



The Voice
of European
Railways



Annual report

on the Development of women's employment in the European railway sector

Background and aims

As an outcome of the joint CER – ETF – EIM project on women in the rail sector (**WIR - Women In Rail**¹) the European social partners in the railway sector decided to introduce annual reporting on the development of women employment in the sector, based on a limited number of indicators, starting from 2013.

The purpose is to follow the development of women employment in the European railway sector, to measure the impact of the Joint Recommendations from 2007² 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.

The first report was presented at the Plenary of European sectoral social dialogue for railway transport on 20 November 2013, the second report was presented in February 2015.

Methods

A quantitative survey, directed to all CER members, was conducted between June and November 2015. Data was reported from December 2014.

In total 27 railway companies and one employers' association from 16 countries returned completed questionnaires. Less companies took part in comparison to 2014, when 39 companies participated. Furthermore, 19 companies are comparable for 2014-2015, 13 companies are comparable for 2013-2014-2015, only one company is comparable for 2013-2015.

¹ Internet link to WiR project final report (2012): <http://www.cer.be/publications/brochures-studies-and-reports/wir-women-rail-final-report>

² Internet link CER-ETF Joint Recommendations (2007): <http://www.cer.be/publications/charters-and-agreements/cerETF-recommendations-better-representation-and-integration>

The number of employees of the companies participating in the survey is 825 591. The number of employees working for the comparable companies is 696 031.

Table 1 - Participating companies

Arriva Sverige AB* , Sweden	NSB* , Norway
ATOC (Association of Train Operating Companies), UK	ÖBB** , Austria
CFL** , Luxembourg	PKP Polskie Linie Kolejowe* , Poland
CP** , Portugal	PKP Cargo** , Poland
DB** , Germany	Przewozy Regionalne Sp.z.o.o., Poland
DB Schenker Rail Ltd, UK	SBB** , Switzerland
FS Group** , Italy	SNCF** , France
Green Cargo, Sweden	Slovenske železnice, d.o.o.** , Slovenia
GYSEV Zrt., Hungary	TCDD** , Turkey
HECTOR RAIL* , Sweden	Transdev Sverige AB, Sweden
HR Rail – SNCB – Infrabel** , Belgium	ZSR ^{oo} , Slovakia
Infranord AB* , Sweden	ZSSK** , Slovakia
MÁV Co., Hungary	ZSSK Cargo** , Slovakia
Network Rail* , UK	

* Comparable companies 2014 – 2015 /19/ ** Comparable companies 2013 - 2014 – 2015 /13/

^{oo} Comparable companies 2013 – 2015 /1/

Summary

The average share of women in the participating railway companies / **19,7%** / in 2015 is almost similar to the share of /19,8%/ in 2014 and the share of /19,5%/ in 2013.

Since 2014, the proportion of women in 19 comparable companies has **increased** with /**+0,37%**/ - from /19,57%/ to /19,94%/.

Since 2013, the proportion of women in 13 comparable companies has **increased** with /**+0,63%**/ - from /18,9%/ over /19,21%/ to /19,53%/.

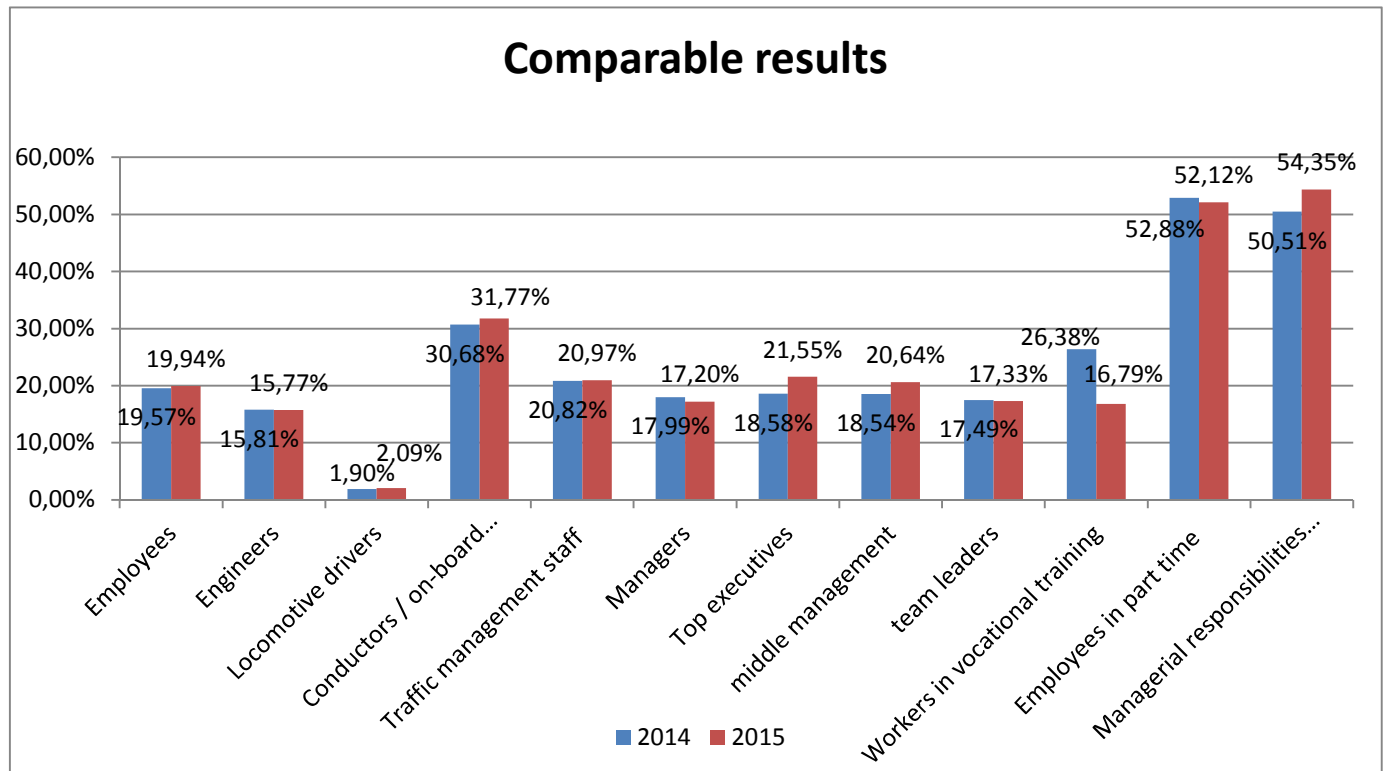
Most considerable is the share of women among **on-board personnel /31,77%/**, followed by, the fields of **traffic management /20,97%/**, **management /17,20%/** and **engineering /15,77%/**.

Companies who joined the research from Sweden and Norway showed some good figures of **women locomotive drivers Sweden /15,3%/ and Norway /6,2%/**.

The result from the 19 comparable companies for 2014 – 2015 shows:

- An increase of women’s share among on-board personnel /+1,09%/ , locomotive drivers /+0,19%/ and traffic management /+0,15%/
- Almost unvaried women’s share among traffic management /21%/ and engineers /16%/
- A significant increase of women as a top executive /+2,97%/ and in middle management /+2,1%/
- A notable increase of women on part time with managerial responsibilities /+3,84%/
- A decrease of women’s share in vocational training /-9,59%/

Chart 1 - Share of women results from 19 comparable companies



Flexible working time /80,8%/ , reduced weekly working time /73,1%/ and sabbaticals /80,8%/ are kept as the most popular measures to improve work-life balance.

Most popular measures to promote employment and career development of women are initiatives to improve health and hygienic conditions /76,9%/ , awareness raising measures for HR and managerial staff /69,2%/ and review of recruitment procedures /57,7%/.

