

INDEX

Note: Page numbers followed by “*n*” indicate notes.

- Ab initio pilots, 158
- AccelerateHer programme, 62
- Active travel, 4
- Actors
 - civil society organizations, 46
 - collaboration between stakeholders, 46–47
 - government, 44
 - operators and employers, 44
 - role in eliminating gender-based violence and sexual harassment in transport, 43
 - trade unions, 44–46
- Addis Ababa Action Agenda (AAAA), 282
- Additive approach, 144–145, 147
- Advanced fire-fighting certificate, 245*n*19
- Aerospace industry, women in, 174–175
- Aesthetic femininity, 5, 107–110
 - aesthetic femininity as enterprise, 112–114
 - aesthetic femininity as self-flexibility, 114–116
 - practices in rail, 112
- Africa
 - female-only ride-hailing services in, 60
 - gender mainstreaming in, 57
 - gender-based violence in, 46–47
 - independent businesses in, 59
 - male domination of transport infrastructure sector across, 62
 - road transport in, 3
 - women in Africa’s road transport sector, 65–67
- African-American women, 142
- Age, 146–147
- Air Operator’s Certificate (AOC), 328
- air Transport, cyclical demand for, 7, 327
- Airbus, 170
- Airline Transport Pilot Licence (ATPL), 161
- Airport executive team, 195
 - gender composition of UK Airport Executive Teams, 196–199
- All-encompassing approach, 315
- All-Party Parliamentary Group (AAPG), 14
- Alta mentoring scheme, 6, 170, 175
- Amazon, 326
- Amended Sexual Offences Act, 46
- Anglo-American media culture, 108
- ‘Anti-categorical’ methodological approach, 144
- Appearance, 106, 111–115, 117
- Artificial Intelligence, 280
- Attitudes, 308
- Automation, 349
 - and changing skills, 81–82
- Aviation, 190
 - aviation in VUCA environment, 216
 - resilience for women in aviation, 217–218
 - resilience in, 214
 - women in, 5–6, 174–175
 - workplace adversity for women in, 215–216
 - workplace adversity in, 215
- Aviation leadership
 - access to role models, mentors and networks, 199–200
 - effective talent management planning, 200–201

- entry barriers for women in
 - male-dominated industries, 193–195
- female leaders in aviation, 195–196
- gender composition of UK Airport Executive Teams, 196–199
- gender stereotypes, 191–192
- glass ceiling theory, 192–193
- masculine culture in aviation, 190–191
- theoretical underpinning, 191
- women culture in, 190
- Avoidance (of trade unions), 328
- Backlash by men, 132–133
- Baltic and International Maritime Council (BIMCO), 236
- Barriers
 - to female participation, 12
 - to gender equality in maritime sector, 235–242
 - institutional, 235, 320
 - of mentoring, 171–172
 - social, 320
 - for women in transport sector, 340–352
- Behaviour change, 33
- Beijing Declaration, 282
- Benefits of mentoring, 171
- Beta career priorities, 133–134
- Bias, 192, 341
- Bicycles, 91, 93–94
 - deliveries, 88–89
- Bike messengers, 89–90
- Body self-care, 108
- Bogus self-employment, 80
- Bolt (ride-hailing services), 59
- Boundary-work theory, 250, 253
- British legal system, 140
- Buffering, 75–76
- Bullying, 140, 146–147
 - intersectional bullying and harassment, 142–143
 - logistic regression of subject to, 154
 - in rail sector, 141–142
- Bus drivers, 61
- Bus rapid transit (BRT), 13, 61, 349
- Business logistics, 75
- C-suite aviation leadership roles, 158
- Campaign, 319
- Care
 - body self-care, 108
 - mobility of care, 3, 94–96
 - unpaid work of care, 93–96
- Career breaks, 315
- Career commitment, 134
- Career counseling, 275
- Career decidedness, 266
- Career opportunities, 308
- Career self-efficacy, 266
- Career self-reflection, 273
- Career-decision approach, 266
 - gender gap, 273–275
 - maritime careers, 266–268
 - in maritime industry, 268
 - occupational exploration and context, 270–273
 - self-reflection and context, 269–270
- Careers education, 275
- Cargo
 - handling, 231–232, 290, 292, 295
 - shipping, 6, 250
- Cargo bikes, 91
- eCargobikes, 91, 95–96
- Caring, 147
- Case studies
 - Islands, 25, 28
 - Japanese transport STEM careers, 239
 - sites, 26–27
 - White Paper case study findings, 313–317
- Certificate of Competence (CoC), 231, 239
- Certificate of fitness (COF), 245*n*19
- Chief Financial Officers (CFO), 198
- Chief Operating Officers, 198
- Chief public relations officer (CPRO), 127
- Civil aviation, 324
 - trade unions, 326–329
 - women in, 332–334
- Civil society organizations, 43, 46
- Clothing, 90, 94, 108, 111–112, 114, 116–117

