

EVELĪNA BUDILOVIČA

Mobilitātes eksperte - inženierzinātņu doktore (Dr.sc.ing.).
Zinātniskā joma: "Būvniecība un transports". Strādā Rīgas domes Pilsētas attīstības departamentā par Attīstības plānošanas nodaļas Mobilitātes plānošanas pārvaldes vadītāju. Vairāk nekā 15 gadu darba pieredze darbā pašvaldībā, ir transporta plūsmu simulācijas modeļa eksperte. Piedalās ES dibinātos projektos: "Ilgtspējīga pilsētu mobilitāte Baltijas pilsētās", "ALLIANCE."
Ir viena no Biedrības "Sievietes transportā" dibinātājām un aktīvām dalībniecēm.



Sievietes un transporta zinātne

Evelīna Budiloviča

Dr.sc.ing.

IEVADS: Dzimumu nelīdzsvarotība transporta nozarē. Pārmaiņu rīku kopums (Gender Imbalance in the Transport Sector. A Toolkit for Change)

- SuM4All, Globālais rīcības plāns (GRA), kurā identificētas četras atsevišķas problēmas, kas neļauj sievietēm pilnībā gūt labumu un piedalīties transporta nozarē
- sievietes joprojām ir ļoti maz pārstāvētas inženiertehniskajos un tehniskajos amatos
- uzņēmumiem, kuros augstākajā vadībā ir visvairāk sieviešu pārstāvju, ir labāki finanšu rādītāji
- sieviešu pārstāvniecības trūkums visos amatos un prasmju līmeņos spilgti parāda digitālo prasmju trūkumu
- transports ir viena no vairākām nozarēm, kurās dominē vīrieši un kuras tradicionāli tiek uzskatītas par "sievietēm nav vietas" visā pasaulē
- tiek lēsts, ka, ņemot vērā dominējošo sieviešu ekonomisko iespēju, izglītības iespēju un politisko pilnvaru pieauguma tempu, dzimumu līdztiesības plaisas novēršanai pasaulē būs nepieciešami vairāk nekā 130 gadi
- Ir jāpanāk lielāks progress, lai panāktu dzimumu līdztiesību izglītības jomā. Apvienoto Nāciju Organizācija 2020. gadā brīdināja, ka, neraugoties uz likumos un politikā nostiprinātajiem labajiem nodomiem, valdības nepietiekami īsteno dzimumu līdztiesību izglītības jomā. Ir sasniegti panākumi sieviešu un meiteņu izglītības jomā, un meiteņu mācību rezultāti vidēji sasniedz zēnu mācību rezultātus, dažos gadījumos pat pārsniedzot tos, ko atbalsta tādas sistēmas kā UNESCO Konvencija pret diskrimināciju izglītībā, kā arī tādi instrumenti kā Eiropas Komisijas Izglītības instrumentu kopums, lai palīdzētu apkarot dzimumu stereotipus pamatskolā.

IEVADS



WOMEN IN TRANSPORT

Only **22%**
of transport workers are **women!**

Share by gender and transport mode:



Source: Eurostat 2017

Mobility and
Transport

IEVADS: Dzimumu līdzsvara trūkums transporta nozarē

Dzimumu transporta iniciatīvu tīkli (Gender Transport Initiatives Networks)