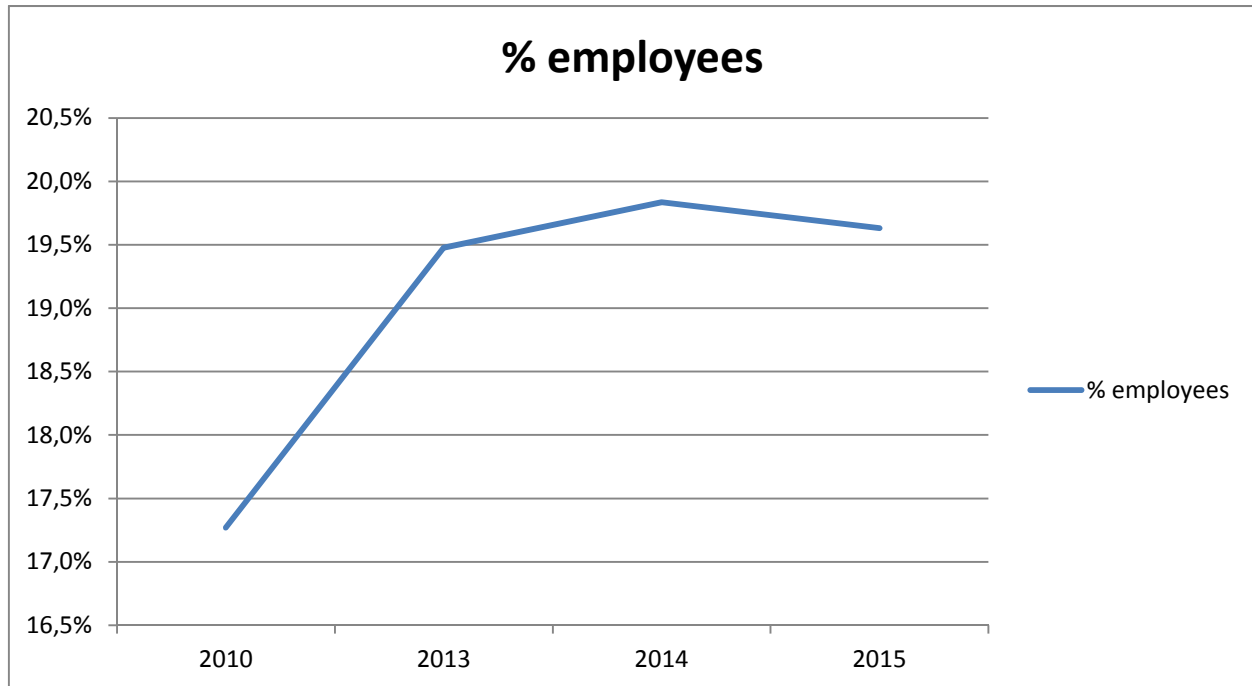
As general equal opportunities measures, more companies organize PR and media campaigns and more companies have a specific equal opportunities department or unit. Each measure counts for /38,5%/.

Average share of women

The average share of women in 8 comparable railway companies participating in the research increased from /17,3%/ in 2010 over /19,5%/ in 2013, to /19,8 %/ in 2014.

For 2015 the result is almost similar with a women's share of **/19,7%/**.

Chart 2 - Share of women in 8 comparable countries since 2010



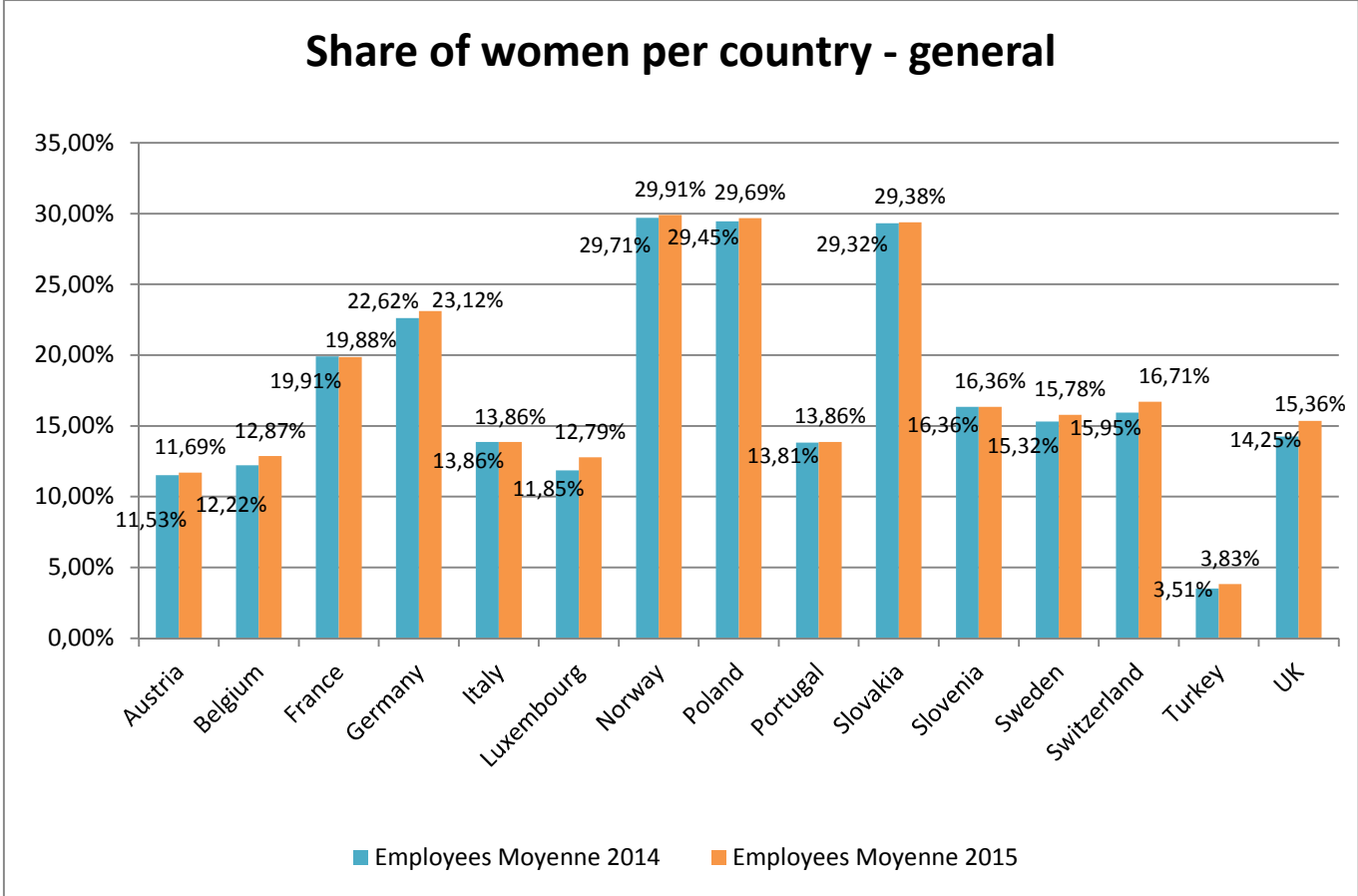
*Austria, France, Germany, Italy, Poland, Portugal, Slovenia, Switzerland.

Best represented are women in **Norway /30%/**, **Poland /30%/**, **Slovakia /29%/**, **Germany /23%/** and **France /20%/**. Least women work at the Turkish railways /3,8%/.

In comparison to 2014 there are increasing shares in the UK /+1,11%/ , Luxemburg /+0,94%/ , Switzerland /+0,76%/ , Belgium /+0,65%/ and Germany /+0,5%/.

In 2015 there is an overall difference between the representation of women in Western Europe /19,47%/ and Eastern Europe /21,09%/.

Chart 3 - Share of women per country



Share of women engineers

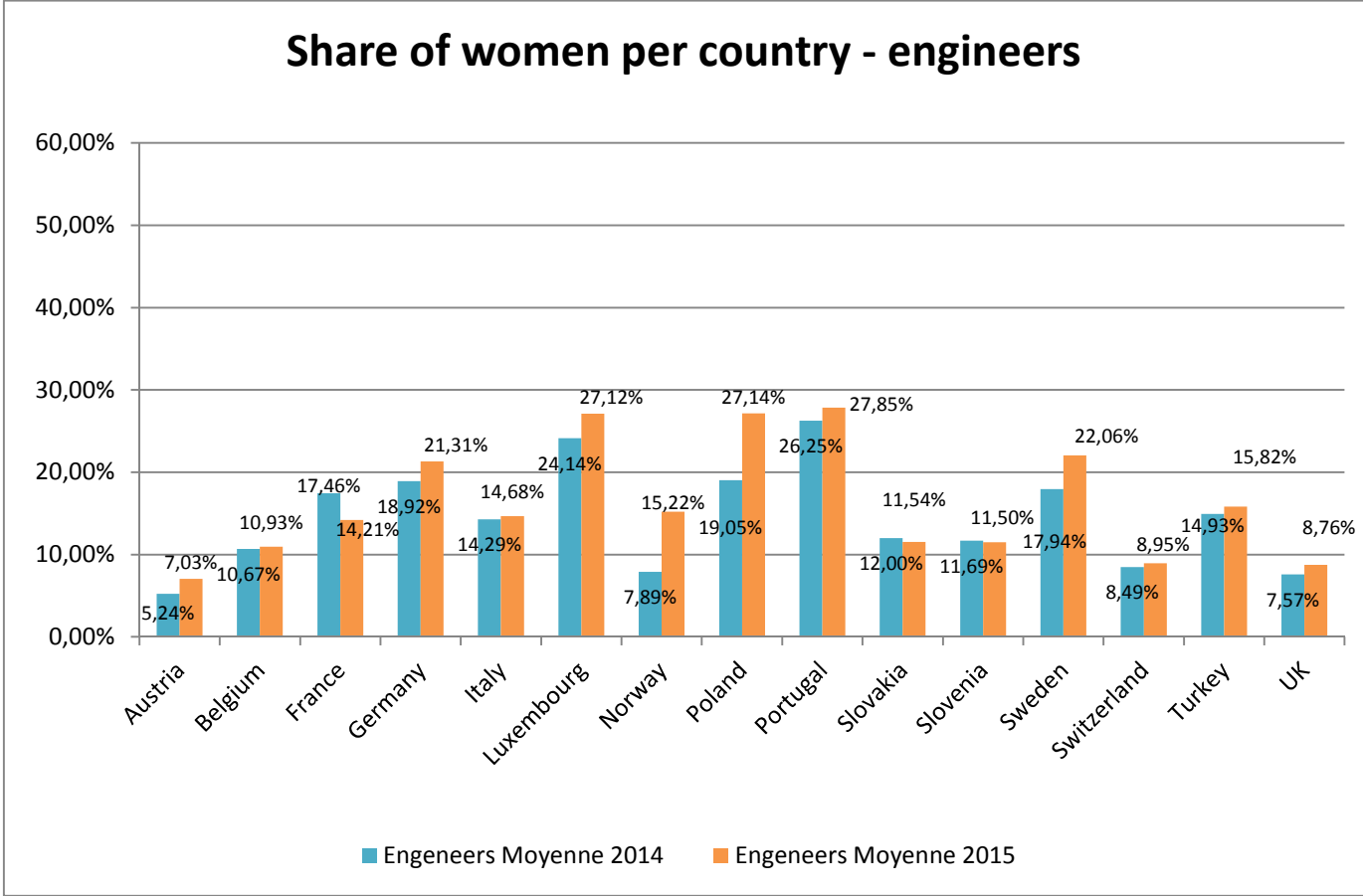
Among the comparable companies /19/ there is a stagnation of women’s share at almost **16%** (15,77%) in this professional group.

