



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**<sup>1</sup>) 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 2007<sup>2</sup> 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<sup>th</sup> November 2013.

### Methods

A quantitative survey, directed to all CER members, was conducted between June and September 2014. Data was reported from December 2013.

In total 38 railway companies and one employers' association from 21 countries returned completed questionnaires. 17 companies from 15 countries are comparable for 2013 and 2014.

The 2010 and 2013 surveys answered 10 of the 39, but data is not comparable due to lack of details by country for 2010 with the exception of total share of women.

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<sup>1</sup> Internet link WIR project: <http://www.itfglobal.org/etf/etf-3556.cfm>

<sup>2</sup> Internet link Joint Recommendations: <http://www.itfglobal.org/etf/etf-cer-recommendations.cfm>

The number of employees of the companies participating in the survey is 887 300. The number of employees working for the comparable companies is 759 661.

**Table 1 - Participating companies**

Abellio Greater Anglia, UK	MZ, FIROM
Arriva Sverige AB, Sweden	Merseyrail Electric, UK
ATOC (Association of Train Operating Companies), UK	Network Rail ,UK
BLS*, Switzerland	Northern Rail, UK
BDZ – Cargo, Bulgaria	NRIC*, Bulgaria
BDZ – Holding, Bulgaria	NSB, Norway
BDZ Passenger, Bulgaria	ÖBB*, Austria
CFL*, Luxembourg	PKP LHS, Poland
CFR-SA*, Romania	PKP Polskie Linie Kolejowe, Poland
CP*, Portugal	PKP Cargo*, Poland
DB*, Germany	SBB*, Switzerland
Eastcoast Trains, UK	SNCF*, France
FS Group*, Italy	Stagecoach South Western Train, UK
CFTA Puy de Dome, FR	Svenska Tågkompaniet AB, Sweden
HŽ Infrastructura, Croatia	SŽ*, Slovenia
HR Rail – NMBS - Infrabel *, Belgium	TCDD*, Turke
HECTOR RAIL, Sweden	ZSSK*, Slovakia
Infranord AB, Sweden	ZSSK Cargo*, Slovakia
JSC,- Lithuania	ŽS*, Serbia
London Overground Rail Operations, UK	

\* Comparable companies / 2013 - 2014/

## Summary

The average share of women in the participating railway companies shows slight progress – it is **19,8%** - similar to the share of 20% in 2010 and a bit higher than 19,5% in 2013. Since 2010, the proportion of women in the 10 comparable countries has increased with 1%.

Most considerable is the share of women among on board personnel – 30,6%, followed by the fields of traffic management /20,3%/, management /19%/ and engineering /17.2%/. Although companies who joined the 2014 research from Sweden, UK and Norway showed remarkably good figures of women locomotive drivers /SE- 21%, UK - 5%, NO – 6%/ the general representation of women in this professional group is very low – 2%.

Additionally, the result from the 17 compared companies for 2013 – 2014 shows:

- An increase of women’s share among engineers /2,2%/, on-board personnel /1,6%/, overall employees with managerial responsibilities /0,6%/ and locomotive drivers /0,1%/;

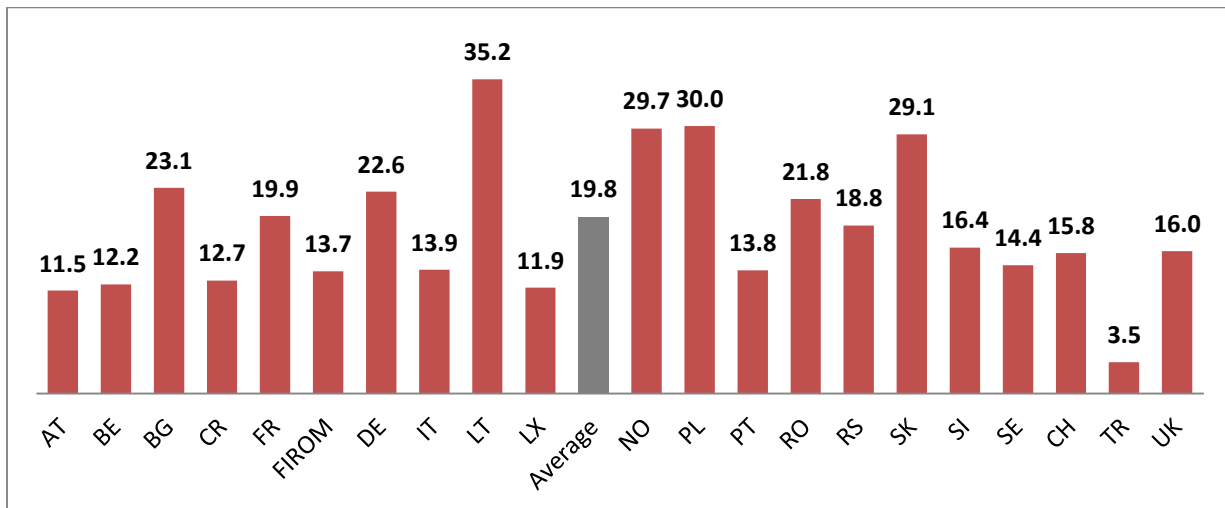
- A decrease of women in vocational training /0,8%/ and in middle management /0,3%/;
- The level of female employment in traffic management remains unchanged /17%/.

