

6th Annual Report

On the Development of women's employment in the
European railway sector
Data of 2018

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I. Executive Summary

This report shows the current employment situation of women within the rail companies in Europe. The implementation of this survey and the presentation results pursue the goal to motivate railway companies to develop the employment rate of women in the European railway sector. Furthermore, this analysis should show the impact of the Joint Recommendations from 2007 on “a better participation and integration of women in rail sector”.

The method of analysis includes a quantitative survey. All respondents reported on the number of women employed by the company and the company policies and measures. In total, **28 railway companies from 21 countries returned completed questionnaires.**

The following points summarise our key findings: **Among all 28 participating companies (2018), the average share of women is 21.41%.** Best represented are women in Sweden (Transdev Sverige AB) with 40.0%, Lithuania (JSC Lithuanian railways) with 37.2% and Slovakia (ZSSK) with 35.8%. Least women work at Luxembourg (CFL Cargo) with 6.9%.

Analysed shows that **the share of women in the comparable railway companies (2017 & 2018) has increased with + 0.5% from 20.92% in 2017 ¹ to 21.44% in 2018.**

The highest rates of comparable companies (2017 & 2018) are recorded also in Sweden at Transdev Sverige AB with 40.0% (508 men and 339 women), while the lowest rate is found at Austria (ÖBB) with a women's share of 12.8% (37.837 men and 5.574 women).

The highest increase between 2017 and 2018 is clearly seen in Italy at FS Group with 1.1% (from 15.3% to 16.4%) and the lowest increase is found in Slovakia (ZSSK) with 0.2% (from 35.6% to 35.8%). In Hungary (GYSEV) there is even a **decline** in the employment of women: In percentages, it is a decrease **by 1.1%** (from 22.4% to 21.3%).

In addition, referring to different levels of management **the proportion of women in comparable companies (2017 & 2018) has increased in the top executive level with +1.1%, in middle management with +1.2% and in the team leader level with +0.5%.** The share of women in managerial positions among all respondents (2018) is 22.3%. Comparing the total female

¹ Figures from 2017 have changed because there is no reference data available for some companies (e.g. UK) in 2018

share of a company with the proportion of women in leadership positions, **the share of top executives at Adif (Spain) with 46.2% and ÖBB (Austria) with 27.3% is high in comparison to their total share of 12.8%** - similar figures are available for Portugal, Belgium and Hungary (MAV).

Referring to different professions, **data of employees show an increase of women's share among locomotive drivers with +0.3% (+117 women), infrastructure maintenance with +0.1% (+45 women) and rolling stock maintenance with +0.2% (+591 women) from 2017 to 2018 in comparable companies.**

In the second section, companies were asked about their implemented measures, regarding the following topics: better reconciliation of family/social and work life, promoting women's employment and career development and general equal opportunities. **Most popular measures to improve work-life balance are the flexible working time and reduced weekly working time. Austria (ÖBB) and Germany (DB Group) introduced every measure to better reconcile family/social and work life.** Referring to the section '**measures to promote women's employment and career development**' some positive aspects can be noticed. France (SNCF), Switzerland (SBB) and Germany (DB Group) implemented all initiatives, Austria (ÖBB) and Italy (FS Group) implemented all initiatives except one. General equality measures include regular reports on the situation of women and specific equal opportunities department or unit in the company.

The majority (24 from 28) of the participating companies are familiar with the CER-ETF "Joint Recommendations for a better participation and integration of women in the railway sector". The Joint Recommendations provide guidance and a good orientation in order to promote the participation and integration of women in railway companies.

II. 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 men, action to improve equal opportunities and better integration of women in the railway sector is needed.

European social partners in the railway sector – European Transport Workers' Federation (ETF) and the Community of European Railway and Infrastructure Companies (CER) - decided to

introduce annual reporting on the development of women's employment in the rail sector based on a limited number of indicators starting from 2012. In 2013, after the joint project WIR Women in the railway sector, the social partners decided to define common key performance indicators to regularly confront companies with the subject and see the progress made. The purpose is to follow the development of women's employment in the European railway sector, to measure the impact of the Joint Recommendations from 2007 on "a better participation and integration of women in the rail sector" and to motivate railway companies to take action and to develop a corporate policy to attract more women.

III. Methods

European railway companies collected 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 number of female and male employees in different vocational fields as well as implemented measures and initiatives that the company offers to promote women's employment and career development of women. For practical reasons, corresponding states and not individual companies are cited in the report text and charts. However, for some countries, data were reported for only one company, which can have activities in other states than the one where it is based.

In general, the study cannot provide a complete view on the situation and the developments in the railway sector in Europe, as not all railway companies in the railway sector in each European country took part in the survey. Nevertheless, it is worth mentioning, that we have a complete time series from the biggest companies in Europe. In total, 28 railway companies from 21 countries returned completed questionnaires for 2018. Eleven companies are comparable for 2012-2013-2014-2015-2017-2018.

COMPARABLE						COUNTRY	COMPANY	REPLIES PROVIDED CONCERN
12	13	14	15	17	2018			
						Austria	ÖBB	freight transport, passenger transport, infrastructure management
						Belgium	HR Rail – NMBS – Infrabel	passenger transport, infrastructure management
						Bulgaria	NRIC	infrastructure management
						Czech Republic	SZDC	Infrastructure management
						Czech Republic	Ceské dráhy, a.s.	passenger transport
						Denmark	DSB	passenger transport
						Finland	VR Group Ltd.	freight transport, passenger transport, infrastructure management
						France	SNCF	freight transport, passenger transport, infrastructure management
						Germany	DB Group	freight transport, passenger transport, infrastructure management
						Hungary	GYSEV Zrt.	freight transport, passenger transport, infrastructure management
						Hungary	MÁV Zrt.	passenger transport, infrastructure management
						Italy	FS Group	freight transport, passenger transport, infrastructure management
						Lithuania	JSC Lietuvos gelezinkeliai	freight transport, passenger transport, infrastructure management
						Luxembourg	CFL	passenger transport, infrastructure management
						Luxembourg	CFL Cargo SA	freight transport

COMPARABLE						COUNTRY	COMPANY	REPLIES PROVIDED CONCERN
12	13	14	15	17	2018			
						Portugal	CP - Comboios de Portugal E.P.E.	passenger transport
						Romania	CFR S.A. - National Railway Company	infrastructure management
						Serbia ²	Infrastructure of Serbian Railways	infrastructure management
						Serbia	SRBIJA VOZ JSC	passenger transport
						Slovakia	Železnica spoločnosť Slovensko, a. s. (ZSSK)	passenger transport
						Slovakia	ZSSK Cargo	freight transport
						Slovakia	ZSR (Railways of Slovakia Republic)	infrastructure management
						Slovenia	Slovenske železnice, d.o.o.	freight transport, passenger transport, infrastructure management
						Spain	ADIF	infrastructure management
						Sweden	Arriva Sverige AB	passenger transport
						Sweden	Transdev Sverige AB	passenger transport
						Switzerland	SBB AG	freight transport, passenger transport, infrastructure management
						UK	Network Rail	infrastructure management

Table 1 - Comparable Companies (2018)

² Some figures for Infrastructure of Serbian Railways were not comparable in all sections, because of missing data in 2018.

A. Participating companies

Chart 1 shows that nine participating companies provide freight transport, passenger transport and infrastructure management. Two companies cover passenger transport and infrastructure management. Seven participating companies offer passenger transport, two companies provide freight transport and eight companies infrastructure management.

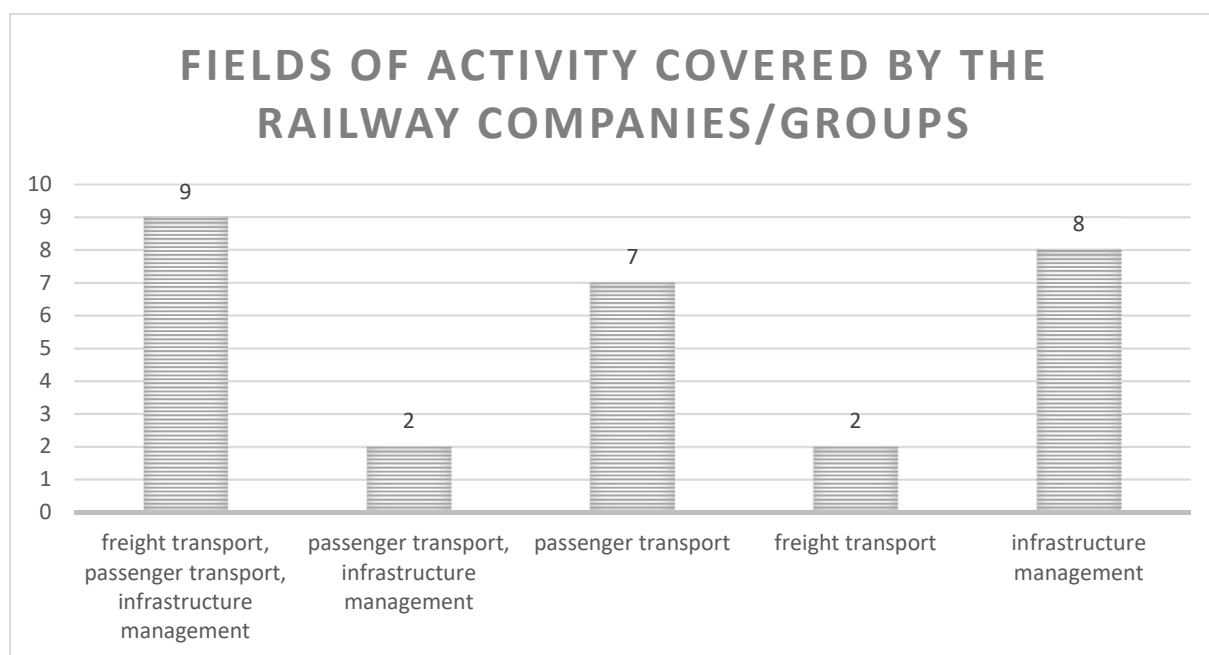


Chart 1 - Fields of activity covered by the railway companies/groups (2018)

IV. Women's presence in the surveyed companies (Development 2017 – 2018)

The following charts show results from 19 comparable companies (2017 – 2018)

A. Women's presence in the surveyed companies (Development 2017 – 2018)

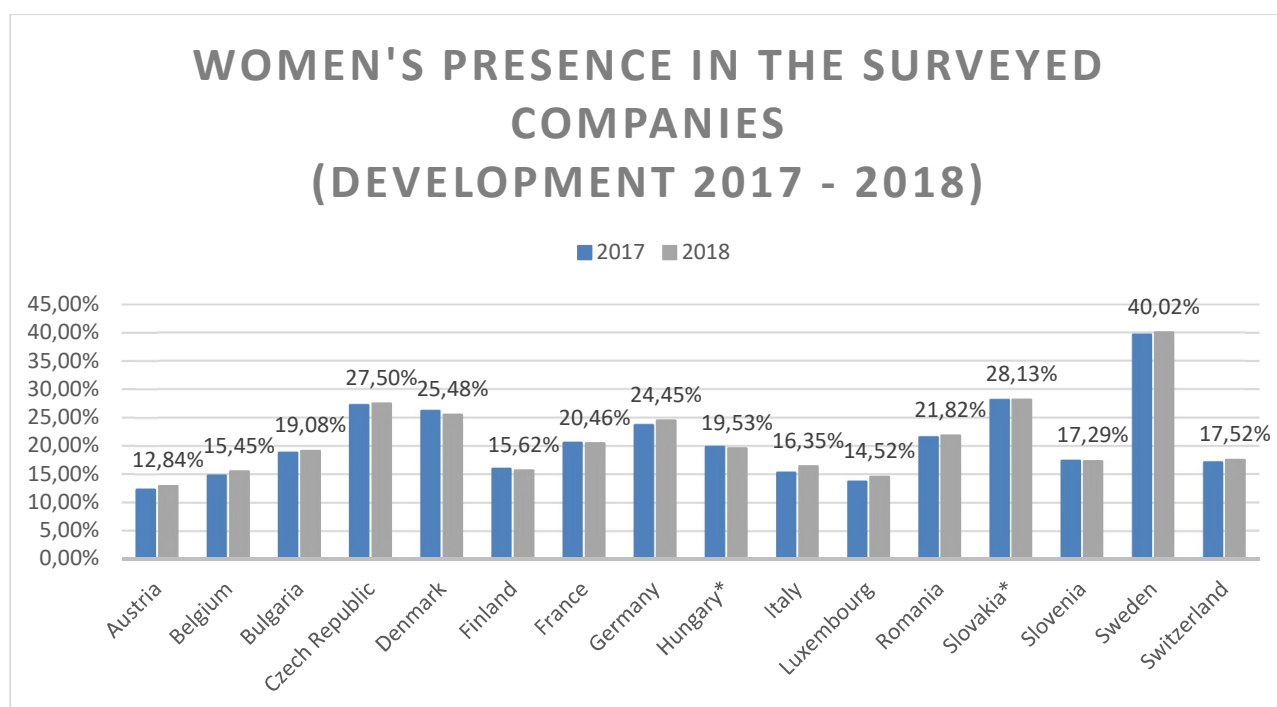


Chart 2: Women's presence in the surveyed companies (Development 2017 – 2018) / displayed percentages referring to 2018

The average share of women in 2018 of the comparable (2017-2018) railway companies is **21.4%** (average of countries). Among all **comparable countries** 2018, best represented are women in Sweden (Transdev Sverige AB) with 40.0%, Slovakia (ZSSK, ZSR and ZSSK Cargo) with 28.1% and Czech Republic (SZDC) with 27.5%. Least women work in Austria (ÖBB) with 12.8%.

