

4th Annual report

on the Development of women's employment in the European railway sector

Background and aims

As an outcome of the joint CER – ETF – EIM project on women in the rail sector (**WIR - Women In Rail**¹) the European social partners in the railway sector decided to introduce annual reporting on the development of women employment in the sector, based on a limited number of indicators, starting from 2013.

The purpose is to follow the development of women employment in the European railway sector, to measure the impact of the Joint Recommendations from 2007² on “a better participation and integration of women in the rail sector” and to motivate railway companies to take action and to develop a corporate policy to attract more women.

Methods

A quantitative survey, directed to all CER members, was conducted in 2016. Data was reported from December 2015.

In total 31 railway companies from 18 countries took part in the survey /table 1/. Less companies took part in comparison to last survey in 2015, when 39 companies participated. Comparable for the period 2013-2016 are 15 companies from 14 countries.

¹ Internet link to WiR project final report (2012): <http://www.cer.be/publications/brochures-studies-and-reports/wir-women-rail-final-report>

² Internet link CER-ETF Joint Recommendations (2007): <http://www.cer.be/publications/charters-and-agreements/cerETF-recommendations-better-representation-and-integration>

The number of employees of participating companies in the survey is 864 605. The number of employees working for the comparable companies is 729 372.

Table 1 - Participating companies

Abellio Greater Anglia , UK	PKP Cargo, PL
BDZ Passenger, BG	PKP LHS, PL
CFR-SA, RO	PKP Polskie Linie Kolejowe S.A., PL
CP – Comboios de Portugal E.P.E.	Rail delivery grp /former ATOC/, UK
Deutsche Bahn AG	SBB, CH
FS GROUP, IT	SNCF, FR
Green cargo, SE	SNCFL, LU
HR Rail – NMBS – Infrabel, BE	Stagecoach South West Trains Limited, UK
Infranord AB, SE	SZ - Slovenske železnice, d. o. o.
MAV, HU	Transdev sverige, SE
Merseyrail Electrics 2002 Ltd, UK	Turkish State Railways (TCDD)
MTR Crossrail, UK	VR Group Ltd, FI
Network Rail, UK	VTEC - Virgin Trains East Coast, UK
NRIC, BG	Železničná spoločnosť Slovensko, a.s. (ZSSK), SK
ÖBB Konzern, AT	ZSSK Cargo, SK
	ZSR – Železnice Slovenskej republiky, SI

* **In bold** - Comparable companies 2013 – 2016

For practical reasons, in the report text and charts results are cited by mentioning corresponding states and not companies. However, for some countries, data were reported for only one company.

Summary

The average share of women in the participating railway companies is 20,3%, while their average share in comparable companies for the period between 2013 and 2016 is 19,8%. Most considerable is the share of women among on-board personnel /32,4%. The lowest is their representation among locomotive drivers /2,2%. Since 2013 among comparable companies there is a minor development of 0,8%. The result of compared companies also reveals:

- An increase of women's share among on-board staff /+3,23%, engineers /+3,11%, managers /+1,4%, traffic management /+1,2% and locomotive drivers /+0,35%/;
- The level of female workers in part time slightly increased with 2,44%, while female managers in part time increased with 7,45%;
- A decrease of women in vocational training of 3,30%;

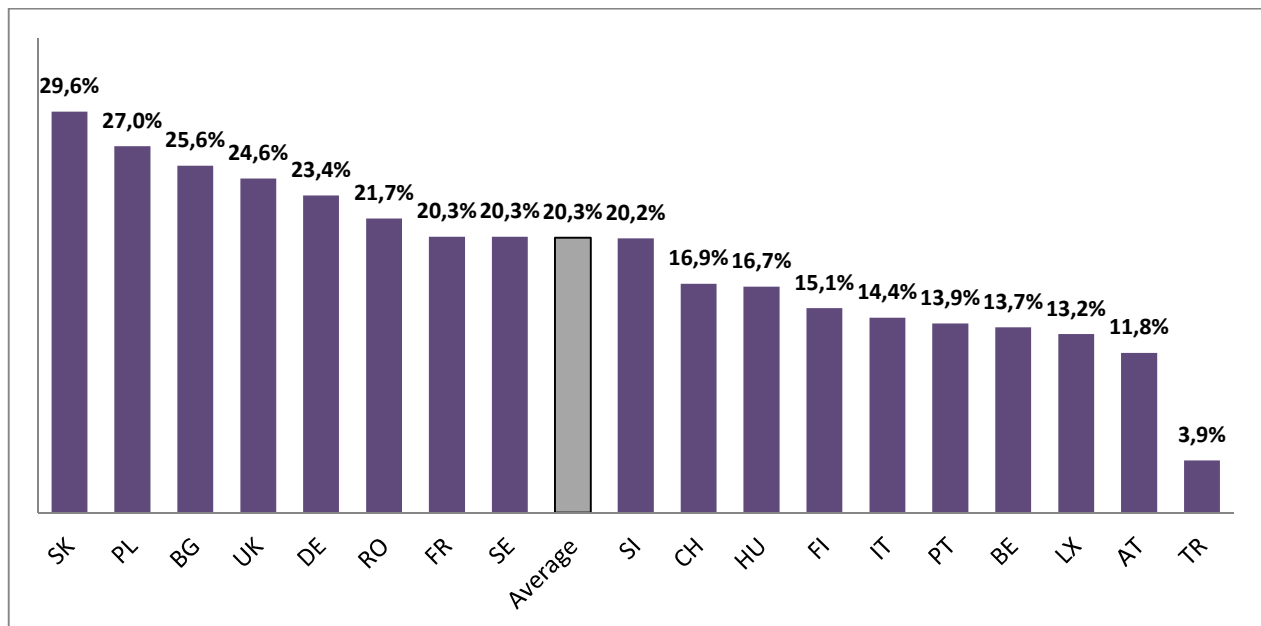
- Unpaid leave, flexible and reduced working time are preserved as the most frequently offered measures to improve work-life balance;
- Most frequent measures to promote employment and career development of women are Initiatives to improve health and hygienic conditions, awareness raising measures for HR and managerial staff and review of recruitment procedures;
- 53% of the companies report on a regular basis on the situation of women;
- Gender equality measures are slowly becoming more popular
- A lot of undeveloped intentions and regress of gender equality measures have been spotted;
- 63% of the companies apply policies on prevention of harassment and violence
- 11% of the companies are highly influenced by the Joint recommendations, while the majority - 63% were partly influenced and 23% - not influenced at all.

