

## 6th Annual Report

On the Development of  
women's employment in the  
European railway sector  
Data of 2018

Speaker: Claudia Kürzl /  
David Gansrigler

## BACKGROUND / METHODS

- Analysis of the employment situation of women in the railway sector
- Joint Recommendations from 2007
- Annual reports since 2012
- Quantitative survey
- All CER members were asked to report
- 28 railway companies from 21 countries answered



ÖBB  
Austria

HR Rail – NMBS – Infrabel  
Belgium

NRIC  
Bulgaria

SŽDC  
Czech Republic

České dráhy  
Czech Republic

DSB  
Denmark

VR Group  
Finland

SNCF  
France

DB  
Germany

GYSEV  
Hungary

MÁV  
Hungary

FSI  
Italy

JSC  
Lithuania

CFL  
Luxembourg

CFL Cargo  
Luxembourg

CP  
Portugal

CFR  
Romania

Infrastructure of Serbian  
Railways  
Serbia

SRBIJA VOZ JSC  
Serbia

ZSSK  
Slovakia

ZSSK Cargo  
Slovakia

ZSR  
Slovakia

Slovenske železnice  
Slovenia

ADIF  
Spain

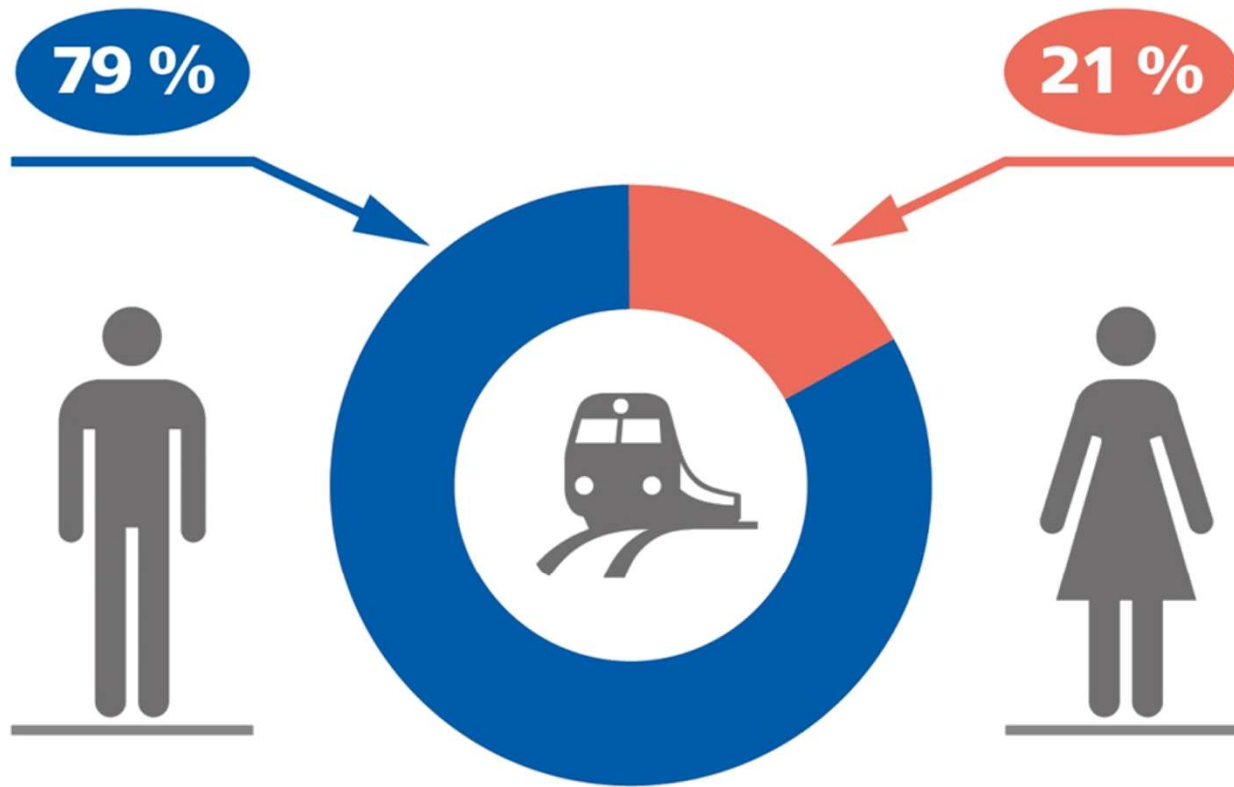
Arriva Sverige  
Sweden

Transdev Sverige  
Sweden

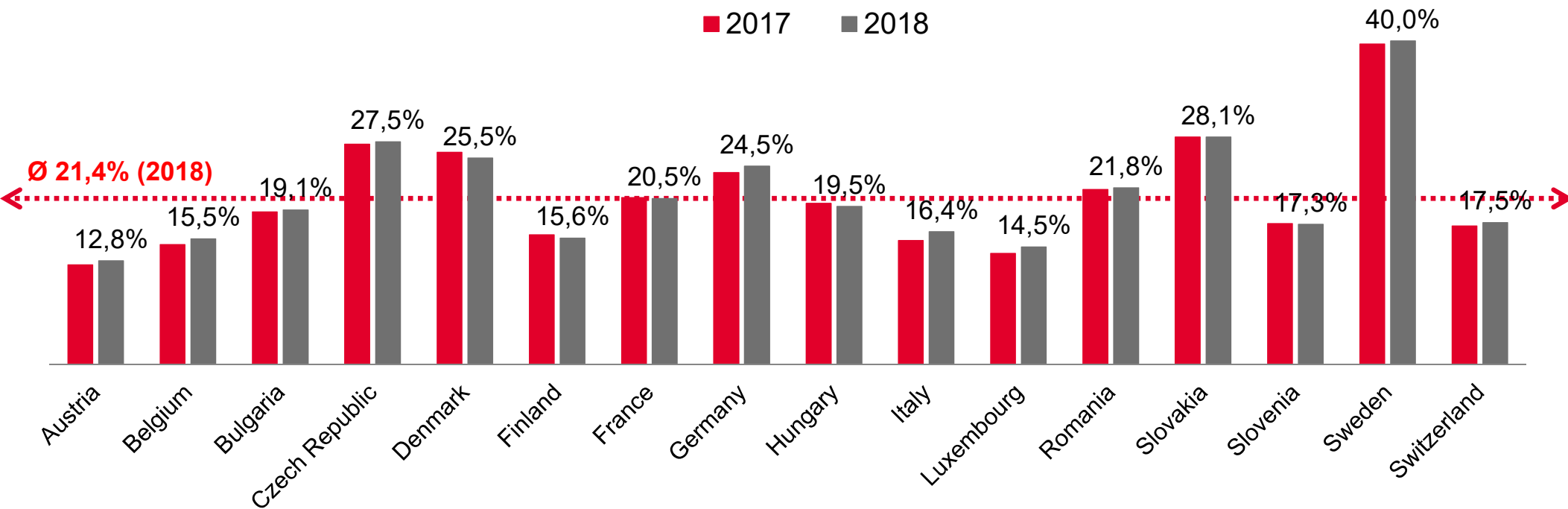
SBB  
Switzerland

Network Rail  
United Kingdom

# WOMEN IN RAIL SECTOR (2018)



# WOMEN IN RAIL SECTOR (2017-2018)

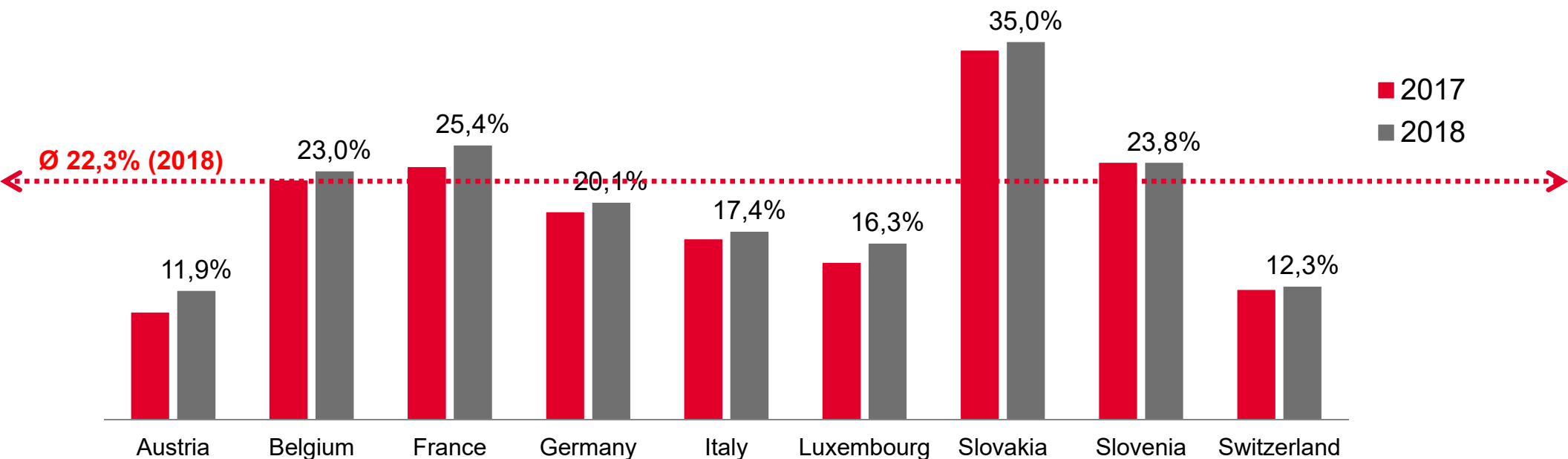


**2017 – 2018: + 0,5%**

**2012 – 2018: +3,4 %**

Austria=ÖBB	France=SNCF	Slovakia*=Zeleznica spolocnost Slovensko a. s. (ZSSK), ZSR (Railways of Slovak Republic), ZSSK Cargo
Belgium=HR Rail – NMBS – Infrabel	Germany=DB Group	Slovenia=Slovenske železnice, d.o.o.
Bulgaria=NRIC	Hungary*=GYSEV Zrt., MÁV Co.	Sweden=Transdev Sverige AB
Czech Republic=SZDC	Italy=FS Group	Switzerland=SBB AG - SBB Cargo AG
Denmark=DSB	Luxembourg=CFL	
Finland=VR	Romania=National Railway Company "CFR"-S.A.	