Among **comparable companies** (2017-2018) best represented are women in Sweden (Transdev Sverige AB) with 40.02% (508 men and 339 women) and Slovakia (ZSSK) with 35.8% (3776 men and 2101 women). In total numbers, most women in all participating companies 2018 work in Germany (DB Group) with an amount of 81.078 women.

COUNTRY	COMPANY	2017	2018
Austria	ÖBB	12,3%	12,8%
Belgium	HR Rail – NMBS - Infrabel	14,8%	15,5%
Bulgaria	NRIC	18,8%	19,1%
Czech Republic	SZDC	27,2%	27,5%
Denmark	DSB	26,2%	25,5%
Finland	VR	16,0%	15,6%
France	SNCF	20,6%	20,5%
Germany	DB Group	23,7%	24,5%
Hungary*	GYSEV Zrt.	19,9%	19,5%
	MÁV Co.		
Italy	FS Group	15,3%	16,4%
Luxembourg	CFL	13,7%	14,5%
Romania	National Railway Company "CFR"-S.A.	21,6%	21,8%
Slovakia*	Železnica spoločnosť Slovensko a. s. (ZSSK)	28,1%	28,1%
	ZSR (Railways of Slovak Republic)		
	ZSSK Cargo		
Slovenia	Slovenske železnice, d.o.o.	17,4%	17,3%
Sweden	Transdev Sverige AB	39,6%	40,0%
Switzerland	SBB AG and SBB Cargo AG	17,1%	17,5%

Table 2: Women's presence in the surveyed companies (Development 2017 – 2018)

B. Share of women in different professions

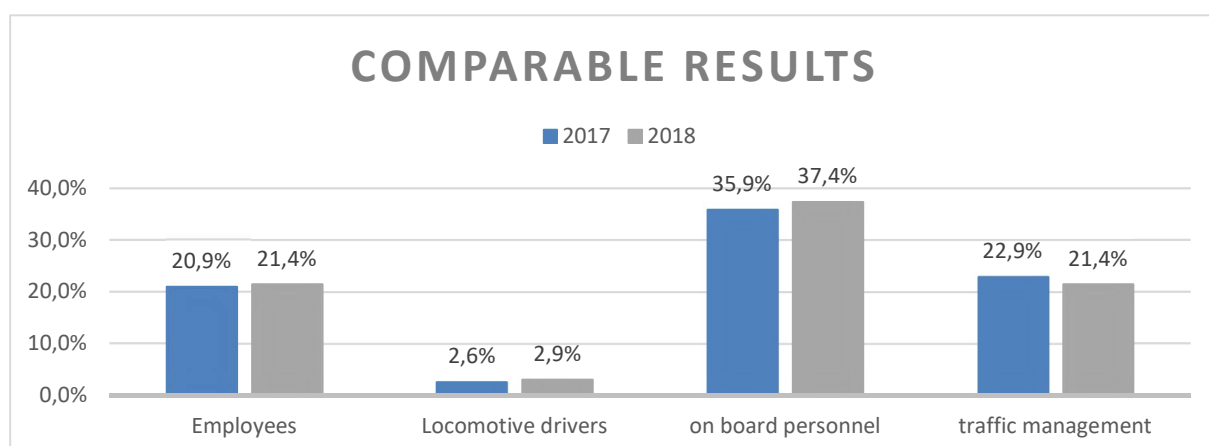


Chart 2 - Comparable Results: Share of women in different professions (Development 2017-2018)

The number of female employees by railway companies (comparable 2017 & 2018³) **increased in total by 4.659 women** between 2017 and 2018. Furthermore, data of employees in total and in different professions show an increase of women's share among locomotive drivers with +0.3%, on-board personnel with +1.5% and a decrease in traffic management with -1.5%. Details of every comparable result are discussed below.

³ Figures from 2017 have changed because there is no reference data available for some companies (e.g. UK) in 2018

C. Share of women in three different levels of management

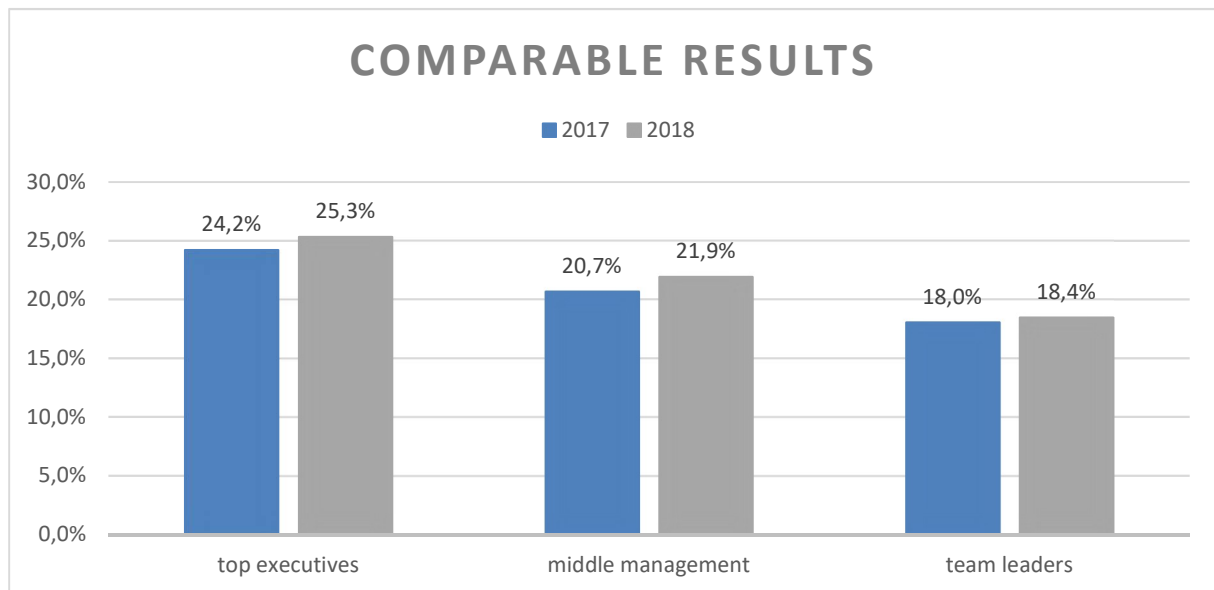


Chart 3 – Comparable Results: Share of women in three different levels of management (Development 2017-2018)

Not only data of female employees in general show an increase, also employees with managerial responsibilities in three different levels register a growth of the share of women. The top executive level increased with +1.1% (+90 women), middle management with +1.2% (+ 8 women) and the team leader level with +0.4% (+ 108 women).

D. Share of women in initial vocational training, in continuous training, in part time and in part time with managerial responsibilities

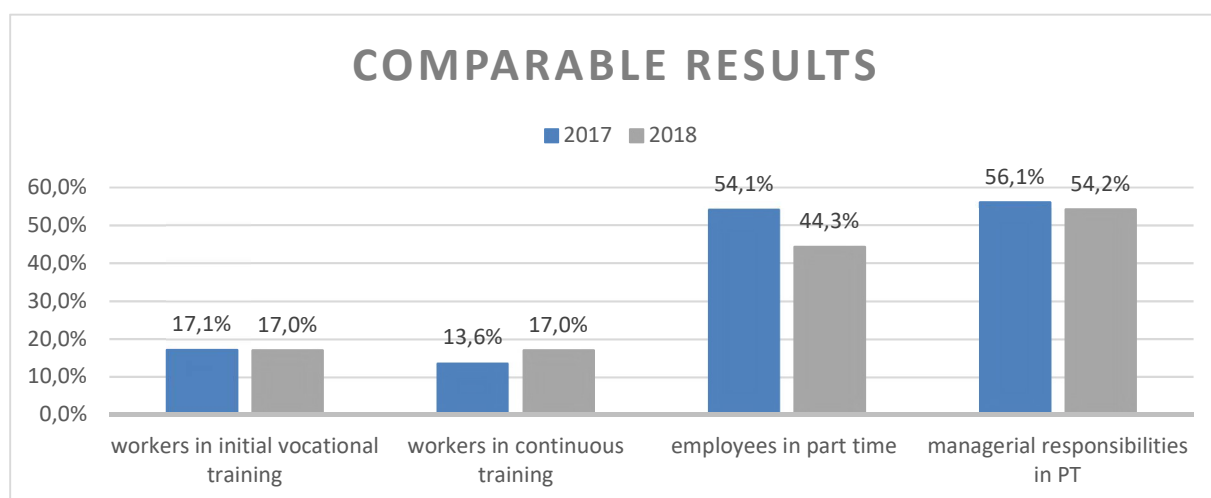


Chart 4 - Comparable Results: Share of women in initial vocational training, in continuous training, in part time and in part time (PT) with managerial responsibilities (Development 2017-2018)

A minor decrease is perceivable on women's share in initial vocational training with -0.1%. The women's share in continuous training increased with + 3.4%. The decrease of women's share in part time with - 9.8% is a good sign. More women were hired in the last year and simultaneously less women worked part time in 2018. Last but not least, women's share of managerial responsibilities in part time decreased with - 1.9%, because the number of men who work part time and have managerial responsibilities rose.

V. Women's presence in comparable companies (Development 2012-2018)

The CER-ETF "Joint Recommendations for a better participation and integration of women in the railway sector" provide guidance and a useful tool in order to promote the participation and integration of women in European railway companies.

In order to measure the impact of the Joint Recommendations from 2007, annual reports on the development of women's employment are drawn up and published, starting with the first report in 2012.

Since 2012 among comparable companies (2012-2013-2014-2015-2017-2018), there is a development of the total share of women with +3.4%. This development is caused by the increase of the number of women with an amount from 124.550 (2012) to 140.847 (2018).

The average share of women of the comparable (2012-2018) railway companies is 21.3% (average per companies) in 2018. Among all comparable companies (2012-2018) best represented are women in Slovakia ZSSK with 35.8%, and Germany DB Group and Slovakia ZSSK Cargo with 24.5%. Least women work in Austria (ÖBB) with 12.8%.

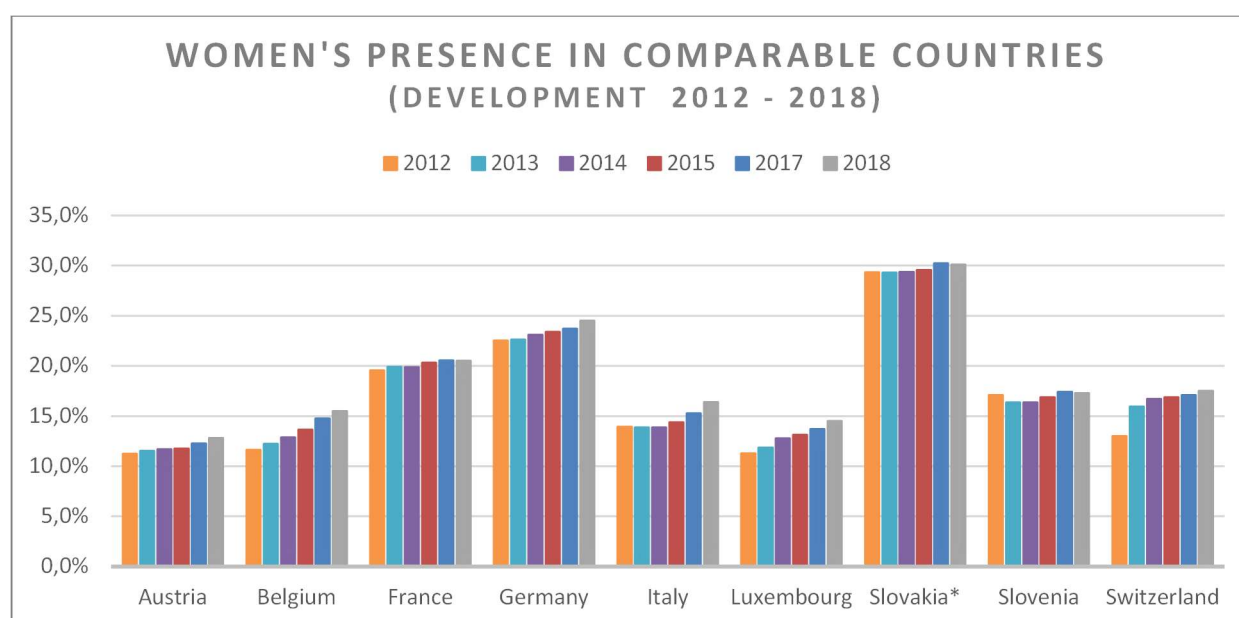


Chart 5 - Women's presence in comparable companies general (Development 2012-2018)