- Collaboration between stakeholders, 46–47
- Commercial airline pilots, 5, 208
- Commercial aviation sector, female in, 158
- Community health care, 93
- Community Health Workers (CHWs), 93
- Confidence, 108, 112
- Connor–Davidson Resilience Scale (CD-RISC), 218
- Contractors, 64, 66, 111
- Copenhagen Malmö Port (CMP), 233
- Coping strategies, 213–214
- Corporate support functions, 7
- COVID-19 pandemic, 4, 8, 14, 30, 79
 - BRT in Nairobi, 61
 - impacts and potential for building more central space for women in Africa’s road transport sector, 65–67
 - impacts women, 350
- Cultural barriers, 236–237
- Cultural-endorsed leadership theory (CLT), 241
- Cycling, 88
 - and paid employment, 88–93
 - and unpaid work of care, 93–96
- Cyprus Public Transport, 27, 29–31
- Dabbawalas, 90
- Dangerous cargo endorsement certificate (DCE certificate), 245*n*19
- Data collection, 111
- Deliveroo, 80
- Demand-side perspectives, 124
- Department for Transport (DfT), 317
- Digital collectivism, 76
- Digitalisation, 296, 349
- Disability, 146–147
- Discrimination against women, 64
- Discriminatory personnel policies, 124
- Dissonance, 327
- Diversity management, 124
- Division of labour, 77, 92, 98, 251
- ‘Doing’ gender, 106
- Double-bind dilemma, 194–195
- Drivers, 29
- eBikes, 95–96
- eCabs, 30–31
- eCargo bike deliveries, 91, 95–96
- Economic empowerment of women, 287
- Education, 147, 289–290
- Educational qualification, 147
- Effective talent management planning, 200–201
- Embodied femininity, 107
- Employee resilience
 - implications for supporting, 218
 - personal resources for, 210–211
 - in workplace, 209–210
- Employee’s social competency, 210
- Employers, 43
- Employment, 287–288
 - barriers to, 17–19
- Empowerment, 5, 46, 106–107, 110, 112, 116, 118, 130, 135, 182, 297
- Engineers, 56, 62, 160, 174, 215, 231, 236, 267, 347
- Enterprise, aesthetic femininity as, 112–114
- Entry barriers for women in male-dominated industries, 193–195
- Equal Rights Advocates, 191
- Equality, 140
- Equality Act, 143
- Ethnicity, 146–147
- Ethnography, 254
- European Economic and Social Committee, 340
- European Sea Ports Organization (ESPO), 284
- Evidence and Data for Gender Equality (EDGE), 283
- Exclusion, 40, 66, 81, 83, 136, 191, 236, 251, 258–259
- Executive Team, 198
- Experiences, 308
- External violence, 141