Table B.1. Network

Name	Overview / Key information	Geographical dimension	Region covered	Transport mode	Link to website
Emerging Leaders in Transportation Fellowship	"The Emerging Leaders in Transportation fellowship program, held by NYU's C2SMART Center and the Rudin Center for Transportation Policy and Management, aims to enhance the toolkit of early-career employees to make transportation more efficient, effective, and people-oriented. The programme is free to participate in and covers, Leadership sessions, where emerging leaders will collaborate on long-term leadership goals and developing innovative projects and ideas within an organization, hands-on learning about industry goals and challenges, networking opportunities.	National	USA	All	Emerging Leaders in Transportation Fellowship 2022 NYU Wagner
Association Women in Transport (Latvia)	"Association Women in Transport was founded in 2020, and is a Latvian network which brings together stakeholders from across the sector to promote education, training and leadership development for women in the transport sector. They have organised multiple events such as Career Opportunities for Women in The Carriage of Passengers: From Employee to Manager", organised by the Association of Women in Transport in cooperation with the Ministry of Transport. The network provides a forum for stakeholders to join to clear and open discussion. Some of the key actions being worked on are the promotion of changes in legislation to reduce barriers to labour inflows into the sector, to assess the level of wages in the sector to stimulate labour turnover, to support good practices in companies to improve working conditions and motivate employees, to develop joint training and pilot projects to transfer knowledge and find solutions to industry and economic challenges."	National	Europe	All	Association "Women in Transport" - Women in Transport (sievietestransporta.lv)
Women in Maritime Associations	"IMO has facilitated the creation of professional networks to improve gender balance in the shipping industry. Within the framework of maritime development, and through its Women in Maritime programme, under the slogan: "Training-Visibility-Recognition", the International Maritime Organisation (IMO) has taken a strategic approach	International	All regions-through various regional chapters	Maritime	Women in Maritime (imo.org)
Women & Girls in Transportation Initiative (WITI)	"U.S. Department of Transportation: internship program for young women in the transportation sector. The USDOT Women & Girls In Transportation Initiative (WITI) offers an internship program enabling young women from colleges and universities across the country to participate. The WITI internship programs is administered through the department's Small Business Transportation Resource Centers (SBTRC) which provide resources, technical assistance and outreach to all 50 states and U.S. territories. Each SBTRC is responsible for placing qualified female college students in transportation related internships throughout their regions."	national	USA	all	USDOT's Women & Girls in Transportation Initiative (WITI) US Department of Transportation
Women in Trucking	"The Women In Trucking Association is a non-profit organization with the mission to encourage the employment of women in the trucking industry, promote their accomplishments, and minimize obstacles faced by women working in the industry. They also host a careers centre which provides information on roles available across the sector. In addition, their mentoring programme is an online networking and career development tool helps women in the sector find, connect, and share experiences with others."	International	United States & Canada	Freight	Women In Trucking
Femmes en Mouvement	"Femmes en Mouvement is a French association aiming to create a female professional network for mobility and passenger transport. It was created in its current form in 2015, aiming to create a cross-organizational network to promote women's careers in the transport sector. The network is incredibly active and organise networking events at leading transport conferences and support organisations across France's transport sector to improve gender-equal employment mechanisms."	national	france	all	Femmes en Mouvement (femvt.fr)

