



W O M E N
IN TRANSPORT

Equity Index Report

ACKNOWLEDGEMENTS AND SPONSORS

The Women in Transport Equity Index 2023 has been made possible by the generosity of our sponsors and supporters. We thank you for being part of a transformative journey towards gender equity in the transport sector.

We extend our heartfelt gratitude to our sponsors: Merchant Navy Welfare Board, Bicycle Association, Kier and Mobility Lab, whose unwavering support made this equity index and its critical insights possible.

Special thanks to our supporters: CIHT, Maritime UK Diversity in Maritime, ITS UK, WISTA UK, Women in Boat Building, CILT Women in Logistics, Women in Rail and The Worshipful Company of Carmen, for their commitment to advancing gender equity in the transport industry.

We extend our thanks to Sue Terpilowski OBE; the dedicated volunteer lead from Women in Transport, Sally Middlemiss from the Bicycle Association, and James Gleave; Mobility Lab and WORK180, for their commitment and hard work compiling this report.

EQUITY INDEX 2023



Accelerating Diversity and Inclusion Through Data

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EXECUTIVE SUMMARY

The Women in Transport Equity Index 2023 Report comprehensively analyses the gender diversity landscape within the transport sector. We hope that the findings of this report inspire further action to empower women in the transport industry and provide those seeking to take action with the evidence to drive forward equity.

The Challenge

This report sets out the sheer scale of the challenge facing women in transport. It shows that despite positive words, the transport sector is a challenging environment for women to work in and much needs to be done to provide a supportive environment for women.

- 23%** of people within the organisations identify as women.
Alarmingly, more than half of these women are in non-transport roles
- 58%** of organisations have a gender pay gap of 11% or more (compared to a national average of 7.7%)
- 54%** of organisations have no formal targets, commitments, or quotas to increase or maintain gender diversity
- 59%** of organisations offer no paid parental leave to primary carers

The Opportunities

There are some green shoots of optimism. Companies indicate that they are willing to discuss and implement flexible working arrangements, especially regarding flexible working.

- 94%** of organisations are open to discussing flexible working arrangements at interviews
- 88%** of organisations offer flexible start and finish times to reflect home situations

These results are based on a survey that is the first of its kind in the transport sector. The survey delves into workforce composition, leadership diversity, gender pay gap, and career development, offering critical insights and recommendations. The report goes beyond isolated findings, providing a comparative analysis of the transport sector against WORK180's overall data scores. This in-depth exploration aims to offer nuanced insights into the sector's performance, strengths and areas for improvement in gender equity.

We encourage other companies to benchmark their practices against the overall scoring and aim to exceed them. Through the Equity Index, Women in Transport hopes that promoting healthy competition through the findings will create a race to the top and improve gender equity in the sector.

Recommendations for Action:

Based upon the findings of this research, we recommend several actions that organisations have the power to deliver that can make a meaningful difference to women in transport.

- Conduct regular reviews of the gender pay gap within your organisation and develop a meaningful and deliverable action plan;
- Implement best practices for delivering internal promotions that means there are more women in senior decision-making roles, with a particular focus on transport-related roles;
- Support sector-wide initiatives for cultivating and empowering women in leadership positions;
- Review policies relating to paid parental leave;
- Build upon good work in developing flexible working by working with women to ensure what you do reflects their needs and makes your organisation a better workplace.

Looking Ahead:

This report is just the start. It is a rallying call for the transport sector to do better for women. There are challenges to overcome and systemic barriers to knock down, but the benefits of being an active champion in gender equity are too good to resist. We invite you all to join in shaping a more inclusive and equitable transport industry.

INTRODUCTION



Transport, a vital sector employing over 1.5 million people and contributing £214 billion to the UK economy in 2020, faces a pressing challenge of attracting, recruiting, and retaining diverse talent. With only 26% women, the sector is heavily male-dominated. In the sub-sectors, only 16% of the rail workforce are women, and a mere 6% are women in aviation. In the bicycle sector, only 8% of cycle mechanics are women. The exact representation of women in maritime and road transport remains unknown, further underscoring the need for comprehensive data to address the gender imbalance across the industry.

This is frustrating because diversity makes business sense. Diverse businesses are more profitable; they recruit the best talent, make better decisions, have more motivated employees, and have a superior understanding of customers' needs. An Accenture study found that 41% of shoppers removed at least 10% of their business from a retailer for their lack of focus on diversity, equity and inclusion. The 2016 DfT Transport Infrastructure Skills Strategy recognised that transport was not as diverse as it could be and set an ambition to achieve parity with the working population by the latest 2030. It recognised that the economic benefits of equalising the labour force participation rates of men and women could lead to potential gains of 10% of GDP by 2030. In 2024, the representation of women in transport has made slow progress towards achieving parity. Furthermore, our index shows that over half the women in transport are in non-transport-related roles

The Women in Transport Equity Index Project is a groundbreaking initiative that aims to revolutionise the transport sector by promoting diversity and equity. Our collaborative index is, we believe, unique, providing essential baseline data, uncovering the true gender diversity in transport-related positions and recognising and rewarding best practices.

