



**Results of the 2013 questionnaire
on the development of women employment
in the railway sector in Europe**

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- Overall, fewer companies but from more countries took part in comparison to 2010
- Due to this and the change in questions, the possibilities to show any progress are limited
- The average share of women among employers in the participating railway companies is about 19,5 % - similar to the share of around 20 % in 2010
- There are increasing proportions of women in railway enterprises up to 3 percent in 5 comparable countries
- In technical professions, women are still underrepresented but there are some differences:
 - In Eastern Europe the proportion of women among the engineers is significant higher than in Western Europe (East: 40 % - West: 11%)
 - There are hardly any female locomotive drivers - the highest rate is below 3 percent
- Flexible working time, part time work and sabbaticals are the most popular measures to improve work-life balance - teleworking is upcoming
- Few additional answers show a main focus on measures for parents
- Initiatives to improve health and hygienic conditions and awareness raising measures for HR staff and employees with managerial responsibilities are the most popular measures to promote employment and career development of women
- Reviews of recruitment procedures and STEM campaigns are frequently planned activities



Aims of the survey

- To gain an overview of the representation of women in European rail enterprises
- To update of statistical data on women in rail
- To compare developments since 2010 as far as possible

Methods

- Quantitative survey for all CER members, conducted between June 2013 and November 2013 (in order to receive as many responses as possible)
- In total 24 railway companies in 19 countries returned completed questionnaires
- The 2010 survey answered 13 of the 24 railway companies
- Data for time series could not be provided comprehensively by all responding railway companies
 - the types and wording of questions differ between 2010 and 2013
 - the participation of companies varies between surveys
- Availability of information depends on the interpretation of questions - inconsistent answers were not analysed

Participating railway companies



Western Europe

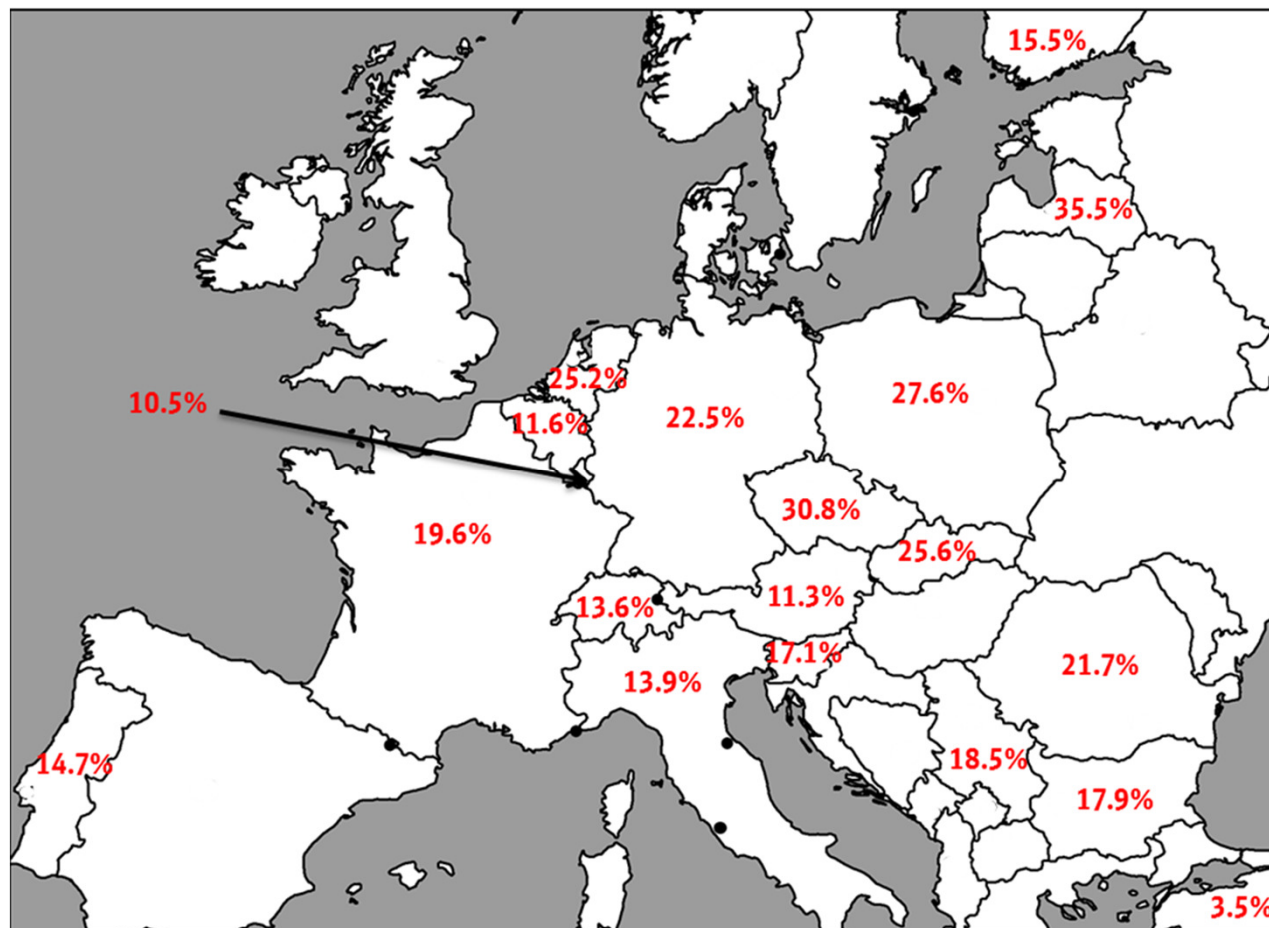
- **BLS*** - Switzerland
- **CFL Cargo** - Luxembourg
- **CP*** - Portugal
- **DB*** - Germany
- **FS Group*** - Italy
- **NS** - The Netherlands
- **ÖBB*** - Austria
- **RhB** - Switzerland
- **SBB*** - Switzerland
- **SNCB/NMBS*** - Belgium
- **SNCF*** - France
- **SFL/CFL** - Luxembourg
- **VR Group** - Finland

