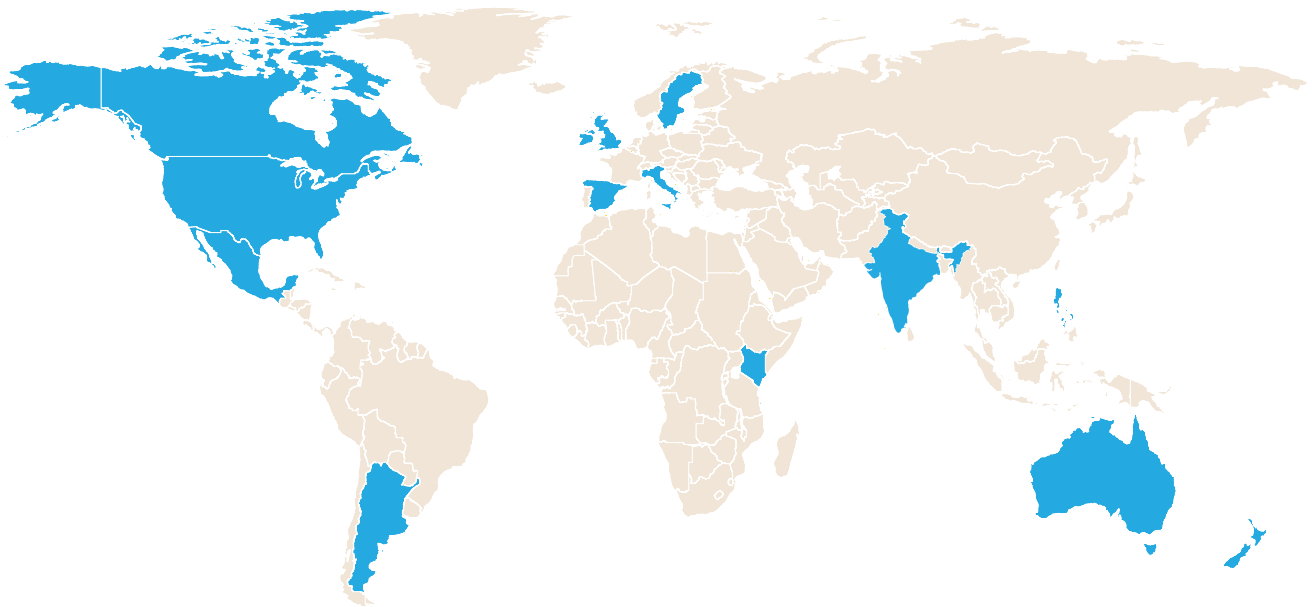
In the 1998 survey, a high number of respondents reported that they suffered personally after becoming a parent, citing sackings or difficulties with bosses after taking maternity leave. No fewer than one in eight women highlighted the lack of opportunities for, and discrimination against, those with childcare responsibilities.

In 2008 about a third (31%) of respondents said that women interviewees were obliged to disclose their marital status, and a similar proportion (35%) said that they have to disclose whether or not they have children. This was significantly better than in 1998 when about half reported these practices (54% and 50% respectively).

### MARITAL STATUS 2018

Unfortunately these gains did not hold in 2018. **Despite the existence of laws meant to protect family rights, and despite the hopes expressed by women transport workers in past surveys, respondents reported half of all women (49%) had to disclose their marital status.** 10% indicated it was unlawful for employers to ask about marital status, but some respondents reported that they were asked anyway. Countries where mandatory disclosure of marital status is unlawful, but where some participants were nonetheless obliged include Australia, Belgium, Brazil, Canada, France, Ghana, India, Italy, Kenya, Morocco, New Zealand, Philippines, Singapore, Spain, Sweden, U.K., and U.S. 40% reported no obligation to disclose. (See map in green).

## COUNTRIES WHERE WORKERS REPORTED MANDATORY DISCLOSURE OF WHETHER OR NOT THEY HAD CHILDREN



Respondents are still reporting that some women lose their jobs after marriage. 11% of respondents reported legal protections for women returning to the same job after marriage and the majority of women (85%) did continue in the same jobs. However, 4% of respondents indicated that they were not able to continue in the same job after marriage. Although this is an improvement from the 10% reported in 2008, it is unacceptable that this practice continues.

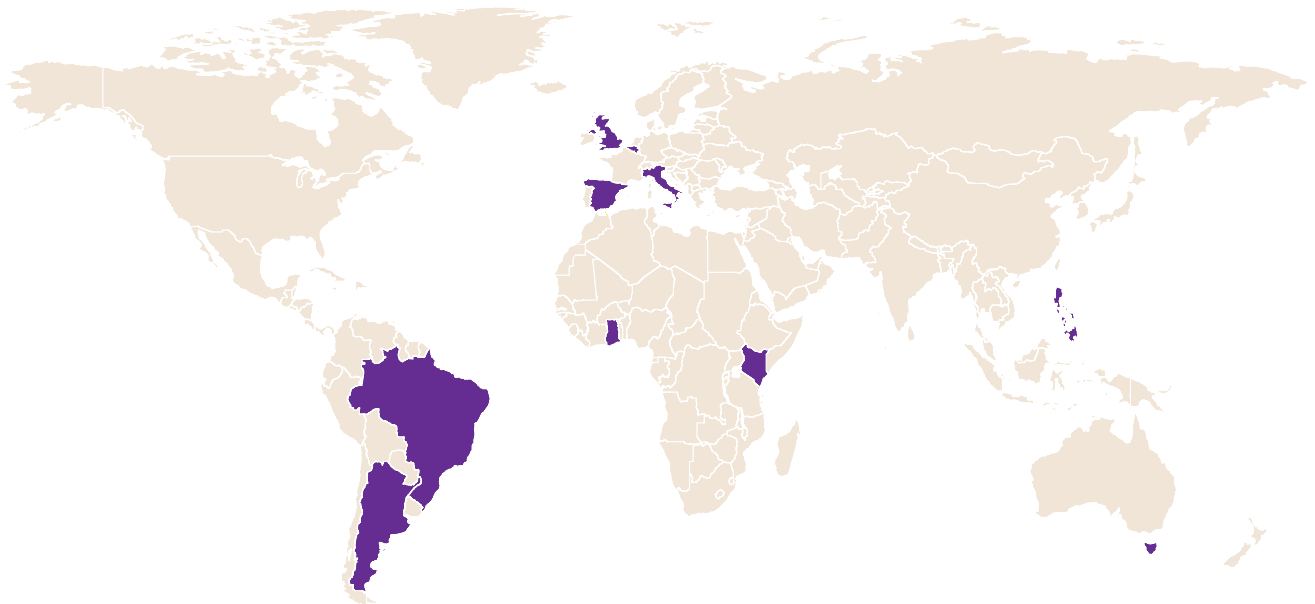
Despite this fact, some participants from Argentina, Australia, Canada, India, Ireland, Italy, Kenya, New Zealand, Philippines, Spain, Sweden, U.K. and U.S. were obliged to disclose whether or not they had children (see map in blue).

**Half of all female job applicants were also obliged to disclose whether or not they had children and 49% had to disclose their marital status.**

### DISCLOSURE ABOUT CHILDREN 2018

**Half of all female job applicants were also obliged to disclose whether or not they had children. 8% said that it was unlawful to ask about children.**

## COUNTRIES WHERE WORKERS REPORTED FEMALE JOB APPLICANTS WERE REQUIRED TO SUBMIT A PREGNANCY TEST

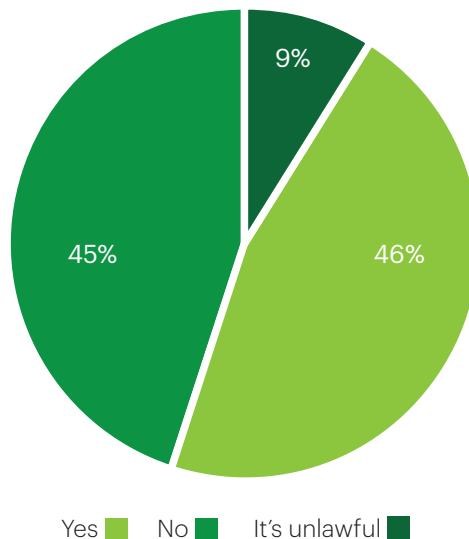


### PREGNANCY TESTING 2018

**Close to 1 in 5 (18%) female job applicants were obliged to submit to a pregnancy test.** 16.5% indicated it was unlawful, but some respondents from Argentina, Australia, Belgium, Brazil, Ghana, Italy, Kenya, Philippines, Singapore, Spain, U.K., and U.S. had been obliged to take the test regardless (see map in purple).

The seafaring industry was where women were most likely to be obliged to take a pregnancy test. Just under half (46%) of respondents indicated having to provide results from a pregnancy test.

**FIGURE 1.** Percentage of those obliged to take Pregnancy Tests in Seafaring



### MATERNITY LEAVE IN 2018

71% of respondents reported an employment right to maternity leave with cash benefits, 14% said they have legal protection in place for maternity leave with cash benefits, and 15% were without the right to maternity leave with cash benefits. This is relatively unchanged from the 12% who reported lack of access to this right in 2008 and the 16% in 1998. Significant numbers of women are left without the protection paid or even unpaid maternity leave and it appears that no progress has been made on this issue in the past two decades.