Share of women

The average share of women in the participating railway companies is 20,3%, while the average share of women in comparable companies for the period between 2013 and 2016 is 19,8%. Since 2013 among comparable companies there is a minor development of 0,8%. This happens in a situation of 1,33% reduction of total personnel. During same period the overall number of employees decreased by 9773.

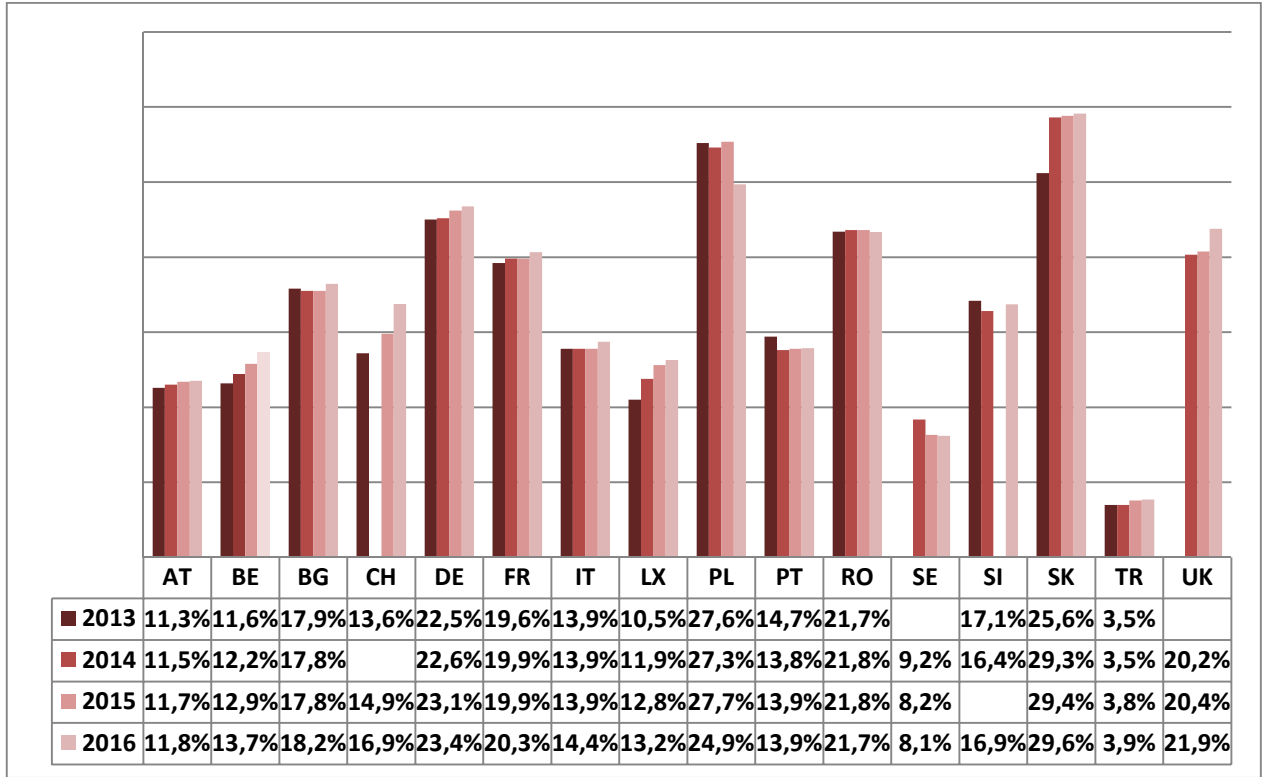
Among all participating companies best represented are women in Slovakia /29,6%/, Poland /27,0%/, Bulgaria /25,6%/, UK /24,6%/, and Germany /23,4%/. Least women work at the Turkish railways /3,9%/. The EU member state with lowest representation of women is Austria with 11,8%.

Chart 1 - Share of women per country - 2016



Among comparable companies best represented are women in Slovakia /29,6%/, Poland /24,9%/, Germany /23,4%/, UK /21,9%/, and Romania /21,7%/. Since 2013 greater than the average increase in female employment is observed in Switzerland with 4%, in Belgium and Luxembourg with 2%. As of 2013 there are decreasing shares in Poland /-3%/, Portugal /-1%/ and Sweden /-1%, from 2014 to 2016/.

Chart 2 - Share of women per country for the period 2013 -2016



A general personnel reduction is observed in all companies where the employment of women has decreased during the years surveyed. Data shows that the reduction of men is higher than women's.