HOW WE CREATED THE INDEX

To deliver this index, we partnered with WORK180's powerful online platform to help benchmark participating organisations, who are committed to becoming great employers for women, against its wider client base. Participating was easy: all organisations had to do was complete an online survey, collecting details on such things as:

- Number of women in their organisation
- Number of women in leadership roles
- Their commitment to tackling the gender pay gap
- Details on options for flexible working

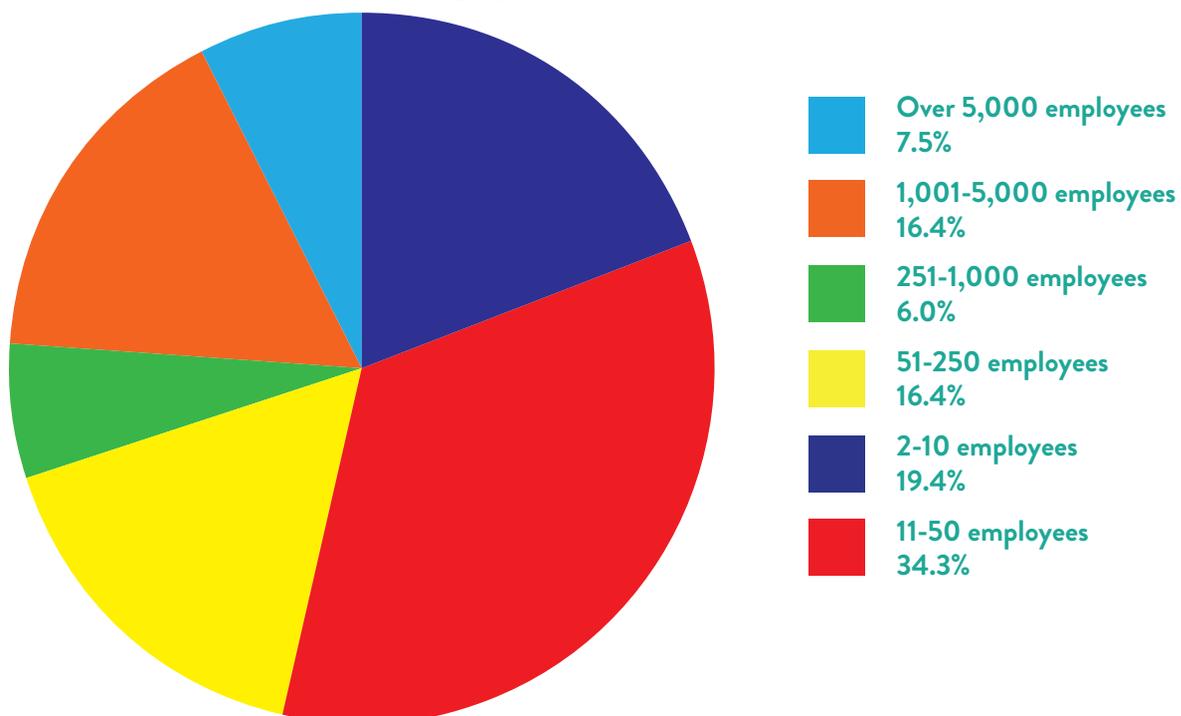
...and much more. As well as reporting on the overall results (which we will focus on in this report), each organisation was given results tailored for them, including how they compare to other organisations.

Organisations were recruited to participate in this index in several ways. Attendees at Women in Transport events were encouraged to be part of the index, and it was promoted extensively on our social media channels and through other means of marketing. We are also aware that partner organisations with us shared the index with their networks, for which we are grateful.

Who took part

In all, 68 organisations plus four organisations from WORK180's existing clients participated. This was of 184 organisations who registered to participate in the Index, giving a response rate of 37%. While we would have wished for a higher response rate, this is sufficient to provide us with some interesting results.

The majority of organisations who took part were classified as Small or Medium Sized Organisations, with less than 250 employees (70% of participating organisations).



What was interesting, however, was that on some occasions, we received calls or emails from organisations where they explicitly expressed their reluctance to be part of the index. While many reasons were given for this, a commonly cited one was the fear that when benchmarked against other organisations, the organisation would score poorly, despite any work and initiatives they had taken to tackle gender inequality. Such feedback was useful for shedding light on the motivations and reservations expressed by organisations and adding depth to our understanding of the survey's reception within the industry.

THE RESULTS

The Workforce and Leadership

The Index results show that the transport sector still has a long way to go in translating warm words on gender equity into action. On average, 23% of employees in the organisations in our Index identify as women. Of those, over half of them can be found in non-transport-specific roles like Human Resources, Administration, Marketing, and Finance.

When looking at leadership roles, the situation is not much better. 26% of leadership team members identify as women; of those, just under 50% are leaders responsible for a non-transport-specific function.

These results set out the scale of the challenge that is ahead in achieving gender equity in transport. This points to systemic challenges in achieving balanced representation within the workforce and leadership positions. This is especially the case for transport-focused positions within organisations.

Representative Leadership, Pay Equity and Career Development

% of Women in Whole Organisation

On average **22.80%** of employees identify as women.

52.40% of individuals identifying as women are in non-transport specific roles such as Human Resources, Administration, Marketing and Finance?. (Assuming the same % of positions are in non-transport specific roles in each organisation).

Only Women in Transport Survey results are included in this section.

% of Women in Leadership Team

On average **26.13%** of employees identify as women.

46.66% of individuals in the leadership team identifying as women are in non-transport specific roles such as Human Resources, Administration, Marketing and Finance?. (Assuming the same % of positions are in non-transport specific leadership roles in each organisation).

Only Women in Transport Survey results are included in this section.

Taking action:

- Review your recruitment and hiring practices to ensure they are encouraging women to apply for technical and leadership positions;
- Implement sector-wide initiatives to cultivate and empower women for leadership positions, such as Women in Transport's Lead leadership development programme, ensuring inclusivity at the highest levels;
- Foster collaboration between established leaders and aspiring women professionals through mentoring programs, providing guidance and support for career advancement, such as the Women in Transport Advance programme;
- Establish clear and transparent pathways for career progression, ensuring women have equal access to leadership opportunities across all sectors.

