

Australia

Victoria's Women in Transport Program



TYPE OF TOOL
Capacity building



MAIN SECTORS
Transport



THEME
Gender



INFRASTRUCTURE GOVERNANCE PILLARS
Long-term strategic vision

In a nutshell



OBJECTIVE: The Women in Transport program aims to address the gender imbalance in the public transport sector.



Agency in charge
Department of Transport, Victoria



Levels of government
Sub-national



Year of implementation
2017



Current status
Fully operational

Overview

In 2017, the Australian state of Victoria initiated the “Women in Transport” program with the aim to increase the number of women working in the Department of Transport and the entire transport portfolio. The program offers a broad range of opportunities for women to get involved in the transport sector, including undergraduate scholarships, mentoring for engineers, as well as quotas for rail and infrastructure apprentices. Investment in the program, which supports the Victorian Government’s Gender Equality Act 2020, has since grown from an initial \$1.2m to more than \$6m in 2021, with more members of the transport industry signing up to participate in the program. In the Victorian Budget 2019/20, \$2.404m was allocated to the Women in Transport program, to increase women’s participation in the transport sector. The program is underpinned by the Women in Transport Strategy 2021-24, which aims to increase the number of women working in the transport portfolio to 30% by the end of 2024 and senior role representation in public sector agencies to 50% by the end of 2024 and in the private sector, to 30% by end 2024.

Since its launch in 2017, the program has achieved an increase of five percentage points in the number of women in senior management roles in public transport operator workforces (from 16% to 21%) and a four percentage points increase of senior women in the public sector (33% to 37%). In 2020, the Women in Transport Network was established to bring together anyone in the transport industry who is interested in gender equality and diversity. The Network is managed by a Committee of Management, and includes office holders from across the industry. Network membership is open to people of all genders who are interested in gender diversity in the transport industry.

REFERENCES:

- Department of Transport, Victoria State Government, *Women in Transport*, <https://transport.vic.gov.au/about/women-in-transport>