

## Freelance Research Opportunity: Women in the Transport sector in Wales

### Project and Person Specification

#### Project Overview

Women in Transport has a growing profile across the UK, providing support and network for women working in the industry and aiming to increase gender equality in the sector. Recently, Transport for Wales, Welsh Government and PTI Cymru have proposed to bring a regional hub of Women in Transport to Wales to provide a central point of support and professional development for women already working in the sector or considering a career in transport in Wales.

To achieve these aims, the initiative needs to map out women's place in the transport industry in Wales. Recent figures show that *Transport and Storage Information, and Communication*<sup>1</sup> sectors' workers make up 6.2% of the whole workforce in Wales (9.2% in the UK). Hugely critical to Welsh and the UK economy, the sector, however, is subjected to a significant gender gap; women make up only 22% of the workforce of the Transport and Storage Information, and Communication sector in Wales (25% in the UK).<sup>2</sup> The gap widens as it goes down to subsectors: women only make up 6% of the workforce of *Transport and Mobile Machine Drivers/Operators*<sup>3</sup> in Wales and the UK.<sup>4</sup>

The transport sector covers many diverse areas of work and networks of businesses, and this complex structure makes it harder to thoroughly map out the workforce within the sector. This research aims to understand the sector, where women are working in the transport sector and what barriers exist in the sector that prevent women from entering and progressing in the workforce.

The research will determine baseline figures for women's participation in the transport sector and explore women's experiences of working in transport, which will assist **Women in Transport Wales Hub** to establish targets and areas of action.

#### Research questions

The research will explore the following questions:

1. How many women are working in the transport sector in Wales?
2. What areas are they working in (bus, rail, aviation, freight, roads etc.)?

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<sup>1</sup> (SIC2007 H,J codes)

<sup>2</sup> Annual Population Survey (APS), Jan-Dec 2020 transport sector data, retrieved via NOMIS.

<sup>3</sup> (SOC2010 code 82)

<sup>4</sup> Annual Population Survey (APS), Jan-Dec 2020 transport sector data, retrieved via NOMIS.

3. Whether it's public/private sector?
4. What roles they are doing (to get an understanding of where they are taking on more traditionally female roles in HR, marketing, finance etc or if they are taking on more male dominated roles such as driving, engineering etc.)?
5. If they have leadership roles or more lower paid roles?
6. What pay grades they're on?
7. What levels of education they have?
8. What areas of Wales they are living in?
9. What the barriers are to women joining the sector?
10. What can be done to encourage more women into the sector?

### **Intersectionality**

Intersectionality means recognising the way in which power structures based on factors such as gender, race, sexuality, disability, class, age and faith interact with each other and create inequalities, discrimination and oppression.<sup>5</sup> Crucially, it is about understanding the way in which characteristics, such as gender, race or class, can interact and produce unique and often multiple experiences and disadvantage in specific situations.<sup>6</sup>

An intersectional lens will be applied throughout this research. Any data collected will be disaggregated by equality group wherever possible, including by age, ethnicity, disability and sexuality. Any field work to collect qualitative evidence will include action to reach a diverse group of women, to reflect the different lived experience of diverse women working in the transport sector.

Analysis of the evidence collected will consider intersectional experiences, to inform the conclusions and recommendations made.

### **Research Process**

The project has two distinct elements – a quantitative element to provide a baseline for women's position in the transport sector in Wales and a qualitative element to explore the barriers women in transport face and the steps needed to overcome these.

As the transport sector covers a wide range of subsectors, it is essential to narrow down the focus in a research of this scale. In the scoping stage of the research, the branches of the transport sector and the businesses that the research shall focus should be discussed with key stakeholders.

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<sup>5</sup> Chwarae Teg (2019) *Deeds not Words*:

<sup>6</sup> *ibid.*

The stages for this project are set out below.

<b>Quantitative element</b>
<p>Stage One: Scoping</p> <p><i>To include scoping and inception meetings with key stakeholders, determine what data is readily available and what primary data collation may be required.</i></p> <p><i>Output: Final research framework and delivery plan</i></p>
<p>Stage Two: Data Collation</p> <p><i>To include determining respondents, designing a simple survey or data collation tool, contacting potential respondents and collating and cleansing the data collected</i></p>
<p>Stage Three: Quantitative Data Analysis</p>
<p>Stage Four: Quantitative report write-up (including literature review)</p>
<b>Qualitative element</b>
<p>Stage Five: Qualitative Design</p> <p><i>To include determining the sample group and designing the topic guide for the focus groups</i></p> <p><i>Output: Focus Group delivery plan and topic guide</i></p>
<p>Stage Six: Qualitative Field Work</p> <p><i>Organising focus groups, inviting participants, delivering the focus groups and organising transcription</i></p>
<p>Stage 7: Qualitative Analysis</p> <p><i>To include cleansing and organising the data and analysis</i></p>
<p>Stage 8: Qualitative Write-up</p> <p><i>Output: Final report bringing together quantitative and qualitative elements with conclusions and recommendations for change.</i></p>

Research Outputs:

- Clear and impactful final report(s) with recommendations
- Executive Summary/ Summaries highlighting key findings
- Clear and accessible data graphics

## **Person specification**

We are looking for an experienced researcher to work with us to complete this project. While the project will be managed by Chwarae Teg, we would require the successful provider to be able to work in a self-directed manner, managing the day-to-day delivery of the project, with regular communication with the project manager at Chwarae Teg.

The successful provider will:

- Have demonstrable experience of conducting research of this nature
- Be confident conducting both quantitative and qualitative research, being able to collect and analyse statistical information, conduct semi-structured interviews and focus groups and analyse qualitative evidence to draw out common themes and conclusions
- Be able to present quantitative data in a clear and engaging visual way
- Have strong written communication skills, and be able to produce a concise and impactful written report, including recommendations for change

It would also be beneficial for applicants to have some working knowledge of the Welsh policy landscape and the Welsh transport sector, although this is not essential.

Applicants must be able to deliver this project and all required outputs by the deadlines provided in this specification.

## **Project timescales and commitment**

It is our view that this project would take up to 34 days in total, across a time period of approx.. 3-4 months.

Applicants should detail how many days work they would provide to meet the project objectives and outputs, as well as provide a CV outlining how their skills and experience would enable them to deliver this project.

The project would run from May to July 2022, with the aim of being able to publish the final report in August.

The project would be managed by Chwarae Teg's Research Partner Dr. Hade Turkmen, with additional strategic oversight provided by Natasha Davies (Policy and Research Lead) and Cerys Furlong (Chief Executive).

This project is part of the wider work of the Women In Transport Hub, which is funded by Welsh Government.

All data and outputs produced at the end of the project would remain the property of Chwarae Teg and the Women in Transport Hub.