Eastern Europe

- **ČD*** - Czech Republic
- **LDz** - Latvia
- **NRIC*** - Bulgaria
- **PKP Cargo*** - Poland
- **SŽ*** - Slovenia
- **CFR-SA*** - Romania
- **TCDD** - Turkey
- **ŽSR** - Slovakia
- **ŽS** - Serbia
- **ZSSK** - Slovakia
- **ZSSK Cargo** - Slovakia

* Company took part in the 2010 survey.

Percentage of women in European railway companies



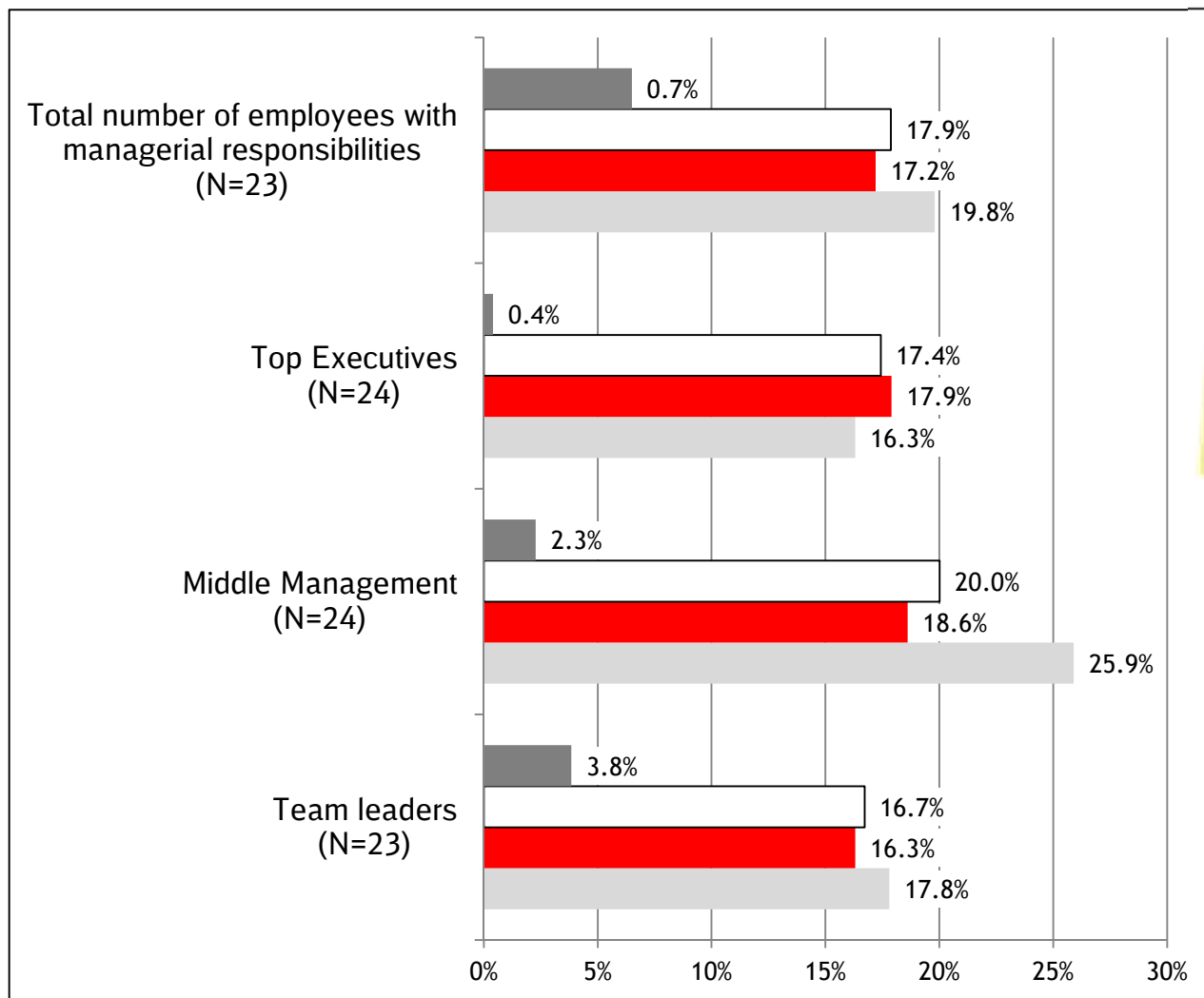
Average shares of women among employers ...

in Europe	19.5 %
in Western Europe	19.1 %
in Eastern Europe	20.9 %

Increasing shares in comparison to 2010 in 5 countries
(Austria +2.9 %, France +0.8 %, Germany +1.7 %, Italy +0.6 % & Slovenia +2.8 %)

Decreasing shares in comparison to 2010 in 2 countries
(Bulgaria -6.7 %, Portugal -1.5 % & Romania -1.1 %)

