



# Joint Recommendations for better representation and integration of women in the railway sector

Status and how to apply the Joint Recommendations

ETF/CER, October 2009

**Joint Recommendations of the Social Partners  
for better representation of women in the sector**

**How to implement the Joint Recommendations?  
Examples from ,Mid-term evaluation‘ 2008**

**Next steps and contacts**

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Next steps and contacts

# The “Charter of Rome” on the better representation of women in the rail sector was signed in 2007

## 2004 / 2005

- Interviewing enterprises and trade unions on behalf of CER and ETF regarding the situation of women working for railway companies
- Evaluation of questionnaires and discussions with support of ISFORT

**QUESTIONNAIRE FOR REPRESENTATIVES OF RAILWAY TRADE UNIONS IN EUROPE**

**QUESTIONNAIRE FOR REPRESENTATIVES OF RAILWAY ENTERPRISES IN EUROPE**

## 2006 / 2007

- Preparation of an agreement between CER and ETF for the improvement of the situation of women
- Presentation of recommendations for actions and best-practice examples\*
- Presentation and signature at a conference in Rome

**Questionnaire to members (autumn 2008)**



## 2010

- Follow-up: Three years after the signing of the charter the implemented measures shall be explored and evaluated
- **Target:** Women working in the railway sector have equal rights compared to men both in terms of vocational education, occupation and career development at all hierarchical levels

\*see <http://www.cer.be> publications → charters and agreements

# Mid-term evaluation: The questionnaire was answered by 8 Railway undertakings and 9 Trade union organisations



Questionnaire to members (autumn 2008)

Gemeinsame CER/ETF Empfehlungen für eine bessere Vertretung und Integration von Frauen im Eisenbahnsektor

JÄHRLICHE ÜBERPRÜFUNG DER UMSETZUNG DER GEMEINSAMEN CER / ETF EMPFEHLUNGEN

FRAGEBOGEN 2008

Name des Unternehmens / der Gewerkschaft

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Land

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Name der Kontaktperson

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E-mail

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Telephon + Fax

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Anmerkung für Gewerkschaften: Wenn Ihr den Fragebogen sowohl für Euer Unternehmen als auch für Eure Gewerkschaft beantworten möchtet, bitte sendet zwei Fragebögen.

## Companies

- EWS – United Kingdom
- ÖBB – Austria
- „BDZ“EAD –Bulgaria
- Raab-Oedenburg-Ebenfurter Eisenbahn AG / GySEV – Hungary
- CFR CALATORI – Romania
- FS - Italy
- DB AG – Germany
- SBB - Switzerland

## Trade unions

- CGT - France
- TRANSNET - Germany
- ACOD - Belgium
- Tilt-Cgil - Italia
- Fit-Cisl - Italia
- Uiltasporti - Italia
- CCOO - Spain
- NUNL - Norway
- Railway Workers Trade Union of Croatia

Joint Recommendations of the Social Partners  
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**How to implement the Joint Recommendations?  
Examples from ,Mid-term evaluation‘ 2008**

Next steps and contacts

# Mid-term evaluation: Many good examples for those who have not yet started the implementation



Questionnaire to members (autumn 2008)

## Examples reported by railway companies and trade union organisations in the fields of:

Dissemination of the Joint Recommendations	page	7
Implementation approach	page	8
Specific measures	page	10
„Total E-Quality Award“	page	16

# Examples for **dissemination** of the Joint Recommendations – make it known!



Questionnaire to members (autumn 2008)

## Answers:

- **At the Company / Trade Union web site**
- Internet chat room or Intranet forum
- **Through mail or newsletter to:**
  - top management
  - middle management
  - **all company employees / trade union members**
- Posters or other advertisements
- **Meetings to present the recommendations**
- **Events**
- Exchange of communication strategies with other CER Companies / ETF Unions
- Information to media
- Information to local/national Equal opportunities networks
- Others (e.g. lectures at universities or external research groups)

## Most frequent measures:

### **Use of the electronic communication channels**

- Web, e-mail, newsletter, web site of the Company/Union, Intranet

### **Take Joint Recommendation as occasion for meetings and events on “women in railway companies”**

- meetings for employees and executives
- particular projects for girls
- networking, exchange of experience
- presentation of the recommendations at the union’s Steering Committee and at Women Committees

# Examples for the **implementation approach** chosen by companies or trade unions - variety of concepts (1/2)



Questionnaire to members (autumn 2008)