TACKLING THE GENDER PAY GAP

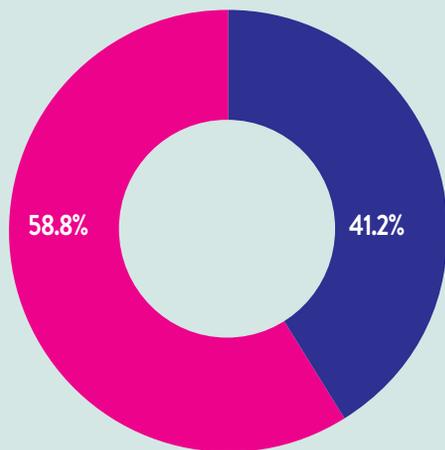
Our Index paints a worrying picture regarding action being taken to eliminate the gender pay gap. 41% of organisations have not conducted a gender pay gap review within the last year. Of those who have done so, 59% of them have identified a gender pay gap of between 11% and over. This contrasts with a national average across all of the UK's industries of 7.7%. There were 30 employers that completed the survey with less than 250 employees and would not be required to report on their pay gaps

The scale of this gap is worrying enough, but what is equally concerning is that 56% of organisations have not developed any kind of action plan to tackle this pay gap. While this was a non-mandatory question in our survey, these results point to a worrying picture of an existing gender pay gap and a lack of willingness to take action on it. This is an area that requires urgent action.

86% of all respondents want to know what employers are doing to remove and/or maintain zero gender pay gap. But 55% said they would still apply to a workplace with a poor gender pay gap if they could prove a commitment to closing it.

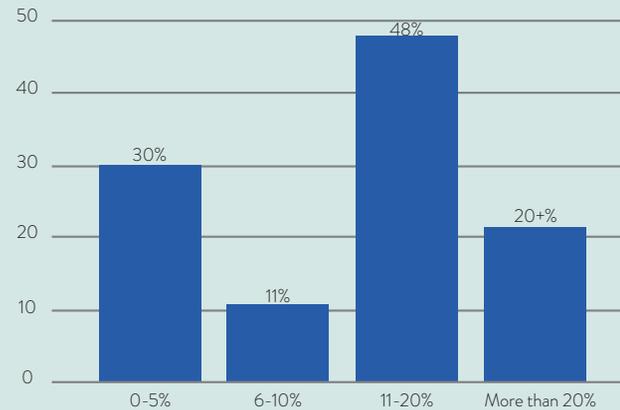
Gender Pay Gap and Career Development

Has the organisation conducted a gender pay gap review in the last 12 months?



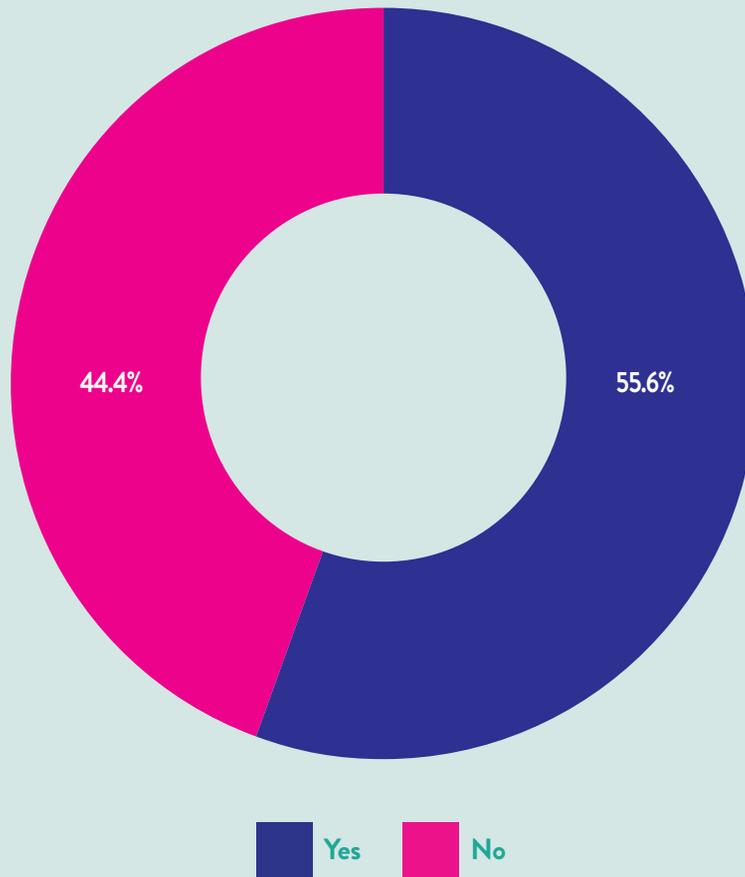
Yes No

Of those who have conducted a gender pay gap review in internal promotions % of people who identify as women



TACKLING THE GENDER PAY GAP

Has the organisation developed an action plan to reduce your gender pay gap?



Taking action:

- Immediately undertake a review of the gender pay gap within your organisation and repeat it at least annually;
- Work with the employees in your organisations to develop action plans to rectify any disparities in pay between the genders;
- Appoint a lead within the leadership to spearhead action with the required support and authority to deliver this action plan;
- Foster a culture of accountability and transparency when it comes to gender pay.