Percentage of women in management positions

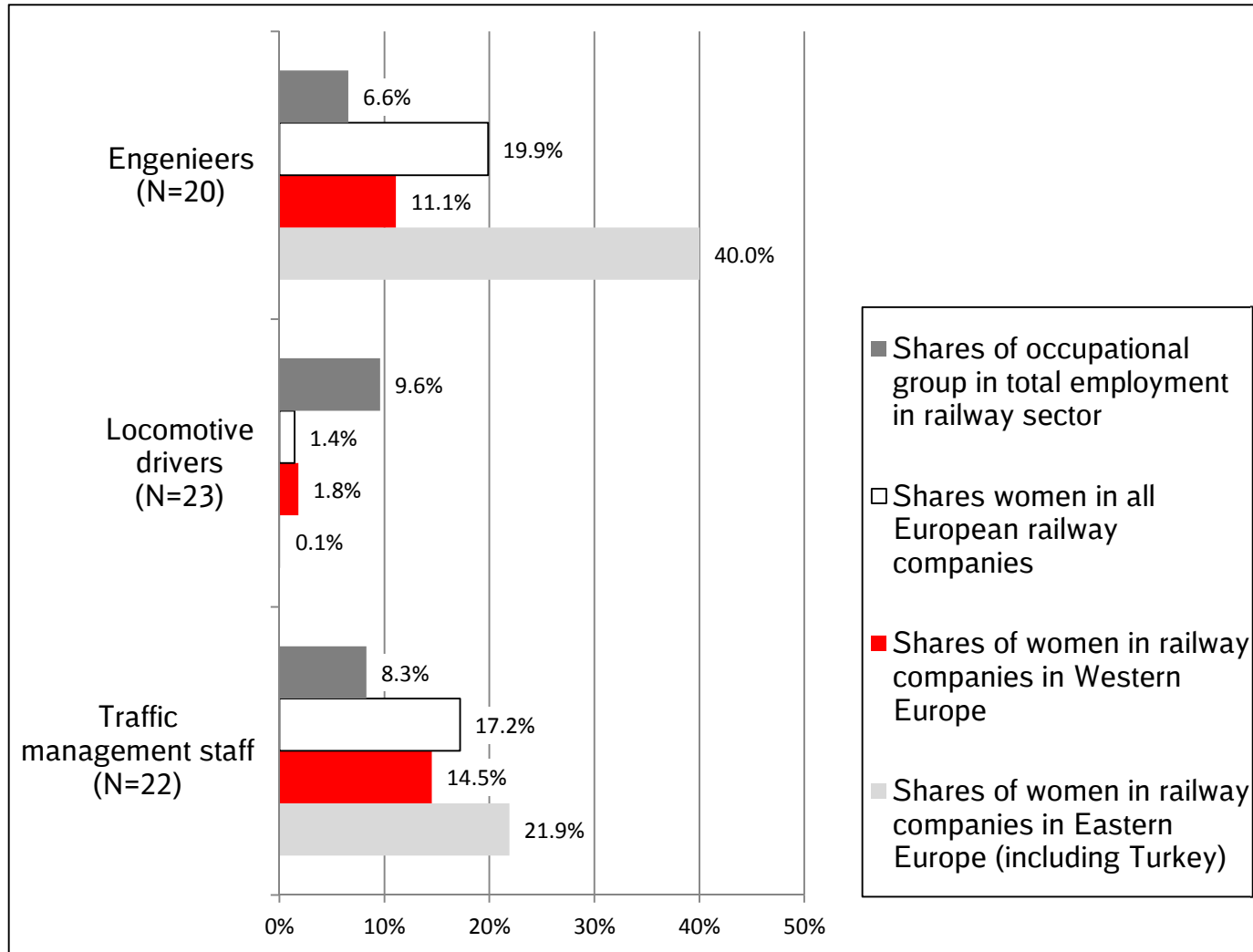


Highest share of women in positions with managerial responsibilities:
Czech Republic 32.2 %

Lowest share of women in positions with managerial Responsibilities:
Austria 6.8 %

- Shares of occupational group in total employment in railway sector
- Shares of women in all European railway companies
- Shares of women in railway companies in Western Europe
- Shares of women in railway companies in Eastern Europe (including Turkey)