# MANAGERIAL RESPONSIBILITIES (2017-2018)



**2012 – 2018: +3,3%**

Austria=ÖBB

Belgium=HR Rail – NMBS – Infrabel

France=SNCF

Germany=DB Group

Italy=FS Group

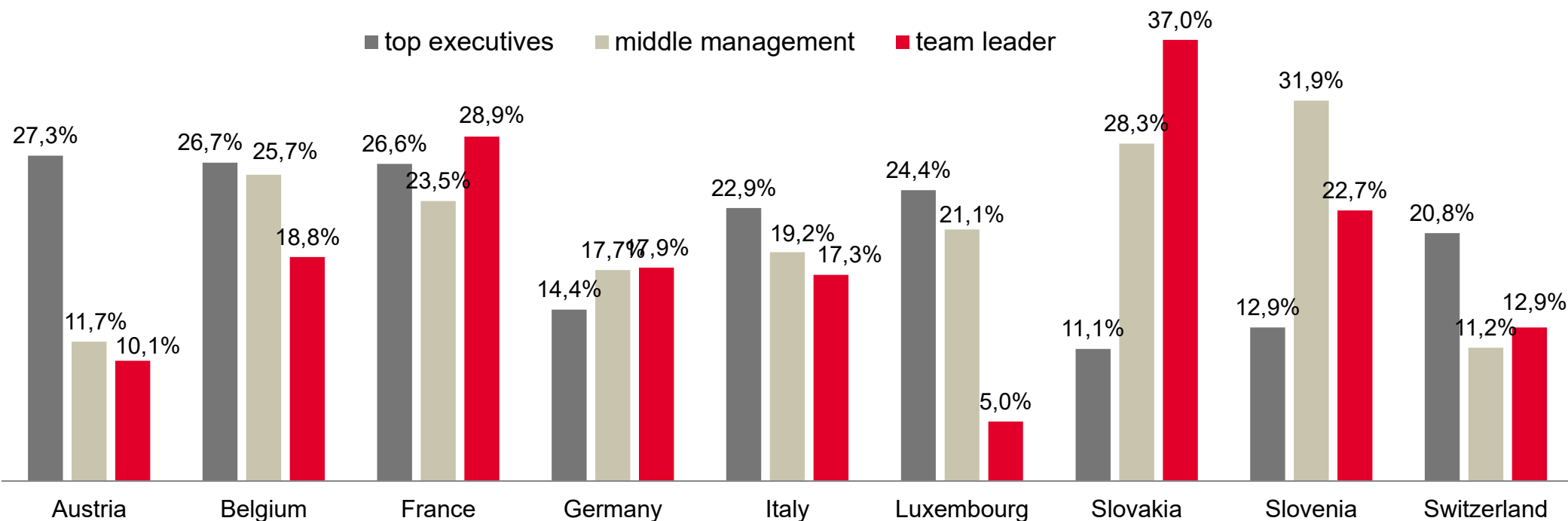
Luxembourg=CFL

Slovakia\*=Zeleznicna spolocnost Slovensko a. s. (ZSSK), ZSR (Railways of Slovak Republic), ZSSK Cargo

Slovenia=Slovenske železnice, d.o.o.