Table 2 Developed share of women among comparable companies for 2013-2016

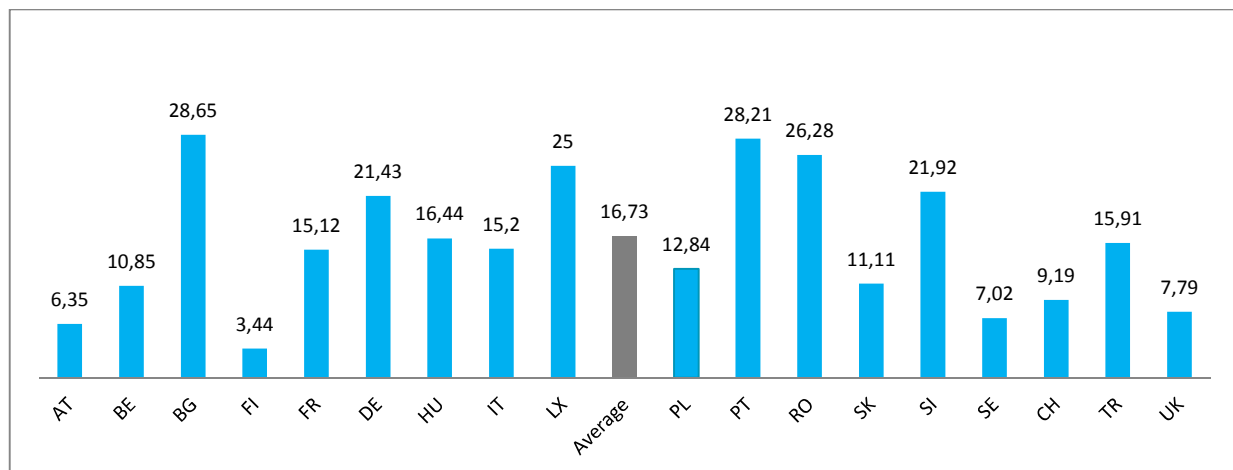
Country	Company	2013	2016	Margin
Austria	ÖBB – KONZERN	11.3%	11.8%	0.5%
Belgium	HR Rail – NMBS - Infrabel	11.6%	13.6%	2.0%
Bulgaria	NRIC	17.9%	18.2%	0.3%
France	SNCF	19.6%	20.3%	0.8%
Germany	DB Group	22.5%	23.4%	0.8%
Italy	FS Group	13.9%	14.4%	0.4%
Luxembourg	CFL	11.3%	13.1%	1.9%

Poland	PKP Cargo S.A.	27.6%	24.8%	-2.8%
Portugal	CP-Comboios de Portugal E.P.E.	14.7%	13.9%	-0.8%
Romania	National Railway Company "CFR"-S.A.	21.7%	21.7%	-0.1%
Slovakia	Zeleznicna spolocnost Slovensko, a. s. (ZSSK)	34.4%	34.8%	0.4%
Slovakia	ZSSK Cargo	24.3%	24.4%	0.0%
Slovenia	Slovenske železnice, d.o.o.	17.1%	16.9%	-0.2%
Switzerland	SBB AG and SBB Cargo AG	13.0%	16.9%	3.9%
Turkey		3.5%	3.9%	0.4%
Average		19%	19.8%	0.8%

Share of women engineers

The average share of women engineers is 16,73%. Best representation of women in this professional group is in Bulgaria /29%/, Portugal /28%/, Romania /26%/. Least represented are women in Finland /3%/, Austria /6%/, Sweden /7%/.

Chart 3 - Share of women engineers - 2016

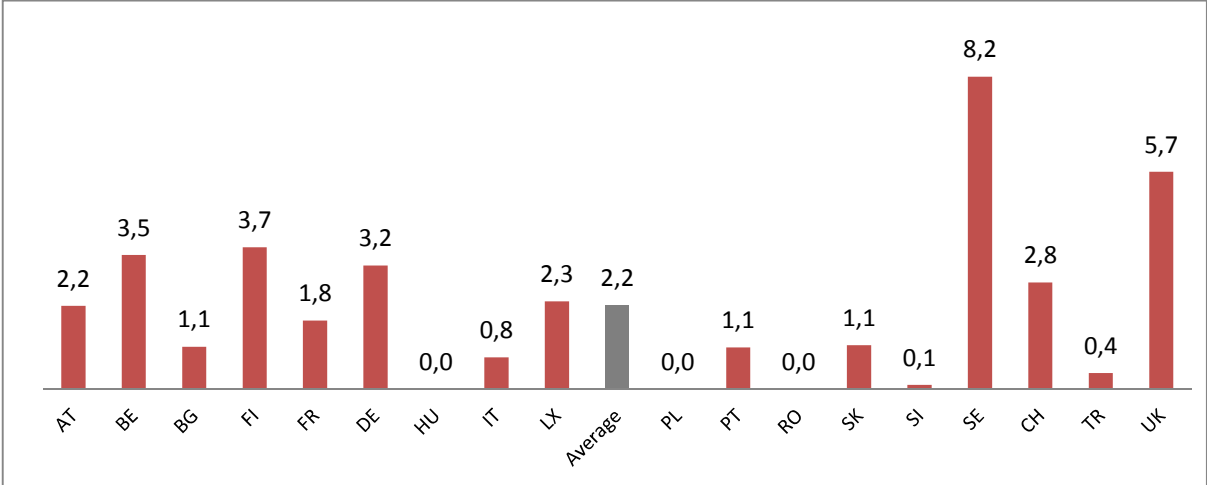


Among comparable companies there is a progress of 3,1% since 2013 - figures have evolved from 15% in 2013 to 18,1% in 2016. Belgium has achieved 9% increase, Portugal +7%, France and Luxemburg + 5%, while in Romania female engineers have declined with 8%.

Share of women locomotive drivers

The professional group of locomotive drivers traditionally is highly dominated by men. The current survey shows representation of women among locomotive drivers of 2,2%. When compared to the average, the companies from Sweden and UK showed remarkably good results /SE 8,2% and UK 5,7%/.

