



WIR – Women In Rail

Study on the situation of women in the rail sector and on the implementation of the European social partners' Joint Recommendations

Final report



This study is conducted on behalf of the Community of European Railway and Infrastructure Companies (CER), the European Rail Infrastructure Managers (EIM) and the European Transport Workers' Federation (ETF) within the EU co-funded project "Follow-up of the CER/ETF Joint Recommendations 'Better representation and integration of women in the railway sector' - Implementation- Evaluation- Review" (VS/2010/0719)

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Joint Recommendations for a Better Representation and Integration of
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Main findings

Characteristics of the surveyed companies and trade unions

Railway companies

- In total, 25 European **railway companies** in 17 countries¹ (members of CER) took part in the survey.
- The majority of the surveyed railway companies have a **predominantly public ownership** (85.2 %).
- The **fields of activity** covered by the railway companies/groups range from operating infrastructure (66.7 %), passenger transportation (63.0 %) and freight transportation (59.3 %) to other fields (e.g. bus, ship navigation, real estate).
- 29.6 % are **full-range suppliers** and provide services in all three main fields.
- The **number of employees** working in the railway companies (in the country of headquarters) is around 750,000.

Trade unions in the railway sector

- In total, 16 European **trade unions** in 13 countries² (members of ETF) took part in the survey.
- 87.5 % of the participating trade unions are covering **all occupations in the railway sector**.
- The surveyed trade unions have around 328,000 **members**.

Structure and development of (female) employment in the surveyed railway companies

- The **share of the women** among employees in the railway sector was around 20 % in 2010.
- Sweden (38.2 %), Lithuania (36.0 %), Poland (28.7 %), Czech Republic (28.3 %) and Estonia (27.8 %) are the countries with the **highest share of female employment**, while the Former Yugoslav Republic of Macedonia (13.5 %), Italy (13.3 %), Spain (11.9 %) and Austria (8.2 %) have the **lowest share of female employment**.
- The **highest shares of female employment** in the railway sector show the human resource departments (63.2 %) and the finance / controlling departments (59.8 %). In the traditionally typical male professions, such as maintenance personnel of rolling stock (3.8 %), shunters (3.2 %) and drivers (2.7 %), the share of women is very low.
- 20.0 % of all employees are working in the field of **construction / maintenance/ infrastructure**, 11.0 % are drivers and 10.1 % belong to the occupational group of traffic controllers / signalling. The percentage of employees working in human resource departments (1.6 %) and financial/ controlling departments (1.2 %) is very low.

¹ Austria, Belgium, Bulgaria, Czech Republic, Estonia, France, Germany, Italy, Lithuania, Poland, Portugal, Former Yugoslav Republic of Macedonia, Romania, Slovenia, Spain, Sweden, Switzerland

² Austria, Belgium, Bulgaria, Finland, France, Germany, Hungary, Italy, Luxembourg, Norway, Sweden, Switzerland, United Kingdom



- The development of the **total employment** in the railway sector is characterised by a **sharp decline in recent years** (-25 % from 2003 to 2010).
- The representation of women among all staff in European railway companies has **slightly increased** (2003: 19.9 %, 2010: 21.2 %)³.
- Female employment could **increase** considerably among **top executives** (from 16.3 % in 2003 to 24 % in 2010) and **managers** (from 15.3 % in 2003 to 22.5 % in 2010).

Structure and development of (female) trade union members

- The **share of women** among trade union member was 15 % in 2010.
- Sweden (27.0 %) has the **highest percentage of women** among trade union members, followed by Hungary (24.4 %), Norway (21.5 %) and Germany (20.4 %), while Belgium, Italy (each 9.8 %), Luxembourg (7.4 %) and Austria (6.4 %) have the lowest percentage.
- Between 2003 and 2010, the **number of members** in the surveyed trade unions was **declining** (-10 %).
- During the same time period, the **overall share of women in trade unions** in the railway sector remained **relatively constant** (2003: 16.4 %, 2010: 17.2 %)⁴.
- A slight increase of the participation of women at management and executive level could be observed (2003: 13.2 %, 2010: 18.6 %).

Women's employment in the railway sector: Impacts and barriers

Impacts of a higher share of women among the staff

- **In railway companies:** amelioration of the company image and work climate (76 % each), improvement of the relations to the customers (44 %), positive impact on productivity and efficiency (40 %), positive impacts on leadership style (44 %) and internal communication processes (36 %), positive drive on innovation (32 %)
- **In trade unions:** better assertion of women's concerns in the social dialogue (75 %), support of equal opportunities' issues in the political process (62.5 %), better image of trade unions (62.5 %), better assertion of concerns of railway workers in general (50.0 %), enhancement of social dialogue (50.0 %)

Barriers

- **According to railway companies:** high relevance: physical strain in some of the (typical) jobs, mental/psychic strain and legal provisions limiting the employment of women in some jobs; considerable relevance: shift work, typical male work culture which is based on common gender stereotypes, company's image of being male-dominated, required skills and knowledge for some of the jobs which are hampering women's employment

³ Here, the share of 21.2 % in 2010 does not correspond with the share stated in the description of the current situation in 2010 (20.0 %). The reason for this is the different number of railway companies for which complete time series of 2003, 2007 and 2010 are available.

⁴ Here, the share of 17.2 % in 2010 is not identical with the share of 15.0 % stated concerning the description of the current situation. The reason for this is that 14 trade unions could provide data for 2010, while only 11 trade unions could provide comprehensive data for the time series of 2003, 2007 and 2010.



- **According to the trade unions:** high relevance: lack of support in caring duties, unusual working hours; considerable relevance: career advancement of women, lack of appropriate training for women; issues related to reconciliation like parental leave or the re-entry after the parental leave; wage discrimination of women, health and hygiene issues, security in the workplace

Initiatives to increase and ameliorate female employment in the railway sector

Most important measures and initiatives implemented by European railway companies

- **Health and security:** improvement of health/hygiene conditions (64 %); improvement of the personal security for workers (60 %)
- **Reconciliation of work and family life:** possibility of working hours that are more appropriate for women (52 %); measures to support and encourage paternity leaves (44 %); facilitation of fulfilment of caring duties of employees (44 %); re-entry of employees from maternity leaves (40 %)
- **Incorporation of gender equality issues at company level:** inclusion of gender equality issues in the corporate social dialogue (40 %); regular corporate reporting on the situation of women (36 %); specific body responsible for equal opportunity issues (32 %); equal opportunity plans (32 %); measureable targets for women's presence (32 %)
- **Recruitment, training and career development:** encourage women to work with the company (32 %); initiatives for men in the company to break gender stereotypes (28 %); training, development or qualification measures (incl. mentoring, coaching) to support women in career progress or in technical professions (28 %); review / change of recruitment / selection procedures (24 %)
- **External relations:** join external networks in gender equality (32 %); PR initiatives for gender equality in internal/external media (32 %)

Most important measures and initiatives pursued by European trade unions in the railway sector (in collective agreement and/or joint initiatives with companies)

- **Health and security:** health and hygiene issues (63 %); combating mobbing and harassment (44 %); other working conditions concerning e.g. mobility, security, physical strain or tele-working (41 %)
- **Reconciliation of work and family life:** issues related to working hours (e.g. shift work, overtime) (59 %); issues concerning maternity/paternity leaves (56 %); other support in caring duties (e.g. for disabled children, child's sick leave) (50 %); issues related to the re-entry after parental leaves (38 %)
- **Incorporation of gender equality issues at company level:** installation of specific contact points and persons of trust in companies (47 %); measures against wage discrimination of women (35 %)
- **Recruitment, training and career development:** provision of training by the railway companies (50 %); career advancement of women (38 %); recruitment of women (33 %)

Activities implemented by trade unions to promote gender equality in the trade unions

- Organisation of conferences, events (e.g. girl's days) and seminars
- Training of trade union members, officials or work councils on gender equality issues
- Bringing more women in the governing boards of the union and establishing work groups, committees or experts on gender equality within the union



Conclusion and recommendations

- Slight progress has been made in terms of quantitative indicators as the **share of women increases** among the sector's workforce.
- Rather considerable progress has been made in terms of **setting measures and initiatives** in different fields to create a workplace of equal opportunities.

Health and security

- Measures for **improving health and security** among the workforce in general and/or specific initiatives for women in particular are most widespread.
- The **problem of sexual harassment** is to be further tackled with the challenge that in a male-dominated work culture, standards in the daily communication can already harm individual perceptions.

Reconciliation of work and family life

- Often based on legal regulations and integrated in collective agreements, **measures to reconcile work and family life can be found in more and more railway companies**, although the creation of appropriate framework conditions and infrastructure is seen as in the responsibility of the public authorities.
- it remains a priority issue to not only offer these possibilities, but also **to support the practical implementation and disseminate the awareness for different work models** etc. in the different working teams, locations etc. In all considerations, the care for other family members than children has to be included.

Incorporation of gender equality issues at company level

- The **institutional incorporation of gender equality issues** is not yet common in the majority of the railway companies, but seems to be of increasing importance and a step towards an overall and broad approach.
- The **setting of quantitative targets** is a mean to enhance the commitment of the management to support the issue, but a continuous monitoring has to be implemented to assess the progress.

Recruitment, training and career development

- Although **skills shortages** gain in importance, only up to one third of the companies have started to **explicitly address women in their recruitment activities** or **initiated career development** projects for women.
- Initiatives to tackle the **underrepresentation of women on the ground** – reviewing recruitment, promotion and selection processes and the underlying work culture based on gender stereotypes – are not widespread, although they represent a prerequisite for a sustainable change and a more balanced employment structure. Thus, **measures which put the work culture and common practices into question** should be fostered and have to accompany all other initiatives.



Assessment and design of measures

- As more and more railway companies can rely on experiences, all measures have to be assessed to identify **success factors** which should be included in successor projects.
- **Lessons learnt** should be drawn concerning approaches which contribute to more gender equality and measures which could not lead to the expected results.
- **Overall and coherent programmes** are to be favoured against single measures which only address a specific issue as this corresponds to the fact that gender equality is influenced by multiple interdependent factors.
- **Quality, extent and character of measures** have to be taken into account when designing new measures.
- A **top down approach** is necessary to underline the importance of the issue but is not sufficient to initiate **sustainable cultural changes on the ground** especially in railway companies with hundreds of locations and teams and many different fields of activities.
- When assessing the measures and adopting strategies etc., the **different legal backgrounds in the countries and cultural differences** have to be considered.

Joint Recommendations

- The **Joint Recommendations** remain of relevance and actuality as they address crucial problems and topics with view to gender equality in the railway sector and their objectives are far from been reached.
- The **Joint Recommendations cannot replace endeavours on company level.**
- To **increase the impact of the Joint Recommendations (JR)**, the awareness of its existence and its content should be raised especially in the countries where gender issues are not on the agenda yet.
- The social partners at European level **should inform their members continuously**, foster the dissemination and implementation of the JR and monitor the progress regularly.





Executive summary

In 2005, the European social partners in the railway sector, i.e. the European Transport Workers' Federation (ETF) and the Community of European Railway and Infrastructure Companies (CER), launched the project "Representation and Better Integration of Women in the Different Professions of the Railway Sector". Based on this project, the social partners formulated and signed in 2007 the Joint Recommendations with the appeal to implement and put them into practice. According to the JR, after a three years period a follow-up study is to be conducted. The European social dialogue project "Follow-up of the CER / ETF Joint Recommendations 'Better Representation and Integration of Women in the Railway Sector': Implementation – Evaluation – Review" represents this follow up project. The aims of the study are:

- The analysis of the developments in comparison to the situation in 2003 and the update of statistical data with a view to the representation of women in the railway enterprises and the respective trade unions.
- The monitoring and evaluation of the implementation of the Joint Recommendations. This includes the assessment to which extent the objectives of the charter for equal opportunities are reached, which kind of positive actions have been initiated and if evaluation processes have been implemented and (quantifiable) targets have been set.

The underlying report presents the main results of the comparative analysis and the evaluation. It is based on a quantitative survey of 25 companies⁵ in 17 countries and 16 trade unions⁶ in 13 countries, members of CER and ETF, and interviews with companies' and trade unions' representatives in Austria, France, Germany, Italy, Poland and Sweden.

Characteristics of the surveyed companies and trade unions

The majority of the surveyed **European railway companies** have a **predominantly public ownership** (85.2 %) while the share of companies with predominantly private ownership is rather low (14.8 %). The **fields of activity covered by the railway companies/groups** range from operating infrastructure (66.7 %), passenger transportation (63.0 %) and freight transportation (59.3 %) to other fields (e.g. bus transport, ship transport, navigation, real estate management as well as project management and construction monitoring in infrastructure projects). Eight railway companies (29.6 %) are full-range suppliers and provide services in all three main

⁵ ÖBB, Austria; SNCB, Belgium; NRIC, Bulgaria; Railway Infrastructure Administration, state organisation, Czech Republic; Czech Railways; Estonian Railways; SNCF, France; Deutsche Bahn AG, Germany; FS Group, Italy; JSC Lithuanian Railways; PKP Cargo JSC, Poland; PKP Intercity JSC, Poland; PKP Polish Railway Lines JSC, Poland; PKP Polish State Railways (headquarters); PKP Energetyka JSC, Poland; Comboios de Portugal (CP); Macedonian Railways Transport JSC Skopje; CFR S.A., Romania; Slovenian Railways, Slovenia; ADIF, Spain; renfe, Spain; A-Train AB, Sweden; Hector Rail AB, Sweden; SBB, Switzerland; BLS AG, Switzerland

⁶ Trade Union vida, Austria; CGSP/ACOD, Belgium, CGSLB/SLFP, Belgium; FTTUB, Bulgaria; Finnish Locomotivemen's Union, Finland; CGT Cheminots, France; EVG (railway and transport union) Germany; VdSzSz - Free Trade Union of Railway Workers, Hungary; FILT-CGIL, Italy; FIT CISL, Italy; FNCTTFEL, Luxembourg; The Norwegian Union of Railwayworkers, Norway; SEKO The Union of Service and Communication Employees, Sweden; ST Railtraffic, Sweden; SEV, Switzerland; RMT, United Kingdom



fields as stated above. Altogether, the companies⁷ generated a turnover amounting to € 82.1 billion. The number of employees working in the railway companies⁸ (in the country of headquarters) is around 750,000.

14 out of the 16 participating **trade unions** (87.5 %) are **covering all occupations in the railway sector**. The remaining two trade unions are either responsible only for the locomotive drivers (Finland) or covering all occupations in the railway sector, except the locomotive drivers (Norway). The surveyed trade unions are active in 11 EU Member States and 2 other European countries (Switzerland and Norway) and have around 328,000 members.

Structure and development of (female) employment in the railway companies

According to the survey, in 2010, the **share of women among employees in the railway sector** was 20.0 %, i.e. 142,471 out of 710,840 employees in 17 countries, while the share of female employment in the predecessor study of 2005 was 18.8 %, referring to a workforce of nearly 850,000 people. Railway companies in Sweden⁹ have the highest share of women (38.2 %), followed by Lithuania (36.0 %), Poland (28.7 %), Czech Republic (28.3 %), Estonia (27.8 %) as well as Bulgaria (24.6 %) and Romania (22.8 %). In general, it seems that especially companies located in countries in Eastern and South-Eastern Europe tend to have a higher share of women in their workforce. Germany has a female workforce of 20.8 % which is nearly identical with the average European share. The share of female employment in France (18.8 %), Portugal (16.2 %), Switzerland (14.8 %) and Slovenia (14.3 %) is below average. The countries Former Yugoslav Republic of Macedonia (13.5 %), Italy (13.3 %), Spain (11.9 %) and Austria (8.2 %) have the lowest share of women in their workforce.

As regards the **general importance of specific occupational groups** in the railway sector, around one fifth (20.0 %) of all employees of the 27 railway companies participating in the survey are working in the field of construction/maintenance / infrastructure. 11 % are drivers and 10.1 % belong to the occupational group of traffic controllers / signalling. 5.3 % are conductors / on board personnel. Thus, around 46 % of the employees work in mobile and operational professions. In contrast, the percentage of employees working in the human resource departments (1.6 %) and financial / controlling departments (1.2 %) is rather low.

Concerning the employment of women in the railway sector it can be observed that it is especially high in those occupational groups that have a comparably low relevance for the sector as regards the number of employees. The **highest shares of female employment** in the railway sector show the human resource departments (63.2 %) and the finance/controlling departments (59.8 %). Moreover, occupations in the field of station services (i.e. station service personnel, station ticket officers) have a high percentage of women (49.2 %). Also, there is still a considerable share of women among conductors / on board personnel in the trains (26.2 %). Evidently, these are occupational groups that are not primarily connected with either physical power or specific technical skills. In contrast, there are occupational groups where the **share of women** is **very low** or nearly non-existing: for instance, female employment in the

⁷ 18 companies could provide data on this issue

⁸ 27 companies could provide data on this issue

⁹ It must be noted that the Swedish companies participating in the survey are two small privately owned companies with less than 200 employees each.



fields of traffic controlling / signalling (16.2 %) and construction / maintenance / infrastructure (13.1 %) is rather moderate, while the shares of women among maintenance personnel for rolling stock (3.8 %), shunters (3.2 %) and drivers (2.7 %) are very low. These are the traditionally typical male professions in the railway sector.

In general, the increase of female employment in the railway sector is reflected by a share of women among new recruitments which is higher than the percentage of female employment among the current staff: While the share of female employment among the whole staff is 20.0 %, the share of women among newly recruited employees is higher (23.1 %). In contrast, the female component of the total number of exits (i.e. exits due to retirement / death and termination of work contracts either by the employer or employee) is only 16.0 % which corresponds with a lower share of women among elder employees in the companies.

One out of four railway companies (24.0 %) face serious difficulties with filling job vacancies. As regards specific occupations or functions in particular, the companies mainly stated to have difficulties in finding technical-oriented employees such as engineers in different fields (e.g. infrastructure, security), IT specialists, graduates from polytechnic institutes and universities specialised in the field of construction, accounting assistants in finance and HR departments as well as train drivers, shunters and rolling stock examiners.

The **development of the total employment in the railway sector** is characterised by a **sharp decline in recent years**. According to the 17 European railway companies which could provide data on 2003, 2007 and 2010, the number of employees decreased from 557,923 in 2003 to 418,361 in 2010, which is equivalent to a decline of 25 %. Despite this general decrease in employment, the **representation of women among all staff in European railway companies has increased** since 2003, although, in sum, to a small degree only. According to the survey, in 2003, the share of female employment in railway companies was 19.9 %, with slightly increasing to 20.0 % in 2007 and to 21.2 %¹⁰ in 2010. As regards the development in **different occupational groups**, female employment could increase considerably among top executives (from 16.3 % in 2003 to 24.0 % in 2010). Among persons with managerial responsibility, a similar development could be identified (from 15.3 % in 2003 to 22.5 % in 2010). Also the representation of women among employees with tertiary education level could slightly improve from 25.0 % (2003) to 28.0 % (2010). In the human resource departments, female employment slightly increased from 56.5 % in 2003 to 62.7 % in 2010. The share of female employment could also slightly increase in the rather male-dominated group of traffic controllers / signalling from 13.3 % (2003) to 15.4 % (2010). In other male-dominated occupational groups such as construction / maintenance / infrastructure (around 13 %) as well as drivers (around 0.5 %), over the time, the share of women among the workforce remained relatively constant. In the finance / controlling departments, the share of women did not increase, but remained relatively constant over the time ranging between 66.4 % (2003), 67.2 % (2007) and 66.1 % (2010).

¹⁰ Here, the share of 21.2 % in 2010 does not correspond with the share stated in the description of the current situation in 2010 (20.0 %) (see section 3.1). The reason for this is the different number of railway companies for which complete time series of 2003, 2007 and 2010 are available.



In the field of **specific labour contracts**, the share of women in the group of those having part-time contracts decreased from 67.1 % to 55.0 %¹¹. Also, a slight decrease of the share of women from 83.8 % (2003) to 80.7 % (2010) could be observed among employees on parental / childcare leaves.

Structure and development of (female) trade union members

In 2010, the **share of women among trade union members in the railway sector** was 15.0 %, i.e. 49,000 out of around 328,000 members¹² from 12 European countries. Sweden (27.0 %) has the highest percentage of women among trade union members by country. The trade unions of Hungary (24.4 %), Norway (21.5 %), Germany (20.4 %) and Bulgaria (18.7 %) have shares of female members still above the average of 15.0 %. While the share of women in the United Kingdom (14.0 %) and Switzerland (13.7 %) is still close to the average, the representation of women in trade unions is rather low in Belgium and Italy (each 9.8 %). Luxembourg (7.4 %) and Austria (6.4 %) have the lowest share of women. A special case is Finland (1.0 %), as here, only the trade union for locomotive drivers responded to the questionnaire.

In general, the **distribution of women in the trade unions** is not as unequal as it is in the railway companies. The share of women among secretaries general / presidents and management boards (15.8 %) is in line with the average share (15.0 %). While a higher percentage of women is represented in the executive boards (19.4 %), only 12.1 % of female members are active in the advisory boards in the respective companies. The increase of female members in the trade union is evident on the basis of the share of women among new members in the trade union: While the share of current members is 15.0 %, the share of new members is considerably higher (21.5 %). In contrast, female exits of trade union members amount only to 14.1 % which is very similar to the share of current members.

In compliance with the decrease of employment in the railway sector, also the number of members in the corresponding trade unions is declining. According to the 11 trade unions in the European railway sector which could provide data on 2003, 2007 and 2010, the number of members decreased from 262,245 in 2003 to 236,022 in 2010, a decline of 10 %. Between 2003 and 2010, the overall **share of women in trade unions in the railway sector remained relatively constant** (16.4 % to 17.2 %)¹³. Although no significant increase in the total number of female members in European trade unions in the railway sector could be identified, at least slight differences in the development of the participation of women at **management and executive level** could be observed: The share of female members has increased from 13.2 % in 2003 to 18.6 % in 2010.

¹¹ This statement is only valid for railway companies which could provide data from 2003, 2007 and 2010.

¹² It is not possible to compare these numbers with the numbers in the predecessor study of 2005, where it was stated that women number almost 100,000 and represent 18.2 % of the trade-union members. No total number of trade union members was mentioned. Therefore, it can only be estimated that there were around 545,000 trade union members in 15 participating trade unions which could provide data on their members.

¹³ Here, the share of 17.2 % in 2010 is not identical with the share of 15.0 % stated in section 4.1 concerning the description of the current situation. The reason for this is that 14 trade unions in 12 countries could provide data for 2010, while only 11 trade unions could provide comprehensive data for the time series of 2003, 2007 and 2010.



Women’s employment in the railway sector: Impacts and barriers

Several studies have emphasised the **positive impact** for **companies** of a staff structure which reflects the different groups in society and have shown the advantages of mixed gender teams. In the railway sector, the most outstanding argument to increase the female share among the staff seems to be an amelioration of the company image and the work climate. The improvement of the relation to the customers and a positive impact on the productivity and efficiency is also stated by almost half of the enterprises. Increased gender diversity in the railway companies has also positive impacts on the leadership style and the internal communication processes. One out of three companies also sees a positive drive on innovation when more women are working in the sector. In contrast, more balanced gender diversity among the staff seems to have little influence with view to the challenge of skills shortages or the loyalty and motivation of the staff.

A higher share of women in the sector increases the female potential for the **trade unions**. The increasing share of female members has a positive impact on the trade unions and their role in the social dialogue as well as their role as stakeholder in the political decision-making processes. Above all it leads to a better assertion of women’s concerns in the social dialogue and to a support of equal opportunities’ issues in the political process. But also the image of the trade unions ameliorates when more women are active as members and representatives as well as the assertion of the concerns of the railway workers and on the social dialogue in general.

Various reasons which represent **barriers to women’s employment** have been identified and ranked according to their relevance by the **railway companies**. The physical strain in some of the (typical) jobs represents for almost 70 % of the enterprises not only an important barrier, but it is also classified as being highly relevant although it has been stressed that due to technical progress more and more jobs lose their “physical character”. 15 % of the enterprises classified the mental/psychic strain in some of the jobs and legal provisions limiting the employment of women in some jobs as being a very relevant barrier. Working as woman in a male-dominated working culture entails psychic stress and the latter can be explained by the fact that only in a few countries legal regulations limiting women’s employment in the sector are in force (e.g. in Poland) but in these countries they represent an almost insurmountable barrier.

Of considerable relevance and stated by more than half of the enterprises as being an important barrier to women’s employment is the shift work and the typical male work culture which is based on common gender stereotypes. This male work culture can be reinforced by the companies’ image as being male-dominated (39 % identified this as barrier). Finally, one out of four enterprises (27 %) states that the required skills and knowledge for some of the jobs hamper women’s employment. Of moderate relevance as a barrier seems to be the need for spatial mobility, which is stated by almost 40 %, as well as issues related to the career advancement such as working hours for higher positions and the need for working overtime, caring duties hampering career development, gender-related prejudices of superiors, but also lacking ambition of women to advance the career ladder.

The **trade unions** were asked to rank the critical issues with view to female employment in the sector according to their relevance and assess whether the situation in the respective field is improving or worsening. From the trade unions’ perspective the lack of support in caring duties and unusual working hours are ranked as being the most relevant barriers for women’s employment in the railway sector. Concerning the



support in caring duties most of the respondents which identified this as a barrier (more than 80 %) state a constant situation over the last years, but almost 20 % report that the situation is improving. With view to the working hours one out of three trade unions (31 %) speaks of a negative development.

As a considerable relevant critical issue has been classified the career advancement of women. Almost 90 % of the trade unions stated problems in this field, but almost 40 % report an improving situation. The lack of appropriate training for women could be one of the reasons for problems with the career development, which is also assessed as being a problem by 60 %. Issues related to reconciliation like parental leave or the re-entry after the parental leave is of considerable relevance for 75 % respectively 69 %. But for more than 30 % the regulations with view to parental leave seem to improving whereas the re-entry after parental leave remains on average rather constant. The wage discrimination of women is mentioned by more than 60 % as being a critical issue of considerable relevance. Finally, general issues relevant in the sector, such as health and hygiene issues (identified by 69 %) and the security in the workplace (identified by even 81 %), seem to be problematic issues. Here, it is remarkable that one out of four trade unions (25%) declare that with view to the security in the workplace the situation has worsened. Of moderate relevance seem to be problems related to the recruitment and access of women to technical occupations. This is probably due to the fact that more than half of the respondents (56 %) report that a positive development can be observed here. Also the issue of gender-related prejudices and stereotypes fall into this category and here as well a relative high share of 38 % report that the situation is improving. In contrast to that, problems related to work arrangement seem rather to be worsening. Mobbing and harassment is identified as relevant issue by 69 %.

Measures and initiatives to increase and ameliorate female employment in the railway sector

The European social partners have taken various measures to overcome barriers to women's employment and to support women in the railway sector. As regards such initiatives, it has to be pointed out that efforts in this area are usually embedded in the specific legal framework of each country.

Measures and initiatives taken up by European railway companies

In the field of **health and security**, nearly two third (64.0 %) of the companies have introduced measures to **improve health / hygiene conditions** for workers. Most of the companies have corporate health management and programmes as well as sanitary arrangements. Also, 60.0 % of the companies have established measures to **improve the personal security for workers** (e.g. for shift workers, on-board of train workers) in particular against third party violence.

Measures which can be assigned to the field of **reconciliation of work and family life** are related to working hours more appropriate for women, parental leaves, caring duties and other initiatives which facilitate reconciliation. In more detail, one half (52.0 %) of the companies stated that they provide the possibility of **working hours that are more appropriate for women**. 44.0 % of the European railway companies have implemented measures to support and encourage **paternity leaves**. Also, 44.0 % of the companies facilitate the fulfilment of **caring duties of employees (e.g. for children or elderly)**. They provide consulting services and child care placement. Moreover, 40 % of the railway companies support the **re-entry of employees from maternity leaves**. **Other initiatives to support reconciliation** (e.g. tele-working) are not widely implemented (24.0 %).



As regards the **incorporation of gender equality issues at company level**, 40.0 % of the railway companies stated to have **gender equality issues included in the corporate social dialogue** (with work councils, unions). 36.0 % of the companies have a **regular corporate reporting on the situation of women** in the company (e.g. on numbers, payment, hierarchy levels). Almost one third (32.0 %) of the companies stated to have a **specific body** (unit, group, or person) **responsible for equal opportunity issues**. In large companies, this is often a gender equality committee consisting of representatives both of employers and trade unions while in smaller companies the HR manager/department takes over this task. One third (32.0 %) of the railway companies have introduced **equal opportunity plans** in the company. Such equal opportunity plans usually define overall and specific objectives which have to be fulfilled within a given time frame and are often in line with the overall company's strategy. 32.0 % of the railway companies have set **measurable targets for the presence of women in the company** (e.g. quotas). In the field of **gender pay gap**, 20.0 % are having **regular reports** on this issue (e.g. annual wage average of women and men at different positions) and 16.0 % of the surveyed companies have made a **one-off study** (e.g. for assessing the general equality situation),

In the field of **measures and initiatives in the field of recruitment, training and career development**, 32.0 % of the companies have implemented measures and initiatives to **encourage women to work with the company** (in general or for specific occupations). A number of companies conduct special recruitment campaigns. 28 % of the European railway companies have specific **initiatives for men in the company to break gender stereotypes** (e.g. awareness raising measures, trainings etc.). Further 28.0 % have implemented **training, development or qualification measures** (incl. mentoring, coaching) **to support women in career progress or in technical professions** (in general or for specific occupations, which types of skills). 24.0 % of the railway companies participating in the survey also have **reviewed or changed their recruitment / selection procedures to the benefit of female job candidates**. Also, 12.0 % have **reviewed or changed their career promotion procedures / rules to the benefit of women** (in general or for specific occupations).

As regards **external relations**, 32.0 % of the companies have **joined external networks or established links to external institutions in the area of gender equality**. Also, 32.0 % of the companies have taken up **PR initiatives for gender equality in internal or external media** (incl. brochures, websites). 16.0 % of the companies participating in the survey have **joined charters, labels or have undergone any certification or audit in the area of gender equality**.

Measures and initiatives pursued by European trade unions in the railway sector

In the field of **health and security**, in total, 68.8% of the trade unions participating in the survey pursued **health and hygiene issues**, such as 37.5 % stated that these measures are implemented / integrated in collective agreements while 6.3 % said that they are currently negotiated / proposed for collective agreements. In the field of combating **mobbing and harassment**, in total around one half (50.1 %) of the trade unions stated that they have pursued measures: 31.3 % pointed out that these issues are implemented in collective agreements while 6.3 % are currently negotiating / proposing and 12.5 % have implemented other joint initiatives with companies. A majority (70.5 %) of the trade unions in the railway sector are pursuing measures for **other working conditions** concerning mobility, security, physical strain or tele-working: 23.5 % state to have such measures implemented in collective agreements.



Concerning measures in the field of **reconciliation of work and family life**, the majority (56.3 %) of the trade unions state that issues concerning **maternity or paternity leaves** are implemented / integrated in collective agreements. **Other support in caring duties** (e.g. for disabled children, child's sick leave, family events) are pursued in total by 62.6 % of the trade unions. 43.8 % say that such support is implemented / integrated in collective agreements. There is a relatively high share of trade unions contributing to issues related to **working hours** (e.g. shift work, overtime). In total, 82.3 % state to have pursued such initiatives: 35.3 % point out that the topic of working hours is implemented / integrated in collective agreements. As regards issues related to the **re-entry after parental leaves**, 43.9 % of the trade unions are active in this field: 31.3 % state to have such issues implemented in collective agreements, and further 6.3 % each are currently negotiating for collective agreements or have implemented other joint initiatives with companies.

Trade unions are also active in the **incorporation of gender equality issues at company level**: 29.4 % of the trade unions stated that measures against **wage discrimination of women** are implemented / integrated in collective agreements. 11.8 % are currently negotiating / proposing to include this topic in the collective agreement. 23.5 % of the trade unions report to have the installation of **specific contact points and persons of trust in companies** implemented in collective agreements. Also, 23.5 % state to have implemented other joint initiatives with companies. With regard to **corporate reporting, targets and quotas** in terms of gender equality, only 12.5 % of the trade unions agree to have implemented this issue in collective agreements. Another 6.3 % are currently negotiating / proposing this topic for collective agreements.