Switzerland=SBB AG - SBB Cargo AG

# SHARE OF WOMEN IN DIFFERENT LEVELS OF MGMT 2018



**TE: Ø 24,5%**

**MM: Ø 24,4%**

**TL: Ø 21,4%**

**Austria=ÖBB**

**Belgium=HR Rail – NMBS – Infrabel**

**France=SNCF**

**Germany=DB Group**

**Italy=FS Group**

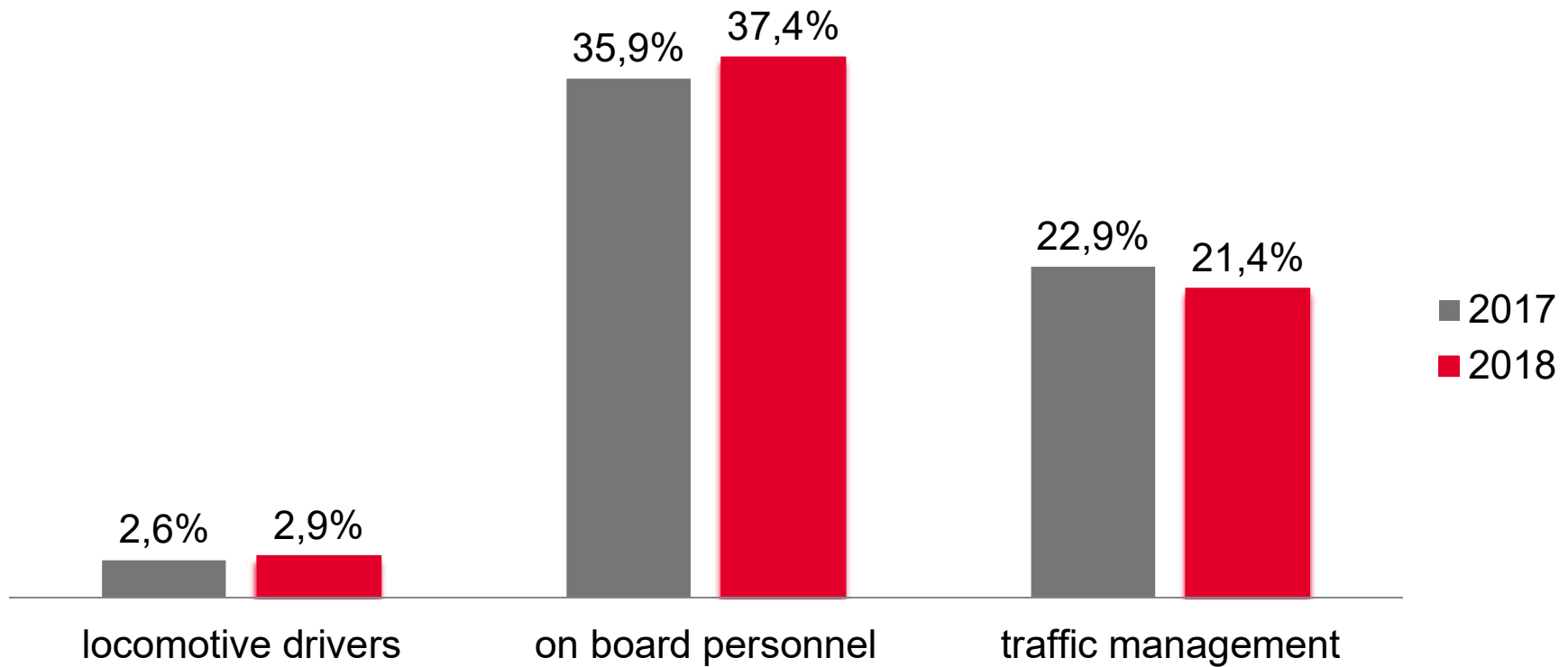
**Luxembourg=CFL**

**Slovakia\*=Zeleznicna spolocnost Slovensko a. s. (ZSSK), ZSR (Railways of Slovak Republic), ZSSK Cargo**