Country	Company ⁴	2012	2013	2014	2015	2017	2018
Austria	ÖBB	11,3%	11,5%	11,7%	11,8%	12,3%	12,8%
Belgium	HR Rail – NMBS - Infrabel	11,6%	12,2%	12,9%	13,7%	14,8%	15,5%
France	SNCF	19,6%	19,9%	19,9%	20,3%	20,6%	20,5%
Germany	DB Group	22,5%	22,6%	23,1%	23,4%	23,7%	24,5%
Italy	FS Group	13,9%	13,9%	13,9%	14,4%	15,3%	16,4%
Luxembourg	CFL	11,3%	11,9%	12,8%	13,1%	13,7%	14,5%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	29,4%	29,3%	29,4%	29,6%	30,2%	30,1%
	ZSSK Cargo						
Slovenia	Slovenske železnice, d.o.o.	17,1%	16,4%	16,4%	16,9%	17,4%	17,3%
Switzerland	SBB AG and SBB Cargo AG	13,0%	15,9%	16,7%	16,9%	17,1%	17,5%

Table 3 – Women's presence in comparable companies general (Development 2012-2018)

In general, among all comparable companies the best development concerning the share of women made Belgium from 11.6% in 2012 (31.995 men and 4.211 women) to 15.5% in 2018 (25.865 men and 4.727 women). The highest share is found in Slovakia (Železnica spoločnosť slovensko, a.s. (ZSSK) with 35.8% (3.776 men and 2.101 women) in 2018 followed by Slovakia (ZSSK Cargo) with 24.5% (4.165 men and 1.348 women) and Germany (DB Group) with 24.5% (250.490 men and 81.078 women).

⁴ As in previous reports, the figures for some companies (e.g. for ÖBB and DB) are referring to the whole company / group (worldwide and not just one country). In this respect, they are not comparable with the other companies.

A. Share of women locomotive drivers

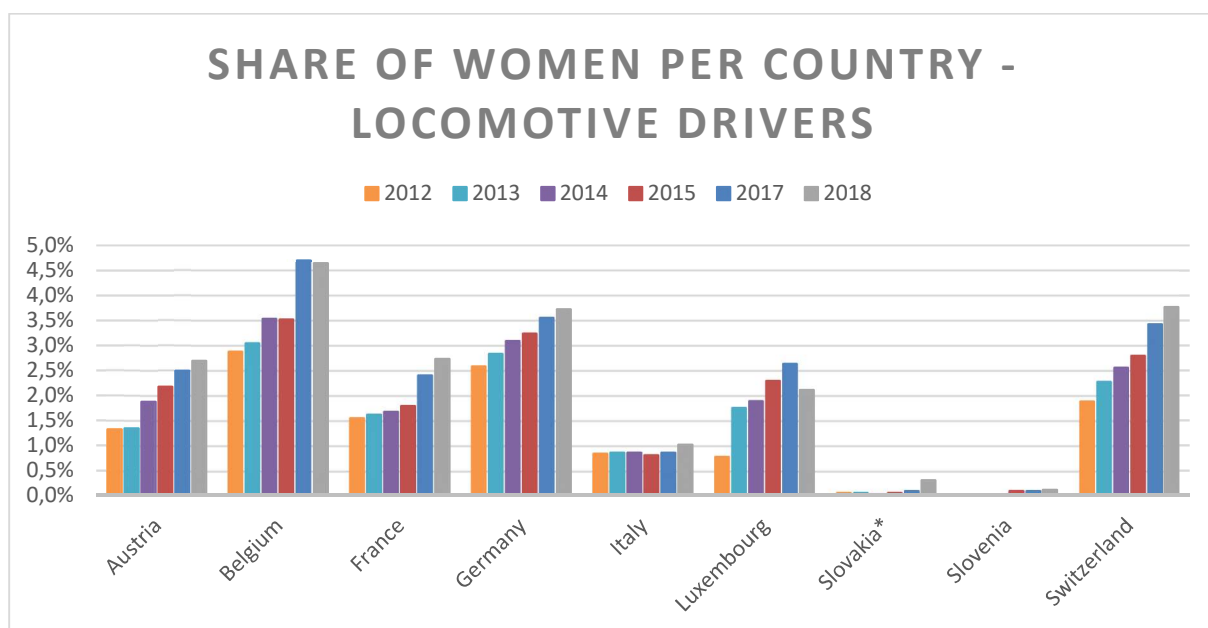


Chart 6 - Share of women per country - locomotive drivers (Development 2012-2018)

Country	Company	2012	2013	2014	2015	2017	2018
Austria	ÖBB	1,3%	1,3%	1,9%	2,2%	2,5%	2,7%
Belgium	HR Rail – NMBS - Infrabel	2,9%	3,1%	3,5%	3,5%	4,7%	4,7%
France	SNCF	1,6%	1,6%	1,7%	1,8%	2,4%	2,7%
Germany	DB Group	2,6%	2,8%	3,1%	3,2%	3,6%	3,7%
Italy	FS Group	0,9%	0,9%	0,9%	0,8%	0,9%	1,0%
Luxembourg	CFL	0,8%	1,8%	1,9%	2,3%	2,6%	2,1%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	0,1%	0,1%	0,0%	0,1%	0,1%	0,3%
	ZSSK Cargo						
Slovenia	Slovenske železnice, d.o.o.	0,0%	0,0%	0,0%	0,1%	0,1%	0,1%
Switzerland	SBB AG and SBB Cargo AG	1,9%	2,3%	2,6%	2,8%	3,4%	3,8%

Table 4 - Comparable companies – locomotive drivers (Development 2012-2018)

The professional group of locomotive drivers traditionally is highly dominated by men. The current data show a representation of women among locomotive drivers of 2.9%. Data of comparable companies since 2012 show the steady rise of the share of women. The highest share was found in Belgium (HR Rail – NMBS – Infrabel) with 4.7% in 2018. In total numbers, most women were hired in France (SNCF) with an amount of + 44 in the last year. In total numbers, most female locomotive drivers were hired in Germany (DB Group) with + 201 women from 2012 to 2018. In the last years Austria, Luxembourg and Switzerland were able to double the number of women in the group of locomotive drivers.

B. Share of women in on-board personnel

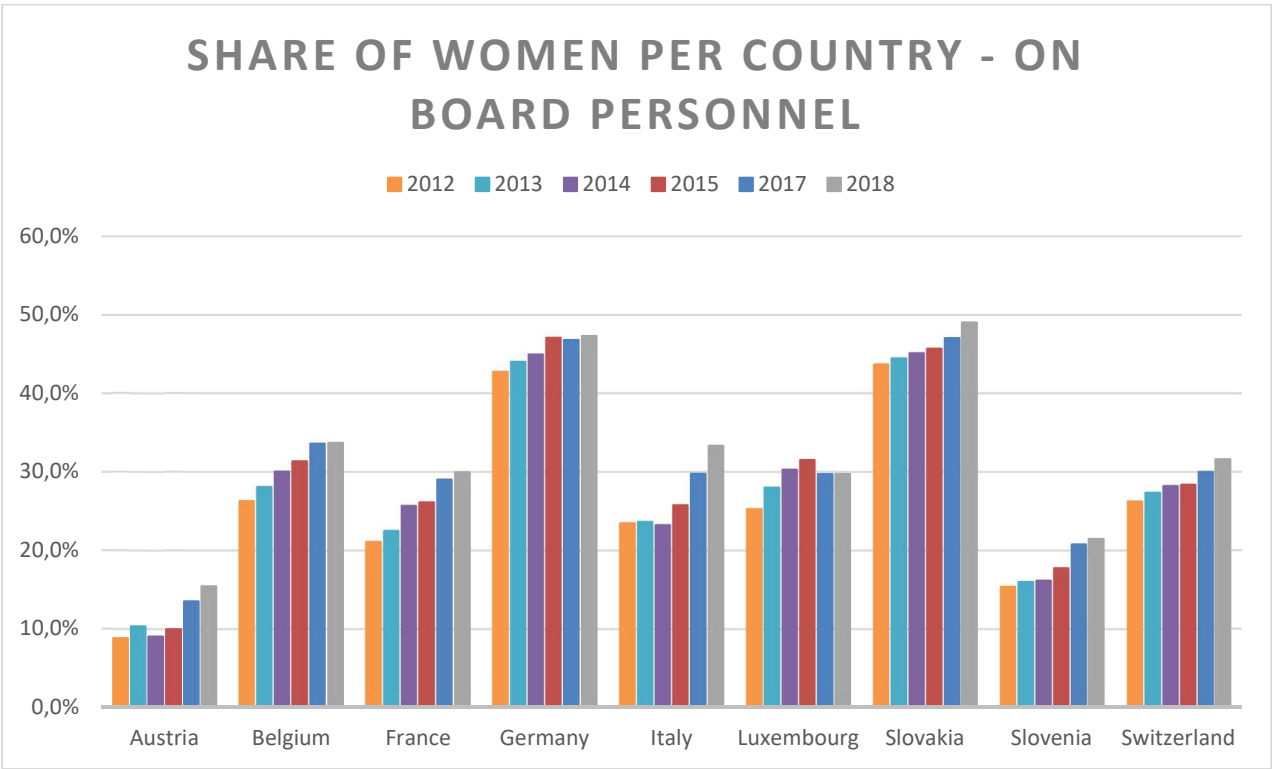


Chart 7 - Share of women in on-board personnel of comparable companies (Development 2012-2018)

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	8,8%	10,3%	9,0%	9,9%	13,5%	15,4%
Belgium	HR Rail – NMBS - Infrabel	26,3%	28,1%	30,0%	31,3%	33,6%	33,7%
France	SNCF	21,1%	22,5%	25,7%	26,1%	29,0%	29,9%
Germany	DB Group	42,7%	44,0%	44,9%	47,1%	46,8%	47,3%
Italy	FS Group	23,5%	23,6%	23,2%	25,8%	29,8%	33,3%
Luxembourg	CFL	25,3%	28,0%	30,3%	31,5%	29,7%	29,7%
Slovakia ⁵	Železnica spoločnosť Slovensko, a. s. (ZSSK)	43,7%	44,4%	45,1%	45,6%	47,0%	49,0%
Slovenia	Slovenske železnice, d.o.o.	15,4%	16,0%	16,2%	17,8%	20,8%	21,4%
Switzerland	SBB AG and SBB Cargo AG	26,2%	27,4%	28,2%	28,4%	30,0%	31,6%

Table 5 - Comparable companies – on board personnel (Development 2012-2018)

In many countries, there is a substantial share of women among on board personnel in the railway sector. The current survey shows, that in average 37.3% of on board personnel is composed of women in the European Railway sector. Among comparable companies, women's share has increased with 7.4% since 2012. It was 29.4% in 2012 and grew up to 36.8% in 2018. During this period, women's representativeness has risen notably in Italy with +9.8%, in France with +8.8% and in Belgium with +7.4%. The women's share is best represented in Slovakia (Železnica spoločnosť Slovensko, a. s. (ZSSK) with 49.0% (623 men and 599 women) and in Germany (DB Group) with 47.3% (6.075 men and 5.453 women). Least women are employed in Austria (ÖBB) with a share of 15.4%. In Slovenia (Slovenske železnice, d.o.o.) there is least women with an absolute amount of 253 men and 69 women.

⁵ ZSSK Cargo is not added in the analysis of share of women in on board personnel because of the lack of answers in the questionnaire from 2013 to 2018. This is caused by the fact, that ZSSK Cargo is a freight company, therefore it has no on-board personnel.