IEVADS: Dzimumu līdzsvara trūkums transporta nozarē

Instrumenti vai rīki

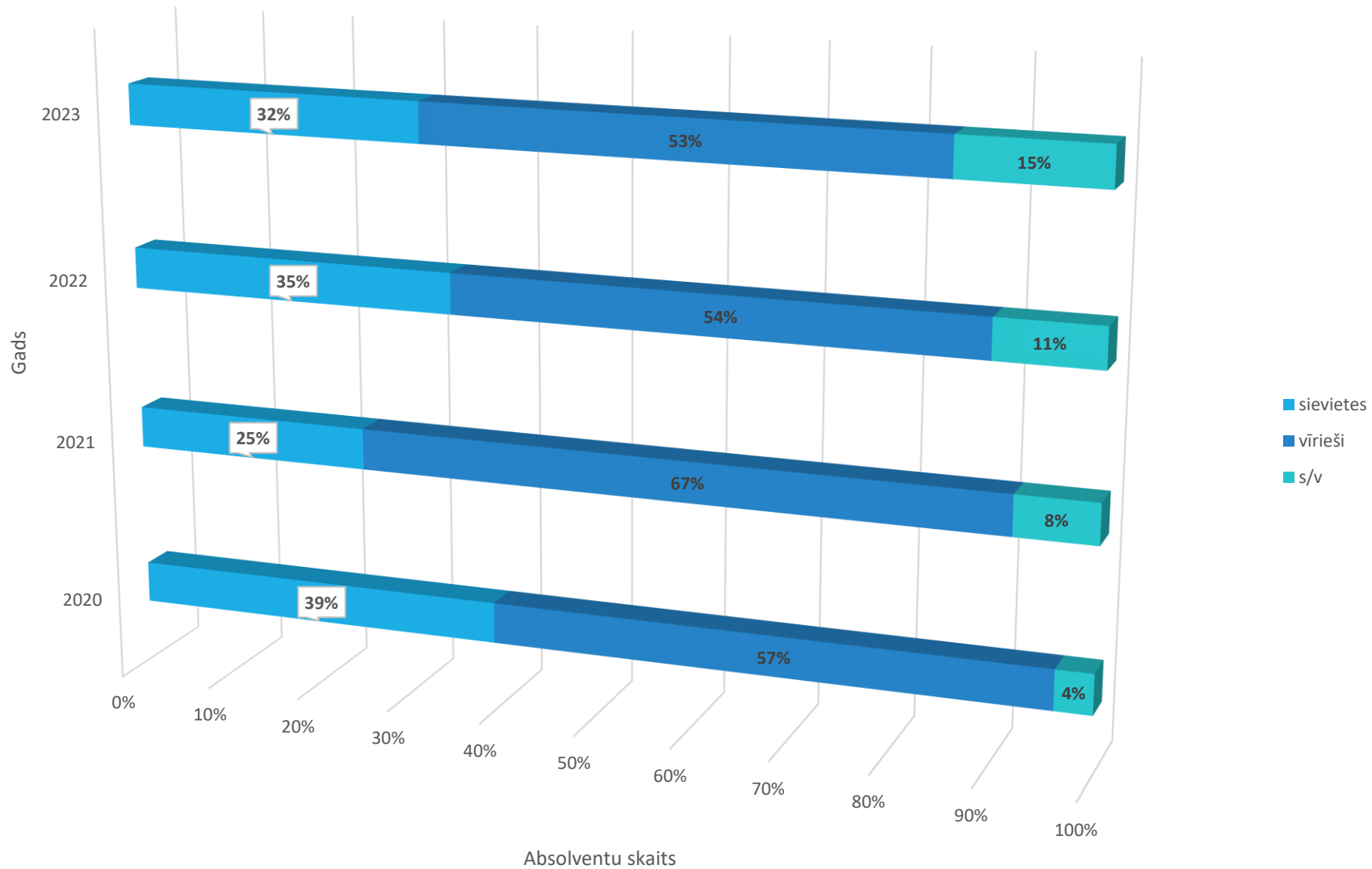
Table B.2. Tool

Name	Provider/ developer	Outline	Description	Link	Region(s) covered
The Macho Index	Byggcheferna	A tool for employers in the construction sector (and beyond) to understand gendered cultures in the workplace.	<p>"Byggcheferna's macho index is a measurement tool that can be used by everyone. It has been developed in collaboration with psychologist and researcher Magnus Johansson at Oslo Metropolitan University.</p> <p>A macho index is calculated through a survey with eleven questions. The result shows the degree of macho culture as a percentage.</p> <p>Byggcheferna has launched the macho index because the macho culture is a root cause of many problems in the building and construction sectors - including accidents, corruption, gender inequality, and recruitment difficulties. A measured value makes it easier to see the problem, understand what the cause is and strive for an improved figure."</p>	Construction managers Macho index (byggcheferna.se)	International