Percentage of women in technical professions



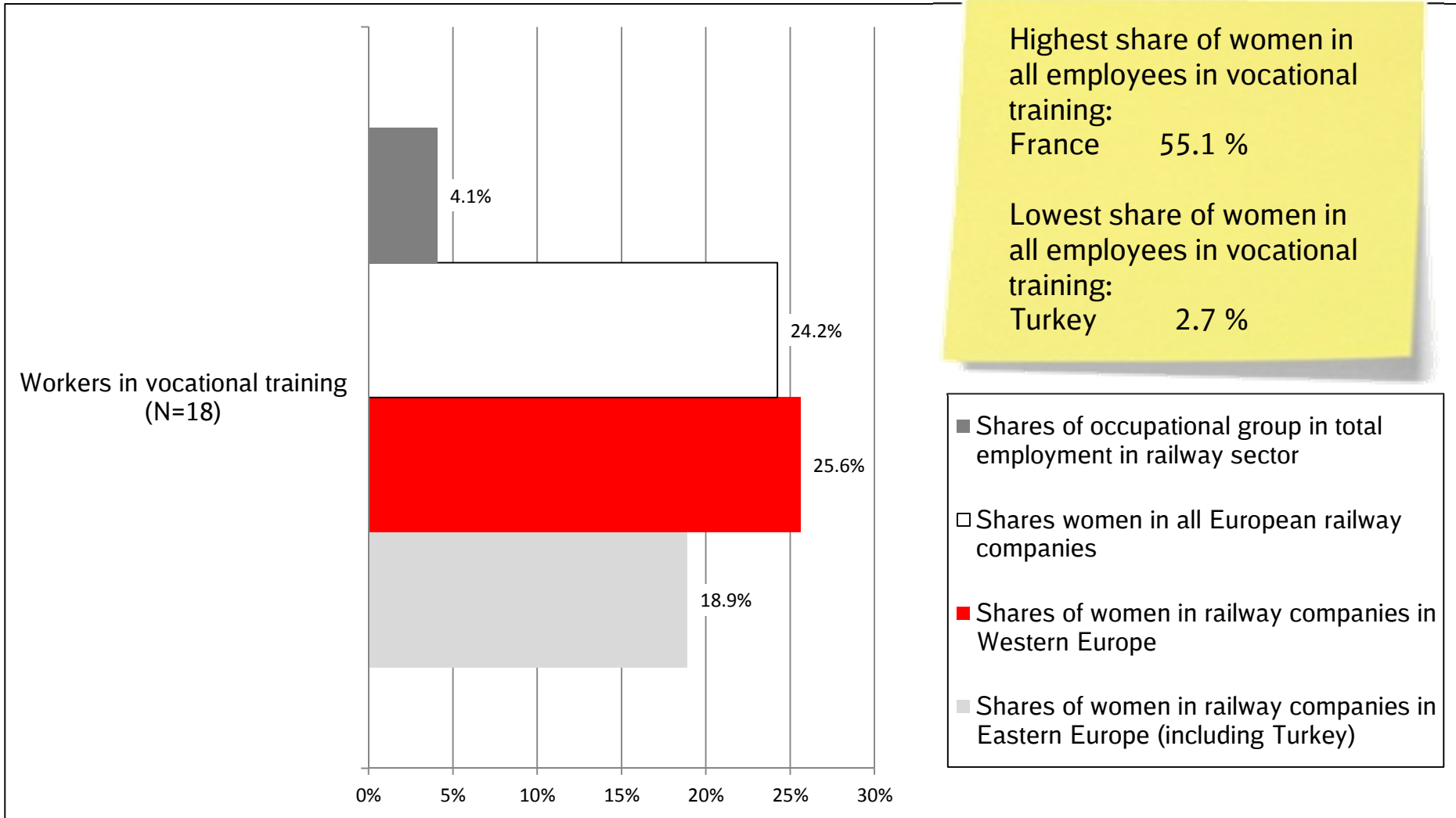
Highest share of female engineers:
Latvia 58.9 %