C. Share of women in traffic management⁶

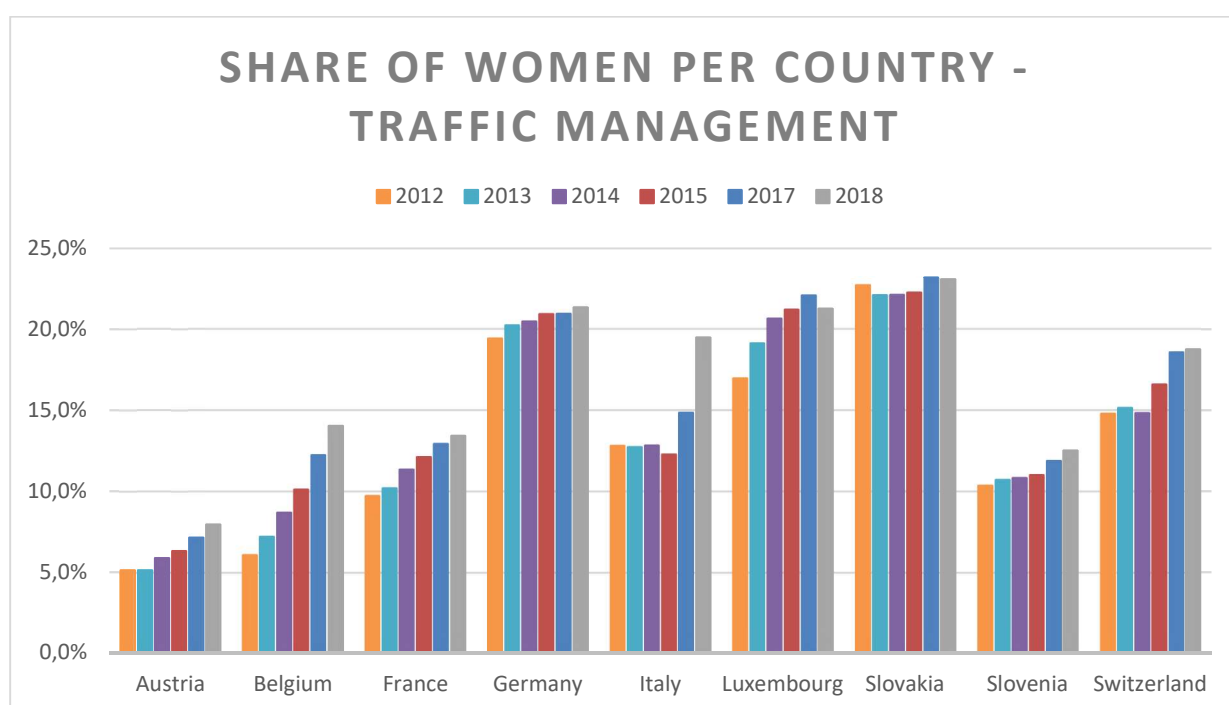


Chart 8 - Share of women per country - traffic management (Development 2012-2018)

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	5,1%	5,1%	5,9%	6,3%	7,1%	7,9%
Belgium	HR Rail – NMBS - Infrabel	6,1%	7,2%	8,7%	10,1%	12,2%	14,0%
France	SNCF	9,7%	10,2%	11,3%	12,1%	12,9%	12,9%
Germany	DB Group	19,4%	20,2%	20,5%	20,9%	20,9%	21,3%
Italy	FS Group	12,8%	12,7%	12,8%	12,3%	14,8%	19,5%
Luxembourg	CFL	17,0%	19,1%	20,6%	21,2%	22,1%	21,3%
Slovakia ⁷	ZSSK Cargo	22,7%	22,1%	22,1%	22,3%	23,2%	23,1%
Slovenia	Slovenske železnice, d.o.o.	10,4%	10,7%	10,8%	11,0%	11,9%	12,5%
Switzerland	SBB AG and SBB Cargo AG	14,8%	15,1%	14,8%	16,6%	18,6%	18,8%

Table 6 - Share of women per country - traffic management (Development 2012-2018)

⁶ The traffic management includes professional activities such as traffic supervisors etc.

⁷ Zeleznicna spoločnosť Slovensko, a. s. ZSSK is not added in the analysis of share of women in traffic management because of the lack of answers in the questionnaire from 2013 to 2018.

Almost 21% of traffic management personnel consists of women according to the results from all participating companies in 2018. Lithuania is the country with the highest share of women in traffic management with 62.3%. Among comparable companies from 2012 to 2018, there is an overall progress of 3.2% on average since 2012, when it was 15.2% and grew up to 18.4% in 2018. During these years, a significant increase of women's share in traffic management is noted in some countries such as Belgium with an increase of +8.0%, Italy with +6.7% and Luxembourg with +4.3%. Although, Austria (ÖBB) has the lowest share of women in 2018 with 7.9%, the absolute number of women in the company is with 200 women, which is in absolute numbers high.

D. Share of women in infrastructure maintenance and rolling stock maintenance

For the second time since the beginning of the annual reporting on the situation of women in European railways, companies were asked about workers in infrastructure maintenance and rolling stock maintenance.

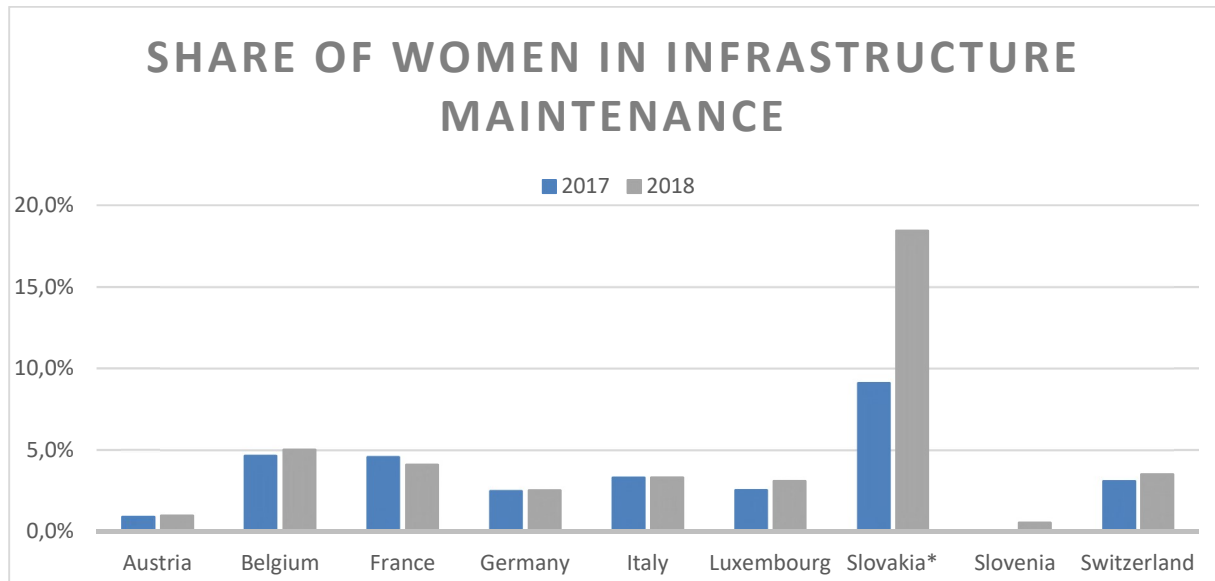


Chart 9 - Share of women in infrastructure maintenance of all participating companies (2017-2018)

COUNTRY	COMPANY	Infrastructure maintenance	
		2017	2018 ⁸
Austria	ÖBB	0,9%	1,0%
Belgium	HR Rail – NMBS - Infrabel	4,7%	5,0%
Bulgaria	NRIC	6,1%	6,4%
Czech Republic	SZDC	13,0%	15,4%
Finland	VR	11,3%	11,8%
France	SNCF	4,6%	4,1%
Germany	DB Group	2,5%	2,5%
Hungary*	GYSEV Zrt.	2,7%	4,2%
	MÁV Co.		
Italy	FS Group	3,3%	3,3%
Luxembourg	CFL	2,6%	3,1%
Romania	National Railway Company "CFR"-S.A.	10,0%	10,2%
Serbia	Infrastructure of Serbian Railway JSC	8,4%	9,8%
Slovakia*	ZSR (Railways of Slovak Republic)	16,0%	16,2%
	ZSSK Cargo		
Slovenia	Slovenske železnice, d.o.o.	0,0%	0,5%
Switzerland	SBB AG and SBB Cargo AG	3,1%	3,5%

Table 7 - Share of women in infrastructure maintenance (2017-2018)

The results of women's share in infrastructure maintenance in 2018 show a significant difference between Slovakia, Czech Republic, Finland, Romania and the other countries. Slovakia shows a high amount with 16.2%, Czech Republic with 15.4%, Finland with 11.8% and

Romania with 10.2% in comparison to Slovenia (Slovenske železnice) with 0.5%, Austria (ÖBB) with 1.0% and Germany with 2.5%.

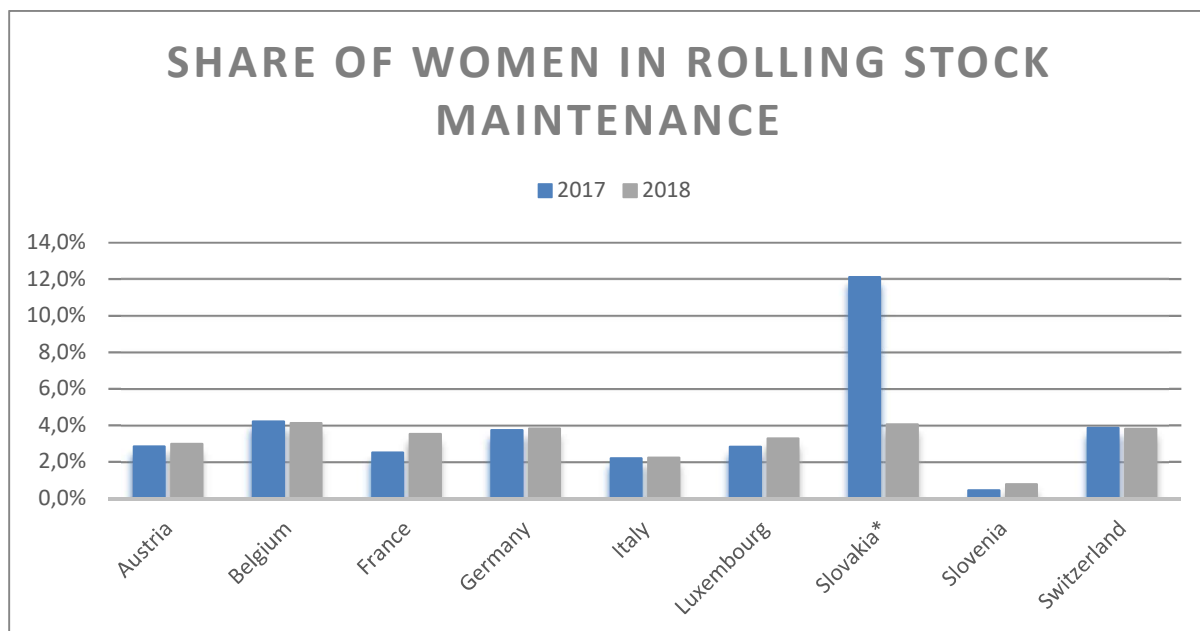


Chart 10 - Share of women in rolling stock maintenance of all participating companies (2017-2018)

COUNTRY	COMPANY ⁹	Rolling stock maintenance	
		2017	2018
Austria	ÖBB	2,9%	3,0%
Belgium	HR Rail – NMBS - Infrabel	4,2%	4,1%
Denmark	DSB	2,5%	2,6%
Finland	VR	3,5%	3,0%
France	SNCF	2,5%	3,5%
Germany	DB Group	3,7%	3,8%
Hungary	GYSEV Zrt. ¹⁰	2,5%	3,0%
Italy	FS Group	2,2%	2,2%
Luxembourg	CFL	2,8%	3,3%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	2,7%	2,7%
	ZSR (Railways of Slovak Republic)		
	ZSSK Cargo		
Slovenia	Slovenske železnice, d.o.o.	0,5%	0,8%
Switzerland	SBB AG and SBB Cargo AG	3,9%	3,8%

Table 8 - Share of women in rolling stock maintenance (2017-2018)

The rolling stock maintenance covers the maintenance of the vehicles and covers the technical and craft occupational fields, for example electrician, locksmith etc.

The results of women's share in rolling stock maintenance show a similar situation in every country. The highest share of women could be found in Belgium with 4.1%.

⁹ There is no rolling stock maintenance in Czech Republic (SZDC)

¹⁰ There is no data available in 2018 for MAV Co.