Chart 4 - Share of women – locomotive drivers - 2016



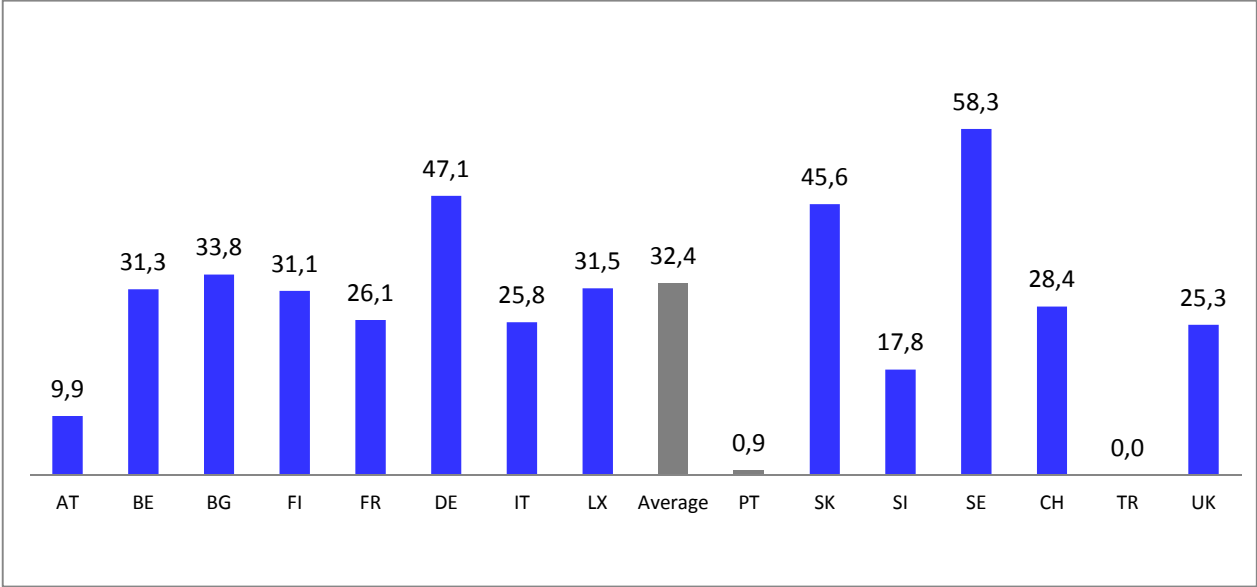
Among the 14 comparable companies, figures show progress of 0,4% since 2013. The most significant progress has been achieved in Luxemburg /+1,5%/, Austria and Switzerland /+1%/. These countries literally doubled the share of women locomotive drivers. It is also worth to be mentioned the positive breakthrough of women in Germany /+0,7%/, Belgium /+0,6%/ and Turkey /+0,4%/ achieved since 2013.

Share of women in on-board personnel

In most countries there is a substantial share of women among on board personnel compared to the other professional groups in the sector. The current survey shows that 32,2% of on board personnel is composed of women. Women are best represented in Sweden /58,3%/, Germany /47,1%/ and Slovakia /45,6%/.

Among comparable companies / 11 / women’s share has increased with 3,23% since 2013. It was 29,1% and grew up to 32,33,4% in 2016. During this four year period women’s representativeness has risen notably in Luxemburg /+6,2%/, Belgium /+5%/, France /+5%/ and Germany /+4,3%/.

Chart 5 - Share of women in on-board personnel - 2016

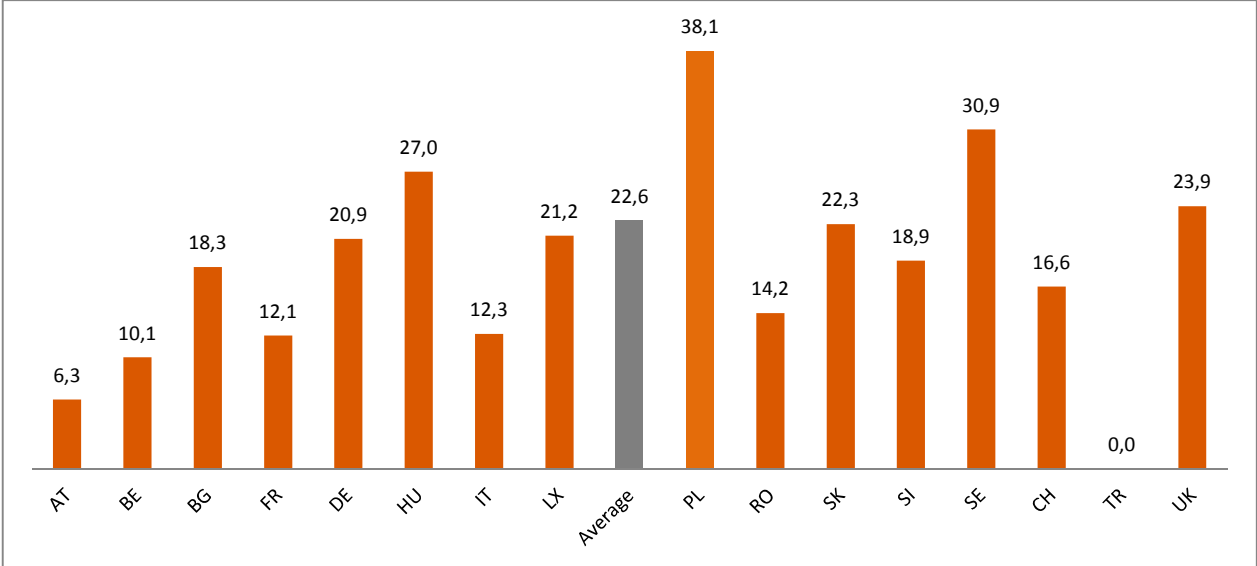


Share of women in traffic management

Almost 23% of traffic management personnel consists of women, reveals the result from 2016. Women in traffic management are best represented in Poland /38,1%/, Sweden /30,9%/ and Hungary /27,0%/.

Among comparable companies /14/, there is an overall progress of 1,22% since 2013, when it was 16,87% and grew up to 18,09% in 2016. During this four year period more significant increase of the women’s share in traffic management is noted in some countries such as Switzerland /+6,5%/, Luxemburg /+4,2%/, Belgium /+4 %/ and France /+2,4%/. A decrease of 1,8% is outlined in Turkey.

