

WOMEN IN RAIL

WIR AUTONOMOUS AGREEMENT (Article 155 TFEU)

ETF PREPARATORY WOMEN'S CONFERENCE
"YES! - MORE WOMEN IN TRANSPORT"
20 and 21 October 2021



The start: ETF Negotiation Delegation, 2019

ETF starting point:

- **2004-5: Study** to identify the representation of women in various railway occupation
 - **2007:** elaboration and signature of **Joint Recommendations (JR)**
 - **2008-9: middle term monitoring** of implementation of Joint Recommendation
 - **2011-12: WIR/Women in rail project:** produced a good practice and implementation guide concerning with 4 thematic area (Recruiting, Reconciliation of work and private life, Career and Equal Pay , Overall Equality Policy)
 - **2013-18:** Distribution of a questionnaire to rail undertakings to elaborate an **annual report** on implementation of J.R. with quantitative indicators.
 - **2017-18:** starting the process to transform J.R. into more binding agreement, done by a Task Force CER-ETF
 - **2019:** Social partners mandated the Task Force to do the preparatory work for an Autonomous Agreement.
- **render non-binding CER-ETF “Joint Recommendations on a better representation and integration of women in the railway Sector” into a more binding commitment**
 - the annual reporting (WIR reports: <https://www.etf-europe.org/rail-social-partners-launch-6th-annual-report-on-women-in-rail/>) **showed no progress since signature of the JR.**

Timeline

Dec. 2018: Decision in principle to negotiate an autonomous Art. 155 agreement on **Women in Rail**

2019: Preparatory work of the WIR Task Force

June 2019: Decision on the mandate of the ETF Railway Section and the ETF Negotiation Delegation

July 2019: Decision of the Social Partners to enter into negotiations

Oct. 2019: Start of the negotiations (Oct.+Dec.2019, Feb. 2020; 1st blockage)

May 2020: De-blockage and compromise

Oct. 2020: virtual restart and 2nd blockage

March 2021: Decision on a new method (e.g. 2+2 meetings)

May – June 2021: 7 virtual negotiaion rounds

July – September 2021: Drafting process by the drafting group

20 September 2021: Endorsement by the CER approved

27 October (scheduled) Endorsement by the ETF Railway Section

5 November 2021: Planned signature





The aims and obligation

- Aims to
 - attract more women to the rail sector,
 - give women more protection
 - guarantee equal treatment in the workplace
 - more diversity in professions and
 - a better work culture
- Obligation for the companies to define and implement a gender equality and diversity policy with 24 month
- Both side agreed to re-negotiate the more critical topics two years after the signature (work-life-balance; equal pay, targets)

CONTENT

Compulsory measures in 8 policy areas :

Policy area 1: Overall gender equality policy

Policy area 2: Targets for gender balanced representation

Policy area 3: Recruitment

Policy area 4: Reconciliation of working and private life

Policy area 5: Career development

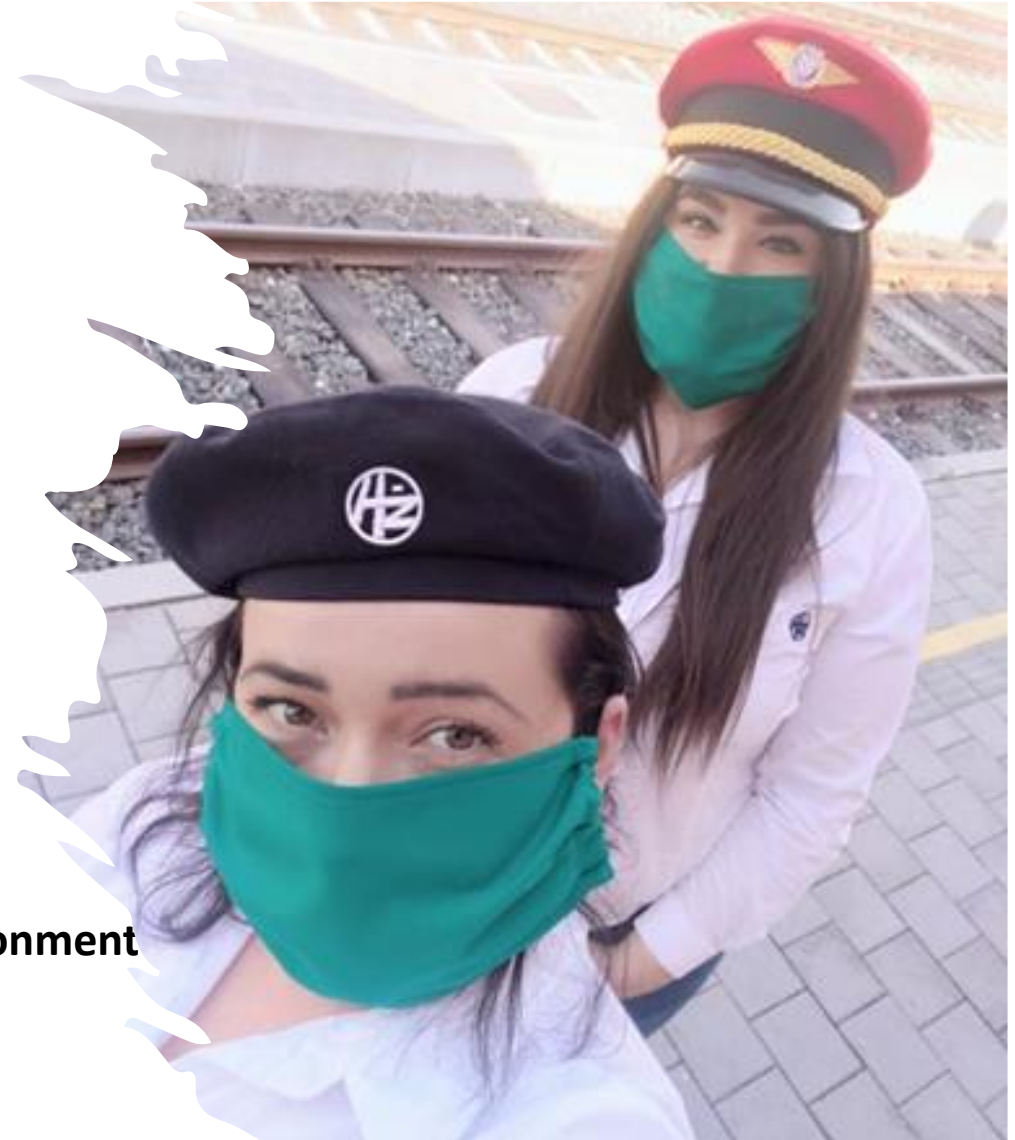
Policy area 6: Equal pay and gender pay gap

Policy area 7: Occupational health and safety and work environment

Policy area 8: Preventing sexual harassment and sexism

Annex 1: additional, highly recommended or possible measures per policy area

Annex 2: Definitions and concepts as guidance for companies and social partners



What did we achieve?

- We have a binding agreement
- We got in all Political Areas at least one binding measure, in several more
- We address all relevant topics important for gender equality, also equal pay or sexism
- We have a clear commitment from the CER for gender equality and important: to change work culture as an aim
- We agreed to re-negotiate the more critical topics two years after the signature (work-life-balance; equal pay, targets)
- We were able to introduce relevant language and concepts in the agreement
- The agreement will clearly have an added value for the women and our members in countries that are reluctant to gender equality



THANK YOU!

Do you have any questions?