E. Share of women in management

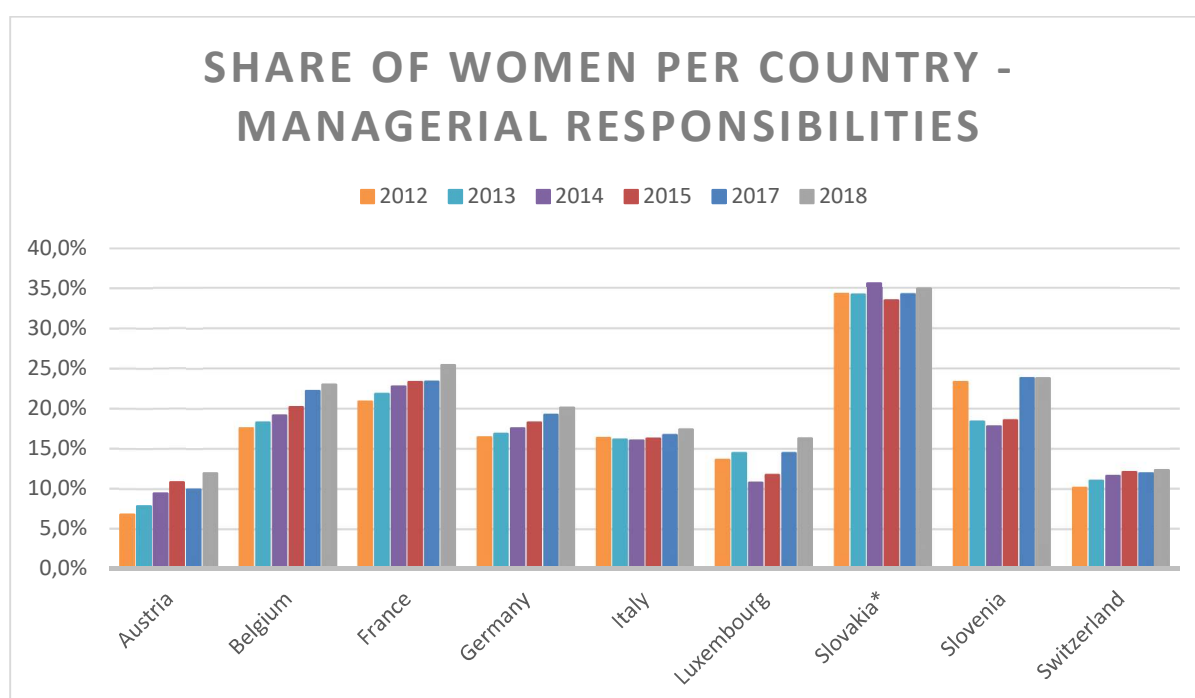


Chart 11 - Share of women per country - managerial responsibilities (Development 2012-2018)

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	6,8%	7,8%	9,4%	10,8%	9,9%	11,9%
Belgium	HR Rail – NMBS - Infrabel	17,6%	18,3%	19,2%	20,2%	22,2%	23,0%
France	SNCF	20,9%	21,8%	22,8%	23,3%	23,4%	25,4%
Germany	DB Group	16,5%	16,9%	17,6%	18,3%	19,2%	20,1%
Italy	FS Group	16,3%	16,2%	16,1%	16,3%	16,7%	17,4%
Luxembourg	CFL	13,6%	14,5%	10,8%	11,8%	14,5%	16,3%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	34,3%	34,2%	35,6%	33,5%	34,2%	35,0%
	ZSSK Cargo						
Slovenia	Slovenske železnice, d.o.o.	23,3%	18,4%	17,8%	18,6%	23,8%	23,8%
Switzerland	SBB AG and SBB Cargo AG	10,2%	11,1%	11,6%	12,1%	12,0%	12,3%

Table 9 - Comparable companies – managerial responsibilities (Development 2012-2018)

Since 2012 there is an overall increase of + 3.3% with 17.6% in 2012 and 20.9% in 2018 among the 9 comparable countries. There has been an increase in the share of women in managerial responsibilities in all comparable companies since 2012. When looking at positioning of women in the different levels of management-top, middle and low/ team leaders, the results reveal the following picture in comparable companies:

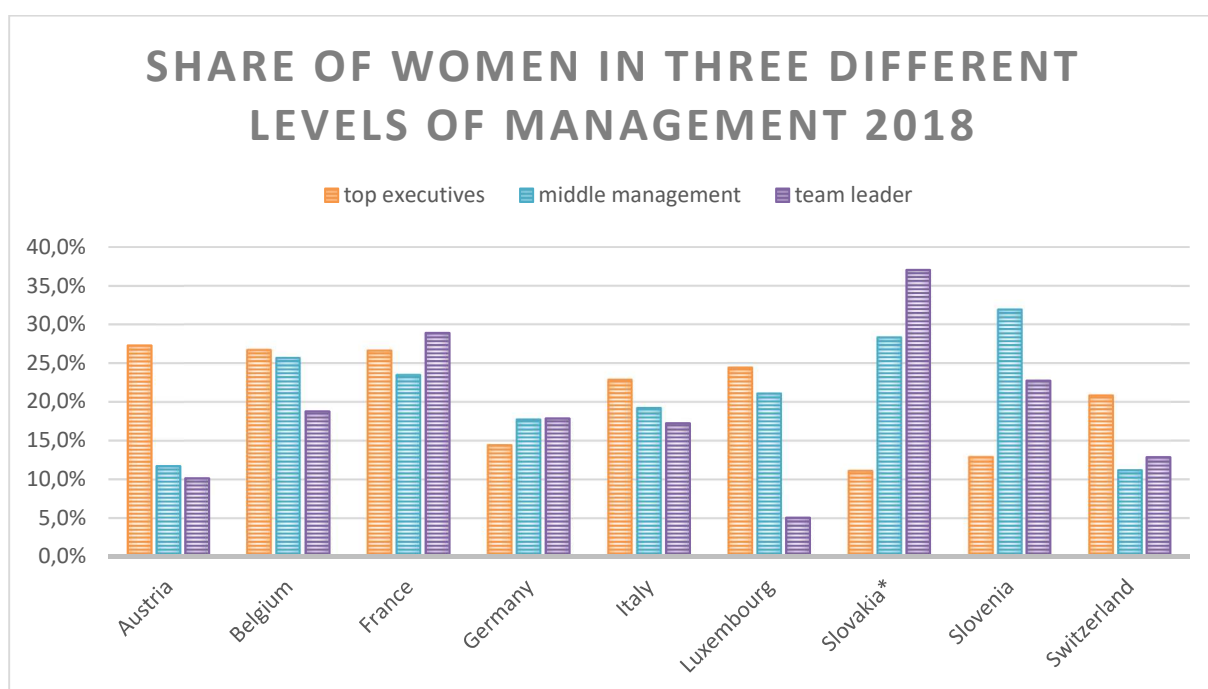


Chart 12 - Share of women in three different levels of management 2018

COUNTRY	COMPANY	Top executives	Middle management	Team leader
Austria	ÖBB	27,3%	11,7%	10,1%
Belgium	HR Rail – NMBS - Infrabel	26,7%	25,7%	18,8%
France	SNCF	26,6%	23,5%	28,9%
Germany	DB Group	14,4%	17,7%	17,9%
Italy	FS Group	22,9%	19,2%	17,3%
Luxembourg	CFL	24,4%	21,1%	5,0%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	11,1%	28,3%	37,0%
	ZSSK Cargo			
Slovenia	Slovenske železnice, d.o.o.	12,9%	31,9%	22,7%
Switzerland	SBB AG and SBB Cargo AG	20,8%	11,2%	12,9%

Table 10 - Share of women in three different levels of management (2018)

Since 2012, women have gained better positioning in all management levels. +7.2% (+ 539) more women are reported to have authority as top executives in the comparable countries. Less but still increased is the number of female managers in middle management with +3.0% (+ 241) and female team leaders with +1.8% (+ 253). In 2018, women positioned better in the top executives group in Austria with 27.3%, in Belgium with 26.7%, in France with 26.6% and in Luxembourg with 24.4%. Outside of the group of comparable countries, Adif (Spain) stands out with 46.2% women among top executives. Comparing to the total female share of a company with the proportion of women in leadership positions, the share of top executives in Austria at ÖBB with 27.3% is high in comparison to their total share of 12.8% - similar figures are available for Belgium and Luxembourg. At middle level, women's share increased in Slovenia from 23.5% in 2012 to 31.9% in 2018.

Women's share at team leader level is the highest in Slovakia (37.9%), France (28.9%) and Slovenia (22.7%).

F. Share of women in initial vocational training

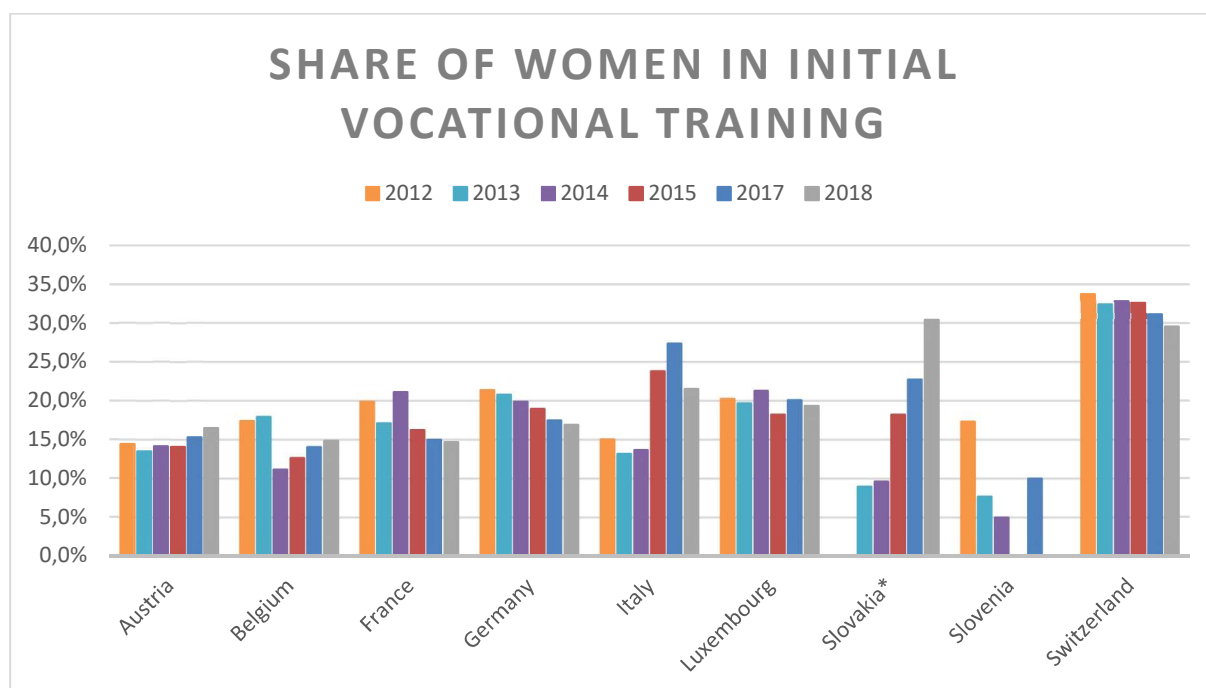


Chart 13 - Share of women in initial vocational training (Development 2012-2018)

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	14,4%	13,4%	14,1%	14,0%	15,3%	16,4%
Belgium	HR Rail – NMBS - Infrabel	17,4%	18%	11,2%	12,7%	14,1%	14,8%
France	SNCF	19,9%	17,1%	21,1%	16,3%	15,0%	14,6%
Germany	DB Group	21,4%	20,8%	19,9%	19,0%	17,5%	16,9%
Italy	FS Group	15,0%	13,2%	13,7%	23,8%	27,4%	21,5%
Luxembourg	CFL	20,2%	19,7%	21,3%	18,2%	20,1%	19,3%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK), ZSSK	0,0%	9,0%	9,7%	18,2%	22,7%	30,4%
Slovenia	Slovenske železnice, d.o.o.	17,3%	7,7%	5,0%	0,0%	10,0%	0,0%
Switzerland	SBB AG and SBB Cargo AG	33,7%	32,4%	32,8%	32,6%	31,1%	29,5%

Table 11 - Share of women in initial vocational training (Development 2012-2018)

Accordingly, data from all participating companies for 2018 show that the share of all workers in initial vocational training is 17.1%. Initial vocational training for women in comparable companies seems to have decreased with -3.5% since 2012 from 20.1% to 16.6% in 2018. Still for some countries, it can be concluded that the share of women in initial vocational training is rising, for example, in Slovakia with +30.4%, while it drops in Slovenia with -17.3%, France with -5.3% and in Germany with -4.5%.

G. Share of women in continuous training

To refine the information related to training, it was decided to divide data into two groups: workers in initial vocational training and workers in continuous training. The divided data is available from 2015, 2017 and 2018.

