



## PRESS RELEASE

Brussels, 5 November 2021

# Women in Rail Agreement signed and ready for implementation

**Today, 5 November, the Community of European Railway and Infrastructure Companies (CER), representing railway sector employers, and the European Transport Workers' Federation (ETF), representing railway workers, officially signed the Women in Rail autonomous agreement aimed at promoting employment of women in the sector.**

After over 3 years of negotiations (interrupted due to COVID), a positive outcome has been reached thanks to the hard work and commitment of both delegations. CER's General Assembly adopted the agreement on 20 September and ETF's Railway Section adopted it on 27 October, leading to the final stage of the process: the official signing of the agreement which marks its entry into force.

This agreement aims to attract more women to the rail sector and give women more protection and guarantee equal treatment in the workplace thanks to numerous measures agreed under the headlines of general gender equality policy. These measures cover areas such as targets, how to attract more women to the sector, reconciling work and private life, promotion and career development, equal pay, health and safety and work environment and prevention of sexual harassment and sexism.

The agreement entered into force upon signing and companies now have 12 months to establish a gender and diversity policy with 24 months to implement it. The agreement will then be reassessed by both parties.

Joost Korte, Director General of DG Employment, and Charlotte Norlund-Matthiessen from Commissioner Valean's cabinet, who were both present during the signing ceremony, congratulated the delegations and warmly welcomed the agreement. They underlined that this is a major achievement and particularly significant as it has been accomplished during the European Year of Rail.

A short video produced by CER and ETF about the agreement can be viewed [here](#).



**FUTURE RAIL**

EUROPEAN YEAR OF RAIL 2021





**FUTURE RAIL**

 EUROPEAN YEAR OF RAIL 2021



**CER**

Cliona Cunningham  
CER Head of Communications  
Email: [cliona.cunningham@cer.be](mailto:cliona.cunningham@cer.be)  
Mobile: +32 472 48 75 98

The Community of European Railway and Infrastructure Companies (CER) brings together around 70 railway undertakings, their national associations as well as infrastructure managers and vehicle leasing companies. The membership is made up of long-established bodies, new entrants and both private and public enterprises, representing 73% of the rail network length, 76% of the rail freight business and about 92% of rail passenger operations in EU, EFTA and EU accession countries. CER represents the interests of its members towards EU policymakers and transport stakeholders, advocating rail as the backbone of a competitive and sustainable transport system in Europe. For more information, visit [www.cer.be](http://www.cer.be) or follow [@CER\\_railways](https://twitter.com/CER_railways) on Twitter.

**ETF**

Sabine Trier  
Deputy General Secretary  
Email: [s.trier@etf-europe.org](mailto:s.trier@etf-europe.org)  
Phone: +32 2 2854667

The European Transport Workers' Federation (ETF) represents 5 million transport workers from more than 200 unions in 41 European countries, in civil aviation, fisheries, inland waterways, maritime transport, ports and docks, railways, road transport and tourism. For more information, visit [www.etf-europe.org](http://www.etf-europe.org) or follow [@ETF\\_Europe](https://twitter.com/ETF_Europe) on Twitter.