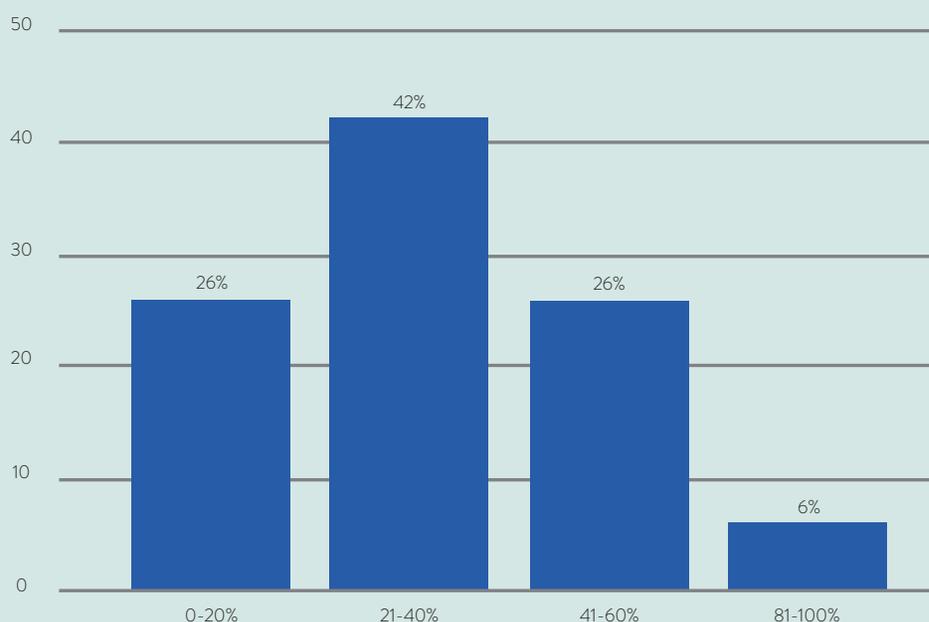
TACKLING THE GENDER GAP

Climbing the Ladder

The proportion of women in leadership positions within Index participants leaves much to be desired. Action on internal promotions may give some insights into why. Of the participating organisations in the survey that answered this survey, 68% of them reported that 40% or less of internal promotions were of people who identify as women.

While this could be the consequence of a relatively low percentage of employees identifying as women, as shown earlier, it also points to the effectiveness of upward career progression in encouraging women to seek promotion. If disparities in lower-level internal promotions are addressed, then it will be easier for women to seek promotion to leadership positions. Urgent attention is needed to ensure fair and equal opportunities across all levels of internal promotions.

Of the individuals that received an internal promotion in the last 12 months, how many identify as women?



This is a non-mandatory question, 46% of organisations have answered this question

Taking action:

- Initiate a sector-wide dialogue to identify and implement best practices for internal promotions

TACKLING THE GENDER GAP

Parental Leave

The picture on offering parental leave is mixed. The Index indicated that nearly half of companies offer no paid parental leave at all. This poses a significant challenge in providing support for new parents. Paid Parental Leave in this context means maternity/paternity pay over and above the statutory pay. We use the term parental leave as it is non-gendered, which means men can be primary carer if they choose.

But for those organisations who do offer paid parental leave, there are signs of encouragement. On average, organisations that offer paid parental leave provide eight weeks of full paid parental leave. Furthermore, just over a fifth of organisations go the extra mile and offer over 20 weeks of full paid parental leave, demonstrating a strong commitment for new parents.

Many employees do not have to wait long in order to benefit from such leave. 68% of organisations require employees to work for them for between 1 and 6 months before accessing such benefits, while 12% of organisations get this benefit from day one.

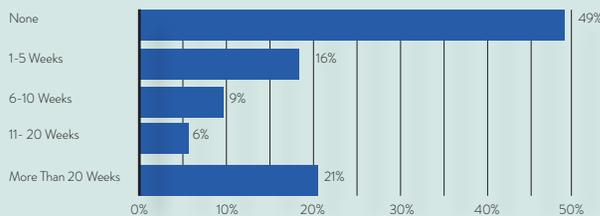
Taking action:

- Organisations should investigate and deliver the positive practice of offering over 20 weeks of paid parental leave, learning the lessons from other organisations who have pioneered this work;
- Organisations should implement policies that provide paid parental leave from an employee's first working day.

Parental Leave and Flexible Working Arrangements

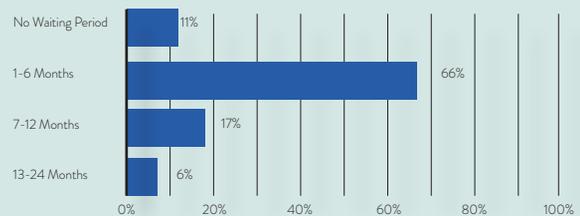
Paid Parental Leave

On average **8 weeks** fully paid parental leave is offered to primary carers

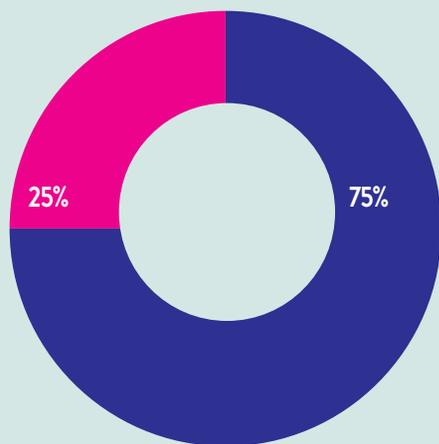


Minimum Waiting Period

On average employers need to wait **6 months** until they can access fully paid parental leave.