## Answers:

1. Adopt a **Diversity strategy** with special programmes for women (incl. trainings)
2. Arrange **agreements** for equality, against discrimination and sexual harassment including the adoption of an Company Charters
3. Promote of **women in management positions / responsible functions, e.g.**
  - Programmes with specific trainings for women
  - Objective target (quota) for women in management positions and a quota in union's constitution to ensure share of women e.g. in bargaining committees
  - For women working in the field of communication, there have been adopted some measures in order to develop their negotiation competences



# Examples for the **implementation approach** chosen by companies or trade unions - variety of concepts (2/2)



Questionnaire to members (autumn 2008)

## Answers:

4. Tackle specific **Security problems**, e.g.
  - Projects on on-board staff of regional transport to prevent risk for their own security and the security of passengers through training, psychological and legal instruments
  - Agreement of Ministry of the Interior and Security and Police Department to discuss periodically about security problems (FS Group)
5. Support **work family balance**, e.g.
  - Company kindergarten
  - Information about parental leaves
  - Workshops with executives and members of staff on flex-time
  - As a permanent element of the yearly staff appraisals the balance between work and family lives
6. Develop **Programmes for girls and their education** (e.g. school cooperation; girls days)



„Girls day“ at DB

# Specific measures – examples for new measures taken or projects initiated



Questionnaire to members (autumn 2008)

## Summary of answers received:

- 1. Promote networking, e.g.**
  - Woman after work – discussion about equality, success stories
  - „Fireside talks“ for women in management
  - „Women unlimited“ for 2009 – railway-women from neighbouring countries speak together
- 2. Public relations about women in the railways**  
(e.g. in magazines; in the framework of recruitment programmes)
- 3. Balance between work and family, e.g. implementation of**
  - Job-Sharing
  - Telework
  - Part-time-work/4-days-week
- 4. Publish statistical reports on the situation of gender equality**
  - At different levels of the hierarchy
  - Employment share of women
  - Salary trend between genders
- 5. Adopt the principle of equal job opportunities and job assignments for women when equal qualification**



Questionnaire to members (autumn 2008)

#### Examples from Companies

##### ÖBB - Austrian Railway Company



- Periodical discussion about various topics, for instance gender dimension, exchanging of experiences, work life balance (WAW – Women After Work)
- Activity with women in management positions (Kaminabende für Frauen im Management)
- Yearly event for all the women working in the ÖBB company (MitarbeiterInnentag)
- Girl project with the AMS – Arbeitsmarktservice – labour market service (Mädchenprojekt) <http://www.ams.or.at/>

##### DB – Deutsche Bahn



Mobility  
Networks  
Logistics

- Exchange of experience on diversity with representatives of 20 big German companies - Panel Women in the economy (Forum Frauen in der Wirtschaft)
- Workshop at the occasion of the “Year of Equal Opportunities” with leaders and employees of the company (2007)
- presentations in the working group „Diversity in logistics“ and lectures at the university “Freie Universität Berlin”

# Specific measures

## An example from Belgium – a poster campaign (1/2)



Questionnaire to members (autumn 2008)

### Examples from Companies

SNCB



Label Egalité Diversité



- With the objective of employing more women, the company has done a **campaign** based on posters with women occupying centre stage
- The **Equal Opportunity Committee** is the institution who deals with all the aspects concerning the equality and diversity

Slogan: "Different, but on the same rail"



Slogan: "Build with us the tomorrow's train"

# Specific measures

## An example from Belgium. A poster campaign (2/2)



Questionnaire to members (autumn 2008)

### Examples from Companies

SNCB



Slogan: "My opinion! I give it, of course!"



Label Egalité Diversité

- This campaign was promoted by SNCB but the initiative was taken both by the trade union and the company
- For more information about the campaign "Egalité" of chances and "diversité" on the SNCB web site: <http://jobs.b-rail.be/main/F/home.php>.



Slogan: "He or she?"