Women engineers are best represented in **Portugal /28%/**, **Luxemburg /27%/**, **Poland /27%/**, **Sweden /22%/** and **Germany /21%/**.

Significant is the advance of Norway /+7,33%/, Poland /+8,09%/, Sweden /+4,12%/ and Luxemburg /+2,98%/. There is a decrease in women’s share as an engineer in France /-3,25%/.

Nevertheless there is a significant progress of /+1,57%/ since 2013 /14,2%/.

Chart 4 - Share of women – engineers



Remark - Due to different interpretation of “engineer”, inaccuracy in data is possible.

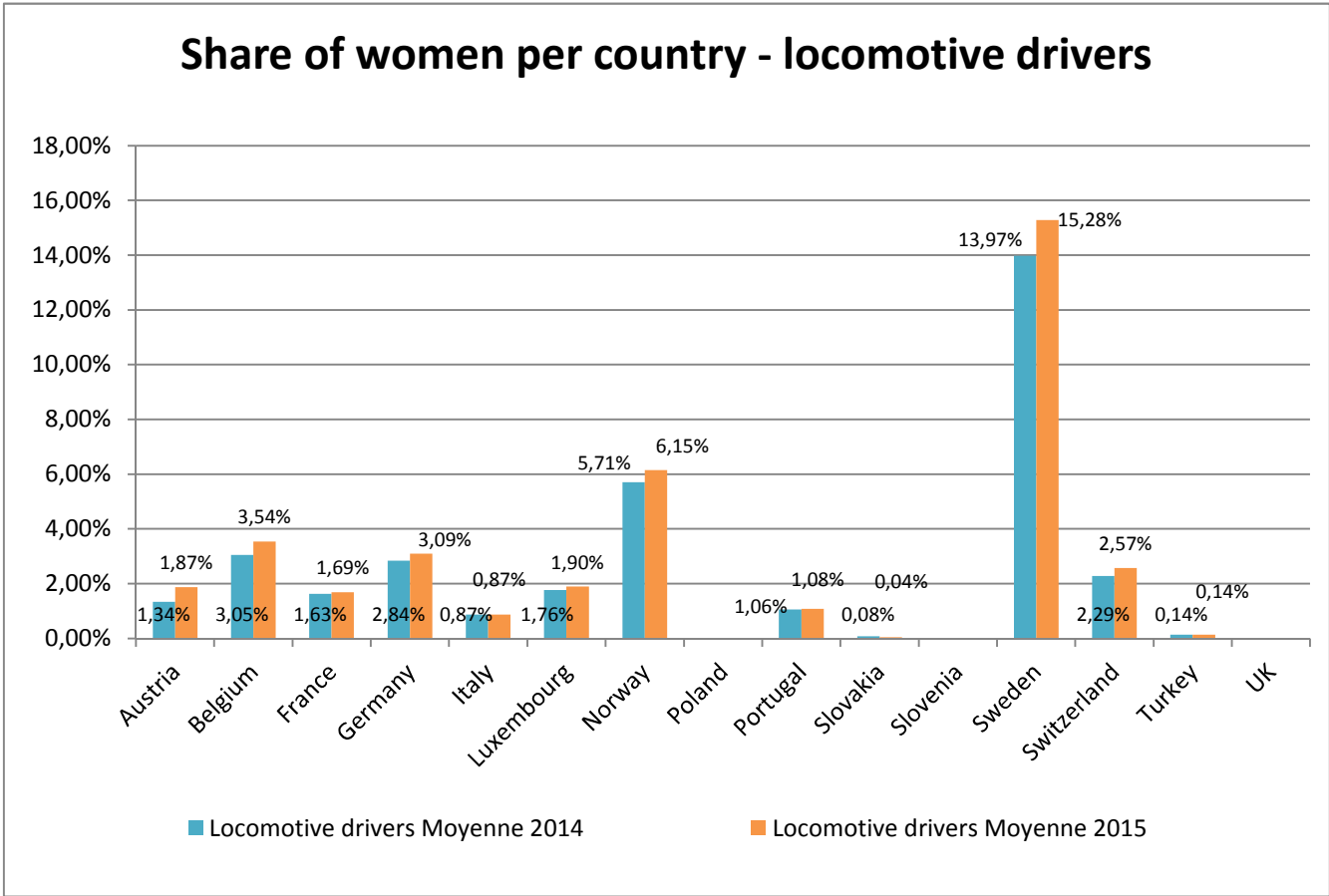
Share of women locomotive drivers

Representation of women among **locomotive drivers** is **/ 2,09%/**, although the companies who joined the present research from Sweden and Norway showed remarkably good figures **/SE 15,28% and NO 6,15%/**. Sweden even shows an increase of **/+1,31%/**.

Above the average are also Belgium **/3,54%/**, Germany **/3,09%/** and Switzerland **/2,57%/**.

Among the comparable companies, figures show a progress of **/ + 0,19%/** since 2014. There is a significant progress of almost **/+0,5%/ (0,49%)** since 2013 **/1,6%/**.

Chart 5 - Share of women – locomotive drivers



Share of women in on-board personnel

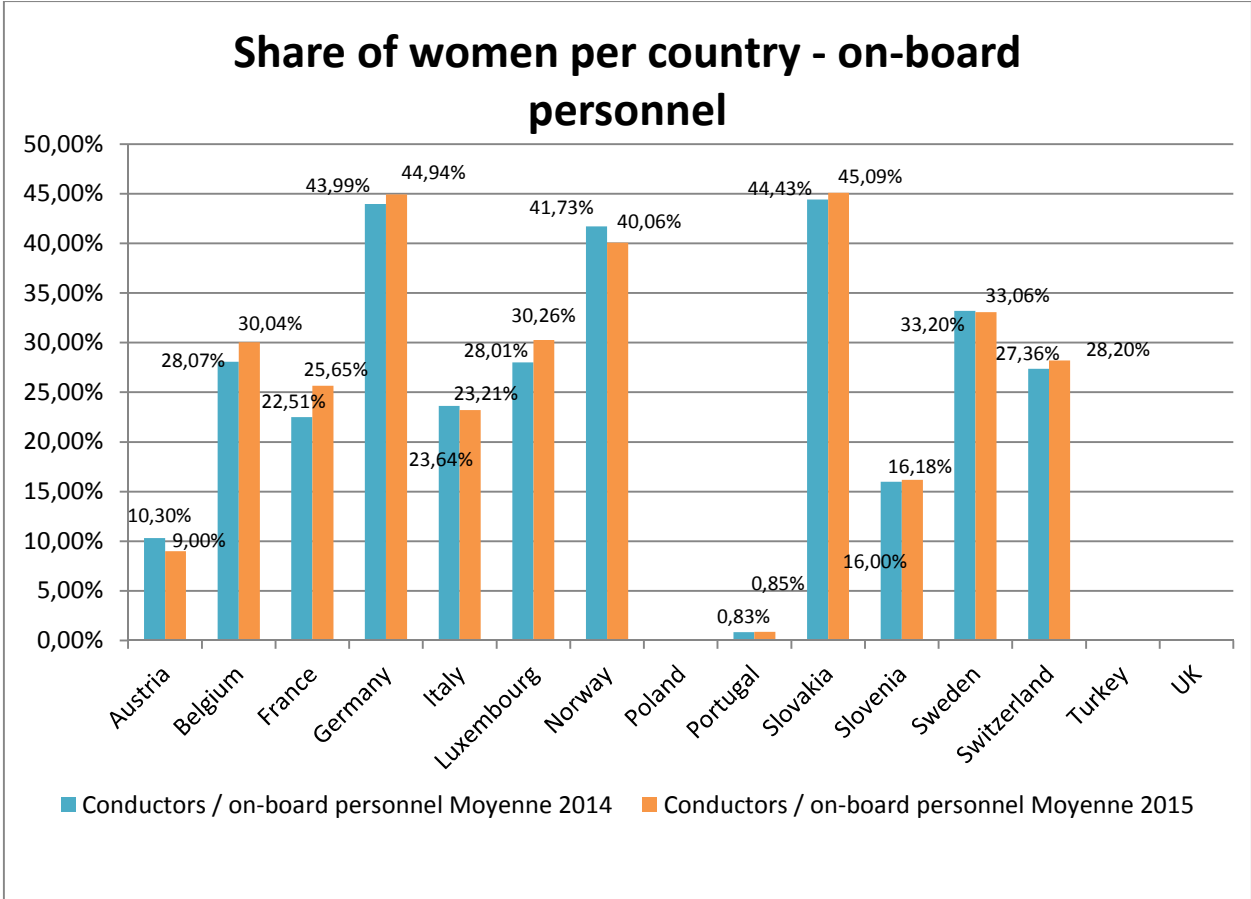
Traditionally in the railway sector, in most of the countries there is a substantial share of women among **on board personnel**. The current survey shows that almost **/32%/** (31,77%) of on board personnel is composed of women.