Flexible working time, reduced working time and sabbaticals 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, awareness raising measures for HR and managerial staff and review of recruitment procedures. Almost 50% of the companies report on a regular basis the situation of women.

### Average share of women

The average share of women in the railway companies participating in the research is **19,8%**. **The result shows slight increase of 0.3% since 2013**, when the average share of women was 19,5%. Figures by comparable companies /17/ confirm the increase of 0,3% /2013 – 18,9%, 2014 – 19,2%/ . There is an overall difference between the representation of women in Western Europe – 19,1% and Eastern Europe /incl. TR/ - 22,5%. Best represented are women in Lithuania /35,2%/ and Poland /30%/ , followed by Norway /29,7%/ and Slovakia /29,1/. Above the average is also the share of women in Bulgaria /23,1%/ , Germany /22,6%/ , Romania /21,8%/ and France /19,9%/ . Least women work at the Turkish railways – only 3,5%.

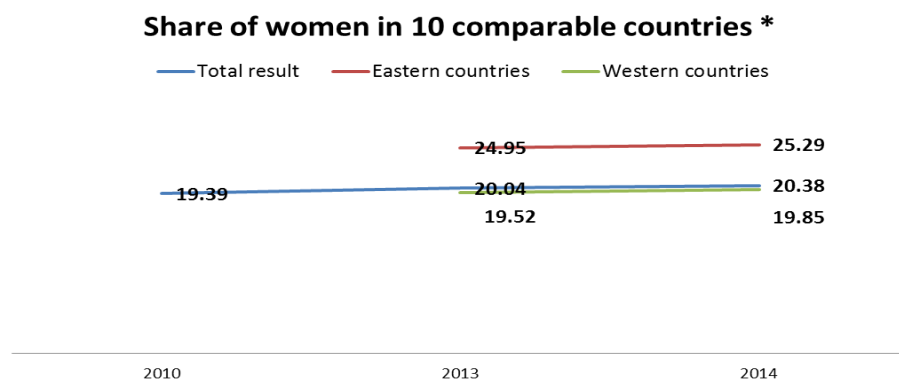
**Chart 1 - Share of women per country**



Increasing proportion of women in comparison with 2013 can be seen in Switzerland /+ 1,4%/ , Luxemburg /+ 0,6%/ , Belgium /+0,6 %/ and France /+0,3 %/ , while in Slovenia and Portugal the number of women is decreasing /respectively 0,7 % and 0,9 %/.

Since 2010, the women's share in 10 comparable countries has increased with 1%.

**Chart 2 - Share of women in 10 comparable countries since 2010**



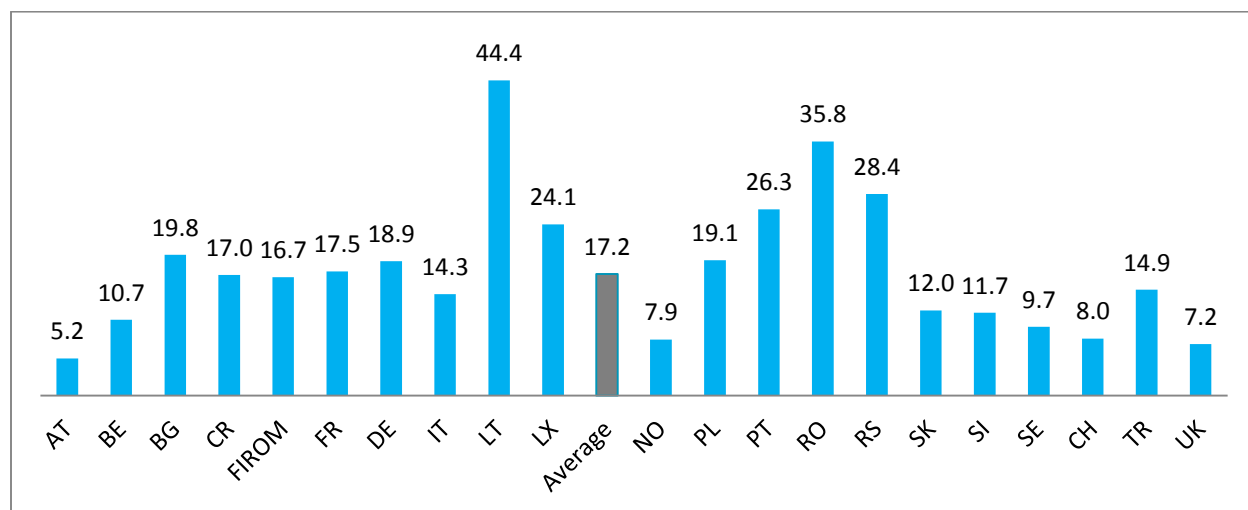
\*Austria, France, Germany, Italy, Lithuania, Poland, Portugal, Romania, Slovenia, Switzerland.

For the four-year period increasing shares of women can be observed in Austria /+2,9 %/, France /+0,8 %/, Germany /+1,7 %/, Italy /+0,6 %/ and Slovenia /+2,8 %/.