In terms of **recruitment, training and career development**, in the field of **provision of training by companies**, nearly one third (31.3 %) of the trade unions in the railway sector state to have implemented such measures in collective agreements, while 18.8 % are currently negotiating / proposing for collective agreements. In contrast, only 12.5 % of the trade unions declared to have the topic **career advancement of women** implemented / integrated in collective agreements. As regards the **recruitment and access of women** (to technical occupations), only 5.5 % of the trade unions stated to have this topic implemented in collective agreements. However, further 27.8 % are currently negotiating / proposing to integrate this issue in collective agreements.

Initiatives and activities implemented by European trade unions to promote gender equality in the trade unions frequently refer to organising conferences, events (e.g. girl's days) and seminars as well as the training of trade union members, officials or work councils on gender equality issues (68.8 % each). Further initiatives which have been taken include bringing more women in the governing boards of the union and establishing work groups, committees or experts on gender equality within the union. The trade unions in the railway sector also mentioned that they promote gender equality via publications on gender equality e.g. brochures and books (62.5 % each). Moreover, 50 % of the trade unions have included women in negotiation teams.

With regard to initiatives the trade unions have taken up over the past five years to particularly **increase the number of the female members**, the most frequently mentioned initiative is the **establishment of a specific body dealing with equal opportunities**. Some trade unions also explained to have a women's quota for the governing bodies. Within the trade unions, measures in the field of **reconciliation of work and family life** are pursued.



(Future) priority issues related to gender equality in the railway sector

The companies and the trade unions have identified several priority areas where further action is required to arrive at more gender equality in the sector. Although many enterprises have already implemented measures in the field of **reconciliation of work and family life**, the issue will remain of high priority both for enterprises and trade unions, although the framework conditions with view to infrastructure differ strongly among countries. Discussed should be the support in caring duties (internal versus external solutions) also for dependent persons other than children, part-time jobs in any kind of occupation, innovative working hour models and men's involvement. The implementation of the existing possibilities should be fostered by raising the awareness among the staff and the management and by support self-organisation in teams. Generally, a more general approach towards the **reconciliation of work and private life** should be implemented to lead to a broad acceptance of all staff and to contribute to tackling the problem that reconciliation is still seen as a woman' issue.

On the agenda stays the **underrepresentation of women in typical rail jobs and technical and management positions**. Here, antiquated images of professions have to be tackled, as well as unfavourable educational paths of girls or eventually existing legal restrictions and internal and external recruitment processes have to be revised. Career development programmes, the creation of talent pools, the support of networking among women and other measures to tackle the glass ceiling are of a top priority to address the vertical segregation.

Prerequisite for tackling this horizontal and vertical segregation in employment within the sector which reflects the segregation in the labour market in general is the **overcoming of gender stereotypes**. The **cultural change** has to affect all organisational levels in the companies, starting from the top management to division managers, supervisors and immediate superiors, which is a real challenge in railway companies with a broad and plane organisation. There, it is very important to show that also men are hampered by stereotypes and the advantages of mixed teams.

For the companies the **implementation of equal opportunity at corporate level** seems the next logical step. The development of equal opportunity action plans, the clear definition of equality targets and the setting of (quantitative) targets together with a regular monitoring makes the issue binding.

The trade unions emphasise the necessity to further enhance the **security in the workplace** as well as to discuss and tackle the **gender pay gap** and direct and indirect wage discrimination.

Conclusion and recommendations

The railway sector remains male-dominated but is not an inclusive male club anymore. **Slight progress** has been made in terms of **quantitative indicators** as the share of women increases among the sector's workforce. The railway companies are aware of the necessity to attract women against the background of demographic change which entails skills shortages and economic pressure. A younger generation of top executives and persons with managerial responsibility is more aware of gender equality issues and the sector is exposed to a reinforced political pressure to contribute to equal opportunities among genders. Thus, rather **considerable progress** has been made in terms of **setting measures and initiatives** in different fields. These measures can initiate and support the process of gender equality in the railway sector which is on the way but far from being achieved.



Measures for improving **health and security** among the workforce in general and/or specific initiatives for women in particular are most widespread. Nevertheless, mainly security aspects have to be discussed taking into account gender-specific problems. Here the problem of sexual harassment is to be further tackled with the challenge that in a male-dominated work culture, standards in the daily communication can already harm individual perceptions.

Often based on legal regulations and integrated in collective agreements, measures to **reconcile work and family life** can be found in more and more railway companies. Flexible working hour models have been created and many enterprises also support their employees in (organising) care for the children. Yet, it remains a priority issue to support the practical implementation in the different working teams, locations etc. and to encourage men to take over care responsibilities. In all considerations, the care for other family members than children has to be included. The acceptance of the reconciliation measures among all staff can be improved with a paradigm shift towards a general **work-life balance concept**.

The **institutional incorporation** of gender equality issues is not yet common in the majority of the railway companies, but seems to be of increasing importance and a step towards an overall and broad approach. Concerning the implementation of **specific bodies** for equal opportunities it is crucial that its **competences** are clearly defined and that appropriate financial sources are provided. The setting of **quantitative targets** is a mean to enhance the commitment of the management to support the issue, but a continuous **monitoring** has to be implemented to assess the progress.

Although skills shortages gain in importance, only up to one third of the companies have started to explicitly address women in their recruitment activities or initiated career development projects for women. Difficulties occur as the education systems are still characterised by a high gender-segregation. Initiatives to **tackle the underrepresentation of women on the ground** are not widespread, although they represent a prerequisite for a **sustainable change** and a more balanced employment structure. Thus, measures which put the **work culture and common practices into question** should be fostered. In this regard, reasonable HR processes can have a huge impact on gender equality in the companies, e.g. by introducing justified, fair-minded recruitment systems and employee assessment systems.

The cultural change should not only be visible internally but also externally. Thus, **networking** with institutions and other companies active in gender equality issues is highly recommended and practised by about one third of the companies. To contribute to a changed image of the sector **PR initiatives** should be reinforced where women are visible on all kind of occupations. Signing equal opportunities **charters and labels** can illustrate the commitment to gender equality.

As more and more railway companies can rely on experiences, **lessons learnt** should be drawn with view to the design of future measures. Programmes are to be redesigned taking into account experiences gained in former projects. Here, **overall and coherent programmes** are to be favoured as this corresponds to the fact that gender equality is influenced by multiple interdependent factors.

When designing new measures to support women's employment in the railway sector, the **quality, the extent and the character of the measure** have to be taken into account. Gender equality measures of high quality have to be based on own experiences and the support of tools and international benchmarks. An accompanying evaluation can contribute to improve the measure continuously. When designing the



measure it is important to define the target group and choose appropriate approaches. To progress it is crucial to avoid addressing only people who are already sensitised for the topic. A sustainable change is only to be achieved by including all directly and indirectly involved persons to raise the acceptance for the gender issues among all staff. To enhance the motivation of people and to show the importance of the issue, the binding character of the measures is to be emphasised by setting concrete (quantitative) targets. Clear responsibilities are to be defined.

The higher in the hierarchy gender equality is implemented in the organisation, the rather the issue will become a top priority for the company and has binding character also for the top management. This **top down approach** is necessary to underline the importance of the issue but is not sufficient to initiate **sustainable cultural changes on the ground** especially in railway companies with hundreds of locations and teams. Thus, the target setting should be followed by designing a set of measures which is put into practice and adapted to the needs and requirements of the different team settings.

In any case, when assessing the measures and adopting strategies etc. and when comparing enterprises, the different framework conditions (i. e. legal regulations, collective agreements, corporate regulations and programmes) in the countries and cultural differences have to be considered. Also the railway sector is one of the sectors with a long-lasting tradition and many initiatives start from a very low level with view to women's representation. Thus, it will need time to change the working culture and the image of the sector.

One step towards a more gender-balanced sector has been taken by the European social partners when formulating and signing the "Joint Recommendations for a Better Representation and Integration of Women in the Railway Sector". As the results of the study show, the **Joint Recommendations** remain of relevance and actuality. They address crucial problems and topics with view to gender equality in the railway sector and their objectives are far from been reached. The Joint Recommendations cannot replace endeavours on company level but can

- set an impulse to look closer at the problem;
- lead to focus on the companies' equality policy continuously;
- contribute to make the railway sector more attractive to women by signalling the importance of the issue for the social partners;
- facilitate the benchmarking when the progress is monitored;
- build the framework for experience exchange and know-how transfer;
- and initiate further co-operation on European level and the creation of a European network of railway companies supporting equal opportunities.

To increase the impact of the Joint Recommendations the awareness of its existence and its content should be raised especially in the countries where gender issues are not on the agenda yet. The social partners at European level should inform their members continuously, foster the dissemination and implementation of the JR and monitor the progress regularly. The benefit for the enterprises could be fostered by adding information on tools and good practices. Moreover, if and how the Joint Recommendations should gain a more binding character is to be discussed.





1 Introduction

1.1 Background

Against the background of a clear underrepresentation of female employees in European railways and not least in the context of European policy strategies on equality between women and men¹⁴, action to improve equal opportunities and better integration of women in the railway sector is needed. In this respect, the European social partners and social dialogue play a major role. Social dialogue contributes to better governance, as a result of the proximity of the social partners to the realities of the workplace.¹⁵ At the level of the overall economy and in many sectors, the social partners have produced various types of outcome, some binding, some not, including agreements implemented through European legislation. Through their achievements, the social partners and its European sectoral social dialogue committees have contributed to improving European employment and social policies, as well as working conditions in Europe. Their experience and expertise of economic and social change at sectoral level can help design appropriate industrial policies. They can take part in the negotiation of agreements helping to modernise industrial relations.¹⁶

In this sense, in 2005, within the frame of the European sectoral social dialogue and benefited by the financial support of the European Commission, the European social partners in the railway sector, i.e. the European Transport Workers' Federation (ETF) and the Community of European Railway and Infrastructure Companies (CER), launched a one-year project ***“Representation and Better Integration of Women in the Different Professions of the Railway Sector”***. It aimed at providing an overview of the sector from the perspective of women employees and at facilitating exchange of good practice in the area of equal opportunity and integration of women in the railway sector. It also included a survey among enterprises and trade unions. The outcomes of the project are presented in the report of the joint study¹⁷.

Based on that study, in 2007, the social partners formulated and signed the Joint Recommendations with the appeal to implement and put them into practice. According to the JR, after a three years period a follow-up study is to be conducted. The European social dialogue project ***“Follow-up of the CER/ETF Joint Recommendations ‘Better Representation and Integration of Women in the Railway Sector’: Implementation – Evaluation – Review”*** represents this follow up project.

¹⁴ The issue of equal opportunities is widely reflected in the EU growth strategy “Europe 2020” and, in line with it, in the “European Employment Strategy” (EES), particularly in the flagship initiative “A new agenda for new skills and jobs”. One of the main targets is to raise the employment rate for women and men aged 20 to 64 years from the current 69 % to at least 75 % in 2020. In terms of the improvement of gender equality, the “Strategy for equality between women and men 2010-2015” claims that the potential and the talent pool of women need to be used more extensively and more efficiently. Among others, it contains key actions such as equal economic independence, equal pay for equal work and work of equal value, as well as promoting non-discriminatory gender roles.

¹⁵ Commission of the European Communities (2004): Partnership for change in an enlarged Europe - Enhancing the contribution of European social dialogue. Brussels, COM(2004) 557 final

¹⁶ European Commission (2010): Commission Staff Working Document on the functioning and potential of European sectoral social dialogue. Brussels, SEC(2010) 964 final

¹⁷ ISFORT (2005): Representation and better integration of women in the different professions of the railway sector. Final Report. Rome: Istituto Superiore di Formazione e Ricerca per i Trasporti (ISFORT). Study on behalf of the European Social Partners CER and ETF as well as DG Employment, Social Affairs and Equal Opportunities.



The aims of the study are:

- The analysis of the developments in comparison to the situation in 2003 and the update of statistical data with a view to the representation of women in the railway enterprises and the respective trade unions.
- The monitoring and evaluation of the implementation of the Joint Recommendations. This includes the assessment to which extent the objectives of the charter for equal opportunities are reached, which kind of positive actions have been initiated and if evaluation processes have been implemented and (quantifiable) targets have been set.

The underlying report presents the main results of the comparative analysis and the evaluation based on a quantitative survey of company and trade union representatives of CER/ETF members and qualitative interviews in selected countries (see chapter 1.2). The Austrian Institute for SME Research which has been assigned as scientific support has been responsible for conducting the survey, the interviews and drafting the report.

In chapter 2 of this report the characteristics of the railway companies and the trade unions which have been analysed are presented. The structure and development of female employment in the railway companies as well as of female trade union members is described in chapter 3 and chapter 4. Impacts of a higher share of women among the workforce in the railway sector and barriers hampering women's employment are discussed in chapter 5. Chapter 6 presents measures and initiatives which have been implemented to increase and ameliorate female employment in the railway sector. In chapter 7 (future) priority issues are identified and in chapter 8 conclusions can be found.

1.2 Methods applied

In order to gather actual information on the representation of women in the railway sector, a **quantitative survey** was conducted (see questionnaires in annex). The survey addressed two target groups: On the one hand, **European railway companies** were approached to collect data on the state of affairs of their female employees and measures for female workers. They were asked about general characteristics of their companies, the structure and development of (female) employment, existing barriers to women's employment as well as measures and initiatives implemented. On the other hand, also **European trade unions in the railway sector** were surveyed to provide information about the state of affairs of female members in the unions. They also were asked about general characteristics of their trade unions, the structure and development of (female) union members, which issues with respect to women's employment are the most critical and about measures and initiatives implemented.

The survey took place between May 2011 and September 2011. In order to address as many respondents as possible, two different kinds of questionnaires were sent out, one for the railway companies and one for the trade unions, each in three different languages (English, German and French). The companies and trade unions had to fill in the questionnaires and return them by e-mail to the Austrian Institute for SME Research.



In total, **25 railway companies** returned a completed questionnaire. Partial data, provided from two more companies¹⁸ on employment in their organisation for the year 2010, has been taken into consideration. Thus, in some questions to be analysed, the total number of companies taken into account refers to 25, in some other questions it refers to 26 or 27 (depending on the availability of information for the particular analysis). Nevertheless, as regards all analyses presented in this study, the respective number of companies referred to is stated in the text and / or in the graphs. In total, **16 trade unions** returned completed questionnaires which could be used for further analysis.

As not all railway companies and trade unions in the railway sector in Europe participated in the survey, the results are not representative for the whole European railway sector. Further, data for the time series 2003, 2007 and 2010 could not be provided comprehensively by all responding railway companies and trade unions due to restructurings of companies and merging of trade unions during that time and also due to the lack of gender-related data in some areas. For this reason, in order to provide some information on the development since 2003, only those companies and trade unions were taken into account that could provide data for all three points of time (2003, 2007, 2010). 17 railway companies (out of 26) and 11 trade unions (out of 16) could provide data for the time series.

Despite all restrictions to the available data, the quantitative survey provides an important insight in the situation of women in the European railway sector and serves as valuable contribution for assessing priority issues for the years to come.

Another important source of information is **qualitative data gained in personal (and telephone) interviews**. Interviews with **companies' and trade unions' representatives** have been conducted in **Austria, France, Germany, Italy, Poland and Sweden** (see annex). In the interviews, the situation of women in the sector and initiatives to promote gender equality in the enterprises as well as in the trade unions were discussed. Furthermore, the interviewees were asked to identify priority issues for the near future.

¹⁸ i.e. Holding BDZ, BRC – Bulgarian Railway Company (both Bulgaria)





2 Characteristics of the railway companies and trade unions

In general, the study cannot provide a comprehensive view on the situation and the developments in the railway sector in Europe, as not all railway companies and trade unions in the railway sector in each European country took part in the survey. For this reason, the results of the study reflect the situation of the participating companies and trade unions only. However, as the number of employees working in the railway sector is concerned, the study is quite representative: The number of employees covered in this study is around 755,000 (throughout Europe) while Eurostat referred to around 864,000 employees in the railway sector (in the European Union) in a publication of the European Commission in 2010¹⁹.

2.1 The participating railway companies

In total, 25 railway companies in 17 European countries participated in the survey and two could at least provide some information on female employment (see table 1). Some companies provided information on the situation and development for the whole group including headquarters and subsidiary companies (e.g. Austrian Federal Railways, Deutsche Bahn AG in Germany, FS Group in Italy) while other companies provided information only for their own company although being part of a larger group (e.g. the different companies constituting the PKP group in Poland).

In the predecessor study of 2005²⁰, the situation of 15 railway companies for the year 2003 in 11 countries²¹ was analysed. Eight of them also participate in the current study while the other seven railway companies²² did not participate anymore.

¹⁹ European Commission (2010): EU energy and transport figures 2010. Luxembourg: Publications Office of the European Union, p. 99.

²⁰ ISFORT (2005): Representation and better integration of women in the different professions of the railway sector. Final Report. Rome: Istituto Superiore di Formazione e Ricerca per i Trasporti (ISFORT). Study on behalf of the European Social Partners CER and ETF as well as DG Employment, Social Affairs and Equal Opportunities.

²¹ Italy, Austria, United Kingdom, Lithuania, Poland, Slovak Republic, Switzerland, Hungary, France, Belgium and Germany

²² i.e. Trenitalia S.p.A., RFI S.p.A, Italferr S.p.A., Ferservizi S.p.A, Italy; Central Trains Limited, United Kingdom; Železnice Slovenskej republiky a.s., Slovak Republic; Hungarian State Railways



Table 1 European railway companies participating in the survey

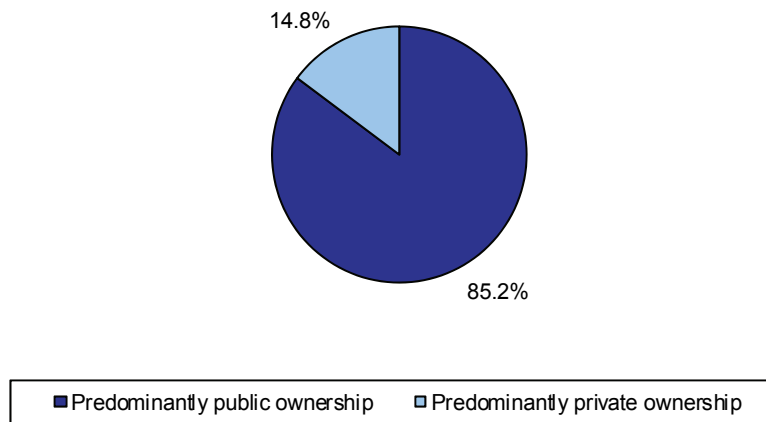
	Company name (in English)	Country	Participation in predecessor study
1	Austrian Federal Railways (ÖBB)	Austria	x
2	SNCB-Holding / Group SNCB	Belgium	x
3	National Railway Infrastructure Company (NRIC)	Bulgaria	
4	Holding BDZ*	Bulgaria	
5	BRC - Bulgarian Railway Company*	Bulgaria	
6	Railway Infrastructure Administration, state organisation	Czech Republic	
7	Czech Railways	Czech Republic	
8	Estonian Railways	Estonia	
9	Société Nationale des Chemins de fer Français (SNCF)	France	x
10	Deutsche Bahn AG	Germany	x
11	FS Group	Italy	x
12	JSC Lithuanian Railways	Lithuania	x
13	PKP Cargo JSC	Poland	
14	PKP Intercity JSC	Poland	
15	PKP Polish Railway Lines JSC	Poland	
16	PKP Polish State Railways (headquarters)	Poland	x
17	PKP Energetyka JSC	Poland	
18	Comboios de Portugal (CP), Public Sector Company	Portugal	
19	Macedonian Railways Transport JSC Skopje	Former Yugoslav Republic of Macedonia	
20	National Railway Company (CFR) S.A.	Romania	
21	Slovenian Railways	Slovenia	
22	The Administrator of Railway Infrastructures (ADIF)	Spain	
23	renfe	Spain	
24	A-Train AB	Sweden	
25	Hector Rail AB	Sweden	
26	Swiss Federal Railways (SBB)	Switzerland	x
27	BLS AG	Switzerland	

* These companies did not participate in the current survey but provided data and information on female employment in 2010 and on barriers to women's employment which could be included in the analysis.

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

The majority of the surveyed European railway companies have a **predominantly public ownership** (85.2 %) while the share of companies with predominantly private ownership is rather low (14.8 %) (see graph 1).

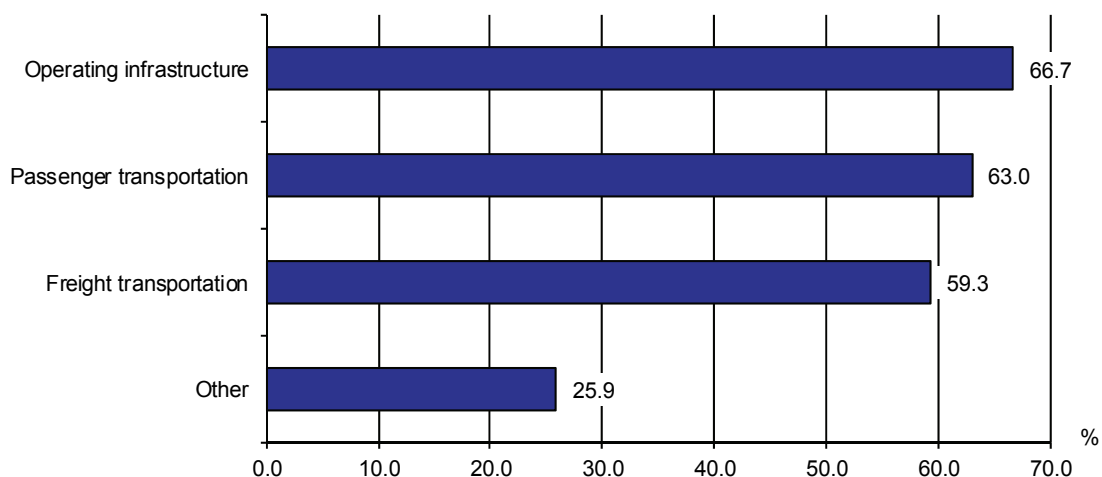


Graph 1 Kind of ownerships of surveyed European railway companies, percentage

N=27 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

The **fields of activity covered by the railway companies/groups** range from operating infrastructure (66.7 %), passenger transportation (63.0 %), freight transportation (59.3 %) and other fields such as further areas in the transport sector (e.g. bus transport, ship transport), navigation, real estate management as well as project management and construction monitoring in infrastructure projects (see graph 2). Eight railway companies²³ (29.6 %) are full-range suppliers and provide services in all three main fields, i.e. operating infrastructure, passenger transportation and freight transportation.

Graph 2 Fields of activity covered by surveyed European railway companies, percentage

N=27 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

²³ Swiss Federal Railways, JSC Lithuanian Railways, Austrian Federal Railways, Slovenian Railways, FS Group (Italy), BLS AG (Switzerland), SNCB-Holding / Group SNCB, Deutsche Bahn AG (Germany)

18 railway companies were able to provide information on their **company's / group's turnover in 2010**. Altogether, the companies generated a turnover amounting to € 82.1 billion. The minimum turnover is € 48 million (generated by the small private owned company Hector Rail AB, Sweden) while the maximum turnover is € 34.4 billion (generated by Deutsche Bahn, Germany).

All 27 railway companies provided data²⁴ on the number of their current **employees**. They had to differentiate between the number of employees in the country of the company's headquarters and employee at international level. Concerning the **country where the headquarters is located**, the number of employees is around 750,000. The company with the smallest size is the private owned Hector Rail AB in Sweden with 114 employees. The largest company is Deutsche Bahn, Germany, with 189.377 employees in the country. The average number of employees among the surveyed railway companies is around 28,000. When taking into account also the **employees at international level**, the total number of employees of the 27 railway companies amounts to around 856,000 employees. This number is similar to the number of employees stated in the predecessor study²⁵, where 15 railway companies in 11 countries employed nearly 850,000 people²⁶. In 2010, the average number of employees at international level is around 31,700, with being 137 the minimum number of employees in a railway company (Hecto Rail AB, Sweden) and the maximum number 290.095 (Deutsche Bahn, Germany).

²⁴ Latest available data: mainly 2010, but some companies also provided data from 2011

²⁵ See ISFORT (2005)

²⁶ Please note that the number of railway companies participating in the predecessor study was considerably lower. Due to restructuring processes in the past years, also accelerated by structural changes according to EU law, the number of employees in the railway sector is declining. This has to be taken into account when comparing the number of employees of 27 railway companies in 2011 and the number of employees of 15 railway companies in 2005.



2.2 The participating trade unions

In total, 16 trade unions in the railway sector in 13 European countries participated in the survey (see table 2). In the predecessor study²⁷, the situation of 17 trade unions in 10 countries²⁸ was analysed. Seven of them also participate in the current study while the other nine trade unions²⁹ did not participate anymore.

Table 2 European trade unions in the railway sector participating in the survey

	Name of the trade union (in English)	Country	Participation in predecessor study
1	Trade Union vida*	Austria	x
2	CGSP / ACOD	Belgium	
3	CGSLB / SLFP	Belgium	
4	Federation of transport trade unions in Bulgaria (FTTUB)	Bulgaria	x
5	Finnish Locomotivemen's Union	Finland	
6	CGT Cheminots	France	x
7	EVG (railway and transport union)*	Germany	x
8	VdSzSz - Free Trade Union of Railway Workers	Hungary	x
9	FILT-CGIL	Italy	x
10	FIT CISL	Italy	x
11	FNCTTFEL	Luxembourg	
12	The Norwegian Union of Railwayworkers	Norway	
13	SEKO The Union of Service and Communication Employees	Sweden	
14	ST Railtraffic	Sweden	
15	SEV	Switzerland	
16	RMT - National Union of Rail, Maritime & Transport Workers	United Kingdom	

* These are the successor trade unions of the former trade unions "Gewerkschaft der Eisenbahner", Austria and Transnet, Germany which took part in the study of 2005

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

²⁷ See ISFORT (2005)

²⁸ Italy, Austria, Slovakia, Spain, Bulgaria, Germany, Greece, United Kingdom, France and Hungary

²⁹ UGL, SMA/FAST – CONFESAL, UILTRASPORTI (all Italy); Odborové Zdruzenie Zelezniciarov (Slovakia); FETCM – UGT - railway section (Spain); Panhellenic Railwaymen Federation (Greece); Transport Salared Staff's Association – TSSA (United Kingdom); Fédération Générale autonome des Agents de conduite, UNSA Cheminots, Fédération Syndicaliste Force Ouvrière des Cheminots (all France)



14 (87.5 %) of the 16 participating trade unions are **covering all occupations in the railway sector**. The remaining two trade unions are either responsible only for the locomotive drivers (Finland) or covering all occupations in the railway sector, except the locomotive drivers (Norway). The total number of members covered by the surveyed trade unions is around 328,000. The smallest participating trade union has 1.665 members (Finnish Locomotivemen's Union) while the largest trade union has 113,566 members (EVG - railway and transport federation, Germany).



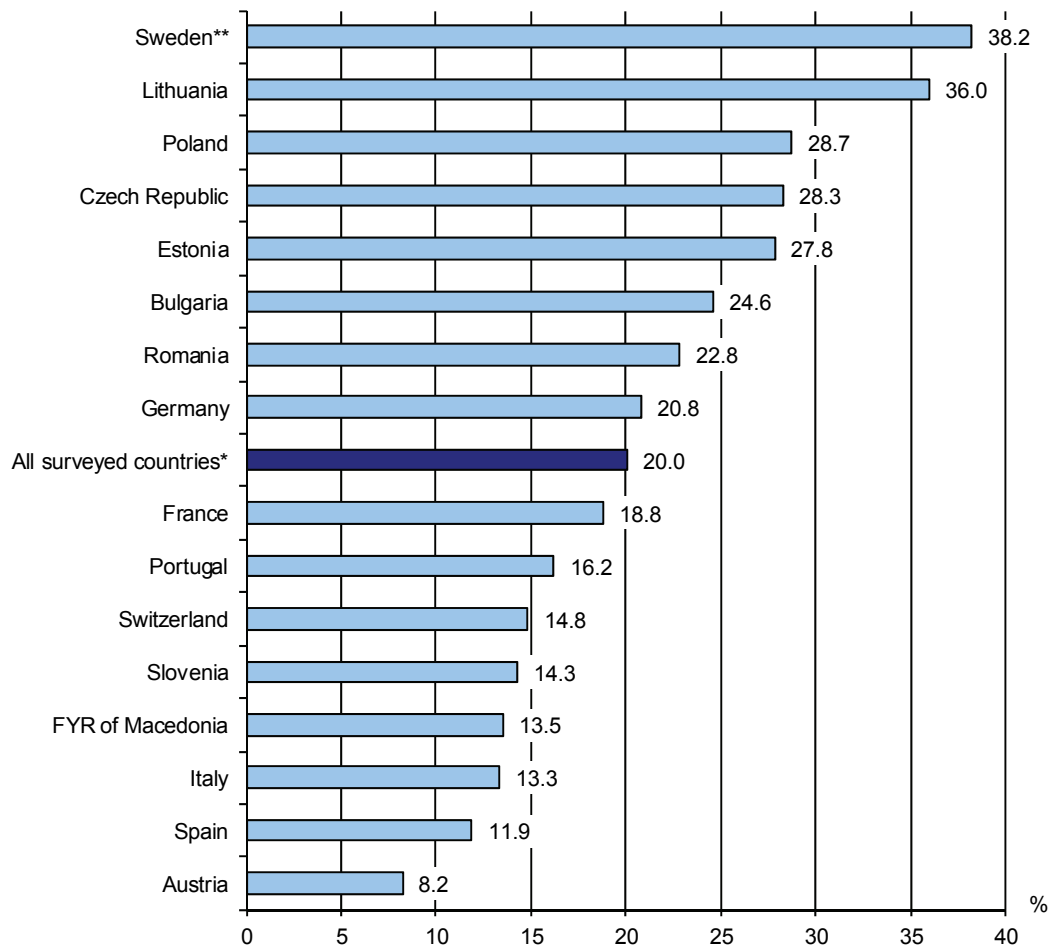
3 Structure and development of (female) employment in the railway companies

3.1 Situation in the European railway companies in 2010

Female employment in railway companies by countries

In 2010, the **share of women among employees in the railway sector** was 20.0 % i.e. 142,471 out of 710,840 employees³⁰, while the share of female employment in the predecessor study of 2005 was 18.8 %, referring to a workforce of nearly 850,000 people.

Graph 3 Share of women in European railway companies, 2010, by country, percentage



* No data available for Belgium (N=26)

** Sweden: 2 privately owned companies with fewer than 200 employees each

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

³⁰ In general, gender-related data for 2010 and for the development since 2003 which has been submitted by the railway companies refer to the employees in the country of the headquarters, and not to all employees at international level. In total, the number of employees is around 755,000. As there is no gender-related data available for Belgium, the basis of the analysis is 710,840 employees.



According to the survey of 2011 (see graph 3), the highest share of women (38.2 %) could be found in railway companies in **Sweden**, but it has to be noted that the Swedish companies participating in the survey are two small privately owned companies with less than 200 employees each. They are active in passenger transportation and the second one also in freight transportation. From this point of view, **Lithuania** has the highest share of female employees (36.0 %) in the railway sector. This is interesting insofar as JSC Lithuanian Railways is a full-range supplier and active in operating infrastructure as well as passenger and freight transportation. In general, it seems that especially companies located in **countries in Eastern and South-Eastern Europe** tend to have a higher share of women in their workforce such as Poland (28.7 %), Czech Republic (28.3 %), Estonia (27.8 %) as well as Bulgaria (24.6 %) and Romania (22.8 %). As already stated in the predecessor study of 2005, this may be due to a traditionally high participation of women in the labour market and a lack of barriers towards occupations in technical branches. Nevertheless, as stated by a trade union representative in Poland, the collective care-institutions in the country progressively disappeared during the last 30 years and today they cover only 2 % of children under the age of three. Thus, the “heritage” from the former socialist system in some countries seems to be under pressure and a backlash towards traditional gender roles can be observed to some extent which in the long run could put the current situation at risk. The first Western European country in the list is **Germany** with a female workforce of 20.8 % which is nearly identical with the average European share. The share of female employment in France (18.8 %), Portugal (16.2 %), Switzerland (14.8 %) and Slovenia (14.3 %) is below average. The countries Former Yugoslav Republic of **Macedonia** (13.5 %), **Italy** (13.3 %), **Spain** (11.9 %) and **Austria** (8.2 %) have the lowest share of women in their workforce.