# Specific measures - projects, activities planned for next years to reach the goals of the charter



Questionnaire to members (autumn 2008)

## Summary of answers received:

- 1. Information and making aware on ,equal opportunities‘, e.g.**
  - Seminars on „Equal opportunities“
  - Information on equal opportunities topics through newsletters and intranet
  - Enlargement of the section intranet „Equal opportunities“
  - During the election campaigns pointing out the elements important for women
- 2. Health, e.g.**
  - Screening on breast cancer
  - As far as comfort available on the job is concerned, new work uniforms
- 3. Security, e.g.**
  - widen and ameliorating the legal and insurance protection for personnel attacked during the service
  - Full carry out of the specific training plan for security of this staff
  - Continuing the actions
- 4. Strengthening women in their positions, e.g.**
  - Individual consulting, points of contact for women in the company
  - Training programmes, e.g. „Empowerment“ for women
  - Mentoring and Coaching
- 5. Balance between work and family, e.g.**
  - Continuation and extension of existing measures
  - Further improvement of the support for child care

# Specific measures - ways to inform about the measures taken to reach the goals of the charter



Questionnaire to members (autumn 2008)

## Summary of answers received:



Arbeitsplatz | Wissen | Marktplatz

Sie sind hier: Startseite > DB-Mitarbeiter > Arbeit & Leben > Beruf und Familie > Familie



### Bessere Vereinbarkeit von Beruf & Familie

Die Initiative „Beruf & Familie“ hat zum Ziel, die Vereinbarkeit von Beruf und Familie aktiv so zu unterstützen, dass eine tragfähige Balance zwischen den Interessen der Beschäftigten und denen des

### Familienservice



#### Rahmenvertrag mit dem Dienstleister ElternService AWO

Ab sofort steht bundesweit der Informations-, Beratungs- und Vermittlungsservice des ElternService AWO den Mitarbeitern zur Verfügung.

Lesen

### Kinderbetreuung



#### Kinderbetreuung mit dem ElternService AWO – gut organisiert

Berufstätige Eltern stehen oft vor dem Problem, eine dauerhafte und regelmäßige Kinderbetreuung zu

1. **Reports** about the current projects and measures are placed **in the company/union's magazine and internet**, spread via email or newsletter to all the employees and union's delegates
2. **Face to face dialogue**
3. **Statistics on women and men** about the presence in specific professions and hierarchic levels

**Example:** DB intranet information about measures for a better balance between work and family

# Specific measures - collective agreement on equal opportunities for women and men + “joint committees”

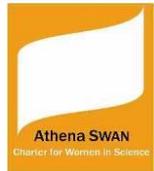


Questionnaire to members (autumn 2008)

## Examples

- Italy and Germany: **Collective agreements** at national level
- Italy: 15 **Equal Opportunities Committees** at regional level  
→ Joint Committees, composed by representatives of the unions and an equal number of company representatives
- Provisions in the **collective agreement at company level** at e.g. CFR Calatori/Romania and Raaberbahn/GySEV in Hungary

# “TOTAL E-QUALITY” in Europe - national cross-sector awards that could be aimed at by the railway undertakings



<b>Country</b>	<b>Award</b>	<b>Publisher</b>
Germany	Total E-Quality Prädikat	Total E-Quality e.V.
Finland	Equality Award	Minister for Equal opportunities
France	Label Egalité	Ministère Délégué à la Cohésion Sociale et à la Parité
Greece	The best five companys	ALBA Graduate Business School
Latvia	Gender Equality Index	Minister for social inclusion
Luxembourg	L'action Positive	Minister for Equal opportunities
Norway	Gender Equality Award	Department for education and analysis
Poland	Equal Oppotunities Company	United Nations Development Programms (UNDP)
Portugal	Equality is Quality	Commission for equal opportunities in work and occupation
Czech Republic	Citigroup Competition	Gender Studies
UK+North Ireland	Athena SWAN Awards	Athena SWAN

# „Total E-Quality Award“ in Germany 2008 - survey among the awardees about the benefits of the award



■ Sensitisation of the management for the subject ,equality‘	<b>72,9 %</b>
■ Identification of weak points in the area ,equality‘	<b>56,3 %</b>
■ Improvement of HR development	<b>49,0 %</b>
■ Equality policy has become part of the quality management	<b>46,9 %</b>
■ To ensure the staff requirement	<b>34,7 %</b>
■ Increase of job satisfaction	<b>58,3 %</b>
■ Increase of creativity	<b>43,5 %</b>
■ Reinforcement of loyalty of the employees	<b>31,3 %</b>
■ Increase of productivity	<b>28,3 %</b>

# First results – first success: more women in railway professions, increased share of women among new staff



Questionnaire to members (autumn 2008)

## Examples of goals already achieved by companies

- More women in atypical jobs / “men’s” jobs
- Average share of women among new employees has increased significantly



Joint Recommendations of the Social Partners  
for better representation of women in the sector

How to implement the Joint Recommendations?  
Examples from 'Mid-term evaluation' 2008

