

Women in the Railway Survey

**A report for ASLEF by the Labour Research
Department**

Summer 2011

Executive summary

- The main reason women apply to be drivers is as a natural progression from a previous role in the rail industry. The pay is an important, but not decisive, factor. The terms and conditions are not a great draw.
- More than one in five women feels they have been bullied or harassed in the last year, most likely because of their sex. The proportion is higher for those with childcare or other caring responsibilities. Few lodge formal complaints.
- More than three-quarters of women are quite or strongly satisfied with their pay and conditions. Satisfaction with pay is particularly widespread among those who have been employed in the railway industry for fewer than five years.
- Job security also receives positive satisfaction ratings, especially among those who have been in the industry for 20-30 years.
- There are high levels of *dissatisfaction* for the suitability of facilities such as mess rooms and toilets.
- Many women are dissatisfied with the amount of equipment they are required to transport, the more so the older the age group, and the uniform they are required to wear.
- While a slim majority are satisfied that the railway industry is inclusive and diverse, this view is considerably weaker for those with childcare/caring responsibilities.
- A majority of respondents think women are encouraged to be active within ASLEF, but there is a quite widespread feeling that the union feels like a "boy's club".
- Only two in five women are satisfied that the union is doing everything possible to push the equalities agenda in the rail industry.
- The most common topic suggested for the union to improve on was to push for more family-friendly working conditions. There were also calls for improved toilet facilities and efforts to encourage more women into the industry.

Who are the ASLEF women?

The Labour Research Department was asked to analyse a questionnaire survey carried out by ASLEF among its women members. A total of 701 questionnaires had been sent out, of which 185 were completed and returned – equating to a response rate of 26.4%.

Of the 185 respondents, almost three-quarters (72.4%) were aged 36 or over, the majority were married or living with a partner (60.9%) and a large minority (43.8%) had caring responsibilities.

Respondents by age

25 or below	1.1%
26-35	26.5%
36-45	42.7%
46-55	29.2%
56-65	0.5%

Respondents by marital status

Single	27.7%
Married	33.7%
Civil partnership	3.8%
Living with a partner	23.4%
Divorced	11.4%

Respondents by caring responsibilities

Childcare	30.3%
Caring	9.2%
Both childcare and caring	4.3%
None	56.2%

The respondents had wide-ranging educational backgrounds, with a roughly equal number of those who had achieved qualifications above GCSE/O levels and those who had not.

Respondents by level of education achieved

No formal qualifications	10.3%
Gained GCSE or O levels	41.3%
A levels or NVQ level 2 or above	27.7%
University degree/diploma	19.0%
Post-graduate qualification	1.6%

The overwhelming majority (97.8%) of respondents worked in passenger services with only four (2.2%) working in freight.

More than half of the women (55.7%) had been employed on the railways for 10 or more years, with one in six (16.8%) having been so for 20 years or longer.

Time employed on the railways

Less than 5 years	11.4%
5-10 years	33.0%
10-20 years	38.9%
20-30 years	15.7%
Over 30 years	1.1%

Of the 185 respondents, 14 (7.6%) held a position within ASLEF. Half (7) were branch officials, two were local reps, three were health and safety reps and two were union learning reps. None were company council reps.

Women with childcare or other caring responsibilities outside work were only half as likely as those without to hold any of the union positions.

Holding union position by caring responsibility

All	Caring responsibility	No caring responsibility
7.6%	4.9%	9.6%

Why women apply for a driver's job

Respondents were asked why they chose to apply to become a driver. They were presented with a list of six and were not instructed to select out only one. Almost a quarter picked more than one reason.

By far the most common reason ticked was that it was "a natural progression from a previous role in the rail industry", chosen by 43.6% of respondents. The next two most common reasons were "the pay" and "saw a recruitment advertisement" (both picked by 23.2%).

One in six (16%) said it was they "knew someone in the grade" and one in 10 said they "always wanted to be a train driver". "The terms and conditions" was the least likely reason to be selected (6.1%).

Why applied to become a driver

Was a natural progression from previous role in rail industry	43.6%
Saw a recruitment advert	23.2%
The pay	23.2%
Knew someone in the grade	16.0%
Always wanted to be a train driver	10.5%
The terms and conditions	6.1%

However, when the pay was chosen as a reason it was often just one of several. Of the 139 respondents who selected only one reason for applying, 42.0% picked out natural progression and 22.5% chose seeing a recruitment advert, but only 10 (7.2%) singled out the pay.

