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
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
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

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

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](http://www.cer.be) publications → charters and agreements
Mid-term evaluation: The questionnaire was answered by 8 Railway undertakings and 9 Trade union organisations.

**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 for better representation of women in the sector

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

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

- Dissemination of the Joint Recommendations
- Implementation approach
- Specific measures
- „Total E-Quality Award“
Examples for dissemination of the Joint Recommendations – make it known!

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

Questionnaire to members (autumn 2008)

Answers:

Most frequent measures:
Examples for the implementation approach chosen by companies or trade unions - variety of concepts (1/2)

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)

**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)
Specific measures – examples for new measures taken or projects initiated

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**

Summary of answers received:

- 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
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- Adopting the principle of equal job opportunities and job assignments for women when equal qualification
Specific measures
Examples from Austria and Germany

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 (MitarbeiterInnenntag)
- Girl project with the AMS – Arbeitsmarktservice – labour market service (Mädchenprojekt) [http://www.ams.or.at/](http://www.ams.or.at/)

**DB – Deutsche Bahn**

- 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)

Examples from Companies

**SNCB**

- 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)

Examples from Companies

SNCB

This campaign was promoted by SNCB but the initiative was taken both by the trade union and the company.


Slogan: “My opinion! I give it, of course!”

Slogan: “He or she?”

Questionnaire to members (autumn 2008)
Specific measures - projects, activities planned for next years to reach the goals of the charter

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

Summary of answers received:

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”

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 Raaborbahn/GySEV in Hungary
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<thead>
<tr>
<th>Country</th>
<th>Award</th>
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<td>Germany</td>
<td>Total E-Quality Prädikat</td>
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„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' 72.9%
- Identification of weak points in the area 'equality' 56.3%
- Improvement of HR development 49.0%
- Equality policy has become part of the quality management 46.9%
- To ensure the staff requirement 34.7%
- Increase of job satisfaction 58.3%
- Increase of creativity 43.5%
- Reinforcement of loyalty of the employees 31.3%
- Increase of productivity 28.3%
First results – first success: more women in railway professions, increased share of women among new staff

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

Objective: Women are well presented in all areas and on all levels of the railway enterprises

- Creating a corporate culture based on diversity and equal opportunities
- Embody equal opportunities in wage agreements and corporate-specific agreements
- Clear criteria for staff selection, independent of gender
- Equal career opportunities and wages
- Offering support to juggle job and family
- Protection against discrimination and sexual harassment
- Improving working conditions for women
- Specifically addressing women to win them over for technical professions
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

<table>
<thead>
<tr>
<th>Name of company or trade union</th>
<th>Rail undertaking</th>
<th>Trade union</th>
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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 $\bar{\%}$ 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