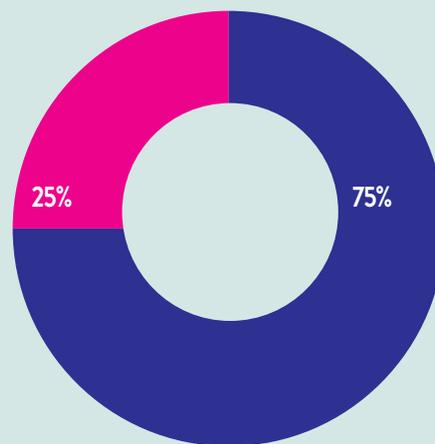


Contribution to Employee Pension While on Parental Leave



Yes **No**
 This is a non-mandatory question,
 18% of organisations have answered this question

Health Insurance Offered to Employees



Yes **No**
 This is a non-mandatory question,
 18% of organisations have answered this question

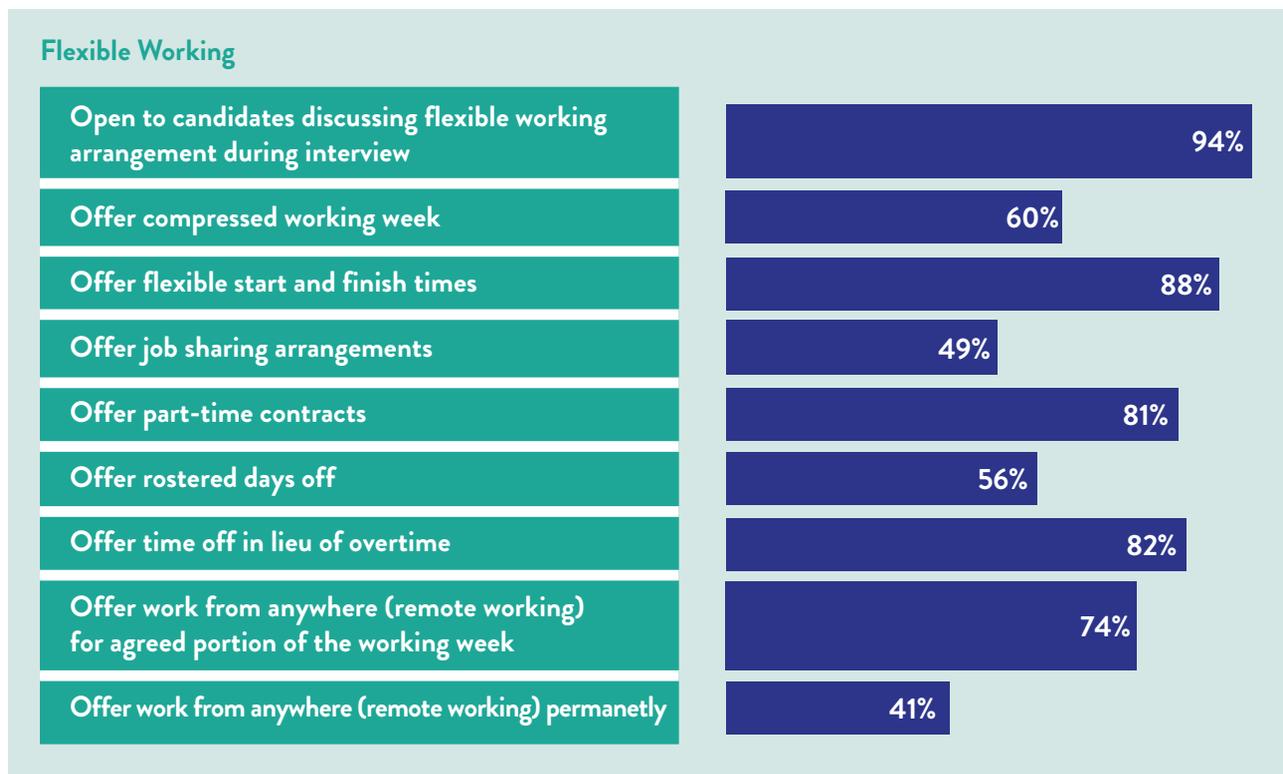
TACKLING THE GENDER GAP

Flexible Working

When it comes to flexible working, this is an area where we are pleased to report that the Index's findings are generally positive. It would seem that the transport industry has an open mind towards flexible working arrangements and can use this as a good foundation upon which to create a better working environment for women.

Over 90% of participating organisations are willing to discuss flexible working arrangements with applicants at the interview stage, but this commitment needs to go beyond just being willing to talk. Nearly 90% offer flexible start and finish times. Just over 80% offer time off in lieu of overtime and part-time contracts. Three-quarters of organisations give employees the option to work from anywhere for at least part of the week, though only just over 40% offer the ability to remote work permanently.

This picture points to an industry taking action on offering flexible working to its employees, which is potentially a lasting benefit of the COVID-19 pandemic. This means that this practice is normalised and should be further encouraged.



Taking action:

- Work with organisations who have not normalised flexible working and have significant potential to do so to encourage the adoption of flexible working arrangements;
- Specifically, focus action on encouraging organisations to review the possibilities for offering job-sharing arrangements and a compressed working week and rostered days off where feasible to do so;
- The industry as a whole needs to share best practices on implementing flexible working arrangements, sharing stories of how it has benefitted the lives of women who work for them.

TACKLING THE GENDER GAP

Committing to doing better

Words on gender equity need to be translated into action. To bridge that gap, commitments, targets, and potentially quotas are necessary to increase or maintain gender diversity within workforces. The Index shows that while some organisations are willing to walk the walk, too many can only talk the talk.