### RETURNING TO WORK IN 2018

In another alarming finding, the number reporting that women cannot continue their jobs once they have children also rose slightly in the past two decades. 6% of women were unable to continue in their jobs in 2018. That is an increase from 4% in 2008 and 3% in 1998. 15% of respondents indicated that there are legal protections to allow them to continue working in the same job after having children.

Close to 40% of respondents reported that women do face restrictions in career opportunities and interestingly

these responses came evenly from women and men. 12% of women and 10% of men respondents reported these restrictions come in the form of promotion, 8% of women and 8% of men respondents answered training, 8% of women and 8% of men respondents answered priority projects or appealing work, and 5% of women and 4% of men respondents reported other areas, such as lack of opportunities. **Only 14% reported that it was unlawful to restrict women's career opportunities when they return after childbirth or adoption.**

Respondents indicated just half (51%) of women returning after child birth had an employment right to transfer jobs without a loss of earnings. Legal protections to change jobs without a loss of earnings existed for only 18% of women.

### FLEXIBLE WORK ARRANGEMENTS IN 2018

13% of respondents reported that their workplace offered no options for flexible work arrangements for women workers returning to work after childbirth or adoption. Respondents who reported that options were available named flexible hours (28%), parental/family/carers leave (19.5%), part time work (16%), working from home(5%), childcare benefits (11%), and other options such as time out for returning mothers to attend to feeding their infant (7.5%).

### Q: WHAT WORK OPTIONS ARE AVAILABLE TO WOMEN WORKERS RETURNING TO WORK AFTER CHILDBIRTH OR ADOPTION?

**Some respondents gave examples of helpful accommodations:**

- Retraining is available after returning, as [in] some positions technology changes frequently they may need to be refreshed or upgraded.
- Breastfeeding time.
- Special flight plan until the baby is 2 years of age
- Feeding time
- Crèche
- Choice of work area and activity programming

**Others spoke of challenges:**

- We have no leave.
- Only if few companies allow [us to return]. Only then we can work. Because after a break of 3 years, no one employs [us].

### Q: WHEN A WOMAN WORKER RETURNS TO WORK AFTER CHILDBIRTH OR ADOPTION, ARE HER CAREER OPPORTUNITIES RESTRICTED?

- Unsaid restrictions
- Yes, restricted
- Jobs and Pay
- Theoretically: no restrictions, practically: a lot!!!
- No legal restrictions but it still happens ...
- Not officially restricted but yes in practice

# JOBS, PAY AND PENSIONS

## 1998 TO 2008

Twenty years ago, responses on jobs, pay and pension rights were disheartening. Large numbers of women pointed to pay differences with men and comparatively fewer job opportunities. The 1998 report said, “This was the area of the survey that provoked the most comments from respondents and where it is clear that the most concrete problems exist”.

In 2008, 10% of respondents reported gender inequalities in pay, an improvement from the 20% ten years earlier.

## 2018

Sadly, this improvement has not been consistent and responses indicate backwards progress on many issues related to jobs, pay and pension rights.

## EQUAL PAY IN 2018

In the Global North countries (including Australia, Austria, Belgium, Canada, France, Germany, Iceland, Italy, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, United Kingdom and the United States), the majority of respondents (85%) indicated that women and men were paid the same for doing the same job as well as given equal pay for work of equal value, whilst 15% said that women do not

receive equal pay.

In all other countries the ratio was almost identical with 84% of respondents indicating that women and men were paid the same for doing the same job. 16% said that women do not receive equal pay.

## EQUAL ACCESS TO PROMOTION AND TRAINING IN 2018

**Close to 40% of respondents indicated that women are not given the same opportunity for promotion that men are. 8% reported that women have no opportunity for promotion (this was 14% in 2008) and 28% reported that women have this access in theory, but not in practice.**

**About a quarter (23%) of respondents reported that women lack the same access to training as men. 6% reported that women are outright denied the same access and 17% reported that women have this access in theory, but not in practice.**

It is important however to note a significant improvement in this area. In 2008, over 72% of respondents reported that women lacked the same access to training as men and in 1998, 80% of respondents were saying this.



### OCCUPATIONAL SEGREGATION – 1998 TO 2018

In 2018, gender discrimination in job allocation continued to be a problem with half of respondents (53%) indicating that male workers were favoured for jobs over women workers with the same experience. This is up from 40% in 2008 and virtually the same as the 54% recorded in 1998.

22% of respondents stated that women workers were favoured for jobs over male workers with the same experience. This has not changed much from 25% in 2008 and 29% in 1998. The preference for women workers does not always mark an equality gain and often the types of work are clearly gendered.

### OCCUPATIONAL SEGREGATION IN 2018

**In 2018 half of respondents (53%) indicated that male workers were favoured for jobs over women workers with the same experience.**

11% stated it was unlawful.

The top ten roles and responsibilities where **men workers were reported to be preferred over women were:**

1. Driver	8.32%
2. Security	7.00%
3. Technical/Tradesperson/Engineer	6.85%

4. Inspector	6.38%
5. Airline Pilot	5.74%
6. Ships Officer	5.65%
7. Crane Operator	5.25%
8. Harbourmaster	4.69%
9. Supervisor/Manager	4.61%
10. Train/ Bus Conductor	4.39%

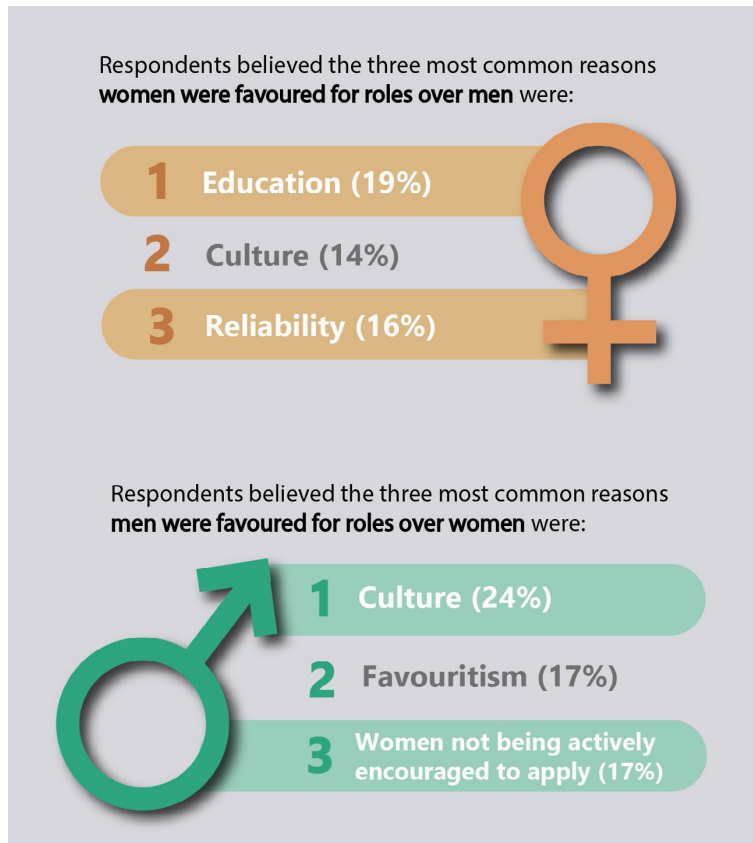
These positions are traditionally seen as men's jobs. They are often more secure and better paid.

The top ten roles and responsibilities where **women workers were reported to be preferred over men** were:

1. Cleaner/laundry worker –	8.87%
2. Administrator	8.32%
3. Human resources	7.95%
4. Customer Service/ Sales/ Ticketing	7.58%
5. Cabin Crew	6.09%
6. Marketing	5.90%
7. Finance	5.68%
8. Check-in	5.46%
9. Caterer/Cook/Chef	4.75%
10. Cruise Entertainer	3.90%

These roles are lower paid, tend to be customer facing rather than operational, and may be more precarious.

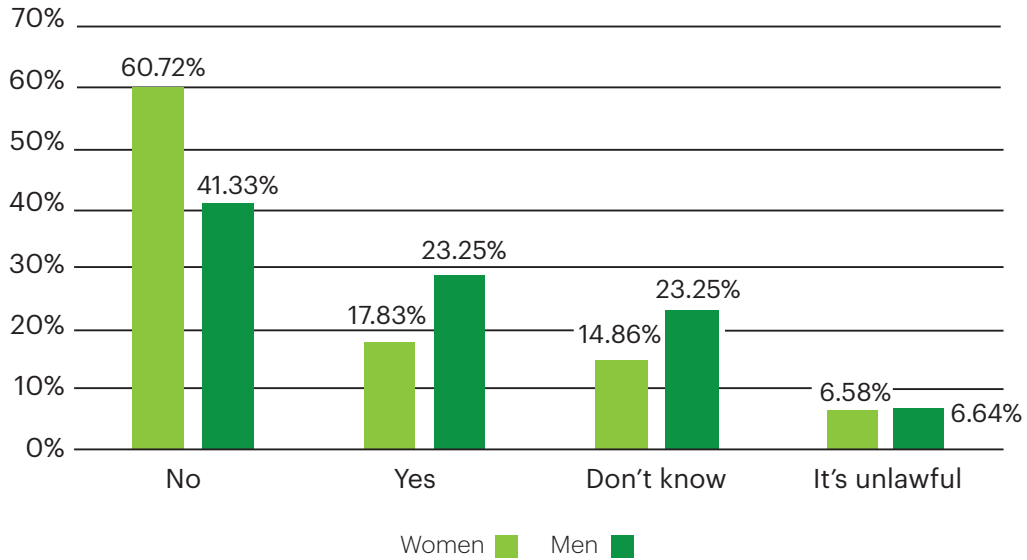
## RESPONDENTS BELIEFS ON GENDER PREFERENCES FOR JOB ROLES



This infographic shows the top three reasons respondents thought women were preferred for roles over men and the top three reasons they thought men were preferred for roles over women. It shows that for some roles women are preferred over men because of their education or reliability which says a lot about the reasons that women are beginning to have access to roles traditionally reserved for men. Education is important, but so is women’s work ethic.