**Next steps and contacts**

## **Next steps:** What could be done in the next future in order to reach the goals

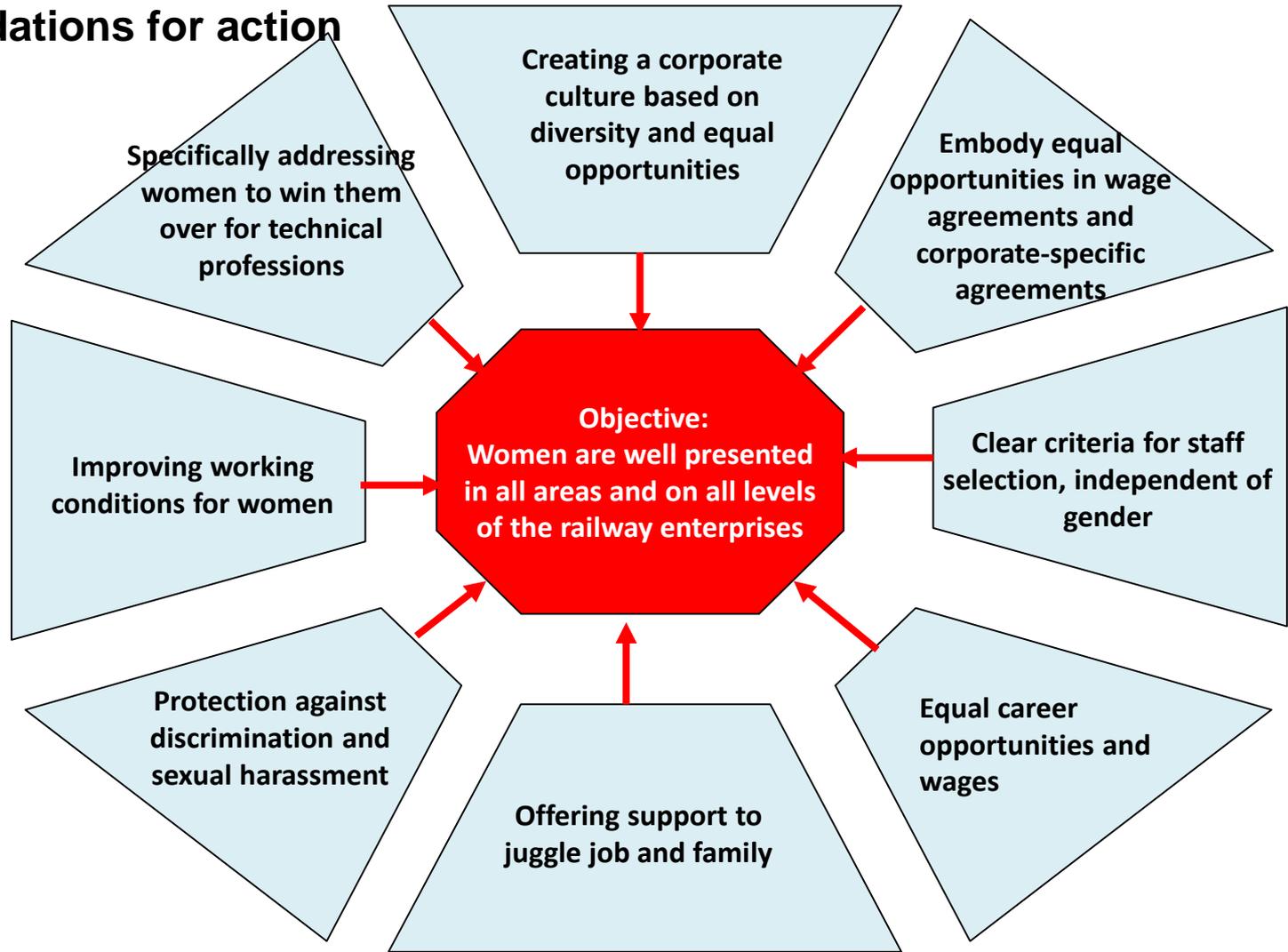


- 1. Use these inspirations** as an example to set up Unions' policies and develop Companies' projects.
- 2. Compete for national Total E-Quality award** if existing in your country
- 3. Be aware of the follow-up project of the Joint Recommendations for better representation and integration of women in the railway sector.** This activity will be initiated in 2010 by the of European Social Dialogue Committee on the implemented measures and the results evaluated and published

