



CHARTER FOR WOMEN IN ROAD TRANSPORT

The commercial road transport industry is committed to strengthening the profession by improving efficiency, attractiveness and professionalism across the sector.

A key pillar of this effort is increasing the participation of women in mobility and logistics companies, as employees, drivers and managers, by actively promoting the industry and its career opportunities, while addressing the practical, social and cultural barriers that hinder women from entering and thriving in the sector.

1. Recruit neutrally

Use recruitment approaches and clear and specific job descriptions that naturally attract qualified female and male candidates, including targeted outreach and early engagement initiatives to raise awareness among women about career opportunities in road transport. Avoid subtly biased and discriminatory language in job postings, promotions and interviews.

2. Empower career development

Ensure that learning opportunities are open to women and men equally. Provide training, mentoring and early career development programmes, including apprenticeships for young women, to support retention and create clear pathways for those who aspire to leadership roles.

3. Align pay

Pay women and men equally based on their role, experience and skills rather than their gender, consistent with the principles of the International Labour Organization Equal Remuneration Convention. Support this with transparent remuneration policies and procedures.

4. Work-Life Balance

Promote a healthy balance between work responsibilities and personal lives, including job re-integration after maternity leave.

Support long-term career engagement by offering flexible working arrangements that accommodate family needs.

5. Address conflicts

Develop an open, transparent process for employees to raise concerns on gender-related issues such as bullying. Show that every issue is promptly and impartially addressed and resolved.

6. Champion safe, secure and dignified working environments, ensuring access to appropriate parking, sanitation and rest facilities

Proactively support the need for all to invest in better parking, depots and terminal stations for professional drivers with particular attention to the needs of women, ensuring that they are accessible and provide adequate toilets, showers, and rest areas provided in proportion to the number of trucks, coaches, buses and drivers using them. Where possible, promote female peer networks and create a workforce environment where women are not isolated.