At the same time, some respondents reported that women are denied access to some roles for reasons related to bias, whether cultural or individual bias reflected in favouritism and not being actively encouraged to apply.

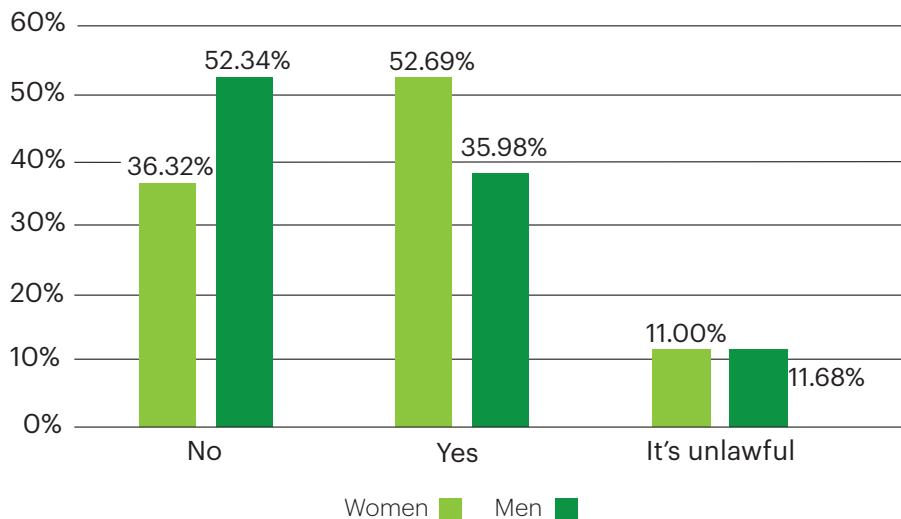
**FIGURE 2.** Women workers favoured for jobs over men with the same experience by gender



There were also significant gender differences in the perception that hiring practices favoured either men or women. As the graph above shows only 18% of women agreed that women are favoured for jobs over men with the same experience, but almost 24% of men thought this was the case.

On the other hand, 53% of women thought that men were favoured for jobs over women with the same experience, but only 36% of men believed that.

**FIGURE 3.** Men workers favoured for jobs over women with the same experience by gender



## ACCESS TO PENSIONS

**Results for access to an occupational pension scheme are encouraging with 96% of respondents indicating that women had the same access as men.** Across sectors, 63% of respondents from the Global South and 76% of respondents from the Global North indicated access to a pension scheme. This leaves more than one third (36%) of workers without access to a pension. This remains level to the 64% of respondents reporting in 2008 and a vast improvement from the 30% reporting in 1998. However, it is worth remembering that many informal and precarious workers are also without access to a pension scheme or are insufficiently protected. As mentioned before, despite our sample showing only 1% of informal workers, we know that many of the world's transport workers are informal.

## RETIREMENT

In 2018, 84% of respondents reported that women and men transport workers retire at the same age. This is a small improvement over the 79% reporting in 2008 and a significant improvement over the 64% reporting in 1998.

While equal numbers of women and men reported that they must retire between the ages of 55 and 65, more women (16%) are required to retire younger between the ages of 45-54 than men (5%). **This finding was amplified in the civil aviation sector where almost 10% of women were required to retire between 45-54 years of age; whereas just over 3% of men were required to retire at this age.**

## RECRUITMENT

While the majority of respondents indicated that employers aimed their recruiting policies at both women and men (86%), **a full 11% indicated recruiting policies were only aimed at men.** 3% said the policies were only aimed at women.

There were some gender differences in perceptions with women more likely to identify inequalities than men. Almost 10% fewer women (82.71%) than men (91.8%) said both men and women were targeted by recruitment policies. **Women (16.38%) were also more likely than men (5.74%) to report that recruiting policies were only aimed at men.**

	Women	Men
Aimed at women	3.74%	2.64%
Aimed at men	16.38%	5.74%
Aimed at both	82.71%	91.80%

Age discrimination has been a part of this bias, and in 2018, **56% of respondents indicated that they encountered an upper age limit for job entry for workers. 36% of respondents said the upper age limit for most women was between 25-34.** 35% said that men faced a similar upper age limit. This is a marked increase from 38% in 2008 who reported an upper age limit and 32% in 1998. Although the practice is discriminatory towards older workers, it impacts men (35%) and women (36%) almost equally.

**Almost half of women (49%) had to pass formal or informal tests relating to appearance during the recruitment process. Fewer, but still significant numbers of men (41%) had to pass tests. This is significantly higher than the 28% reported in 2008 and the 22% in 1998.** Women and men

were almost equally likely to have to pass a test related to hair length/colour and tattoos and piercings, but more women (11%) had to pass a make-up test than men (3%). More than a third of respondents (36%) reported that women and men workers had to pass tests relating to body weight during the recruitment process. This recruitment practice was observed across sectors. Women are more likely (40%) to be impacted by a bias to hire 'attractive' workers than men (27%).

**These findings were amplified in the civil aviation sector where a full 43% of women had to pass a make-up test, as opposed to 4% of men.** More than half of all women (52.4%) had to pass a test related to body weight. 45% of men were subjected to a similar test.

### CIVIL AVIATION

	Women	Men
No test	26.5%	34.8%
Hair length/colour	32.7%	30.4%
Aimed at Make-up	42.9%	4.3%
Tattoos and piercings	55.1%	47.8%
Body weight	52.4%	45%

More than three-quarters of women in **civil aviation** (77%) were impacted by a hiring bias for attractive employees. Less than half of respondents (43%) reported a similar bias for men. **Women were also more likely (52%) to have to pass a test related to body weight than men (45%).**

It is interesting that there is a focus on the appearance of both men and women workers in the civil aviation sector, but that the marketing for the sector largely focuses on women only.

what were traditionally ‘men’s jobs’ still have to deal with uniforms that are designed only with men’s bodies in mind.” **Almost 60% of respondents reported that women wear uniforms that are impractical for carrying out job function.** The top three impracticalities reported were;

1. Uniforms provided were designed for men (18%)
2. Uniforms lacked provisions for pregnancy (8%)
3. Uniforms were restrictive/ illfitting (8%)

### APPEARANCE, UNIFORMS AND IMAGE

Less than 40% of women reported that uniforms are totally practical. As reported in 2008, “Many women working in

#### REPORTED IMPRACTICALITIES WITH UNIFORMS

Uniforms provided are designed for men	14.89%
High heels are mandatory	4.68%
Uniforms are restrictive/ill fitting	6.95%
Uniforms are over-sexualised	2.55%
Uniforms are over-sexualised	2.55%
Uniforms do not have provisions for pregnancy	7.09%
Women must make their own uniforms	2.98%
Trousers are only an option for men workers	1.70%
Other	8.23%
Don’t know	7.80%

## PROBLEMS WITH WORKER UNIFORMS REPORTED BY SECTOR

	Road Transport	Rail Transport	Seafaring	Civil Aviation
Yes, they are totally practical	40.00%	43.75%	48.55%	33.33%
Uniforms provided are designed for men	16.92%	17.50%	21.01%	4.17%
High heels are mandatory	0%	0%	0%	21.8%
Uniforms are restrictive/ill fitting	1.54%	8.75%	2.90%	10.42%
Uniforms are over-sexualised	1.54%	0%	6.52%	6.25%
Uniforms do not have provisions for pregnancy	10.77%	15.00%	2.17%	4.17%
Women must make their own uniforms	10.77%	2.50%	2.90%	2.08%
Trousers are only an option for men workers	0%	0%	1.45%	4.17%
Other	12.31%	8.75%	5.07%	8.33%
Don't know	6.15%	3.75%	9.42%	5.21%

Respondents in different sectors highlighted a range of problems with the uniforms they wear. Some of the most egregious examples included:

- 21% of **seafarers** indicated that the uniforms provided are designed for men
- 22% of **civil aviation** workers stated that it is mandatory for women in the sector to wear high heels
- 15% of **railway workers** reported that their uniforms do not have provisions for pregnancy
- 11% of **road transport workers** said women must make their own uniforms

Respondents also commented that their uniforms were uncomfortable for the work they must perform, cheaply made and made from fabric that is inappropriate for the climate. (See the chart above).