**Slovenia=Slovenske železnice, d.o.o.**

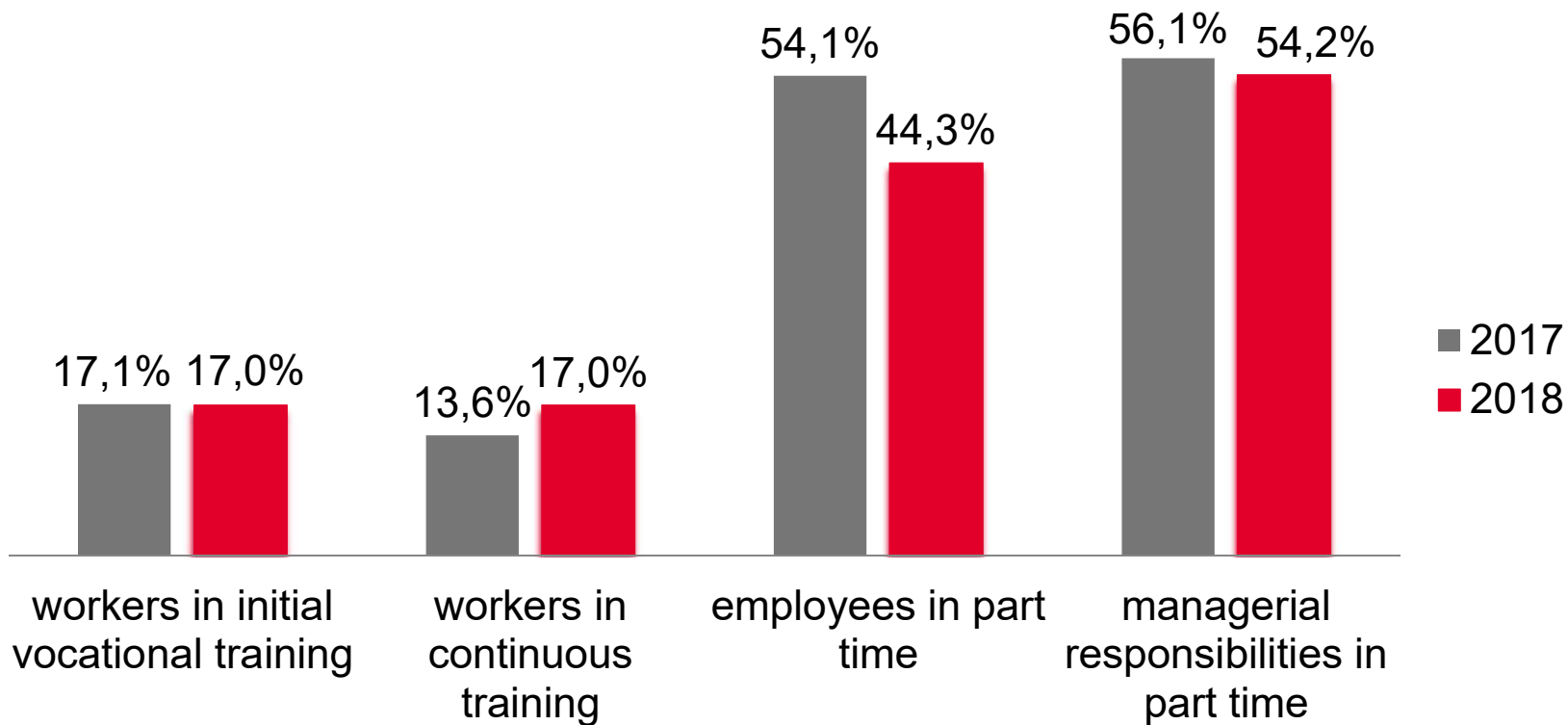
**Switzerland=SBB AG - SBB Cargo AG**

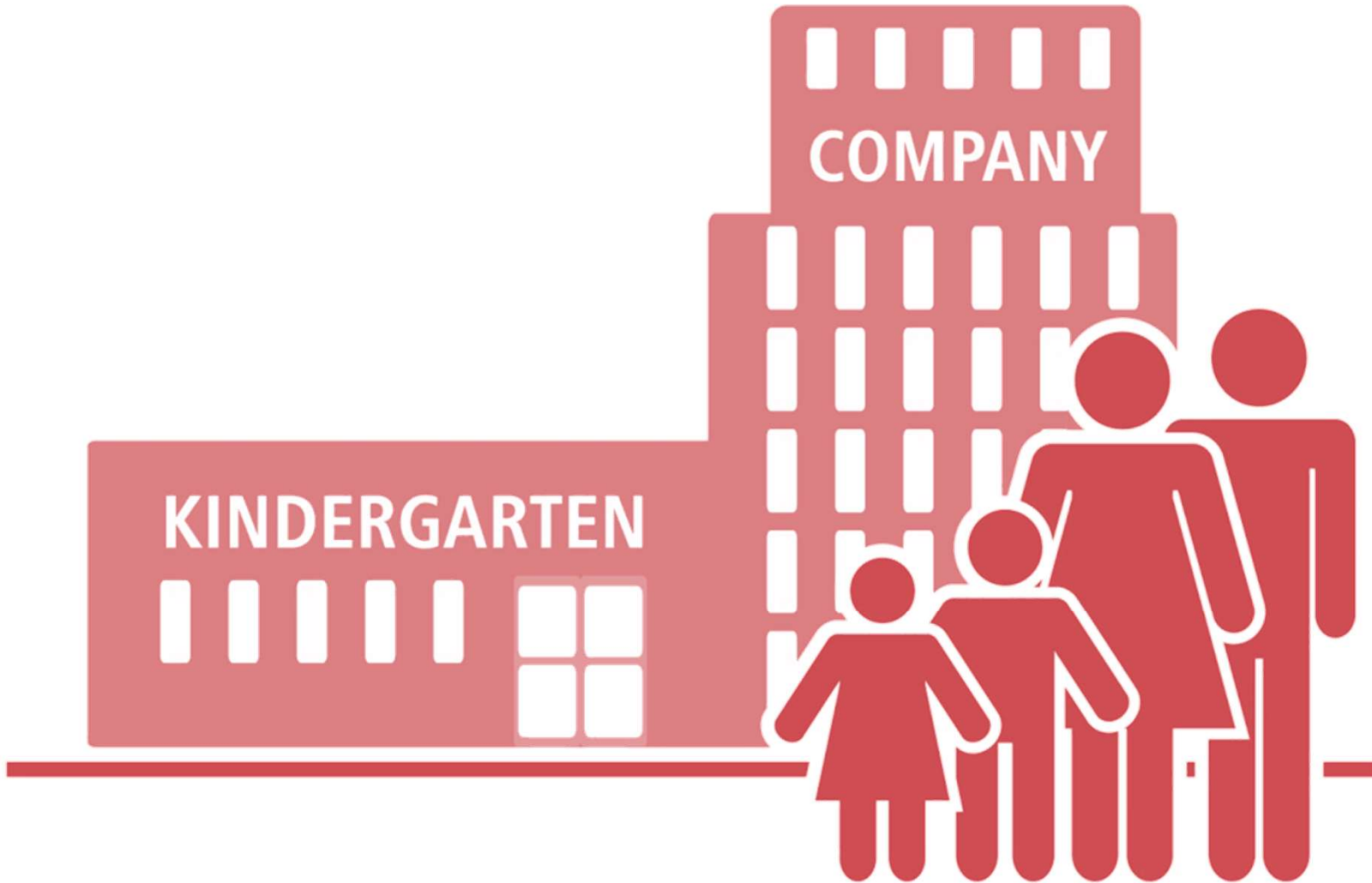
# SHARE OF WOMEN IN DIFFERENT PROFESSIONS (2017-2018)