Chart 6 - Share of women in traffic management - 2016



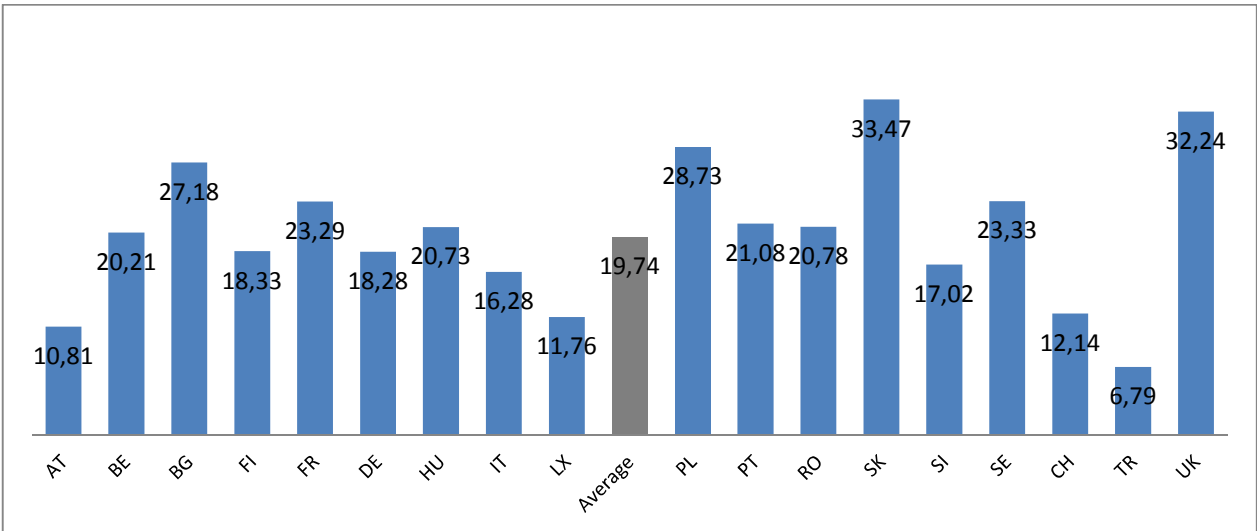
Share of women in Management

The share of women with managerial functions among all respondents is 19,74%. Best positioned are women managers in Slovakia /33,47%, UK /32,24%, Poland /28,73% and Bulgaria /27,18%. The biggest gender segregation at this professional level is observed in Turkey /6,79%, Austria /10,81%, Luxemburg /11,76% and Switzerland /12,14%.

Since 2013 among the 15 comparable companies there is an overall progress of 1,43% /17,76% in 2013 and 19,19% in 2016/. The most significant positive change has been made by Romania /+5,3%/ and Austria /+4%/. In Slovenia, though, female managers have been reduced by 4,7%.

Notably, some companies with share of women managers below the average deal well with reducing gender segregation among the researched professional groups. Such companies are from Austria, Luxemburg and Switzerland. This is a sign that effective measures exist and are applied, but also could be a sign that gender stereotypes have being overcome to a certain extent.

Chart 7 - Share of women managers - 2016

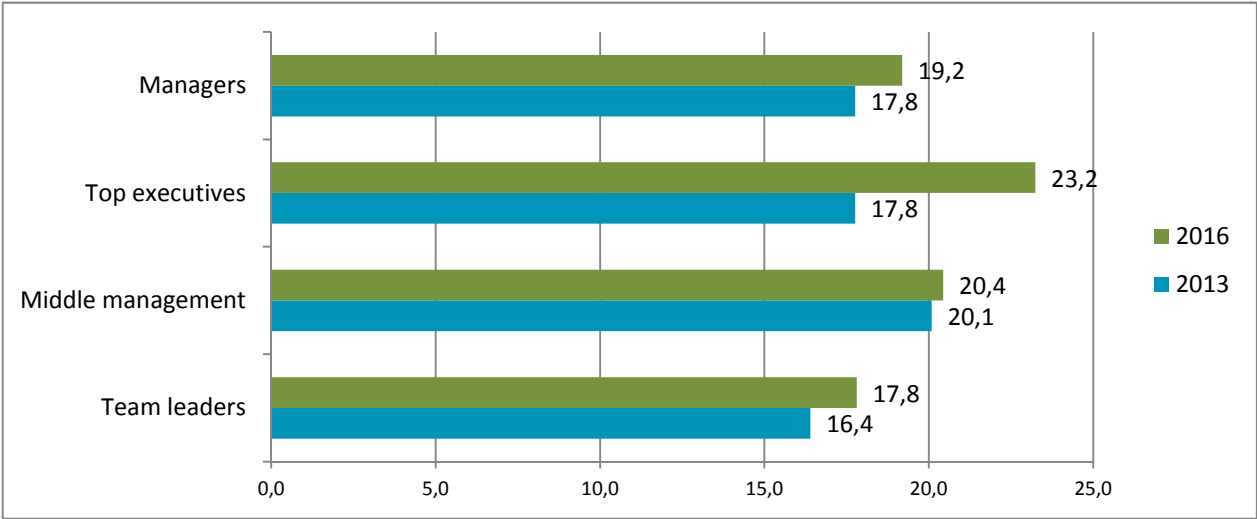


When looking at positioning of women in the different levels of management - top, middle and low /team leaders/, the results reveal the following picture in comparable companies:

Since 2013 women have gained better positioning in all management levels. 5,47% more women are reported to have authority as top executives. Less but still increased is the number of women middle managers /+0,35%/ and a team leaders /+1,4%/.

Chart 8 - Comparable Share of women in Management – Total, Executives, Middle level, Team

leaders for 2013-2016



The present survey discloses the following evolution for the period between 2013 and 2016 among comparable companies:

In the top executives group women positioned better in Luxemburg */+23,8%/*, Austria */+14%/*, Romania */+7,8%/*, Switzerland, France and Poland */+5%/*.

At middle level women’s share increased in Slovakia with 4% and in France, Belgium and Slovenia with a bit more than 2%.

Women team leader's share increased in Romania with 12,3%, followed by Austria with 4,5% and Bulgaria, Poland, Switzerland and Belgium with about 3%.

Significant negative margin is observed at top management level in Slovenia */-16,4%/*, at middle management level in Bulgaria */-20,2%/* and Slovakia */-11,5%/* and at low management level in Luxemburg */-12,3%/*.