The table above shows respondents' views on uniforms, across transport sectors.

**Over half of men (55%) and women (53%) stated that workers are not permitted to wear clothing for religious reasons.**

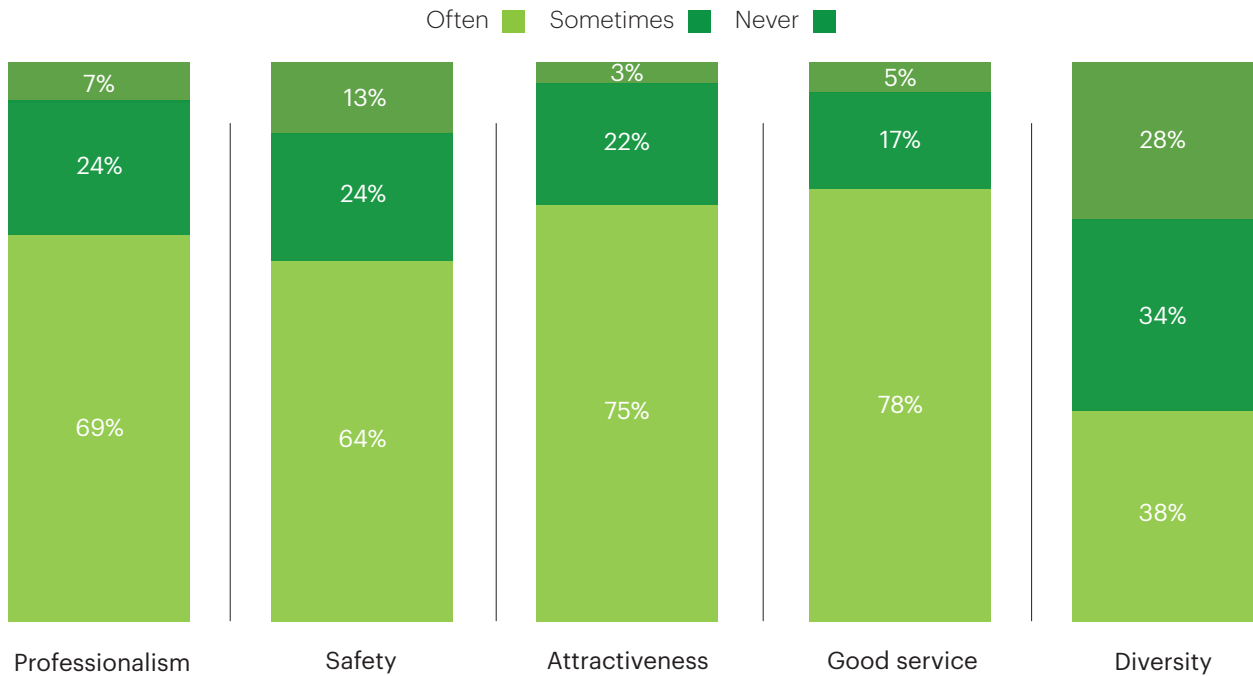
About 20% of respondents stated that women and men are penalised in some way for weight gain or a change in appearance across sectors. The numbers show that women are slightly more likely to be bullied, harassed or disciplined or to experience other negative consequences for weight gain or a change in appearance across sectors.

## PORTRAYAL OF WOMEN IN ADVERTISING AND WORKPLACE LITERATURE

55% of respondents in 2018 stated that employers use images of women workers in advertising and company literature. This does not vary much from the two previous surveys which reported that 50% of employers used women workers in advertising.

**In contrast, 77% of respondents who work in Civil Aviation in 2018, stated that women are portrayed in advertising and workplace literature. The female characteristics most likely to be portrayed are highly gendered - good service and attractiveness.**

**FIGURE 4.** Civil aviation respondents perceptions of qualities of women being used in advertising

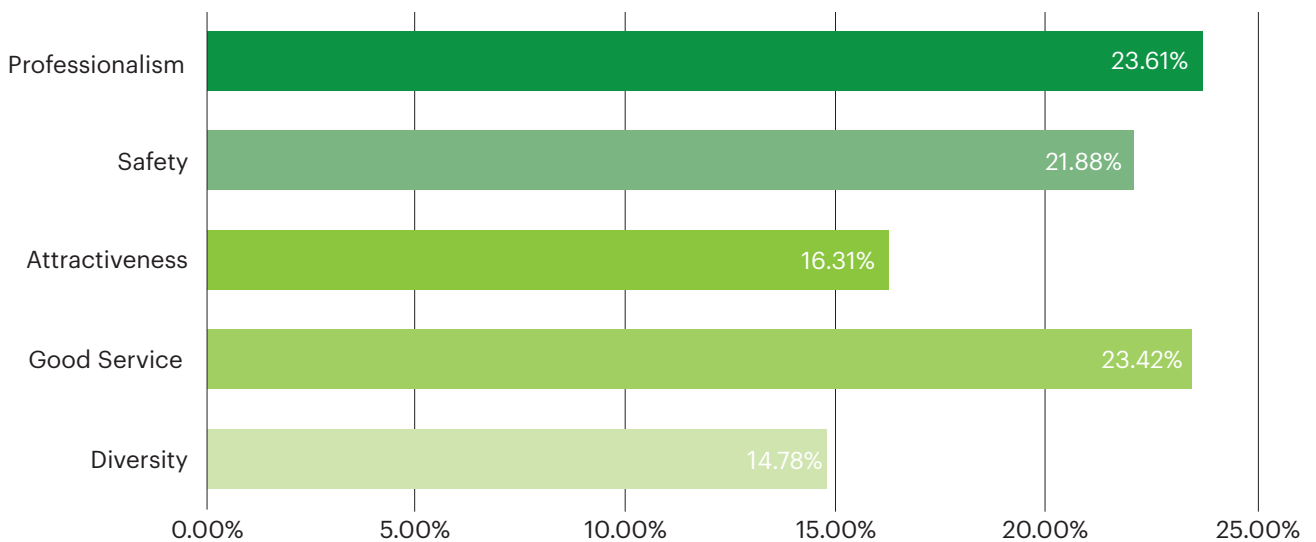


In the 1998 survey, 'service' and 'friendliness' were the terms that best described the way in which their employer portrayed women transport workers, with 'helpfulness' ranking third. 'Professionalism' came fourth, and 'safety' sixth. 'Intelligence' was ranked lowest.

to be a welcome shift in advertising, to relate 'professionalism', 'good service' and safety to women workers. **However, 16% of respondents reported that 'attractiveness' is still a strong factor, with civil aviation being the sector most likely to emphasize it.**

In 2018 the top three qualities depicted were professionalism (24%), good service (23%), and safety (21%). There does seem

**FIGURE 5.** Qualities most often portrayed of women workers in advertising and workplace literature





# PROCEDURES TO PROMOTE EQUAL OPPORTUNITIES

To what extent have employers adopted procedures to promote equal opportunities, and how well are these being implemented?

In 2018 a good majority of respondents (73%) indicated that employers had an equal opportunities policy, statement, or agreement. This is significantly better than the slightly more than half of respondents who said their company had an equal opportunities policy in 2008 and the 30% who responded affirmatively in 1998. However, it still means that nearly a quarter of workers are in workplaces that still do not have an equal opportunities policy.

Where a policy is reported to exist, 37% said it is effective, a concerning decline from the 50% who said the policy was effective in 2008, although still better than the 19% who said it was effective in 1998.

Only 36% of respondents were able to give the name of the manager responsible for the policy, and only 40% were able to confirm that there is training for management personnel on equal opportunities. This is a move backwards from 2008 where 60% of respondents were able to name the manager and a similar number said that there was training for management on equal opportunities.

Although the majority of respondents (70%) indicated in 2018 that employers had an equal opportunities policy, statement, or agreement, the documents are of a very general nature and seldom mention specific groups of people that are likely to experience discrimination. Gender is the most likely category to be mentioned, but only 23% of employers include it. People from other categories that are often discriminated against fare even less well. See figure above for details.

## EMPLOYER POLICIES WITH DIRECT REFERENCE TO EQUALITY SEEKING GROUPS

Equality seeking groups	Percent of policies that include reference
Gender (women & men)	23%
Gender (trans people)	7%
Age (younger & older)	15%
Marital status	11%
Part tie/temporary/precarious workers	13%
LGBT workers	7%
Workers with caring responsibilities	13%
Racialized workers/diverse ethnic origin	12%

More than three quarters of respondents were unable to name the manager responsible for the equal opportunities policy, statement, or agreement. 36% didn't know the name while 41% did not know if it was included. A quarter of respondents indicated that there was no mention of training for management personnel on equal opportunities and an additional one third (34%) were not aware if it was included.

**While 70% of respondents indicated that employers had an equal opportunities policy, statement, or agreement, there is a great deal of ambiguity about the effectiveness of the policies/statements/agreements. 40% indicated they were uncertain if it was effective, while an additional 25% declared that it was not.**

## SEXUAL HARASSMENT

In the 2018 survey, sexual harassment was defined as **“behaviour which is imposed on another person and is of a sexual nature. It has the purpose of effecting or violating the person's dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment for them.”**

Combating sexual harassment through workplace policies and procedures is an area where some improvement has been reported.