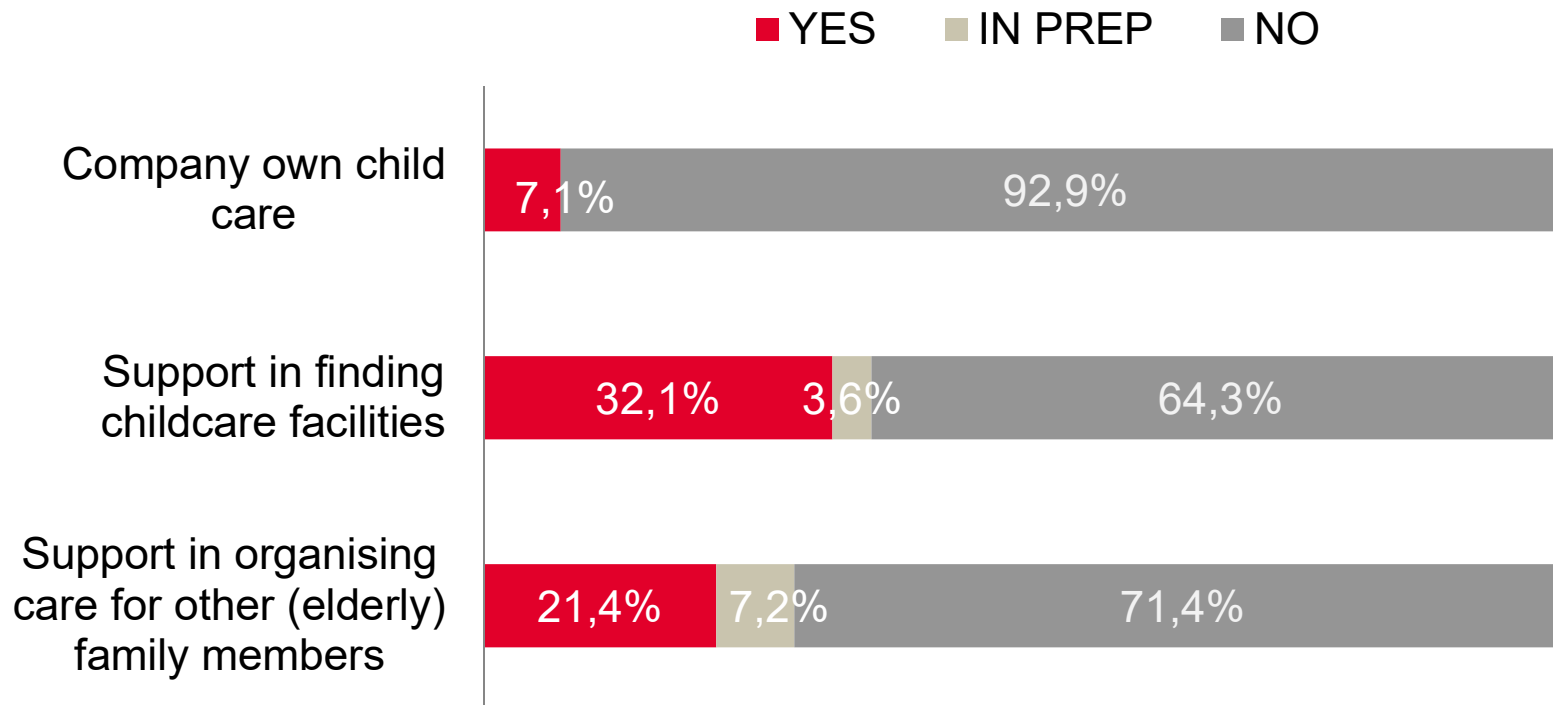


# WORKERS IN INITIAL VOCATIONAL & CONTINUOUS TRAINING; PART TIME (2017-2018)





# MEASURES TO IMPROVE WORK-LIFE-BALANCE



# MEASURES TO PROMOTE WOMEN EMPLOYMENT AND CAREER DEVELOPMENT

■ YES ■ IN PREP ■ NO