# What needs to be done in order to **improve representation and integration of women** working for railway undertakings



## Recommendations for action



# Why it is **important to implement the charter** for better integration of women



- Changes require **time and** a lot of **commitment**
- The **restructuring process** in East European railway undertakings is on its way and also has to cover the attitude towards the role of women in work processes
- The **lack of skilled personnel** can only be compensated for through the integration of women
- For the **follow-up 2010**, specific results of the implementation of the charter are expected
- Railway undertakings and trade unions require **support / guidance** when implementing the Joint Recommendations



# Find below the **contacts** of the companies/organisations that replied to the questionnaire 2008



**ETF contacts to be added**

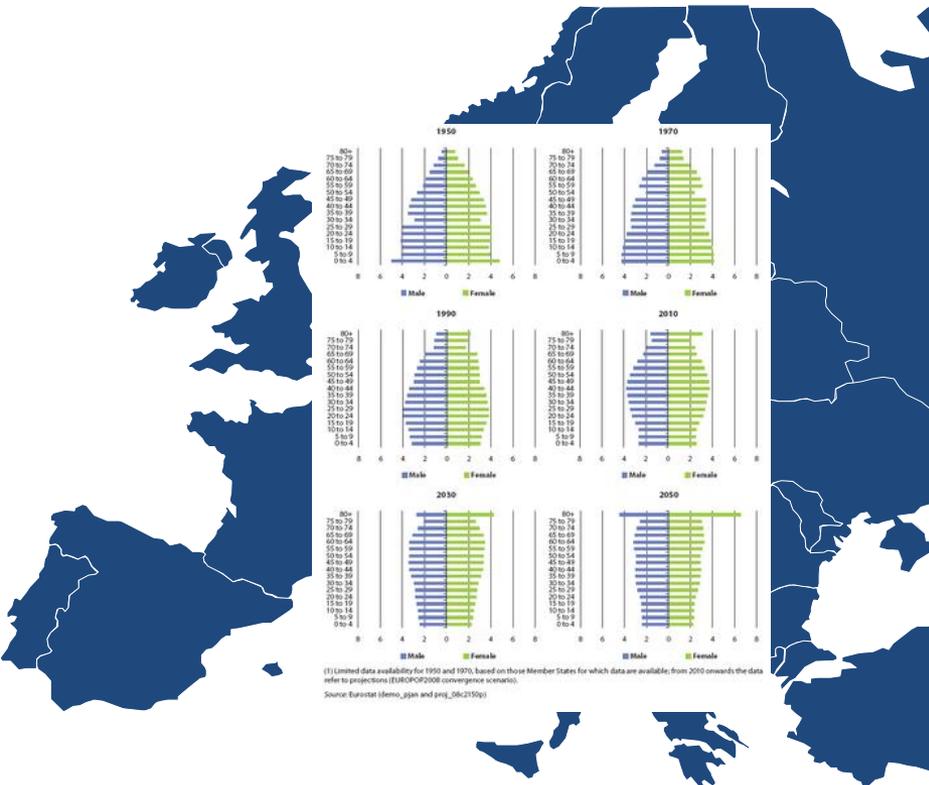
Name of company or trade union	Rail under-taking	Trade union	Country	Contact person / Email address
ACOD		X	Belgium	
BDZ	X		Bulgaria	<b>Ivan Valchev</b> ivalchev@bdz.bg
CCOO		X	Spain	
CFR CALATORI	X		Romania	<b>Mariana Florea</b> mariana.florea@cfr.ro
CGT		X	France	
EWS (today Schenker Rail UK)	X		United Kingdom	<b>Robert Mee</b> rob.mee@dbschenker.com
DB AG	X		Germany	<b>Birgit Reinhardt</b> Birgit.Reinhardt@deutschebahn.com
Fit-Cisl		X	Italy	
FS	X		Italy	<b>Italo Inglese</b> i.inglese@ferroviedellostato.it
NUNL		X	Norway	
ÖBB	X		Austria	<b>Astrid Riedl</b> Astrid.Riedl@oebb.at
Raab-Oedenburg-Ebenfurter Eisenbahn AG / GySEV	X		Hungary	<b>Lilla Beleznai</b> lbeleznai@gysev.hu
Railway Workers Trade Union of Croatia		X	Croatia	
SBB	X		Switzerland	<b>Christine Spreyermann</b> , christine.spreyermann@sbb.ch <b>Walter Moser</b> , walter.moser@sbb.ch
Tilt-Cgil		X	Italia	
TRANSNET		X	Germany	
Uiltrasporti		X	Italia	