In 2018, 74% of respondents said that their employer has a policy or agreement on sexual harassment. This is an improvement from 2008 with just over half (57%) and

considerably better than 26% in 1998. However, this leaves a quarter of respondents across sectors who reported that there were no procedures, policies, or agreements in the workplace to deal with sexual harassment.

As we know, concrete swift action against sexual harassment is more likely to be taken where an employer provides training and guidance for managers and employees. 66% said that their employer does take swift action when sexual harassment occurs. A notable improvement from 45% respondents reporting the same in 2008. However 30% indicated that their employers did not take swift and appropriate action, and 4% indicated they did not have an employer.

About one quarter of respondents across sectors reported that there were no procedures, policies, or agreements in the workplace to deal with sexual harassment and 30% indicated that their employers did not take swift and appropriate action.

There were some conspicuous gender differences here however with over a third of women (36%) saying employers failed to take swift and appropriate action as compared to about a fifth of men (21%). Men were also much more likely to respond affirmatively (74%) that employers do take swift and appropriate action when sexual harassment occurs than women (61%). These statistics show that women and men have different perspectives, with women more likely to feel negatively about management's action on sexual harassment.

For 62% of respondents written guidance is available. Just over a quarter of respondents (27%) said that training is available on the policy, not a significant improvement over the 20% who reported there was training for managers and employees on sexual harassment in 2008.

The increase in policies and reports of swift action against sexual harassment is encouraging, but much remains to be done in terms of ensuring that policies are accompanied by written guidance and training.

**About one third of female and one quarter of male respondents agreed that female workers would be treated less favourably for raising a formal grievance concerning sexual harassment, giving evidence relating to a sexual harassment complaint, supporting a complaint of sexual harassment, making an allegation of sexual harassment and raising awareness of sexual harassment rights and responsibilities.**

70% of respondents reported that employers did not provide training for workers on sexual harassment. The small minority of workers who received training indicated that it covered prevention for workers vulnerable to sexual harassment (34%), accessing policies, procedures, or collective agreement entitlements (30%), and appropriate conduct for non-harassing behaviour (27%). About 60% of respondents reported that managers/ supervisors do not have training on how to deal with cases of harassment.

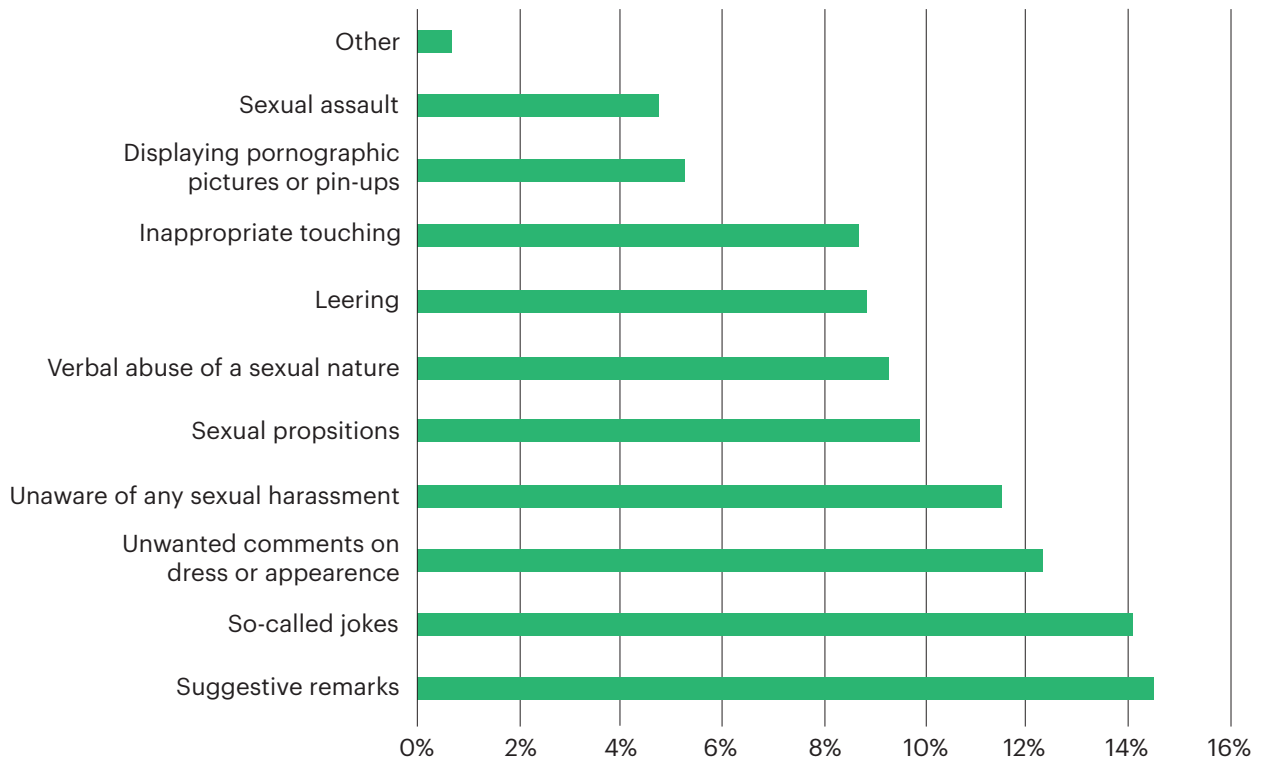
**Whilst 70% of respondents reported that employers did not provide training for workers on sexual harassment, results showed that colleagues were most commonly identified**

**as perpetrators (40%), closely followed by managers and supervisors (33%).**

On the other hand, 80% of the 43% of respondents who indicated they were an elected union representative said that they are able to take time off to attend training on how to deal with cases of sexual harassment.

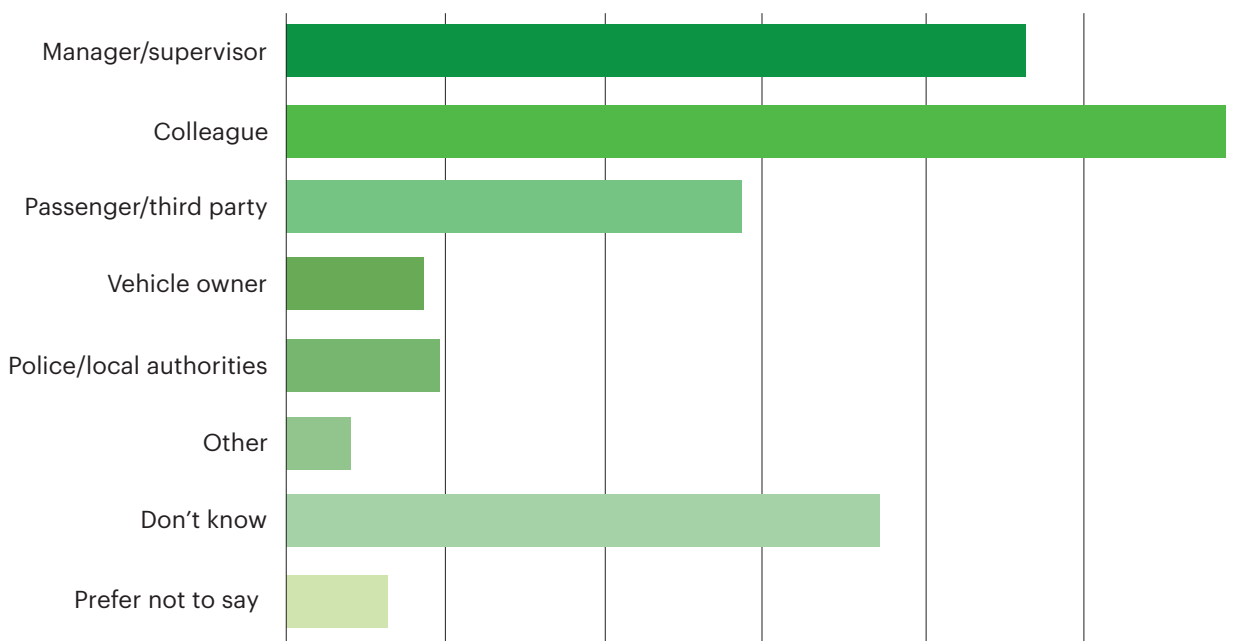
**The vast majority of respondents were aware of some form of sexual harassment in the workplace.** They were most likely to be aware of non-physical forms of sexual harassment including, suggestive remarks (15%), so-called jokes (14%), unwanted comments on dress or appearance (12%), sexual propositions (10%), and verbal abuse of a sexual nature (9%). However, 9% of respondents reported knowing about sexual touching and 5% knew about a sexual assault.

**FIGURE 6.** Types of incidences of sexual harassment at the workplace respondents were aware of



Respondents identified colleagues as the most likely to perpetrate sexual harassment (29%), followed by managers/supervisors (23%), passengers/third parties ((14%) and police/local authorities (5%).