Women in on-board personnel are best represented in **Slovakia /45%/**, **Germany /44%/**, **Norway /40%/**, **Sweden /33%/**, **Luxemburg /30%/** and **Belgium /30%/**.

Women’s representativeness has risen in France **/+3,14%/**, Luxemburg **/+2,25%/** and Belgium **/+1,97%/**. There is a decrease for Norway **/-1,67%/**.

Among comparable companies women’s share has increased by **/+1,09%/** since 2014 **/30,68%/** and **/+3%/** since 2013 **/28,7%/**.

Chart 6 - Share of women in on-board personnel



Share of women in traffic management

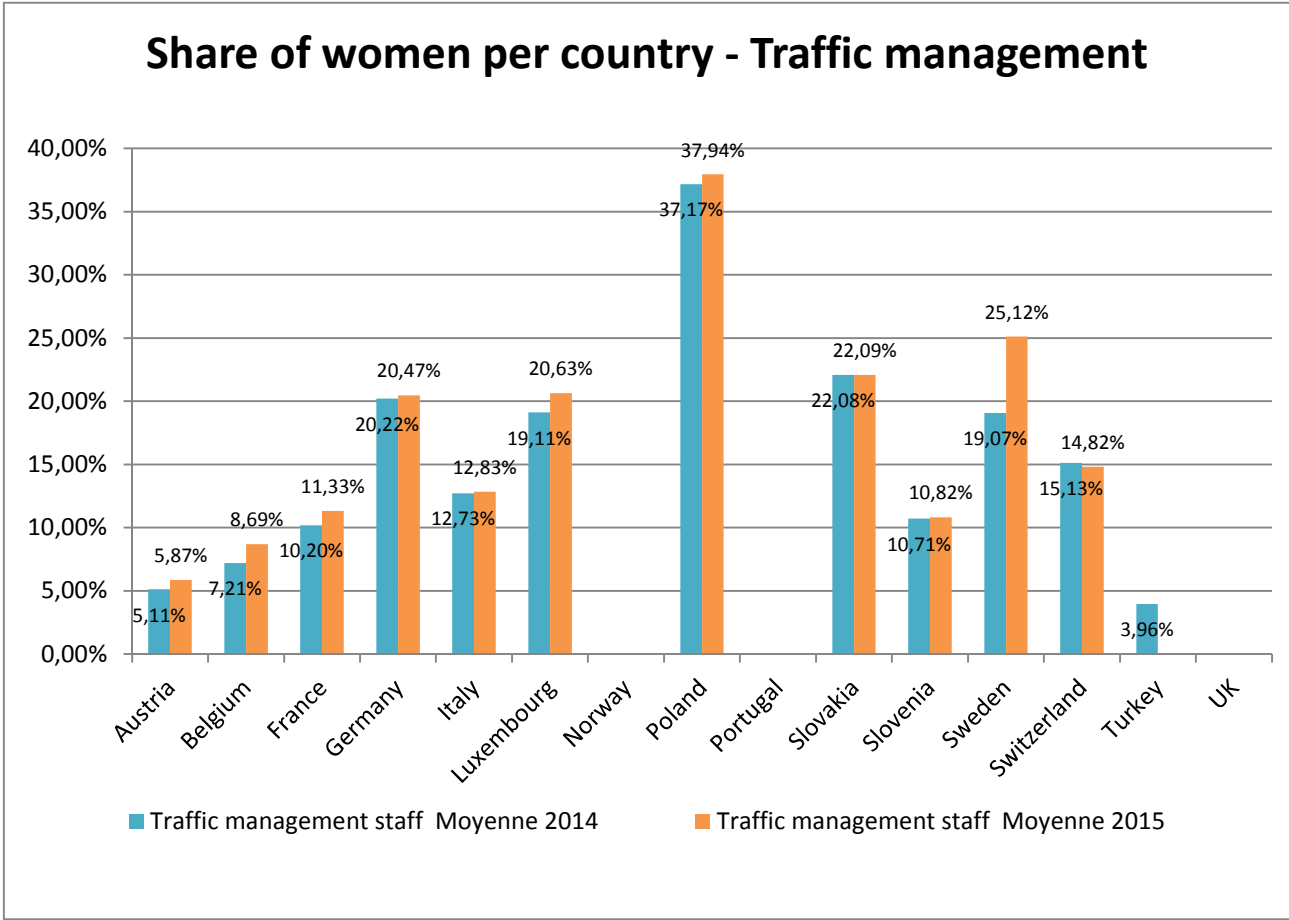
Almost **/21%/** (20,97%) of **traffic management** personnel consists of women.

Women in traffic management are best represented in **Poland /38%/**, **Sweden /25%/**, **Slovakia /22%/**, **Luxemburg /21%/** and **Germany /20%/**.

There is a significant increase of the women’s share in traffic management in some countries such as Sweden **/+6,05%/**, Belgium **/+ 1,48%/**, Luxemburg **/+ 1,52%/** and France **/+1,13%/**.

Among comparable companies, there is a significant progress of **/+5,37%/** since 2013 **/15,6%/**.

Chart 7 - Share of women in traffic management



Share of women in Management

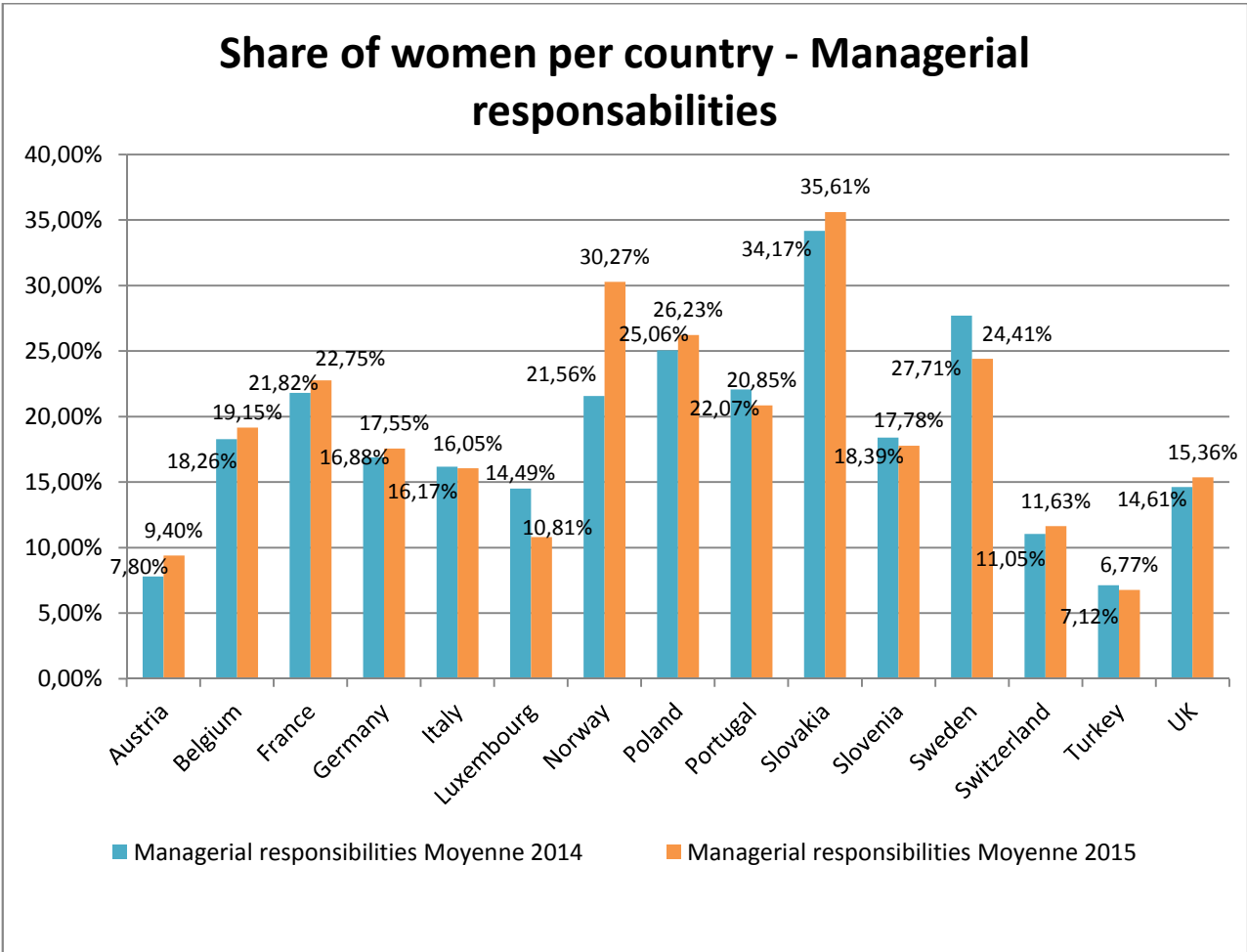
The share of women on **managerial positions** among all respondents is **/17,20%/**.

