



Jean-Pierre Farandou
Chairman and CEO
SNCF

François Nogué
Human Resources Executive VP
SNCF

Brussels, 14 July 2022

Dear Mr Farandou

Dear Mr Nogué

Access to toilets for *all* railway workers

On behalf of the ETF Railways Section and the ETF Women's Committee we are writing to you because it has come to our attention that SNCF is offering its women locomotive drivers driving freight trains washable period briefs to test as an answer to their claims for having sufficient access to toilets and time for basic hygienic needs during their shift.

We cannot understand such a way of thinking in particular because with the Women in Rail agreement, signed in November 2021, also the SNCF has committed itself to making the railway sector more attractive for women, including "Improvements of working places from the female perspective, like providing sufficient and appropriate sanitary facilities for stationary and mobile personnel or health&safety conditions at the workplace as well as a better work-life-balance help to retain women within the sector."

With this current initiative, SNCF goes directly against the spirit of the agreement and indicates a disregard for the basic needs of its workers. Women working in the SNCF consider this way of dealing with their basic needs as a lack of respect.

We find this very concerning, as it offers a fake solution to a much larger problem, namely the lack of access sanitary facilities for railways workers, and especially drivers and other mobile staff. All railway workers, women and men, deserve the basic human dignity to have access to decent and clean toilets, as well as sufficient time during their shifts to make use of them.

Furthermore, it is utterly unacceptable that these briefs were introduced without the involvement of the workers' representatives. The trade unions representing SNCF workers were not consulted before the 'experiment' was started, nor taken seriously after they expressed their discontent.

Access to toilets is not only needed for women, but the entire workforce and would improve





working conditions and basic human dignity for all workers. We urge you to stop these experiments with faux solutions and instead dedicate your time and efforts to ensuring SNCF respects the Women in Rail agreement and guarantees all workers access to clean and decent sanitary facilities.

Sincerely,

Giorgio Tuti
President of the ETF Railways Section

Sara Tripodi
President of the ETF Women's Committee