- Facebook, 76
- FaceTime, 76
- 'Family-friendly' policies, 79
- Federal Aviation Administration, 214
- Female Advocates in Rail programme (FAIR programme), 316
- Female Drivers Campaign, 61
- Female employment in transport, 30
- Female leaders in aviation, 195–196
- Female mentorship, 200
- Female-dominated occupations, 125
- Female-only ride-hailing services, 60
- Femininity, 107–108
- Feminised jobs, 77
- Feminised work, 82
- Feminism, 77
- Feminist civil society groups, 46
- Feminist economic geography (FEG), 77
- Feminist relational mentoring framework, 170
- First World Wars, 12
- 'Flags of Convenience and Crews of Convenience' approach, 328
- Flexibilisation, 80
 - of (paid) working life, 79
- Flexibility, 79, 109
- Flexible working policies, 318
- 'Flexible' work, 79
- Flight Schools (FS), 160–161
- Flight training, 165, 167, 201
- Flone Initiative, 46
- Focus group demographics, 176
- Food delivery platform, 80
- Food delivery riders, 88–90, 344
- Foreign Direct Investment (FDI), 126
- Formal jobs, 1
- Formal mentoring, 172
- Fragility, 76
- Freight
 - scholarship, 72
 - travel, 4
 - workers, 72
 - workforce, 74–75
- Freight work, 79–80
 - futures of, 82–83
 - gender implications of key trends in, 77–82
 - nature of, 75–77
- Friendships/interactions between cadets, 163–165
- Future of work, 347–348
- Future transport skills, 31–33
- Gate Gourmet dispute, 331
- Gender, 146–147
 - addressing issue of, 27–31
 - balance, 4
 - composition of UK Airport Executive Teams, 196–199
 - discrimination, 191
 - inconsistencies between job and gender roles, 125
 - issues in transport, 308
 - mainstreaming approach, 235
 - and occupational stress, 213–214
 - organisational culture model, 125
 - perceptions and experiences working in transport, 307–308
 - representation, 316
 - roles in Indian railways, 129–130
 - segregation, 13
 - specific mentoring, 172–173
 - stereotypes, 2, 191–192
- Gender (im)balance
 - gendered institution and profit-oriented maritime business, 234–235
 - in maritime sector, 231
 - women in shore-based maritime industries, 233–234
 - women seafarers, 231–232
 - women workers in ports and shipyards, 232–233
- Gender diversity
 - case study sites, 26–27, 28
 - future transport skills, 31–33
 - transport and workforce in Island states, 25–26

- women in transport workforce, 24–25
- work in transport, 27–31
- working conditions, 24–25
- Gender equality, 280
 - aspects affecting gender dimension
 - in maritime shipping and ports, 286–289
 - barriers to gender equality in maritime sector, 235–242
 - education, 289–290
 - gender (in)equality and efforts at closing gap, 281–284
 - in global economy, 340
 - literature review, 284–286
 - literature review and context, 281
 - for ports, 282–283
 - tracking, measuring, and reporting on gender equality in ports, 290–297
 - in transport, 350–352
- Gender Equality Officer, 341
- Gender gap, 273–275
- Gender imbalance, 158, 218, 266
- Gender implications of key trends in freight work, 77–82
- Gender inequities, 79
- Gender realities
 - implications, 134–135
 - Indian railways, 126–127
 - male-dominated occupations, 124–125
 - research methodology, 127–129
 - women experiences in Indian railways, 129–134
- Gender-based bullying, 142
- Gender-based occupational segregation (GBOS), 340, 347–348
- Gender-based violence, 4, 8, 38, 39–41
 - actors role in eliminating gender-based violence in transport, 43–47
 - men in preventing, 46–47
- Gender-blind approach, 342
 - to sanitation, 340
- Gender-responsive economic stimulus, 350
- Gender-responsive stimulus packages, 351–352
- Gender-role socialization, 124–125
- Gendered mobility, 79
- Gendered nature of jobs, 4
- Gendered organization, 133
- Gendered workplace interactions, 250
- Gendering of mobility, 88
- Gig economy, 72, 90
- Gig work, 79
- Glass ceiling theory, 192–193
- Global financial crisis, 74, 76
- Global Maritime Distress and Safety System (GMDSS), 245*n*19
- Global North, 2
- Global South, 2, 79
- Global union federations (GUFs), 340
- Globalisation masculinities, 79
- Government, 43, 44
- Government role and transport sector
 - gender perceptions and experiences working in transport, 307–308
 - policy implications and recommendations, 317–319
 - previous research into women in transport, 306–307
 - White Paper case study findings, 313–317
 - White Paper survey findings, 308–313
 - White Paper survey methodology, 308
 - women employed in transport sector, 306
- Grab, 80
- Gran Canaria, 3–4, 25–27
- Green jobs in transport, 31–32
- Green shipping, 6, 244
- Green skills, 4, 31
- Greener system, 317
- Gross domestic product (GDP), 282
- Guaguas, 27
- Gumboots, 93–94