Differences concerning the female share in employment can be observed for the different fields of activity as well. As the German interviewees report, women are more likely to work in passenger transportation whereas the working conditions in freight transportation (just-in-time, shifts more difficult to plan etc.) seem to be particularly unattractive to women.

In 2011, in comparison with the predecessor study of 2005, there is a very similar picture regarding female employment in the railway sector: Generally speaking, the positions of the countries in the ranking are the same (for those participating in both studies), but the share of female employment seems to have slightly improved both at European level and at country level (for a detailed view on the development of the representation of women in European railway companies since 2003 please see section 3.2).

Female employment in railway companies by different occupational groups/ contracts

Given the different fields in which European railway companies are active in (see graph 2 in chapter 2.1), there is also a wide **range of occupations in the railway sector**: there are occupational groups that are rather technically oriented and physically demanding such as shunters, traffic controllers / signalling, construction/ maintenance / infrastructure or maintenance personnel for rolling stock. Other occupational groups in the field of passenger or freight transportation comprise conductors / on board personnel, station service personnel / station ticket officers as well as drivers. Apart from these branch-specific occupational groups, there are also occupational groups in the railway sector such as human resources and finance / controlling which can be found in any other company as well. As regards the



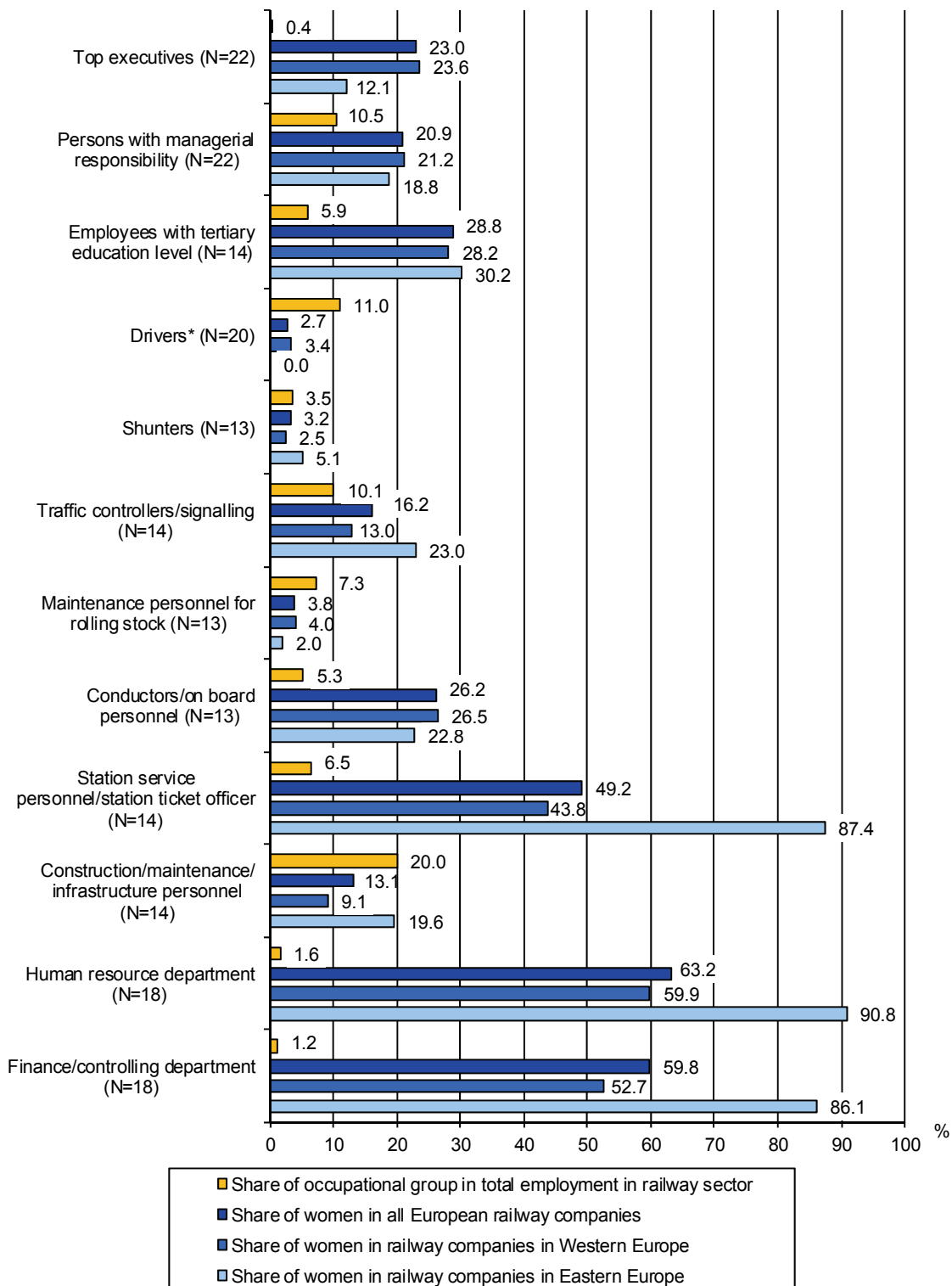
importance of specific occupational groups in the railway sector, around one fifth (20.0 %) of all employees of the 27 railway companies participating in the survey are working in the field of construction / maintenance / infrastructure. 11 % are drivers and 10.1 % belong to the occupational group of traffic controllers / signalling (see also graph 4). In contrast, the percentage of employees working in the human resource departments (1.6 %) and financial / controlling departments (1.2 %) is rather low and has little importance in quantitative terms. As regards the **occupational hierarchy**, it can be distinguished between top executives (i.e. board of directors) and other persons with managerial responsibility (i.e. persons supervising staff at different levels, e.g. heads of divisions, departments, group / team leaders, foremen). While 10.5 % of employees in European railway companies are persons with managerial responsibility, only 0.4 of them are top executives. 5.9 % are employees with tertiary education level.

In European railway companies, female employment is very unequally distributed among the different occupational groups. 23.0 % of the top executives (i.e. the board of directors) are women, followed by 20.9 % of persons with managerial responsibility. Taking into account the qualification background, 28.8 % of employees with tertiary education level in the railway sector are women. The **highest shares of female employment** in the railway sector show the human resource departments (63.2 %) and the finance/controlling departments (59.8 %). Moreover, occupations in the field of station services (i.e. station service personnel, station ticket officers) have a high percentage of women (49.2 %). Also, there is still a considerable share of women among conductors / on board personnel in the trains (26.2 %). Evidently, these are occupational groups that are not primarily connected with man power or specific technical skills. In contrast, there are occupational groups where the **share of women** is **very low** or nearly non-existing: For instance, female employment in the fields of traffic controlling / signalling (16.2 %) and construction / maintenance / infrastructure (13.1 %) is rather moderate, while the shares of women among maintenance personnel for rolling stock (3.8 %), shunters (3.2 %) and drivers (2.7 %) are very low. These are the traditionally typical male professions in the railway sector.

In summary, the figures show that employment of women in the railway sector is especially high in those occupational groups that have a comparably low relevance for the sector as regards the number of employees (e.g. human resources and finance / controlling). In contrast, in occupational groups which have a high relevance in the railway sector in terms of employment such as construction / maintenance / infrastructure, drivers and traffic controllers / signalling, the share of women is moderate to low. Interviews in Poland have shown, that especially for occupations that demand physical strength or are characterised by difficult working conditions, the Polish Labour Law even prohibits activities of women in this area: for instance, women are not allowed to take jobs where they have to carry heavy loads exceeding 12 kg. Although it does not directly prohibit that women can be drivers, the number of female drivers is close to zero.



Graph 4 Relevance of different occupational groups and share of women in different occupational groups in European railway companies, 2010, percentage



Note: The number of companies which could provide data on this issue is shown in brackets.

* Drivers: The share of women in railway companies in Eastern Europe is 0.0 %. This does not mean that there are no female drivers at all, but that the share is so low that it cannot be expressed by a figure with only one decimal place.

Source: Austrian Institute for SME Research, survey of European railway companies, 2011



In terms of the representation of women in different occupational groups, there are considerable **differences between Eastern and Western European countries**³¹: For some occupational groups, the **share of women is higher in Eastern European countries**: Major differences could be identified in the field of **human resources**, where the share of women in Eastern European countries is around 90.8 % while it is “only” 59.9 % in the Western European countries. The comparison of the share of women in **finance / controlling departments** shows similar figures: while in the Eastern European countries the share of women amounts to 86.1 %, the share in the Western European countries is much lower (52.7 %). In the field of branch-specific occupations, the group of **station service personnel / station ticket officers** has a significantly higher share of women in Eastern European countries (87.4 %) than in Western European countries (43.8 %). This is also the case in the occupational groups of **traffic controllers / signalling** (East: 23.0 %, West: 13.0 %), **construction / maintenance / infrastructure** personnel (East: 19.6 %, West: 9.1 %) and shunters (East: 5.1 %, West: 2.5 %).

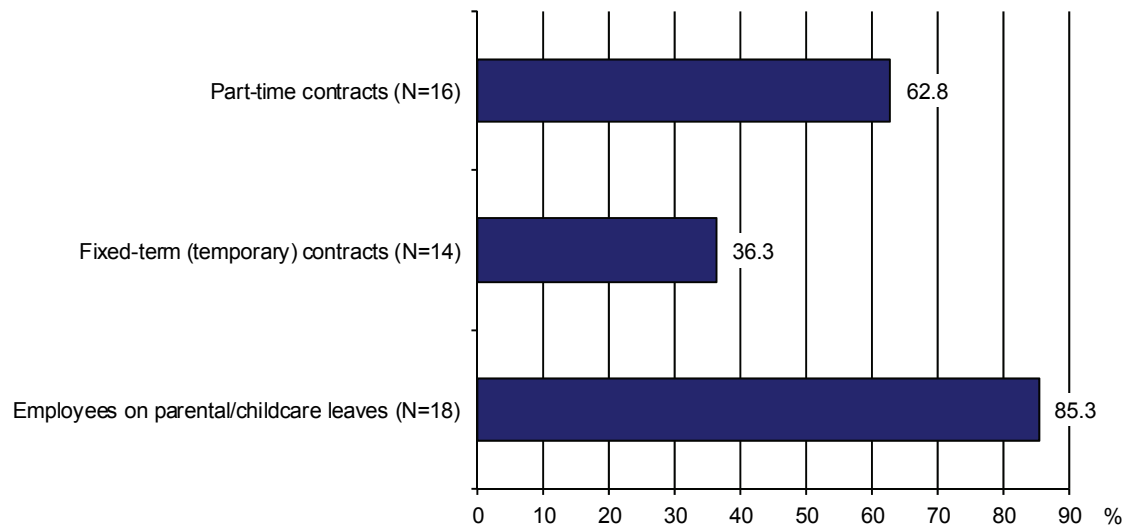
In contrast, there are also some occupational groups where the **share of women is higher in Western European** than in Eastern European **countries**: in this respect, the most prominent group is the **top executives**: here, the share of women is 23.6 % in Western European countries while it is only 12.1 % in Eastern European countries. This is also the case in the group of **persons with managerial responsibility**, even though there are only narrow differences (West: 21.2 %, East: 18.8 %). Further, the share of women working as **conductors / on board personnel** is higher in Western European countries (26.5 %) than in Eastern European countries (22.8 %). Also, the share of women among **drivers** is higher in Western Europe (3.4 %) than in Eastern Europe (nearly 0.0 %).

In terms of **labour contracts** there are also differences between women and men: On the one hand, more women than men are having **part-time contracts**: 62.8 % of such contracts in European railway companies are held by women. On the other hand, more men than women have **fixed-term (i.e. temporary) contracts**: only slightly more than one third (36.3 %) of these contracts are concluded with women (see graph 5). Concerning employees on **parental / childcare leaves**, the vast majority of them (85.3 %) are taken by women.

³¹ Among the total number of employees in the European railway companies surveyed (710,840), 195,986 (27.6 %) are employees working in Eastern European countries and 514,854 (72.4 %) are working in Western European countries. Bulgaria, Czech Republic, Estonia, Lithuania, Former Yugoslav Republic of Macedonia, Poland, Romania and Slovenia are counted among the Eastern European countries while Austria, Belgium, Germany, France, Italy, Portugal, Spain, Sweden and Switzerland are counted among the Western European countries.



Graph 5 Share of women in part-time and fixed-term contracts and on parental/childcare leave in European railway companies, 2010, percentage



Note: The number of companies which could provide data on this issue is shown in brackets.

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Current staff, new recruitments and exits among employees in European railway companies

In order to illustrate the increase of female employment in the railway sector, the European railway companies were asked to provide data on the current staff, new recruitments and exits for the year 2010 for the whole workforce as well as for different occupational groups (see table 3).

In general, the increase of female employment in the railway sector is reflected by a share of women among new recruitments which is higher than the percentage of female employment among the current staff: While the share of female employment among the whole staff is 20.0 %, the share of women among newly recruited employees is higher (23.1 %). In contrast, the female component of the total number of exits (i.e. exits due to retirement / death and termination of work contracts either by the employer or employee) is only 16.0 % which corresponds with a lower share of women among elder employees in the companies (see also ISFORT, 2005, p 28ff).

Concerning **new recruitments**, the share of women is especially high in the human resource departments (67.6 %), followed by the finance / controlling departments (56.6 %) as well as in the group of station services (53.5 %) and conductors / on board personnel (40.7 %). These are also the occupational groups with a relatively high share of female **exits**.

On closer examination, there are differences according to the distinct occupational groups³²: The share of women among new recruitments compared to the current staff is relatively high among conductors / on board personnel (40.7 % vs. 26.2 %), followed by the shunters (26.2 % vs. 15.1 %). This is also the case for the group of persons with

³² In some cases, the number of railway companies which could provide data on these issues, are relatively low.



managerial responsibility (27.6 % vs. 20.9 %). Concerning the exits, in general, the percentages concerning female employment are lower than for the current staff or new recruitment. Compared to other occupational groups, the share of female exits is higher in the above mentioned occupations where the female component is considerable.

Table 3 Share of women in different occupational groups in European railway companies, new recruitments and exits, 2010, percentage

Occupational groups	Staff	New* recruitments	Exits**
Top executives (N=22;12;10)	23.0	27.8	25.3
Persons with managerial responsibility (N=22;19;14)	20.9	27.6	15.3
Employees with tertiary education level (N=14;14;12)	28.8	27.1	22.4
Drivers (N=20;12;14)	2.7	3.8	0.6
Shunters (N=13;10;12)	3.2	15.1	8.0
Traffic controllers / signalling (N=14;10;11)	16.2	20.6	10.8
Maintenance personnel for rolling stock (N=13;8;9)	3.8	2.9	2.5
Conductors / on board personnel (N=13;8;9)	26.2	40.7	16.0
Station service personnel / station ticket officer (N=14;11;11)	49.2	53.5	36.3
Construction / maintenance / infrastructure personnel (N=14;11;9)	13.1	8.6	6.8
Human resource department (N=18;10;11)	63.2	67.6	51.2
Finance / controlling department (N=18;10;12)	59.8	56.6	57.3
All staff (N=25;22;17)	20.0	23.1	16.0

Note: The number of railway companies which could provide data on this issue is shown in brackets. For some cases, the number of railway companies is relatively low. For this reason, the figures in this table are to be interpreted as tendencies only.

* New recruitments: New entries in the company/group

** Exits: Exits due to retirement/death, termination of work contracts (by employer or employee)

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Difficulties in filling job vacancies

The European railway companies were asked if they are experiencing any serious difficulties with filling job vacancies i.e. with **finding appropriate candidates**. One out of four railway companies (24.0 %) face serious difficulties with filling job vacancies. As regards specific occupations or functions in particular, the companies mainly stated to have difficulties in finding technical-oriented employees such as engineers in different fields (e.g. infrastructure, security), IT specialists, graduates from polytechnic institutes and universities specialised in the field of construction, accounting assistants in finance and HR departments as well as train drivers, shunters and rolling stock examiners. 28 % of the railway companies stated to have no serious problems in filling job vacancies. However, nearly one half of the railway companies (48.0 %) did not provide any information on this issue.



3.2 Development of (female) employment in the railway companies from 2003 to 2010

The development of female employment has been analysed on the basis of the railway companies which provided data for the years 2003, 2007 and 2010. For the description of the actual situation in 2010, gender-related data from 26 companies were available, while for the description of the development since 2003, data from only 17 companies could be included. Often, the companies could not provide sufficient data due to company's restructurings over the last years or not available gender-related data. For this reason, the figures for 2010 presented in this chapter are not identical with the figures for 2010 in chapter 3.1. Further, the development of female employment in the railway sector cannot be shown by country, as this would give in no case a comprehensive view.

Development of female employment in general

The development of the total employment in the railway sector is characterised by a sharp decline in recent years. According to the 17 European railway companies which could provide data on 2003, 2007 and 2010, the number of employees decreased from 557,923 in 2003 to 418,361 in 2010, which is equivalent to a decline of 25 %.

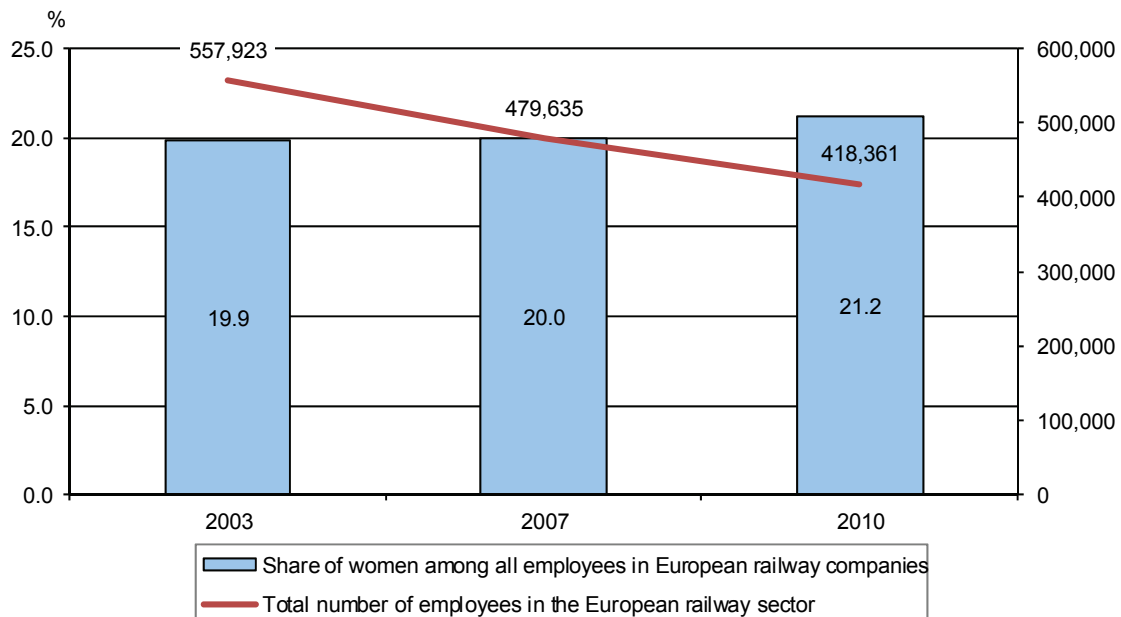
Despite this general decrease in employment, the **representation of women among all staff in European railway companies has increased** since 2003, although, in sum, to a small degree only. According to the survey, in 2003, the share of female employment in railway companies was 19.9 %, with slightly increasing to 20.0 % in 2007 and to 21.2 %³³ in 2010 (see graph 6).

The experts in Austria and Italy emphasised that the restructuring process on the one hand limits the possibilities of changing the employment structure and that gender issues are difficult to put on the agenda but on the other hand is accompanied by a modernisation of work processes that can provide possibilities to review the organisation and previous practices. Further, as interviews in Poland and Sweden have shown, railway companies also have to deal with considerable skills shortages in technology-oriented branches. Unique opportunity to recruit women is given and the companies have to take the chance, as also French interviewees stated. In addition to a lack of skilled employees, also the processes of educational and career choices of women have an influence on the representation of women in the railway sector, as the share of women completing technical schools and technical studies is considerably lower than the share of men.

³³ Here, the share of 21.2 % in 2010 does not correspond with the share stated in the description of the current situation in 2010 (20.0 %) (see section 3.1). The reason for this is the different number of railway companies for which complete time series of 2003, 2007 and 2010 are available.



Graph 6 Development of the share of women in European railway companies, 2003 – 2010, percentage



N=17 companies

Note: 17 out of 25 companies could provide comprehensive data for the time series 2003 to 2010.

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Development of female employment in railway companies by different occupational groups / contracts

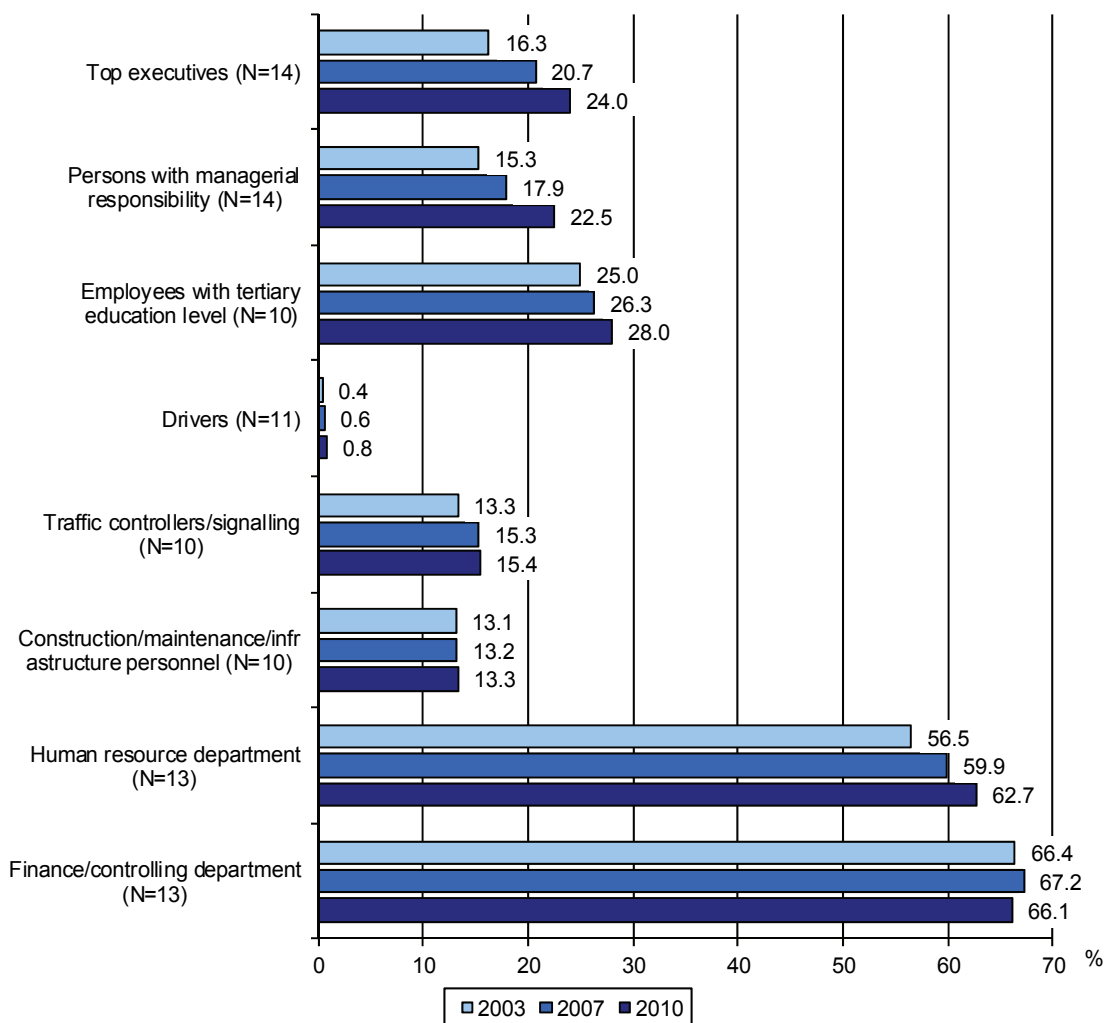
In general, the representation of women in different **occupational groups** has increased in the railway companies since 2003³⁴ (see graph 7). While in some occupations only small changes in the share of female employment could be identified or the share of female employment remained constant, in other occupations the **share of women** could **increase** considerably. For instance, among top executives, the share of women increased from 16.3 % in 2003 to 24.0 % in 2010. Among persons with managerial responsibility, a similar development could be identified: While in 2003 the share of women was 15.3 %, the share increased to 22.5 % in 2010. Also the representation of women among employees with tertiary education level could slightly improve from 25.0 % (2003) to 28.0 % (2010). In the human resource departments, female employment slightly increased from 56.5 % in 2003 to 62.7 % in 2010. The share of female employment could also slightly increase in the rather male-dominated group of traffic controllers / signalling from 13.3 % (2003) to 15.4 % (2010).

In other male-dominated occupational groups such as construction / maintenance / infrastructure (around 13 %) as well as drivers (around 0.5 %), over the time, **the share of women** among the workforce remained relatively **constant**. In the finance/controlling departments, the share of women did not increase, but remained relatively constant over the time ranging between 66.4 % (2003), 67.2 % (2007) and 66.1 % (2010).

³⁴ Not all railway companies could provide data on this issue. As concerns different occupational groups, the number of railway companies able to provide time series from 2003 to 2010 also differs.



Graph 7 Development of the share of women in different occupational groups in European railway companies, 2003-2010, percentage



Note: The number of railway companies which could provide comprehensive data for the time series 2003 to 2010 is shown in brackets.

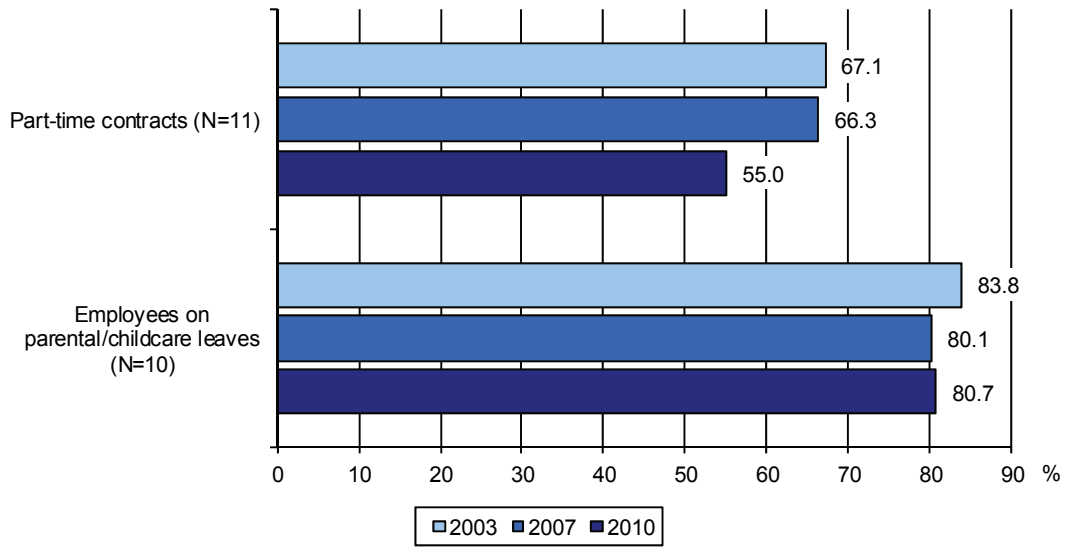
Source: Austrian Institute for SME Research, survey of European railway companies, 2011

In the field of specific labour contracts, the share of women in the group of those having part-time contracts decreased from 67.1 % to 55.0 %³⁵. Also, a slight decrease of the share of women from 83.8 % (2003) to 80.7 % (2010) could be observed among employees on parental / childcare leaves (see graph 8). This could on the one hand be an indicator for a better reconciliation policy (see chapter 6) which enables more women – even with children – to work full-time. On the other hand it can also reflect the difficult financial situation of single parents who cannot afford to only work part-time or the fears of women that a part-time job would entail career disadvantages as emphasised in the interviews.

³⁵ This statement is only valid for railway companies which could provide data from 2003, 2007 and 2010.



Graph 8 Share of women in part-time contracts and on parental / childcare leave in European railway companies, 2003-2010, percentage



Note: The number of railway companies which could provide comprehensive data for the time series 2003 to 2010 is shown in brackets.

Source: Austrian Institute for SME Research, survey of European railway companies, 2011





4 Structure and development of (female) trade union members

4.1 Situation in European trade unions in the railway sector in 2010

Female members in trade unions in 2010

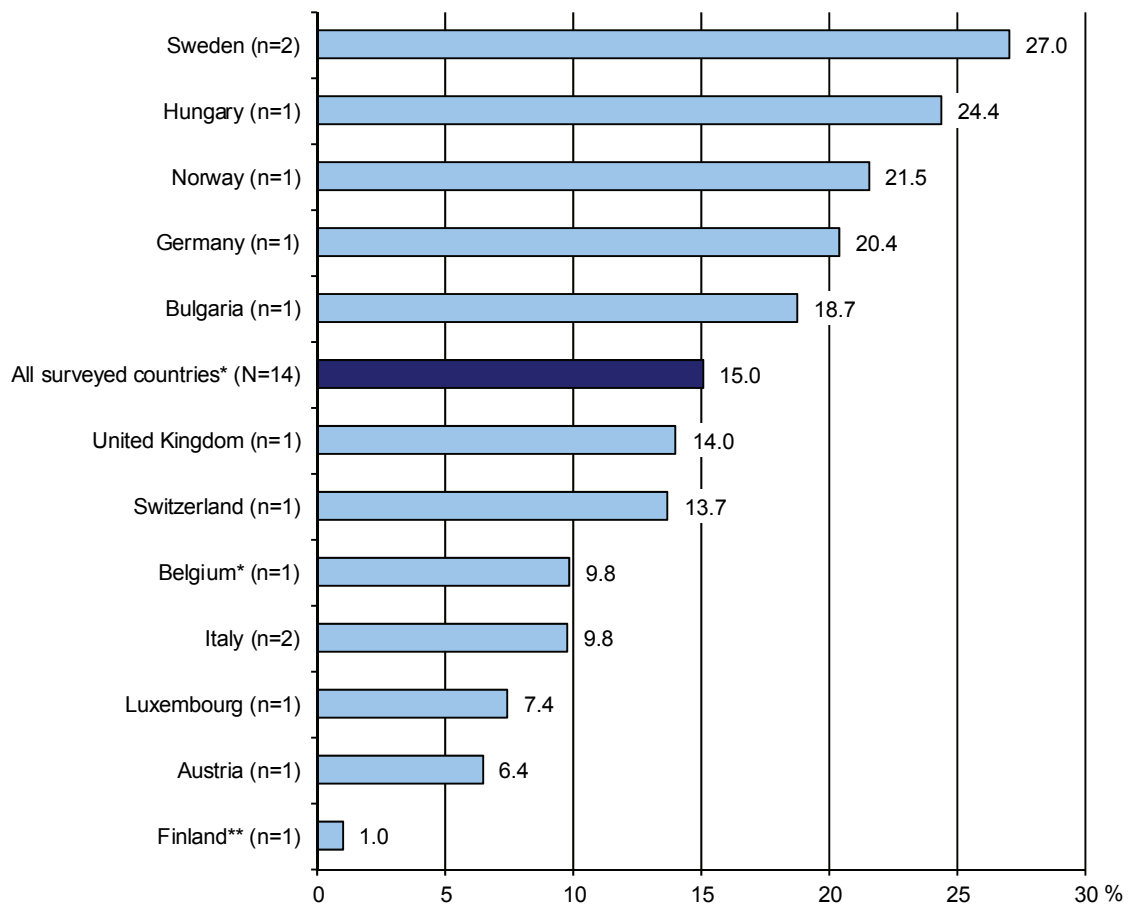
In 2010, the **share of women among trade union members in the railway sector** was 15.0 %, i.e. 49,000 out of around 328,000 members³⁶ in 12³⁷ countries. Sweden (27.0 %) has the highest percentage of women among trade union members by country. The trade unions of Hungary (24.4 %), Norway (21.5 %), Germany (20.4 %) and Bulgaria (18.7 %) have shares of female members still above the average of 15.0 % (see graph 9). While the share of women in the United Kingdom (14.0 %) and Switzerland (13.7 %) is still close to the average, the representation of women in trade unions is rather low in Belgium and Italy (each 9.8 %). Luxembourg (7.4 %) and Austria (6.4 %) have the lowest share of women. A special case is Finland (1.0 %), as here, only the trade union for locomotive drivers responded to the questionnaire. The locomotive drivers traditionally have a very low share of women among their workforce (see section 3.1), so it is not surprising that the presence of women in the trade union is also very low. In five countries, both railway companies and trade unions in the railway sector participated in the survey i.e. Bulgaria, Germany, Switzerland, Italy and Austria. The share of female members in the trade unions mainly corresponds to the share of female employees in the countries Germany (20.4 % vs. 20.8 %.), Switzerland (13.7 % vs. 13.7 %) and roughly also Austria (6.4 % vs. 8.2 %). However, the share of female members in trade unions is not as high as in the railway companies in Bulgaria (18.7 % vs. 24.6 %) and Italy (9.8 % vs. 13.3 %): here, the women are not represented in the trade unions according to their share in the railway companies.

