



Annual report on the development of women's employment in the European railway sector

Brussels, 1th December 2017

Aims and methods



Aims

- To gain an overview of the representation of women in European rail enterprises
- To follow the impact of JR from 2007
- To compare the development since 2010

Methods

- Quantitative survey for CER members /4th survey/
 - Data reported from December 2015
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Participating companies



Abellio Greater Anglia , UK	PKP Cargo, PL
BDZ Passenger, BG	PKP LHS, PL
CFR-SA, RO	PKP Polskie Linie Kolejowe S.A., PL
CP – Comboios de Portugal E.P.E.	Rail delivery grp /former ATOC/, UK
Deutsche Bahn AG	SBB, CH
FS GROUP, IT	SNCF, FR
Green cargo, SE	SNCFL, LU
HR Rail – NMBS – Infrabel, BE	Stagecoach South West Trains Limited, UK
Infranord AB, SE	SZ - Slovenske železnice, d. o. o.
MAV, HU	Transdev sverige, SE
Merseyrail Electrics 2002 Ltd, GB	Turkish State Railways (TCDD)
MTR Crossrail, GB	VR Group Ltd, FI
Network Rail, UK	VTEC - Virgin Trains East Coast, UK
NRIC, BG	Železničná spoločnosť Slovensko, a.s. (ZSSK), SK
ÖBB Konzern, AT	ZSSK Cargo, SK
	ZSR – Železnice Slovenskej republiky, SI

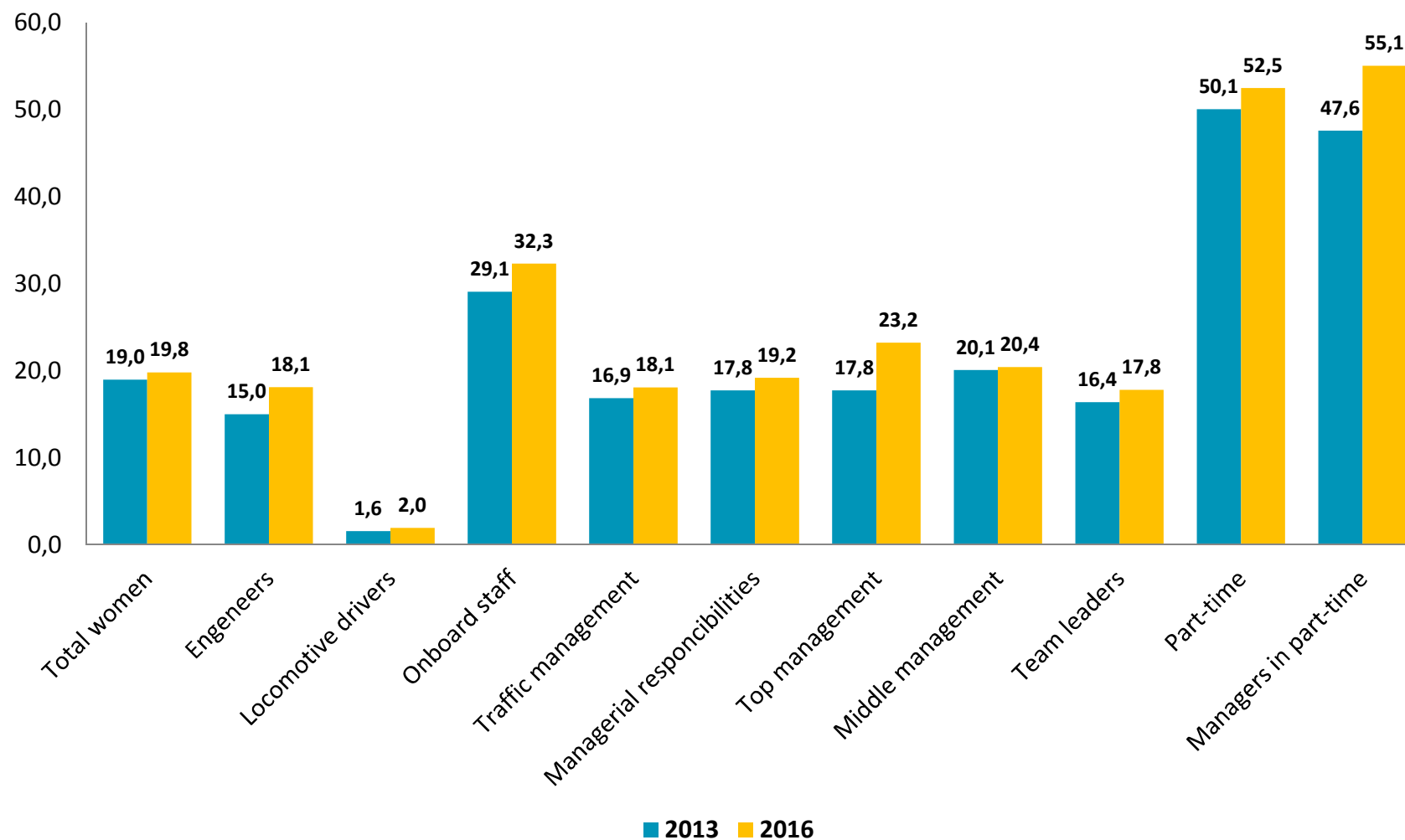
Comparable companies 2013 – 2016 in bold