### Share of women engineers

The average share of women **engineers** is 17,2%. Considerably higher is their percentage in Lithuania /44,4%/ and in Romania /35,8%/. Among the comparable companies /17/ female employment in this professional group has increased by 2,2% - from 15,5% in 2013 to 17,6% in 2014. Significant is the advance of Belgium /+8,7%/, France /+7%/, Portugal /+4.9%/ and Luxemburg /+3,8%/.

**Chart 3 - Share of women – engineers**



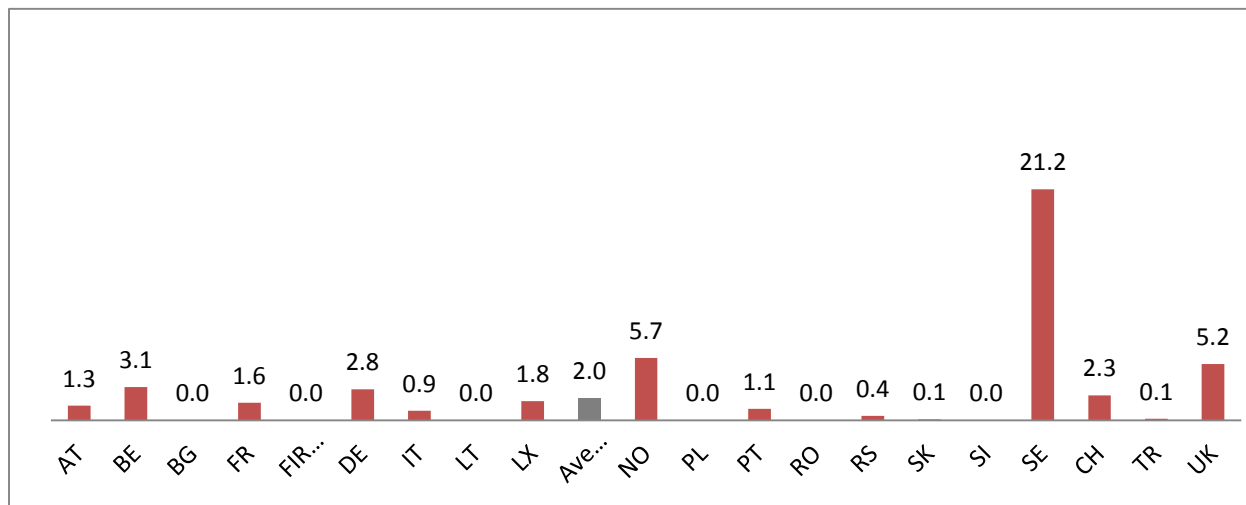
*Remark - Due to different interpretation of “engineer”, inaccuracy in data is possible.*

### Share of women locomotive drivers

Representation of women among **locomotive drivers** is very low – only 2%, although the companies who joined the present research from Sweden, UK and Norway showed remarkably

good figures /SE- 21%, UK - 5%, NO – 6%/. Above the average are also Belgium /3,1%/, Germany /2,8%/ and Switzerland /2,3%/. Among the comparable companies, figures show a positive breakthrough of 0,1%. Progress since 2013 can be observed in Luxemburg /+1%/, Germany /+0,3%/, Switzerland /+0,3%/ and Belgium /+0,2%/. Still, in many countries – Bulgaria, FIROM, Lithuania, Poland, Romania and Slovenia, there are no women locomotive drivers at all.

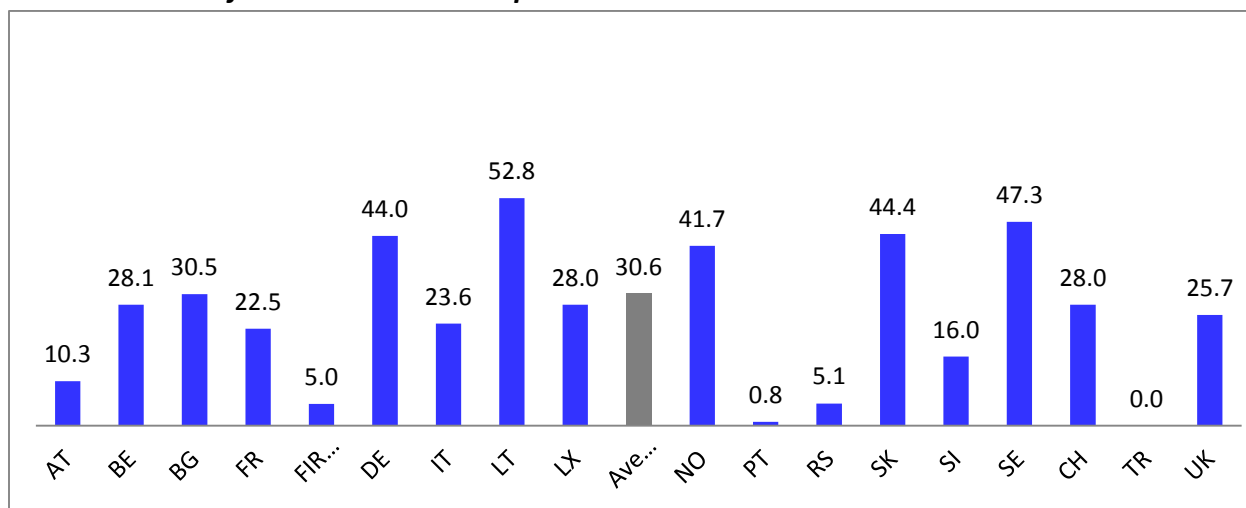
**Chart 4 - Share of women – locomotive drivers**



**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 30,6% of on board personnel is composed of women. Among comparable companies /17/ women’s share has increased by 1,6% since 2013 /2013 – 28,4%, 2014 – 30%/. Women’s representativeness has risen in Luxemburg /+ 2,8%/, Belgium /+ 1,8%/, Austria /+ 1,5%/, France /1,4% and Germany + 1,3%. In Turkey, only men work on board the trains.