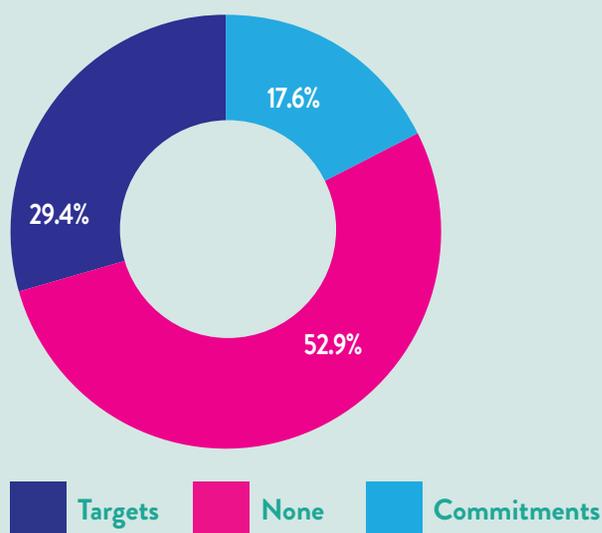
Just over 50% of organisations told us that they have no formal commitments, targets or quotas in place to increase or maintain gender diversity. Furthermore, 75% of organisations have no recruitment strategy to increase or maintain the representation of women in their workforce. However, the presence of commitments in 29% of organisations and targets in 18% of organisations suggests that there is a strong basis of core organisations from which to learn lessons.

Taking action:

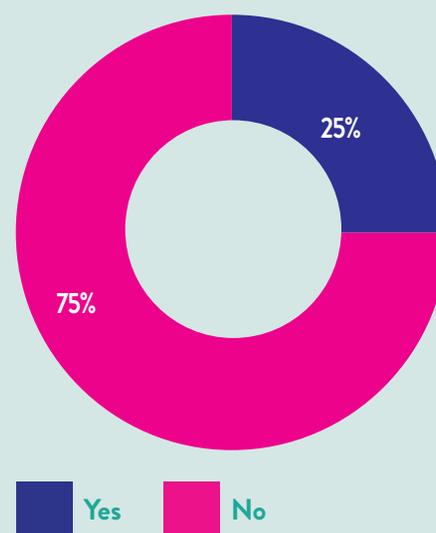
- Industry-wide targets should be set, and benchmarks for quotas should be established to drive systemic change throughout the industry.

Strategic Commitments

Have formal commitments, targets and quotas in place to increase or maintain gender diversity



Have documented recruitment strategy to increase or maintain the representation of women

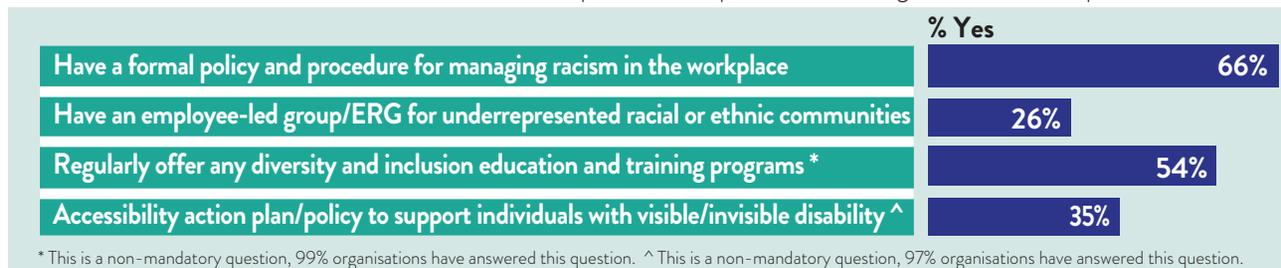


This is a non-mandatory question, 100% of organisations have answered this question

TACKLING THE GENDER PAY GAP

Creating an inclusive and diverse culture

The Index also asked questions about diversity and inclusion. The results indicate that the majority of companies are committed to taking action to improve diversity and inclusion within their organisations. 53% of companies regularly offer diversity and inclusion education training programs, showcasing a commitment to ongoing education and awareness. Meanwhile, 65% of companies have a formal policy for managing racism in the workplace, demonstrating a strong commitment to addressing and preventing discrimination. There is also some evidence of companies taking increasing action on visible and invisible disabilities. The establishment of an accessibility action plan/policy to support individuals with visible/invisible disabilities in 36% of companies is a step towards creating an inclusive workplace.



Being Supportive

The results of our Index show that significant work needs to be done in order for organisations to provide a supportive environment and feelings of safety for employees — especially those who may find themselves in difficult personal circumstances.

Three particular priority areas identified by the Index were having a domestic and family violence policy for individuals in need (16% of organisations offer this), offering mental health days off (22%), and having specific policies and support for women experiencing menopause (31%). Significant work needs to be undertaken by organisations to tackle these gaps and provide access to support for women.

In contrast, there are a number of areas where commendable action is being taken, although more work needs to be done. These are in sharing regular information to support mental health (62%), providing regular opportunities for informal social activities (60%), and providing training on mental health for managers (46%).

The latter, however, points to a wider challenge on mental health. While training and information are welcomed, taking meaningful action, such as offering mental health days off, can provide a supportive environment for those experiencing mental health issues and who work.