Best represented are women managers in **Slovakia /35%/**, **Norway /30%/**, **Poland /26%/**, **Sweden /24%/** and **France /22%/**.

Among comparable companies there is a significant progress in Norway **/+8,71%/**.

Nevertheless, There is a decrease of women’s share in managerial positions in Luxemburg **/-3,68%/** and Sweden **/-3,30%/**.

Chart 8 - Share of women – Management



Looking at the positioning of women in the different levels of management - top, middle and low /team leaders/, in comparable companies /13/ there is a significant progress.

Since 2013 more women have authority as a top executive /+2,76%/ a middle manager /+1,21/, a manager /+0,8%/ and a team leader /+0,3%/. Since 2014 de figures increased with /+2,04%/ for the top executive level, /+0,86%/ for the middle management level and /+0,42%/ for the manager level. There is a slight decrease /-0,05%/ for the team leader level.

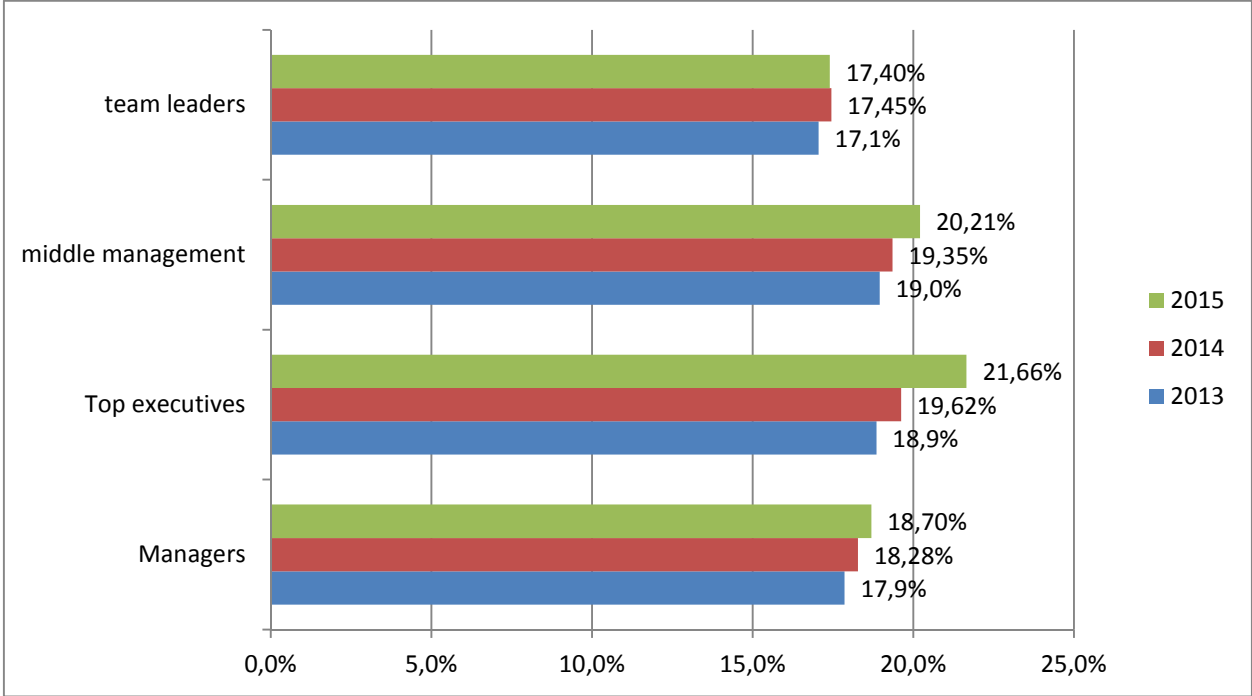
In the period 2014-2015 there is **progress** of women’s share as a **manager** in Norway /+8,71%/. But there is a decrease in Luxemburg /-3,68%/ and Sweden /-3,30%/.

As a **top executive** there is an increase of women’s share in the UK /+3,62%/, Norway /+3,03%/ and Germany /+2,08%/, Poland /+1,96%/, France /+1,77%/ and Slovakia /+1,64%/. There is a decrease in Sweden /-10%/.

As **middle manager** there is an increase of women’s share in the UK /+7,67%/, Norway /+4,26%/, Poland /+3,47%/, Slovakia /+1,78%/, Slovenia /1,63%/ and Turkey /+1,55%/. But there is a decrease in Sweden /-2,85%/.

As a **team leader** there is an increase of women’s share in Norway /+12,01%/ and Slovakia /+1,4%/. But there is a decrease in Sweden /-8,6%/ and the UK /-2,59%/.

Chart 9 - Comparable Share of women in Management – Total, Executives, Middle level, Team leaders



Remark - Due to different interpretation of management levels, inaccuracy in data is possible.

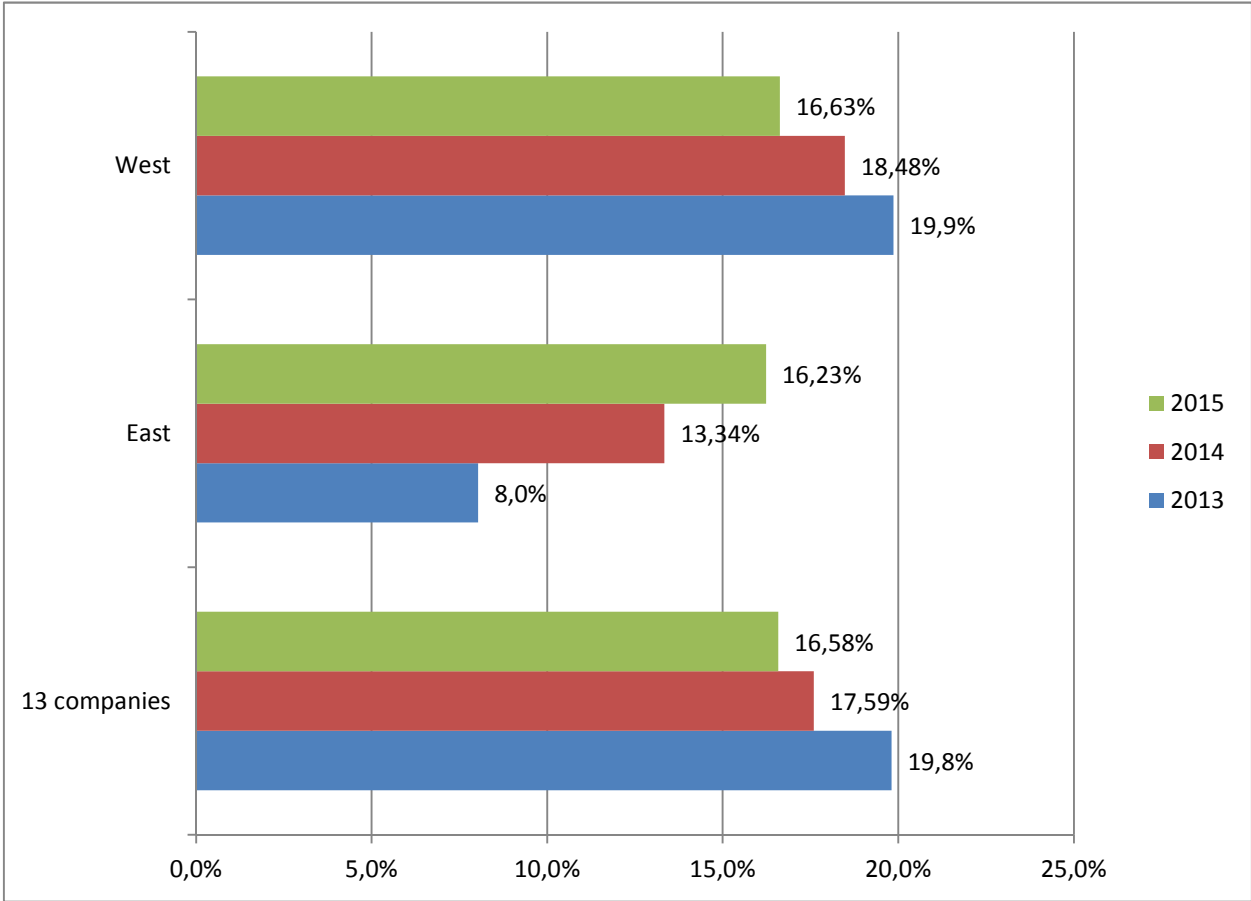
Share of women on Vocational training

The percentage of workers who undergo **vocational training** in comparable companies /13/ has decreased. **There is a reduction of women in this group of /-2,21%/ since 2014 and /-3,22%/ since 2013.**