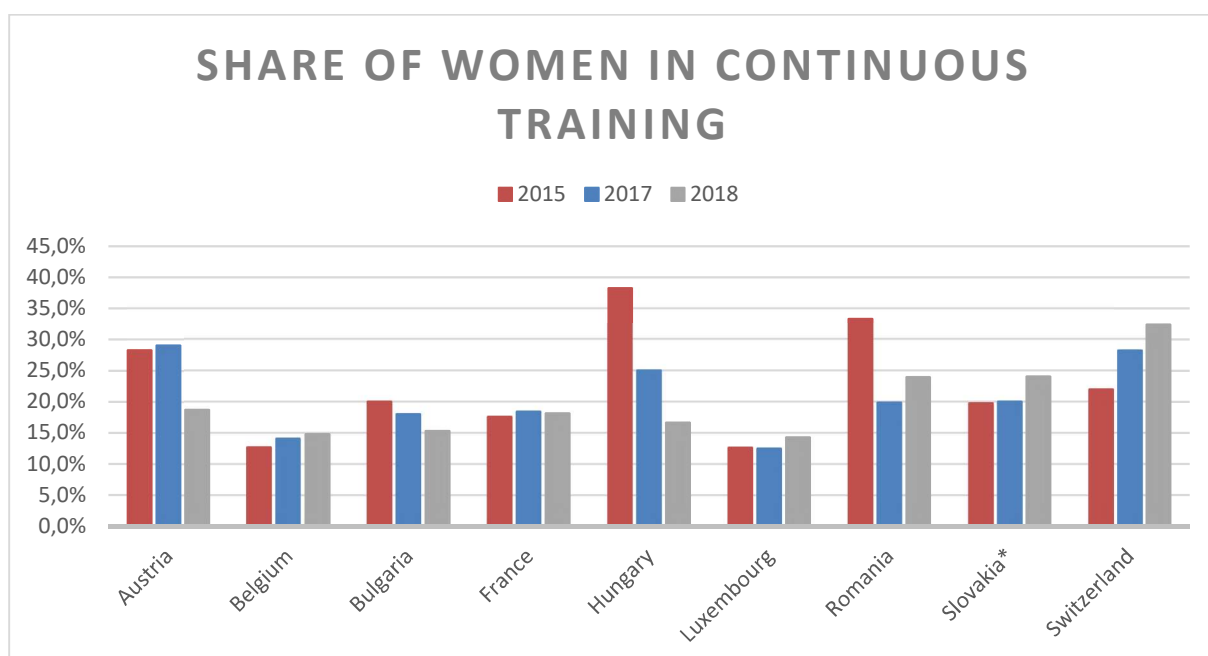


Chart 14 - Share of women in continuous training (Development 2015-2018)

COUNTRY	COMPANY	2015	2017	2018
Austria	ÖBB	28,3%	29,0%	18,7%
Belgium	HR Rail – NMBS - Infrabel	12,7%	14,1%	14,8%
Bulgaria	NRIC	20,0%	18,0%	15,3%
France	SNCF	17,6%	18,4%	18,1%
Hungary	MÁV Co.	38,2%	25,0%	16,6%
Luxembourg	CFL	12,6%	12,5%	14,3%
Romania	National Railway Company "CFR"-S.A.	33,3%	19,8%	24,0%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK), ZSSK Cargo	19,7%	20,0%	24,1%
Switzerland	SBB AG and SBB Cargo AG	22,0%	28,2%	32,4%

Table 12 - Share of women in continuous training (Development 2015-2018)

Continuous training is defined as education or training after initial education and training aimed at helping individuals to: improve or update their knowledge and/or skills, to acquire new skills for a career move or retraining and to continue their personal or professional development.

Data from all participating companies for 2018 show that the **share of all workers in continuous training is 30.3%**. This means in total numbers, that 255.844 men and women were in continuous training in 2018. A share of 16.9% was female in 2018.

H. Share of women in part time and in part time with managerial responsibilities

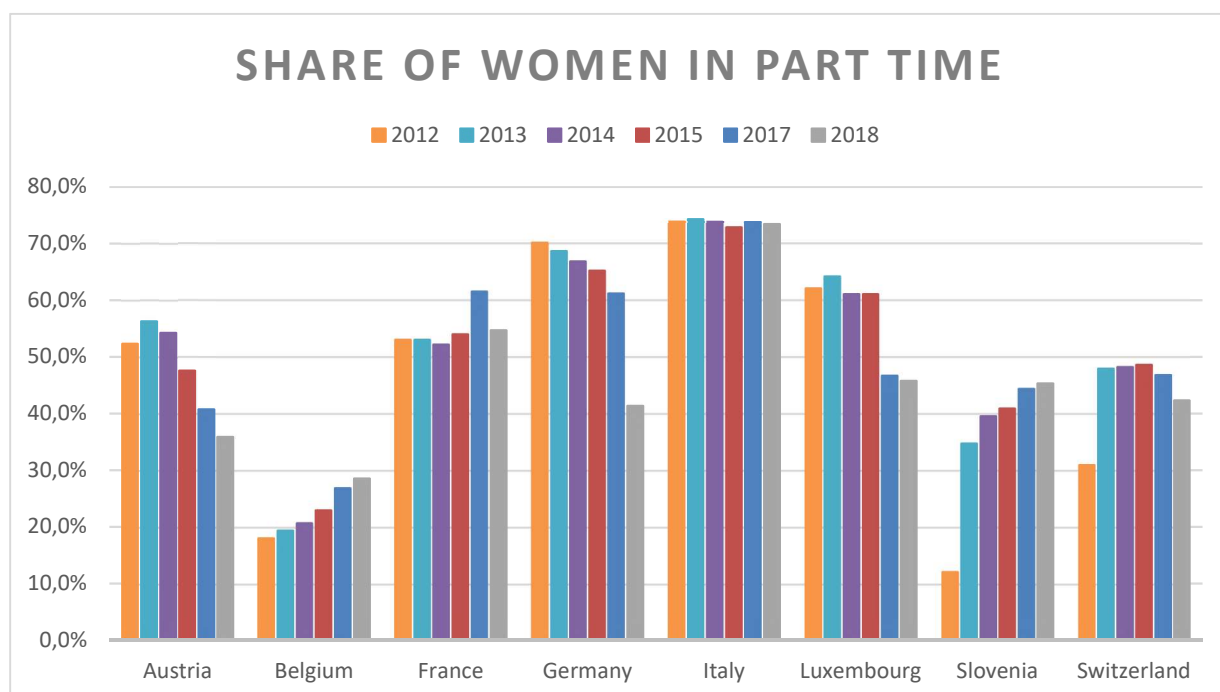


Chart 15 - Share of women in part time (Development 2012-2018)

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	52,3%	56,3%	54,3%	47,6%	40,8%	35,9%
Belgium	HR Rail – NMBS - Infrabel	18,2%	19,5%	20,8%	23,1%	26,9%	28,6%
France	SNCF	53,1%	53,1%	52,2%	54,0%	61,5%	54,7%
Germany	DB Group	70,1%	68,7%	66,9%	65,2%	61,2%	41,4%
Italy	FS Group	73,8%	74,3%	73,9%	72,8%	73,8%	73,5%
Luxembourg	CFL	62,1%	64,2%	61,1%	61,1%	46,7%	45,8%
Slovenia	Slovenske železnice, d.o.o.	12,2%	34,8%	39,6%	41,0%	44,4%	45,4%
Switzerland	SBB AG and SBB Cargo AG	31,1%	48,0%	48,3%	48,7%	46,9%	42,3%

Table 13 - Share of women in part time (Development 2012-2018)

Referring to the total number of employees in the railway sector 2018, the share of women working part time in comprehension to all women employees (140.847) is 15.2% (21.456 women working part time), while the share of men working part time in comprehension to all men employees (519.485) is 5.2% (27.041 men working part time). This data is referring to

comparable companies in the period 2012-2018; expect Zeleznicna spolocnost Slovensko, a. s. (ZSSK) and ZSSK Cargo¹¹.

The decrease among comparable companies is -5.9%. It shrank from 50.1% in 2012 to 44.2% in 2018. The generally high number of women working part-time suggests that much work still needs to be done to reconcile work and family life and to have a fairer sharing of work/private life responsibilities between men and women. There has been an overall decrease from 2017 to 2018, except for two countries whose share of women in part-time has risen. As can be seen in table 13, Austria (ÖBB), France (SNCF), Germany (DB) and Switzerland (SBB) have been able to reduce their share of women in part-time considerable, which led to a more balanced proportion between women and men working part-time. This can be perceived as a good development, because women tend to be the ones who reduce their working hours because of childcare/care for elderly family members. By developing and establishing measures that promote the reconciliation of work and family life, it will be possible to balance the participation of men and women in working life in the future.

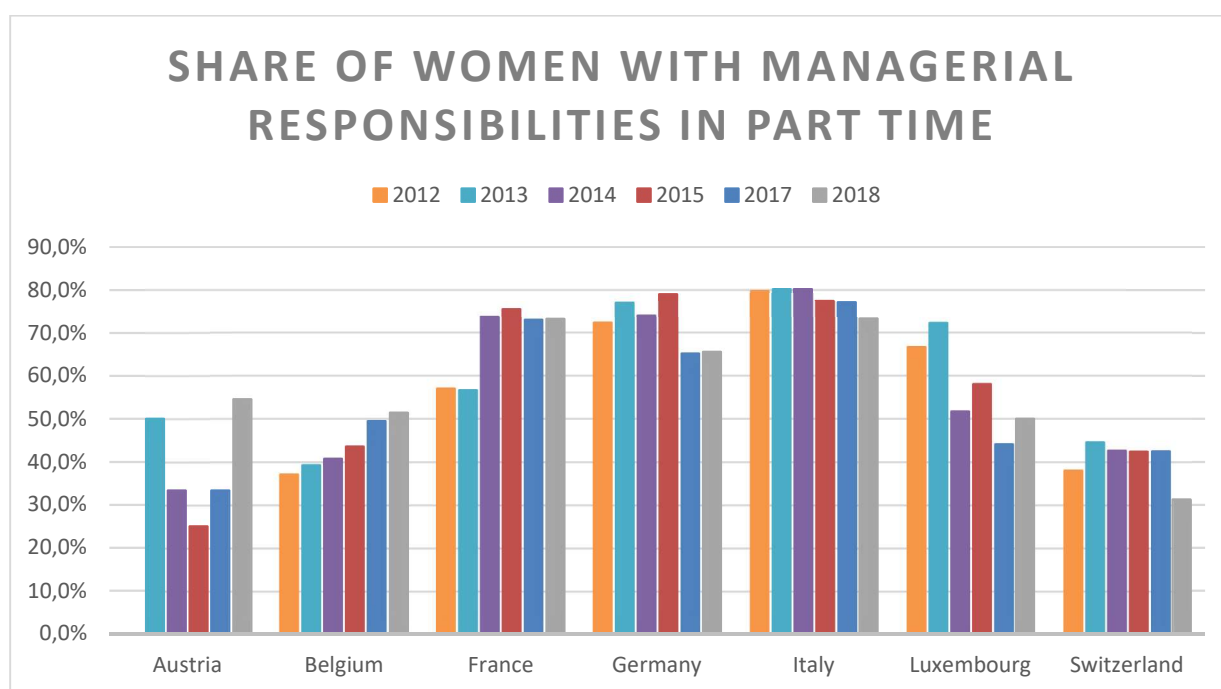


Chart 16 - Share of women with managerial responsibilities in part time (Development 2012-2018)

¹¹ Zeleznicna spolocnost Slovensko, a. s. (ZSSK) and ZSSK Cargo are not included, due to unrepresentative data. The number of employees in part time is between one and five in the periods 2012-2018.

COUNTRY	COMPANY	2012	2013	2014	2015	2017	2018
Austria	ÖBB	0,0%	50,0%	33,3%	25,0%	33,3%	54,6%
Belgium	HR Rail – NMBS - Infrabel	37,1%	39,3%	40,8%	43,6%	49,5%	51,5%
France	SNCF	57,0%	56,7%	73,7%	75,4%	73,0%	73,3%
Germany	DB Group	72,3%	76,9%	74,0%	79,0%	65,1%	65,6%
Italy	FS Group	79,8%	80,2%	80,2%	77,4%	77,2%	73,4%
Luxembourg	CFL	66,7%	72,2%	51,7%	58,1%	44,2%	50,00%
Switzerland	SBB AG and SBB Cargo AG	38,0%	44,6%	42,7%	42,5%	42,5%	31,2%

Table 14 - Share of women with managerial responsibilities in part time (Development 2012-2018)

The number of women who have managerial responsibilities on part time contract has expanded from 47.6% in 2012 to 54.3% in 2018, an increase of +6.7%. The lowest amounts of female managers working part time can be found in Switzerland with women's share of 31.2%. Data show a decrease of women's share in Austria from 33.3% in 2017 to 54.6% in 2018. This data is also referring to **comparable companies in the period 2012-2018**; except Slovenske železnice, d.o.o., Železnična spoločnosť Slovensko, a. s. (ZSSK) and ZSSK Cargo.¹²

¹² Železničná spoločnosť Slovensko, a. s. (ZSSK) and ZSSK Cargo are not included, due to unrepresentative data. The number of employees in part time is between one and five in the periods 2012-2018.