Summary



- 31 companies took part in the survey for 2016, 15 companies from 14 countries are comparable for 2013-2016
 - The **average share of women in the participating railway companies is 20,3%**
 - The average share of **women in comparable companies** for the period is **19,8%** .
The **development since 2013 is 0,8%**
 - The result from the compared companies for 2013 – 2016 also shows:
 - An increase of women's share among on-board staff /+3,23%/ , engineers /+3,11%/ , traffic management /+1,2%/ , management /+1,4%/ and locomotive drivers /+0,35%/
 - The level of female workers in part time slightly increased with 2,44%/ , while female managers in part time increased with 7,45%
 - A decrease of women in vocational training of 3,30%
 - Gender equality measures are becoming more frequent, but a lot of undeveloped intentions and regress of already reported as applied measures were spotted
 - 63% of the companies apply policies on prevention of harassment and violence
 - 11% of the companies are highly influenced by the Joint recommendations, while the majority - 63% were partly influenced and 23% - not influenced at all.
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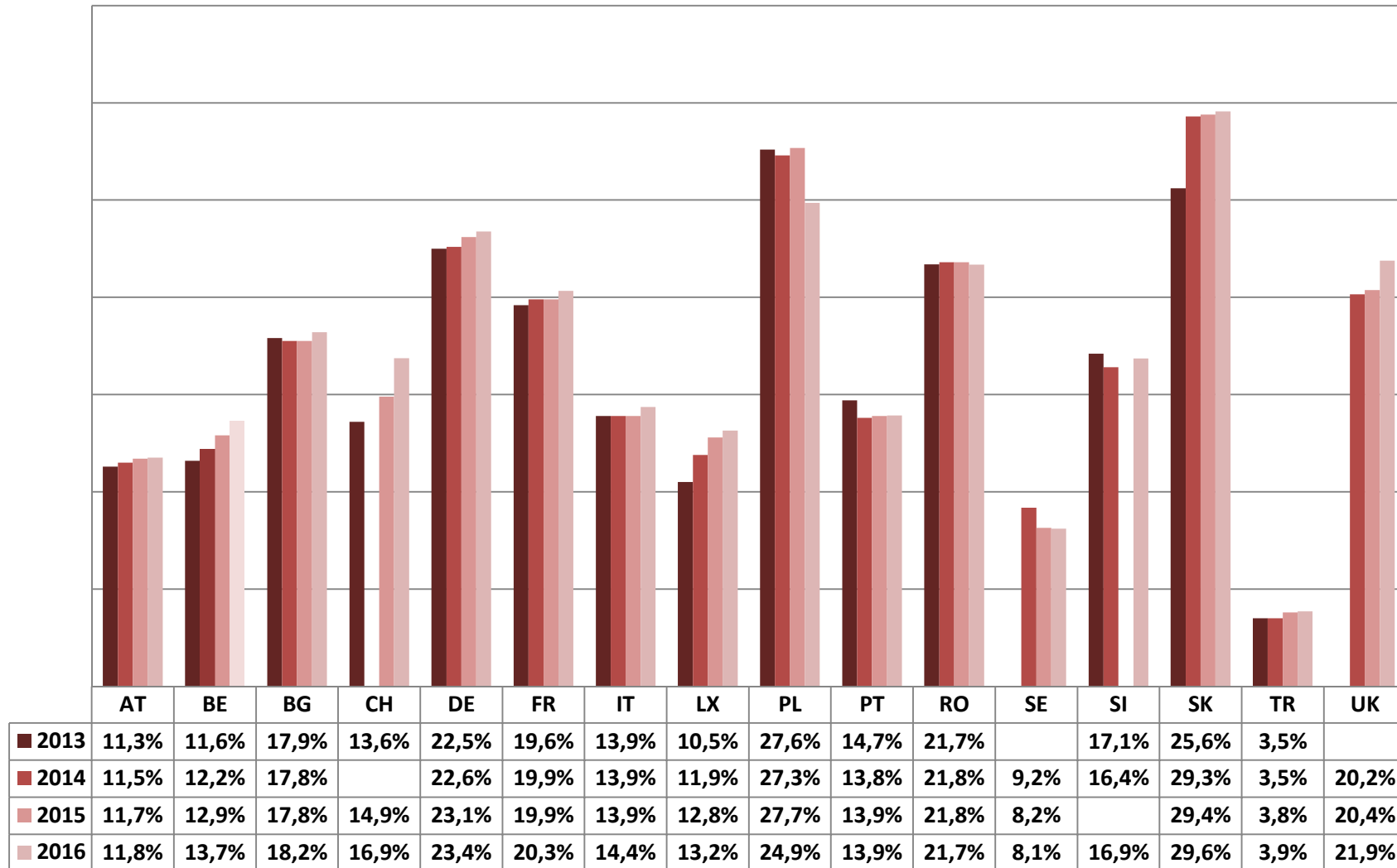
Summary: Comparable results 2013-2016