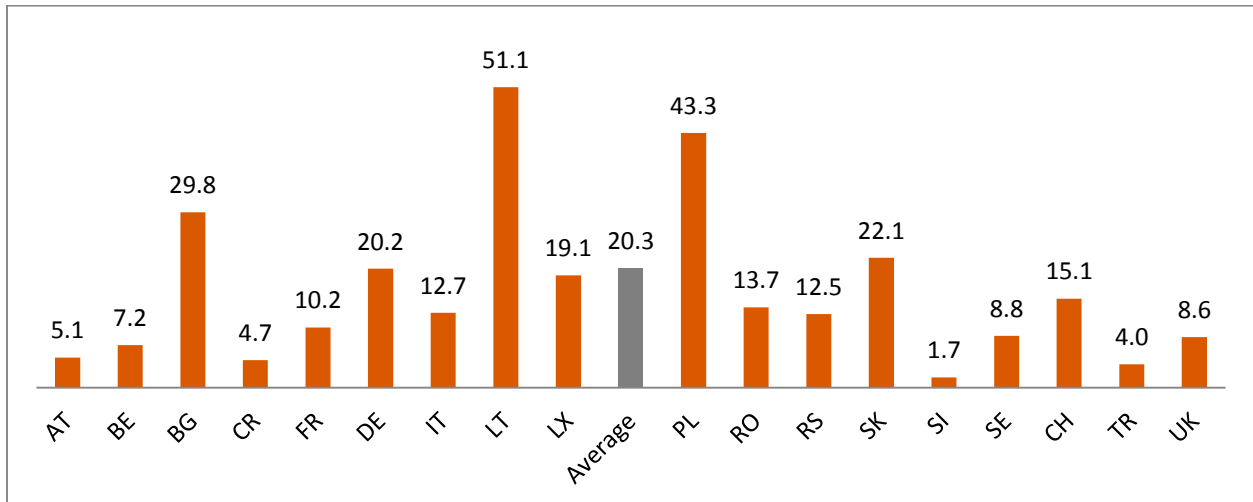
**Chart 5 - Share of women in on-board personnel**



## Share of women in traffic management

20,3% of **traffic management** personnel consists of women. Despite the increase of the women's share in traffic management in some countries such as Switzerland /+ 5,4%/, Belgium /+ 1,1%/, Luxemburg /+ 2,1%/ and Germany /about 1%/, in comparable companies /17/ the level of female employment remains unchanged /17%/.

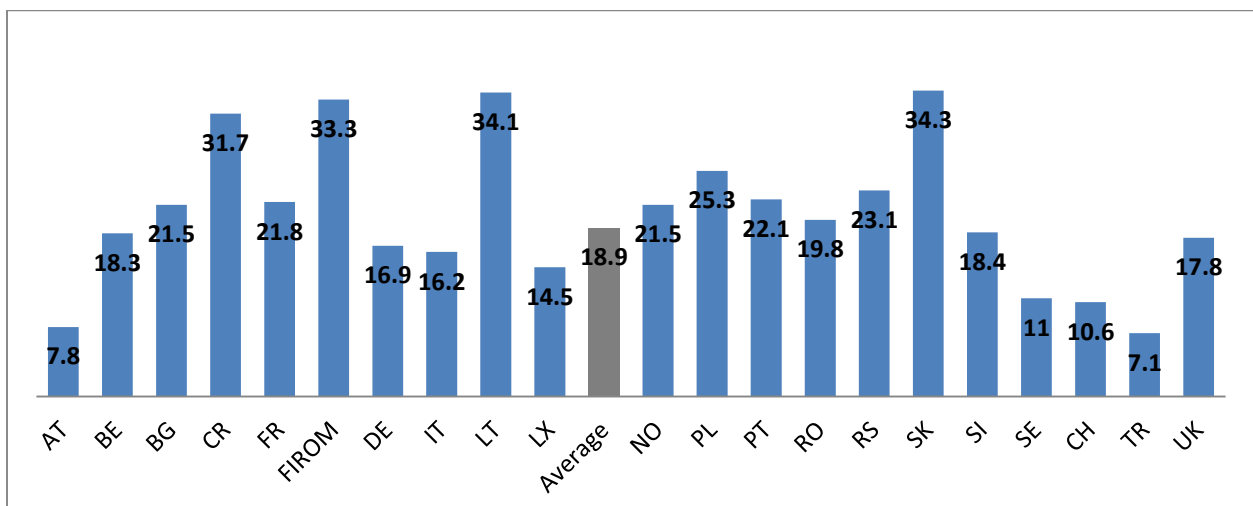
**Chart 6 - Share of women in traffic management**



## Share of women in Management

The share of women on **managerial positions** among all respondents is 19%. Best represented are women managers in Slovakia – 34,3%, Lithuania – 34%, FIROM – 33,3% and Croatia – 31,7%. Better represented in this occupational group are women from Eastern countries – 25%, while in Western countries they are 18%. Among comparable companies /17/ there is a progress of only 0,6%. More significant is the increase in Romania /+4,3%/, Serbia /+3%/ and Austria /+1%/. A disturbing reduction was registered for Slovenia /4,9%/ and Slovakia /2%/.