³⁶ It is not possible to compare these numbers with the numbers in the predecessor study of 2005, where it was stated that women number almost 100,000 and represent 18.2 % of the trade-union members. No total number of trade union members was mentioned. Therefore, it can only be estimated that there were around 545,000 trade union members in 15 participating trade unions which could provide data on their members.

³⁷ No data available for France.



Graph 9 Share of women among trade union members, 2010, by country, percentage



Note: The numbers in parentheses refer to the number of trade unions for which data was available in the respective country.

* Partly no data available for Belgium as CGSLB/SLFP could not provide gender-related data; no data available for France

** Finland: Trade union for locomotive drivers only

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

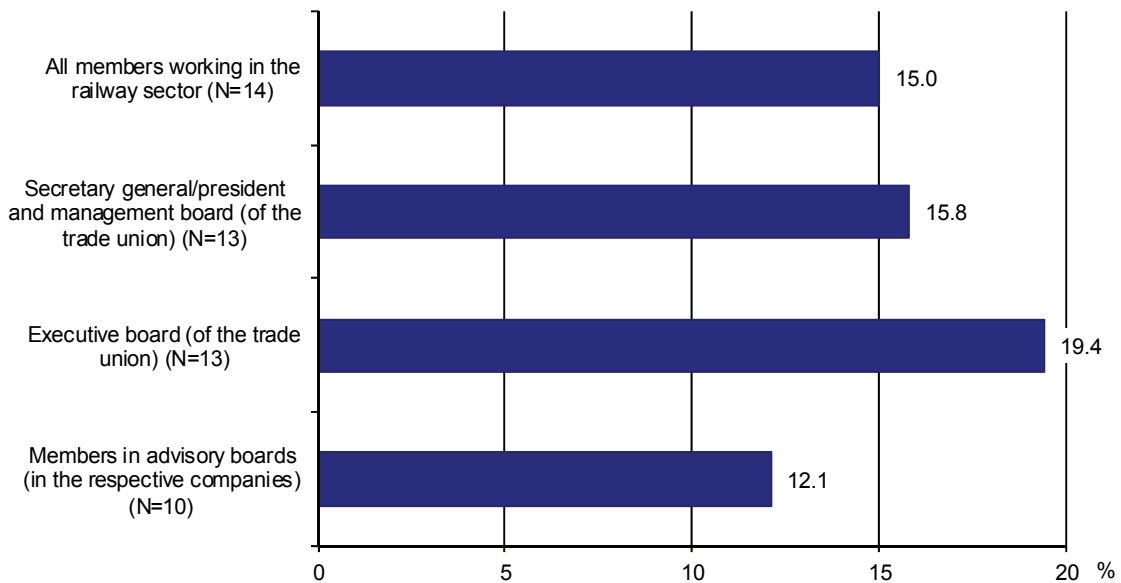
Female members in trade unions at different levels³⁸

There are different levels at which women may be present in trade unions in the railway sector. In general, the distribution of women in the trade unions is not as unequal as it is in the railway companies. The share of women among secretaries general / presidents and management boards (15.8 %) is in line with the average share (15.0 %). While a higher percentage of women is represented in the executive boards (19.4 %), only 12.1 % of female members are active in the advisory boards in the respective companies (see graph 10).

³⁸ The illustration of differences between trade unions in Eastern and Western Europe is not possible due to not representative data. From the trade unions participating in the survey, only those from Hungary and Bulgaria are counted among Eastern European countries (and representing 15,000 members) while all other respondents belong to Western European countries (and representing 312,000 members).



Graph 10 Female members in European trade unions in the railway sector at different levels, 2010, percentage



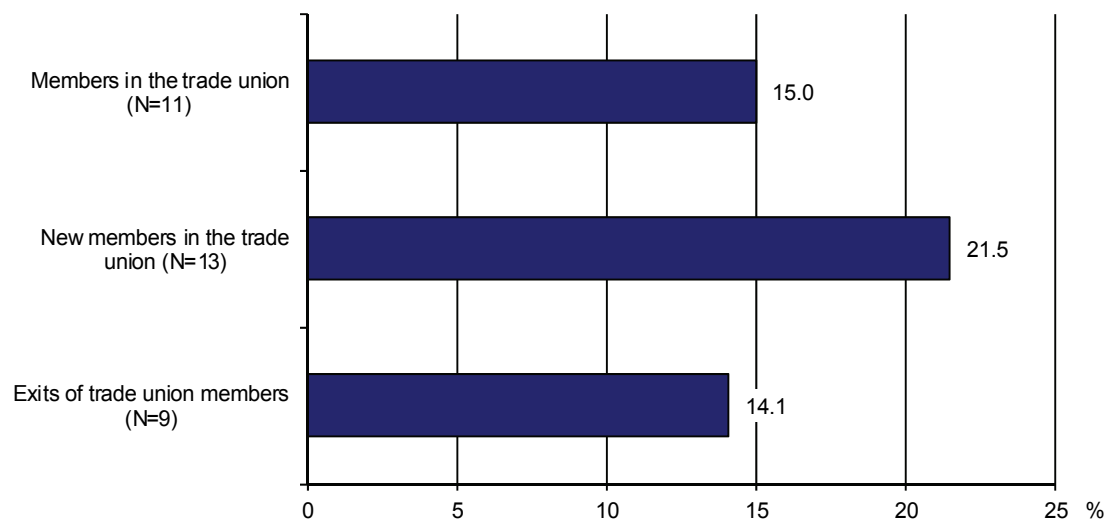
Note: The number of trade unions which could provide data on this issue is shown in brackets.

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

Current members, new members and exits of members

In order to get a clearer picture in terms of the increase of female members in trade unions in the railway sector, the share of current female members, new members and exits of members are compared with each other. In general, the increase of female members in the trade union is evident on the basis of the share of women among new members in the trade union: While the share of current members is 15.0 %, the share of new members is considerably higher (21.5 %). In contrast, female exits of trade union members amount only to 14.1 % which is very similar to the share of current members.

Graph 11 Share of women in European trade unions in the railway sector, new members and exits, 2010, percentage



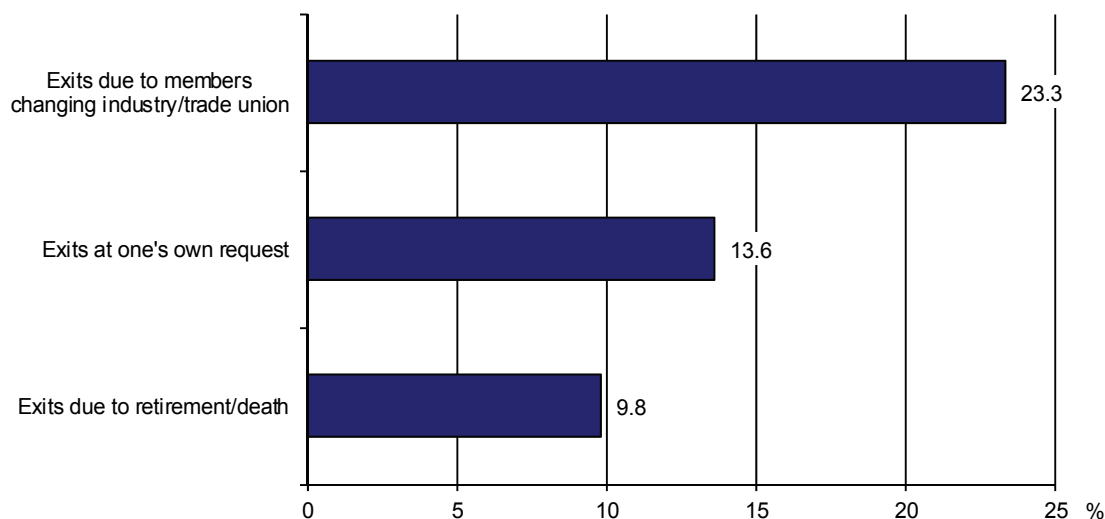
Note: The number of trade unions which could provide data on this issue is shown in brackets.

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011



As regards the exit of female members from the trade unions, the unions have been asked if they could provide data on the different types of exits. Among exits due to members changing the industry or the trade union, 23.3 % are women. The share of women among exits at one's own request is 13.6 % which is almost in line with the average female share among exits (14.1 %). Concerning exits according to retirement or death, the share of female members is lower (9.8 %). This reflects the lower share of female members in the trade unions among elder employees.

Graph 12 Share of women among different types of exits of European trade union members in the railway sector, 2010, percentage



N=9 trade unions

As only 9 out of 16 trade unions could provide data on this issue, the data has to be treated with caution.

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

4.2 Development of (female) members of trade unions in the railway sector from 2003 to 2010

Similar to the analysis of the development of female employment in European railway companies (section 3.2), the development of female members in European trade unions in the railway sector has been analysed on the basis of the trade unions which provided data for the years 2003, 2007 and 2010. For the description of the actual situation in 2010, gender-related data from 14 trade unions were available, while for the description of the development since 2003, data from only 11 trade unions could be included. Often, trade unions do not collect gender-related data or have been subject to restructurings and merging. For this reason, the figures for 2010 presented in this chapter are not identical with the figures for 2010 in chapter 4.1. Further, the development of female members in trade unions cannot be shown by country, as this would give in no case a comprehensive view.

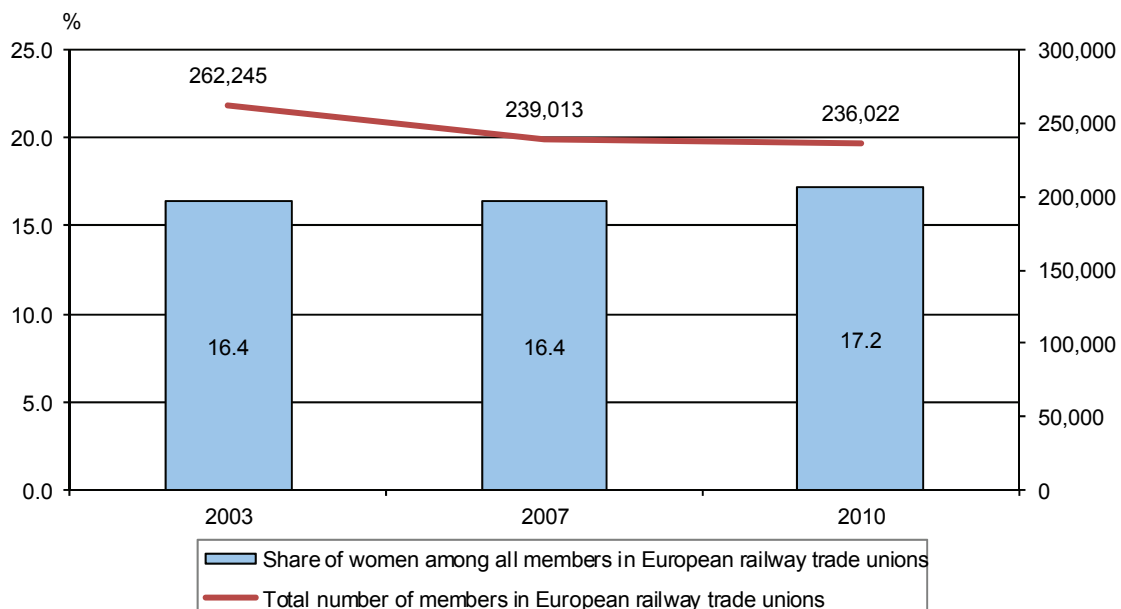


Development of female members of trade unions in general

In compliance with the decrease of employment in the railway sector, also the number of members in the corresponding trade unions is declining. According to the 11 trade unions in the European railway sector which could provide data on 2003, 2007 and 2010, the number of members decreased from 262,245 in 2003 to 236,022 in 2010, a decline of 10 %.

Between 2003 and 2010, the overall **share of women in trade unions in the railway sector remained relatively constant** (16.4 % to 17.2 %)³⁹. However, due to the fact that only eleven out of 16 trade unions were able to provide gender-related data and, thus, the share of 2010 does not correspond to the share stated in section 4.1 (15.2 %), the data have to be treated with caution. Anyway, it can be observed that there are no significant increases in the share of female members in European trade unions in the railway sector.

Graph 13 Development of the share of women in European trade unions in the railway sector, 2003-2010, percentage



N=11 trade unions

Note: 11 out of 16 trade unions could provide comprehensive data for the time series 2003 to 2010.

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

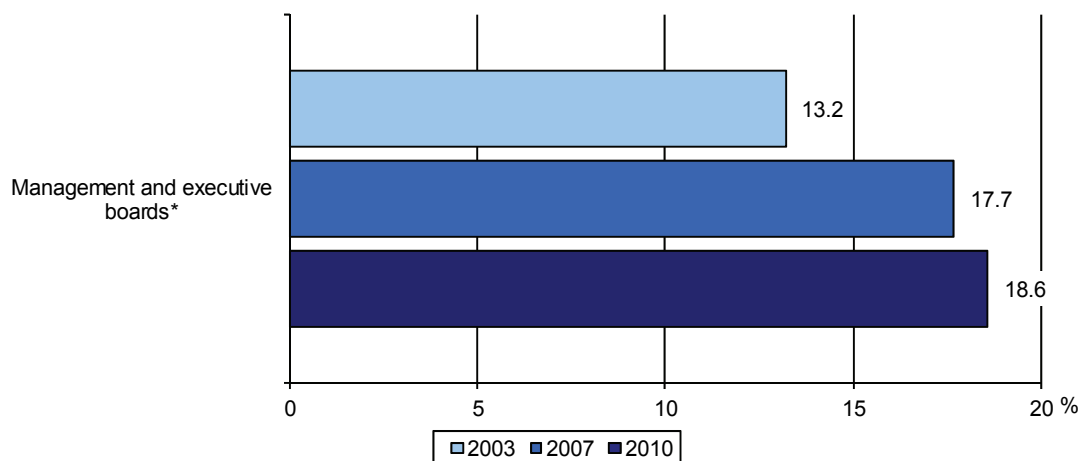
³⁹ Here, the share of 17.2 % in 2010 is not identical with the share of 15.2 % stated in section 4.1 concerning the description of the current situation. The reason for this is that 14 trade unions could provide data for 2010, while only 11 trade unions could provide comprehensive data for the time series of 2003, 2007 and 2010.



Development of female members in trade unions at management and executive level⁴⁰

Although no significant increase in the total number of female members in European trade unions in the railway sector could be identified, at least slight differences in the development of the participation of women at **management and executive level** could be observed: The share of female members has increased from 13.2 % in 2003 to 18.6 % in 2010.

Graph 14 Development of the share of women in European trade unions in the railway sector at management and executive level, 2003-2010, percentage



N=10

* Management and executive boards: Secretaries general / presidents and management boards (of the trade unions), executive boards (of the trade unions)

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

⁴⁰ Due to data restrictions, a separate examination of the two levels secretary generals / presidents and management boards (of the trade unions) as well as executive boards (of the trade unions) was not possible. For this reason, data available for these levels have been summarised in the category "management and executive boards". No comprehensive data was available for the time series 2003-2010 for members in advisory boards (in the respective companies)



5 Women's employment in the railway sector: Impacts and barriers

After having presented the status quo concerning the representation of women in the railway sector and in the respective trade unions in the following chapter the reasons why women's representation in the sector matters is discussed as well as hampering factors are described.

5.1 Positive impacts of gender diversity

Several studies have emphasised the positive impact for **companies** of a staff structure which reflects the different groups in society and have shown the advantages of mixed gender teams. In the railway sector, the most outstanding argument to increase the female share among the staff seems to be an amelioration of the company image and the work climate as three out of four companies (76 %) state a positive impact in these areas (see graph 15).

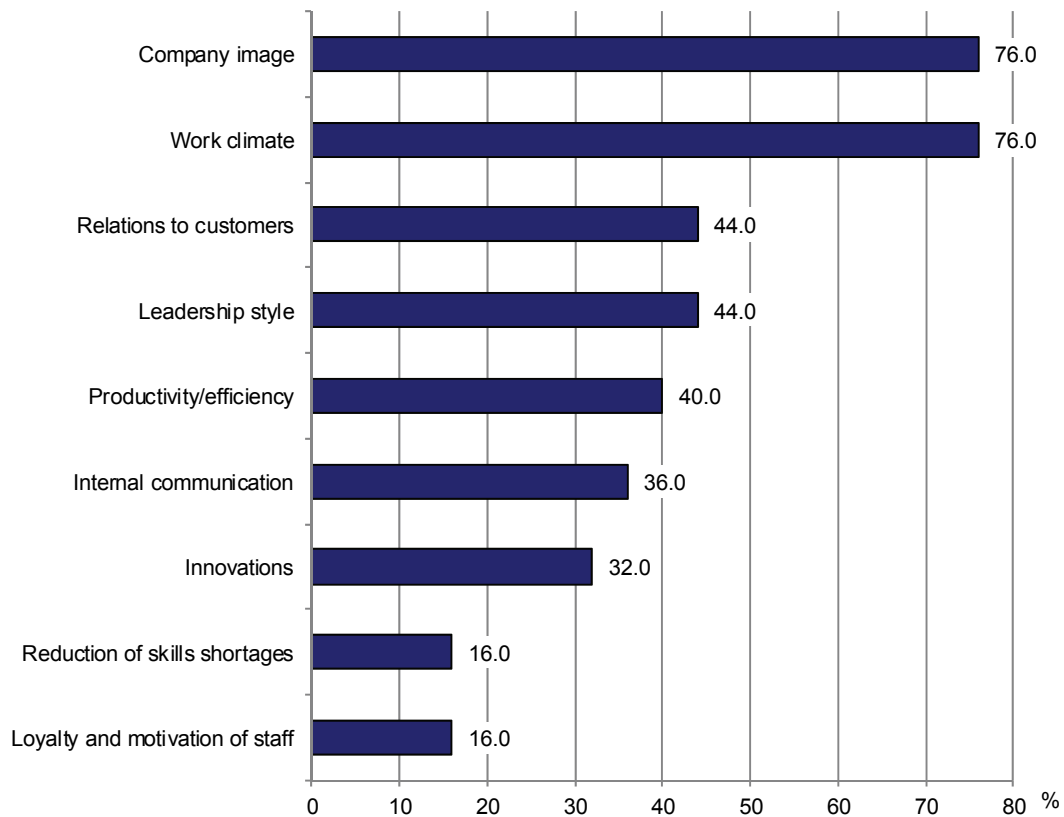
Related to the first is the relation to the customers, which seem to improve for 44 % when more women are working in the companies, which implies that the companies' employment structure better reflects the customers' structure with view to gender. 40 % also state a positive impact on the productivity and efficiency which also certainly contributes to a positive company image. The work climate is influenced by the leadership style and the internal communication processes. 44 % respectively 36 % report that these two areas are positively influenced by increased gender diversity in the railway companies.

One out of three companies (32 %) also sees a positive drive on innovation when more women are working in the sector. In contrast, more balanced gender diversity among the staff seems to have little influence with view to the challenge of skills shortages or the loyalty and motivation of the staff (this is probably partly covered by the issue "work climate").

Apart from the positive impacts of gender diversity among the staff, the necessity of attracting qualified women was mentioned by most of the interviewed company representatives. Due to the demographical change, skills shortages can only be tackled by recruiting the best talents regardless of gender, migrant background, sexual orientation etc.



Graph 15 Most important positive impacts of gender diversity on European railway companies, percentage



N=25 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

A higher share of women in the sector increases the female potential for the **trade unions** and has led to a more gender balanced member structure of the trade unions responsible for the railway sector. The increasing share of female members has a positive impact on the trade unions and their role in the social dialogue as well as their role as stakeholder in the political decision-making processes.

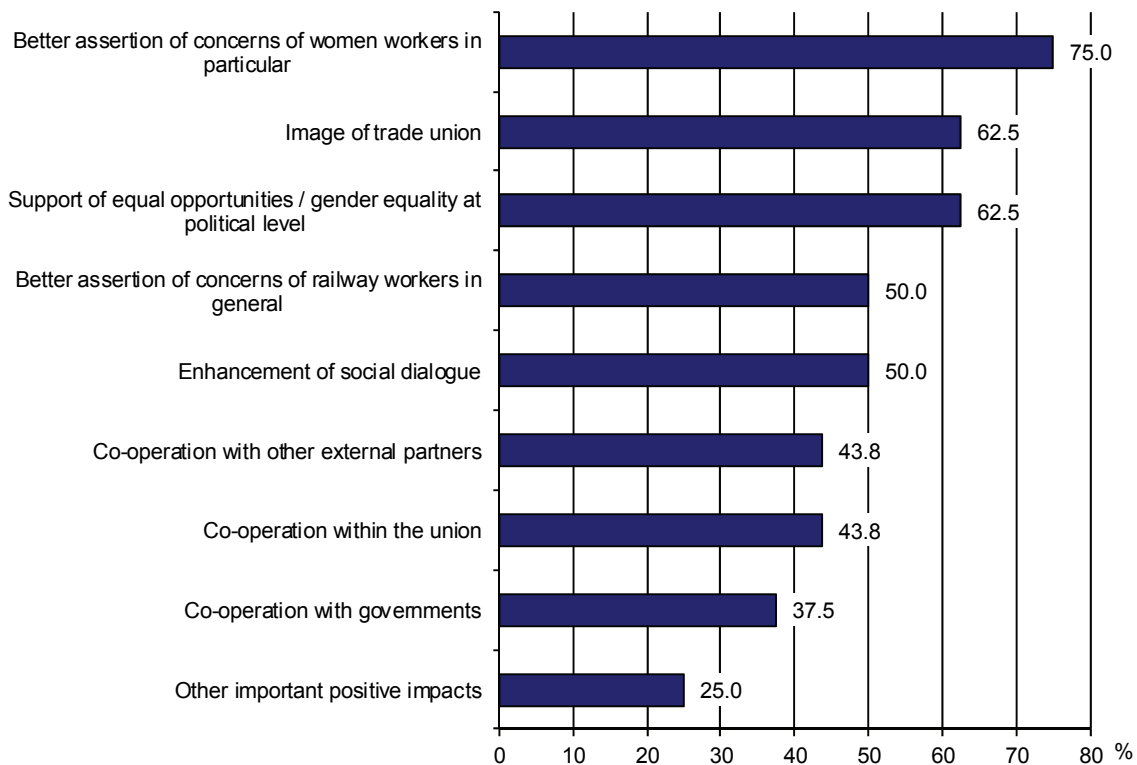
It is not surprising that a better representation of women in the trade unions lead for 75 % of the trade unions to a better assertion of women's concerns in the social dialogue and for more than 60 % to a support of equal opportunities' issues in the political process (see graph 16).

More than 60 % also state that the image of the trade unions ameliorates when more women are active as members and representatives. Half of the surveyed organisations also report of a positive influence of an increased female share among trade union members on the assertion of the concerns of the railway workers and on the social dialogue in general.

Around 40 % see an improvement of co-operations with external partners and the government but also within the union itself. Other positive impacts of a better representation of women in the trade unions concern among others the support with view to reconciliation, the dissemination of information on career opportunities in the sector and thus a contribution to the recruitment of women and an amelioration of the meeting culture.



Graph 16 Most important positive impacts of a higher/increasing share of female members on the trade union, percentage



N=16 trade unions

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

5.2 Barriers to women's employment

Despite the fact that a more gender balanced railway sector has several positive impacts on the companies it remains rather difficult to attract women. Therefore, the female share in employment increases slightly as shown in the previous chapters but the sector remains male-dominated. Various reasons which represent barriers to women's employment have been identified and ranked according to their relevance by the **railway companies** (see graph 17).

The physical strain in some of the (typical) jobs represents for almost 70 % of the enterprises not only an important barrier, but it is also classified as being highly relevant. It seems to be more accepted for men to work physically. This is also stated in the interviews although it has been stressed that due to technical progress more and more jobs lose their "physical character". Thus, it seems that it is more the image of the physically requiring jobs than the actual job reality which makes certain jobs unattractive to women.

15 % of the enterprises classified the mental/psychic strain in some of the jobs and legal provisions limiting the employment of women in some jobs as being a very relevant barrier. As in the sector a male work culture is prevalent, women have two options: To accept the rules and conform to stereotypes or act against the own socialisation with the results of losing one's authenticity or to "stay" women and being an outsider, because of breaking the stereotypes and not fulfilling the role of a woman in a male work culture. Both could lead to psychic stress. The latter can be explained by the fact that only in a few countries legal regulations limiting women's employment in the sector are in force (e.g. in Poland)⁴¹ but in these countries they represent an almost insurmountable barrier.

Of considerable relevance and stated by more than half of the enterprises as being an important barrier to women's employment is the shift work and the typical male work culture which is based on common gender stereotypes. Shift work hampers the reconciliation of work and family – as a matter of fact still a rather female task – which requests harmonising timetables of different persons in the household and is not really compatible with normal opening hours of childcare services, schools etc. The male work culture has grown in enterprises where men have been "undisturbed" in their peer group for a long time and the critical mass of women, especially in certain jobs, has not been reached up to now. This male work culture can be reinforced by the companies' image as being male-dominated (39 % identified this as barrier) which can function as self-fulfilling prophecy. Also, this image is based on the restricted view which associated the sector with a few professions, whereas in reality railway companies offer occupations in hundreds of professions, as stated an interviewee. Moreover, it reflects the remaining gender stereotypes in society. Finally, one out of four enterprises (27 %) states that the required skills and knowledge for some of the jobs hamper women's employment because women are underrepresented in technical schools or universities. This is in turn due to gender stereotypes, as for many girls and their families a technical education is not even an option, reported a German expert. As was referred to by a Swedish company's representative, the most difficult work is to overcome and change attitudes in this regard. Ignorance and traditions can run counter to the efforts of railway companies to increase the number of women in the railway companies.

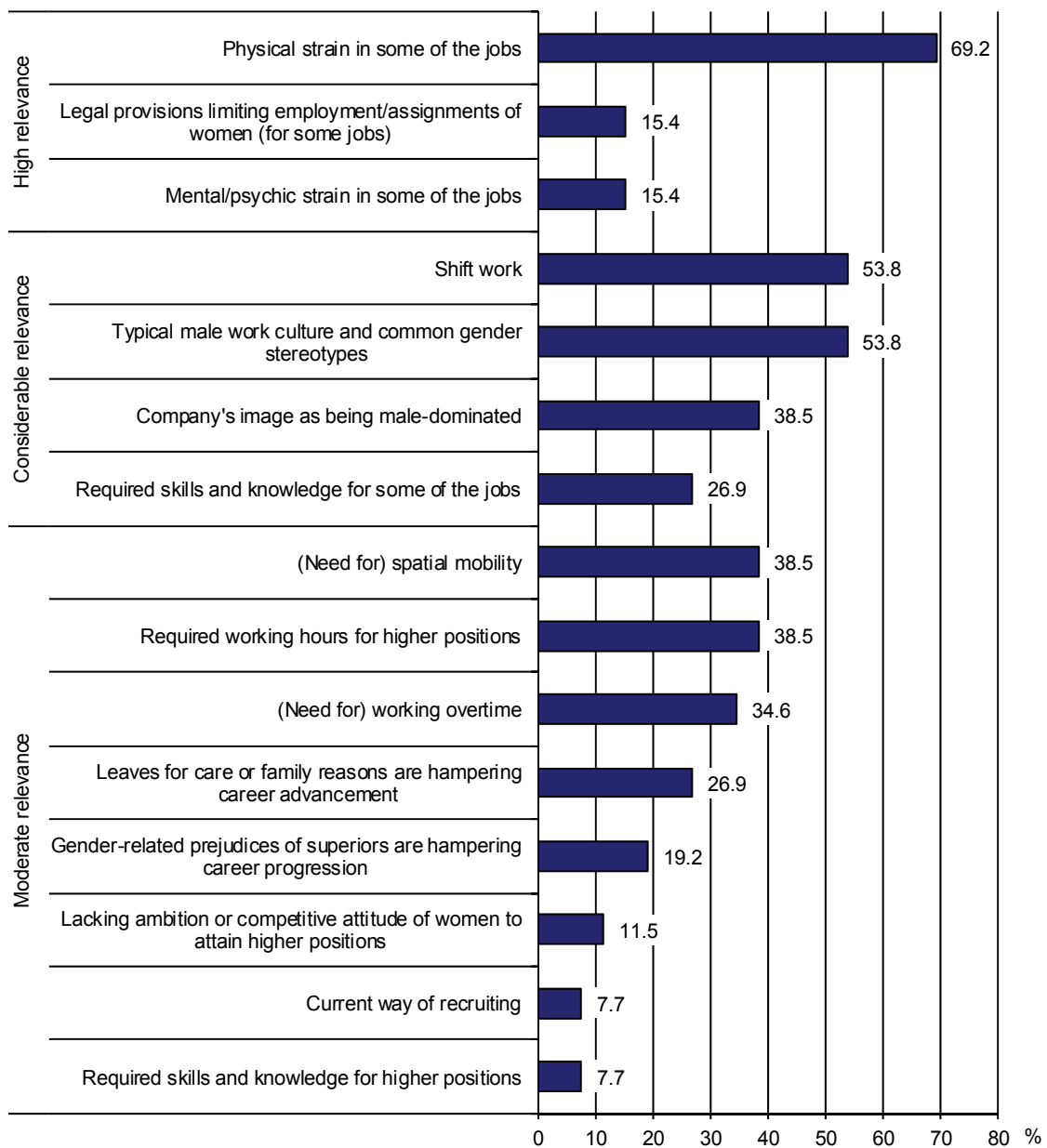
Of moderate relevance as a barrier seem to be the need for spatial mobility, which is stated by almost 40 %, as well as issues related to the career advancement such as working hours for higher positions and the need for working overtime, caring duties hampering career development, gender-related prejudices of superiors, but also lacking ambition of women to advance the career ladder.

Very few enterprises mentioned the current way of recruiting as being a barrier for attracting women. Contrary to that, the interviewees underline the importance of revising common recruiting strategies and raising the awareness concerning the impact of communication channels and tools to arrive at attracting more women.