Share of women 2016



Shares of women per country for the period 2013 -2016

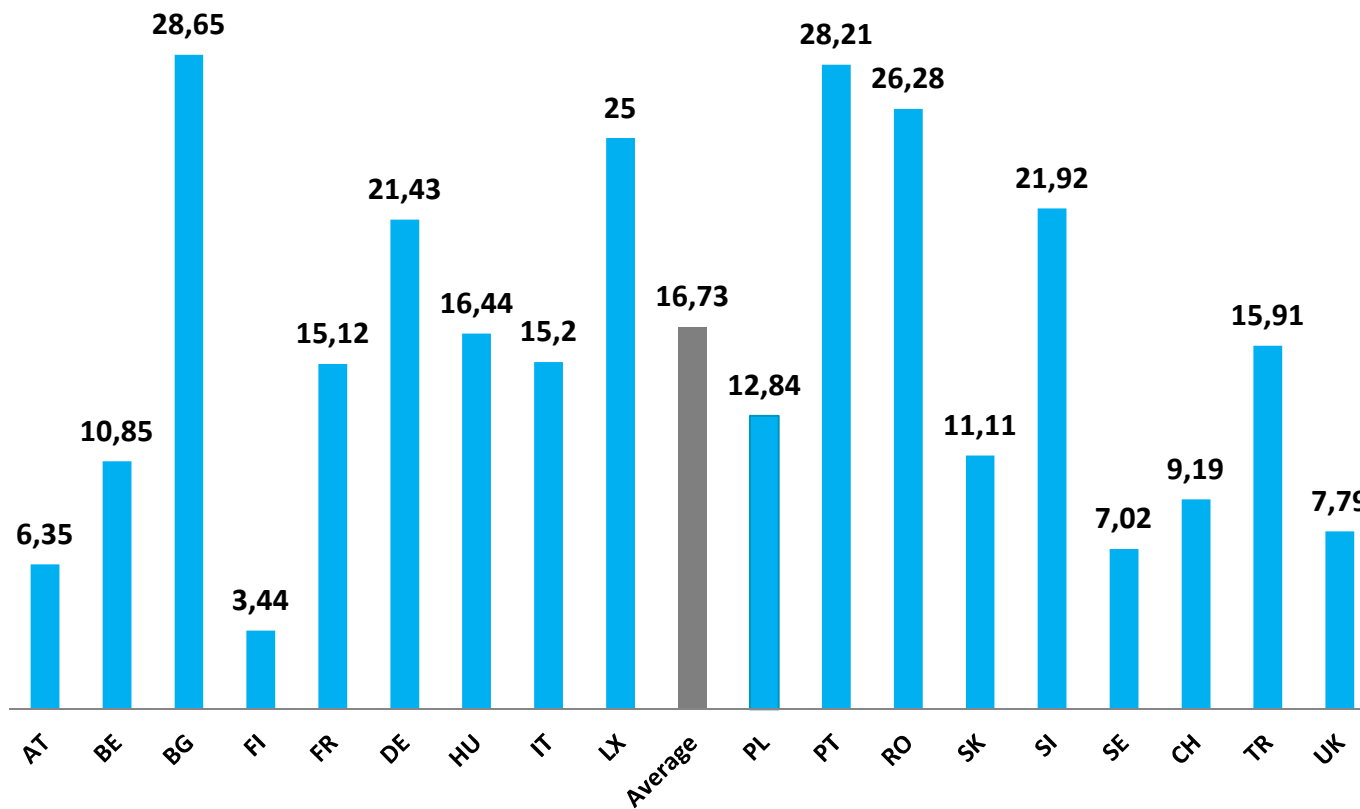


Developed share of women 2013-2016 among comparable companies



Country	Company	2013	2016	Margin
Austria	ÖBB – KONZERN	11.3%	11.8%	0.5%
Belgium	HR Rail – NMBS - Infrabel	11.6%	13.6%	2.0%
Bulgaria	NRIC	17.9%	18.2%	0.3%
France	SNCF	19.6%	20.3%	0.8%
Germany	DB Group	22.5%	23.4%	0.8%
Italy	FS Group	13.9%	14.4%	0.4%
Luxembourg	CFL	11.3%	13.1%	1.9%
Poland	PKP Cargo S.A.	27.6%	24.8%	-2.8%
Portugal	CP-Comboios de Portugal E.P.E.	14.7%	13.9%	-0.8%
Romania	National Railway Company "CFR"-S.A.	21.7%	21.7%	-0.1%
Slovakia	Železničná spoločnosť Slovensko, a. s. (ZSSK)	34.4%	34.8%	0.4%
Slovakia	ZSSK Cargo	24.3%	24.4%	0.0%
Slovenia	Slovenske železnice, d.o.o.	17.1%	16.9%	-0.2%
Switzerland	SBB AG and SBB Cargo AG	13.0%	16.9%	3.9%
Turkey		3.5%	3.9%	0.4%
Average		19%	19.8%	0.8%