Asked for other reasons for applying for the job as driver, several respondents indicated they saw it as "a challenge", especially as there were few women in the role. One reported that a male driver had told her she wouldn't pass the test and so she "applied to show him I could, if I'm honest!"

A few mentioned that their father or other relative had been a train driver (although this fact was not always a spur to applying), and some said that they had not been satisfied with their previous role, either in the rail industry or elsewhere. One was inspired by an article in a women's magazine, while another woman was attracted to the job security and another to the shift work.

One respondent said she was made redundant from a previous railway post. She saw driver vacancies advertised, applied and got the job. She said it was the "best job I've done on the railway. Really glad I was made redundant!"

The respondents had previously worked in an enormous range of occupations, from scientist to chambermaid (see Appendix A).

About their employment

Flexible working

Just 25 respondents (13.5%) said there was a flexible working arrangement agreed with their company. When asked for further details almost all described their own individual working patterns rather than suggesting there was a collective agreement on flexible working in place.

Six said explicitly that their hours had been agreed to fit in with their childcare, while four said they worked part time and three said they worked "mafia" hours, which [appears to] mean permanent lates [Lee?].

One respondent said the company was in the process of trying to end the agreement and another said theirs was under review, with management trying to make the drivers work more weekends.

Bullying and harassment

More than one in five women (39 or 21.3%) said they had been on the receiving end of bullying in the past 12 months, with another 13 (7.1%) saying they were “not sure” if they had. Of those who did feel they had been bullied or harassed, a majority (27) felt this was a result of their gender.

Women with childcare or other caring responsibilities were rather more likely than those without to feel they had been bullied or harassed.

Been bullied/harassed by caring responsibility

	All	Caring responsibility	No caring responsibility
Yes	21.3%	25.3%	18.3%
No	71.6%	69.6%	73.1%
Not sure	7.1%	5.1%	8.7%

However, only eight respondents had lodged a formal complaint about the bullying/harassment. Asked why they had not lodged a complaint, the vast majority of comments were along the lines that they “didn’t want to rock the boat” or they were worried about the repercussions either in terms of the impression people would have of them or how people would treat them.

Three of those who had not lodge a formal complaint said they had taken action through the union, although in another case the problem was itself with a union rep colleague and the individual did not feel like raising the issue with the company. Another three had confronted the perpetrator themselves and two had taken the issue to management. In one of those cases, however, the manager said there was nothing he could do.

Satisfaction with the working environment

The women were asked how they rated their satisfaction with a number of aspects of their employment. These were: “the hours and shift patterns you are required to work”; “your pay and conditions”; “the level of job security you feel”; “the suitability of facilities you use such as mess rooms and toilets”; and “the uniform you are required to wear”.

They were asked to rate each aspect with a number from 1 to 5 with 1 being “strongly dissatisfied” and 5 being “strongly satisfied”.

Interestingly, the highest satisfaction ratings were for pay and conditions, for which almost one fifth of respondents (19.5%) gave the highest “strongly satisfied” rating and 57.8% gave it the next highest (4) rating (which we will assume equates to “quite satisfied”).

This was followed by job security, with which 17.8% were strongly satisfied and 43.8% were quite satisfied. While only 10.9% were strongly satisfied that the railway industry was inclusive and diverse, another 42.4% were quite satisfied with this. Similarly just 9.8% were strongly satisfied with the hours and shift patterns, with 27.2% quite satisfied; a large chunk were neutral on this.

The highest *dissatisfaction* ratings were for suitability of facilities, which were given the lowest “strongly dissatisfied” rating by 19.5% of respondents and the next lowest rating (assumed to be “quite dissatisfied”) by 27.0%.

The next highest dissatisfaction level was with the amount of equipment to be transported (17.3% strongly dissatisfied and 23.8% quite dissatisfied) and the uniform they were required to wear (16.8% strongly dissatisfied and 28.6% quite dissatisfied).