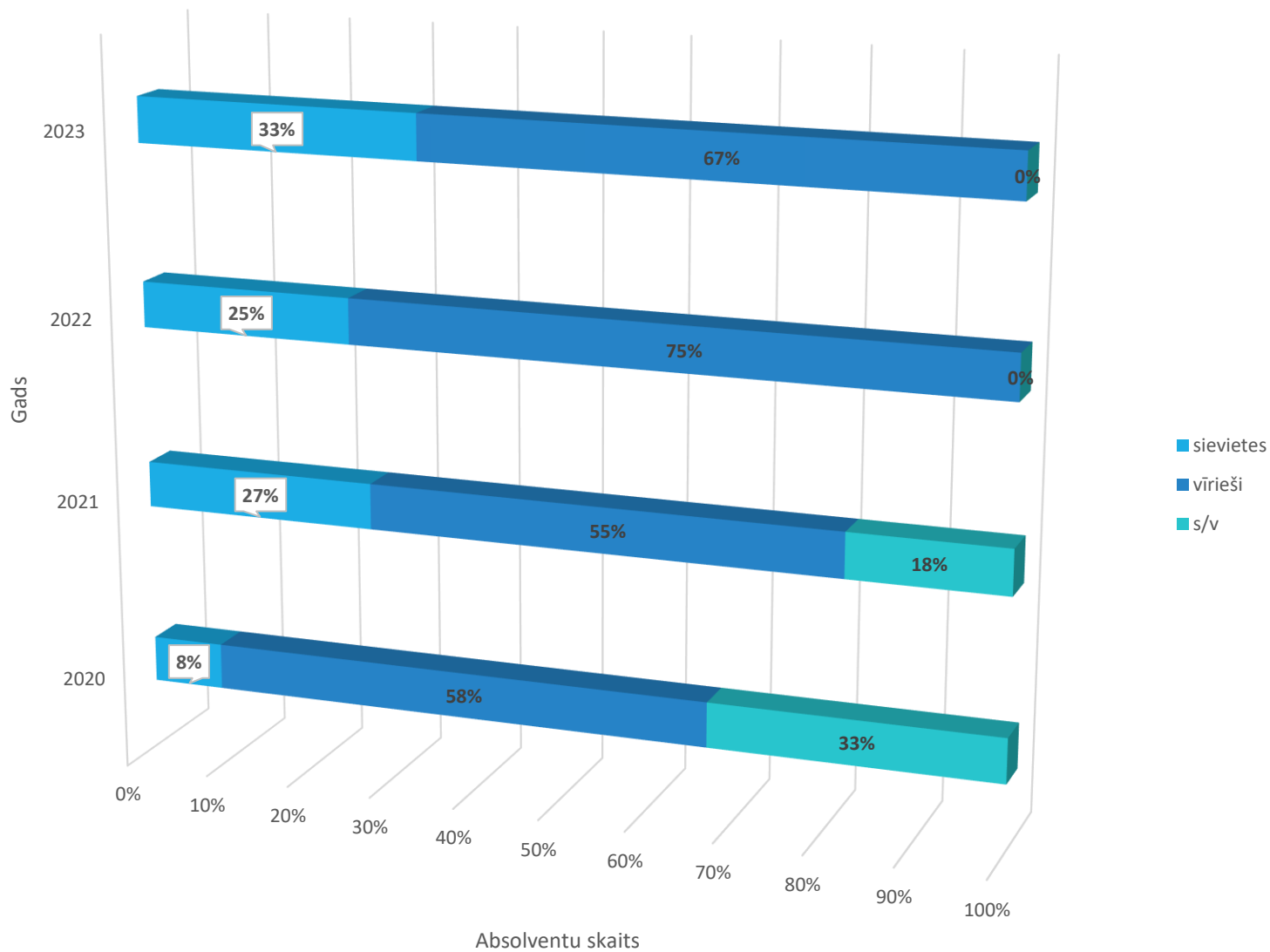
Women in Transport - EU Platform for change	European Commission	EU Commission initiative to provide a forum to discuss and exchange good practices on gender equal employment.	<p>"The objective of the Women in Transport - EU Platform for change (hereafter the Platform), launched on 27 November 2017, is to strengthen women's employment and equal opportunities for women and men in the transport sector thanks to the actions brought about by the Platform members. It also serves as a forum to discuss and exchange good practices.</p> <p>Organisations committed to improving female employment in transport come together in this platform and share their actions for equal opportunities. Actions can be very diverse, from very practical ones (e.g. installation of sanitary facilities) to the development of full strategies or action plans. They should be result oriented and will be monitored."</p>	Women in Transport - EU Platform for change (europa.eu)	Europe
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Gender Equality Toolkit in Transport - GET IT	Future Transport Visions Group	Research and key recommendations on integrating gender equity across transport planning. With a channel of focus on employment.	This project has been delivered through the Future Transport Visions Group (FTVG), funded by the Rees Jeffreys Road Fund. The FTVG is run as an annual competition; incentivising early career professionals to submit a paper, presentation, or product that responds to the challenges and opportunities posed by ongoing changes in the transportation industry.	OUR RESEARCH GET IT (the-get-it.com)	UK
EMPOWER - She Can	Vectos consortium (UK High Volume Transport)	"The outcome of the EMPOWER Decision-Making Tool. This will be a user-friendly, internet-based resource, building capacity amongst policymakers and transport providers to develop an evidence-based approach to improving safety and personal security within public transport, addressing sexual harassment.The tool and its resources will be transferable to cities across the world which face similar challenges."	"The EMPOWER project aims to make a change in the existing policies, regarding sexual harassment and gender bias in the transportation sector in Sub-Saharan countries. Led by Vectos, funded by UKAID. Building capacity of transport professionals to deliver gender-equitable transport, improving safety and personal security for women and girls.The most important expectation from EMPOWER is for policymakers and transport providers to have access to a Decision-Making Tool that will enable them to collect the evidence needed to identify the problem, and to apply the available measures to tackle it head on."	https://shecan-tool.info/	Lagos, Abuja, Blantyre and Kigali.