- Harassment, 140, 340
 ILO Convention 190 on Violence and Harassment in World of Work, 47–48
 intersectional bullying and harassment, 142–143
 in rail sector, 141–142
 in workplace, 343–345
Harvard Business Review, 91
 Health, Safety, Environment, and Quality regulations (HSEQ regulations), 285
 Hetero-normative sexuality, 240
 HGV drivers, 62, 74
 Higher quality bus services, 13
 Horários do Funchal, 27
 Human resource management practices, 124
- Identity management, 236, 253
 ILO Convention 190, 345–346
 (Im)mobile freight work and workplaces, 78–79
- Inclusion, 64, 311
 charter, 318
 of gender equality, 330
 gendered patterns of, 83
 of men in preventing gender-based violence, 46–47
 of women, 351
- Indian railways
 backlash by men, 132–133
 beta career priorities, 133–134
 gender realities in, 126–127
 gender roles, 129–130
 lack of role model and mentors, 132
 limited empowerment, 130
 occupational segregation, 130–131
 queen bee behavior, 133
 restricted informal networks, 134
 women experiences in, 129
 working conditions, 131
- Individual resilience, 209–210
 Individualism, 109
 Industrial relations, 16, 326, 329
- Industry culture, 14, 309
 Industry initiatives, 7, 284
 Inequality, 144
 Informal jobs, 1
 Informal mentoring, 172
 Informal workers associations, 349
 Informed career-decision framework, 273
- Inter-categorical approach, 144
 Internal violence, 141
 International Association of Maritime Universities (IAMU), 244n2
 International Association of Ports and harbours (IAPH), 284
 International Association of Public Transport, 348
 International Aviation Women's Association (IAWA), 195
 International Chamber of Shipping (ICS), 236, 282
 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 231, 266
 International Energy Agency (IEA), 243
 International Federation of Air Traffic Controllers' Associations (IFATCA), 327
 International Human Rights, 280
 International Labour Conference, 47
 ILO Convention 190 on Violence and Harassment in World of Work, 47–48
 International Labour Organization (ILO), 2, 38, 39, 282
 International Maritime Law Institute in Malta (IMLI), 284
 International Maritime Organisation (IMO), 230, 271, 284
 International Research and Training Institute for Advancement of Women (INSTRAW), 282
 International solidarity, 329
 International Transport Forum (IFT), 317

- International Transport Workers Federation (ITF), 7–8, 43, 46, 82, 273–275, 284, 340–341, 348
- International Women's Day, 170
- Intersectional analysis, 141
 - bullying and harassment in British rail sector, 149–150
 - bullying and harassment in rail sector, 141–142
 - data and methods, 145–146
 - dependent variable, 146–147
 - intersectional bullying and harassment, 142–143
 - intersectionality and law, 143–144
 - logistic regression of subject to bullying, 154
 - multiplicative approach, 147–149
 - quantitative analysis of intersectional research data, 144–145
 - results, 147
 - unitary or 'additive' approach, 147
- Intersectionality, 140, 142, 143
 - and law, 143–144
- Intimate partners sexual violence, 38
- Intra-categorical approach, 144
- Iron Women heavy-duty truck driving school, 62
- Island
 - transport and workforce in Island states, 25–26
 - workforce description from transport operators in four case study islands, 28
- Job, 89–90
 - inconsistencies between job and gender roles, 125
- Journey to work, 96–97
- 'Just-in-time' production, 75–76
- JustEat, 80
- KekeNAPEP, 60
- Kenya
 - CHWs in, 94
 - ride-hailing services in, 59
 - sexual harassment, 42
 - transport work in, 3
 - women transport workers in, 64
 - women's direct employment in transport services in, 58
- Kenyan Rural Roads Authority (KeRRa), 64
- Knowledge exchange project, 170
- KopTaCo Coaches, 27, 29
- Labour
 - costs, 327
 - importing economy, 25
 - labour-based construction, 64
 - market, 74
 - supply, 124
- Labour force skills, 31–32
- LadyBug (Nairobi's female-only service), 60–61
- Law, intersectionality and, 143–144
- Leadership barriers, 241–242
- Likert scale, 308
- LinkedIn, 76
- Little Blue Private Jets Limited, 170
- Logistic regression of subject to bullying, 154
- Logistics, 75
 - travel, 4
 - work, 79, 82–83
- 'Loving Variety' campaign, 316
- Lyft, 80
- Machine learning, 280
- 'Macho' culture, 5
- Machoism, 80
- Madeira, 3–4, 25–26, 30
- Male automobility impact on women's place in transport sector, 56–57
- Male-dominated occupations, 124–125, 208–209
 - entry barriers for women in, 193–195
 - within Indian Railways, 126
- Male-dominated professions, women in, 159–160