**FIGURE 7.** Identified perpetrators of incidences of sexual harassment in the workplace



**SEXUAL HARASSMENT:  
EXAMPLES FROM RESPONDENTS**

**Q: IF YOU ARE AWARE OF INCIDENCES OF SEXUAL HARASSMENT IN YOUR WORKPLACE, WHICH OF THE FORMS DID IT TAKE?**

- Labour violence
- Masturbating around [the workplace]
- Suggestive remarks from passengers in an inappropriate way...but we are trained to handle such and maintain the normal customer service level.
- Written [comments] in the mail
- More mistreated as a female, not sexual.
- All of this takes place. No one reports it.
- Messages sent via Messenger and Facebook
- Staff hardly report sexual abuse
- They are really perverts

**SEXUAL COERCION**

In the 2018 survey, sexual coercion was defined as “when pressure and/or emotional force are used to get another person to agree to sexual acts.”

60% of respondents were aware of incidences of sexual coercion in the workplace. They reported that getting decent or improved work conditions (15%), keeping a job (13%), and getting a job

(11%) were the most common situations used to sexually exploit workers. (see the table above for a complete list of behaviours)

While workers from all sectors reported incidences of sexual coercion, non-unionized workers reported significantly higher rates of sexual coercion in situations where they needed to get decent or improved working conditions, escape unjust actions from owners, management or the authorities or get paid.

**COMPARISON BY SECTOR OF SITUATIONS USED TO SEXUALLY EXPLOIT WORKERS**

Over a quarter of respondents working in the **road transport sector** stated that they were aware of situations where a worker is sexually coerced under the premise they will be allowed to keep their job.

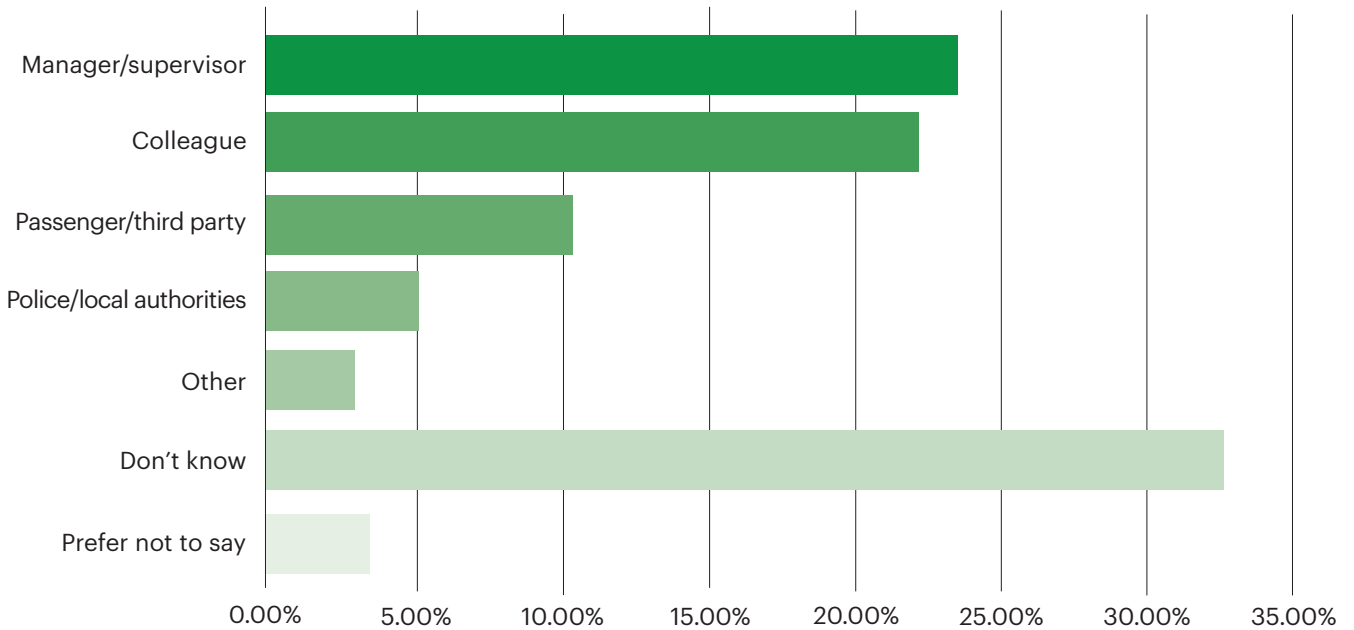
Over a quarter of **non-unionized respondents**, stated they were aware of situations where a worker is sexually coerced under the premise they will be given decent or improved working conditions.

**30%** of respondents who identified as **seafarers**, stated they were aware of situations where a worker is sexually coerced under the premise they will be given decent or improved workin conditions.

**SITUATIONS USED TO SEXUALLY EXPLOIT WORKERS**

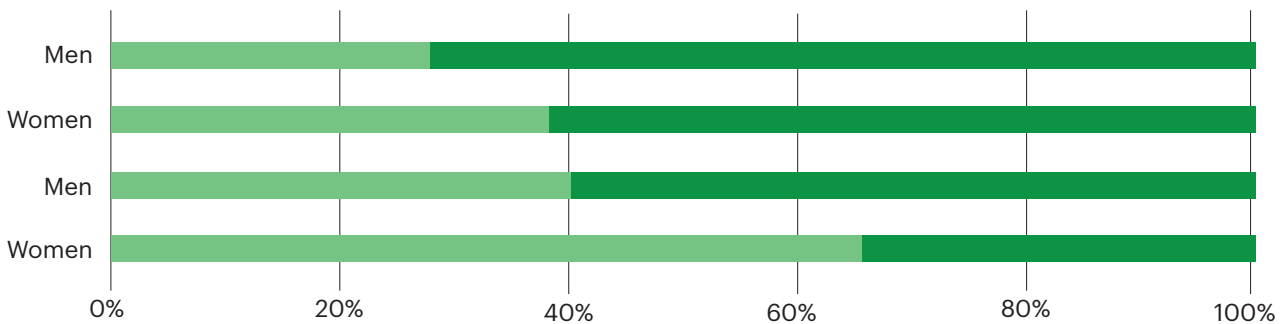
Getting decent or improved working conditions	22.95%
Keeping a job	19.22%
Getting a job	15.97%
Getting desirable shifts	13.64%
Escaping unjust actions from owners, management or the authorities	9.61%
Getting paid	6.05%
Other	3.10%

**FIGURE 8.** Identified perpetrators of incidences of sexual coercion in the workplace



While a third (32%) of male and female respondents were uncertain who the perpetrators of sexual coercion were, they agreed that the most common known perpetrators of incidences of sexual coercion are managers/ supervisors, colleagues, and passengers/third parties.

**FIGURE 8.** Co-workers believed to have experience with domestic violence



**DOMESTIC VIOLENCE IN THE WORKPLACE**

In the 2018 survey, domestic violence was defined as **“any form of physical, sexual, emotional or psychological abuse, including financial control, stalking and harassment. It occurs between opposite or same-sex intimate partners, who may or may not be married, common law or living together. It can also continue to happen after a relationship has ended.”**

New questions were added to the 2018 survey on domestic violence in the workplace.

Respondents indicated that they believed 57% of female and 29% of male co-workers are experiencing, or have previously experienced, domestic violence. Women were more likely than men to indicate that both men and women are experiencing or have previously experienced domestic violence.

Respondents also reported that they believed 24% of female and 30% of male co-workers are being abusive, or have previously been abusive, toward their partner. Again women were more likely than men to identify both female and male perpetrators of domestic violence. 30% of respondents reported personal knowledge of domestic violence in or near the workplace.

The top five most common ways domestic violence entered the workplace included a worker receiving abusive phone calls or text messages (17%), the abusive person physically coming to the workplace (11%), the abusive person stalking or harassing a worker at or near the workplace (10%), the abusive person threatening a worker at or near the workplace (10%), and the abusive person contacting co-workers/ employer about the worker they are abusing (7%).

**DOMESTIC VIOLENCE: COMMENTS FROM RESPONDENTS**

- The violence happens in her home
- They are abused from homes and carry misery to work place
- [She had] marks on her body
- [She was] disfigured and could not work





The most common impact of domestic violence at the workplace was a worker being unable to carry out their work effectively (31.5%). Other impacts included worker absence (22.5%), co-workers negatively affected by the violence (19.5%), worker being late (18.5%), and others (8%) such as a change in behaviour by the abused worker.