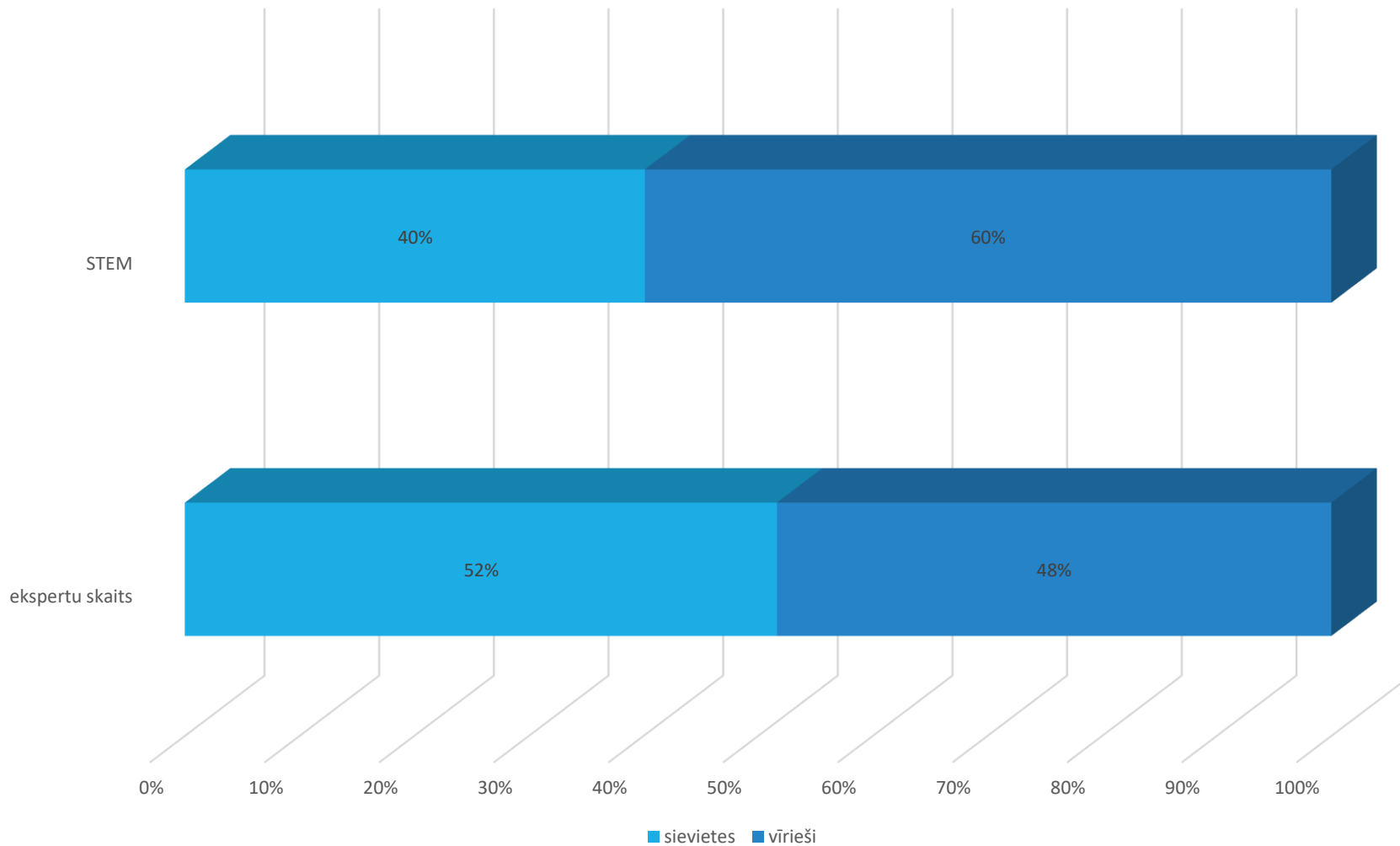
Sadalījums: bakalauri



Sadalījums: maģistri



Latvijas Zinātnes padome: eksperti



Risinājuma piemēri 1/2:

EMT Madrid & Comillas University's Stem Chair: Partnerships for change

- Hakatona darbnīca "Pārveidot pasauli: Ilgtspējīgas pilsētas" dažādos centros
- Specializētas koučinga sesijas
- Zinātnes nedēļas darbnīca «Mākslīgā intelekta atklāšana»
- 3D dizains kopā ar institūtu
- STEM darbnīcas ar telekomunikāciju firmām
- Virzības dienas: Virzība uz STEM studijām

Darbnīcās iesaistīja arī skolotājus, izglītības konsultantus un ģimenes, lai palīdzētu mazināt viņu pētījumos konstatētos dzimumu aizspriedumus un stereotipus. Ka arī piedalījās nozares vadītāji, lai pastāstītu par savu personīgo un profesionālo pieredzi un grūtībām, ar kurām viņi ir saskārušies savā darba vidē, risinot šīs problēmas.

Risinājuma piemēri 1/2:

Tesla – Respectful workplace and equal opportunities across the whole supply chain