⁴¹ See chapter 3.1, section "Female employment in railway companies by different occupational groups/ contracts" for more details.



Graph 17 Companies: barriers and relevance of barriers to women’s employment in the railway sector, percentage



N=26 companies

Note:

The bars represent the share of companies identifying this as a barrier to women’s employment.

The companies had to identify the 5 most important factors and rank them according to relevance from 1 to 5, with “1” being most relevant:

High relevance: average rank assigned by companies ranging from 1.0 to 2.0

Considerable relevance: average rank assigned by companies ranging from 2.1 to 3.0

Moderate relevance: average rank assigned by companies ranging from 3.1 to 4.0

Source: Austrian Institute for SME Research, survey of European railway companies, 2011



The **trade unions** were asked to rank the critical issues with view to female employment in the sector according to their relevance and assess whether the situation in the respective field is improving, remains constant or is worsening (see graph 18).

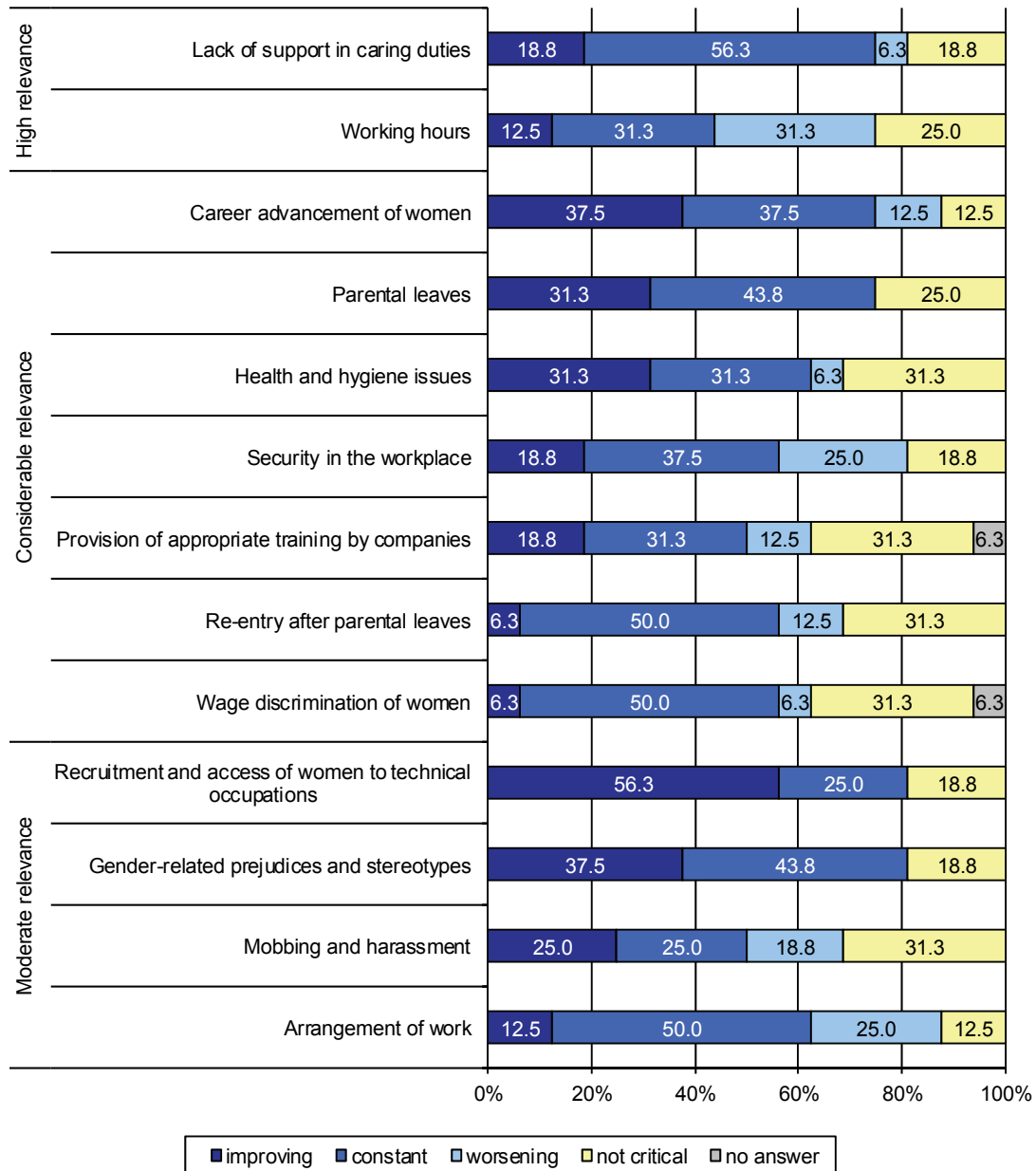
From the trade unions' perspective, the lack of support in caring duties and unusual working hours are ranked as being the most relevant barriers for women's employment in the railway sector. Interviewed trade union representatives report that this "incompatibility" with family life is still rather accepted by men than by women. The issues are interrelated, as working hours beyond the normal 9 to 5 working day require very flexible childcare services which are rare in most of the European countries, especially in rural areas. Concerning the support in caring duties, most of the respondents which identified this as a barrier (more than 80 %) state a constant situation over the last years, but almost 20 % report that the situation is improving. In any case, reconciliation is one of the issues frequently discussed with the company managements. With view to the working hours, one out of three trade unions (31 %) speaks of a negative development which can be related to the fact that most of the railway enterprises have undergone or are undergoing a restructuring process. Flexible working hour models are therefore regularly on the agenda of the social dialogue in the enterprises.

The career advancement of women has been classified as a considerable relevant critical issue. Almost 90 % of the trade unions stated problems in this field, but almost 40 % report an improving situation which can be partly the result of the efforts of the trade unions to put the issue on the agenda. In France, the experts reported about discussions on how to objectify the assessment of competences to avoid any discrimination in the career advancement. The lack of appropriate training for women could be one of the reasons for problems with the career development, which is also assessed as being a problem by 60 %. Issues related to reconciliation like parental leave or the re-entry after the parental leave is of considerable relevance for 75 % respectively 69 %. But for more than 30 % the regulations with view to parental leave seem to improving whereas the re-entry after parental leave remains on average rather constant. The wage discrimination of women is mentioned by more than 60 % as being a critical issue of considerable relevance. Finally, general issues relevant in the sector, such as health and hygiene issues (identified by 69 %) and the security in the workplace (identified by even 81 %), seem to be problematic issues and are regularly discussed in the framework of the social dialogue. Here, it is remarkable that one out of four trade unions (25%) declare that with view to the security in the workplace the situation has worsened.

Of moderate relevance seem to be problems related to the recruitment and access of women to technical occupations. This is probably due to the fact that more than half of the respondents (56 %) report that a positive development can be observed here. Also the issue of gender-related prejudices and stereotypes fall into this category and here as well a relative high share of 38 % report that the situation is improving. In contrast to that, problems related to work arrangement seem rather to be worsening. Mobbing and harassment is identified as relevant issue by 69 %.



Graph 18 Trade unions: critical issues with respect to women’s employment and relevance of these issues, percentage



N=16 trade unions

Note:

The trade unions had to identify the most important factors and rank them according to relevance from 1 to 5, with “1” being most relevant:

High relevance: average rank assigned by trade unions ranging from 2.0 to 2.1

Considerable relevance: average rank assigned by trade unions ranging from 2.4 to 3.0

Moderate relevance: average rank assigned by trade unions ranging from 3.1 to 3.2

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

Generally, it can be observed that the point of views of the social partners differ strongly with regard to the crucial problems for women in the railway sector. The importance of the different barriers to women’s employment is assessed differently.



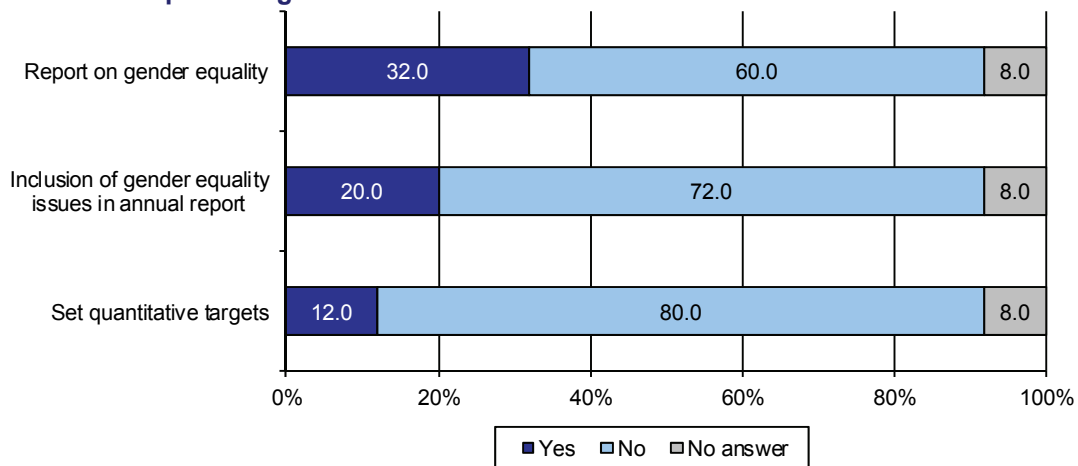


6 Measures and initiatives to increase and ameliorate female employment in the railway sector

Following the analysis of barriers to women’s employment, this chapter is dealing with possible measures to overcome these barriers and to increase and ameliorate female employment in the railway sector. As regards such measures and initiatives, it has to be pointed out that efforts in this area are usually embedded in the respective specific legal framework of each country. However, in this respect, what applies for all European countries is that the public sector has to follow stricter rules in terms of gender quality than the private sector. Based on the fact that the majority of the railway companies participating in the survey have a predominantly public ownership, it can be assumed that measures which lead to a better representation of women in the railway sector are often based on legal provisions or supported by them.

As graph 19 shows, almost one third (32.0 %) of the European railway companies⁴² are subject to prepare specific **reports on gender equality**, while 20 %⁴³ have to include **gender equality issues in their annual reports** by law. 12.0 % of the companies⁴⁴ stated that they are required by law to **set quantitative targets** like a specific share of women in management.

Graph 19 Legal regulations to which European railway companies are subject to, percentage



N=25 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

⁴² ÖBB, Austria; SNCF, France; FS Group, Italy; ADIF, Spain; Renfe, Spain; A-Train AB, Sweden; Hector Rail AB, Sweden; SBB, Switzerland

⁴³ ÖBB, Austria; SNCF, France; Macedonian Railways Transport JSC Skopje, Former Yugoslav Republic of Macedonia; ADIF, Spain; Hector Rail AB, Sweden

⁴⁴ ÖBB, Austria; Macedonian Railways Transport JSC Skopje, Former Yugoslav Republic of Macedonia; A-Train AB, Sweden



6.1 Measures and initiatives taken up by European railway companies

The participating railway companies have been asked which initiatives they have taken in order to foster equal opportunities. They also had to specify since when this measure is in force and to clarify if the measure was caused by new legal provisions.⁴⁵ In the following, possible measures and initiatives have been assigned to specific topics, i.e. health and security, reconciliation of work and family life, corporate institutionalisation of gender equality issues, recruitment and training as well as external relations.

6.1.1 Health and security

Measures in the field of health and security are widely implemented among European railway companies. Nearly two third (64.0 %) of the companies⁴⁶ have introduced measures to **improve health / hygiene conditions** for workers. Most of the companies have corporate health management and programmes as well as sanitary arrangements. For instance, ADIF in Spain has established health offices throughout the country which provide medical services in the field of common contingencies and accidents but also health monitoring of their employees. SBB in Switzerland and ÖBB in Austria have established a corporate health management system including disease prevention measures. In 2005, the FS Group in Italy has implemented the initiative “Opportunità Salute” with the purpose to provide suitable information and offer activities in the field of cancer disease prevention. In the frame of this initiative during the “Women’s health prevention month”, FS organised meetings on board of high-speed trains with experts and advisors on women’s health prevention. PKP Cargo in Poland has realised a project called “Healthy company – psycho-social risk management in the workplace” which was aimed at optimising corporate structures in this field and which was based on a comprehensive employee survey. SBB in Switzerland and Deutsche Bahn in Germany referred to the implementation of constructional requirements like gender-segregated rest rooms. Around one third of the railway companies implementing these measures did this due to new legal provisions.

Also, 60.0 % of the companies⁴⁷ have established measures to **improve the personal security for workers** (e.g. for shift workers, on-board of trains workers) in particular against third party violence. It includes corporate security agreements (e.g. code of ethics) and security systems and projects for employees, in particular for drivers/shift workers and front-line staff (e.g. ADIF, Spain; Deutsche Bahn, Germany, FS Group, Italy; renfe, Spain). A number of companies have set up special helpline systems, have instructed security companies or established safety guards or are cooperating with the police (e.g. SBB in Switzerland, Hector Rail AB in Sweden, FS Group in Italy, Czech Railways, Estonian Railways).

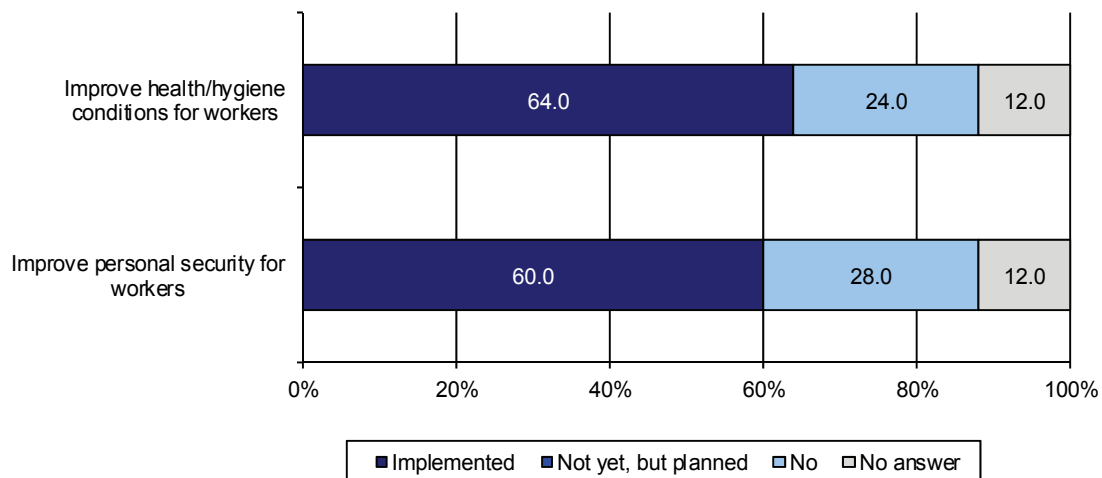
⁴⁵ Only a small number of companies could provide information on these issues.

⁴⁶ ÖBB, Austria; NRIC, Bulgaria; Czech Railways, Czech Republic; Estonian Railways, Estonia; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; JSC Lithuanian Railways; Macedonian Railways Transport JSC Skopje, Former Yugoslav Republic of Macedonia; PKP CARGO, Poland; PKP Polish Railway Lines, Poland; CFR, Romania; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland

⁴⁷ ÖBB, Austria; NRIC, Bulgaria; Czech Railways, Czech Republic; Estonian Railways, Estonia; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; JSC Lithuanian railways, Lithuania; Macedonian Railways Transport JSC Skopje, Former Yugoslav Republic of Macedonia; CP, Portugal; Slovenian Railways, Slovenia; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland



Graph 20 Measures and initiatives in the field of health and security taken up by European railway companies, percentage



N=25 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

6.1.2 Reconciliation of work and family life

Measures which can be assigned to the field of reconciliation of work and family life are related to working hours more appropriate for women, parental leaves, caring duties and other initiatives which facilitate reconciliation. In more detail, one half (52.0 %) of the companies⁴⁸ stated that they provide the possibility of **working hours that are more appropriate for women**. A number of railway companies provide the possibility of flexible working hours or a flexible work schedule), which take into account the availability of child care services (e.g. SBB in Switzerland, ADIF in Spain, JSC Lithuanian railways, “pink shifts” in FS Group in Italy, Deutsche Bahn in Germany, renfe in Spain). Moreover, in some companies parents have the possibility to reduce working hours (e.g. ADIF in Spain, PKP Cargo in Poland) or the right to work part-time when they have children in pre-school-age (e.g. SNCF in France, Slovenian Railways, PKP Cargo in Poland).

44.0 %⁴⁹ of the European railway companies have implemented measures to support and encourage **paternity leaves**. There are railway companies such as SBB in Switzerland, Hector Rail AB in Sweden, NRIC in Bulgaria and Deutsche Bahn in Germany⁵⁰ where measures and projects in the field parental leave are accessible both by mothers and fathers in the same way. Other railway companies state that parents have the possibility to split maternity leave and feeding hours for babies to a specific extent between mothers and fathers (e.g. ADIF in Spain).

⁴⁸ ÖBB, Austria; SNCB, Belgium; NRIC, Bulgaria; SNCF, France; Deutsche Bahn, Germany; JSC Lithuanian Railways, Lithuania; PKP CARGO, Poland; CFR, Romania; Slovenian Railways, Slovenia; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland

⁴⁹ NRIC, Bulgaria; Czech Railways, Czech Republic; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; Macedonian Railways Transport, Former Yugoslav Republic of Macedonia, PKP CARGO, Poland; CFR, Romania; ADIF, Spain; Hector Rail AB, Sweden; SBB, Switzerland

⁵⁰ Project “Children and Career” (“Kinder und Karriere”)



Also, 44.0 % of the companies⁵¹ facilitate the fulfilment of **caring duties of employees (e.g. for children or elderly)**. They provide consulting services and child care placement (e.g. Deutsche Bahn in Germany). They run day nurseries (e.g. FS Group in Italy) or children's camps and recreation centres (e.g. JSC Lithuanian railways). Some provide financial support for external child care (e.g. SBB in Switzerland) or individual measures when needed (e.g. ÖBB in Austria).

Moreover, 40 % of the railway companies support the **re-entry of employees from maternity leaves**⁵². In some companies, there are specific corporate agreements (e.g. SBB in Switzerland, Deutsche Bahn in Germany) or projects (e.g. "Working Parents" by PKP Cargo in Poland) which regulate the date and extent of re-entry and also provide the possibility for reduced working hours until the child reaches a specific age. Furthermore, companies try to keep the employee on parental leave informed about the actual developments in the company (e.g. Hector Rail AB in Sweden, NRIC in Bulgaria, SNCF in France) and also consider them for training courses (e.g. ADIF in Spain).

Although there is a considerable share of companies not having introduced measures in this field, 8.0 % to 16 % are planning reconciliation measures. **Other initiatives to support reconciliation** (e.g. tele-working) are not widely implemented⁵³ (24.0 %). One reason for this is that tele-working is possible for clerical occupations only. Nevertheless, one fifth of the companies (20.0 %) is currently planning the establishment of such measures.

The interviews in Poland showed that especially the large railway companies of PKP (e.g. PKP Polish State Railways (headquarters), PKP Cargo, PKP PLK and PKP Energetyka) have corporate social funds which provide non-returnable aid. The existence of such corporate social funds, both in public and private companies, is a specific characteristic for Poland. PKP Cargo for instance has a social fund based on an internal regulation in order to support families with children and women who are on maternity or parental leave in order to provide financial assistance in situations of need. PKP Energetyka is offering a social package with a number of pro-family activities including organising leisure time for children. However, due to business reasons and high financial burdens, the companies of the PKP group cannot provide such large social funds anymore like years ago when PKP operated own nursery schools, kindergartens and secondary schools. In times of restructuring, the PKP group has to concentrate on its core business.

In general, as stated by the interviewees, the reconciliation of work and family life is easier in jobs which are not characterised by a rigid and inflexible working time. However, many railway companies try to make advances to their employees in allowing flexible solutions in special situations (e.g. illnesses, appointment with doctors) where schedules may be shifted and individual demands may be taken into account.

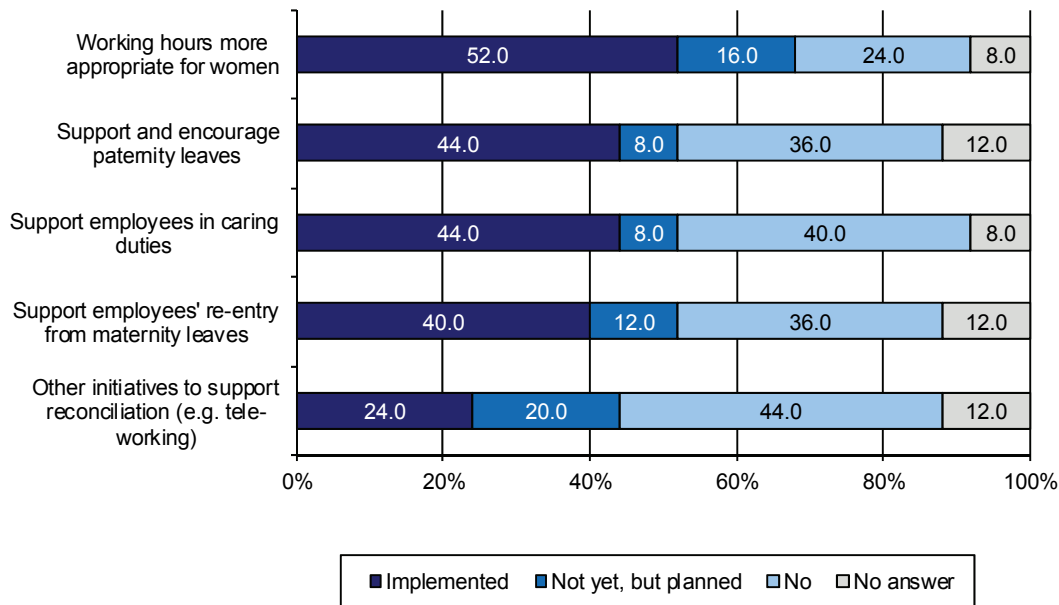
⁵¹ SNCB, Belgium; NRIC, Bulgaria; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; JSC Lithuanian Railways, Lithuania; PKP CARGO, Poland; CFR, Romania; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland;

⁵² ÖBB, Austria; NRIC, Bulgaria; Czech Railways, Czech Republic; SNCF, France; Deutsche Bahn, Germany; PKP CARGO, Poland; PKP Polish Railway Lines, Poland; CFR, Romania; ADIF, Spain; Hector Rail AB, Sweden

⁵³ ÖBB, Austria; Deutsche Bahn, Germany; SNCF, France; ADIF, Spain; Hector Rail AB, Sweden; SBB, Switzerland



Graph 21 Measures and initiatives in the field of reconciliation of work and family life taken up by European railway companies, percentage



N=25 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Especially the support and encouragement of paternity leaves as well as the support of returners from maternity leaves are measures which have been frequently introduced after 2007.

In general, around 30 % to 40 % of the companies stated that the implementation of measures and initiatives dealing with the reconciliation of work and family life (e.g. paternity leaves) is caused by **new legal provisions**. Other initiatives to support reconciliation like tele-working are typically measures which are not necessarily regulated by law as they are often company-specific.

6.1.3 Incorporation of gender equality issues at company level

The European railway companies were also asked if they have taken measures which contribute to the incorporation of gender-related issues at company level.

40.0 % of the railway companies⁵⁴ stated to have **gender equality issues included in the corporate social dialogue** (with work councils, unions). For instance, there are equal opportunities committees (see below) in the companies which are composed of representatives of both employers and employees (e.g. ADIF and Renfe in Spain). Also, companies conduct projects dealing with equal opportunities and non-discrimination where representatives of both sides are participating. FS Group in Italy and JSC Lithuanian railways state that the collective agreements contain provisions on this issue. In Sweden, by law, there exists a system of co-determination within the

⁵⁴ ÖBB, Austria; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; JSC Lithuanian railways, Lithuania; CFR, Romania; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland



company between the employer and the employee representatives of the trade union. Before making a decision, there is an obligation for the employer in private and public companies to negotiate important matters regarding organisation and individuals in the companies with the employee representatives. For these questions, a representative of the trade union is integrated in the advisory board of the company and the employer must also regularly inform the trade union representative on the relevant issues affecting employees.

More than one third (36.0 %) of the companies⁵⁵ have a **regular corporate reporting on the situation of women** in the company (e.g. on numbers, payment, hierarchy levels). To state an example, since 2008, SNCF in France prepares an annual report (“Rapport de situation comparée entre les homes et les femmes”) which includes the issues of working conditions, wages and training and is presented to the work council every year. FS Group in Italy has to provide an equal opportunity report every two years by law and includes in particular women’s representation at different hierarchical levels, share of women in employment, adopted contracts (part-time, full-time) and wages trends between women and men. To state another example, the Swedish railway companies SJ AB and Hector Rail also conduct employee surveys in order to get a clearer picture as regards gender equality in different areas (e.g. corporate culture, training wages).

Almost one third (32.0 %) of the companies⁵⁶ stated to have a **specific body** (unit, group, person) **responsible for equal opportunity issues**. Large railway companies, e.g. SBB in Switzerland, ADIF in Spain, FS Group in Italy or SNCB in Belgium, have specific committees on equal opportunities composed of representatives of employers and employees that meet regularly or at least several times in a year. These committees have the role to promote positive actions ensuring equal opportunities and equal treatment as regards access to employment, training and career advancement as well as to improve working conditions. Furthermore, they are responsible to set up an annual plan for activities and to monitor the developments. In smaller companies (e.g. Hector Rail in Sweden), the HR manager is usually responsible for equality issues.

Also almost one third (32.0 %) of the railway companies⁵⁷ have introduced **equal opportunity plans** in the company. Such equal opportunity plans usually define overall and specific objectives which have to be fulfilled within a given time frame and are often in line with the overall company’s strategy. For instance, the Equality Plan of ADIF in Spain includes specific objectives, actions to take, time frame of completion and monitoring indicators in the field of equal opportunity policies in the company, gender representation, HR processes (e.g. recruitment, training and promotion), wage policy and social benefits, working time and reconciliation, communication, image and language, harassment prevention as well as health and safety on the job. Another example is Sweden, where there is an obligation to make a gender equality plan for companies with more than 25 employees every three years. As reported by a Swedish expert, it is important to have transparency in order to promote gender equality and by

⁵⁵ SNCB, Belgium; NRIC, Bulgaria; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; ADIF, Spain; Renfe, Spain; BLS AG, Switzerland; SBB, Switzerland

⁵⁶ SNCB, Belgium; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland

⁵⁷ SNCB, Belgium; SNCF, France; JSC Lithuanian Railways, Lithuania; CFR, Romania; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland



applying a systematic assessment of competences and capacities of both women and men. As regards the matter of equal pay, Swedish companies have to make action plans in case unexpected pay gaps have been identified in the company. In France large companies are obliged to present annually a gender action plan with already pre-defined indicators. If the action plan is not submitted, there is a penalty foreseen of 1% of the companies' total salaries.

32.0 % of the railway companies have set **measurable targets for the presence of women in the company**⁵⁸ (e.g. quotas). There is a strong link to equal opportunity plans, where such measurable targets are often defined. As stated by the surveyed companies, such measurable targets for the presence of women in the company usually refer to a general increase of the number of women in specific positions or to career progression (e.g. increasing the number of women in leading positions). For example, SBB in Switzerland wants to increase the share of women from 14.5 % in 2008 to 18 % in 2014 and in the group of top executives from 8.6 % to 15 %. Also, Deutsche Bahn in Germany wants to increase their female share among employees from 21 % to 25 % and in top executive positions from 16 % to 20 %.

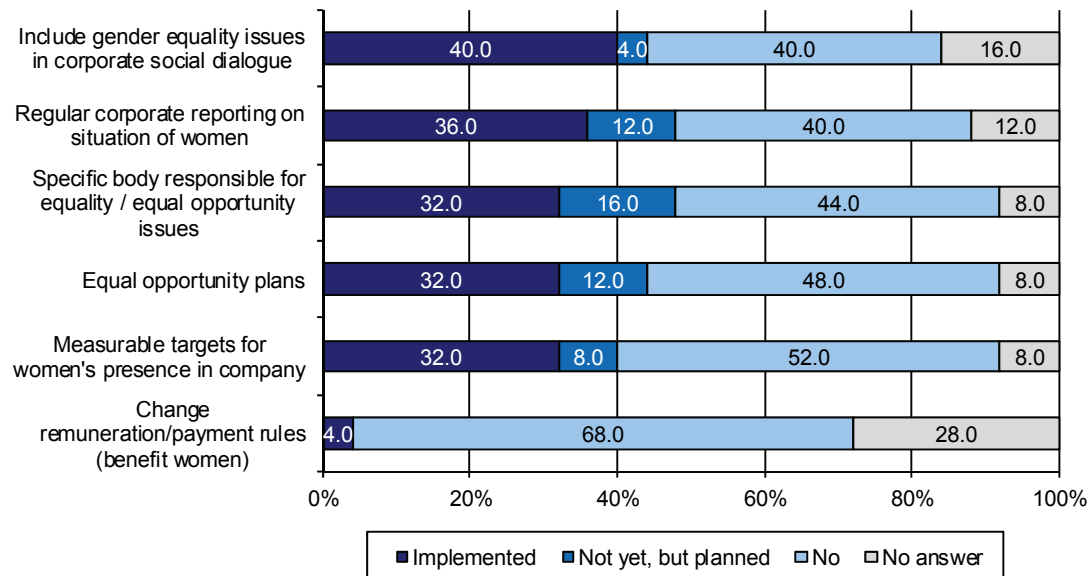
The issue of *implementing gender quotas* is discussed very diversely among the representatives of European railway companies, although the idea of seeking a balance between genders is generally considered as good: On the one hand, there is the opinion that gender quotas are not a reasonable tool because (potential) employees should only be judged by their competences and qualifications and not by their gender. Especially in the field of recruitment, companies stress that they concentrate on those applications which meet the qualification criteria and do not take into account the gender of potential employees. Some of the interviewees fear that gender quotas lead to job positions which are held by women who do not have the best qualifications among all applicants. Therefore, companies should not forcibly seek women for specific job positions, because qualification should be the decisive factor.

On the other hand, there is the opinion that gender quotas are a reasonable tool to speed up the pace of development for more gender balance in the companies. Some agree that gender quotas are useful for at least some years in the beginning to show women that they are welcome in specific job positions and occupational groups. Also, it is stated that there is a sufficient amount of highly qualified women who could fill vacant job positions. And in some countries, there exist legal provisions on quotas. In France companies listed at the French stock market (CAC 40) have to reach a women's share of 40 % in their supervisory board until 2015. In companies having no gender quotas, HR representatives pay attention to improve the gender balance when new employees are recruited (e.g. to get a better representation of women in male-oriented job positions but also vice versa). However, as some representatives argued, the openness of the board and the management are a precondition for discussing and implementing gender quotas.

⁵⁸ ÖBB, Austria; SNCB, Belgium; SNCF, France; Deutsche Bahn, Germany; PKP Intercity, Poland; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland



Graph 22 Measures and initiatives in the field of corporate institutionalisation of gender equality issues taken up by European railway companies, percentage



N=25 companies

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

One railway company, PKP Cargo in Poland, stated to have **changed remuneration / payment rules to the benefit of women** (4 %). However, the company reported to have introduced a new system of awarding which is objective both for female and male employees and does not only benefit women. Other companies in the railway sector which have not changed their remuneration / payment rules stated that their existing rules are equally applied both for women and men or that they have gender-neutral criteria for their wage system and elaborate general job specifications which address women and men in the same way. Nevertheless, problems can occur when assigning new recruits to specific occupational groups. Here, the scope of discretion is often interpreted to the disadvantage of women. Moreover, special conditions in working contracts can lead to non-transparent pay systems.