Share of women - engineers



Comparable companies /15/

2013 – 15%
2016 – 18,1%
Increase – 3,1%

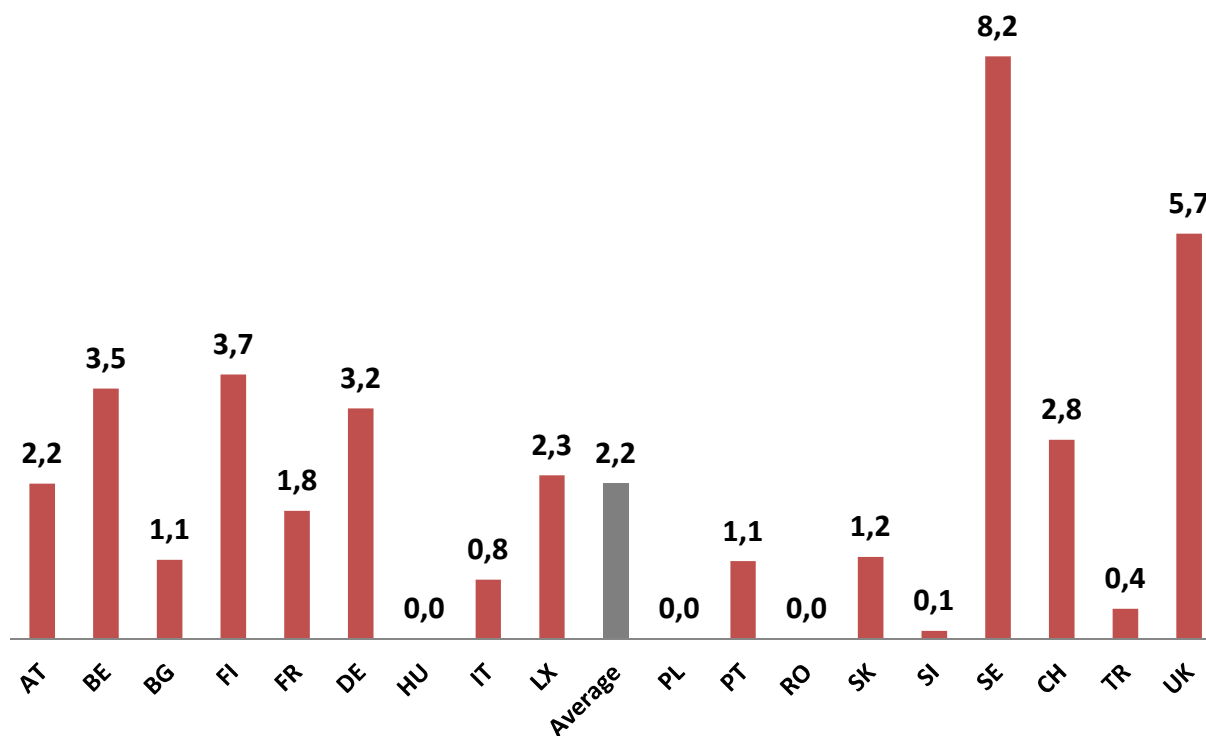
Significant Increase 2013-2016

Belgium + 8,9%
Portugal + 6.9%
France +4.7%
Luxemburg + 4,7%

Significant Decrease 2013-2016

Romania - 7,8%

Share of women – locomotive drivers

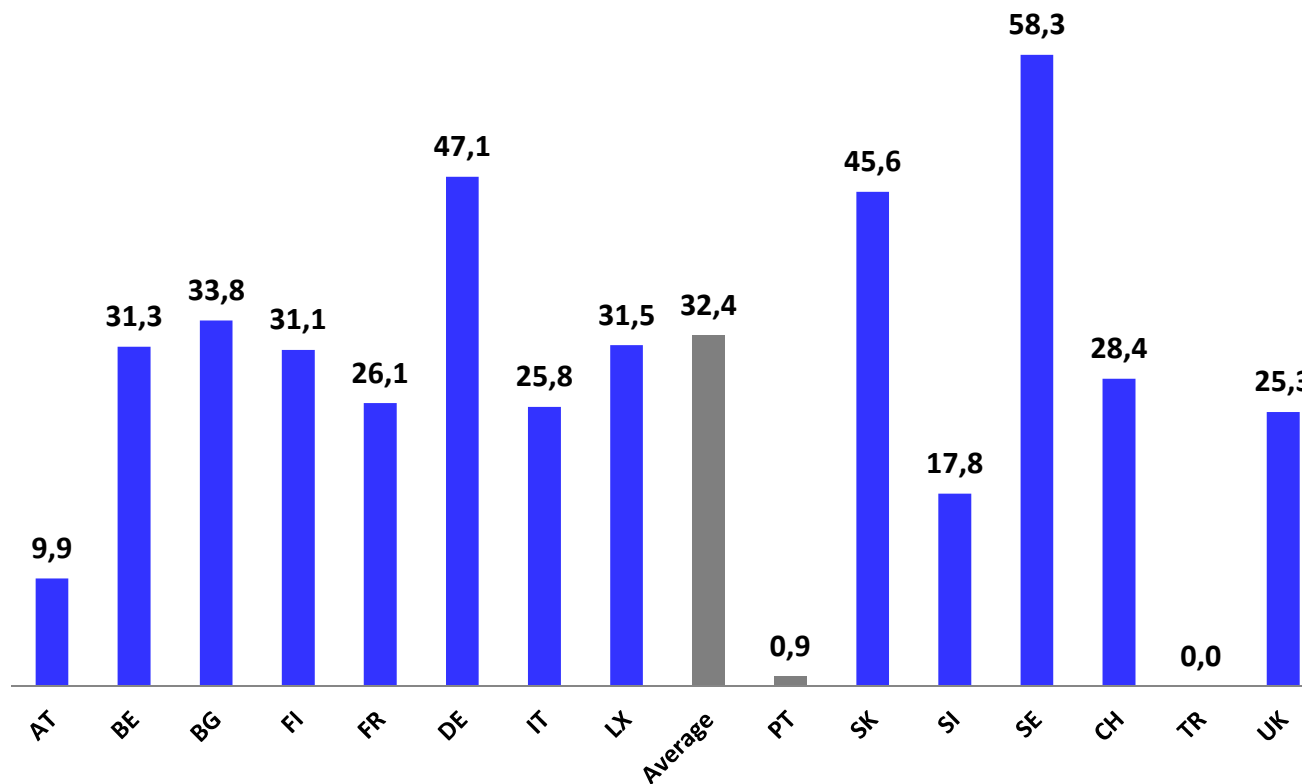


Comparable companies /14/
2013 – 1,57%
2016 – 1,96%
Increase – 0,4%

Positive development 2013-2016

Luxemburg + 1,5%
Austria + 0,9%
Switzerland + 0,9%
Germany + 0,7%
Belgium + 0,6%
Turkey + 0,4%