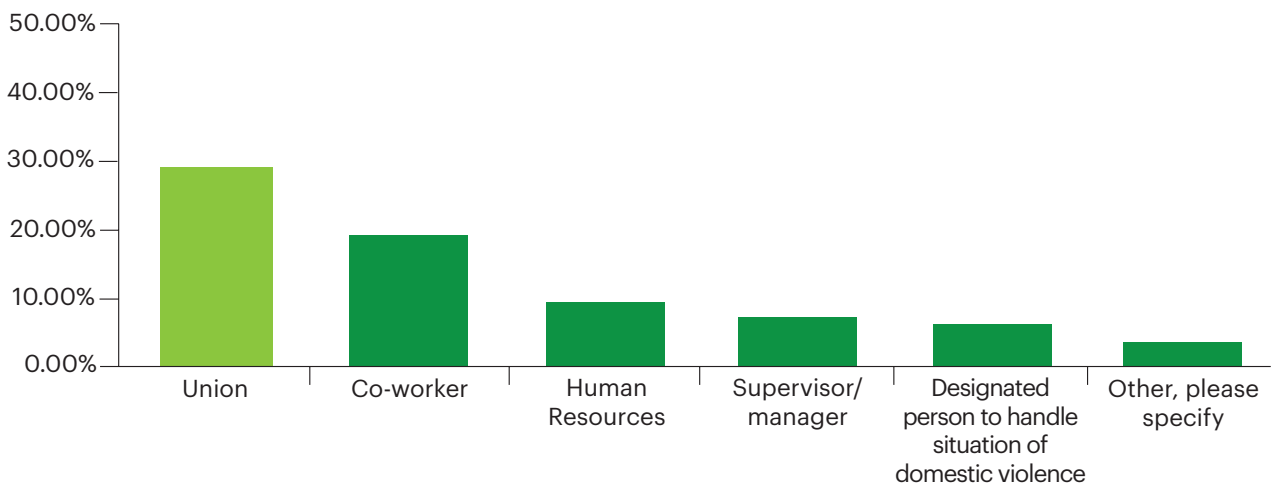
About 40% of respondents reported that no information or support was available to address domestic violence at their workplace. The most likely source of information and/or support was from the union (23%) and a co-worker (16%).

35% of respondents reported that workplace management or the employer did not recognise the role of a union representative or women’s advocate to support members

experiencing discrimination, sexual harassment, or other forms of violence. This clearly signals the need for union leaders to support and reinforce the work of women’s advocates who are on the front lines of the fight for gender equality in the workplace.

These results clearly show that workers are aware of situations where co-workers are experiencing domestic violence. They also highlight the fact that the abusive behaviours frequently happen at work and that they impact both the victims/survivors of domestic violence and their co-workers. This is an important area for policy development and training.

**FIGURE 9.** Information/support about domestic violence in the workplace





# CONCLUSIONS

These findings show both gains and losses for workers over the past decade. Gains include:

- Women's access to training increased slowly between 1998 and 2008 and has improved even more over the past ten years.
- Access to an occupational pension scheme has also improved markedly for women. Where pension schemes exist, women have nearly the same access to them as men.
- There does seem to be a welcome shift in advertising, to relate 'professionalism', 'good service' and safety to women employees.
- There has been a significant increase in the number of workers who report that their company has an equal opportunities policy.
- Many more companies have developed a policy or agreement on sexual harassment and more respondents agree that companies are taking swift action against sexual harassment.

Yet, a number of very serious challenges remain when compared to the previous ITF studies:

- Despite the existence of laws meant to protect family rights, and despite the hopes expressed by women transport workers in past surveys, these results indicate that women have not made gains since 1998.
- Employers continue to show bias against women by insisting on knowing marital status, by asking if they have children, by making them submit to pregnancy tests at alarmingly high rates.
- No progress has been made in terms of paid maternity leave, the right to change jobs without a loss of income is non-existent for half of women in transport jobs and increasing numbers of women are unable to continue in their jobs after having children.
- The 15-16% of respondents in 2018 reporting that women do not receive equal pay shows regression from the 10% reporting pay inequalities in 2008.
- For many women equal access to promotion exists in theory but not in practice.
- Respondents reported virtually the same amount of gender discrimination in job allocation as they did twenty years ago.
- Women were more likely to be impacted by a bias to hire 'attractive' workers than men.
- Attractiveness is still a quality frequently associated with women in company advertising, with civil aviation being the sector most likely to emphasize it.
- Many women working in what were traditionally 'men's jobs' still have to deal with uniforms that are designed only with men's bodies in mind.

- Despite the increase in the number of equal opportunities policies, few workers believe these policies are effective, most do not know the manager responsible for the policy and there is often no training on the policy.
- Although more companies have sexual harassment policies, too many of them lack written guidance on the policies and very few offer training to support the policies.
- Workers are aware of situations where co-workers are experiencing domestic violence and abusive behaviours frequently happen at work. Domestic violence impacts both the victims/survivors of domestic violence and their co-workers. This is an important area for policy development and training.

Just under half (46%) of respondent seafarers indicated having to provide results from a pregnancy test when applying for a job.

More than three-quarters of women in **civil aviation** (77%) were impacted by a hiring bias for attractive employees.

Over a quarter (26%) of respondents working in the **road transport** sector stated that they were aware of situations where a worker is sexually coerced under the premise they will be allowed to keep their job.

15% of **railway workers** reported that their uniforms do not have provisions for pregnancy.

The difficulties that arise for women transport workers as a result of the lack of family rights in the workplace are reflected in the number of women working in this sector who have children under the age of 15. A large majority (71%) of women respondents did not have any children under the age of 15. This compares with 58% of men who said that they have no children under the age of 15. 13% of female respondents reported having one child under the age of 15, 10% had two and just 6% had three or more children under the age of 15. **Clearly having children poses a barrier for women's employment in the transport industry. While the initial and very significant barrier is having any children under the age of 15, the barrier to employment increases with the number of children under 15 that a woman has.**

It is interesting to consider workers' beliefs that their lives will improve in the next five years (see 'Life Satisfaction' analysis on page 6) in the context of the world economic recession and the impact that has had on workers' rights in the last decade. We have just passed the tenth anniversary of the Lehman Brothers' announcement that they were filing for bankruptcy, heralding the financial crisis that is a probable cause for the worsening of conditions for workers in the last decade. We are also witnessing the rise of the far right, and right-wing governments whose intent it is to provide good investment environments and opportunities for elites, without regard for the rights or the fate of workers. When transport workers suffer, women transport workers suffer more. With fewer jobs available, employers may be feeling emboldened to ignore laws that prohibit them from imposing pregnancy tests and asking prospective women employees questions about their marital status and if they have children. Employers are more likely to exploit workers

**WORK SECTORS**

Road transport	15.78%
Passenger transport	15.37%
Rail transport	14.22%
Civil aviation	10.76%
Seafaring	10.19%
An airport	7.72%
Driving	6.90%
Stevedoring/dockers	6.41%

who feel lucky to have a job, even if it is a bad job. Jobs in the transport industry are still highly segregated by gender with women concentrated in lower paid, lower status, less secure jobs and roles most vulnerable to violence. Fighting for women’s rights is more important now than ever because of this.

**UNION LEADERS AND WORKERS’ REPRESENTATIVES**

The survey for union leaders and workers’ representatives gives us valuable insights into how unions are addressing the problems raised by workers and helps us to gauge the success they are having.

**POSITION IN THE UNION**

645 responses were collected from 64 countries; 471 identified as union workplace or worker representatives and 174 were employed by the union.

52% identified as female, 47% identified as male, 0.15% transgender and 0.5% preferred not to say.

The top ten countries of respondents were:

1. UK	23%
2. Canada	11%
3. India	7%
4. Ghana	5%
5. Thailand	4%
6. Bulgaria	5%
7. Spain	3%
8. Kenya	3%
9. Singapore	3%
10. Sweden	3%

The three largest sectors represented were road transport (15.78%), passenger transport (15.37%), and rail transport (14.22%). The table below provides an overview of the work sectors in which the respondents were employed.

# UNION PERSPECTIVES

## UNION LEADERS AND REPRESENTATIVES NAMED THEIR TOP TEN PRIORITIES AS

1. Equal pay
2. Sexual harassment
3. Equal access to training/promotion
4. Working conditions and benefits for pregnant workers/maternity leave
5. Discrimination against women on the basis of marriage or parental/ caring responsibilities
6. Flexibility for workers who have children/ caring responsibilities
7. Equal access to occupational pension schemes for women and men
8. Retirement age equality/forced retirement
9. Uniform provisions for women workers

## THEY GAVE THE LOWEST PRIORITY TO:

- Obligatory pregnancy testing
- Breastfeeding and the workplace
- Penalties for workers who gain weight or change in appearance
- Formal or informal recruitment tests or workplace policies relating to appearance or body weight
- Portrayal of women in advertising and workplace literature

Among the top priorities of union leaders and representatives we find issues on which unions have made progress, as well as issues which the workers' survey reveals remain stubbornly problematic. **The 2018 results largely validate that the priorities identified by leaders and representatives are also very important to workers.** Unions have made gains in terms of ensuring women receive equal pay for the same work and for work of equal value with 85% of respondents agreeing that this happens. Progress has been slow and uneven however in reducing the remaining number of women who do not receive equal pay. **We see a dramatic increase in the number of policies and reports of swift action against sexual harassment in 2018, but unions still have a lot of work to ensure that policies are accompanied by written guidance and training.**

The 2018 results clearly show that flexibility for women workers with children and discrimination against women on the basis of marriage or parental / caring responsibilities remains a serious and unresolved problem that impacts women's employment in the transport sector. Equal access to pension schemes for women and men is another area where unions have made good progress and have narrowed the gap to the point where 96% of respondents said that women and men do have equal access. Important work remains to be done on access to pensions however with 36% of respondents overall saying they do not have a pension scheme. While women and men are equally likely to face mandatory retirement between the ages of 55 and 64, women are much more likely than men to be forced to retire at an early age (between 45-54) and at an older age (over 65). Women are still facing more bias in recruitment when it comes to tests related to appearance and attractiveness.