More precisely, **this drop is due to the decline in Western companies with /-3,27%/**, while in **Eastern companies there was an increase of /+8,23%/ since 2013.**

In Western companies there was a decrease in Norway /-25,41%/ , Belgium /-6,77%/ and the UK /-6%/(-5,99%), but still an increase for France /+4%/ in the period 2014-2015. In Eastern companies there was a significant increase for Slovakia /+17,72%/ in 2013-2014.

Chart 10 – Comparable Share of women on Vocational training



Remark - Due to different interpretation of “vocational training”, inaccuracy in data is possible.

Share of women on Part time and on Part time with managerial responsibilities

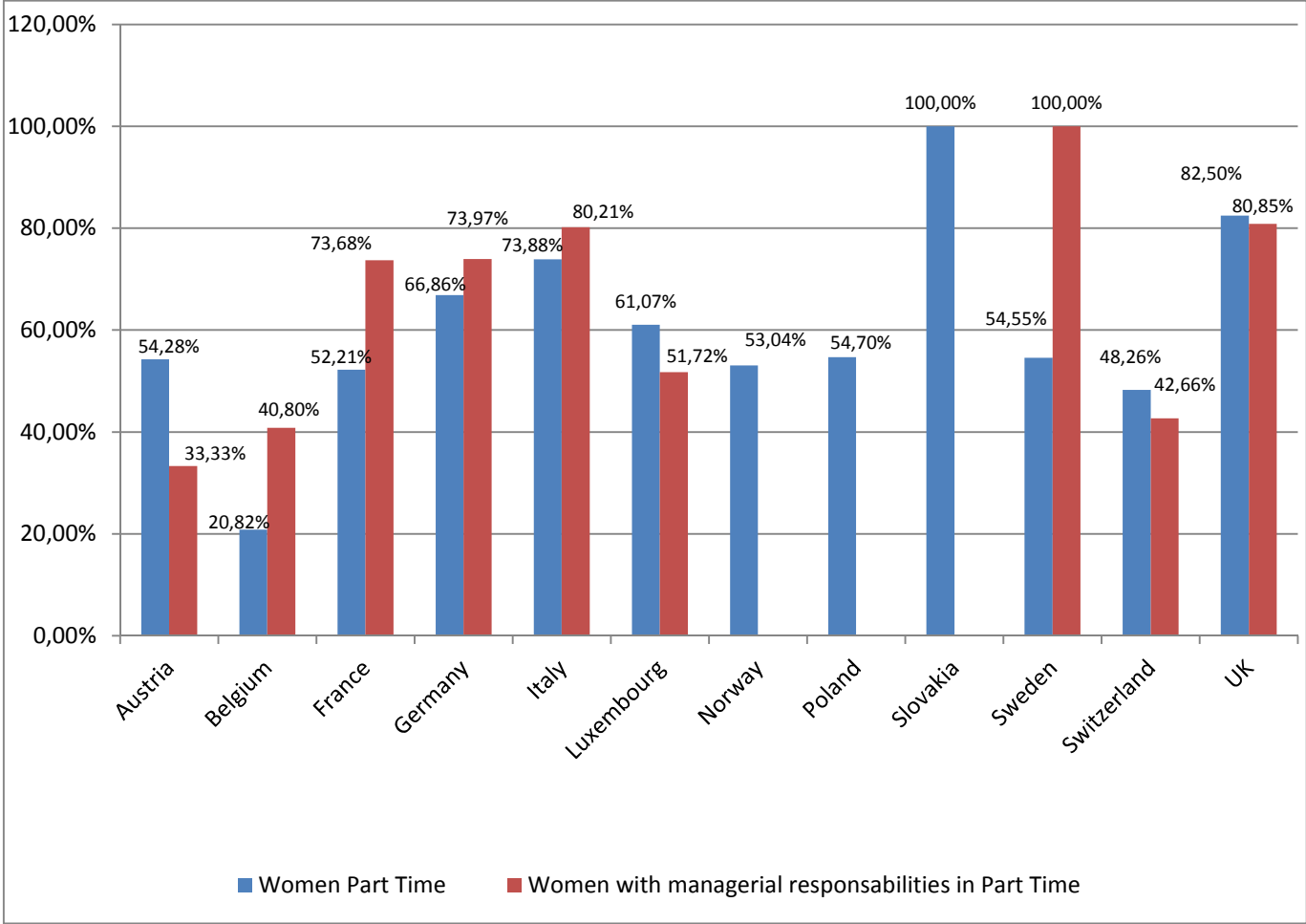
The overall share of women, who work **Part time** is **/52,12%/**. Compared with 2013 **/50,1%/** there is an **increase of **+2%/****.

The number of women from this group who have managerial responsibilities has expanded from **/47%/** in 2013 over **/50,51%/** in 2014 to **/54,35%/** in 2015.

Since 2014 there is an **increase of **+3,84%/**** of women on part time managerial responsibilities. **Since 2013** the **increase** is even higher ****+7,35%/****.

The most positive examples can be found in France almost ****+17%/**** (****+16,99%****) and the UK ****+8,44%/****. On the other hand, there is a negative trend in Luxemburg ****-20,5%/**** and Austria ****-16,67%/****.

Chart 11 – Share of women Part time and Part time with managerial responsibilities



Equal opportunities measures

Most popular **measures to improve work-life balance** are **flexible working time /80,8%/** - (compared to 64,9% in 2014), **reduced weekly working time /73,1%/** - (compared to /67,6%/ in 2014) and **Sabbaticals /80,8%/** - (compared to /94,6%/ in 2014).

Teleworking is forthcoming /38,5%. Furthermore there is an important support in finding child care facilities /34,6%/ and in organizing care for other (elderly) family members /34,6%/. Company own child care /23,1%/ also makes progress.

For **ÖBB**, Austria, there was an opening of two kindergartens with orientation in MINT subjects (Math, Informatics, Natural sciences and Technology)

For **SNCF**, France, there is an experiment of nurseries for emergency babysits when employees request them

