



Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

Carbon Reduction and Value

Wednesday 22 June 2022

Keeping Gender on the Agenda

Julie Cartwright, Eurovia Contracting & Women in Transport



“Existing gendered inequalities in the economy have been ignored and sometimes exacerbated by the pandemic policy response”. (House of Commons Women and Equalities Committee)

“Women are the majority of employees in industries with some of the highest Covid-19 job losses, including retail, accommodation and food services”.

“Overall more women than men were furloughed across the UK, and young women have been particularly impacted”.

(COVID-19: Empowering women in the recovery from the impact of the pandemic)

The background features a light blue gradient with several semi-transparent, stylized virus particles or globes scattered across the frame. A larger, more detailed virus particle is centered behind the text.

135 years

**WORLD
ECONOMIC
FORUM**

A blue arc graphic that starts on the left side, curves around the bottom of the text, and ends on the right side.



INTERNATIONAL WOMEN
In ENGINEERING DAY

23 June 2022





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Engineering sector remains predominately white, male and ageing.

However there has been a steady progress:

- Women make up **16.5%** of all engineers, compared to **10.5%** reported in 2010
- Women within the overall engineering workforce (core or related) rose from **18.8%** in **2010 to 28.1** in 2021

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Rates of change were higher at the associate and technical professional levels than at managerial, director and senior official level.

- The proportion of women who were ‘corporate managers or directors’ in the engineering workforce only increased from **11.2% to 15.0%**

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Adding a construction specific lens

“The proportion of women in engineering roles within **construction** has remained stubbornly low, rising from **2.3% in 2010 to 4.7% in 2021**”

Engineering UK



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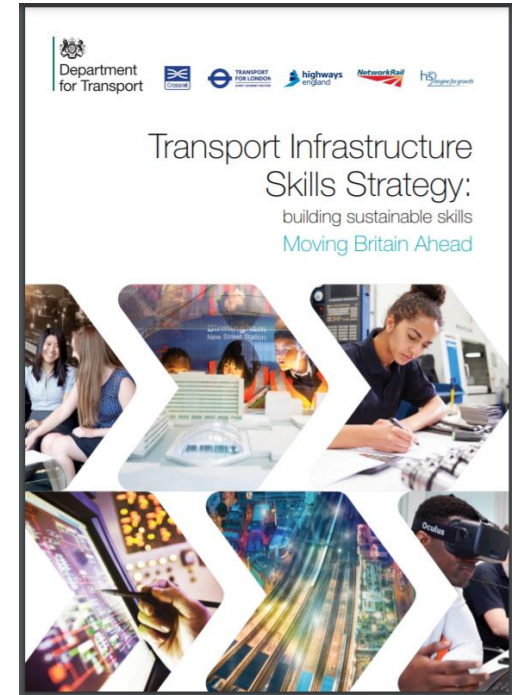


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“Transport is not as diverse as it could or should be”

“A particular challenge facing the transport sector is increasing the female proportion of the workforce”

An ambition to achieve 20% of new entrants to engineering and technical apprenticeships in the sector to be women by 2020



An ambition to achieve parity with the working population at the latest by 2030.

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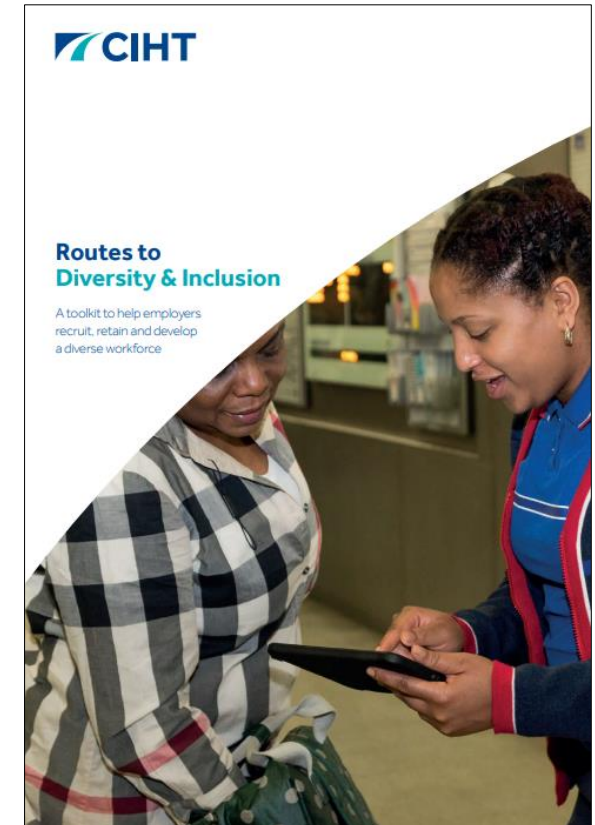