Taking action:

- Take urgent action in identifying and providing support for those with menopause and at risk from domestic or family violence, making an effort to ensure all employees are aware of them and have easy access to them;
- Organisations must review their current support offering for those experiencing mental health issues and take action where improvements can be made to provide initiatives and comprehensive support mechanisms;
- Focus on providing a supportive workplace culture that prioritises the holistic well-being of all employees.

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

In addition to these scores, we have also undertaken a comparative analysis against other sectors and organisations in the WORK180 database. This functionality, from a broad spectrum of companies and sectors, aims to identify where effort should be focussed to make improvements. There are 35 sectors in the entire dataset, these include:

- Finance and Banking
- IT, digital and online media services
- Engineering
- Construction

This analysis is based on 10 key indicators of gender equity:

- Flexible working arrangements
- Shared caring responsibility
- Inclusive and anti-discriminatory culture
- Career development
- Representative leadership
- Pay equity
- Inclusive hiring processes
- Employee support and safety services
- Employee voice and Employee Resource Groups (ERGs)
- Strategic commitments

In addition to detailed scores for each of these indicators, an overall score for the sector is given to provide a high-level overview of how the transport sector is performing. This is based on a scale devised by WORK180.

The overall score

The transport has an aggregated score of 50%. What this means is that the sector has a foundational level of gender equity with significant room for improvement. This puts the sector just above the baseline provided by all companies in the WORK180 database.

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

UK Transport Industry

Transport sector's overall rating is generated based on the responses provided in the DEI assessment. This is then broken down across the 10 key standards for equity in the workplace. The status provided is designed to highlight gaps and opportunities within your organisational approach.

50%



Key: ■ Pace-setting = 80 - 100% ■ Progressing = 50 - 79% ■ Foundational = <50%

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

Scores by indicators

When comparing scores against each of the criteria, it shows key areas where transport needs to improve the most. Across the majority of indicators, the current status of the transport industry in terms of gender equity is Foundational. In contrast, in 4 out of the 10 indicators, the sector was identified as Progressing (i.e. heading in the right direction).

What is notable is how the transport sector is only ahead of other employers in two indicators. Those are inclusive leadership (+2% compared to other employers) and flexible working arrangements (+1%). Meanwhile, the indicators where transport has the most ground to make up on other employers are inclusive hiring processes (-12% compared to other employers), employee voices and employee resource groups (-9%), and career development (-6%).

Standard	Transport sector rating	Status	Average employer rating	Variation
Flexible working arrangements	58%	Progressing	57%	+1%
Shared caring responsibility	48%	Foundational	51%	-3%
Inclusive and anti-discriminatory culture	60%	Progressing	63%	-3%
Career development	50%	Progressing	56%	-6%
Representative leadership	36%	Foundational	34%	+2%
Pay equity	31%	Foundational	33%	-2%
Inclusive hiring processes	39%	Foundational	51%	-12%
Employee support & safety services	36%	Foundational	38%	-2%
Employee voice & ERGs	44%	Foundational	53%	-9%
Strategic commitments	53%	Progressing	56%	-3%

More detailed results underpinning all of these indicators are given below. But what can be clearly seen from this analysis is that a significant amount of work is needed across the transport industry to assist organisations and the sector to be a much better place for women to work.

Taking action across the transport sector means doing the following:

- Develop and communicate clear and measurable gender equity goals. Encourage a culture of accountability, transparency, and continuous improvement;
- Promote and incentivise the implementation of flexible working arrangements to accommodate diverse needs. Establish these arrangements as a standard rather than an exception;
- Institute comprehensive diversity and inclusion training programs specifically focusing on racism and disability awareness. Embed these programs into the organisational culture for sustained impact;
- Implement targeted strategies to promote women into leadership roles, ensuring that representation reflects the broader workforce. Address identified gaps through mentorship and leadership development programs;
- Establish formalised recruitment strategies to increase the representation of women. Foster an inclusive hiring culture that values diversity of thought and experience.
- Expand mental health and well-being programs, ensuring comprehensive support for employees at every stage of their careers
- Foster a supportive workplace culture that prioritises the well-being of all employees.

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

Representative leadership

DEI standard rating **36%**

No.	Indicator	Transport sector response	Average employer response
1a	How many employees are there in your organization?	32,215	n/a
1b	What percentage of these individuals identify as women?	21%	39%
1c	What percentage of these individuals identify as from a culturally and linguistically diverse (CALD) community?	12%	15%
2a	How many individuals are currently in your senior leadership team?	379	n/a
2b	What percentage of these individuals identify as women?	25%	31%
2c	What percentage of these individuals identify as from a culturally and linguistically diverse (CALD) community?	9%	12%
3a	How many roles are there in your organization's governing body? (e.g. Board director's chairs)	61	n/a
3b	What percentage of these individuals identify as women?	16%	32%

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

g. Career development: Indicator 3

How does your company incentivize, reward or promote individual career development?

Options	Transport sector response	All employers
Grade based improvements to salary or title	53%	69%
High performer incentive schemes	18%	43%
Loyalty schemes rewarding time served in the business	47%	53%
Performance bonuses	65%	76%

h. Career development: Indicator 5a

What types of initiatives does your company currently offer to promote career development?

Options	Transport sector response	All employers
Access to career coaching	41%	72%
Access to training and education resources	71%	94%
External mentoring programs	41%	53%
External training and education support	65%	91%
Facilitating external secondments or internships in new environments	47%	36%
Facilitating internal secondments or internships in new business functions	59%	70%
Financial contributions towards external qualifications	88%	88%
Funding attendance at industry conferences and/or events	71%	91%
Graduate or trainee programs	59%	72%
Internal mentoring or coaching programs	59%	76%
Internal training and education academies	59%	73%
Leadership or other executive education training	71%	85%
Providing membership to professional or industry associations	82%	81%
Sponsorship of employees by senior leaders	24%	41%

i. Pay equity: Indicator 3

Has your company taken any of the following actions to reduce its pay gap in the last 12-months?