- Male-dominated workplace, 110, 158
- Malta Public Transport, 27, 29, 31
- Management responsibility, 147
- Managing Directors, 198
- 'Manpower report', 236
- Marginalising interactions, 262
- Marine engineers, 236
- Maritime and Port Authority of Singapore (MPA), 233
- Maritime careers, 266–268
women in, 7–8
- Maritime education and training (MET), 238
- Maritime industry, career decision in, 268–273
- Maritime Industry Authority (MARINA), 245*n*10
- Maritime market, 276
- Maritime sector, 230
barriers to gaining employment, 239–240
barriers to gender equality in maritime sector, 235
challenges and opportunities, 242–243
cultural barriers, 236–237
gender (im)balance in, 231–235
leadership barriers, 241–242
legal and policy barriers, 237–238
retention barriers, 240–241
training barriers, 238–239
women employees in, 230
women in, 6–8
- Maritime shipping, 250, 280
aspects affecting gender dimension in maritime shipping and ports, 286–289
- Maritime Shipping and Port Gender Equality and Diversity Index, 297–299
- Maritime transport, 2, 238, 244, 266, 280–284, 299
- 'Maritime workforce report', 236
- Marketing advertisements, 78
- Masculine cultural values, 241
- Masculine culture, 158
in aviation, 190–191
- Masculine leadership, 241
- Masculinity, 77, 110
- Matatu Workers Union (MWU), 45
- Material management, 75
- Mentoring
barriers to, 171–172
benefits of, 171
gender specific mentoring, 172–173
programmes, 5–6
relational, 173–174
types of, 172
wish list, 183
- Mentors, 132, 199–200
- Mentorship, 199
lack of, 193
- Metastereotype, 208
- #MeToo movement, 38
- Micromobility, 80
- Millennium Development Goals (MDGs), 282
- Ministry of Land, Infrastructure, Transport and Tourism (MLIT), 245*n*4
- Minority status
coping with, 165–166
experience, 161–162
- Misogyny, 256, 259, 262
- Mobile phone applications, 76
- Mobile work, 80, 83
- Mobilities approach, 77
- Mobility 2.0 concept, 33
- Mobility as a Service (MaaS), 31, 32
- Mobility management, 33
- Mobility of care, 3, 88, 94–96
- Mother Truckers, 73
freight scholarship, 72
freight workforce, 74–75
futures of freight and logistics work, 82–83
gender implications of key trends in freight work, 77–82
nature of freight work, 75–77
- Motorcycle taxi sector, 60
- Multi-crew Pilot Licence (MPL), 161
- Multinational companies (MNCs), 326

- Multiplicative analysis tests, 145, 147–149
- #MyDressMyChoice, 44
- National Poverty Eradication Programme, 60
- Negative mentoring experiences, 171–172
- Neo-classical human capital theories, 124
- Neoliberalism, 106, 107–110
- Networking skills, 134
- Networks, 199–200
- Next-gen technologies, 280
- ‘Nominated women’, 64
- Non-governmental organisations (NGOs), 130
- Non-partner sexual violence, 38
- Non-standard workers, 323
- Norwegian Air International (NAI), 328
- Nurture, 193
- Occupational
 - content, 270–272
 - context, 272, 274–275
 - identity, 253, 255–257, 261–262
 - segregation, 130–131
 - stressors and resilience, 212–214
- Occupational culture
 - gendered, 254
 - and identities, 251
 - masculine, 251, 262
 - of seafaring, 236
 - in shipping, 257
- Occupational exploration, 268, 270–273
- Occupational gender segregation, 182–183
- Occupational Health and Safety Committee (OHS), 16
- Occupational identity, 253
- Occupational safety and health (OSH), 233
- ‘On-demand’ models of work, 80
- ‘One-size-fits-men’ approach, 342
- Operators and employers, 44
- Opportunity structure, 124
- Optimism, 210
- Organisation culture, 193–194
- Organisation for Economic Co-operation and Development (OCED), 317
- Organisational culture, 125
- Organisational gender diversity-related policies, 124
- Organisational support, 171, 208, 216, 241
- Organisational violence, 141
- Outsourcing process, 331
- ‘Owner operator’ models, 72
- Paid employment
 - collecting, 92–93
 - delivering, 88–91
 - walking, cycling and, 88
- (Paid) working life, 79
- Pandemic affect women working in public transport, 19
- Parson’s framework, 269
- Perceptions of women in transport, 319
- Perceptions–differences between genders, 307–308
- Perishability, 327
- Personal resources for employees’ resilience, 210–211
- Philippine Port Authority (PPA), 233
- Physical distribution management, 75
- Physical fitness, 89
- Physical violence, 38
- Pilot training, 5, 158
- Pilots, 208
- Policy
 - to increase women participation in public transport, 12
 - recommendations, 306, 307, 317–319
- Port Management Programme (PMP), 281
- Port Performance Scorecard (PPS), 281, 290–294