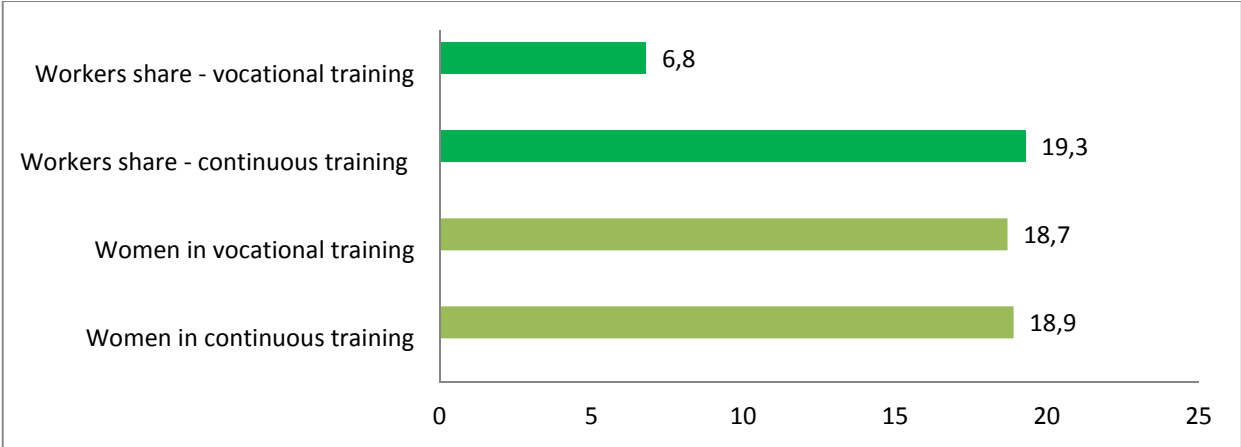
It should be noted that there is an obvious discrepancy between the overall management data and the average results of the three separate groups. To be more accurate, data should be calculated according the weight of the individual groups. For example, the top management group's share is the lowest among all employees. Thus, the entry of only one woman in a team of four would be reflected as an impressive increase of 25%, while 100 women among 5000 workers would be expressed as only 2%. Another reason for the discrepancy might be incorrect data delivered for all consecutive years. For example, data can migrate from group to group according to the interpretation of the person providing data. Therefore the overall share of women on managerial positions is the most coherent indicator.

Share of women in training

To refine the information related to training, it was decided to ask data for two groups - Workers in initial vocational training and Workers in continuous training. In 2013, only data of vocational training (apprenticeship) was asked, thus data concerning continuous training cannot be compared. Moreover, vocational training (apprenticeship) asked in 2013 was not always understood as initial vocational training as it was asked from 2015 on. Therefore, even for this topic, data cannot be compared between 2013 and 2016 for all companies. In addition, part of data provided for vocational training might be diverted to the other group which might cause inaccuracy in the result.

Accordingly, provided data from participating companies for 2016 shows that the share of all workers in initial vocational training is 6,8%, of which 18,7% are women, while the share of all workers involved in continuous training is higher - 19,3%, of which 18,9% are women.

Chart 9 –Share of women in training - 2016



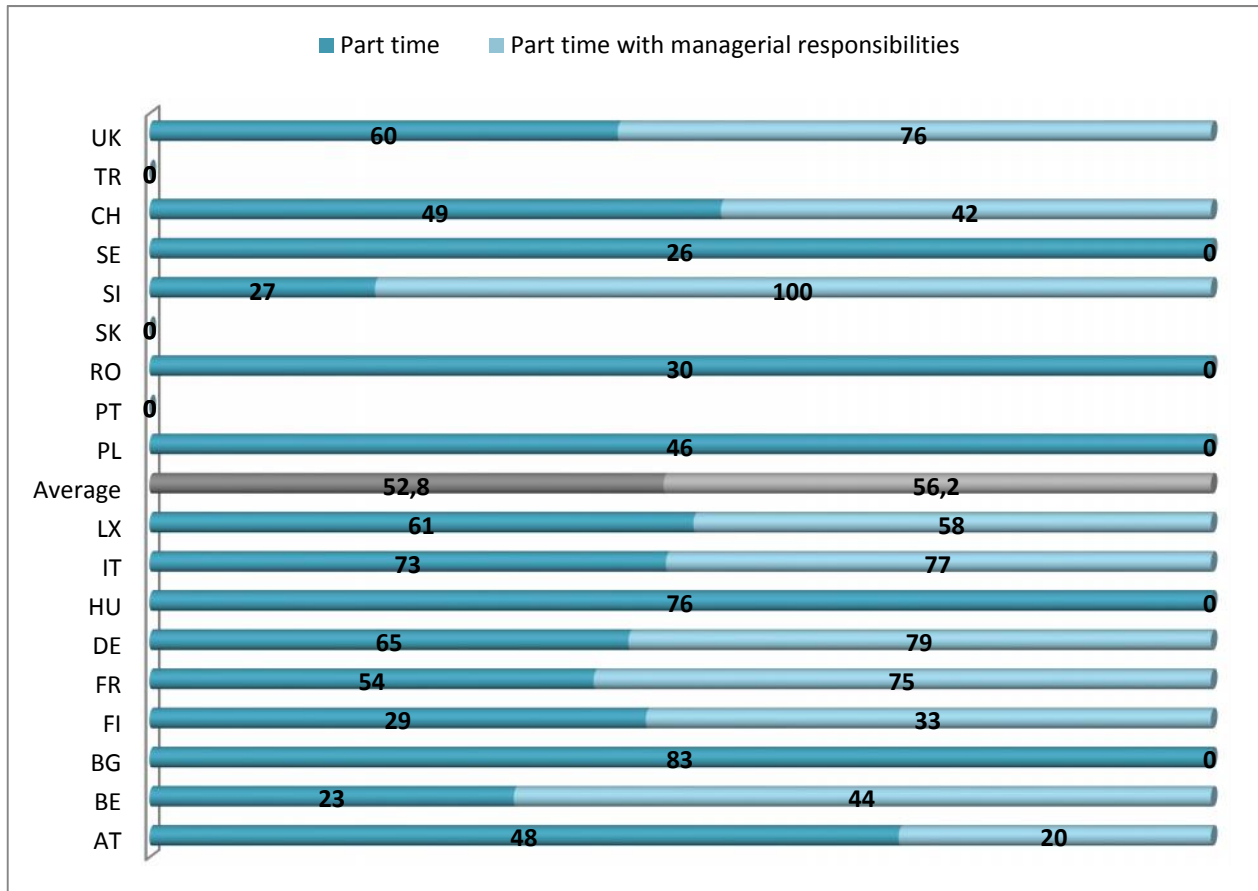
Vocational training for women in most of the comparable companies seems to have decreased with 3,30% since 2013. To some extent this could be explained with the division of the training on vocational and continuous and migration of data from one item to another. Still for some countries it can be concluded that the share of women in vocational training is rising, for example this is the case in Romania /+15,36%/, Italy /+8,75%/ and Austria /+6,77%/, while it drops in Germany /-11,88%/, Portugal and Switzerland with near 7%, Luxemburg and Belgium with near 5%. To some extent the decline could be explained with the division of the training on vocational and continuous and migration of data from one group to another.