Share of women – on-board personnel



Comparable companies /11/

2013 – 29,1%

2016 – 32,33%

Increase - 3,23%

Positive development 2013-2016

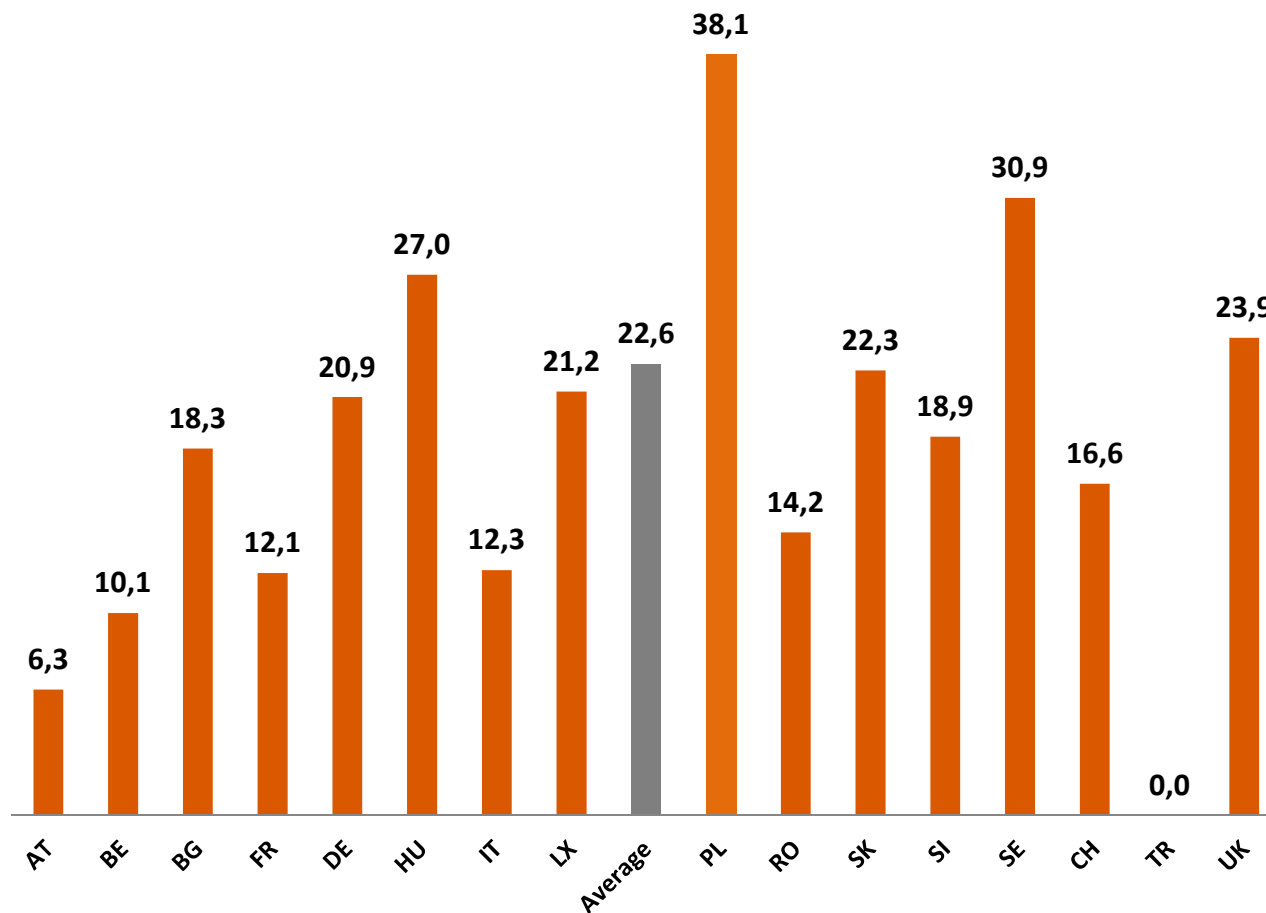
Luxemburg + 6,2%

Belgium + 5%

France + 5%

Germany + 4,3%

Share of women – traffic management



Comparable companies /13/

2013 – 16,87%

2016– 18,09 %

Increase - 1,22%

Positive development 2013-2014