- Port sector, 7
 gender equality in, 281
 IAPH Women's Forum in, 284
 women participation in, 289, 291
- Port-based jobs, 231
- Porterage work, 58
- Ports
 aspects affecting gender dimension
 in maritime shipping and
 ports, 286–289
 gender equality in, 290–297
- Positive psychology, 209
- Post First World War, 12
- Post-Brexit immigration policies, 74
- Postfeminism, 106, 107–110
- Postfeminist aesthetic femininity
 aesthetic femininity as self-
 confidence, 116–117
 aesthetic femininity as self-
 flexibility, 114–116
 data analysis, 111–112
 data collection, 111
 methods, 111
 practices of aesthetic femininity in
 rail, 112–114
 rail as context for exploring
 aesthetic femininity, 110–111
- Postfeminist entanglement, 118
- Potential workers, 75
- Power relations, 75, 77, 150, 347
- Precarisation, 329
- Precarity, 114, 345
- Private-ownership, 233
- Process of comparing self and
 environment, 268
- Professional identities, 5, 159, 166, 253
- Professional identity formation, 159
- Profit-oriented maritime business,
 gendered institution and,
 234–235
- Psychological barriers, 208
- Public transport, 3
 actors role in eliminating gender-
 based violence and sexual
 harassment in transport,
 43–47
 background to interviewees, 16–17
 barriers to employing women in
 public transport, 19–20
 barriers to employment, 17–19
 contextual background to women
 working in, 12–15
 gender-based violence and sexual
 harassment, 39–41
 ILO Convention 190 on violence
 and harassment in world of
 work, 47–48
 men and women treated equally, 19
 nature of transport industry, 15–16
 pandemic affect women working
 in, 19
 public transport Vignettes, 16
 sexual harassment, 38–39
 sexual harassment in male-
 dominated work, 41–42
 sexual harassment on public
 transport, 42–43
 technology, 20–21
 women travelling on, 12
- Public–private partnerships (PPPs),
 233
- Quality of work, 81
- Quantitative analysis of intersectional
 research data, 144–145
- Queen bee behavior, 133
- Rail as context for exploring aesthetic
 femininity, 110–111
- Rail industry
 barrier for women's success in, 118
 gender strategies for career
 progression in, 111
 women transport workers within,
 307
- Rail sector
 bullying and harassment in,
 141–142
 women in, 5
- Rapid Integrated Assessment (RIA),
 243
- 'Real wages', 324–325