### UNIONS WERE MOST LIKELY TO RUN CAMPAIGNS ON:

- Working conditions and benefits for pregnant workers/maternity leave
- Flexibility for workers who have children/caring responsibilities
- Equal pay
- Equal access to training/promotion
- Sexual harassment
- Discrimination against women on the basis of marriage or parental/caring responsibilities
- Equal access to occupational pension schemes for women and men
- Domestic violence at work
- Retirement age equality/forced retirement
- Uniform provisions for women workers

Union campaigns on sexual harassment may be at least partly responsible for the reported increase in the number of policies on sexual harassment and the increased number of respondents who say that companies are taking swift action against sexual harassment. Likewise, the campaigns may be fueling the impressive increase in women's access to training. Hopefully they will have a similarly positive impact on addressing the more than a quarter of respondents who say that women's access to equal access to promotion is available in theory, but not in practice. Women transport workers reported little progress on the problem of uniforms that are designed only with men's bodies in

mind. Campaigns about union provisions for women are still evidently needed. The positive results in terms of equal access to pension schemes for women correlate with union campaigns on the issue. Campaigns on equal pay are needed to address the persistent gap in equal pay for women reflected in all of the surveys conducted over the past two decades. The need for campaigns on family rights, including working conditions and benefits for pregnant workers / maternity leave; flexibility for workers who have children / caring responsibilities and discrimination against women on the basis of marriage or parental / caring responsibilities are clearly needed as these issues are restricting women's access to jobs in the transport sector. Campaigns directed at promoting retirement age equality are addressing a form of discrimination clearly identified in survey results. Campaigns on domestic violence at work reflect unions' ability to bring much needed attention to a newly recognised issue and to create awareness and support for actions that will benefit women workers.

**UNION LEADERS AND REPRESENTATIVES BELIEVED THE CAMPAIGNS THAT WERE MOST LIKELY TOMAKE A DIFFERENCE WERE:**

- Working conditions and benefits for pregnant workers/maternity leave
- Flexibility for workers who have children/ caring responsibilities
- Sexual harassment
- Equal access to training/promotion
- Equal pay
- Discrimination against women on the basis of marriage or parental/caring responsibilities
- Domestic violence at work
- Sexual coercion
- Equal access to occupational pension schemes for women and men
- Retirement age equality/forced retirement
- Uniform provisions for women workers

When we examine the campaigns that union leaders and representatives believe are most likely to make a difference, we see some definite congruence with the results of the workers' survey. Sexual harassment, equal access to training and equal access to pension schemes for women are all areas where clear progress has been made. Despite the optimism of union leaders about campaigns addressing family

rights including working conditions and benefits for pregnant workers / maternity leave, discrimination against women on the basis of marriage or parental / caring responsibilities and flexibility for workers who have children / caring responsibilities, workers are not reporting significant improvements in these areas. Perhaps it was too early to measure gains in these areas in the 2018 survey. Likewise, women transport workers reported little progress on the problem of impractical uniforms. With union leaders reporting successful campaigns on this issue, we can hope to see improvements noted in future surveys with workers. These are issues that union leaders and representatives should continue to monitor closely, while maintaining pressure for positive changes. It is interesting that campaigns on uniform provisions for women workers are reported to be making a difference despite the fact this was not named as a priority issue. Nonetheless, gains on this issue will make work more comfortable and safer for many women workers. The reports that campaigns addressing domestic violence at work are likely to show success are very encouraging. We know that this is an emerging issue and that unions are largely driving policy development internationally.

### UNIONS WERE MOST LIKELY TO PROVIDE TRAINING ON:

- Working conditions and benefits for pregnant workers/maternity leave
- Flexibility for workers who have children/caring responsibilities
- Sexual harassment
- Equal access to training/promotion
- Discrimination against women on the basis of marriage or parental/caring responsibilities
- Domestic violence at work
- Equal access to occupational pension schemes for women and men
- Equal pay
- Retirement age equality/forced retirement
- Sexual coercion

Unions have taken on the struggle against gender-based violence in the workplace as is evidenced by reports that sexual harassment, sexual coercion and domestic violence at work are among the issues on which they are most likely to provide training. Gendered violence is a means to reinforce women's inequality and a marker of that inequality. As the most recent results show, domestic violence is a workplace problem that demands policies and training. The fact that unions are focusing resources on the important issue of gender based violence speaks to their relevance and importance in addressing larger social justice issues. Training in the areas of working conditions and benefits

for pregnant workers / maternity leave, flexibility for workers who have children / caring responsibilities and discrimination against women on the basis of marriage or parental / caring responsibilities shows that unions are aware of the barriers that a lack of family rights create for women workers and that they are committed to confronting this discrimination. We are seeing the outcomes of training on equal access to training along with effective campaigns on equal access to training with workers reporting very significant gains in this area. Training on the need for equal pay for women and retirement age equality is still needed to address persistent inequalities in these areas.

### UNION LEADERS AND REPRESENTATIVES REPORTED THE GREATEST COLLECTIVE BARGAINING WINS IN THESE AREAS:

- Working conditions and benefits for pregnant workers/maternity leave
- Flexibility for workers who have children/caring responsibilities
- Equal pay
- Equal access to training/promotion
- Discrimination against women on the basis of marriage or parental/caring responsibilities
- Sexual harassment
- Equal access to occupational pension schemes for women and men
- Retirement age equality/forced retirement
- Uniform provisions for women workers
- Sexual coercion

The collective bargaining wins reported by union leaders and representatives in the areas of equal access to training, sexual harassment, sexual coercion, other gender discriminatory policies and equal access to pension schemes clearly reflect gains that workers also reported in the 2018 survey. **The gains that leaders report in the area of family rights such as working conditions and benefits for pregnant workers / maternity leave, flexibility for**

**workers who have children / caring responsibilities, discrimination against women on the basis of marriage or parental / caring responsibilities and more practical uniforms have yet to show up in responses from workers.** At the same time, these issues must be addressed if women are to have equality in transport jobs and the fact that unions are making head-way on them is encouraging.

Union leaders and representatives reported on what they perceived as their most successful tactics in their struggles to protect and promote workers’ rights:

Activist development training	54.55%
Increased membership engagement	50.72%
Issue-based training	38.76%
Building trade union alliances	36.36%
Working with the media	26.79%
Research	24.40%
Enforcing corporate social responsibility commitments	21.53%
Targeting stakeholders	19.14%
Building community alliances	18.66%

The list offers understanding into the sophistication, flexibility and resourcefulness of union leaders and activists. Their tactics highlight the importance of relationship building and solidarity both within the union movement and beyond, as well as seeking knowledge and training on the issues they are campaigning for. In today’s world union leaders and

activists need and employ a large range of skills requiring analytical and creative abilities. At the same time as they continue working to engage their membership, their spheres of action and influence reach well beyond the workplaces they represent.



**Union leaders and representatives reported on their perceptions of government attitudes, policy decisions and funding support related to gender (in)equality, discrimination and violence at work**

**Union leaders and activists believe that governments have made substantive improvements in their attitudes and actions related to improving gender equality.** The number of governments who received a bad rating for attitudes and actions related to promoting gender equality has fallen from 26% to 20%. Even more startling is the finding that those who are perceived to have ‘good’ to ‘very good’ attitudes and policy directions has risen from 27% to 49%. Even with challenges such as attacks on union rights, these numbers reflect an optimism and a sense of empowerment amongst union leaders and activists.

These optimistic perceptions of union leaders and activists also reflect the optimism of the many workers who reported they believed their lives would improve in the next five years. In spite of the remaining challenges to bring gender equality to transport workplaces, both workers and union leadership are indicating that change is underway and progress is being made.

Over-all the results of the two surveys show that unions have been active in the areas where equality gains have been reported. This is an indication that they are successfully improving gender equality through campaigns, training and collective bargaining, in the face of significant economic and social challenges. **Union priorities for addressing gender inequalities in the workplace align well with those of workers and unions are putting resources into campaigns, training and collective bargaining that will help to address some of the most egregious forms of discrimination facing women transport workers.**

The table above shows how leaders and activists perceive government actions to address gender inequalities in the workplace.

Time Frame	Good to very good	Fair	Bad	Very bad
3 years ago	27%	48%	26%	-
Present	49%	31%	20%	-

## ABOUT THE ITF

The International Transport Workers' Federation (ITF) is a democratic, affiliate-led federation recognised as the world's leading transport authority. We fight passionately to improve working lives, connecting nearly 700 affiliated trade unions from 150 countries that may otherwise be isolated and helping their members to secure rights, equality and justice. We are the voice for nearly 20 million working men and women across the world.

The ITF Women's Department works with the ITF Women Transport Workers' Committee, to support ITF affiliates to organise and mobilise more women transport workers and maximise our global influence and transport workplace power. Our aim is to strengthen their collective voice to win better conditions for women transport workers around the world. Key issues include gender-based occupational segregation, access to decent pay and jobs, and the right to work free from violence, sexual harassment and sexual coercion.

[www.itfglobal.org](http://www.itfglobal.org)

January 2020





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