Switzerland + 6,5%

Luxemburg + 4,2%

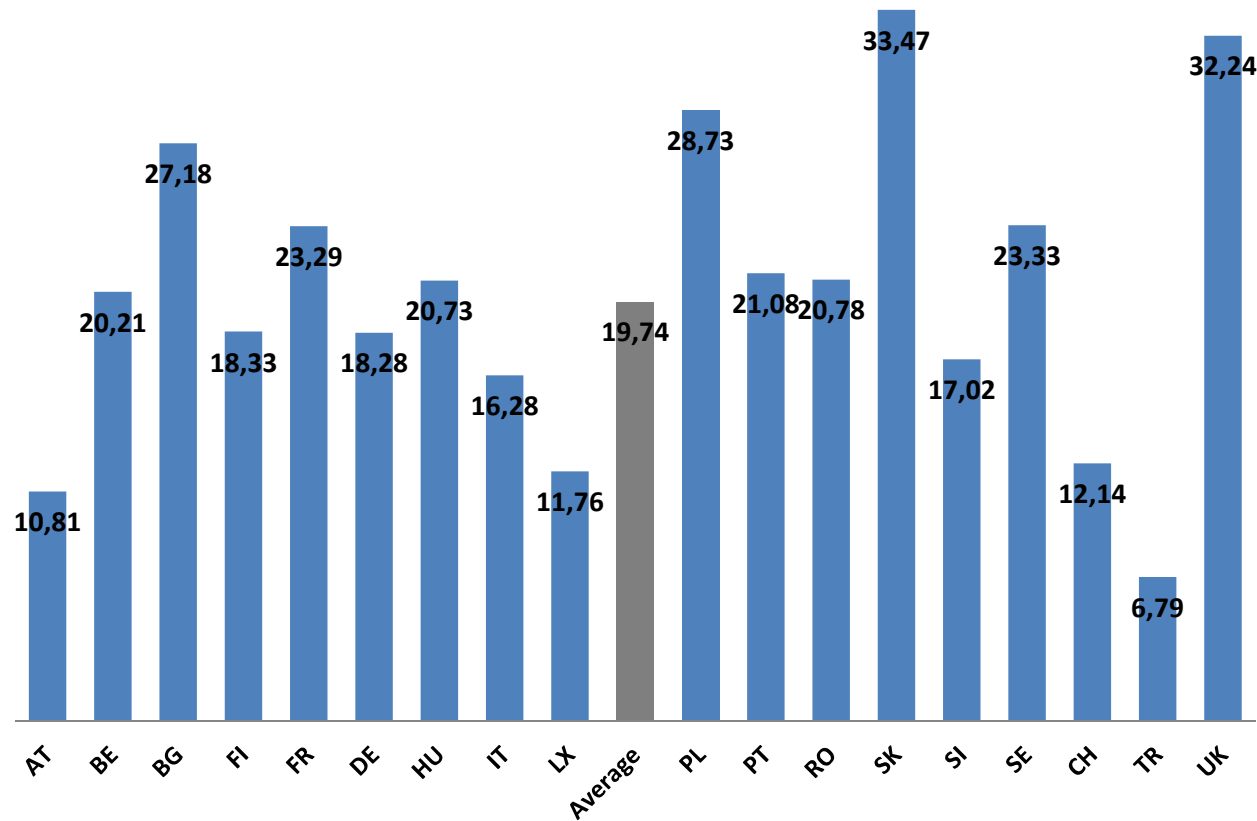
Belgium + 4%

France + 2.4%

Decrease

Turkey – 1.8%

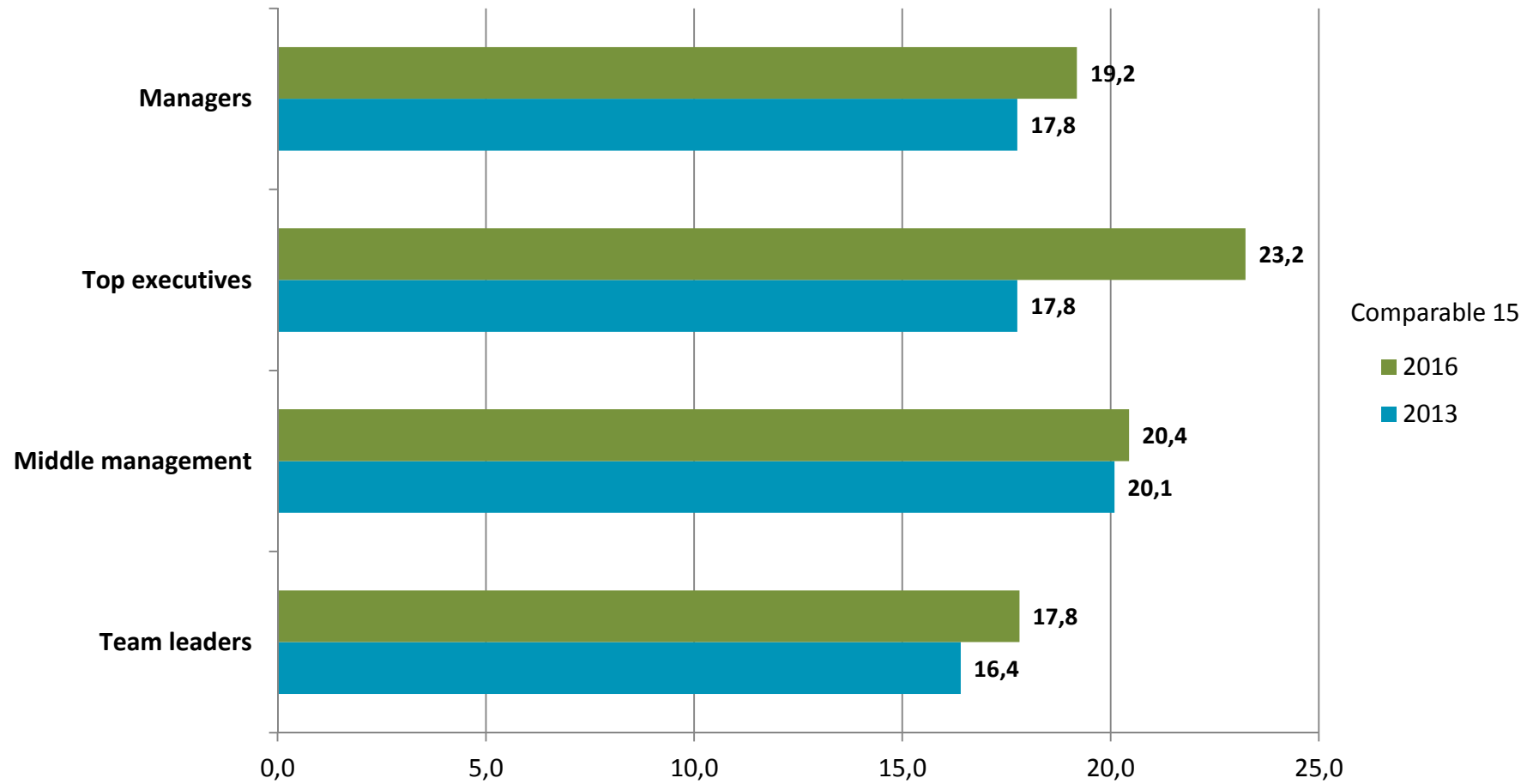
Share of women – Management



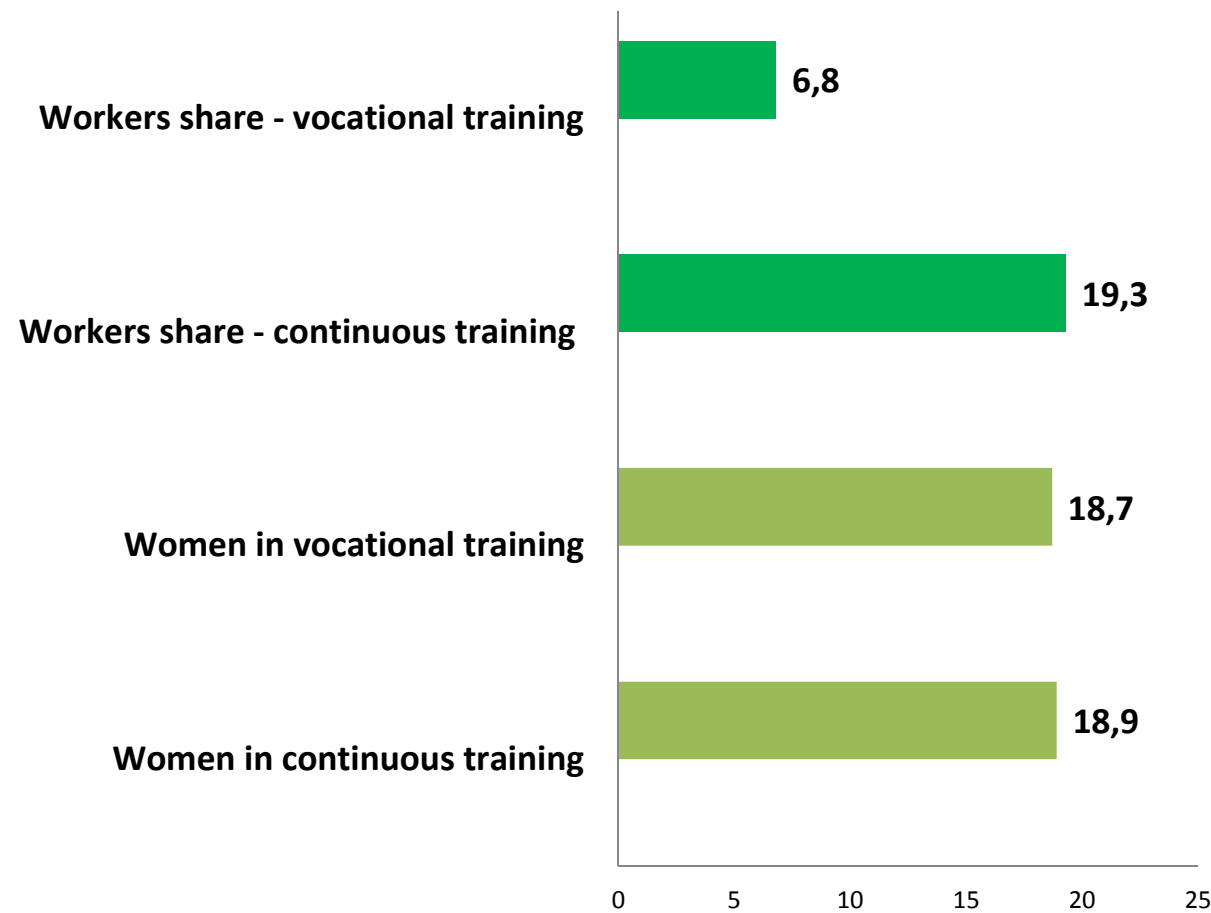
Comparable companies /15/
2013 – 17,76%
2016 – 19,19%
Increase - 1,43%

Positive development 2013-2016
Romania + 5,3%
Austria +4%
Decrease
Slovenia – 4,7%