- Recruitment practices, 318
- Regional Maritime University (RMU), 238
- Relational mentoring, 171, 173–174
 addressing barriers, 182
 aviation and aerospace industry, 174–175
 background literature and theoretical framework, 171–173
 barriers to mentoring, 181–182
 benefits and barriers of mentoring, 178–181
 feminist relational mentoring framework, 170
 findings 178–182
 method, 175–178
- Remote Control Centers (RCC), 82
- Resilience, 209–210
 in aviation, 214–218
 occupational stressors and, 212–214
 for women in aviation, 217–218
- Restricted informal networks, 134
- Retail, Wholesale and Department Store Union (RWDSU), 325
- Retention practices, 318
- Retention barriers, 240–241
- Retrievable picking, 93
- Revitalisation (of trade unions), 330, 333
- Ride-hailing services, 59
- Risk-taking, 89
- Road construction, women workers experiences in, 62–65
- Road transport, 4–5
- Road transport services, 57–58
- Role model, 132, 199–200
- Royal Aeronautical Society (RAeS), 170
- Royal Air Force, 170
- ‘Safe Ride’ campaign, 47
- Safety, personal, 344
- Sanitation, 93
 access to, 350
 gender-blind approaches to, 340
 human right to, 343
 provision of, 342
 urban sanitation system, 98
- Savings and Credit Cooperatives Societies (SACCOs), 44–45
- Science, Technology, Engineering and Mathematics fields (STEM fields), 235–236
- Sea-based jobs, 231–232
- Seafarers, 245–249, 266
- Seafaring jobs, 236
- Seaports, 232
- Second World Wars, 12
- Self-branding, 109
- Self-confidence, 108, 194
- Self-employment, 80
- Self-flexibility, 109
- Self-promoted as commodity, 109
- Self-reflection, 268
- Self-reflection and context, 269–270
- Senior leadership, women in, 190
- Service related violence, 141
- Sexual harassment, 14, 38–39, 39–41
 actors role in eliminating sexual harassment in transport, 43–47
 in male-dominated work, 41–42
 on public transport, 42–43
- Sexual Offences Act of 2006, 44
- Sexual violence, 44
- Shanghai Maritime University (SMU), 238
- Shared mobility services, 31
- Shift working, 18
- Shipping industry, 13, 251, 270
 autonomous, 242
 benefits of working in, 274
 integration of women, 252
- Shore-based jobs, 231
- Shore-based maritime jobs, 233
 women in shore-based maritime industries, 233–234
- Shore-based maritime jobs, 241
- Skills
 academic, 31
 future transport, 31–33

- generic, 31
- green, 4, 31
- labour force, 31–32
- networking, 134
- technical, 89
- technology-specific, 31
- Small Medium and Micro Enterprises (SMMEs), 63
- Smart and green shipping, 6, 244
- Smart shipping, 230, 242, 244
- Social anthropology, 254
- Social boundaries, 257–258
- Social category, 144
- Social dumping, 328
- Social elements, 288–289
- Social support, 211
- Socialisation process, 134
- Southern European islands, 25
- Speed, 89
- Sponsors, 193
- Sponsorship, 193
- Stakeholders, collaboration between, 46–47
- State-ownership, 233
- Stereotypes, 21, 125, 296
- Stress, 215
- Structural gendering of professions, 251
- Sub-Saharan Africa, 63
- Supply chains, 72–73, 79
- Support network, 175
- Supportive leadership, 211
- Symbolic boundary-work, 257–258
- Taxi drivers, 59
- Technical skills, 89
- Technologies development, 33
- Technology, 20–21, 296
- Third Country Nationals (TCNs), 29
- Toolkit, 319
- Tourism travel, 33
- Trade unions, 2, 43, 44–46, 324–326, 349
 - and civil aviation, 326–329
 - function, 323–324
 - and gender equity in transport, 350–352
 - women and, 329–331
- Trades Union Congress (TUC), 142
- Traffic Marshal, 316
- TrainForTrade (TfT), 281
- TrainForTrade Port Management Programme, 7
- Training
 - barriers, 238–239
 - culture, 193–194
- Tramping, 76
- Transition, 31
- Transnational business masculinity, 79
- Transport, 72
 - toilet problem, 342–343
 - women in, 341–342
 - work in, 27–31
- Transport and Salaried Staffs Association (TSSA), 140
- Transport authorities, 4, 39, 42, 48
- Transport hubs, 141
- Transport industry, 15–16
- Transport modes, 72
- Transport operators, 43
- Transport sector, 140
 - women in, 2
- Transport unions, 340
- Transport work, 3
- Transport Workers' Federation (ITF), 238
- Transport workforce, 24
 - transport and workforce in Island states, 25–26
- Travel information platforms, 31
- Tricycle taxis, 60
- Truck drivers, 82
- Truck driving, 58–62
- Trunking, 76
- Uber (ride-hailing services), 59, 80
- UK Airport Executive Teams
 - gender composition of, 196–199
- UN statistics division (UNSD), 283
- UN Sustainable Development Goal 5 (SDG 5), 295–297
- UN Sustainable Development Goals (SDGs), 243, 280, 282

- UNCTAD Port Performance Scorecard
 - and gender indicator, 290–294
- Under-representation of women, 14, 170, 319
- Unitary approach, 147
- United Nations Conference for Trade and Development (UNCTAD), 7, 266, 280
- United Nations Development Fund for Women (UNIFEM), 282
- Universal Declaration of Human Rights, 280
- Unpaid labour, 88, 92, 97–98, 347–348
- Unpaid work of care
 - journeys of community service, 93–94
 - mobility of care, 94–96
 - walking, cycling and, 93
- US-born workforce, 76