Lowest share of female engineers:
Belgium 2.0 %

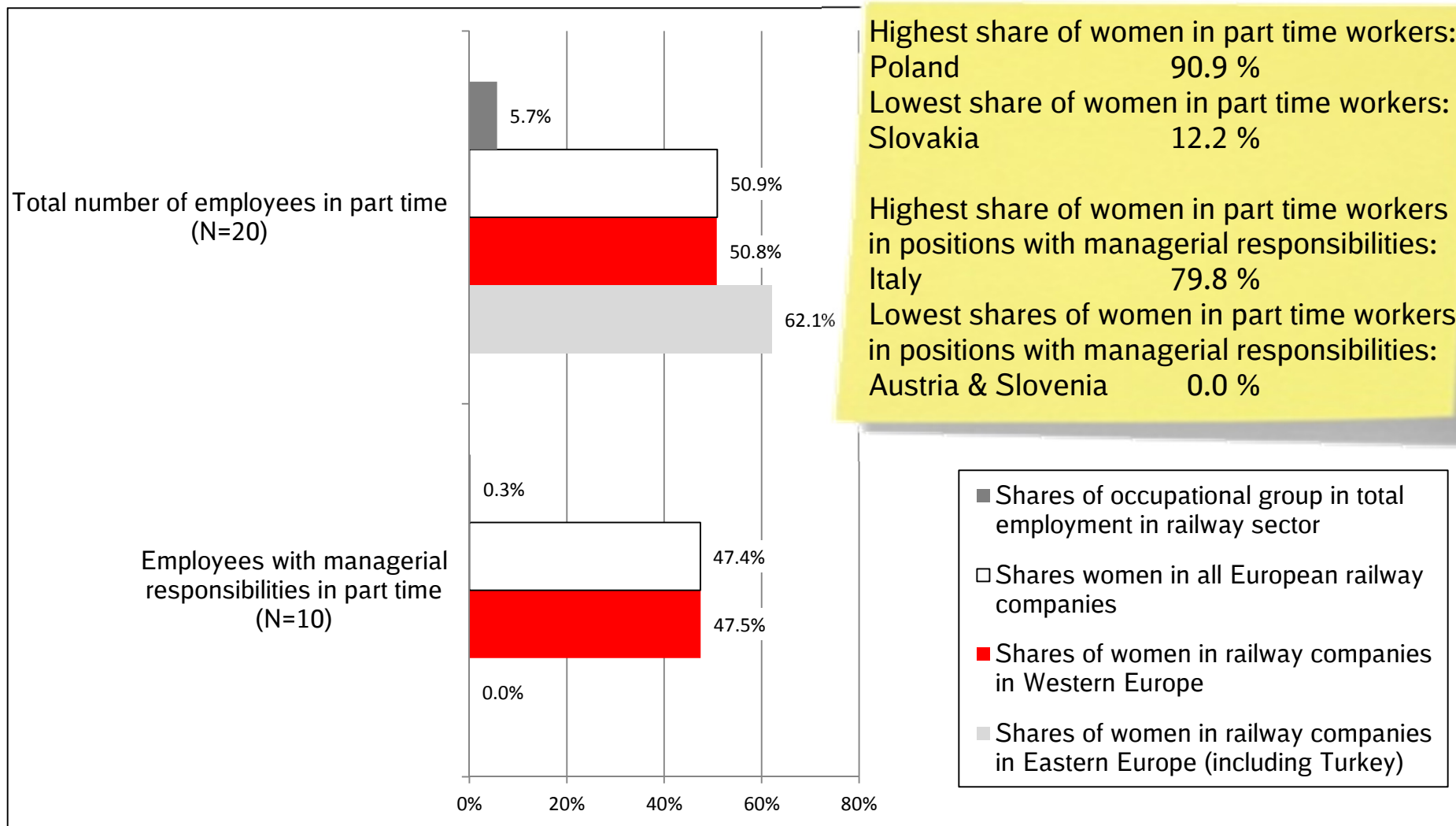
Highest share of female locomotive drivers:
Belgium 2.9 %

Lowest shares of female locomotive drivers:
Latvia, Poland, Romania, Slovenia & Turkey 0.0 %