Respondents’ satisfaction with working conditions and environment

	1 (strongly dissatisfied)	2	3	4	5 (strongly satisfied)
Pay and conditions	1.6%	4.9%	16.2%	57.8%	19.5%
Job security	3.2%	9.2%	25.9%	43.8%	17.8%
Industry inclusive and diverse	3.8%	10.9%	32.1%	42.4%	10.9%
Hours and shift patterns	6.0%	16.8%	40.2%	27.2%	9.8%
Uniform	16.8%	28.6%	25.4%	24.9%	4.3%
Suitability of facilities	19.5%	27.0%	29.2%	20.5%	3.8%
Amount of equipment to transport	17.3%	23.8%	36.2%	20.0%	2.7%

In order to drill down into the survey findings on satisfaction, to look at whether some groups of respondents were more or less satisfied with different aspects than others, the rankings were combined into three groupings. Those giving a ranking of 1 or 2 were combined to form a broadly “satisfied” category; those giving a ranking of 3 were considered “neutral”; and those giving rankings of 3 or 4 were combined to form a broadly “dissatisfied” category. (Without this combining, the numbers in each group are too small for disaggregated analysis.)

This allows us to see whether there are differences in satisfaction levels between different groups of respondents. The respondents are broken down by age group, by time they have worked in the railway industry and by whether or not they have childcare or other caring responsibilities.

Hours/shifts

It might be expected that women with childcare or other caring responsibilities would be less satisfied with the hours and shift patterns

than those without. While this did prove to be true, the difference is very slight: 23.8% of them were dissatisfied with the hours/shifts they are required to work compared with 22.1% of those with no caring responsibilities.

This may be because this group are much more likely to have a flexible working arrangement agreed with the company (24.2% do so compared with 5.8% of those without caring responsibilities). Respondents with flexible working arrangements were much less likely to be dissatisfied with their hours/shifts than those without.

Satisfaction with hours/shifts by whether have flexible working

	All	Has flexible working	No flexible working
Dissatisfied	41 (22.7%)	3 (12.5%)	38 (24.2%)
Neutral	73 (40.3%)	7 (29.2%)	66 (42.0%)
Satisfied	67 (37.0%)	14 (58.3%)	53 (33.8%)

Satisfaction with hours/shifts varies considerably with age and length of time in the railway industry. Roughly speaking, the older the respondent or the longer she has been employed in the railways, the less likely she is to be satisfied with this aspect of her working life.

(Because of the number of categories in the age group and years in industry questions, the numbers of respondents are small in each category and results must be treated with caution. Numbers are presented in tables where this is the case.)

Satisfied with hours/shifts by age group

25 or below	26-35	36-45	46-55	56-65
-	40.8% (20)	38.5% (30)	31.5% (17)	100.0% (1)

Satisfied with hours/shifts by length of time on railways

Less than 5 years	5-10 years	10-20 years	20-30 years	Over 30 years
57.1% (12)	(37.7% (23)	37.5% (27)	21.4% (6)	-

Pay/conditions

Women with caring responsibilities were slightly more satisfied with their pay and conditions than those without, with 80.2% giving one of the higher two rankings compared with 75.0%.

The main variation in satisfaction levels in this area was between those who were new to the industry and those who had been employed there for more than five years. Of the 21 employed on the railways for less than five years, none were dissatisfied with the pay and conditions and 90.5% were satisfied.

Satisfied with pay/conditions by time on the railways

	Less than 5 years	5-10 years	10-20 years	20-30 years	Over 30 years
Dissatisfied	-	-	9.7% (7)	13.8% (4)	50.0% (1)
Neutral	9.5% (2)	24.6% (15)	15.3% (11)	6.9% (2)	-
Satisfied	90.5% (19)	75.4% (46)	75.0% (54)	79.3% (23)	50.0% (1)

Job security

Satisfaction about job security did not vary greatly across different groups, but was higher among those new to the industry and those who had been in it for 20-30 years than it was for those with mid-length time in the industry.

Satisfied with job security by time on railways

Less than 5 years	5-10 years	10-20 years	20-30 years	Over 30 years
71.4% (15)	54.1% (33)	61.1% (44)	75.9% (22)	-

Suitability of facilities

The main differences here was that those with 20-30 years' experience in the industry were less likely to be satisfied than others with the suitability of the facilities such as mess rooms and toilets (except that those with less than 5 years' experience tended to be more neutral on the subject).

Satisfaction with facilities by time on railways

	Less than 5 years	5-10 years	10-20 years	20-30 years	Over 30 years
Dissatisfied	38.1% (8)	44.3% (27)	43.1% (31)	62.1% (18)	100.0% (2)
Neutral	47.6% (10)	27.9% (17)	29.2% (21)	20.7% (6)	-
Satisfied	14.3% (3)	27.9% (17)	27.8% (20)	17.2% (5)	-

Uniform

On average, 45.4% of the respondents were dissatisfied with the uniform they were expected to wear. The groups showing higher than average dissatisfaction with uniform were: women who had been employed on the railways for 20-30 years (65.5% of whom were dissatisfied); those aged 36-45 (51.9%); and those with no caring responsibilities (51.0%).