The issue of remuneration / payment rules is strongly connected with the existing difference between male and female earnings (=gender pay gap). For this reason, the European railway companies have been asked if they have conducted any studies in the field of gender pay gap: 20.0 % are having **regular reports**⁵⁹ on this issue (e.g. annual wage average of women and men at different positions). 16.0 % of the surveyed companies⁶⁰ have made a **one-off study** (e.g. for assessing the general equality situation), and 8.0 %⁶¹ are implementing **other measures** i.e. a smaller railway company keeping an eye on salary levels in an informal way.

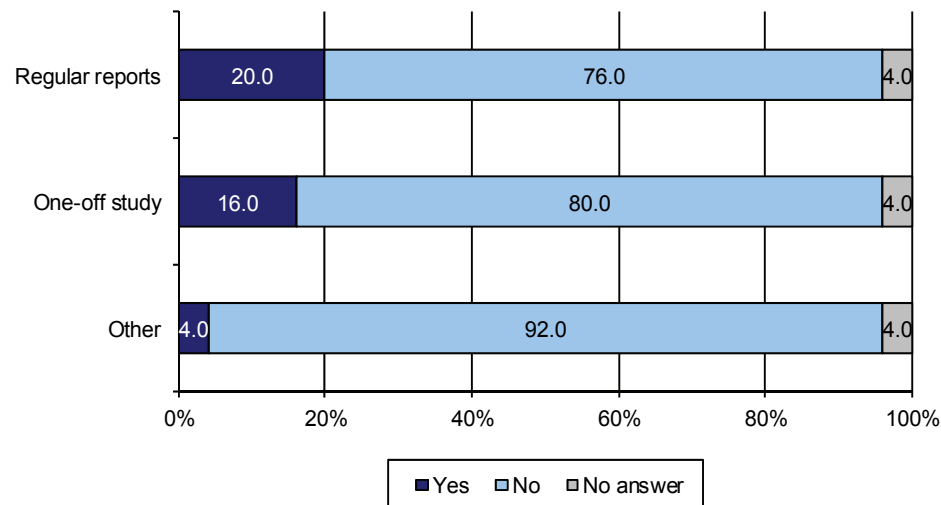
⁵⁹ FS Group, Italy; SNCF, France; Renfe, Spain; BLS AG, Switzerland; SBB, Switzerland

⁶⁰ ÖBB, Austria; PKP CARGO, Poland; ADIF, Spain; SBB, Switzerland

⁶¹ Hector Rail AB, Sweden



Graph 23 Studies / investigations in the field of gender pay gap in European railway companies, percentage



N=25

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Most of the gender equality measures and initiatives at corporate level have been installed in the companies only recently. They frequently have gained in importance in recent years and many of them have been installed only after 2007. An exception here is the specific body responsible for equality /equal opportunity issues: a considerable amount of companies stated to have such a body installed before 2004.

Regarding the embedding of these measures in the national law, especially the equal opportunity plans have been introduced due to legal provisions. According to the interviews, equal pay seems to be a topic which gains importance on the political agenda and increases the pressure on the enterprises, not least because of the initiatives taken by the European Commission.

6.1.4 Measures and initiatives in the field of recruitment, training and career development

On the one hand, measures and initiatives in the field of recruitment and training are related to those specifically addressed to women, such as actively recruiting women and to provide training and career progress activities for women. On the other hand, this also includes measures targeted at men in order to combat gender stereotypes.

32.0 % of the companies⁶² have implemented measures and initiatives to **encourage women to work with the company** (in general or for specific occupations). A number of companies conduct recruitment campaigns: for instance, SNCB in Belgium participates in job fairs targeting a female audience, they publish feature articles and advertisements in women's magazines and they present women on company's posters and videos who are active in male-dominated jobs (e.g technician or engineer). Further, SNCF in France has recruitment campaigns focused on the opening of all jobs

⁶² ÖBB, Austria; SNCB, Belgium; Czech Railways, Czech Republic; SNCF, France; Deutsche Bahn, Germany; ADIF, Spain; Hector Rail AB, Sweden; SBB, Switzerland



at SNCF to women, they have partnerships with associations and schools of engineering. Also, SBB in Switzerland cooperates with women's trade organisations⁶³ and, since 2004, has a mentoring programme for women. Deutsche Bahn in Germany for instance takes part in the annual "Girl's Day" and is member of the "Total E-Quality" association as well as "genderdax", an information platform on the internet which provides career-oriented women with a comprehensive overview of working conditions and opportunities within German companies. Also, many of the interviewed railway companies stated that they collaborate with (technical) schools and actively recruit young people. In Sweden, the private railway infrastructure company Balfour Beatty Rail (BBR)⁶⁴ has "adopted" a secondary school which is attended by pupils aged 17 to 19 years. BBR helps teachers in special lessons (e.g. economics, labour law) and the young people have the possibility to visit the railway company. They can do an internship at BBR during summer or after having left school. Two girls and two boys at a time are awarded internship positions. However, the share of girls especially in secondary technical schools is very low. In Sweden, there is a special website (<http://jarnvagsjobb.se/>) where vacant jobs are listed and which, among others, also offers jobs to young people. The website has 5,000 visitors per month.

28 %⁶⁵ of the European railway companies have specific **initiatives for men in the company to break gender stereotypes** (e.g. awareness raising measures, trainings etc.). Such initiatives are often targeted at executives, in the form of training modules, workshops and in the frame of special projects⁶⁶ in order to combat discrimination and sexual harassment. For instance, ÖBB Austria has an initiative called "Fit and Fair" which provides seminars for apprentice teachers and information concerning sexual harassment.

28.0 %⁶⁷ have implemented **training, development or qualification measures** (incl. mentoring, coaching) **to support women in career progress or in technical professions**. SBB in Switzerland and ÖBB in Austria have specific mentoring and coaching programmes especially for women, whereas ADIF in Spain has mentoring and coaching programmes which are accessible both for women and men. To state another example, Italferr, the FS Group's (Italy) engineering company, has implemented a pilot project called "Self Empowerment" (SE) with support from the ESF (European Social Fund) to enhance female personnel serving in its operational departments. It aimed at facilitating career development for female employees in traditionally male-dominated positions and functions. The project involved 28 women acting as works managers, deputy works supervisors and specialists. The activities involved both classroom training and coaching activities. A further example comes from PKP Intercity in Poland who is participating in training programmes in the field of passenger service quality and English language, co-financed by the European Union: Depending on the respective programmes, one requirement is to let a certain amount

⁶³ Women's trade organisations are national or regional special interest groups/platforms for employed women - they are usually providing support, representing the interests of women and are active in network building among women in specific branches or specific positions. There are numerous women's trade organisations in Switzerland.

⁶⁴ Balfour Beatty Rail in Sweden did not take part in the online survey but was interviewed personally.

⁶⁵ ÖBB, Austria; SNCB, Belgium; SNCF, France; Deutsche Bahn, Germany; PKP CARGO, Poland; ADIF, Spain; SBB, Switzerland

⁶⁶ E.g. "Career and Children" by Deutsche Bahn in Germany or "Parents at Work" by PKP Cargo in Poland

⁶⁷ ÖBB, Austria; NRIC, Bulgaria; Deutsche Bahn, Germany; FS Group, Italy; PKP CARGO, Poland; ADIF, Spain; SBB, Switzerland



of women (usually 30-40 %) participate in the training programme. Also, PKP Cargo in Poland stated that although their training offers are not explicitly addressed to women, 60 % of the employees attending non-obligatory training are women (compared to a female share of 35 % among the whole staff). The training measures are provided mainly in the fields of IT, specialised trainings regarding duties for specific job positions, staff management, communication management and accountancy.

24.0 %⁶⁸ of the railway companies participating in the survey also have **reviewed or changed their recruitment / selection procedures to the benefit of female job candidates** (in general or for specific occupations). Apart from a gender-equitable language in job announcements, some companies are actively addressing women in the frame of recruiting personnel (e.g. SBB in Switzerland, Hector Rail AG in Sweden). ADIF in Spain states that access to the company by law is regulated through public job announcements that establish the principles of equality, merit, ability and publicity. Further 12.0 % of the companies have planned such measures, but not implemented yet. In the interviews it was stated that when reviewing recruitment processes it is important to identify whether the whole process is typically male oriented or whether the formulated questions are reflecting gender equality at all. Further, in order to achieve a greater gender balance, apart from looking especially for women for some job positions, many railway companies also try to recruit more men for typically female job positions e.g. in the field of human resources and finance / controlling.

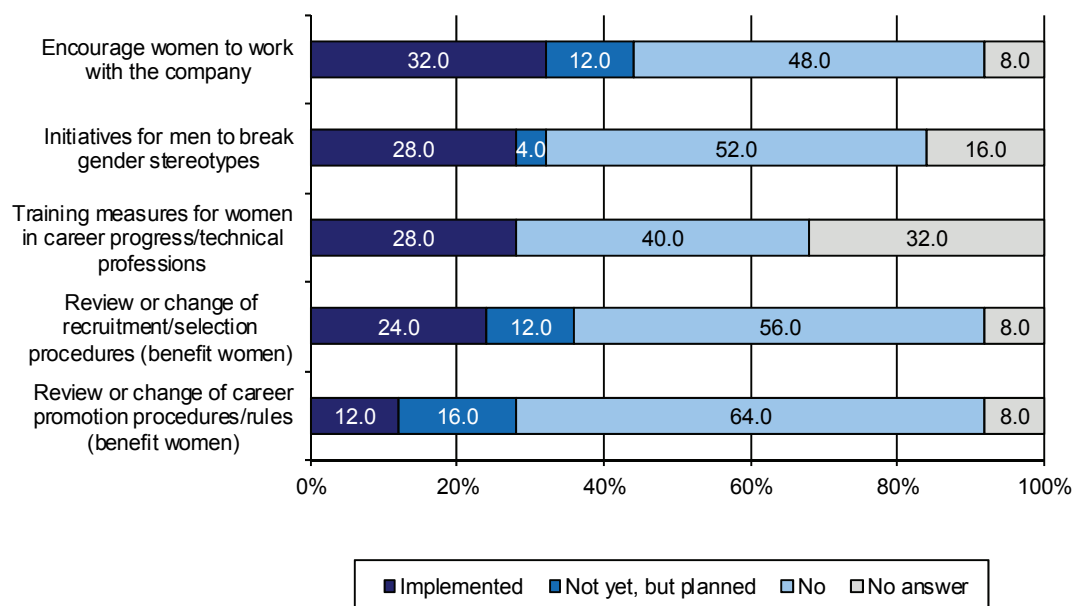
Also, 12.0 %⁶⁹ have **reviewed or changed their career promotion procedures/ rules to the benefit of women** (in general or for specific occupations) and further 16.0 % are planning to do so. Especially SBB in Switzerland and ADIF in Spain have set steps in this field. SBB has changed the age limit for trainee programmes and has introduced transparent processes in the field of succession planning and gender-neutral criteria in personnel assessment. When filling job positions, ADIF in Spain gives preference to the underrepresented gender in that category or professional group in order to balance the share of women and men.

⁶⁸ Deutsche Bahn, Germany; PKP CARGO, Poland; ADIF, Spain; Renfe, Spain; Hector Rail AB, Sweden; SBB, Switzerland

⁶⁹ JSC Lithuanian Railways, Lithuania; ADIF, Spain; SBB, Switzerland



Graph 24 Measures and initiatives in the field of recruitment and training of employees taken up by European railway companies, percentage



N=25

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

All in all, a considerable number of companies stated to have implemented measures and initiatives in the field of recruitment and training after 2004. Furthermore, the companies encouraging women to work with the company introduced this measure mainly after 2007. In general, measures and initiatives related to the recruitment and training of employees are primarily not caused by legal provisions.

6.1.5 External relations

Another kind of measures and initiatives to foster equal opportunities in the railway companies refer to their external relations. 32.0 % of the companies⁷⁰ have **joined external networks or established links to external institutions in the area of gender equality**. Further 12.0 % are planning to do so. For example, SBB in Switzerland is taking part in the “Diversity Roundtable”, a platform established by gender and diversity delegates from large Swiss companies. Deutsche Bahn in Germany is member of the forum “Women in Economy” and cooperates with Fraunhofer-Gesellschaft, the largest organisation for applied research in Europe and several ministries.

ADIF in Spain collaborates with the Women’s Institute of the Ministry of Health, Social Policy and Equality, participates in several conferences that include pooling together resources with different companies for the development of the Equality Act published in 2007. They have also attended training and communication sessions in the ministry for designing Equality Plans for companies. In 2007 ADIF signed an agreement with the

⁷⁰ ÖBB, Austria; SNCB, Belgium; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; CFR, Romania; ADIF, Spain; SBB, Switzerland



Women’s Institute to conduct an advertising campaign against gender violence with posters at different company stations. They also have participated in reconciliation conferences of the Forética Group which is a general network of organisations and professionals involved in the development of social responsibility. Furthermore, ADIF has signed an agreement with the Red Cross for a reconciliation exhibition called “It concerns you, it concerns us” with the topic of reconciling personal life, work and family. 20 vignettes and five posters are to be exhibited this year at Valencia, Málaga and Córdoba stations.

Also, 32.0 % of the companies⁷¹ have taken up **PR initiatives for gender equality in internal or external media** (incl. brochures, websites). In FS Group, the corporate intranet supports the corporate Committee for Equal Opportunities’ action by disseminating all the activities developed (e.g. activities related to Women’s day at 8th of March, workshops on health protection, recently, in the framework ‘FS Group during the last 150 years of Unity in Italy’ – Section Memory, the photography award on ‘Women in railway from the crossing keeper box to the high speed train service’ during the last two centuries was won by the Equal Opportunity Committee of Marche – Umbria - Abruzzo) and presents women’s professional success cases in order to raise the FS personnel’s awareness of themes related to gender equality. To illustrate the diversity of the staff, the German Deutsche Bahn AG only shows real-existing role models in all brochures and information material, as reported by an interviewee. The presence of railway companies especially in external media is an important contribution to their “employer branding”. Employer branding aims at presenting companies as attractive employers and to set them apart from other workplaces. With employer branding activities, railway companies can increase the attention of women (but also men) who may decide to join the company due to their efforts in gender equality.

Over the last years, charters, labels and other certification systems dealing with the performance of companies in different fields (e.g. CSR, diversity, gender equality, human resource practices) have gained in importance. In the railway sector, 16.0 % of the companies⁷² participating in the survey have **joined charters, labels or have undergone any certification or audit in the area of gender equality**. For instance, the German railway company Deutsche Bahn AG has already five times been awarded the “Total E-Quality” label which is a kind of labelling / certification system for gender equality and has signed the “Charta of Diversity”. In 2010, SNCB in Belgium took part in a pilot project for a federal label in gender equality. Further examples include FS Group in Italy, which signed a “Carta per le pari opportunità e l’uguaglianza sul lavoro” (Equal Opportunities and Equality at Work Charter) in September 2010. The charter has in particular the following objectives:

- to overcome gender stereotypes through suitable corporate policies and training/awareness-raising initiatives, by also promoting professional career pathways;
- to regularly monitor the progress of equal opportunities and assess the impact of good practices in this respect; to identify and provide personnel with internal tools ensuring the actual protection of equal treatment;

⁷¹ SNCB, Belgium; SNCF, France; Deutsche Bahn, Germany; FS Group, Italy; PKP CARGO, Poland; ADIF, Spain; Renfe, Spain; SBB, Switzerland

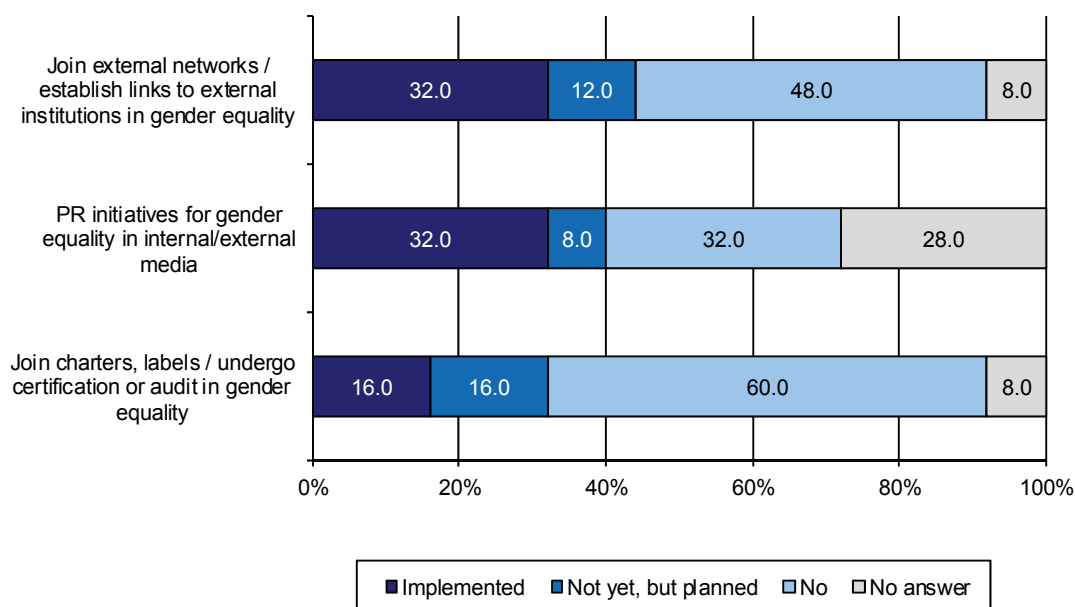
⁷² ÖBB, Austria; SNCB, Belgium; Deutsche Bahn, Germany; FS Group, Italy



- to identify real instruments to favour work-life balance by facilitating the matching of the demand and supply of corporate and individual flexibility;
- and to promote external visibility of corporate commitment by providing evidence of the adopted policies and achieved progress.

The Charter has some common points with the Joint Recommendations and still needs an implementation in FS Group, even if a first follow-up showed a consistency between the actions carried out by FS Group and other companies' action. Further 16.0 % of the railway companies intend to undergo such a process like joining charters, labels or certifications and audits in the field of gender equality.

Graph 25 Measures and initiatives in the field of external relations taken up by European railway companies, percentage



N=25

Source: Austrian Institute for SME Research, survey of European railway companies, 2011

Measures and initiatives in the area of external relations are implemented continuously and therefore cannot be associated with a specific date of introduction. However, there is a slight increase for such measures in recent years. These kinds of measures are usually not connected with legal provisions.

6.2 Measures and initiatives pursued by European trade unions in the railway sector since 2004

In a similar way to the European railway companies, also the trade unions in the railway sector have been asked which new measures / initiatives they have pursued since 2004 with the aim to improve the situation of women in the railway sector. Apart from specifying the measure, also the issue of the kind / form of implementation was addressed i.e. whether the measure / initiative is implemented in or negotiated for collective agreements.

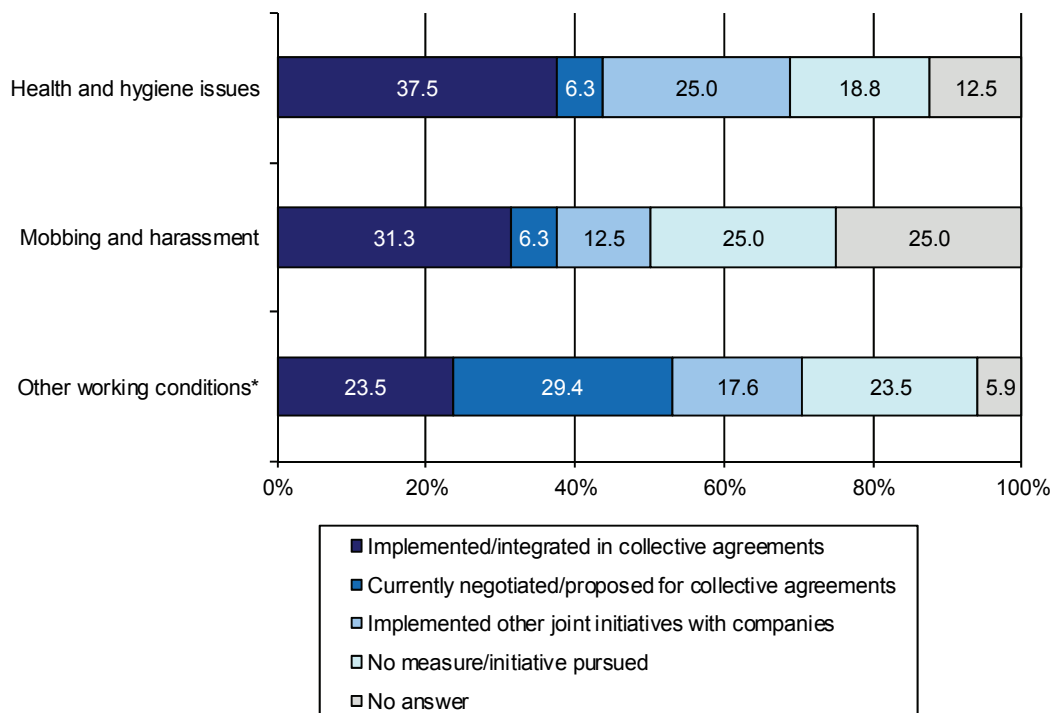


6.2.1 Health and security

In total, 68.8% of the trade unions participating in the survey pursued **health and hygiene issues**, such as 37.5 % stated that these measures are implemented / integrated in collective agreements while 6.3 % said that they are currently negotiated / proposed for collective agreements. One quarter (25.0 %) of the trade unions explained to have implemented other joint initiatives with the railway companies: for example, the trade union vida in Austria has implemented conjointly with the railway company ÖBB a corporate health programme, including measures especially for women. Also, FTTUB in Bulgaria has elaborated an action plan for the improvement of corporate health and safety developed by the social partners. In contrast, 18.8 % of the trade unions provided the information that no measure / initiative have been pursued.

In the field of combating **mobbing and harassment**, in total around one half (50.1 %) of the trade unions stated that they have pursued measures: 31.3 % pointed out that these issues are implemented in collective agreements while 6.3 % are currently negotiating / proposing and 12.5 % have implemented other joint initiatives with companies. Many trade unions pointed out that anti-mobbing and harassment policies are in the legislation anyway. Nevertheless, in the interviews the importance of discussing the issues of sexual harassment with the local teams has been stressed as here the perceptions differ strongly.

Graph 26 Measures and initiatives pursued by European railway trade unions in the field of health and security since 2004, percentage



N=16 trade unions

* One trade union stated to both negotiate for collective agreement and have joint initiatives with companies implemented (N=17)

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011



A majority (70.5 %) of the trade unions in the railway sector are pursuing measures for **other working conditions** concerning mobility, security, physical strain or tele-working: 23.5 % state to have such measures implemented in collective agreements: for instance, EVG in Germany has achieved the implementation of a collective agreement for alternate tele-working and possibilities to take a time-out in the frame of the collective agreement concerning the long term annual leave accounts. Furthermore, there is a fund for social security which awards grants for health weeks and which provides the possibility of attending courses in self-defence. Another 29.4 % of the trade unions are currently negotiating / proposing and 17.6 % are having implemented other joint initiatives with companies in this field.

6.2.2 Reconciliation of work and family life

In the field of reconciliation of work and family life, the trade unions pursued measures dealing with parental leaves, child care / elderly care as well as working hours. The majority (56.3 %) of the trade unions state that issues concerning **maternity or paternity leaves** are implemented / integrated in collective agreements. For instance, the trade union RMT in the United Kingdom reports that they have achieved increased maternity and paternity pay with some train operating companies. A relatively high percentage of 43.8 % of the trade unions state that they did not pursue measures in this field: the main reason is that maternity and paternity leaves are regulated by national law anyway.

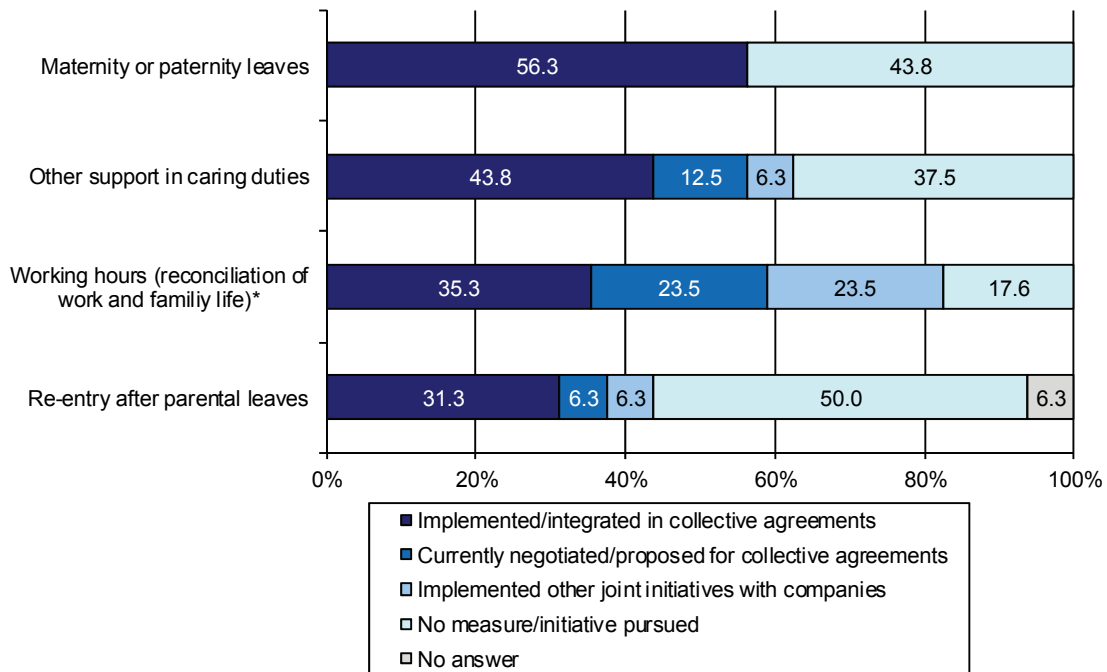
Other support in caring duties (e.g. for disabled children, child's sick leave, family events) are pursued in total by 62.6 % of the trade unions. 43.8 % say that such support is implemented / integrated in collective agreements. For example, CGT Cheminots in France states that they have achieved that at SNCF there is extra time off for family events and special provisions for parents of disabled children. 6.3 % of the trade unions have implemented other joint initiatives with companies. For instance, EVG in Germany reports to have achieved a family service at Deutsche Bahn AG which supports employees in searching a child care place and supports family member carers in hiring caregivers. In Sweden, there are even discussions to adapt child care times to the working time conditions in the railway sector and to provide not only child care facilities during day-time but also during evenings and night-time.

There is a relatively high share of trade unions contributing to issues related to **working hours** (e.g. shift work, overtime) - which is a core business of trade unions - to ameliorate the reconciliation of work and family life. In total, 82.3 % state to have pursued such initiatives: 35.3 % point out that the topic of working hours and gender is implemented / integrated in collective agreements. For instance, the trade union RMT in United Kingdom reports that they achieved a reduction in working hours to 35 per week for all. 23.5 % are currently negotiating / proposing for collective agreements and further 23.5 % have implemented other joint initiatives with companies in this field: such initiatives mainly refer to particular company agreements defining flexible working hours or providing the possibility for part-time or tele-working. Such special agreements were stated by the trade unions of Austria, France, Germany and Hungary. Also, a diametrically opposed approach could be identified in the interviews: for example, in Sweden, there is the idea to promote more full-time jobs for all employees in the railway sector and therefore to make it harder for employers to provide part-time and short-time contracts. The reason behind this idea is that it is usually the women who take part-time jobs in order to reconcile work and family life, and not the men, and that such contracts would be especially a trap for women that would undermine real gender



equality in terms of sharing parental duties. Restrictively, such a full-time job system could only work if parental leaves are taken in equal shares both by mothers and fathers and if there is a sufficient support system in terms of child care infrastructure.

Graph 27 Measures and initiatives pursued by European railway trade unions in the field of reconciliation of work and family life since 2004, percentage



N=16 trade unions

* One trade union stated to have both implemented this measure in the collective agreement and is also negotiating for collective agreement (N=17)

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

Concerning issues related to the **re-entry after parental leaves**, 43.9 % of the trade unions are active in this field: 31.3 % state to have such issues implemented in collective agreements, and further 6.3 % each are currently negotiating for collective agreements or have implemented other joint initiatives with companies. To state an example, FTTUB in Bulgaria has proposed certain clauses on the topic of re-entry to be included in the HR development strategies of the two state-owned railway companies Holding BDZ and National Railway Infrastructure Company (NRIC): firstly, after parental leaves, the employee must hold the same job or a job on the same level and, secondly, re-entry trainings must be provided. However, 50 % of the trade unions also stated that the re-entry after parental leave is regulated by national law and that they do not pursue new measures/initiatives. Although implemented by national law, the trade union RMT in United Kingdom stated that they would support the re-entry women if the employer does not fulfil their legal obligation.

6.2.3 Incorporation of gender equality issues in corporate policies

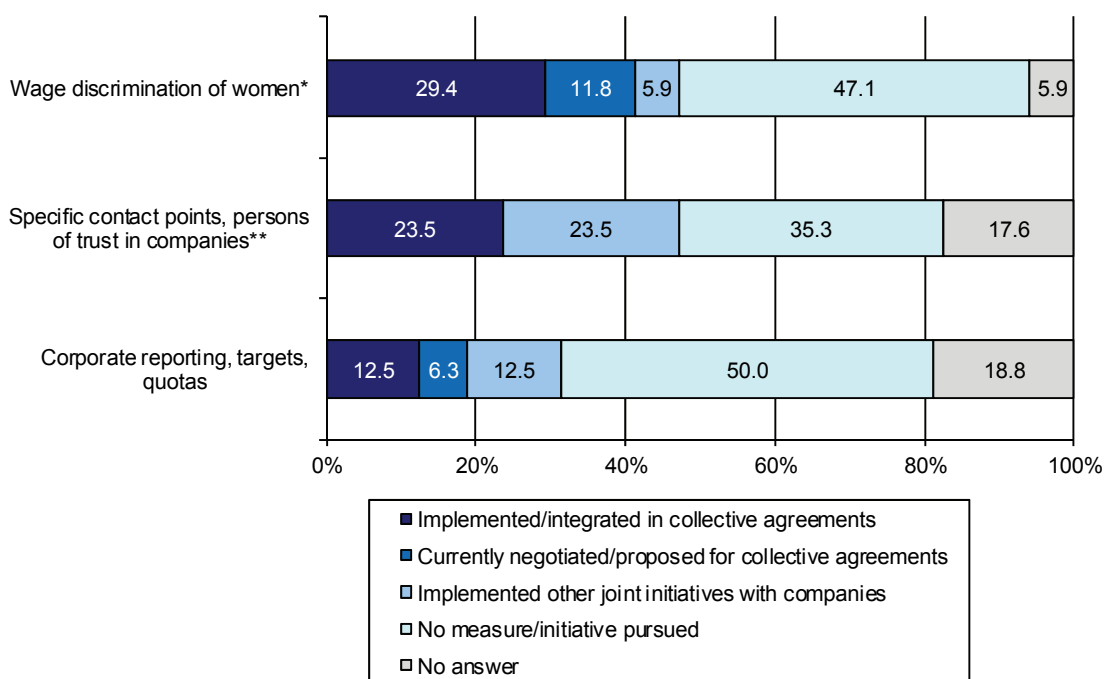
The trade unions in the railway sector seem to play a minor role when it comes to measures and initiatives in the field of incorporating gender equality issues at company level. In comparison to other thematic fields, the share of trade unions reporting that they do not pursue measures / initiatives is relatively high (35.3 % to 50.0 %).



However, 29.4 % of the trade unions stated that measures against **wage discrimination of women** are implemented / integrated in collective agreements. 11.8 % are currently negotiating / proposing to include this topic in the collective agreement. 5.9 % state to have implemented other joint initiatives with companies: for instance, in Switzerland, SEV stated that the largest railway companies of Switzerland were requested to take part in the national equal pay dialogue which aims at checking wages in terms of discrimination and to eliminate discrimination. Generally speaking, representatives of the trade unions stated that it would be difficult to identify wage discrimination in the railway companies as the work in different job positions is valued differently and the trade unions also do not have insight in the individual earnings of the employees but only in the average wages of different job positions which do not allow a detailed view on the distribution of wages within a given income range.