Share of women on Part time and on Part time with managerial responsibilities

The overall share of participating companies' employees who work on part time is 5,5%, of which 52,8% are women. In Turkey, Slovakia and Portugal all employees work on full time basis only. Same is in Bulgaria and Poland with some minor exceptions of respectively 6 and

11 employees.

Chart 10 – Share of women Part time and Part time with managerial responsibilities - 2016



The increase among comparable companies is 2,44%. It developed from 50,06% in 2013 to 52,5% in 2016.

The number of women from this group who have managerial responsibilities has expanded from 47,61% in 2013 to 55,03% in 2016. The increase is 7,42%, but the actual number is only 10. It was noted a general decrease of managers working on part time contracts, which affected men only.

The most positive examples of accomplished possibilities for women managers working on part time can be found in France /+18,35%/ and Austria /+25%/. On the other hand, there is a negative trend in Luxemburg of -8,6%.

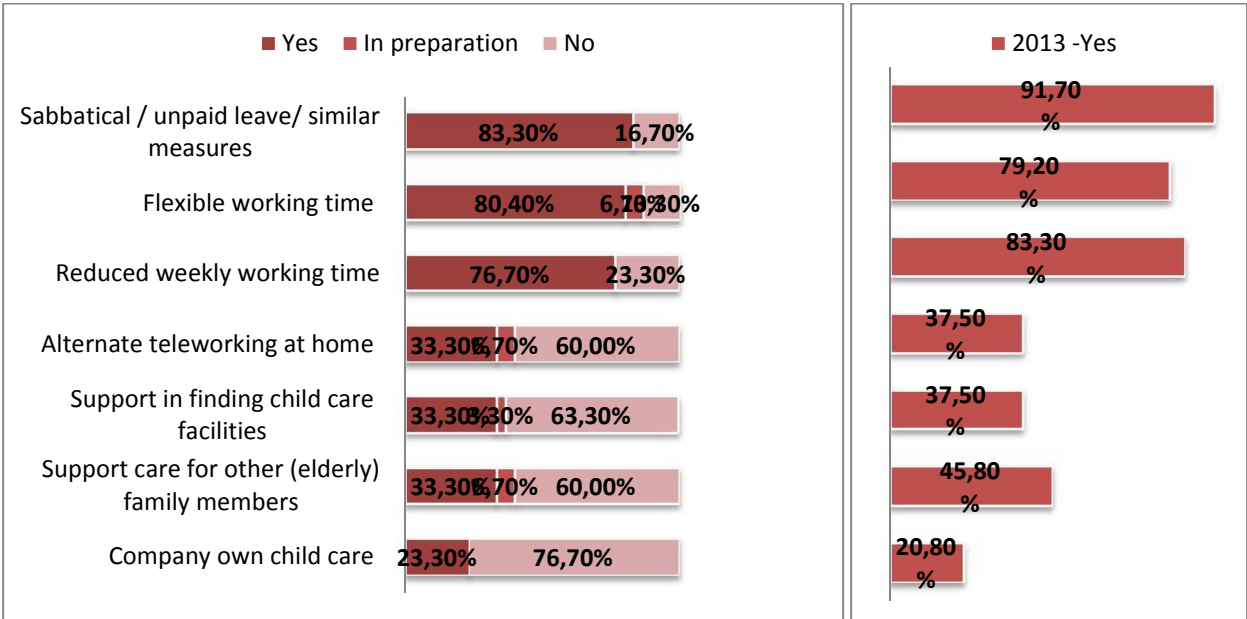
Equal opportunities measures

Measures to improve work-life balance

Most popular measures to improve work-life balance are sabbaticals, applied by 83,3% of companies, flexible working time /80,4%/ and reduced weekly working time /76,7%/. Nevertheless, since 2013 the practice of sabbaticals were reduced with 8,4% when it was offered by 91,7% of the companies. So is the reduced working time which used to be offered by 83,3%.

Teleworking, support in finding child care facilities and organizing care for dependant family members are applied in 33,3% of the companies. Own child care is the least popular /23,3%/, but it makes a slight progress since 2013 /20,80%/.

Chart 11 – Measures to improve work-life balance - comparison /2016 left, 2013 right/



Interestingly, along with the positive developments, such as introducing flexible WT /Merseyrail Electrics, UK/ and in preparation /Turkish State Railways/; teleworking /PKP Cargo, PL/ and in preparation /ZSR, Slovenia/; reduced WHrs /MÁV, HU/; support for child care facilities in preparation /FS, IT/; support in care for family members /ATOC and Abellio Greater Anglia, UK/ and Sabbatical /Infranord, SE/, a lot of undeveloped intentions and cases of regress were detected too. Three companies have frozen their intensions on flexible WT, teleworking and support in organising care for family members. Five companies have stepped back and declared lower level of implementation - from existing to a nonexistent or from existing to "in progress" level.

Measures to promote women employment and career development

To promote women employment and career development, most companies rely on Initiatives to improve health and hygienic conditions /73,3%/ (compared to 58,3% in 2013), Training of human resources personnel and managerial staff /66,7%/ (compared to 50% in 2013) and Review of recruitment procedures /56,7%/ (compared to /37,5%/ in 2013). Least applied are the measures for continuous training for women and quantitative targets for women employment.

