

# UITP POLICY ON GENDER EQUALITY

## INTRODUCTION

**The aim?** The aim of UITP's policy on gender equality is to encourage **more women** to be involved in UITP activities, eventually reaching **gender balance** across the Association.

The policy covers a number of aspects related to the functioning of the association. The Policy has support from the highest level, both from the Secretariat and the Boards.

**Why?** Public transport networks have traditionally been designed and operated by men for men, so the specific needs of women are not always met. The sector needs more women in all roles to redress this.

Multiple studies have proven that including more women in leadership roles in particular is good for business. There is a correlation between economic performance and gender parity.

Women are under-represented across the industry. UITP's policy provides a platform for women in the industry to shine, to be role-models, and to raise awareness across the industry.

Aspects referring to gender equality are enshrined in UITP's Bylaws and Internal Rules.

The Policy is determined with the support of the Gender Advisory Group made up of the following which reports to both the Policy and Executive Boards at each of their respective meetings.

This policy is regularly updated.

## POLICY

### EVENTS

#### UITP events

- Commitment to double the number of women panellists at UITP events (baseline: 2017-18 editions);
- Commitment that all panels include at least one woman and one man.

## External events

- Refusal to participate in events which do not include women in a meaningful way;
- Refusal to participate on panels which do not include at least one woman.

## GOVERNANCE & MEMBERS

### Board and committee composition

- Commitment to increase the representation of women on all Boards (Executive Board, Policy Board, PresCom);
- Commitment to increase the representation of women on all committees and working bodies;
- Commitment to review the functioning of working bodies to ensure they appeal to women as well as men.

### Management Board

- Commitment to improve the gender balance on the UITP Management Board with all future recruitments, according to recruitment policy.

### Database

- Commitment to increase the number of women in the UITP database of contacts.

## PEOPLE MANAGEMENT

### Recruitment Policy

The UITP recruitment policy includes the following best practices in order to ensure gender equality in the recruitment process:

- Each candidate must be interviewed at least once by both a man and a woman (could be in same interview or different interviews);
- For top management positions, the short list must be composed of at least one man and one woman. (After the short list is established, no consideration on gender is taken into account when selecting the successful candidate);
- Commitment to review job descriptions to ensure they appeal to both men and women

### Salary

UITP guarantees no gender pay gap according to job function and salary band.

## UITP ACTIVITIES & SERVICES

Under the leadership of the Business & Human Resources Management Committee, UITP commits to developing activities and services covering the topic of gender diversity in the public transport industry, such as:

- Reports
- Data collection
- Training programmes
- Peer reviews
- Social dialogue initiatives

A handwritten signature in blue ink, appearing to read 'M. Mezghani', is centered on a white background.

Mohamed Mezghani\*

UITP Secretary General

*\*Acting on behalf of Mohamed Mezghani SARL*