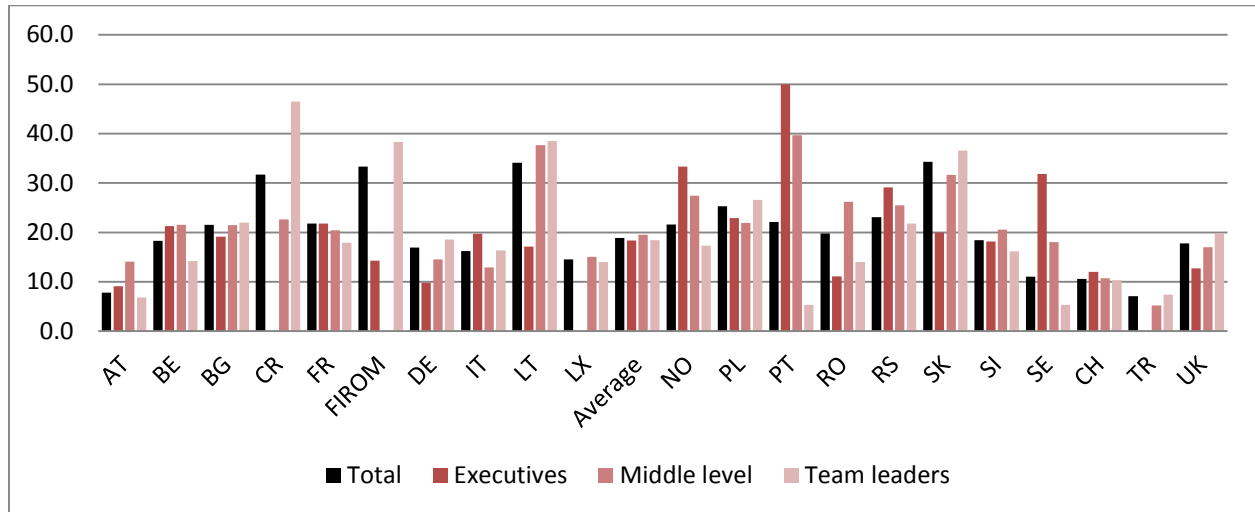
**Chart 7 - Share of women – Management**



Looking at the positioning of women in the different levels of management - top, middle and low /team leaders/, it is noteworthy that:

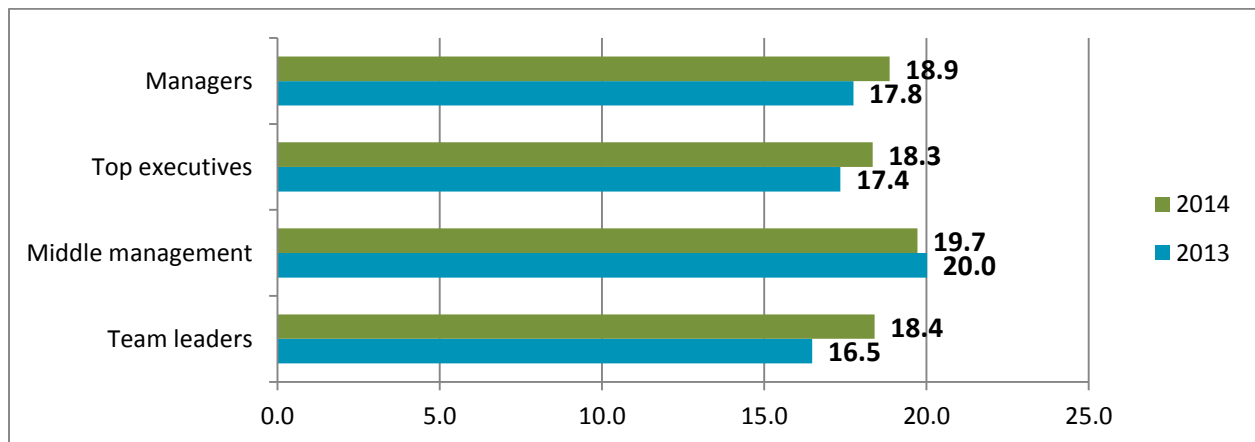
- Most women managers have authority on a middle level – 20%, followed by team leaders – 18,4% and top level – 18,3%.
- In Croatia, Luxembourg and Turkey there are no women executives.
- Compared to the average figures, significant is the proportion of women executives in Portugal – 50%, Norway – 33,3% and Sweden – 31,8%.

**Chart 8 - Share of women in Management by country – Total, Executives, Middle level and Team leaders**



Comparing 2013 and 2014 data, the results disclose an overall positive trend – women have taken another 1,1% of the managerial positions. In terms of the managerial levels the biggest breakthrough of about 2% has been made in the group of top executives. On the other hand, in 2014 there are 0,3% less women in the middle management.