VI. Company policies and measures¹³

A. Measures to improve work-life balance

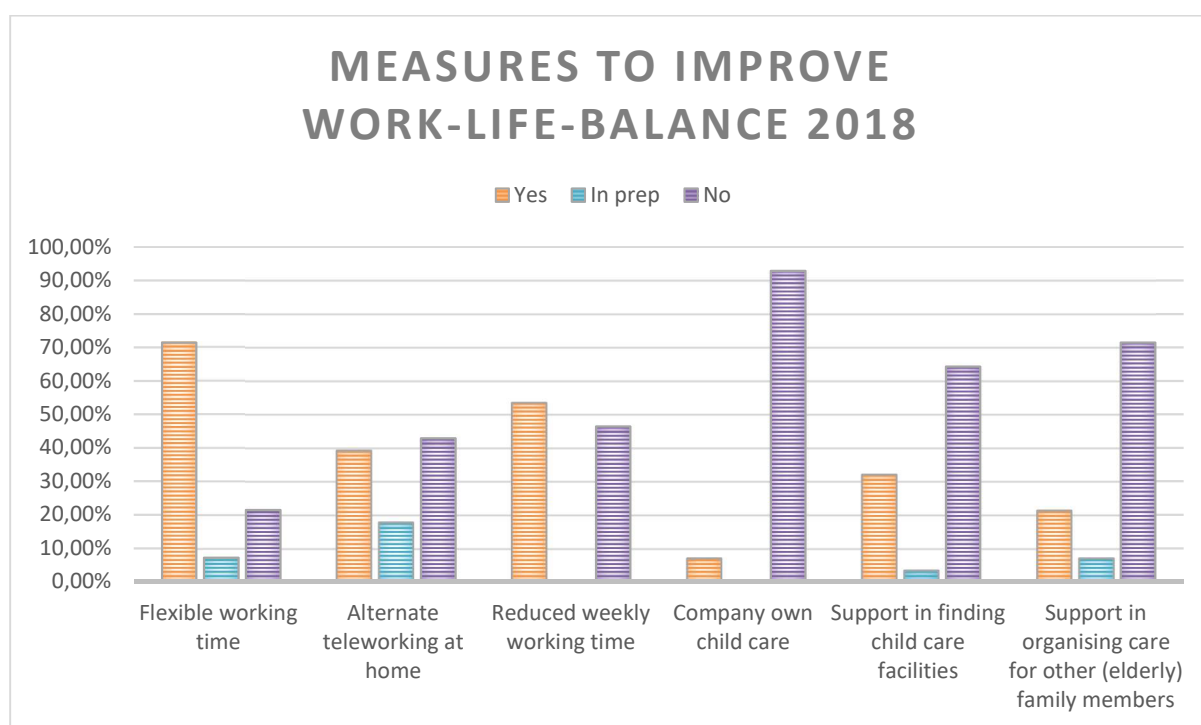


Chart 17 - Measures to improve work-life balance (2018)

Measures to improve work-life balance	Yes	In prep	No
Flexible working time	71,4%	7,1%	21,4%
Alternate teleworking at home	39,3%	17,9%	42,9%
Reduced weekly working time	53,6%	0,0%	46,4%
Company own child care	7,1%	0,0%	92,9%
Support in finding childcare facilities	32,1%	3,6%	64,3%
Support in organising care for other (elderly) family members	21,4%	7,1%	71,4%

Table 15 - Measures to improve work-life-balance (2018)

Most popular measures to improve work-life balance are the flexible working time, applied by 71.4% of companies, reduced weekly working time with 53.6% and teleworking at home with 39.3% of companies. Company own childcare is not popular with 7.1%. However, 32.1% of the companies support employees in finding childcare facilities and 21.4% offer support in organising care for other (elderly) family members. Austria (ÖBB) and Germany (DB Group)

¹³ Due to rounding to one decimal place in the report, the 100% is not always reached.

introduced every measure by the Joint Recommendations for a better family/social and work life balance. Unfortunately, measures like company own childcare, support in finding child care facilities and support in organising care for other (elderly) family members that relieve women in particular are more positioned at the non-existent level than at the existent level. Some companies like ÖBB (Austria), HR Rail – SNCB – Infrabel (Belgium) and SNCF (France) organise special programs for children during vacation or arrange rapid childcare in exceptional circumstances.

B. Measures to promote women's employment and career development

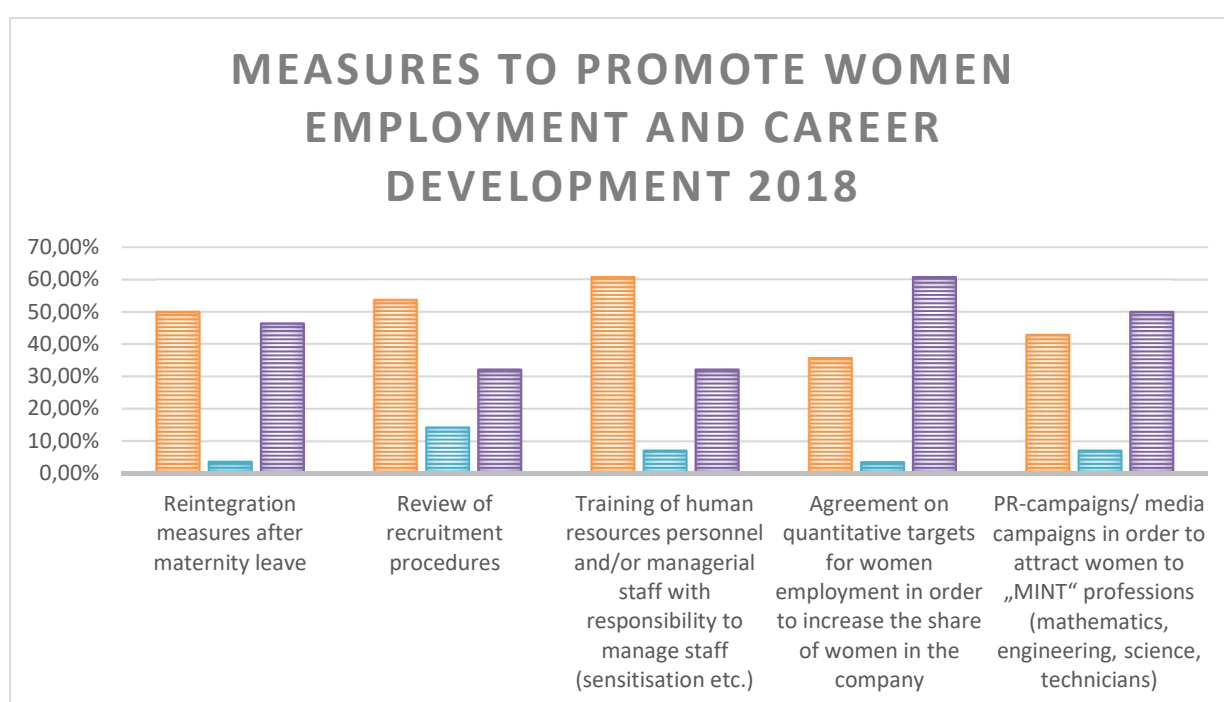


Chart 18 - Measures to promote women's employment and career development (2018)

Measures to promote women's employment and career development	Yes	In prep	No
Reintegration measures after maternity leave	50.0%	3,6%	46,4%
Review of recruitment procedures	53,6%	14,3%	32,1%
Training of human resources personnel and/or managerial staff with responsibility to manage staff (sensitisation etc.)	60,7%	7,1%	32,1%
Agreement on quantitative targets for women's employment in order to increase the share of women in the company	35,7%	3,6%	60,7%
PR-campaigns/ media campaigns in order to attract women to „MINT“ professions (mathematics, engineering, science, technicians)	42,9%	7,1%	50,0%

Table 16 - Measures to promote women employment and career development (2018)

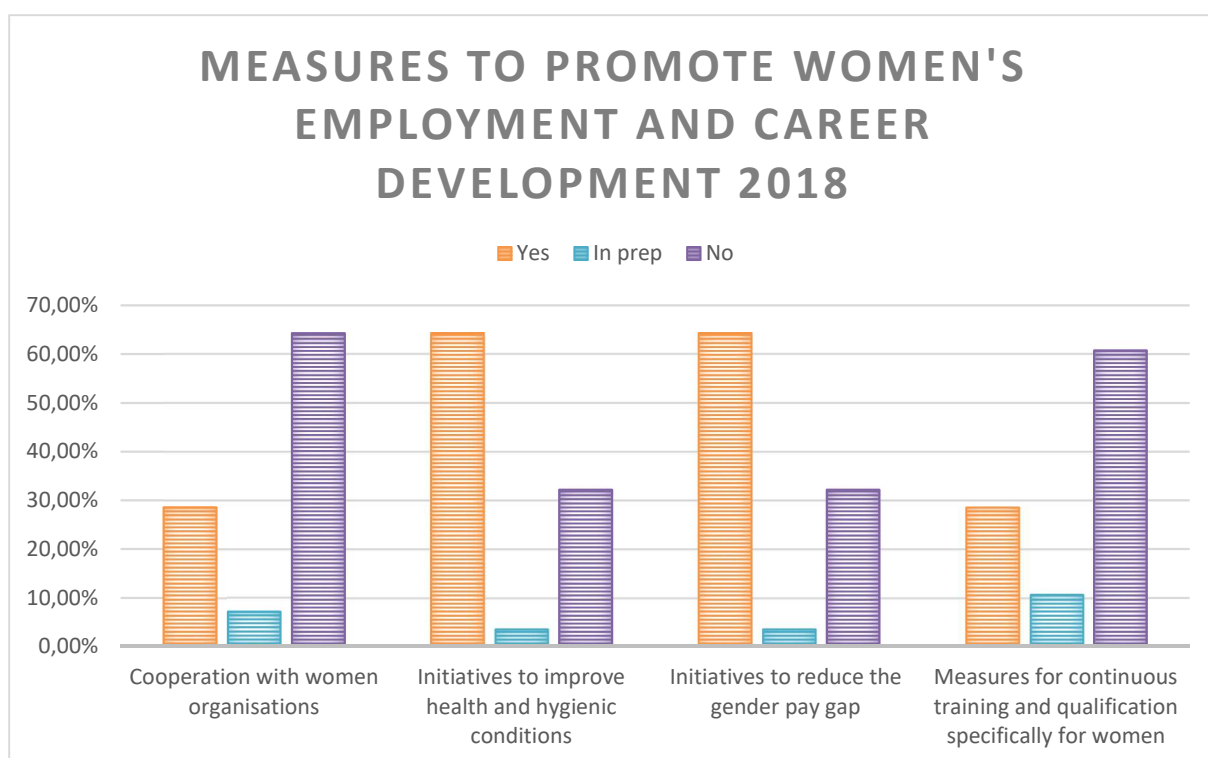


Chart 19 - Measures to promote women's employment and career development (2018)

Measures to promote women's employment and career development	Yes	In prep	No
Cooperation with women organisations	28,6%	7,1%	64,3%
Initiatives to improve health and hygienic conditions	64,3%	3,6%	32,1%
Initiatives to reduce the gender pay gap	64,3%	3,6%	32,1%
Measures for continuous training and qualification specifically for women	28,6%	10,7%	60,7%

Table 17 - Measures to promote women's employment and career development (2018)

To promote women's employment and career development, most companies rely on initiatives to improve health and hygienic conditions and initiatives to reduce the gender pay gap with each measure being applied by 64.3% of companies. Training of human resource personnel and/or managerial staff with responsibility to manage staff (sensitisation etc.) is also widespread with 60.7% of the companies. Also in the year 2018, the measures for continuous training and qualification specifically for women were least popular with 28.6% of companies. France (SNCF), Switzerland (SBB) and Germany (DB Group) implemented all initiatives, Austria (ÖBB) and Italy (FS Group) implemented all initiatives except one. Finland (VR Group Ltd), Romania (CFR) and Slovenia (Slovenske železnice, d.o.o.) implemented none of them.