Chart 12.1 – Measures to improve work-life balance - 2015

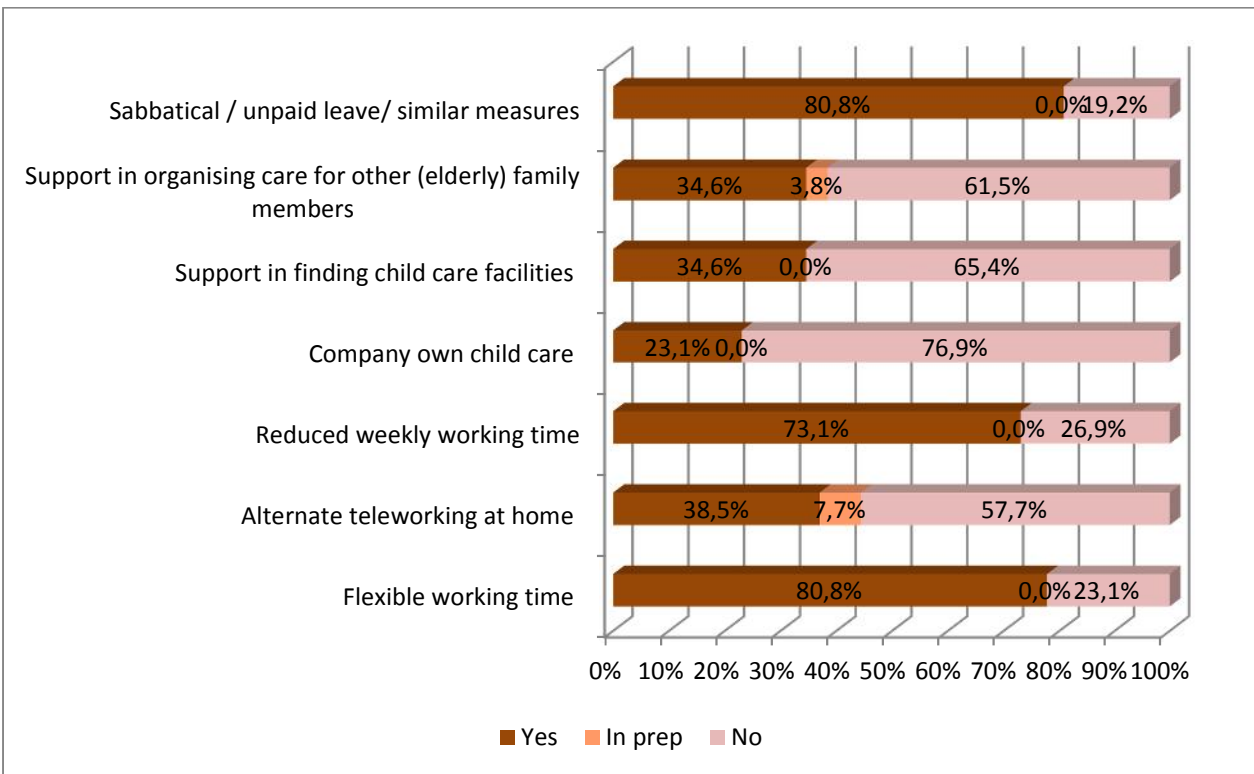
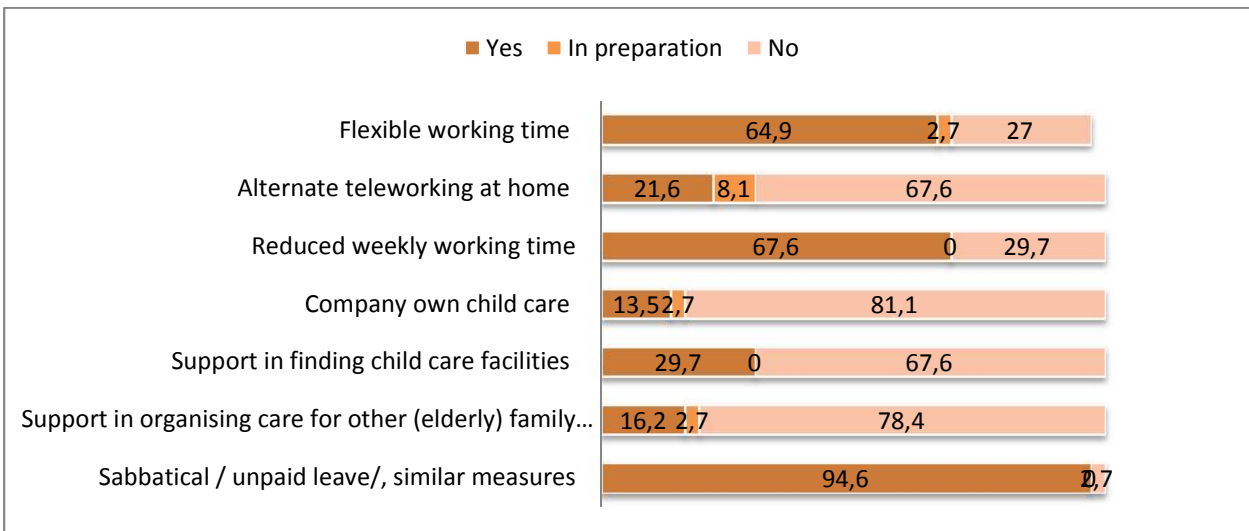


Chart 12.2 – Measures to improve work-life balance – 2014



To promote women employment and career development, most companies rely on **Initiatives to improve health and hygienic conditions /76,9%/** - (compared to /59,5%/ in 2014), **Training of human resources personnel and managerial staff /69,2%/** - (compared to /51,4%/ in 2014) and **Review of recruitment procedures /57,7%/** - (compared to /40,5%/ in 2014).

For **ÖBB**, Austria, there is coaching for women in managerial positions. Furthermore, there are partnerships with the Public Employment Service Austria for the training and qualification as locomotive drivers.

For **SNCF**, France, there is an event 'The diversity week' around march 8th (international women's day). But there is also a 3rd girls day. Furthermore SNCF has developed a diversity guide 'Living together' and a training of managerial staff and their teams for including women on technical jobs.

Chart 13.1 – Measures to promote women employment and career development - 2015

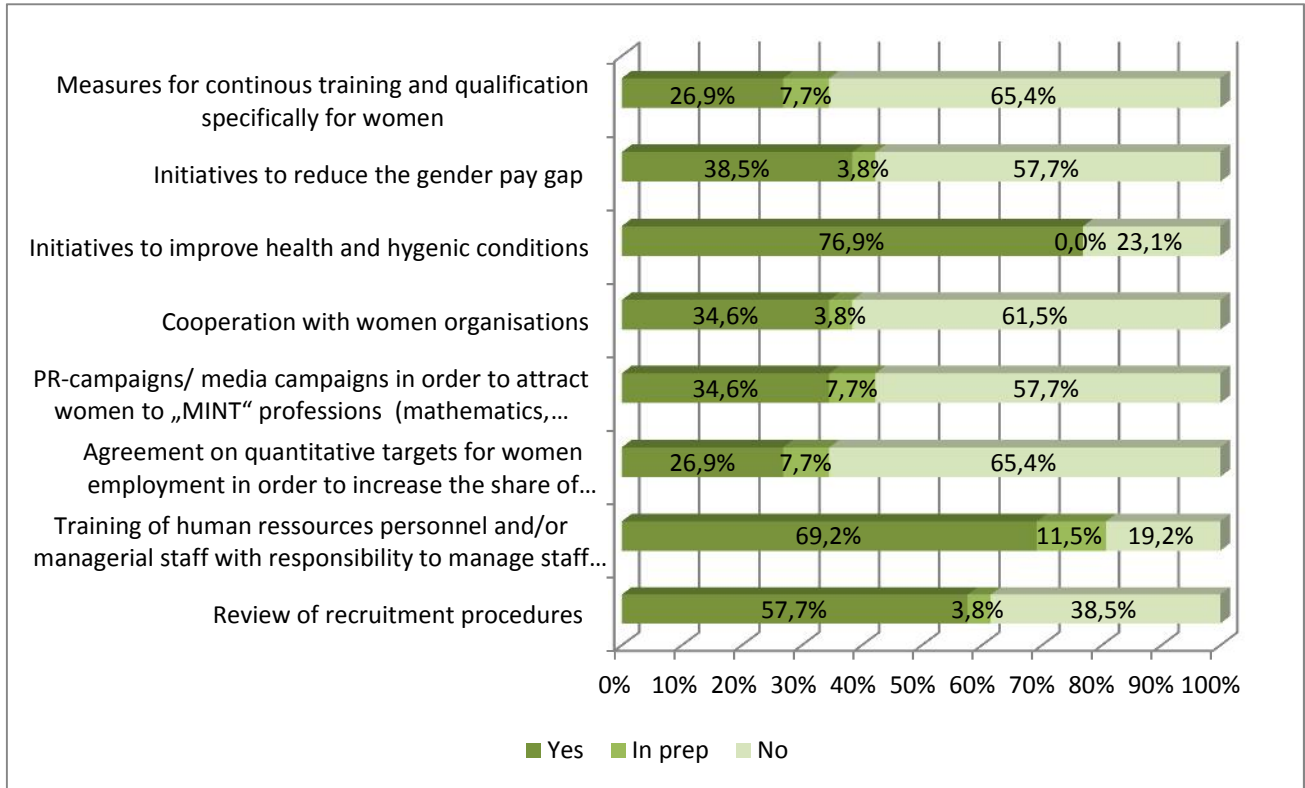
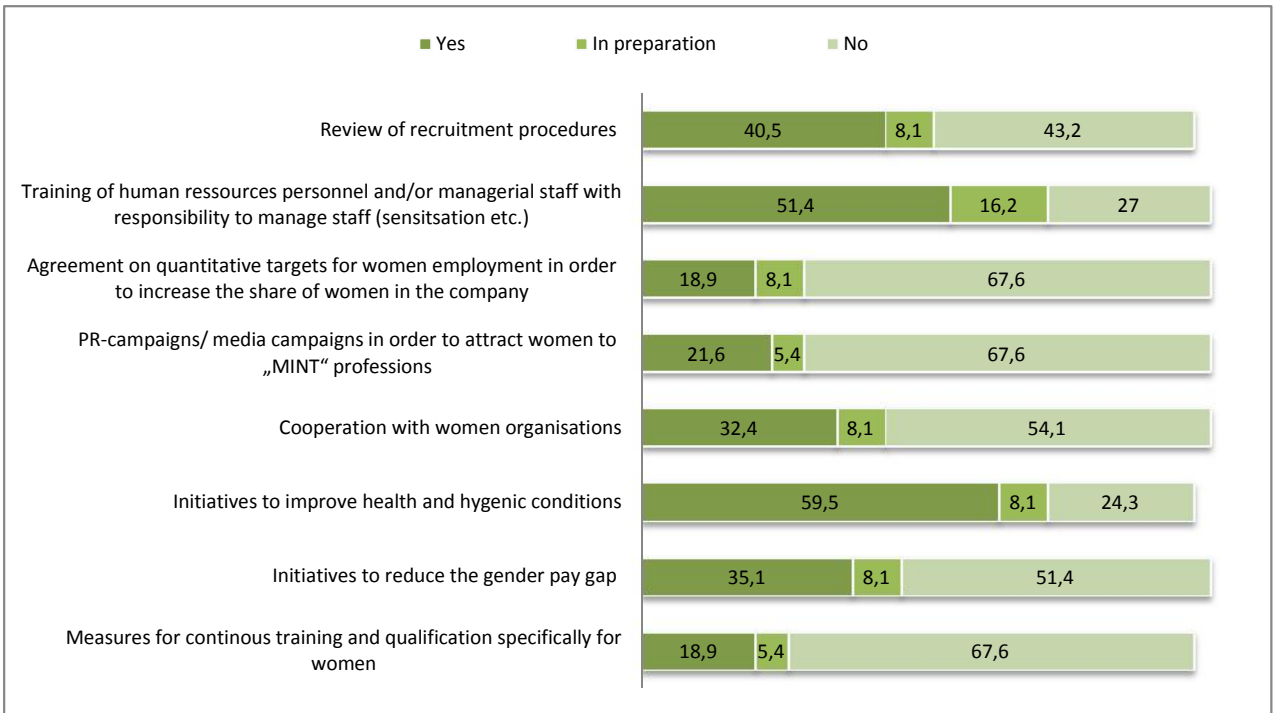