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

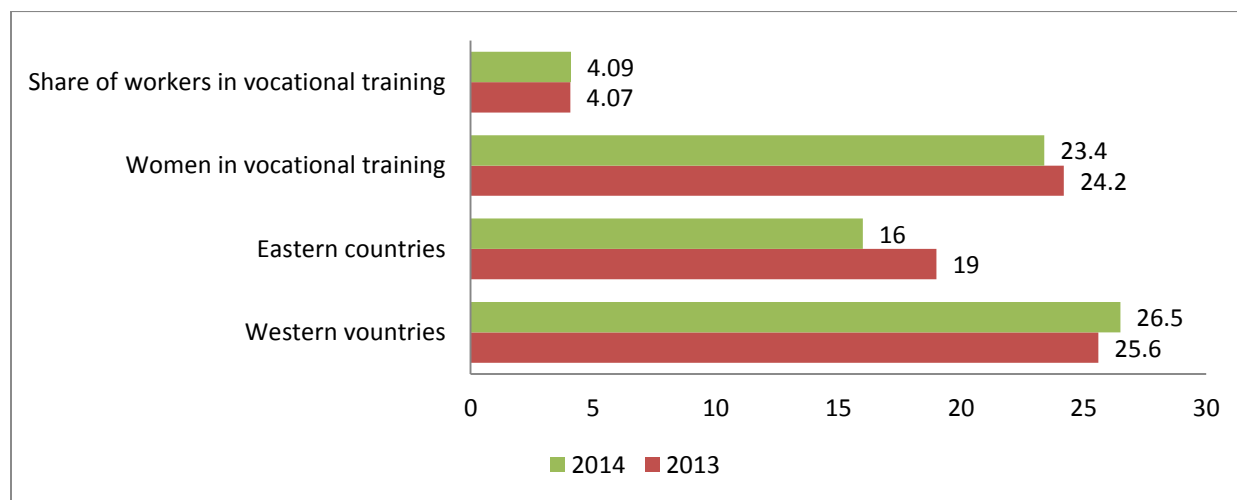


Remark - Due to different interpretation of management levels, inaccuracy in data is possible.

### Share of women on Vocational training

Although the percentage of workers who undergo **vocational training** in comparable companies /15/ has remained stable /4%/, there was a reduction of women in this group of about 1%. More precisely, this drop is due to the decline in Eastern companies /2013 – 19%, 2014 – 16%/, while in Western companies there was an increase of about 1%. /2013 – 25,6%, 2014 – 26,5%/.

**Chart 10 – Comparable Share of women on Vocational training**



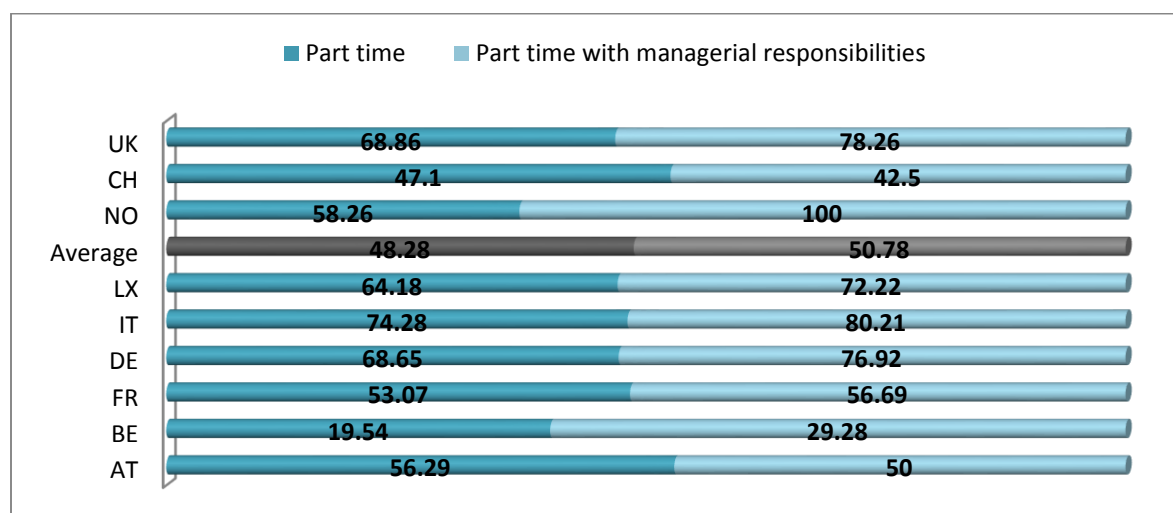
Remark - Due to different interpretation of “vocational training”, inaccuracy in data is possible.

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

The overall share of women, who work **Part time** is 48,3%, while in 2013 it was 51%. On the other hand, the number of women from this group who have managerial responsibilities has expanded from 47% in 2013 to – 50,8% in 2014. Same is the situation within the comparable companies /8/ as the result shows an increase of 2,5% /2013 – 47,4%, 2014 – 49,9%/. Most positive examples can be found in Luxemburg and Germany, where the number of women managers on part time has increased by 5,6% /Luxemburg/ and 4,6% /Germany/.



