



## A Toolkit for Gender Equality in Practice - Initiative

# Carris

## Action plan for gender equality

### Summary of the initiative

Carris is a public transportation enterprise in Lisbon which operates the city's buses, trams and funiculars.

On the 18th February 2013, CEO of 21 companies representing the most important sectors of the Portuguese economy signed the project's Membership Agreement Letter. The Membership Agreement Letter is promoted by the Commission for Equality in Labour and Employment (CITE) and the partner companies, which, in this way, take on commitments regarding the development and implementation of gender equality measures in each of the companies, having quantified targets.

Carris is among these companies and in this framework is implementing an action plan dedicated to gender equality for the period 2012-2015.

In 2011, on a total of 2,393 workers, Carris employed only 214 women compared to 2,179 men. The efficiency of the action plan is planned to be evaluated through a set of specific indicators monitoring the steps taken to reach the identified targets.

**Addressing gender roles:** This multiannual strategy intends to raise awareness and to deconstruct gender stereotypes at the labour market level, for instance those taking place during the recruitment processes of a new public bus driver or brakesman.

**Supporting work-life balance:** Carris has made its gender equality objectives the core of its corporate social responsibility. In this framework, the enterprise offers practical ways to reconcile personal and professional life to its personnel such as an important level of flexibility during the allocation of working time slots. They are indeed systematically attributed to the drivers on the basis of their individual situations or medium term needs, for instance arising training opportunities, or specific family duties.

Carris has also built a complete network with local organisation to further better its capacities to help its workers conciliate their personal and professional life. This network has at its core a support pole called "Nucleo de Apoio" which links together various external organisations such as DECO (which organises seminars specifically dedicated to advising individuals on how to conciliate personal and professional obligations) as well as childcare facilities.

### Priorities

Addressing gender roles, Supporting work-life balance

### Sector(s)

Public transport

### Type

Enterprise initiative





## Country

Portugal

## Model of social partnership

Tripartite

## Launch date

2012-2015

## Number of employees

>250

## References

<http://www.carris.pt/en/sustainability-report/>

## This initiative was submitted by:

CEEP

## Website

<http://www.carris.pt/en/home/>