Tesla ir koncentrējusies uz dzimumu neitrālas valodas palielināšanu darba aprakstos, resursu meklēšanas paplašināšanu, intervēšanas rokasgrāmatu pārskatīšanu, kopienas partnerību veidošanu, izglītošanu par neapzinātiem aizspriedumiem un apmācību veicināšanu personāla atlases speciālistiem, darbā pieņemšanas vadītājiem un interviju komisiju locekļiem.

Introduce a Girl to Engineering Day and National Manufacturing Day

Kopš 2018. gada Tesla, piedaloties pasākumā "Iepazīstini meiteni ar inženierzinātnēm", ir mudinājusi meitenes uztvert inženierzinātnes kā līdzekli savu mērķu sasniegšanai. 2022. gadā vairāk nekā 1200 vidusskolnieču no 140 skolām Kalifornijā, Nevadā, Teksasā un Ņujorkā iesaistījās virtuālajā pasākumā, kurā tika demonstrētas dažādas inženierzinātņu karjeras iespējas un iedvesmojošas Teslas inženieres, izmantojot virtuālās ekskursijas, saistošus video un praktiskas STEM aktivitātes. Līdzīgi Eiropā notiek līdzīgas iniciatīvas, piemēram, Meiteņu diena, kas veltīta meitenēm, kuras vēlas izpētīt nākotnes karjeras iespējas nozarē.

Paldies!

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