Chart 12 – Measures to promote women employment and career development - 2016

/2016 left, 2013 right/

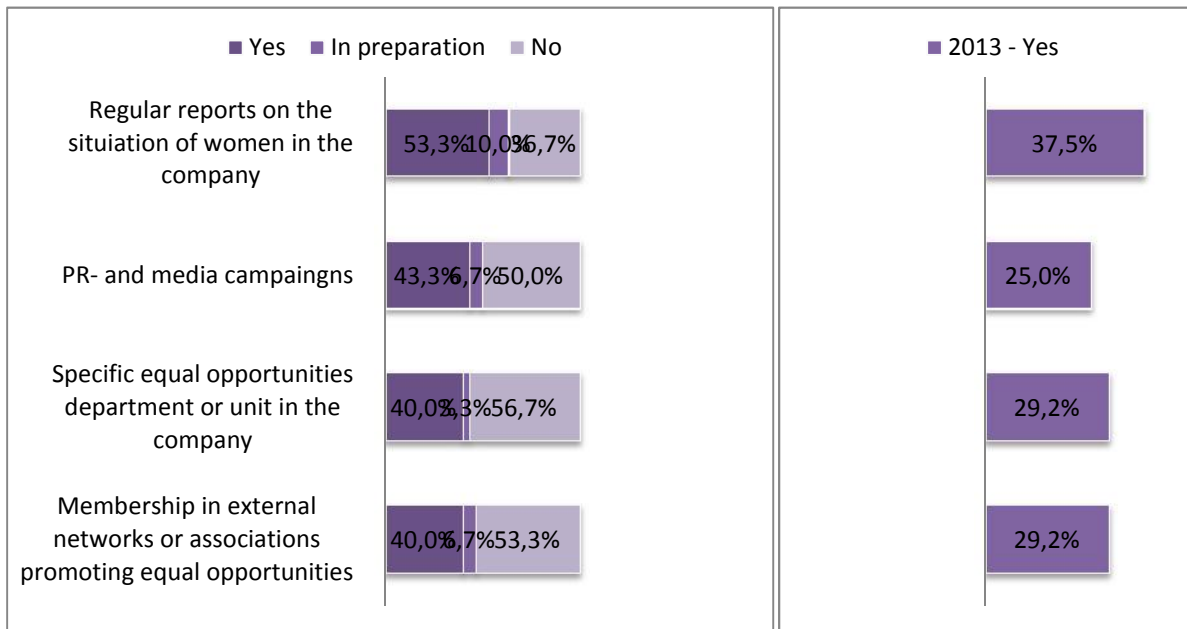


Along with the cases of improvement - 20 measures have been transformed from nonexistent to planned or implemented, some undeveloped intentions and regress have been spotted. 8 companies have frozen their intensions on 7 of 8 variables of this group of measures. 9 are the cases of returning to a lower level in almost all areas - from "In preparation" to "Not implemented", even from "Implemented" to "In preparation".

General equal opportunity measures

Regular reporting on the situation of women is applied at about **53,3%** of the companies (compared to /37,5%/ in 2013) as a top general equal opportunity measure. Advancement has been achieved in the sphere of PR and media campaigns organizing - 43,3,5% (compared to /25%/ in 2013), having a specific equal opportunities department or unit and a membership in external networks or associations promoting equal opportunities - 40,3% for both (compared to 29,2% in 2013).

Chart 13 – General equal opportunities measures - 2016 /2016 left, 2013 right/



Again, as described above, a lot of undeveloped intentions and regress have been discovered. The conclusion that could be drawn in this case is for incorrectly presented data from the outset, which unfortunately might compromise the accuracy of data on measures analyzed by the current report.

Policies on prevention of harassment and violence

For a first time since the beginning of the annual reporting on the situation of women in European railways, companies were asked whether they apply policies on prevention of harassment and violence. The result shows that 63% of them apply such measures. Given the importance of assuring safety and security of passengers and staff in the sector, and concrete activities of the European social partners on the issue, namely with projects and joint recommendations on psycho-social risks and third-party violence, this figure draws the attention of the social partners and calls for more attention and analysis in future surveys.

Influence of Joint Recommendations on company gender measures

Another item added since the beginning of this annual reporting was the question whether and to what extent the Joint Recommendations of the European social partners for a Better representation and integration of women in European railways, signed in 2007, have influenced the company measures on gender equality. 11% companies reported they have been highly influenced by the Joint recommendations, the majority 63% - were partly influenced, and 23% of the companies declared they were not influenced at all.

Conclusions

From a practical point of view, the analyzing process is very burdensome due to complexity (and sometimes fear of inconsistencies) of data provided. To provide some examples, each year different companies take part; there can be different interpretations of some notions such as engineers, and top and middle management. Hence, the accuracy of data on measures is compromised. In addition, the results are complicated and difficult to understand for the reader, due to the double presentation of data for participating companies and for comparable companies across all time series.

The advancement of women's employment in European railway companies results in being very slow. It should be noted, however, that factors such as overall staff reduction hinder the actual result. It is promising to note that, among the professional groups and hierarchical levels that are analysed individually in the survey, the increase in women's share is higher than the average, from which it could be concluded that companies make real efforts to increase the employment of women. It can also be inferred from the results that in some companies gender-related stereotypes linked to certain professions may have been overcome. In fact, a number of companies report similar good results in all professional groups and levels. Finally, fast progress is registered in some companies, even though for the moment the overall number of women remains very low.

Recommendations

In many cases the submitted data provokes more questions than gives answers. This is due to methodological and practical complexities, as well by the varying number and composition of participants. Therefore, a professional, in-depth study is needed to provide with more accurate information and to answer the accumulated questions. In case the annual survey practice continues in future, it is recommended the following possibilities to be discussed:

- to reduce the data collected /number of questions/ specially on measures
- to involve a professional researcher

Meanwhile, more active dissemination and application of the JR on better representation of women among companies is of utmost importance to achieve better results. Inclusion of Gender equality in the collective bargaining at national, sectoral and company level should not be underestimated as one of the most important levers.

Finally, it should not be forgotten that social partners have the opportunity to turn the recommendations into a binding agreement thus not only contributing to gender equality in the sector but setting a level playing field among companies.

Brussels, 16 May 2018