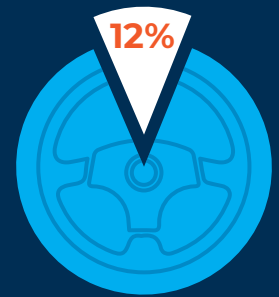




# Women in Transport: Supporting Women as Leaders and as Employees

The **Women in Transport Network (WiT)** aims to empower women across all areas of the transport sector, with a particular focus on enhancing women's participation in mid- and high-skilled technical and leadership roles.



**WOMEN MAKE UP 12% OF THE WORKFORCE IN THE TRANSPORT AND STORAGE SECTOR**

## GEOGRAPHIC SCOPE

Initially, the WiT network will cover the Europe and Central Asia and the Middle East and North Africa regions. The network is expected to gradually expand into a global initiative.

## KEY OBJECTIVES



**Promote normative change** for women and girls in STEM (Science, Technology, Engineering, and Mathematics) fields of education and careers.



**Support women's employment** in the sector by sharing knowledge and best practices, as well as encouraging the adoption of equal opportunity policies by employers.



**Scale up project-based and country-specific efforts** to promote women in the sector, with an emphasis on leadership and high-skilled technical roles.

## KEY PILLARS



**Attraction and Recruitment:** Encourage women to pursue relevant studies and career opportunities in transport, particularly in technical roles.



**HR Policies and Practices:** Enhance HR policies and practices among transport sector employers to support equal opportunities and inclusive work environments.



**Retention, Career Advancement, and Leadership:** Support women's career progression in the sector, with a focus on advancing and nurturing them in leadership roles.



**Legal and Policy frameworks:** Address regulatory barriers that hinder women's participation and promote policies that create a supportive environment for their recruitment and retention.



**Data Collection and Research:** Collect, analyze, and disseminate gender statistics in the sector, evaluate existing interventions, and initiate new research areas to close gender gaps.



## AS A MEMBER OF THE WIT NETWORK, YOUR ORGANIZATION WILL ENJOY SEVERAL BENEFITS



### Professional Development:

Participate in the WIT in-person conferences and various online webinars and training sessions.



### Increased Impact:

Amplify your impact through partnerships and knowledge gained from membership.



### Networking Opportunities:

Connect with other members, including ministries, educational institutions, transport service providers, and individuals to share best practices.



### Visibility and Communication:

Enhance the visibility of your gender-related activities under the WIT banner.



### Industry Insights:

Receive regular updates on the latest trends, research, and developments in the transport sector.

## MEMBERSHIP REQUIREMENTS

While joining the network is free of charge, the network members are expected to actively participate and contribute to relevant outcomes.

**Membership entails developing gender activities with realistic targets, formalized through a Letter of Intent (LOI), a legally non-binding aspirational goal-setting document.** These goals can build on existing initiatives and be scaled according to

a member's capacity, without needing to address all network pillars. Members' progress will be aggregated and reported annually in the WIT progress report, showcasing both collective and individual achievements. Signing the LOI is essential for the network membership, ensuring collaborative engagement in setting and achieving gender-focused goals.

## STEPS TO BECOME A MEMBER

1

Nominate a WIT focal point within the organization.

2

Collaborate with the WIT Secretariat and the network's Steering Committee to develop gender activities with realistic targets in a LOI.

3

Obtain the organization's senior management endorsement of the activities.

4

Join the network.

## STAY CONNECTED (COMING SOON)

In order to facilitate interactions amongst its members, a Community of Practice (CoP) has been established for the Women in Transport network. Members will be invited to join the CoP wherein they'll be able to participate in discussions, access

relevant materials, post and share content and even ask questions. The CoP will bring together all the WIT members to interact and #drivechange together. Stay tuned for more details.



For more information on gender statistics within the sector and the network's pillars, please refer to the WIT foundational report **"Addressing Barriers to Women's Participation in Transport: Global, ECA, and MENA Perspectives"**

### Founding Partners

The WIT Network is being established by the World Bank Group (IBRD/IDA, IFC, MIGA) and several global and regional development institutions, including the Asian Development Bank (ADB), the European Investment Bank (EIB), the International Transport Forum (ITF) at the Organization for Economic Co-operation and Development (OECD), and the German Agency for International Cooperation (GIZ).