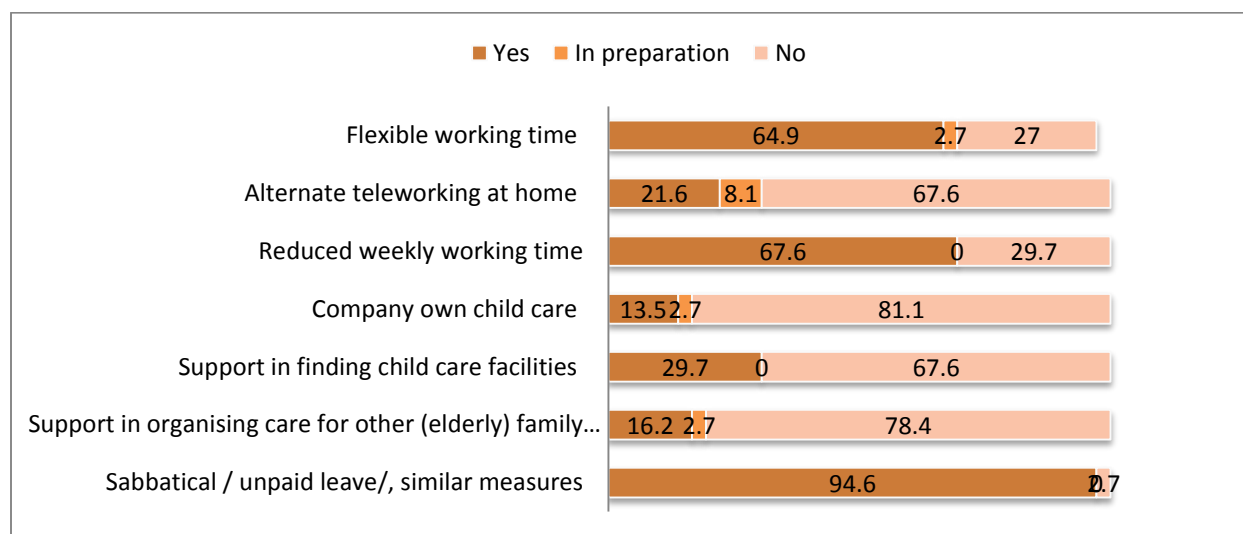
**Chart 11 – Share of women Part time and Part time with managerial responsibilities**



**Equal opportunities measures**

Most popular **measures to improve work-life balance** are Sabbaticals – 94,6%, Reduced weekly working time - 67,6%, and Flexible working time – 64,9%. Teleworking is forthcoming.

**Chart 12 – Measures to improve work-life balance**

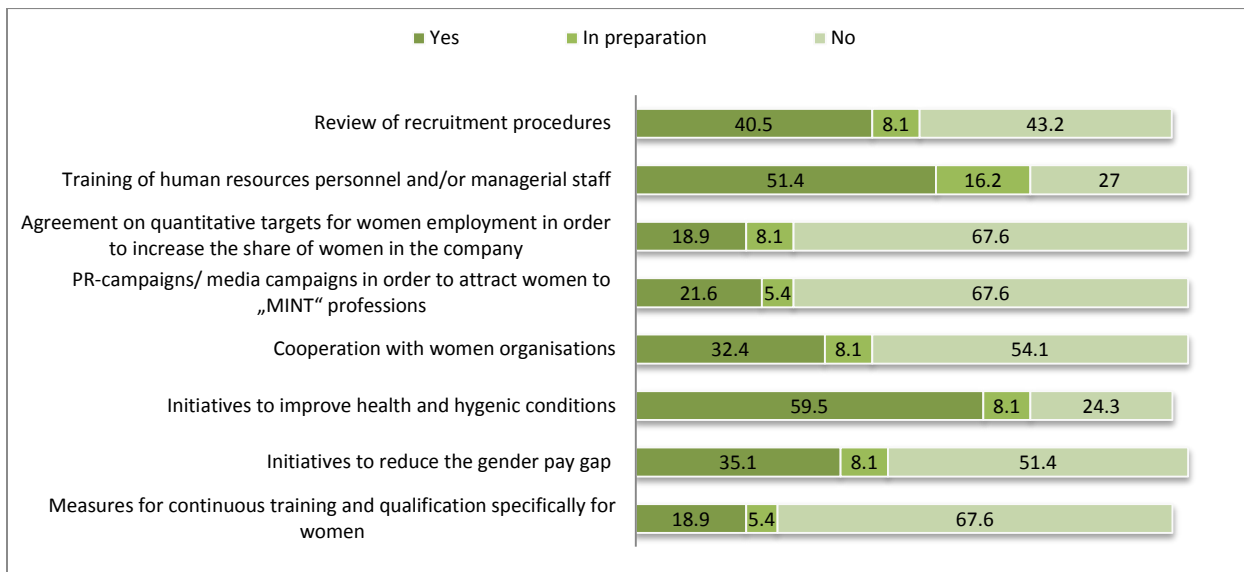


*Within this group of measures, **Abellio Greater Anglia/ UK/** offers childcare Vouchers (through a tax efficient salary sacrifice scheme), employee Assistance program providing free and independent advice regarding childcare and work-life balance, a Competitive Maternity and Paternity Pay, up to 18 weeks unpaid parental leave per year and Emergency unpaid time off to care for a dependant.*

*In **Hector rail /Sweden/**, drivers who have children can ask for „better“ working time such as more day time and less night shifts.*

To promote women employment and career development, most companies rely on Initiatives to improve health and hygienic conditions /60%/, Training of human resources personnel and managerial staff /51,4%/ and Review of recruitment procedures /40,5%/.