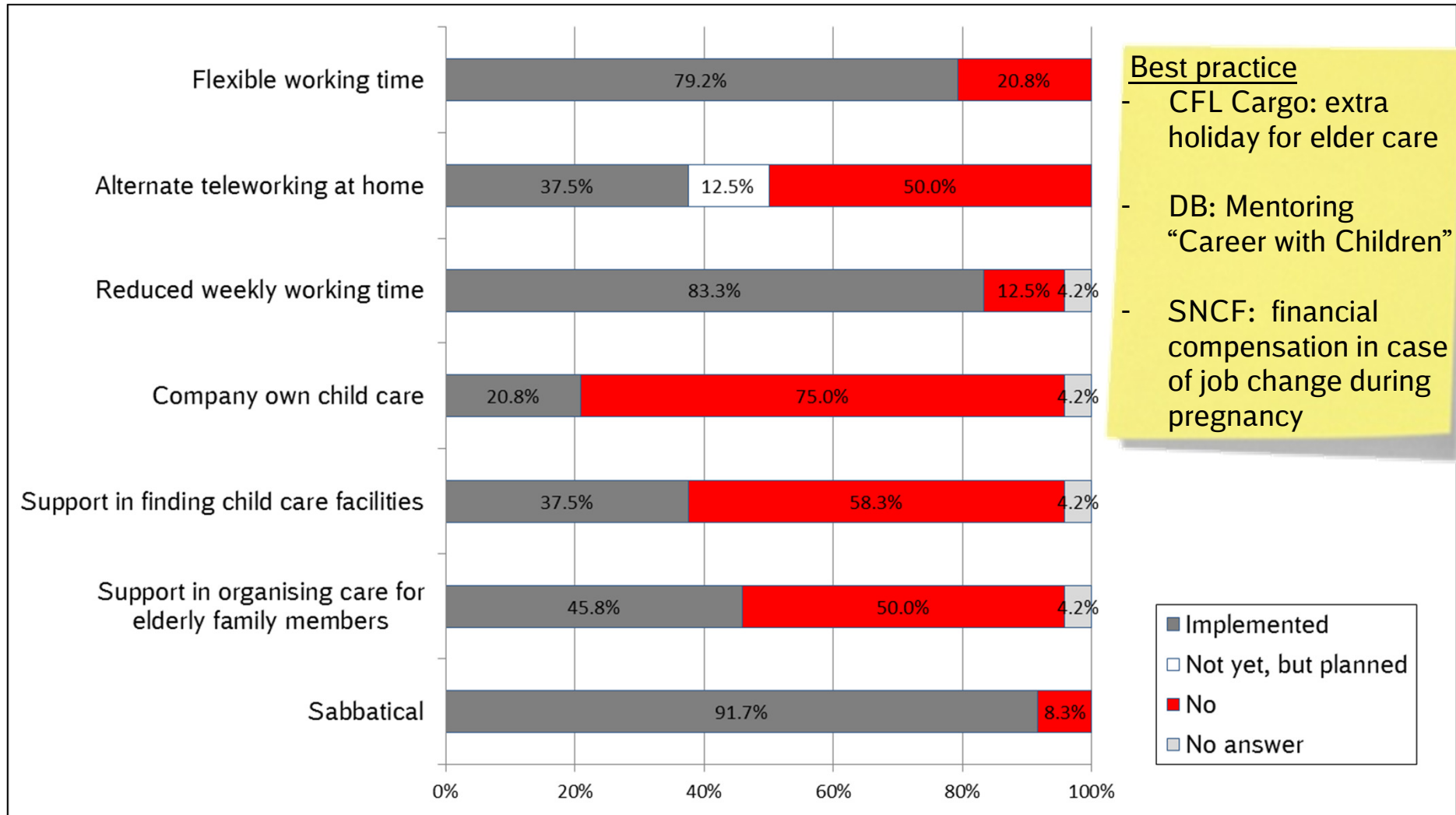
Percentage of women in vocational training