Options	Transport sector response	All employers
Appointed a member of the leadership team to be accountable for this metric	12%	36%
Backpaid individuals affected by a pay gap	6%	11%
Proactively adjusted future salaries of roles affected by a pay gap	12%	41%
Set targets to close pay gaps by an agreed date	0%	20%

HOW DOES THE TRANSPORT SECTOR COMPARE TO OTHERS?

j. Pay equity: Indicator 4

Does your company use any of the following strategies to minimize the risk of a pay gap developing?

Options	Transport sector response	All employers
Communicate when salary is negotiable	35%	44%
Make additional contributions to employee pension, superannuation or 401(k) plans above statutory requirements	29%	27%
Not require candidates to declare current or previous salary information during the interview process	29%	56%
Share or make available on request role-based salary information in the company	35%	39%
Use a transparent approach to pay, promotion and reward processes & criteria	47%	59%
Use scored skills based assessment tasks for recruitment and promotions	47%	46%

k. Inclusive hiring processes: Indicator 2

What strategies are used to increase applications from women and other underrepresented communities?

Options	Transport sector response	All employers
Accreditations and endorsements	41%	68%
Branded content targeting women	41%	60%
Call to action in job advertisements	12%	51%
Gender neutral language in job advertisements	88%	88%
Graduate programs or similar	47%	66%
Partnerships with targeted community networks	35%	64%
Referral programs	29%	63%
Return to work programs	18%	43%
Sponsorships of targeted events or initiatives	41%	59%
Talent pipeline building	41%	68%
Targeted community job boards	24%	52%
Targeted promotion of roles	18%	54%

l. Inclusive hiring processes: Indicator 4

Does your company use any of the following strategies to support diverse and inclusive hiring processes?

Options	Transport sector response	All employers
Anonymized applications	35%	13%
Commitments on diverse candidate shortlisting	24%	56%
Commitments on diverse interview panels	24%	59%
Scored skills based assessment tasks in recruitment	65%	7%
Standardized interview formats, criteria and scoring	71%	81%

TOP ACHIEVERS

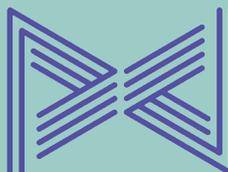
The results of this Index show that there are many challenges regarding equity for women in the transport sector. Despite this, some distinguished organisations are not merely leaders but catalysts for transformative change within the industry. Their exemplary practices should stand as benchmarks, inspiring and setting a standard for others to emulate.

We compiled respondents to the Index and other organisations from across the WORK180's database to identify the best of the best regarding gender equity.



The railway sector has performed admirably across all the transport sectors. Not only did Southeastern Railway secure the top spot across all of the Index, but the other four organisations that were highly commended were also rail operators: Nuclear Transport Solutions (NTS Global), Northern Trains, London North Eastern Railway, and Govia Thameslink Railway.

When looking specifically at the respondents to our Index, a number of organisations start to show their worth from across their relevant areas of the transport sector.

<p>Bus and Coach Lothian Buses</p>  <p>Lothian</p>	<p>Logistics Road Haulage Association</p> 
<p>Consultant Turner & Townsend</p>  <p>Turner & Townsend</p>	<p>Maritime Port of Dover Nuclear Transport Solutions</p> 
<p>Cross-sector Reed Mobility</p> 	<p>NTS Nuclear Transport Solutions</p>  <p>PORT OF DOVER</p>
<p>Cycling Brompton Bicycles</p> 	<p>Rail London North Eastern Railway</p> 

CONCLUSION AND FUTURE INITIATIVES:

The Women In Transport Equity Index 2023 transcends being a mere report; it is a resounding manifesto for transformative change. We hope this work's findings inspire you to take proactive steps and effect proactive change.

This report sets out the scale of the challenge that is ahead for the industry. In so many areas, from the gender pay gap to providing support services for women facing menopause, not enough is being done to achieve the minimum. In all areas, much more work needs to be done to benefit women and the organisations they work for.

But despite these challenges, there are reasons to be positive. We have shown case studies of organisations that are doing amazing work for the women who work for them. Areas such as flexible working show that change is possible and beneficial to women and organisations alike.

Action is what is needed now. This report sets out a number of actions for organisations and the industry generally. In collaboration with the Department for Transport Transport Employment Skills Taskforce (TEST), Women in Transport will spearhead a series of initiatives to address the specific areas highlighted in the report. This collaborative effort signifies a commitment to guiding companies through the process of meaningful transformation. Plus, our partner Women In groups will also be undertaking various activities based on the action points identified within the report.

As we embark on this transformative journey, we are already setting our sights on the Women in Transport Equity Index 2024. In our pursuit of a more inclusive and equitable industry, we invite companies to join us as active participants in this vital survey. We are also seeking sponsors whose commitment aligns with the vision of fostering gender equity within the transport sector.

The Women in Transport Equity Index 2023 serves as a rallying call for the industry to rise above challenges and proactively champion a future defined by gender equity. Now is the time for collective introspection, accountability, and unwavering commitment. Let us unite to dismantle systemic barriers and pave the way for a transportation landscape where gender equity is an aspiration and a lived reality.



<https://www.womenintransport.com/equity-index>

sue.terpilowski@womenintransport.com