Transport of equipment

Satisfaction with the amount of equipment respondents were required to transport was slightly lower for those with caring responsibilities (22.2%) than those without (26.0%). The differences were more marked, not surprisingly, among different age groups, with 26-35 year-olds being almost three times more likely to be satisfied than 46-55 year-olds.

Satisfaction with equipment to be transported by age

	25 or below	26-35	36-45	46-55	56-65
Dissatisfied	-	30.6% (15)	41.8% (33)	51.9% (28)	-
Neutral	100.0% (2)	30.6% (15)	39.2% (31)	33.3% (18)	100.0% (1)
Satisfied	-	38.8% (19)	15 (19.0% (15)	14.8% (8)	-

Inclusivity/diversity of railway industry

Satisfaction with the inclusivity and diversity of the railway industry was shown to be lower the older the age group, although a large chunk of the 46-55 age group registered a "neutral" satisfaction rating on this. When looking at the time respondents had been employed in the industry, both satisfaction and dissatisfaction decreased the longer they had been on the railways as increasing numbers answered neutrally on the question.

A much more clear-cut divide can be seen between those with and without caring responsibilities, with those without such ties being significantly more satisfied that the industry is inclusive and diverse.

Satisfaction with inclusivity and diversity by caring responsibility

	All	Caring responsibility	No caring responsibility
Dissatisfied	14.7%	19.8%	10.7%
Neutral	32.1%	32.1%	32.0%
Satisfied	53.3%	48.1%	57.3%

Equality and the union

A majority of respondents (63.1%) thought women were encouraged to take an active role within the union, although a substantial minority (36.9%) did not. The proportion saying they were encouraged was lower for those with childcare or other caring responsibilities (59.2%) than those without (66.0%).

They were asked what barriers they thought were stopping more women becoming active members of ASLEF. They were left free to answer this question as they wished.

Two factors clearly stood among all others: the fact that the union (or in some cases a combination of the union and the industry) seems like "a boy's club"; and the fact that they have too many family, childcare or domestic commitments.

In fact comments alluding to the macho environment outweighed those referring to domestic commitments. Around 50 respondents felt this was the main barrier. One respondent, for example, said the union "can feel like a 'boys' club with meetings held in the pub. It does not make me want to go." Another woman mentioned the "male dominance in the mess room" while another just said: "male attitudes, old school mentality."

Around 35 referred directly to their family or household commitments while another 15 more loosely referred to lack of time, which may well be as a result of shouldering domestic burden.

The other factors raised by more than one or two respondents were that the sheer proportion of men in the industry presented the barrier to women (not their macho attitude) and an apathy or lack of interest of women members. Three said the time or location of union meetings was a barrier.

And on the whole it was thought there might be room for the union improve on equality matters, with just two in five feeling that ASLEF was doing everything possible to push equalities.

Interestingly the proportion saying that the union was doing everything possible was significantly higher for those with childcare or other caring responsibilities (44.4%) than those without (35.3%), although this seemed to be largely because a much higher proportion of those without responsibilities were much more likely to answer "not sure" on this question.

Is ASLEF doing everything possible for equality?

	All	Caring responsibilities	No caring responsibilities
Yes	39.3%	44.4%	35.3%
No	9.3%	12.3%	6.9%
Not sure	51.4%	43.2%	57.8%

Improvements

Women were invited to suggest what improvements the union could make to push the equalities agenda in the rail industry. The most common responses were to push employers on certain issues particularly affecting women. These included family-friendly working conditions, one woman saying ASLEF should “push for the company to make flexible working hours/rosters for parents of babies/young children”. Another call made by several women was for improved facilities, particularly toilet facilities. One respondent spoke of the need to “ensure that women have separate clean toilets and facilities to use instead of having to share men’s toilets” and another of the “need to have better facilities in place for women as we have none!! On freight site like being stuck in the 1920s.”

A third issue respondents wanted pushed with the employers was to encourage more women into the industry. One suggested “national advertising through the media that any sex, creed and colour are welcome; maybe a media pat-on-the-back for women in mostly male jobs.”

There were also a few comments about what improvements were needed directed at the union itself, including:

Younger blood! Not people whose wives stayed at home to bring up their children; people that understand that working is not always a choice.

Have more women in main roles and promote these roles to women - the benefits & what the job entails. The job seems too much hassle to bother too go for.