23.5 % of the trade unions report to have the installation of **specific contact points and persons of trust in companies** implemented in collective agreements. Also, 23.5 % state to have implemented other joint initiatives with companies: for example, EVG in Germany has installed persons of trust in all companies where the trade union is represented. These persons of trust work on a voluntary basis and collaborate closely with the trade union.

Graph 28 Measures and initiatives pursued by European railway trade unions in the field of incorporation of gender equality issues at company level since 2004, percentage



N=16 trade unions

* One trade union stated to have both implemented this measure in the collective agreement and have joint initiatives with companies implemented (N=17)

** One trade union stated to both negotiate for collective agreement and have joint initiatives with companies implemented (N=17)

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

With regard to corporate reporting, targets and quotas in terms of gender equality, only 12.5 % of the trade unions agree to have implemented this issue in collective agreements. Another 6.3 % are currently negotiating / proposing this topic for collective

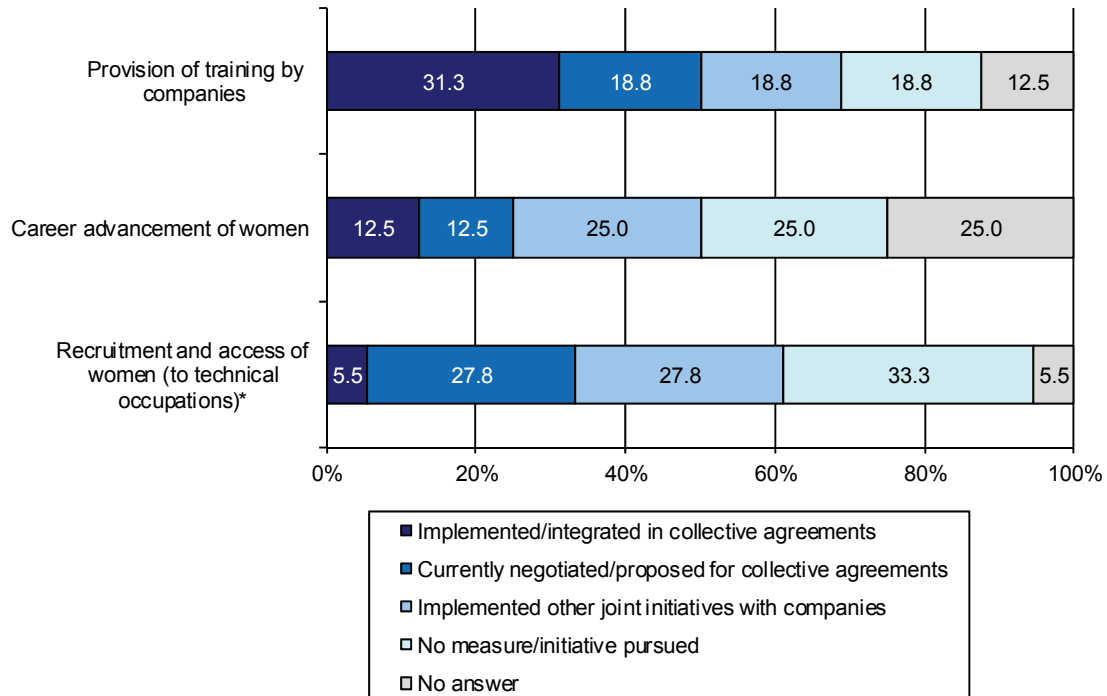


agreements, while 12.5 % say that they have implemented other joint measures with companies. As stated by trade union vida in Austria, such joint measures include affirmative action programmes for women at ÖBB. Recruitment, training and career development

Measures and initiatives in the field of recruitment and training tend to not being implemented / integrated in collective agreements, but rather addressed by other joint initiatives with companies (18.8 % to 27.8 %). However, in the field of **provision of training by companies**, nearly one third (31.3 %) of the trade unions in the railway sector state to have implemented such measures in collective agreements, while 18.8 % are currently negotiating / proposing for collective agreements. For instance, FTTUB in Bulgaria proposed training to be included in the HR development strategy of the Holding BDZ and the National Railway Infrastructure Company (NRIC).

In contrast, only 12.5 % of the trade unions declared to have the topic **career advancement of women** implemented / integrated in collective agreements, further 12.5 % are negotiating this issue for collective agreements. As regards joint initiatives with companies, EVG in Germany stated that the social partners are currently implementing a project regarding the promotion of equal opportunities in companies which is funded by the ESF (European Social Fund) and the Federal Ministry for Labour and Social Affairs (BMAS). It is a project for female and male returners after parental leave. The mentoring programme which addresses particularly women shall open up new career possibilities after returning from parental leave.

Graph 29 Measures and initiatives pursued by European railway trade unions in the field of recruitment and training since 2004, percentage



N=16 trade unions

* One trade union stated to have implemented this measure in the collective agreement, to negotiate for collective agreement and to have joint initiatives with companies (N=18)

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011



As regards the **recruitment and access of women** (to technical occupations), only 5.5 % of the trade unions stated to have this topic implemented in collective agreements. However, further 27.8 % are currently negotiating / proposing to integrate this issue in collective agreements: In Austria, a programme for the promotion of women is negotiated (as stated by the trade union vida). FTTUB in Bulgaria states that new clauses in the collective agreements are proposed to BDZ and NRIC which are dealing with the issue of gender equality in pay, access to training and career development.. With respect to joint initiatives with companies, the Finnish Locomotive men's Union states that there are no limitations to recruiting more women except prejudice. Due to this, shop stewards have talked with the HR personnel in order to foster the recruitment also of female employees.

6.2.4 Initiatives and activities implemented by European trade unions to promote gender equality in the trade unions

Since the trade unions are organisations which in general aim at improving the working conditions of employees, it is also interesting to learn about what **measures and initiatives the trade unions have taken themselves to promote gender equality in the trade unions**(see graph 30).

The **most frequently mentioned initiatives** taken by the trade unions are organising conferences, events (e.g. girl's days) and seminars as well as the training of trade union members, officials or work councils on gender equality issues (68.8 % each). Further initiatives which have been taken include bringing more women in the governing boards of the union and establishing work groups, committees or experts on gender equality within the union (62.5 % each). For instance, the Norwegian Union of Railway workers reported to have established a women's network: the goal is to improve the number of women both at management level in the trade union and in the railway companies. The network serves as support for women and shall facilitate dialogue and the exchange of experience. The Austrian trade union vida takes part in a women's lounge for female executive managers in order to facilitate networking and implementing projects e.g. in the field of diversity. The women's lounge is organised by ÖBB who co-operates with the workers' council and the trade union. The trade unions in the railway sector also mentioned that they promote gender equality via publications on gender equality e.g. brochures and books (62.5 %). Moreover, 50 % of the trade unions have included women in negotiation teams. Thus, half of the negotiation teams are composed of men only.

Initiatives which are **not so widely implemented by the trade unions** include the co-operation with other specialised institutions (31.8 %), studies / investigations on the gender pay gap in the sector (25.0 %), PR and information activities in the media (18.8 %) and study visits / trips (12.5 %).

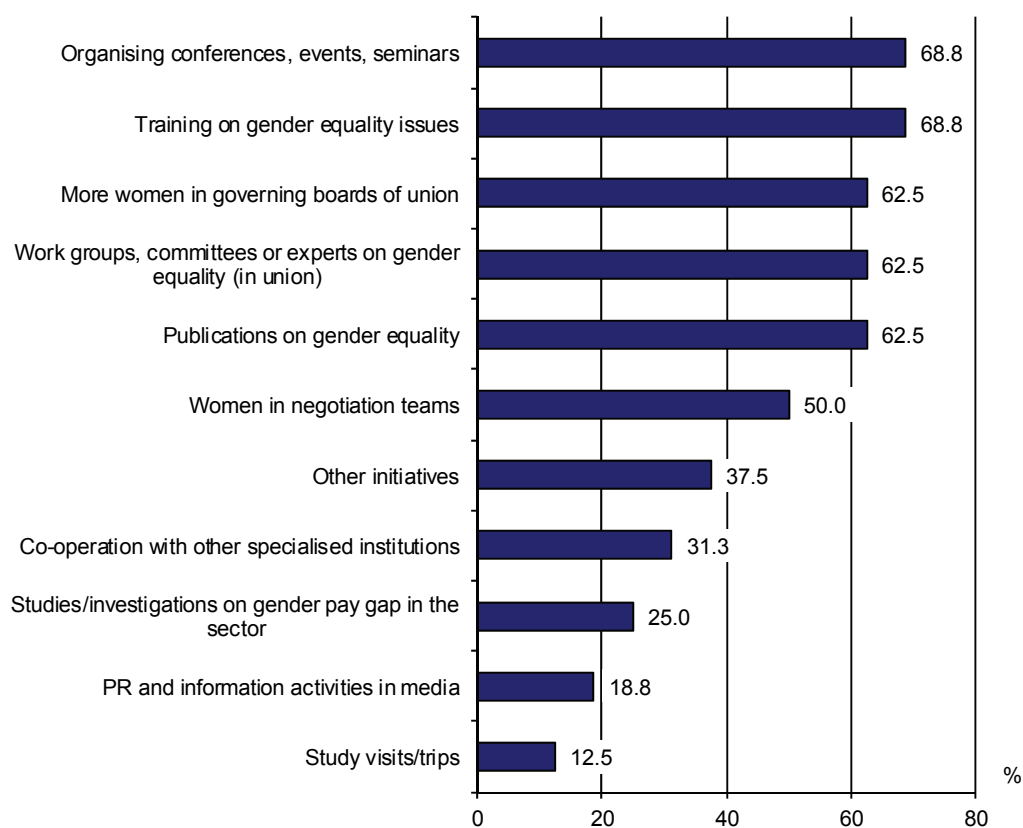
In total, 37.5 % of the trade unions have stated to implement **other initiatives** to promote gender equality in the unions: These include charters for women, guides for new and expectant mothers, women's quotas for all specific boards and bodies as well as international networking and exchange with other trade unions in the railway sector. For instance, the trade union RMT in the United Kingdom has set up a Women's Charter, which is a direct result of a Special Women's Conference, held purely to determine what ordinary women members wanted. The content of the charter refers to the following points: equality at work – equal pay, equal terms and conditions; end low pay; increase staffing levels and end lone working; safe transport to and from work;



end to sexual harassment; access to adequate sanitary and toilet facilities; comfortable and appropriate uniform; menopause support; health, safety and support during pregnancy; better maternity, paternity, parental and carers' pay and leave; the right to flexible part-time and family-friendly working hours; the provision of childcare facilities.

In terms of international networking, there is a cross-border co-operation of the trade unions *vida* (Austria), SEV (Switzerland), EVG (Germany) and FNCTTFEL (Luxembourg). Since several years, female representatives of these trade unions regularly organise meetings in order to discuss actual matters of transport and trade union policies. Often, many important stimuli for the European trade union work arise from this collaboration.

Graph 30 Measures and initiatives to promote gender equality taken up by trade unions in the railway sector



N=16 trade unions

Source: Austrian Institute for SME Research, survey of European trade unions in the railway sector, 2011

Apart from initiatives which aim at promoting gender equality in the whole railway sector, the trade unions have also been asked which **initiatives** they have taken up over the past five years to particularly **increase the number of the female members**. As concerns the general representation of women in the trade unions of the railway sector, it was noted by some of the interviewees that the willingness of women to get involved in the trade unions' work is often at a lower level as compared to men. Women tend to run for elections less often while men are more prone to engage in the trade unions.



The most frequently mentioned initiative to increase the number of female members is the **establishment of a specific body dealing with equal opportunities**, including the installation of specific women's representatives, women's committees or equal opportunities committees. Also, the implementation of a **higher share of women** at different levels within the trade union was stated, especially in executive and managing boards, health and safety committees, but also in negotiations teams. Some trade unions also explained to have a women's quota for the governing bodies. For instance, the EVG in Germany has conjointly adopted a proposal with the Confederation of German Trade Unions (DGB) which envisages that 40 % of supervisory board mandates have to be seized by women. Further, the adherence to this agreement will be controlled and, if necessary, readjusted. Within the trade unions, measures in the field of **reconciliation of work and family life** are pursued to enable women with family responsibilities to be active in the trade unions. Some trade unions conduct **action days and campaigns** as well as meetings and seminars which deal with gender equality and equal opportunities. **Awareness raising measures** for employers and **training** in the field of gender equality (at the trade unions) are stated by the trade unions to be important initiatives.



7 (Future) priority issues related to gender equality in the railway sector

The previous chapters show that women’s representation in the railway sector is increasing slightly but steadily and that the issue of equal opportunities is on the agenda of more and more railway enterprises in Europe. Nevertheless, the railway sector is far away from being a gender balanced sector and remains male-dominated. Thus, to arrive at more gender equality in the sector further action is required. Which areas seem to be the most important to be addressed from the **viewpoint of the companies and the trade unions**?

Although **reconciliation of work and family life** is one of the fields where many enterprises have already implemented measures and many of them are even integrated in collective agreements, the issue will remain of high priority both for enterprises and trade unions. It seems that parental leave regulations are widespread and satisfactory but measures to support the re-entry after parental leave are lacking. Related to this, the support in caring duties and the supply of company’s internal solutions are discussed. As regards caring duties, these are also strongly connected with the provision of high-quality childcare infrastructure i.e. the supply of nursery schools and kindergartens: While in Sweden the supply of public childcare facilities seems to be sufficient according to the interviewees, it is the opposite case in Poland where such facilities have been abandoned over the last years. Today, nearly no childcare facilities for children under three years are available anymore and most parents have to rely on the grandparents to take care of the children. Further, part-time jobs in any kind of occupation could be made possible. Moreover, innovative working hour models or the possibility for teleworking should be further developed. The interviewed experts stressed the necessity to raise the awareness among the staff and the management for the different working models and for the possibilities which offer the regulations and agreements. Self-organisation in teams should be fostered and agreements at individual level should be encouraged. A closer look has to be taken on how the measures are put into practice, as reconciliation is seen as a business necessity.

Last but not least, men’s interest to take over care responsibilities should be fostered within the sector. Generally, it has been emphasised that the issue of reconciliation should be discussed with all employees regardless of their family status to raise the awareness that all employees can benefit from such measures. Furthermore, the care for dependent persons other than children gains increasing importance and broadens the period of life where “reconciliation” is an issue. Thus, a more general approach towards the **reconciliation of work and private life** should be implemented. This can on the one hand lead to a broad acceptance of all staff and on the other hand contribute to tackling the problem that reconciliation is still seen as a woman’ issue.

When analysing the representation of women in the railway enterprises (see chapter 3.1) it is obvious that women are mainly present in administrative jobs not “typical” for the sector and that primarily they are **underrepresented in typical rail jobs and technical positions**. Thus, in the recruitment process women should be specifically addressed with view to jobs as e. g. drivers or traffic controllers. Also, internal recruitment and re-training should be fostered to enable women in administrative jobs to apply for more technical positions. Here, the general problem that girls and young women rarely choose educational paths appropriate to this kind of jobs is to be



addressed. As proposed by some of the interviewees, some top-down actions could be implemented in order to get more women educated in technical professions e.g. additional scholarships for girls in areas where a major share of young boys and girls choose traditional occupations for men and women. It is also necessary to discuss existing legal restrictions in countries which prevent women to enter certain professions. The **increase of the female share in specific occupational groups** also addresses **management positions** which are as well dominated by men up to now. Although here, the proportion of women increases, the career development of women seems to be hampered. Thus, career development programmes, the creation of talent pools, the support of networking among women and other measures to tackle the glass ceiling are of a top priority for both, railway companies and trade unions.

Prerequisite for tackling this horizontal and vertical segregation in employment within the sector which reflects the segregation in the labour market in general is the **overcoming of gender stereotypes**. This builds the basis to detect, eradicate and prevent any manifestations of gender discrimination in a sustainable way. Therefore, measures raising the awareness on gender issues and discussing prejudices like gender training seems to be required. In the companies, the latent and subliminal assignment of typical male and female jobs should be discussed and overcome as well as common practice to classify all women as potential mothers. The tackling of gender stereotypes also includes the motivation of men to take over family responsibilities and to reduce “parental leave punishment” in terms of a career brake.

The **cultural change** has to affect all organisational levels in the companies, starting from the top management to division managers, supervisors and immediate superiors, which is a real challenge in railway companies with a broad and plane organisation. It has to be put on the agenda in the stations, the garages, the trains on local level and fears and retention are to be discussed. There, it is very important to show that also men are hampered by stereotypes and the advantages of mixed teams, as underlined by the interviewed persons. Nevertheless, one must be aware, that cultural change is a **process** which needs time which is especially true for a traditionally male dominated sector. Thus, even **slow progress** is to be recognised, e.g. if parties discuss less conservatively about gender issues.

For the companies the **implementation of equal opportunity at corporate level** seems the next logical step when promoting gender issues in the sector. The integration of equal opportunity issues in the corporate strategy which requires on the one hand the commitment of the management board and on the other puts pressure on the top executives to put the issue continuously on the agenda is a way of institutionalising gender equality. With the integration of gender equality in management strategy the onus of proof is reversed, as the management is responsible for reaching the targets and has to explain possible deviations. The development of equal opportunity action plans, the clear definition of equality targets and the setting of (quantitative) targets together with a regular monitoring makes the issue binding and allows for an impartial assessment on the results achieved. The corporate implementation of equal opportunities has to be accompanied by a communication policy which disseminates the “message” internally and externally.

The trade unions emphasise the necessity to further enhance the **security in the workplace** as well as to discuss and tackle the **gender pay gap** and direct and indirect wage discrimination. To disseminate the idea of equal opportunities within the sector and to attract more women **studies, publications and events** are to be fostered.



8 Conclusion and recommendations

The railway sector remains male-dominated but is not an inclusive male club anymore. **Slight progress** has been made in terms of **quantitative indicators** as the share of women increases among the sector's workforce. As a matter of fact, women are found mainly in sector non-typical professions and departments whereas in the typical rail professions women are the exemption. In contrast, the railway companies are aware of the necessity to attract women against the background of demographic change which entails skills shortages and economic pressure to be efficient and improve products and services continuously which requires the best talents. With the emergence of a younger generation of top executives and persons with managerial responsibility, the awareness for gender equality issues increases additionally. Furthermore, the sector which is predominately controlled by public authorities is exposed to a reinforced political pressure to contribute to equal opportunities among genders.

Thus, rather **considerable progress** has been made in terms of **setting measures and initiatives** to create a workplace of equal opportunities, to attract and retain more women to the sector and to foster their career development. These measures can initiate and support the process of gender equality in the railway sector which is on the way but far from being achieved.

Measures for improving **health and security** among the workforce in general and/or specific initiatives for women in particular are most widespread. Nevertheless, mainly security aspects have to be discussed taking into account gender-specific problems. Here the problem of sexual harassment is to be further tackled with the challenge that in a male-dominated work culture, standards in the daily communication can already harm individual perceptions.

Often based on legal regulations and integrated in collective agreements, measures to **reconcile work and family life** can be found in more and more railway companies, although the creation of appropriate framework conditions and infrastructure is seen as in the responsibility of the public authorities. Flexible working hour models have been created and many enterprises also support their employees in (organising) care for the children. Yet, it remains a priority issue to not only offer these possibilities, but also to support the practical implementation and disseminate the awareness for different work models etc. in the different working teams, locations etc. Moreover, it is up to the enterprises to encourage men to take over care responsibilities. In all considerations, the care for other family members than children has to be included. The acceptance of the reconciliation measures among all staff can be improved with a paradigm shift towards a general **work-life balance concept**.

The **institutional incorporation** of gender equality issues is not yet common in the majority of the railway companies, with about one third e. g. having a specific body for equal opportunities, regular reporting or measurable targets concerning the representation of women in the company, but seems to be of increasing importance and a step towards an overall and broad approach. Concerning the implementation of **specific bodies** for equal opportunities it is crucial that its **competences** are clearly defined and far-reaching and that appropriate financial sources are provided. The setting of **quantitative targets** is a mean to enhance the commitment of the management to support the issue, but a continuous **monitoring** has to be implemented to assess the progress. Moreover, mechanisms should be defined in case targets are not reached.



Although skills shortages gain in importance, only up to one third of the companies have started to explicitly address women in their recruitment activities or initiated career development projects for women. Especially in the field of recruitment, it is often difficult to find women with the required qualifications because the education systems throughout all European countries are still characterised by a high gender-segregation: the share of women in technical secondary schools and university studies in the field of mathematics, informatics, sciences and engineering is still at a level which has to be raised in order to achieve a greater gender balance. Initiatives to **tackle the underrepresentation of women on the ground** – reviewing recruitment, promotion and selection processes and the underlying work culture based on gender stereotypes – are not widespread, although they represent a prerequisite for a **sustainable change** and a more balanced employment structure. Thus, measures which put the **work culture and common practices into question** should be fostered and have to accompany all other initiatives. In this regard, reasonable HR processes can have a huge impact on gender equality in the companies, e.g. by introducing justified, fair-minded recruitment systems and employee assessment systems.

The cultural change should not only be visible internally but also externally. Thus, **networking** with institutions and other companies active in gender equality issues is highly recommended and practised by about one third of the companies for experience exchange purposes. To contribute to a changed image of the sector **PR initiatives** should be reinforced where women are visible on all kind of occupations. Signing equal opportunities **charters and labels** can illustrate the commitment to gender equality.

As more and more railway companies can rely on experiences, all measures have to be assessed to identify success factors which should be included in successor projects. **Lessons learnt** should be drawn concerning approaches which contribute to more gender equality and measures which could not lead to the expected results. Thus, programmes are to be redesigned taking into account experiences gained in former projects. Here, **overall and coherent programmes** are to be favoured against single measures which only address a specific issue as this corresponds to the fact that gender equality is influenced by multiple interdependent factors.

When designing new measures to support women's employment in the railway sector, the following elements have to be taken into account:

- **The quality of the measure:** Gender equality measures of high quality have to be based on own experiences and the support of tools, guidelines etc. and international benchmarks. An accompanying evaluation can contribute to improve the measure continuously.
- **The extent of the measure:** When designing the measure it is important to define the target group and choose appropriate approaches. To progress it is crucial to avoid addressing only people who are already sensitised for the topic. Moreover, a broad definition of the target group is recommended, as a sustainable change is only to be achieved by including all directly and indirectly involved persons at least with accompanying measures to raise the acceptance for the gender issues among all staff.
- **The character of the measure:** To enhance the motivation of people and to show the importance of the issue, the binding character of the measures is to be emphasised by setting concrete (quantitative) targets. Clear responsibilities are to be defined.



The higher in the hierarchy gender equality is implemented in the organisation, the rather the issue will become a top priority for the company. The implementation of equal opportunities as company strategy facilitates that the issue is continuously on the agenda and that targets in the field are of binding character also for the top management. This **top down approach** is necessary to underline the importance of the issue but is not sufficient to initiate **sustainable cultural changes on the ground** especially in railway companies with hundreds of locations and teams and many different fields of activities. Thus, the target setting should be followed by designing a set of measures which is put into practice and adapted to the needs and requirements of the different team settings.

In any case, when assessing the measures and adopting strategies etc. the different legal backgrounds in the countries and cultural differences have to be considered. Thus, a comparison between countries always has to take into account the framework conditions (i. e. legal regulations, collective agreements, corporate regulations and programmes) the railway companies are embedded in. Also the railway sector is a sector with a long-standing tradition and many initiatives start from a very low level with view to women's representation. Thus, it will need time to change the working culture and the image of the sector.

Conclusions with view to the Joint Recommendations

One step towards a more gender-balanced sector has been taken by the European social partners when formulating and signing the “**Joint Recommendations for a Better Representation and Integration of Women in the Railway Sector (JR)**” in 2007. The present study should also reflect how and to which extent the JR have been implemented in the railway companies. Thus, in the following, the study results are reflected with view to the JR.

The “Charter for Equal Opportunities in the European Railway Companies and Trade Unions” represents the commitment of the social partners in different fields on the basis of a mainstreaming approach which is accompanied by “Recommendations for Positive Action” and methodological recommendations.

Concerning the field of reconciliation (Charter 1.4) it should be noted that in more than half of the enterprises collective agreements include regulations for maternity and paternity leaves. Support for caring duties and the re-entry after parental leave is regulated in collective agreements in 30 % to 40 % of the enterprises. Moreover, approx. 40 % of the enterprises state to have implemented measures supporting parental leave, employees with caring duties and the re-entry from maternity leaves. More than a half of the enterprises provide the possibility of working hours that are more appropriate for women and support a better work-life balance (Recommendations 2.3). Here next to collective agreements other joint initiatives seem of importance. The topic remains a crucial problem, is revealed as one of the most relevant barriers to women's employment and remains of high priority both for enterprises and trade unions.

The incorporation of the principle of equal opportunities and gender mainstreaming (Charter 1.2) is not yet common in the majority of the railway companies with about one third e.g. having a specific body for equal opportunities, regular reporting (Recommendations 2.9), equal opportunity plans or measurable targets concerning the representation of women in the company (methodological recommendations 3.b). Collective agreements play a minor role within this topic. For many companies this



institutional incorporation of equal opportunities seems to be the next logical step in promoting gender issues and a prerequisite for an overall and coherent approach towards gender equality. The gender pay gap (Charter 1.5) is addressed in almost a third of the enterprises in collective agreements, but only one fifth of the enterprises produce regular reports on the issue (Recommendations 2.9).

Concerning the increase of women's employment in the sector the share of women of 20 % shows that the implemented measures are not yet successful, but slight progress can be observed as the representation of women has increased against the background of a sharp decline of the total employment in the sector. This is probably due to measures which are encouraging women to work within the companies, which have been implemented in almost one third of the companies (Recommendations 2.1) and the review and change of recruitment and selection processes (Charter 1.3, Recommendations 2.2) which takes place in one out of four companies. The career advancement and the provision of training to foster women's career development (Charter 1.3, Recommendations 2.6 and 2.7) is also addressed by up to one third of the companies.

Measures to increase the security of the workers (Recommendations 2.4) are rather widespread in European railway companies (60 % have implemented measures on this issue) although the gender-specific aspects of security have to be intensively taken into account in the future.

The companies more and more act also as advocates for equal opportunities in their internal communication and external relations (Charter 1.8), as one third of the enterprises have joined external networks and/or have launched PR internal and external initiatives. Also the trade unions are very active with view to launching the topic by e. g. organising conferences and events or editing publications.

The inclusion of gender equality issues in collective bargaining (Charter 1.7) seems to be reinforced as in some companies different issues are currently negotiated. Also, joint initiatives of the social partners are of importance. Nevertheless, it should be noted that half of the negotiation teams are composed of men only.

As pointed out before, on the one hand a sustainable implementation of gender equality in all areas in the railway sector requires a change in the work culture (Charter 1.1 and 1.6) which can be supported by initiatives to break gender stereotypes (28 % of the companies have set corresponding measures). On the other hand, a substantial change in the work culture will also be the result of the implementation of gender equality in all areas. Thus, this has to be seen as a long-lasting process.

Summarising these findings, it can be concluded that the JR address the crucial problems and topics with view to gender equality in the railway sector. Although, more and more railway companies are incorporating gender equality issues in various domains and slight progress concerning the representation of women in the sector can be observed, the JR's objectives are far from been reached. Thus, the Joint Recommendations remain of relevance and actuality.

The **Joint Recommendations** cannot replace endeavours on company level but can

- set an impulse to look closer at the problem;
- lead to focus on the companies' equality policy continuously;



- contribute to make the railway sector more attractive to women by signalling the importance of the issue for the social partners;
- facilitate the benchmarking when the progress is monitored;
- build the framework for experience exchange and know-how transfer;
- and initiate further co-operation on European level and the creation of a European network of railway companies supporting equal opportunities.

To increase the impact of the Joint Recommendations, the awareness of its existence and its content should be raised especially in the countries where gender issues are not on the agenda yet. The social partners at European level should inform their members continuously, foster the dissemination and implementation of the JR and monitor the progress regularly. The benefit for the enterprises could be fostered by adding information on tools and good practices. Moreover, if and how the Joint Recommendations should gain a more binding character is to be discussed.





ANNEX





*The Voice
of European
Railways*



European Rail
Infrastructure Managers



WIR - Women In Rail

Survey of companies

Questionnaire

2 May 2011

INTRODUCTION

Dear colleague,

The *European Transport Workers' Federation* (ETF; www.etf-europe.org), the *Community of European Railway and Infrastructure Companies* (CER; www.cer.be), and the *European Rail Infrastructure Managers* (EIM; www.eimrail.org) have launched the European project

Follow-up of the CER/ETF Joint Recommendations "Better Representation and Integration of Women in the Railway Sector" – Implementation – Evaluation -Review (**WIR - Women In Rail**)

(For more details regarding the Joint Recommendations, please follow the link <http://www.cer.be/publications/charters-and-agreements?start=5>)

In order to gather information about the state of affairs of and measures for female workers, we are conducting a survey among European railway companies. (A survey among relevant trade unions is conducted as well.)

We would very much appreciate you contributing to the project and participating in the survey, which is essential for the success of the WIR project. The responses will be processed and analysed by an external research organisation, the Austrian Institute for SME Research (KMU FORSCHUNG AUSTRIA). The results will be published in a study report, which will be made available to you and may serve as a valuable benchmarking tool.

We kindly ask you to complete this questionnaire electronically.

First, please save the Word-file on your computer. Then, open the file and fill in the questionnaire. After filling in the questionnaire, please keep in mind to save the file, as otherwise your answers will not be stored. You can open and save the questionnaire as often as you like.

Once you have completed the questionnaire, please return it by e-mail to Ms Christina Enichlmair (c.enichlmair@kmuforschung.ac.at) by **31 May 2011**. You can also contact her if any questions arise relating to the survey.

1) General characteristics of the company/group**1.1) What is the name of the company/group?**

In your national language:

In English:

1.2) In which country does the company/group have its headquarters?**1.3) What kind of ownership does the company/group have?**

- predominantly public ownership
 predominantly private ownership

1.4) Which fields of activity does the company/group cover? (multiple answers possible)

- operating infrastructure
 passenger transportation
 freight transportation
 other, please specify:

1.5) What was the turnover of the company/group in 2010 in Euro?**1.6) What is the size of the company/group in terms of number of employees?**

In the country of your headquarters:

Internationally:

1.7) Is the company subject to legal regulations with a view to gender equality?

- Obligation to prepare and submit a report on gender equality yes no
Obligation to include gender equality issues in the annual report yes no
Obligation to set quantitative targets (e.g. share of women in management) yes no

The following questions refer to the situation in the country where your headquarters are located!