# Backup

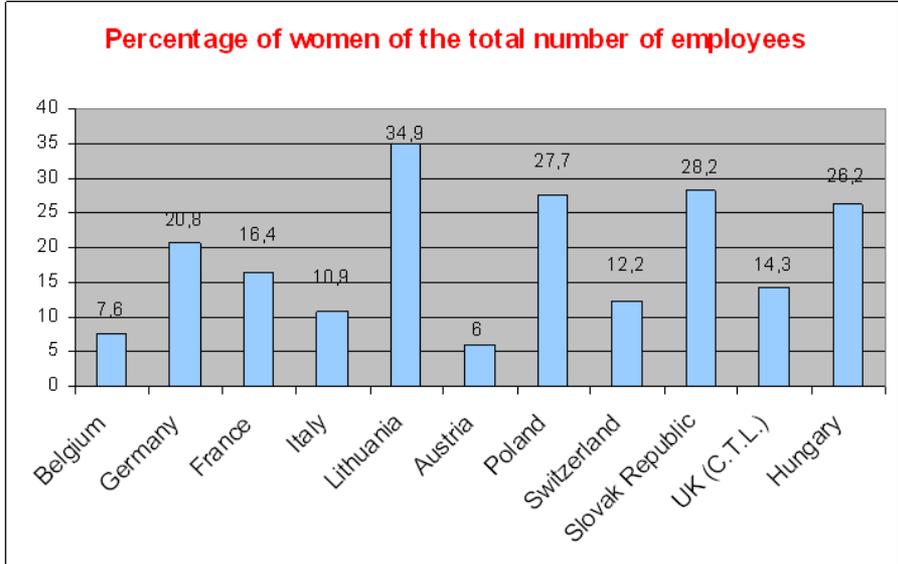
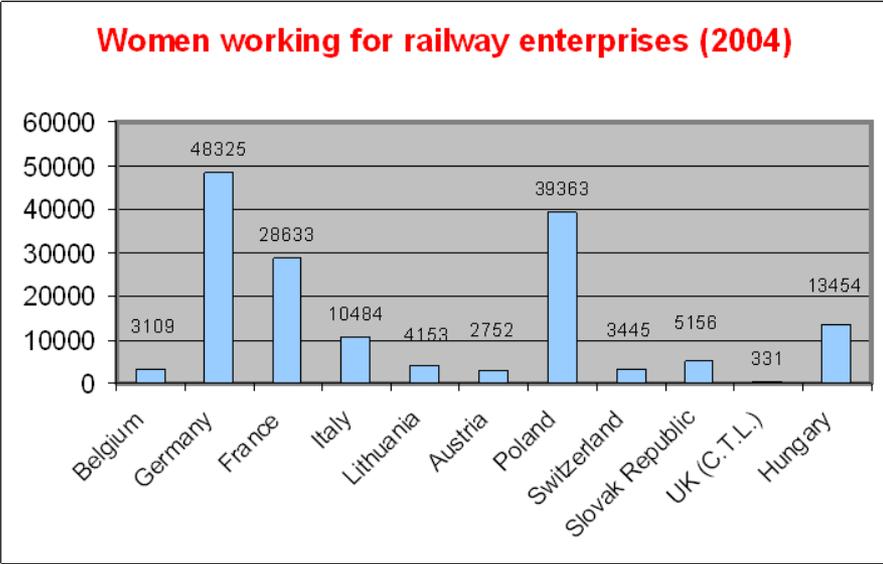
# The ongoing situation in Europe does not correspond to corporate and social requirements

## Situation in Europe

- Ageing of society as people live longer and birth rates are decreasing
- Shortage of recruitments in many professions; competition for highly qualified staff becomes stronger
- Women are highly qualified but not enough of them are able to work as it is too hard to reconcile job and family
- Half of the unemployed women between 25 and 54 years stay at home due to family reasons
- Since 1999, the percentage of employed women is rising – the percentage of unemployed women sank from 40.5% to currently 3.7%



# Results of the 2005 project: In 11 companies interviewed, 686.159 men and 159.205 women are working



- Percentage of female employees of **railway enterprises** Ø 18.8 %
- Percentage of women in **trade unions** 18.2 %
- Slowly increasing for Western railways
- Decreasing for railway undertakings in the Central and East European countries
- Hardly any specific programs for increasing the percentage of women