**Chart 13 – Measures to promote women employment and career development**



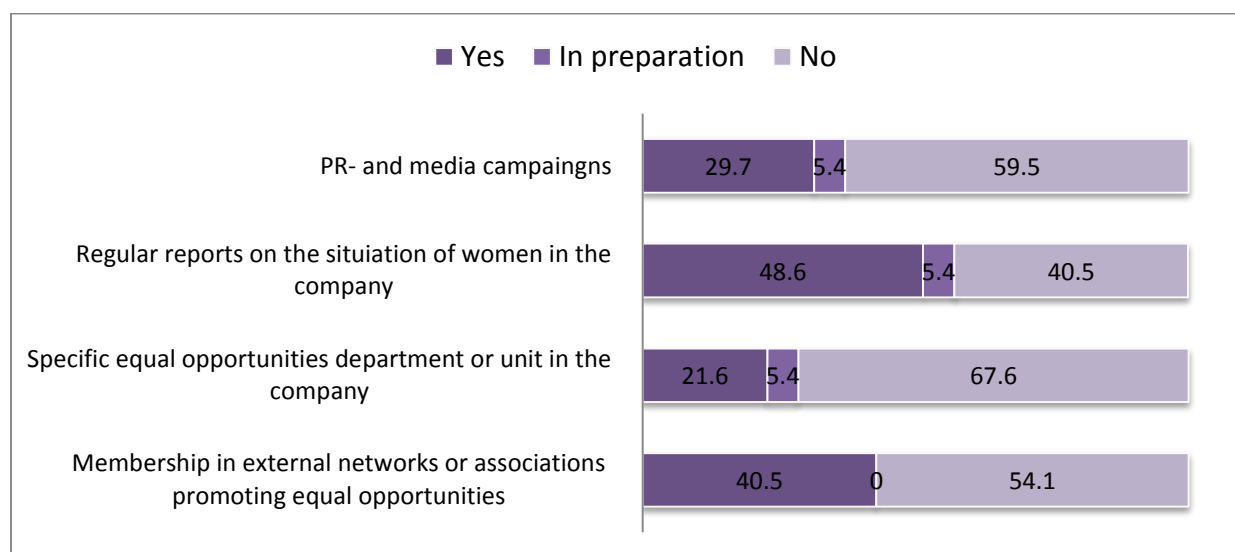
*At CP/Portugal/, CBAs and the career development regulation promote and assure equality.*

*Abellio Greater Anglia /UK/ has an active and distributed Equal Opportunities and Diversity Policy, which aims to eliminate discrimination and to promote equality and diversity. Through positive action recruitment processes the company targets recruitment of female staff which dimension is reviewed on a monthly basis. A Gender Pay Audit is intended to be introduced.*

*In addition to what was reported last year, SNCF provides a specific training for women with managerial responsibilities such as „To be and to manage“. A financial compensation is granted to the parents of young children who have an extra child care expenses related to a training initiated by the company.*

Regular reporting on the situation of women is applied at about 50% of the companies as a **General equal opportunity measure**. 40,5% of the companies are members of external networks or associations promoting equal opportunities. Almost 30% organise PR and media campaigns. Specific equal opportunities department or unit has been set in 22% of the respondent companies.

**Chart 14 – General equal opportunities measures**



**Abellio Greater Anglia /UK/ recently created a Diversity and Inclusion Forum to build more inclusive workplace for all. Since 2014 they are a member of National Inclusion week.**

Among all respondents, **Best practice on equal opportunity measures** has been identified – **Women in Rail network.**

Women in Rail was created in 2012 to provide networking opportunities and support for all women in the rail industry, promote rail as an attractive career choice and develop strategies for engaging young people to consider a career in the sector. The initiative comes from Angel Trains Ltd, member of ATOC (Association of Train Operating Companies).

The aims of Women in Rail are to improve diversity in the UK rail sector through:

- Establishing a robust networking platform: by bringing together women from across the UK rail industry and providing them with a forum to connect, meet like-minded women, share experiences and exchange ideas on issues relating to the rail sector;
- Providing a strong support network: by implementing a mentoring programme which provides a unique opportunity for women and young graduates in the rail industry to receive support and guidance from senior industry professionals and receive help with their careers and through regular workshops and seminars, helping women within the sector tackle the issues which they have identified as barriers preventing them from pushing themselves forward and realising their full career potential; and
- Campaigning for the rail industry: by devising initiatives aimed at positioning rail as an attractive career choice for young women and raising awareness to the benefits a career in rail can offer through presentations at schools, colleges and universities and discussing apprenticeships with key stakeholders.

Since its creation, Women in Rail has engaged with MPs to raise awareness to gender diversity within the industry and recently gave a well-received presentation to the All-Party Parliamentary Rail Group. Women in Rail has gained many supporters including influential figures in business, politics, the rail industry and media.

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