C. General equal opportunity measures

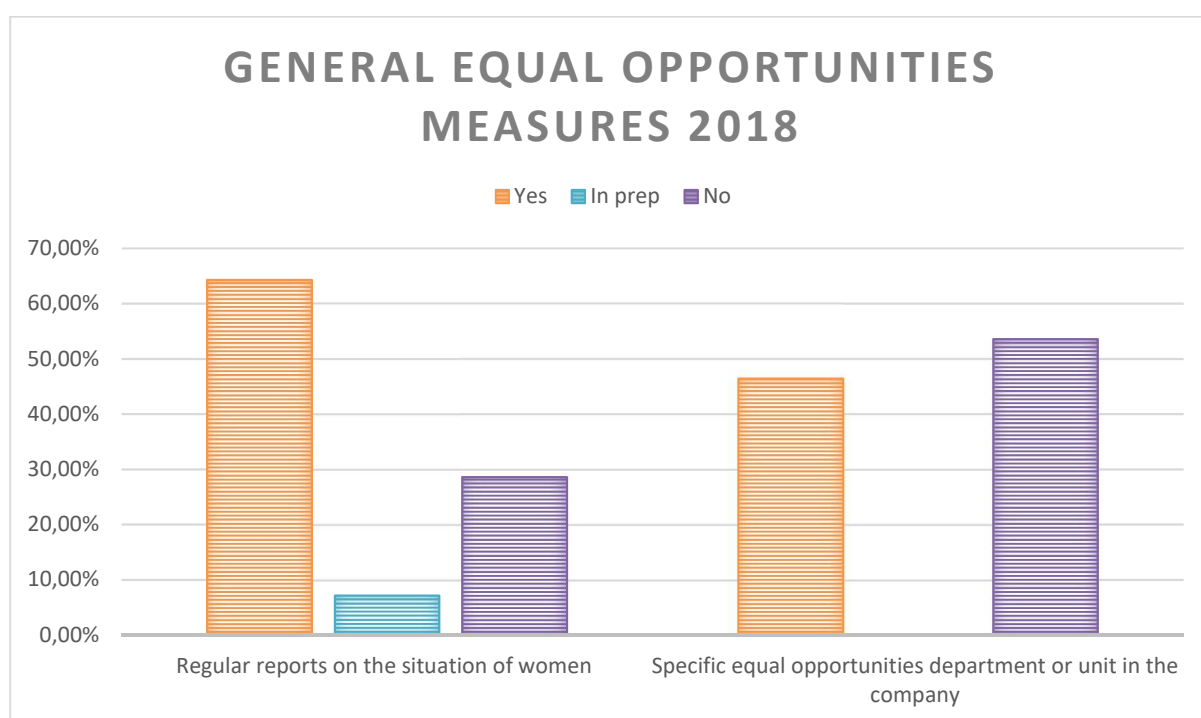


Chart 20 - General equal opportunities measures (2018)

General equal opportunity measures	Yes	In prep	No
Regular reports on the situation of women	64,3%	7,1%	28,6%
Specific equal opportunities department or unit in the company	46,4%	0,0%	53,6%

Table 18 - General equal opportunity measures (2018)

Companies from several countries named different specific measures, which pursue the goal of providing general equal opportunities. ÖBB (Austria) established equal opportunities officers, who are considered as contact persons for all employees, in cases of unfair treatment. Infrastructure of Serbian Railways JSC (Serbia) offers intermediaries and support persons within each organizational unit of the company who are responsible to tackle abuse at work. SNCF (France) has regularly meetings with the trade unions to exchange about gender subjects. Due to the creation of the “Equal Opportunities Committee” in FS Group (Italy), equity and inclusion at workplace are guaranteed. It should be emphasized that 53.6% of companies answered *NO* concerning “Specific equal opportunities department or unit in the company”. Specific departments or units exist in following companies: ÖBB (Austria), HR Rail – NMBS – Infrabel (Belgium), SNCF (France), DB Group (Germany), GYSEV (Hungary), FS Group (Italy), CFL Cargo

(Luxembourg), CP (Portugal), JSC (Serbia), ADIF (Spain), Arriva Sverige AB (Sweden), SBB AG (Switzerland) and Network Rail (UK).

D. Policies on prevention of harassment and violence

Since 2015, companies were asked whether they apply policies on prevention of harassment and violence. The result shows that almost 90% of them apply such measures. Companies mentioned the code of conduct policy, bullying & harassment policy, work policy, code of practise and code of ethics.

Most of the companies established similar policies, for example the “Equal Opportunities Policy” (ÖBB), “Code of Conduct” (SBB, HR Rail – NMBS - Infrabel), “Code of Ethics” (e.g. Srbija voz, CFR, MAV Zert., Gysev Zert.), Code of Business Ethics and Code of Equality (Infrastrucutre of Serbian Railways) or bullying & harassment policy, work policy and integration policies. SNCF (France) sensitize their managers and employees with a guidebook about “Day-to-day life together” and the Austrian Railways (ÖBB) with a guidebook focussing on “Healthy Leadership”.

In some cases (e.g. FS Group) there are different instruments: alongside the Code of Ethics, there are policies/codes specifically dedicated to sexual harassment („Code of conduct relating to sexual harassment in the workplace“) or, more in general, referred to integration like the „Code of Conduct for integration and non-discrimination in the workplace“.

E. Influence of Joint Recommendations on company gender measures

First of all, the question of being familiar with the CER-ETF Joint Recommendations for a better representation and integration of women in the railway sector at the beginning of the questionnaire was answered by every company. The result shows that 4 participating companies (14.3%) are not and 24 companies (85.7%) are familiar with it. This is an improvement compared to last year, when 11 companies were not familiar with the CER-ETF Joint Recommendations.

An item added since the beginning of this annual reporting was the question whether and to what extent the Joint Recommendations of the European social partners for a better representation and integration of women in European railways, signed in 2007, have influenced the company measures on gender equality. Only 4.0% of the companies were highly influenced by the Joint recommendations, while the majority (52.0%) was not influenced and 44.0% was partly influenced.

VII. Conclusion

In conclusion, the proportion of women's employment in European railway companies is steadily rising for years and so is the participation of different companies in the questionnaire. In summary, the following values can be mentioned: In terms of the general proportion of women, the highest rate (comparable companies) is recorded in Sweden at Transdev Sverige AB with 40.0% (508 men and 339 women), while the lowest rate is found in Luxembourg at CFL Cargo with a women's share of 6.9% (149 men and 11 women). The average increase in the proportion of women in the years 2017 to 2018 is at 0.2%. The highest increase between 2017 and 2018 is clearly seen in Italy (FS Group) with 1.1% (from 15.3% to 16.4%). Unfortunately, there are also countries with a decreasing share of women Hungary (GYSEV Zrt.) and Denmark (DSB).

One of the best examples in the survey was the female share of traffic management staff in Lithuania (JSC Lithuanian railways), where 62.3% are women. At JSC Lithuanian railways worked 310 men and 512 women in 2018.

This report compares data from companies with different enterprise sizes and different initial positions, so it should be noted, that there is an obvious discrepancy between the overall data and the average results of the three separate management level groups. To be more accurate, data should be calculated according to the weight of the individual groups. For example, the top management group's share is the lowest among all employees. Thus, the entry of only one woman in a team of four would be read as an impressive increase of 25%, while 100 women among 5000 workers would be expressed as only 2% increase. For this reason, it is important to pay more attention to individual data and correlations.

A field that should not be forgotten and treated more intensively in the future is the compatibility of work and family life. Even today, it is often the women's role to look after children and relatives in need of care - our current results show that 92.9% of the surveyed companies are not offering a company own childcare, 64.3% do not offer support in finding childcare facilities and 71.4% do not offer support in organizing care for other (elderly) family members.

These shortages can often lead to women choosing to work part-time. The generally high number of women working part-time shows that much work still needs to be done in the future. There is also a societal change necessary to reconcile work and family life and a fairer sharing

of work/private responsibilities between men and women. Although, there has been an overall increase, there are three countries whose share of women in part-time has fallen since 2012. As can be seen in table 13, Austria (ÖBB), Germany (DB Group) and Luxembourg (CFL) have been able to reduce their share of women in part-time considerable. This can be perceived as a good development, because women tend to be the ones who reduce their working hours because of childcare/care for elderly family members. By developing and establishing measures that promote the reconciliation of work and family life, it will be possible to balance the participation of men and women in working life in the future.

Nevertheless, the participation in the survey, as well as the numerous indicated measures developed by the companies show a good development regarding women's work in the railway sector. Although the process seems slow, any effort by rail companies to hire, educate, and retain more women in the present will lead to a future in which, the railroad sector will no longer be predominantly male.

Referring to the processed data, the analyzing process is very complicated due to inconsistency of data provided because each year different companies take part. Furthermore, there is a difference in interpretation of some variables such as top and middle management and accuracy of data on measures is compromised. In addition, the results are complicated and difficult for readers to understand due to presentation of a mixture of two types of data – of all participating companies and of compared companies.

Last but not least, it should be mentioned that there is a clear positive trend for women in the railway sector. In addition, the railway sector is the only in the transport branch that reports on the employment situation of women and this is definitely a good sign for the future to take more action.

VIII. Recommendations

In general, it is recommended to publish the report as well as the Joint Recommendations (which are the basis for the reports and pursue the aim to motivate railway companies to take action and to develop a corporate policy to attract more women) internally to gain more awareness for the topic.

Furthermore, results and suggestions from the report and Joint Recommendations should be taken into account so the companies could work with it.

However, to attract and promote women in railway companies it is crucial to engage experts in gender mainstreaming to ensure knowledge and transfer (of gender mainstreaming elements) into company processes.

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X. Annexes

Women in Rail questionnaire, 2019 survey

CER-ETF 2007 Joint Recommendations for a better representation and integration of women in the railway sector

Employment of women in the rail companies in Europe

QUESTIONNAIRE 2019

(Please report 2018 data: until 31.12.2018)

Identification of the respondent

Name of the company: _____
Country of the headquarters: _____
Contact person: _____
Phone number: _____
E-mail address: _____

Replies provided concern:

- ☐ Freight transport
- ☐ Passenger transport
- ☐ Infrastructure management
- ☐ All the above

Is your company replying to this questionnaire for the first time?

- ☐ Yes
- ☐ No

Are you familiar with the CER-ETF “Joint Recommendations for a better representation and integration of women in the railway sector”¹⁴?

- ☐ Yes
- ☐ No

¹⁴ The Joint Recommendations in English, French, German and Italian are accessible here:
<http://www.cer.be/wir-women-rail>

SECTION 1: Number of women employed by the company

1. Please indicate the number of female and male **employees** of your company in **total and for the following professions**.

	male	female
Total number of employees		
Locomotive drivers		
On-board personnel		
Traffic management staff		
Infrastructure maintenance		
Rolling stock maintenance		

2. Please indicate the number of male and female employees with **managerial responsibilities** in total and differentiated in three levels (employees with responsibilities to manage employees).

	male	female
Total		
Top executives		
Employees with managerial responsibilities: middle management		
Employees with managerial responsibilities: team leaders		

3. Please indicate the number of male and female workers in your company in **training**.

	male	female
Workers in initial vocational training		
Workers in continuous training*		

* Education or training after initial education and training aimed at helping individuals to:

- improve or update their knowledge and/or skills;
- acquire new skills for a career move or retraining;
- continue their personal or professional development.

4. Please indicate the number of male and female employees currently working under part time schedule in total and among personnel with managerial responsibilities.

	Total	Male	female
Number of employees in part time			
Number of employees with managerial responsibilities in part time			

SECTION 2: Company policies and measures

5. Please tick, which measures your company offers to better reconcile family/social and work life. If relevant, add missing measures.

Flexible working time	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Alternate teleworking at home	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Reduced weekly working time	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Company own child care	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Support in finding child care facilities	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Support in organising care for other (elderly) family members	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Reintegration measures after maternity leave	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Please specify here any (new) measures that you would like to highlight as a good practice. If possible, please provide a short description of the duration, methodology and (expected) results of the measure and/or any related material or web link:			

6. Please tick, which measures your company offers to **promote women employment and career development** of women in your company. If relevant, add missing measures.

Review of recruitment procedures	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Training of human resources personnel and/or managerial staff with responsibility to manage staff (sensitization etc.)	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Agreement on quantitative targets for women employment in order to increase the share of women in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
PR-campaigns/ media campaigns in order to attract women to „MINT“ professions (mathematics, engineering, science, technicians)	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Cooperation with women organisations	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Initiatives to improve health and hygienic conditions	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Initiatives to reduce the gender pay gap	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Measures for continuous training and qualification specifically for women	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Please specify here, any (new) measures that you would like to highlight as a good practice :			

8. Please tick, which **general equal opportunities measures** your company introduced. If relevant, add missing measures

Regular reports on the situation of women in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Specific equal opportunities department or unit in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no

Please specify here, any (new) measures that you would like to highlight as a good practice :

If applicable, please provide a website link to the media campaigns, reports, external networks mentioned above:

9. Is there a company policy or measure on the **prevention of workplace harassment and violence**, such as a code of practice, standard procedure or other?

If yes, please shortly specify.

If possible, please indicate a web site link where this document is published?

10. To what extent the **social partners' Joint Recommendations** on a better participation and integration of women in the rail sector **have influenced your company** to apply the above indicated equal opportunities measures?

Influence level of the Joint Recommendations on measures applied	<input type="checkbox"/> highly influenced	<input type="checkbox"/> partly influenced	<input type="checkbox"/> not influenced
<p>If you answered highly or partly influenced, please specify the use you made of the Joint Recommendations in your company:</p> <p>e.g. did you publish the joint recommendations and communicate them internally? Are they visible for all employees? Did the management board discuss the joint recommendations? Did the joint recommendations influence the work of the HR department?</p>			

SECTION 3: Cooperation with employees' representatives

11. Do you cooperate with employees' representatives in the areas/policies described above?

- ☐ Yes
- ☐ No

12. Are there company collective agreements regulating any of the areas/policies described above?

- ☐ Yes
- ☐ No

PLEASE RETURN THE QUESTIONNAIRE UNTIL (DD/MM/YYYY) to

CER, Ester Caldana (ester.caldana@cer.be)

and to

ETF, Sabine Trier (s.trier@etf-europe.org)

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:



Franz NIGL

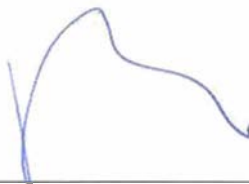
Chairman of the CER Human Resources Directors Group

For the ETF:



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.