Chart 13.2 – Measures to promote women employment and career development – 2014



Regular reporting on the situation of women is applied at about **/46,2%/** - (compared to **/48,6%/** in 2014) of the companies as a **general equal opportunity measure**.

There is a remarkable progress **/38,5%/** of companies organizing **PR and media campaigns** (compared to **/29,7%/** in 2014) and having a **specific equal opportunities department or unit** (compared to **/21,6%/** in 2014). Furthermore **/34,6%/** - (compared to **/40,5%/** in 2014) of the companies has a membership in external networks or associations promoting equal opportunities.

FS Group, Italy, is a partner of Valor D, an association created to improve women’s leadership in some Italian big companies. Furthermore they have a stakeholder engagement ‘Diversity Management’ and a connected internal/external website communication.

ÖBB, Austria, participates at career fairs (‘job and career for women’) and has partnerships with universities.

Chart 14.1 – General equal opportunities measures - 2015

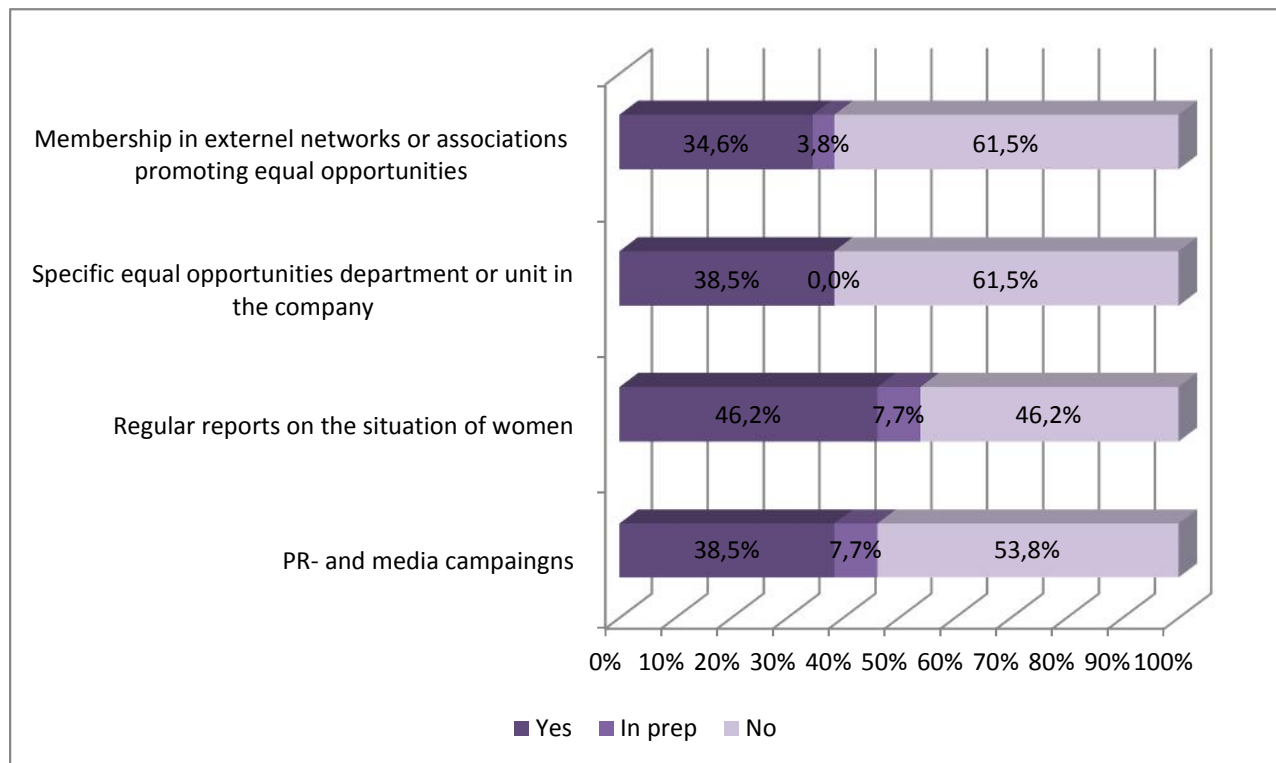
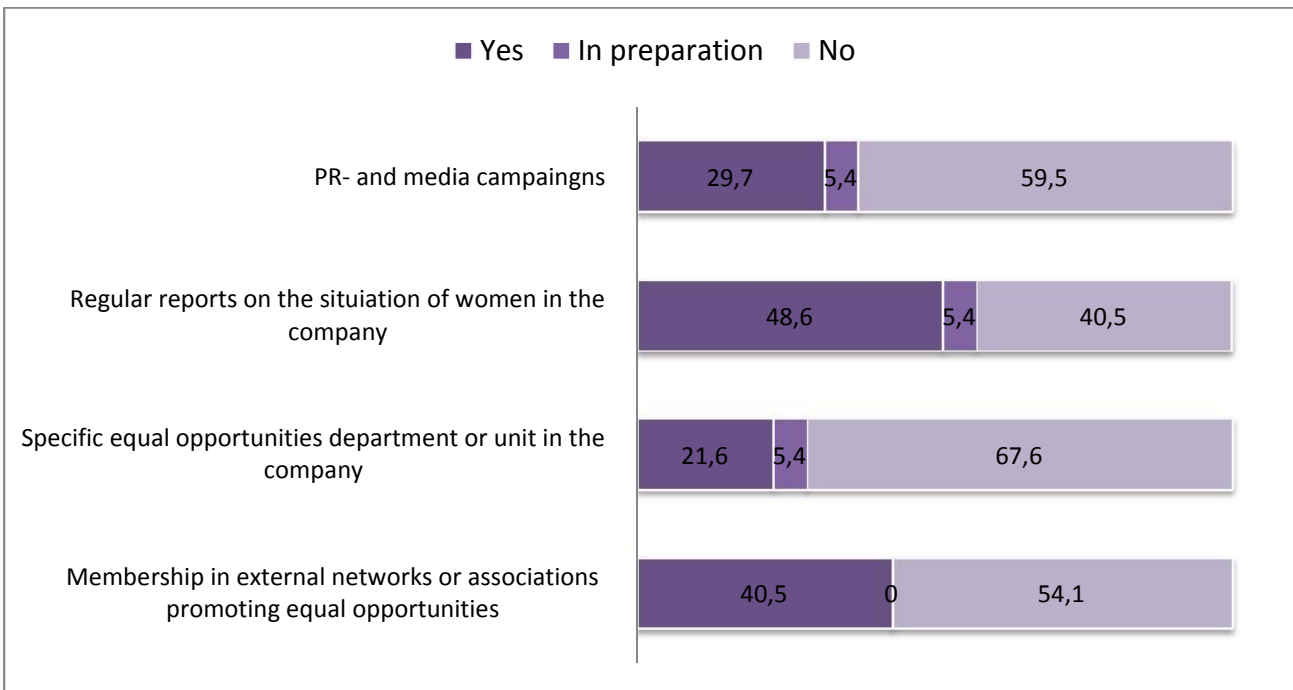


Chart 14.2 – General equal opportunities measures – 2014



Brussels, 04th of October 2016