Take it more seriously from the TOP downwards. The attitude and structure of the union hierarchy need to change before the grassroots can and will change.

Could do with a shake up - more women in 'rep' positions or women's issues - without mocking or ridicule. There just needs to be more women on the railway!

Stop paying lip-service to equalities.

However, there were also one or two respondents who did not want women to be treated any differently. One said she “would rather ASLEF forget about pigeon holing people and just regarded us as the same...I would rather just be regarded as a driver and an ASLEF member.” Another said the union should “tackle positive discrimination as it is in the end detrimental to women.”

Other comments

Respondents were also invited to make any other comments, where a similar spread of issues was raised. An edited version of these is included at Appendix B.

Appendix A: Previous occupations of respondents

nanny; occupational therapist assistant
HGV driver, plumber and prior to that homeless services manager
Royal Mail post person
children's librarian; before that I drove a mobile library.
ground handling supervisor at airport
receptionist
retail
booking office clerk
bank
station assistant
worked in betting shops; drove prison vans
buyer for a cake manufacturer; bus driver
business analyst
sandwich maker; shop assistant
Part-time electronic engineering; bar work
Royal School of Needlework
senior conductor
travel industry
PA secretary
conductor
shunter - train (wo)man for rail freight
pub manager
Group 4 custody officer
personal assistant
child care, factory
train dispatcher
customer services assistant - stations
roster clerk for drivers
Sainsbury's, youth worker, cinema supervisor
CCTV operator
primary school teacher
part-time ticket assistant; conductor
sales rep
sales person - Curry's electrical retailer
train guard
shop manager
factory worker
staff manager
conductor
Reception/office based
Nurse
RPI; staff trainer of RPIs; prosecution support; train manager; John Lewis partnership
management
travel centre clerk
conductor
train guard
production assistant; wardrobe assistant
team leader call centre
booking office clerk
forklift driver
train conductor; booking office/station grade
tram dispatch station staff

conductor
branch manager (removal firm)
shop manager; motorcycle instructor
fitness industry
office admin/customer service
station assistant London Underground
service engineer; recruitment manager; HR
cook
nursing
call centre operator
nurse
Waitress; call centre; barmaid
Herds woman; dinner lady; cleaner; counted money; worked in a chemist
bus driver
platform assistant at a local railway station
nursing
nurse
dental technician
medical lab assistant in biochemistry microbiology
customer service assistant
parking attendant; nursery nurse
receptionist
army haulage contractor; cab driver
sign writer
motor trade
Shop worker; bus driver
retail supervisor
subway driver
bingo hall worker
conductor
retail management
administrator - temping
nursing
betting shop manager
Secretary; equestrian groom
Spanish teacher
HM forces (RAF)
accountancy
social work
bus driver
Conductor; station staff; chief steward
painter & decorator; hairdresser
bus driver for LRT; bus station controller for LRT
television stylist; shop manager for cancer research
ambulance driver
IT consultant
social work assistant
pub landlady
estate agent; beauty salon manager
conductor
secretary
retail; call handling; selling insurance
working in travel agency; worked on stations
sales consultant - then CSA with LUL

station assistant
accounts assistance
sales in cruising industry
retail
van driver
shunter
photographer
long distance driver Royal Mail
farming
telephonist
station assistant
retail management
bus driver
mainly retail, then S/E
station assistant, London Underground; store supervisor, Cooperative Group
ticket inspector
train manager
Conductor; booking clerk
prison officer; police officer; administration
stewardess, Cob -Epos
senior personal secretary in Metropolitan Police
catering manager; sous chef
railway ticket office; railway customer service and disability assistance on station
lab technician and quality control supervisor in the biotechnology industry
train guard; train steward
guard/senior conductor; retail management
checkout supervisor
production manager food industry; fraud investigator
secretary/administrator
veterinary nurse
area manager retail sector
train conductor; publican; bank clerk
radar technician
catering
retail
CSA; ticket office; control room assistant; worked for a coach company
timetable planner
assurance clerk and then driving delivery job; on railway booking office job and travel
centre and admin clerk for training depot
manager in private sector company for sales department
guard
landlady
PA to a director of international timber merchants
catering industry, worked in vets
IT manager, construction site manager
customer services Euro star UK Ltd
station manager
technician in electronics industry
hotel industry; train guard
mainly clerical, always within the railway industry
croupier/cashier; fitness instructor
sales and office work
deputy manager training railway; ran pubs; was a PA, worked for prison service; secretarial
roles
legal cost auditor

bus driver; shop assistant
hotel chambermaid; checkout operator; bank filing clerk
retail management
window dresser
mortgage administrator
scientist in pharmaceutical company

Appendix B: Other comments

No-one explained the role of the union at local level (LLC etc) when I joined. This would have been helpful.