Comparable share of women in Management



Share of women - Training



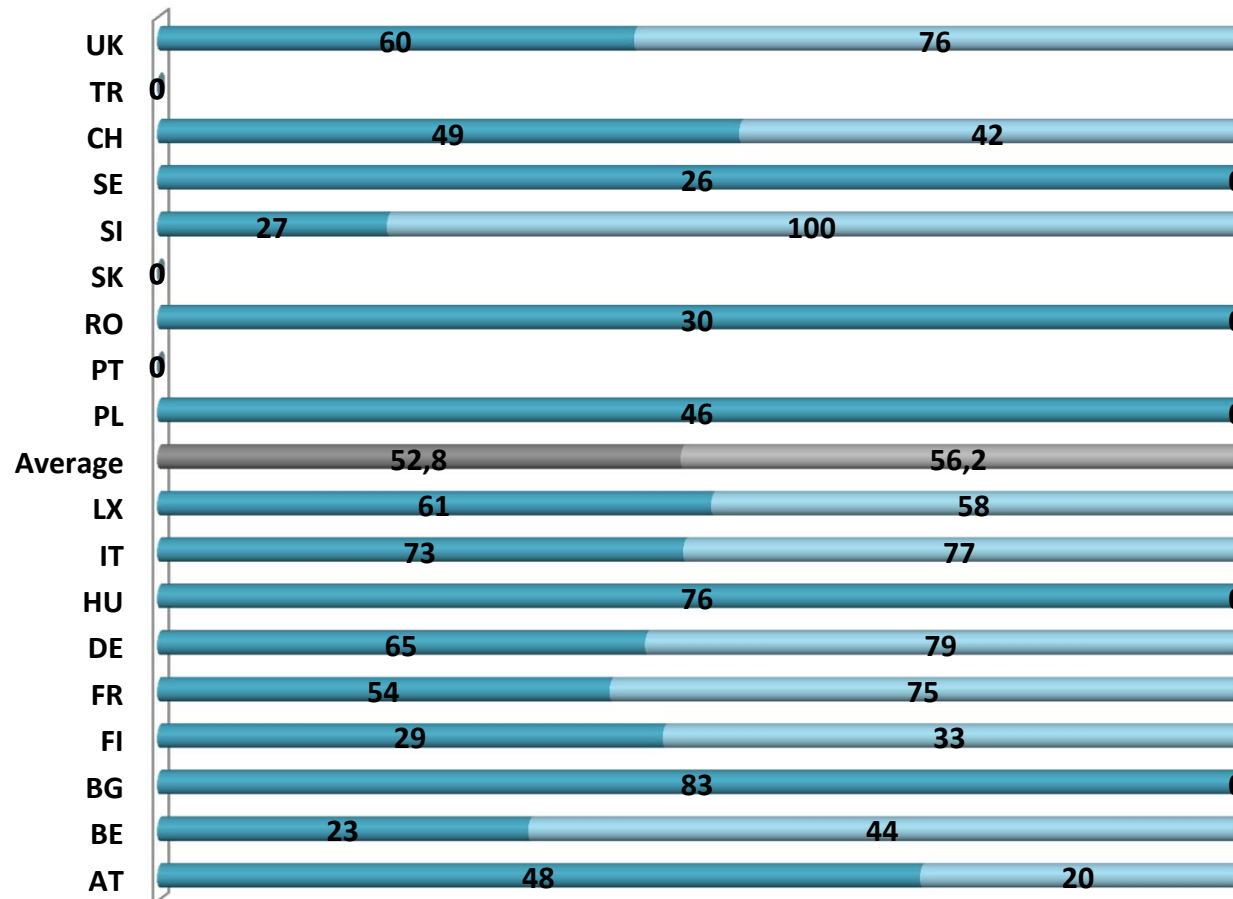
Comparable companies /15/ - Vocational training only

