

EN

E-004667/2025

Answer given by Mr Tzitzikostas
on behalf of the European Commission
(10.3.2026)

The Commission is committed to promoting gender equality and improving working conditions across all sectors, including transport. More women in transport professions will help address labour shortages and strengthen the sector's performance and competitiveness.

1. The post-2025 gender equality strategy will highlight ongoing initiatives such as the Women in Transport - EU Platform for Change (WiT) and the network of Ambassadors for #DiversityInTransport which raise awareness and enable exchange of good practices. The Commission will work with Member States to monitor the implementation of the Pay Transparency Directive¹ and with the transport industry to promote better working conditions.

2. In the EU, legislation exists in the field of occupational safety and health (OSH). Council Directive 89/391/EEC² applies to all sectors, including transport, and to all workers³, including women. It covers all risks to workers' health and safety and lays down key principles to prevent and protect against these risks. The current EU Strategic Framework on Health and Safety at Work 2021-2027 includes gender considerations⁴, and the European Agency for Safety and Health at Work researches and raises awareness of OSH issues for women at work⁵.

3. Building on the 25 recommendations⁶ by the WiT platform, the Commission will continue to collaborate with Member States and social partners in the transport sector to ensure the monitoring and implementation of initiatives to increase women's participation in transport. Sharing good practices and collecting data will help speed up progress.

¹ Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

² Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L 183, 29.6.1989, p. 1) - <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=celex%3A31989L0391>.

³ Within the meaning of Article 3 of the Council Directive 89/391/EEC.

⁴ Commission Communication on EU strategic framework on health and safety at work 2021-2027 Occupational safety and health in a changing world of work - COM(2021) 323 final.

⁵ <https://osha.europa.eu/en/themes/women-and-health-work>.

⁶ <https://op.europa.eu/en/publication-detail/-/publication/87d21922-35f8-11f0-8a44-01aa75ed71a1/language-en>.