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Routes to Diversity & Inclusion Toolkit

- First toolkit designed specifically for and with the highways and transportation sector
- Help employers recruit, retain and develop a diverse workforce
- Funded by Royal Academy of Engineering



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A route map to success through diversity and inclusion

Reviewing the images & language used in marketing campaigns

Engaging with community organisations

Recruit for aptitude & attitude

Training your recruiting managers to remove bias

Diversifying recruitment panels

Insisting on a diverse shortlist

Signing up to diversity kitemarks

Promoting your commitment

Promoting flexible working & good work-life balance

Using and promoting widely role models

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How can we support the advancement of women?

Peer to peer
networks

Advocacy initiatives

Company pledges

Share best practice
widely

Accountability &
Consistent
approach to
reporting

Develop networking

Mentorship
programmes

Identify key change
agents

Platform for cross-
company exchange

Incentivise
companies to
accelerate action

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Women in Transport



[\(134\) Women in Transport 2021 highlights - YouTube](#)

SEMINAR ADDRESSES GENDER IMBALANCE, ETHNICITY AND WOMEN IN TRANSPORT

Sonya Veerasamy wants more young women to consider a career in the coach and bus industry

Women in transport, and diversity within the workplace, were the topics in The Theatre addressed by Sonya Veerasamy, CEO Women in Transport, and Martin Harris, MD of Brighton and Hove Buses and Metrobus.

Ms Veerasamy wants more young girls to consider being a bus driver as a career.

She says: "Across transport in general, people don't see it as an attractive place to work.

"A report done earlier this year for International Women's Day commissioned by FirstGroup showed that a quarter of women are put off by 'men only' careers.

"There's a perception that careers aren't accessible to them."

Diversity is an essential ingredient in improving business performance and Mr Harris says the industry needs diverse talent and views that reflect the society in which it operates.

"We need to address gender imbalance," he says. "We must make sure we have a culture that is diverse and inclusive.

"In Brighton the transport population feel that they have a lot of challenges that they're up against, especially in the workplace, so it's important we get involved in making things happen for them.

"Two words sum it up. It's about respect and humanity in the workplace."



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Transport Planning Society

transporttimes

Mercury3 Consult
People driven project solutions

TXM Group

amazon

Network for Skills

unō

Intelligent Transport

national express

Highways UK
ROADS FOR A CONNECTED BRITAIN

TRANSPORT FOR LONDON
EVERY JOURNEY MATTERS

momentum
transport consultancy



West Midlands Railway

EUROVIA
VINCI

UK

XANTA LIMITED

voi.

Deloitte.

REGISTERED MEMBER
sustainability
west midlands



Worktree

Safe & the City

WB

WOMEN ON BOARDS®
leaders and directors

NEXUS



Department for Transport

KIER

Brighton & Hove Buses

W180RK

sustrans
JOIN THE MOVEMENT

Central hub supported by 5 regional hubs

Central Hub

- Calendar of events and workshops
- Mentoring programme
- LEAD programme
- Research papers
- APPG

Regional Hubs

- Regional workplace & site visits
- Regional networks
- Collaborative relationships
- Attending regional events

Scotland, North East, South Yorkshire, Midlands and soon to launch North West

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Championing the value of a diverse workforce together

- Corporate partners since 2019
- Over 50 staff membership and 1 staff board membership
- Memberships for a mix of women and men across our business
- Eurovia staff participating on WiT Leadership programme
- Sponsored Gender Perceptions and Experiences in Transport white paper and their APPG All Parliamentary Group
- Sponsored start-up of North West Hub

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Being diverse and inclusive matters...our future depends on it!

- Employability gap between men & women has closed over the last 10 years
- Rate of change has been steady but slow
- Construction lags significantly behind other engineering disciplines
- Excellent tools and resources to help organisations increase their rate of change
- Lots of small actions can add up to big changes – understand what you can do on an individual level as change agents.

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Thank you for listening

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Links

[OECD-G20-EMPOWER-Women-Leadership.pdf](#)

[Women in Transport](#)

[International Women in Engineering Day – 23 June 2021 \(inwed.org.uk\)](#)

[women-in-engineering-report-extended-analysis-engineeringuk-march-2022.pdf](#)

[Transport infrastructure skills strategy: building sustainable skills \(publishing.service.gov.uk\)](#)

[Diversity & Inclusion | CIHT](#)

[Covid-19: Empowering women in the recovery from the impact of the pandemic - House of Lords Library \(parliament.uk\)](#)

[Diversity & Inclusion | CIHT](#)