2) Structure and development of (female) employment

2.1) In the following table, please enter the numbers (head count) of male resp. female employees your company/group employed at the end (31.12.) of 2003, 2007, and 2010, for the various sub-groups and categories

	2010 male	2010 female	2007 male	2007 female	2003 male	2003 female
All staff						
Top executives (i.e. the board of directors)						
Persons with managerial responsibility (i.e. persons supervising staff at different levels, e.g. heads of divisions, departments, group/team leaders, foremen)						
Drivers						
Shunters						
Traffic controllers / signalling						
Maintenance personnel for rolling stock						
Conductors (on train)						
Station service personnel / station ticket officer						
Construction / maintenance / infrastructure personnel						
Human resource department						
staff						
managers						
Finance/controlling department						
staff						
managers						
Employees with tertiary education level						
Apprentices / in-service trainees in commercial occupations						
Apprentices / in-service trainees in technical occupations						
Part-time workers/contracts						
Fixed-term (temporary) contracts (at reference date)						
Employees on parental leave / childcare leave						

Comments/explanations on the development of staff numbers (e.g. restructurings):

--

2.2) New recruitments in 2010: In the following table, please enter the numbers of male resp. female employees newly recruited in 2010, for the various sub-groups and categories

	New entries male	New entries female
All staff		
Top executives (i.e. the board of directors)		
Persons with managerial responsibility (i.e. persons supervising staff at different levels, e.g. heads of divisions, departments, group/team leaders, foremen)		
Drivers		
Shunters		
Traffic controllers / signalling		
Maintenance personnel for rolling stock		
Conductors (on train)		
Station service personnel / station ticket officer		
Construction / maintenance / infrastructure personnel		
Human resource department		
staff		
managers		
Finance/controlling department		
staff		
manager		
Employees with tertiary education level		
Apprentices / in-service trainees in commercial occupations		
Apprentices / in-service trainees in technical occupations		
Part-time workers/contracts		
Fixed-term (temporary) contracts (at reference date)		
Employees on parental leave / childcare leave		

2.3) Staff exits in 2010: In the following table, please enter the numbers of male resp. female employees having exited the company/group in 2010, for the various sub-groups and categories

	Exits due to retirement/death		Termination of work contracts (by employer or employee)	
	male	female	male	female
All staff				
Top executives (i.e. the board of directors)				
Persons with managerial responsibility (i.e. persons supervising staff at different levels, e.g. heads of divisions, departments, group/team leaders, foremen)				
Drivers				
Shunters				
Traffic controllers / signalling				
Maintenance personnel for rolling stock				
Conductors (on train)				
Station service personnel / station ticket officer				
Construction / maintenance / infrastructure personnel				
Human resource department				
staff				
managers				
Finance/controlling department				
staff				
manager				
Employees with tertiary education level				
Apprentices / in-service trainees in commercial occupations				
Apprentices / in-service trainees in technical occupations				
Part-time workers/contracts				
Fixed-term (temporary) contracts (at reference date)				
Employees on parental leave / childcare leave				

Comments/explanations on recruitments and exits in 2010:

--

2.4) Has the company/group recently experienced serious difficulties with filling job vacancies, i.e. with finding appropriate candidates? If yes, for which occupations or functions in particular?

Yes, for the following types of jobs/occupations:

No

2.5) Have you conducted studies/investigations in the field of gender pay gap in your company?

One-off study yes no

Regular reports yes no

Other, please specify:

3) Barriers to women employment

3.1) Which of the following barriers to women employment [i.e. factors discouraging women or making it difficult for women] do you think are most relevant in the company/group (at least in some fields of work)? Please choose the 5 most important factors and assign ranks from 1 to 5 according to relevance (1 being most relevant).

Barrier / hampering factor	Rank 1 to 5
The company's image as being male-oriented	
There is a typical male work culture and gender stereotypes are common	
The physical strain in some of the jobs	
The mental/psychic strain in some of the jobs	
The shift work	
(The need for) working overtime	
(The need for) spatial mobility (e.g. in jobs on the train)	
The required skills and knowledge for some of the jobs	
The current way of recruiting	
Legal provisions limiting employment/assignments of women (for some jobs)	
The required working hours (in terms of flexibility, overtime etc.) for (some of the) higher positions	
The required skills and knowledge for (some of the) higher positions	
Lacking ambition or competitive attitude of women to attain higher positions	
Leaves for care or family reasons are hampering career advancement	
Gender-related prejudices of superiors are hampering career progression	
Other, please specify:	
<input type="text"/>	

3.2) In which fields do you recognise the most important positive impacts on the company/group of greater gender diversity (multiple answers possible)

- work climate
- loyalty and motivation of staff
- leadership style
- internal communication
- relations to customers
- innovations
- company image
- productivity/efficiency
- reduction of skills shortages
- other, please specify:

4) Measures and initiatives implemented

4.1) Which of the following initiatives to foster equal opportunities has the company/group taken? Please indicate since when (year) and briefly specify the initiative!

Have you reviewed or changed recruitment/selection procedures to the benefit of female job candidates (in general or for specific occupations)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken specific initiatives to encourage women to work with your company (in general or for specific occupations)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to make working hours more appropriate for women resp. to facilitate reconciliation of work and family life?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to support employees in caring duties (e.g. for children, elderly)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to support employees' re-entry from maternity leaves?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to support and encourage paternity leaves?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken any other initiatives to support reconciliation of work and family life (e.g. tele-working etc.)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to improve personal security for workers (e.g. for shift workers, on-board workers etc.), in particular against third party violence?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives to improve health/hygiene conditions for workers (e.g. sanitary arrangements, corporate health programmes)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you reviewed or changed career promotion procedures/rules to the benefit of women (in general or for specific occupations)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you changed remuneration/payment rules to the benefit of women (in general or for specific occupations)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken training, development or qualification measures (incl. mentoring, coaching) to support women in career progress or in technical professions (in general or for specific occupations, which types of skills)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken PR initiatives for gender equality in internal or external media (incl. brochures, homepage etc.)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you taken initiatives for men in your company to break gender stereotypes (e.g. awareness raising measures, trainings etc.)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you introduced regular corporate reporting on the situation of women in the company (e.g. on numbers, payment, hierarchy levels etc.)?

Yes, since: Not yet, but planned No

Please specify (brief description, which areas, results achieved):

Was it caused by new legal provisions? Yes No

Have you introduced measurable targets for women presence in the company (e.g. quotas etc.)?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you introduced equal opportunity plans in the company?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you introduced a kind of labelling/certification system for gender equality like “total e-quality” in the company?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you introduced in the company a specific body (unit, group, person) which is responsible for equality / equal opportunity issues?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you included equality issues into the corporate social dialogue (with work councils, unions)? How and which issues?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you joined external networks or established links to external institutions in the area of gender equality? Which?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

Have you joined charters, labels or undergone any certification or audit in the area of gender equality? Which?

Yes, since: Not yet, but planned No

Please specify (brief description, results achieved):

Was it caused by new legal provisions? Yes No

4.2) Please briefly indicate up to 3 initiatives/measures of your company which have been most successful and are recommendable!

4.3) From your company's perspective, what are the most important issues related to gender equality to be tackled in the years ahead. Please briefly indicate up to 3 top priorities.

Thank you for participating in this survey! If you are interested in receiving the results of the project, please enter your e-mail address:

E-mail address



*The Voice
of European
Railways*



European Rail
Infrastructure Managers



WIR - Women In Rail

Survey of trade unions

Questionnaire

2 May 2011

INTRODUCTION

Dear colleague,

The *European Transport Workers' Federation* (ETF; www.etf-europe.org), the *Community of European Railway and Infrastructure Companies* (CER; www.cer.be), and the *European Rail Infrastructure Managers* (EIM; www.eimrail.org) have launched the European project

Follow-up of the CER/ETF Joint Recommendations "Better Representation and Integration of Women in the Railway Sector" – Implementation – Evaluation -Review (**WIR - Women In Rail**)

(For more details regarding the Joint Recommendations, please follow the link <http://www.itfglobal.org/etf/etf-cer-recommendations.cfm>)

In order to gather information about the state of affairs of women employment in the railway sector, we are conducting a survey among European trade unions. (A survey among railway companies is conducted as well.)

We would very much appreciate you contributing to the project and participating in the survey, which is essential for the success of the WIR project. The responses will be processed and analysed by an external research organisation, the Austrian Institute for SME Research. The results will be published in a study report, which will be made available to you and may serve as a valuable benchmarking tool.

We kindly ask you to complete this questionnaire electronically.

First, please save the Word-file on your computer. Then, open the file and fill in the questionnaire. After filling in the questionnaire, please keep in mind to save the file, as otherwise your answers will not be stored. You can open and save the questionnaire as often as you like.

Once you have completed the questionnaire, please return it by e-mail to Ms Christina Enichlmair (c.enichlmair@kmuforschung.ac.at) by 31 May 2011. You can also contact her if any questions arise relating to the survey.

1) General characteristics of the trade union

1.1) What is the name of the trade union?

In your national language:

In English:

1.2) In which country is the trade union located?

1.3) Does the trade union, in principle, cover all occupations working in the railway sector?

Yes

No; we cover only the following occupations:

2) Structure and development of (female) union members

2.1) In the following table, please enter the numbers of male resp. female members of your union at the end of 2003, 2007 and 2010

	2010 male	2010 female	2007 male	2007 female	2003 male	2003 female
All members working in the railway sector						
Thereof: secretary general / president and management board (of the trade union)						
Thereof: executive board (of the trade union)						
Thereof: members in advisory boards (in the respective companies)						

Possible comments/explanations on the development of these numbers:

--

2.2) New members in 2010: In the following table, please enter the numbers of NEW male resp. female members of your union in 2010

	New entries male	New entries female
All members working in the railway sector		

2.3) Exit of members in 2010: In the following table, please enter the numbers of male resp. female members having left of your union in 2010

Exits due to retirement/death		Exits due to members changing industry / trade union		Exits at one's own request		Exits due to job losses (reduction of jobs)	
male	female	male	female	male	female	male	female

Possible comments/explanations on the numbers of entries and exits:

--

2.4) Has the trade union taken initiatives over the past 5 years to particularly increase the number of female members (of the railway sector)? Which initiatives?

--

2.5) What do you think are the most important positive impacts on the trade union of a higher/increasing share of female members? (multiple answers possible)

- image of the trade union
- cooperation within the union
- enhancement of social dialogue
- cooperation with governments
- cooperation with other external partners
- better assertion of concerns of railway workers in general
- better assertion of concerns of women workers in particular
- support of equal opportunities / gender equality at political level
- other, please specify:

3) Most critical issues with respect to women employment

3.1) Based on your experience (e.g. on complaints you are receiving), please rank the five (5) most relevant problems female workers are facing in the railway sector (at least in some fields of work)? Please assign ranks from 1 to 5 according to relevance (1 being most relevant) and for each item indicate the trend over the last 5 years; if possible, further specify the problem and why it changed over time

Critical issue	Rank	Relevance & trend
Recruitment and access of women to technical occupations (including education and training)		Trend last 5 years: <input type="checkbox"/> improving <input type="checkbox"/> constant <input type="checkbox"/> worsening Specify: <input type="text"/>
Parental leaves		Trend last 5 years: <input type="checkbox"/> improving <input type="checkbox"/> constant <input type="checkbox"/> worsening Specify: <input type="text"/>
Lack of support in caring duties		Trend last 5 years: <input type="checkbox"/> improving <input type="checkbox"/> constant <input type="checkbox"/> worsening Specify: <input type="text"/>
Re-entry after parental leaves (e.g. parental leave is penalised)		Trend last 5 years: <input type="checkbox"/> improving <input type="checkbox"/> constant <input type="checkbox"/> worsening Specify: <input type="text"/>
Working hours (e.g. shift work, overtime)		Trend last 5 years: <input type="checkbox"/> improving <input type="checkbox"/> constant <input type="checkbox"/> worsening Specify: <input type="text"/>

<p>Arrangement of work (e.g. mobility needs, physical strain)</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p data-bbox="794 521 1369 568"></p>
<p>Provision of appropriate training by companies</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p data-bbox="794 813 1369 860"></p>
<p>Career advancement of women</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p data-bbox="794 1104 1369 1151"></p>
<p>Wage discrimination of women</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p data-bbox="794 1395 1369 1440"></p>

<p>Mobbing and Harassment</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p><input type="text"/></p>
<p>Security at the workplace</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p><input type="text"/></p>
<p>Health and hygiene issues</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p><input type="text"/></p>
<p>Gender-related prejudices and stereotypes</p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p><input type="text"/></p>
<p>Other, please specify:</p> <p><input type="text"/></p>		<p>Trend last 5 years:</p> <p><input type="checkbox"/> improving</p> <p><input type="checkbox"/> constant</p> <p><input type="checkbox"/> worsening</p> <p>Specify:</p> <p><input type="text"/></p>

3.2) Which issues/indicators related to gender equality are frequently/regularly discussed with company managements?

4) Measures and initiatives implemented

4.1) In which of the following areas have new measures/initiatives been pursued since 2004, with the aim to improve the situation of women in the railway sector? Please briefly specify the measure/provision!

Recruitment and access of women (to technical occupations)?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Working hours (e.g. shift work, overtime) to ameliorate the reconciliation of work and family life?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Other working conditions (e.g. mobility, security, physical strain, tele-working)?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Health and hygiene issues?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Maternity or paternity leaves?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Other support in caring duties?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Re-entry after parental leaves?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Provision of training by companies?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Wage discrimination of women?

- Yes, implemented/integrated in collective agreements
- Yes, currently negotiated/proposed for collective agreements
- Yes, other joint initiatives with companies implemented
- No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Career advancement of women?

- Yes, implemented/integrated in collective agreements
 Yes, currently negotiated/proposed for collective agreements
 Yes, other joint initiatives with companies implemented
 No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Mobbing and Harassment?

- Yes, implemented/integrated in collective agreements
 Yes, currently negotiated/proposed for collective agreements
 Yes, other joint initiatives with companies implemented
 No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Corporate reporting, targets, quotas?

- Yes, implemented/integrated in collective agreements
 Yes, currently negotiated/proposed for collective agreements
 Yes, other joint initiatives with companies implemented
 No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Specific contact points, persons of trust in companies?

- Yes, implemented/integrated in collective agreements
 Yes, currently negotiated/proposed for collective agreements
 Yes, other joint initiatives with companies implemented
 No

Please specify (describe measure/initiative, difficulties faced, results achieved):

Other, please specify:

- Yes, implemented/integrated in collective agreements
 Yes, currently negotiated/proposed for collective agreements
 Yes, other joint initiatives with companies implemented
 No

Please specify (describe measure/initiative, difficulties faced, results achieved):

- 4.2) Are you aware of other successful/interesting initiatives or good practices implemented over the last few years by railway companies (e.g. on companies' own initiative, in cooperation with work councils / trade union representatives) to support women workers? Please indicate and briefly describe up to 3 such initiatives in some of the following areas.**

Recruitment & access to technical professions

Reconciliation (working hours, caring, parental leaves etc.)

Working conditions (security, health, hygiene etc.)

Career advancement and/or equal pay

Training

Corporate reporting, targets, quotas

4.3) What initiatives has your trade union itself taken to promote gender equality in the railway sector? (multiple answers possible)

- training of trade union members, officials or work councils on gender equality issues
- cooperation with other specialised institutions
- publications on the issue of gender equality (brochures, books, etc.)
- PR and information activities in media
- organising conferences, events, seminars
- study visits/trips
- establishing work groups, committees or experts on gender equality within the union
- bringing more women in the governing boards of the union
- inclusion of women in negotiation teams
- studies/investigations on the gender pay gap in the sector
- other research projects on equality issues
- other, please specify:

4.4) From your perspective, what are the most important issues related to gender equality in the railway sector to be tackled in the years ahead. Please briefly indicate up to 3 top priorities.

Thank you for participating in this survey! If you are interested in receiving the results of the project, please enter your e-mail address:

E-mail address

Qualitative interviews

Interview partners

Country	Company representatives	Trade union representatives
Austria	Diversity manager, ÖBB Remuneration specialist, ÖBB	Chairman of works council, vinda
France	Unit “Human Resources” Head of the New Career-Dynamics programme, SNCF Head of a recruitment agency, SNCF Former WIR member, Audit Unit, SNCF	representative of CGT Cheminots
Germany	Head Programs and Projects, Human Resources, Deutsche Bahn AG Diversity-Manager, Programs and Projects, Deutsche Bahn AG	Vice-president, EVG Diversity manager, EVG
Italy	President of the Equal Opportunity Committee of FS Group Head of the Unit “Human Resources Management and Industrial Relations” in the HR Direction of Ferrovie dello Stato Italiane S.p.A.	Responsible of passenger transport for Filt-cgil Nazionale
Poland	Director of Management Board Office, PKP S.A. CENTRALA Director HR Office, PKP PLK S.A. Management Representative Personnel Strategy, PKP CARGO S.A. Director HR Office, PKP CARGO S.A., The chief of Department of Trainings and Development, HR Office, PKP INTERCITY S.A. Deputy Director HR Office, PKP ENERGETYKA S.A.,	President of Trade Unions in PKP HQ, PKP S.A. CENTRALA Member of trade union “Solidarnosc”, PKP CARGO S.A.
Sweden	HR Director, Balfour Beatty Rail, Public Affairs Senior Advisor, European Policy Advisor, Almega Lawyer in the field of labour and social law, Almega HR manager, Green Cargo Personnel strategist, Swedish Transport Administration HR Manager, SJ AB HR Manager, Hector Rail	Ombudsperson, SEKO



JOINT RECOMMENDATIONS FOR A BETTER REPRESENTATION AND INTEGRATION OF WOMEN IN THE RAILWAY SECTOR

Based on a joint study by the social partners to identify the representation of women in railway companies and various railway occupations, their situation as well as examples for good practices for a better integration of women in the railway sector, the social partners CER and ETF prepared joint recommendations to support equal opportunities for women in the railway sector.

The issue of equal opportunities is widely reflected in the fundamental documentation of the European Union, starting from the EEC Treaty¹, to the Treaties of Maastricht² and of Amsterdam³. Recently, the Lisbon strategy for growth and employment marked an important stage of this positive path making provisions for an increase of female employment rate to 60% by the year 2010⁴. Today, female employment rate is 57,1%.

In order to achieve the policy goals, employers, trade unions and politics must act and promote equal opportunities for men and women. That is why an integrated intervention at the European level⁵ is decisive. In the railway sector, which traditionally is a "male-dominated sector"⁶, the social partners CER and ETF want to contribute to better representation and integration of women. Therefore they have established the following recommendations, which are addressed to their affiliated members with the aim to put them into practice at the national and regional levels as well as the corporate level.

1. Charter for Equal Opportunities in the European Railway Companies and Trade Unions

Additionally, modern European societies and the European railway companies will be affected by globalisation and demographic change. The European railways will only enjoy long-term success when they make use of the potential of both men and women. Good cooperation and social partnership of companies and unions is an important prerequisite in this context.

Prompted by a mainstreaming approach and in connection with this Charter, we, the railway companies and the trade unions, will:

1. create a corporate and workplace culture which is characterized by mutual respect and esteem between all parties concerned and in which men and women will work with each other in a partnership of equals;
2. integrate the principle of equal opportunities and "gender mainstreaming" in the work organisation and employment policy of the company;

3. review HR processes and ensure that women will not be denied or hindered in their access to occupations or leadership levels because of their gender;
4. create the general framework that will make it easier for employees to reconcile their jobs and their families;
5. ensure that the existing differences in the remunerations of men and women will be overcome. Men and women shall receive equal remuneration for equal work;
6. create the general framework to protect women against discrimination at the workplace;
7. include gender equality issues in collective bargaining and contractual labour relations;
8. act as advocates for equal opportunities in internal and external media and provide information on positive examples;

2. Recommendations for Positive Action

1. Encourage women to choose technical occupations. Girls can gain familiarity with technical occupations through cooperation with schools and open-house days.
2. Use selection processes which allow an unbiased selection of candidates. Professional ability should have top priority.
3. Establish procedures/benefits in railway companies to improve work-family balance. This includes options for a greater flexibility of working hours in line with the needs of and in consultation with male and female employees and their trade union representatives, support in caring for children or family members in need of care.
4. Develop actions to increase security for shift workers and swing-shift workers. This provides a greater sense of security not only to women and makes them willing to work shifts. These actions will also make our female and male customers feel more secure.
5. Review the suitability rules and adjust them at the European level. Women may not be deployed in certain areas, when they are expecting a baby. At all other times, they can work in all areas, where their physical and mental fitness fulfils the requirements.
6. Offer women employees equal access to all development and qualification measures.
7. Promote a gender equality culture in training and upgrading for all workers by the railway companies and trade unions.
8. Take concrete steps towards the implementation of the Community acquis on gender equality in the workplace.
9. Corporate reporting on the share of women in a company in various fields of activities and levels of hierarchy as well as the corresponding conditions of employment and remuneration and the establishment of equal opportunity action plans in line with EU Directive 2002/73/EC.

3. Methodological recommendations

As possible methodological approaches we recommend:

a) to promote an evaluation process (for example through a circular and multi-actor total e-quality policy) in order to guarantee the quality of organizational structures, procedures and resource management within a mainstreaming approach and to evaluate the change effects during the process and at the end of it.

b) to set up measurable targets for women presence in specific professions and hierarchic levels in the company/ies, which have to be agreed with the trade unions representatives and social partners as well as targets for the presence and representation of women in the trade unions.

4. Evaluation and Follow-up

Three years after signing these recommendations, the European social partners will perform a study on the measures introduced by their affiliated companies and unions for the implementation of these actions.

They will perform a second study to analyse the developments that will have taken place since their first joint study (the study period was 2004).

Based on the evaluation regarding implementation of the recommendations the European Social partners will consider further actions such as common objectives for the future and /or the adoption of ad hoc measures;

ROMA, 12 June 2007

For the CER:


For the ETF:



Franz NIGL
Chairman of the CER Human Resources
Directors Group



Lena MOBERG-LINDWALL
Member of the ETF Railway
Section Bureau



Jean-Paul PREUMONT
Senior Social Advisor, CER



Sabine TRIER
Deputy General Secretary,
ETF

¹ See art. 119 of the EEC Treaty of 1957, which affirms the concept of wage equality.

² See the Treaty of Maastricht of 1993, which makes provisions for equal opportunities between men and women in the labour market and working conditions at the workplace.

³ See the Treaty of Amsterdam of 1999, which has considerably strengthened the legal basis for equality between men and women.

⁴ Related Directives: Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation; Directive 2002/73/EC of the European Parliament and Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions; Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

⁵ In this context, see the EIRO study, *Gender mainstreaming in industrial relations*, 2005. Moreover, see 'Divers but Equal'. Good practices in public services' CEEP 2007.

⁶ Regarding statistics on women employment in the railway sector and the particular situation of women in the sector see the Annex and the joint CER/ETF study from 2005.

Annex to the joint recommendations

1. Why joint recommendations?

Better representation and integration of women is a forward-looking concern. It is in the interest of railway companies as well as its employees.

1.1 Companies and trade unions benefit from women's experiences and skills

Women have different needs due to different experiences in social and professional life. These different views can contribute to the development of products in the company and promote innovation. Women are indispensable for a modern service company. Additionally in technical occupations, it is proven that gender diversity makes an important contribution to the productivity and climate at the workplace. The presence of women in the work place makes the working environment much more friendly within the company.

The transition from an industrial to a service society can only be made with the contribution of women. Today's women are highly qualified and successful in all occupations. Doing without them would be detrimental for any national economy. In Germany for example, 46% of all university graduates are women. In Italy, the situation is the same, especially among young women: 9.6% of 25-34 year-old women are graduated against 8.5% of young men; 44.1% of women obtained a secondary school diploma against 40.7% of men.

There have been many examples in history showing that women can be deployed in all areas of the railways. Especially during the two World Wars, women worked in back offices, workshops, stations (as drivers) and operations.

"There is no occupation exclusively for a woman, just because she is a woman, as there is none for a man, just because he is a man: talents are instead equally distributed between the genders..." Platon (ca. 428 - 348 B.C.) in *Politeia*.

1.2 Demographic development

As a result of the demographic development in Europe, it is already foreseeable that railway companies will be competing with other sectors and companies for qualified labour. It is in the companies' interest to make use of the potential residing in an increasingly better qualified female workforce. Companies with a convincing equal opportunity policy and corporate strategy will be able to win young qualified women at the labour market.

An ageing society is a problem for many European states. Only with qualified young and junior employees, Europe will maintain innovative strength and thus economic power ("The demographic future of Europe - from challenge to opportunity" – Communication of the European Commission, Brussels, 12 October 2006).

- The average number of children per woman is 1.5 and thus significantly below the reproduction level of 2.1, which is required to sustain the population figures;

- The rate of older people increases as a result of higher life expectancy. As a consequence, there is a growing share of older people, who have to be financially supported by a shrinking population of working age.
- Approximately 95% of global demographic growth will take place in the developing countries. Consequently, the EU population's share of the world's total population will decline.
- There are forecasts that the total number of employees on the EU level will decline by 30 million between 2010 and 2050.

1.3 The new paternal role

The life pattern of young people is changing. More and more young men are interested in taking over more responsibility in family. Especially in the mobile professions we can already notice recruitment problems due to a type of shift work that is difficult to make compatible with family life. More attention to work-life-balance issues for men and women is essential for railway companies to ensure their future employment needs. It also increases motivation of men and so promotes productivity. Studies give proof that a better work-life balance including men have positive health effect in the long run. This is part of an integrated company equal opportunity policy.

2. The most significant results of the joint study

The final report of the European joint project (April 2005) still shows significant differences in the various countries with respect to the employment share of women and their areas of deployment. In particular:

- in Western European countries, the average share of women among employees in the railway sector is less than 10% (exception: DB AG: 20.8%), while in Eastern European countries this share reaches an average of 30%;
generally speaking, in railway companies and trade-unions, women are primarily represented in the service segment and they are underrepresented in technical occupations and at executive levels;
the average remuneration of women in the railway sector is 10 to 30 % lower than the remuneration of their male colleagues. In posts with supervisory or executive responsibilities, this gap is lower, however.
nevertheless the "career" employment contract continues to dominate the railway sector, flexible employment contracts are primarily found among female employees (9.8 % of all employment contracts with female employees are contracts for "career" full-time employment).

Moreover, the results of the survey of the CER-ETF partnership project highlight the following critical points which especially involve women workers of the railway sector:

- an evident under-representation of women workers at all levels of the hierarchy, especially in the higher positions and in all the occupations, particularly the technical ones;
at the same time, women have been "concentrated" in some specific posts considered to be "more suited to the characteristics of the female gender", and marginal with respect to the corporate core business;
clear difficulties in the access by women to some technology intensive and decision making oriented occupations;

a more difficult and slower career progress for female personnel working in various sectors with respect to their male colleagues;
the clear difficulty in keeping a work-family balance, especially for women, and especially as far as working hours are concerned;
the uneven distribution of 'equal opportunities' organisations and networks established between the Social Partners in the various countries;
scarce or ineffective information on equal opportunities issues, both among personnel and corporate management;
a different use by men and women of the legal instruments for protecting the fam-

a type of training that is basically "neutral", without any gender orientation.

3. Best practices

3.1. *Breaking stereotypes*

Actions aiming at breaking stereotypes are very important in the railway sector, a "traditionally-masculine working sector", with "masculine professional figures". In this sense, the Isfort research of 2005 showed that there are still cultural stereotypes and systems of rules (e.g., physical requirements and educational qualifications) that discourage or even prevent access by women to some highly technical and engineering-oriented occupations.

The starting point of this proposal is the widespread awareness of a low level of self-esteem among young women, and, for some occupations, the absence of a "female reference model", and consequently the need to intervene, in general, in family education.

So, the goal of this kind of action is to encourage women to choose and gain familiarity with technical occupations through cooperation with schools and open-house days¹.

3.2. *Improving female presence*

We are convinced that a larger female component in the railway enterprise could lead to the improvement not only of the working conditions, but also of corporate efficiency and the quality of products and services.

Therefore, one objective of some best practices is to increase the percentage of women in the enterprise, especially in some sectors, by developing non-discriminatory criteria for access to the railway professions, mainly occupied by men, and also by internal training to allow or favour internal corporate transfers.

The search for more balance in the construction occupations can contribute to making this sector more dynamic, taking into account the interest and benefits on working conditions, on the evolution of trade and on the overall image of the sector as a result of the presence of women.

In this sense, the 2005 Isfort report made a positive assessment of some hiring policies based on quotas and concrete objectives, with specific reference not only to

¹ In this context, see the "Girl's Day", supported by the DB: a railways "open house", where young schoolgirls are invited to experience and observe closely the life of railway workers undertaking the various technical occupations. The aim of this annual initiative is to foster the dissemination of an equality-oriented culture in the public opinion and the opening of technical occupations to women. Very promising results are observed above all in the creation of relationships between the world of production and the world of education; these are highly positive relationships, and are particularly important with regard to the cultural change needed to achieve equal opportunities.

the need to establish initial hiring criteria, but also to take into consideration the general public so as to maintain a continuous direct contact with jobseekers themselves². An equitable female presence is required not only quantity-wise, but also quality-wise, in order to guarantee a balanced representation of the needs at all decision-making levels in local, national and European contexts.

To start with, the so-called “glass ceiling” phenomenon should be fought by eliminating the salary gap between genders that is linked to the limited presence of women at higher-management levels and the difficulties in achieving work-family balance.

3.3. Achieving work-family balance

This is an important issue at European level. Many actions can be taken to promote work-family balance at national level, the main being: the promotion of part-time contracts, teleworking³ and the change in shift organisation.

In addition, it could be important to extend and improve the use of other contractual instruments such as parental leave with the provision of relevant information to women and men. A positive action is supporting the re-entry from maternity/paternity with tutorial assistance.

Another instrument is the creation of social services in the enterprise promoting social-assistance tools, such as company crèches, bonuses for babysitting services, assistance and support to elderly parents, etc.⁴

3.4. Improving working conditions

The first obstacle to overcome in the current models of work organisation is a cultural one.

In this context, training and upgrading of workers is very important to provide them with equal conditions and career opportunities as well as to improve the culture of equal opportunities, especially for women and young people.

With regard to career progress, a pilot project could be a “highly potential programme” aiming to increase the number of women managers⁵.

Moreover, the issue of the improvement of working conditions includes not only the internal relationships among the personnel, but also health and hygiene conditions that are important for both men and women. This issue concerns some occupations, especially the technical ones, and the adaptation of the work environment, including the items of comfort available on the job, developed by the railway enterprise through appropriate programmes (e.g., renovation of lodgings for on-board staff, sanitary facilities, modernisation of work uniforms, etc.).

Another issue regards the security on the job, especially for on-board staff, shift workers and swing-shift workers. At the moment, many companies' guidelines are directed towards the fulfilment by women not only of technical and professional tasks,

² An example of action in this direction was the SNCF plan aiming to increase the presence of women in the various SNCF Railway Enterprise occupations and, where possible, to search for a better balance between male and female workers.

³ A teleworking experience mentioned by the 2005 Isfort report regarded DB.

⁴ Cases of social assistance instruments reported by Isfort are, for example, the company kindergarten created by FS or the assistance for elderly people created by MAV and DB.

⁵ The 2005 Isfort report of cited in this context the SNCF “highly potential programme” making provisions for approximately 30% of women workers.

but also of commercial and customer-related jobs such as those linked to on-board security services and assistance services for train crews. In this sense, it is very important to intervene in favour of female and male workers to make them willing to work shifts and provide more security for customers.

3.5 Improving quality and certification

“E-quality” is part of the quality management system and of the whole business process. Therefore, “total e-quality” concerns the organizational structures, the procedures and the management of the resources in the enterprises and in the unions; moreover, “e-quality” policies are circular and multiactoral⁶.

All personnel/members, and the whole management, are responsible for “e-quality” management, because every activity and technical procedure guarantees total “e-quality”.

“E-quality” policies are characterized by the following steps:

- Context analysis: promoting statistic and sociological analysis in order to find out problems, needs and inequality in the organizational structure, procedures and resource management;
- Fixing objectives: determining guidelines, methods and instruments of action;
- Implementing several targeted actions;
- Evaluation: promoting statistic and sociological studies in order to supervise change.

The following advantages can be expected from the promotion of total “e-quality”: more satisfaction of the railway personnel/members (both men and women); better relationships in the enterprise/union (e.g., between men and women, personnel and management, etc.); corporate/union image enhancement; more prestige and credibility; more guarantees of quality for the customers/members of the unions.

Another positive action concerns the certification process: specific registers can be created in order to certify total “e-quality” systems. In addition, awards can be established for the best performing companies and unions. Through this kind of instruments, employers' organizations and unions may express their commitment towards gender mainstreaming and equal opportunities policies⁷.

⁶ In this context, see the V.I.S.P.O (Valutazione Impatto Strategico Pari Opportunità – Evaluation of the Strategic Impact of Equal Opportunities) model path, an Italian proposal aiming to incorporate equal opportunities within the global policy and to influence the use of national and European funds.

⁷ An example in this context comes from Austria, where ÖBB Planung & Engineering (technical division of the Austrian Railways) was awarded the “Equality Inside” certification in December 2004. “Equality Inside” is a special award in Total E-Quality/Gender Mainstreaming based on key data in business processes. “Equality Inside” guarantees permanent complying with equality and Gender Mainstreaming topics in monitoring and controlling systems.