Percentage of women in part time workers



Measures to improve work-life balance responsibilities

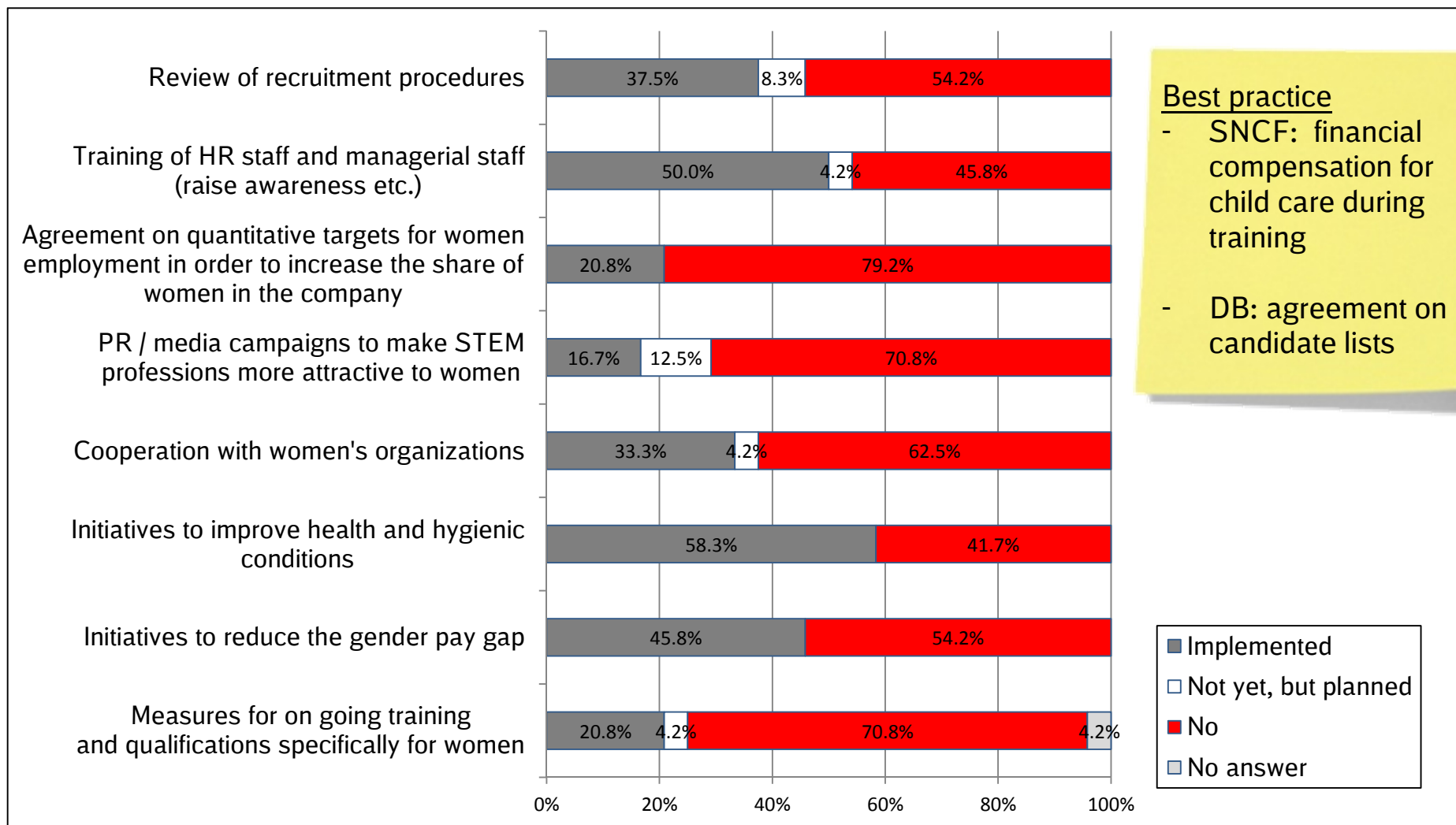


Best practice

- CFL Cargo: extra holiday for elder care
- DB: Mentoring “Career with Children”
- SNCF: financial compensation in case of job change during pregnancy

■ Implemented
 □ Not yet, but planned
 ■ No
 □ No answer

Measures to promote employment and career development of women



General equal opportunities measures