- Verbal abuse, 38, 41, 44
- Violence, 14, 38, 140, 340
 - ILO Convention 190 on Violence and Harassment in World of Work, 47–48
 - on public transport, 141
 - in workplace, 343–345
- Visibility, 82, 108–110, 166, 173
- Vocational educational and training (VET), 239, 306
- Volatile, Uncertain, Complex, and Ambiguous environment (VUCA environment), 212
 - aviation in, 216
- Vulnerability, 57, 111, 150, 251

- Walking, 88, 94
 - and paid employment, 88–93
 - and unpaid work of care, 93–96
- War work and women, 12
- Waste collection, 92–93, 98
- Waste picking, 92–93
- WhatsApp, 76
- White Paper, 307–308
 - case study findings, 313–317
 - survey findings, 308–313
 - survey methodology, 308
- Wider factors, 308
- ‘Winter of Discontent’ strikes, 76
- Women, 1–2
 - barriers to employing women in public transport, 19–20
 - bus drivers, 61
 - in civil aviation, 332–334
 - commercial truck drivers, 62
 - direct employment in transport services, 58–62
 - in employment, 24
 - empowerment, 130
 - entry barriers for women in male-dominated industries, 193–195
 - experience violence, 38
 - experiences in Indian railways, 129–134
 - leaders in UK rail, 5
 - in male-dominated professions, 159–160
 - participation in transport, 3
 - road transport, 4–5
 - sexual harassment and bullying for working, 142
 - in shore-based maritime industries, 233–234
 - and trade unions, 329–331
 - in transport, 14
 - in transport unions, 345
 - in transport workforce, 24–25
 - in transportation industry, 208
 - working in public transport, 12–15
 - working in public transport, 4
- Women ab initio airline pilots
 - challenges of pilot profession, 158–159
 - coping with minority status, 165–166
 - differential treatment, 162–163
 - effects of, 166–167
 - experience of minority status, 161–162
 - findings, 161
 - friendships/interactions between cadets, 163–165

- method, 160–161
- women in male-dominated professions, 159–160
- Women in Aviation and Aerospace Charter (WiAAC), 317
- Women leaders' aesthetic femininity, 106
- Women seafarer experiences
 - construction of occupational identities, 252–253
 - method, 254–261
 - women seafarers in European countries, 250–251
- Women Transport Workers, 341
- Women travelling on public transport, 12
- Women workers
 - COVID-19 impacts and potential for building more central space for women in Africa's road transport sector, 65–67
 - in formalising and automating transport sector, 348–350
 - in ports and shipyards, 232–233
 - prevailing cultures of male
 - automobility impact on women's place in transport sector, 56–57
 - road construction, 62–65
 - women's direct employment in transport services, 58–62
- Women workforce participation, 124
- Women-led civil society groups, 46
- Women-owned road contracting businesses, 63
- Women's International Shipping and Trading Association (WISTA), 268, 284
- Women's mobility, 78
- Women's progression, 190
- Women's representation, 124, 190, 199, 241
- Women's resilience
 - employee resilience in workplace, 209–210
 - implications for supporting employee resilience, 218
 - occupational roles, 208–209
 - occupational stressors and resilience, 212–214
 - personal resources for employees' resilience, 210–211
 - resilience in aviation, 214–218
 - workplace resources and demands, 211
- Work
 - category, 76
 - in transport, 27–31
 - walking, cycling and journey to, 96–97
- Workforce, 140
- Working conditions, 24–25, 131
- Working lives
 - walking, cycling and journey to work, 96–97
 - walking, cycling and paid employment, 88–93
 - walking, cycling and unpaid work of care, 93–96
- Work–life balance, 134, 194
- Workplace, 78, 109
 - (Im)mobile freight work and, 78–79
 - culture, 41, 159, 251, 262, 266, 273–274, 276, 347
 - employee resilience in, 209–210
 - environment, 209
 - resources and demands, 211
 - violence and harassment in, 343–345
- Workplace adversity
 - in aviation, 215
 - for women in aviation, 215–216
- World Maritime Day, 230
- World Maritime University (WMU), 284
- Zambia Association for Women in Construction (ZAWIC), 63