My current experience with ASLEF is of people full of own self importance and with no interest in the individual. There is too much we need to offer the company more and not enough help in working towards individual requirements.

A rep from each minority groups should be on interview panels for driving positions. My rep Pauline Cawood is doing an excellent job trying to get me a flexible working agreement. Without her help I would have backed down on the bullying received by management.

I think the WRC do outstanding work.

I feel let down by ASLEF at higher level. I lost my driving post due to a single TPWS. Other (male) drivers did same thing and retained post 10 years with no incidents. This was my first one!!!

Just returning from maternity leave, was speaking to a local representative about flexible working hours, the response I received was so negative I was really disappointed.

I'm on maternity leave at moment. I think a reduction in my 'union fees' would of been of great benefit.

As a rule I am against a separate women's section. It implies we are different. The same for minorities. We should be under the 'driver' banner inequality.

Although the railway has improved over the decades, some drivers haven't changed. There will always be racism & sexism in the industry whilst these people feel free to voice their negative views without consequences. We get extra hassle from passengers sometimes for being female. We get occasional hassle for being female from some colleagues. I think most females do not want the extra hassle from then trying to have a role in ASLEF.

On a local level nothing has improved re toilet/locker facilities or shift patterns/childcare issues so have little faith that the union takes it seriously.

Unfortunately, I still think women are sometimes seen by some people as less capable individuals in comparison to men, in all walks of life and this is still prevalent within the railway.

Employer unsympathetic towards my caring responsibilities - elderly parents + myself being only relative.

I totally disagree with these separatist branches of the union. We are all train drivers, end of! A union means unity and not segregation which is what your doing. Where is white heterosexual males branch if everyone else gets their own.

Sometimes the men will say that there should be a white male committee - can make us feel uneasy.

I have always worked full time, even with children. When I am not at work I want to be with my boys - that time is precious, I don't go to meetings.

Proud of my union but far too many drivers are not looking out for each other, sad sight to see!

As a so called minority I would rather we weren't differentiated against.

'The many faces of Eve: Women's groups, diversity and democracy in British unions', Jane Parker, Feb 2005 IRRU, University Of Warwick.

Better toilet facilities on long trips for drivers. Better bags for drivers uniform that fits.

More help for transgendered people.

I don't want to be given preferential treatment - nor am I. I am a train driver - same as the next bloke.

Remove old BR rules eg rostering + annual leave and move with the times!

The purpose of a union is that all members - regardless of gender, race, religion, sexuality, colour etc - are equal. To segregate members into special sections (women's, LGBT etc) creates differences. Legislation exists to help those with problems/issues. Most of us just want to be and are happily treated as part of a team amongst colleagues anyway. Long may that continue!

A decent uniform cut for the female form and drivers' female shorts would make me feel more valued!

A lot of rhetoric from companies about equality but no real effort to bring a more diverse workforce. Behaviour needs to change!

Very happy with job and union.

Am concerned length of CV seems to be more important than ability to do job when promotion selection (eg DI) is made. With women more likely to work part time or not at all when children are small, this can put them at a disadvantage

Feel that ASLEF has let me down and not supported me, instead told me that I was lucky to have a job.

I wonder if the increase in HR power/numbers (which is mainly female) over the male operations managerial structure might help re: women becoming reps. Certainly may help in giving women drivers more confidence, as dealing with more women across the table is less intimidating.

Sometimes feel that being labelled into minority groups does not always help integration.

I feel when it come to ASLEF on the freight side of driver they are really out of touch and or not doing anything for me as a women to make my job easy, and safer and healthier!

If possible encourage new members to meetings by buddy/mentoring system.

I've never been given any problems by the men at work in my 20 years on the railway.

The "one size fits all" attitude of the union (and their reps) is still prevalent.

I totally disagree with flexible working for childcare, it's up to parents to take responsibility for their own actions, you know the hours when applying for jobs. It annoys me that I end up being rostered work because someone else has kids!!

Normal shift patterns. Too much swapping from very earlies to lates.

Some women do not help themselves and are very feministic which only makes life more difficult. We are all tarred with the same brush.