2013 – 19,68 %
2016 – 16,39%
Decrease - 3,3%

Share of women – Part time



■ Part time ■ Part time with managerial responsibilities



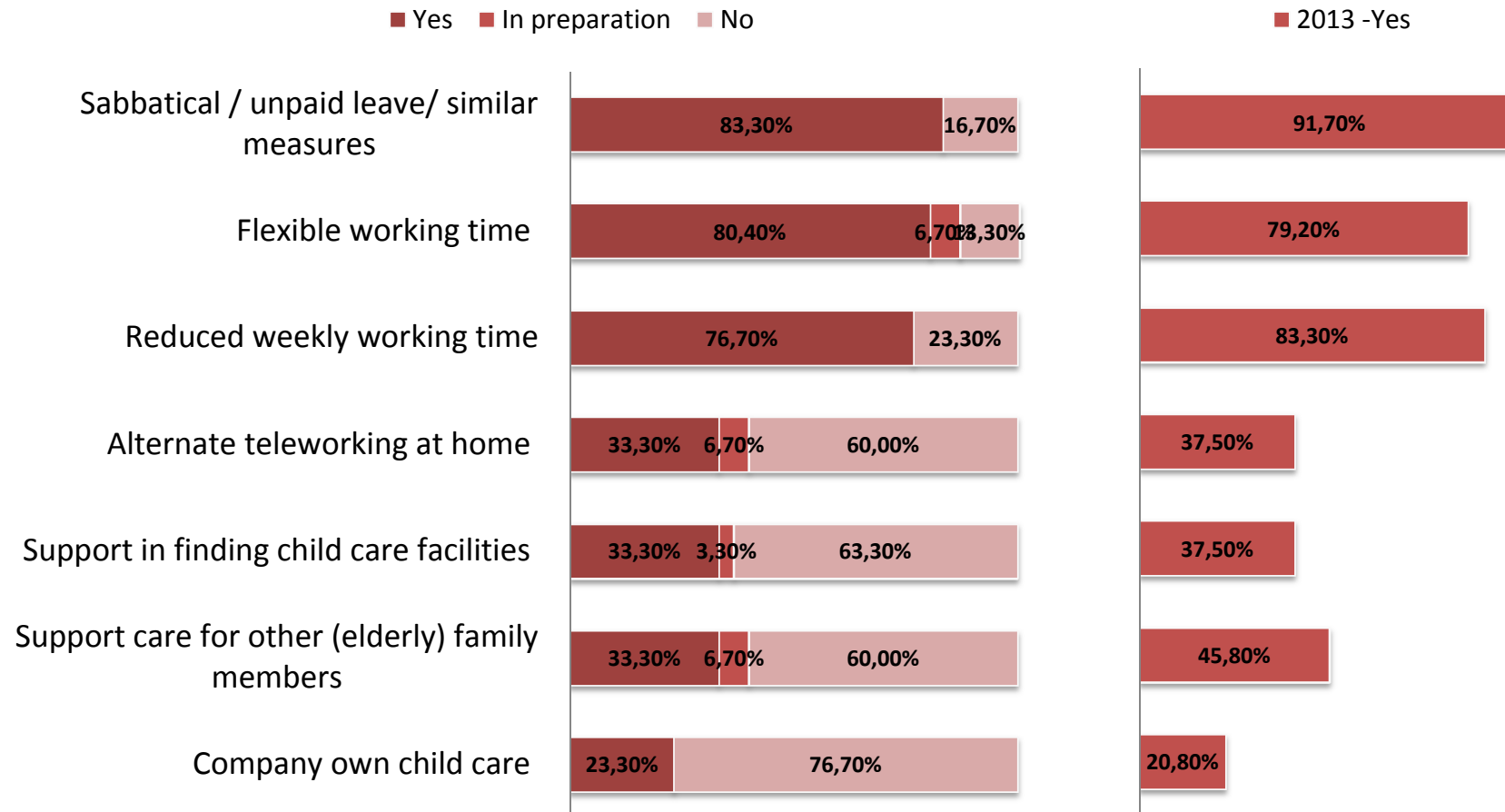
Comparable results

Part time /15/
 2013 – 50,06,7%
 2016 – 52,5 %

...with managerial responsibilities /11/
 2013 – 47,61%
 2016 – 55,03%
Increase – 7,42%

Positive trend
 France + 18,35%
 Austria + 25%

Measures to improve work-life ballance



Measures to improve work-life ballance



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- Positive development – 9 cases of improvement
 - **Flex WT** introduced /Merseyrail Electrics, UK/ and in preparation / Turkish State Railways/
 - **Teleworking** introduced /PKP Cargo, PL/ and in preparation /ZSR, Slovenia/
 - **Reduced WHrs** introduced /MÁV, HU/
 - **Support for child care facilities** in preparation /FS, IT/
 - **Support in care for family members** introduced /ATOC and Abellio Greater Anglia, UK/
 - **Sabbatical** introduced /Infranord, SE/
 - Undeveloped intentions
 - 3 companies have frozen their intensions on **Flex WT, Teleworking, Support in organising care for family members**
 - Regress – 5 cases of returning to a lower level
 - **Sabbatical** – from existing to nonexistent measure /2 companies/
 - **Teleworking** - from existing to nonexistent measure
 - **Support in care for family members** - from existing to nonexistent or in process /2 companies/
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Measures to promote women employment and career development

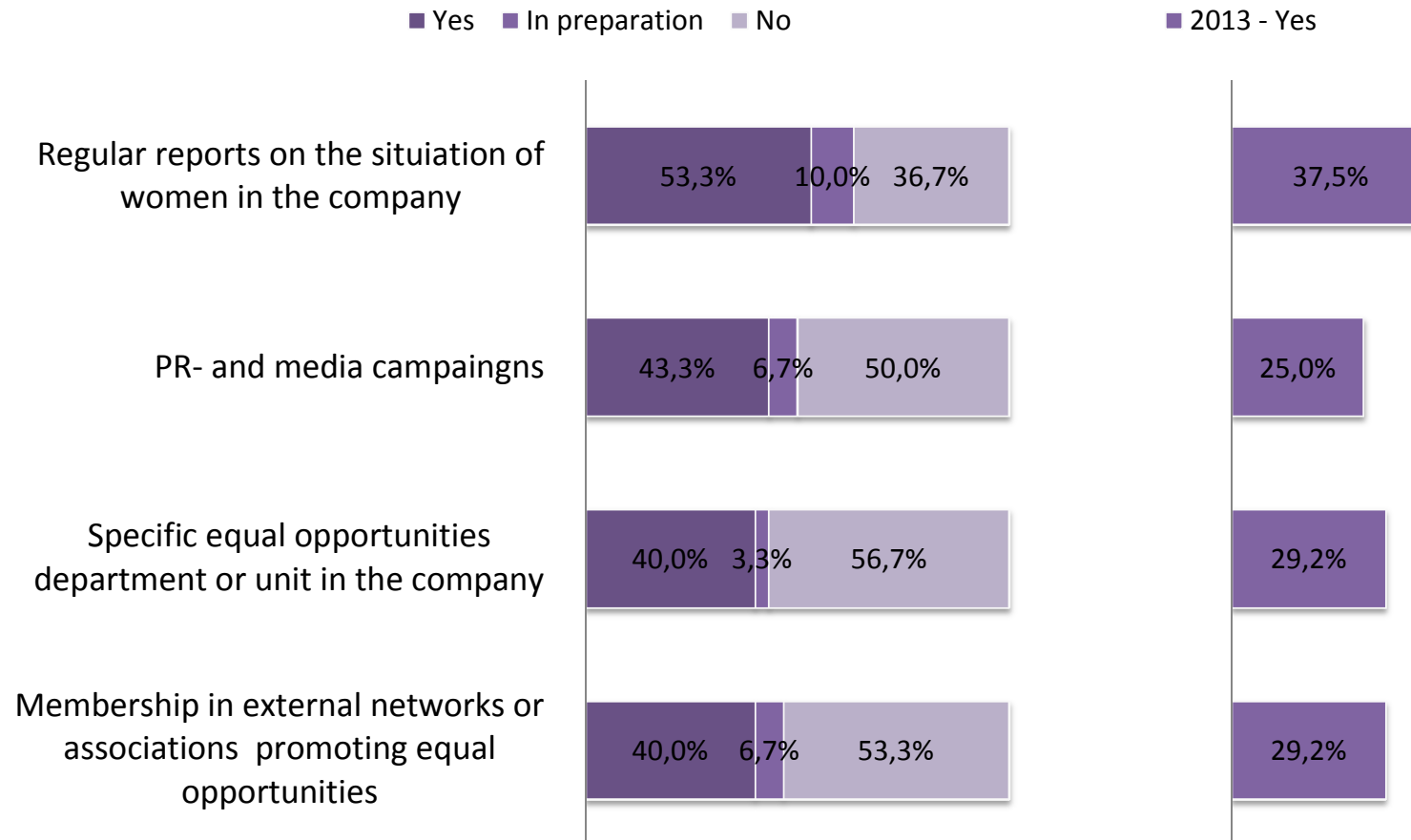


Measures to promote women employment and career development



- Positive development – 20 cases of improvement
 - From nonexistent measure to planned one or implemented
 - Undeveloped intentions
 - 8 companies have frozen their intentions on 7 of 8 variables
 - Regress – 9 cases of returning to a lower level in almost all areas
 - Including moving from **Introduced measure** to **In preparation** which compromises the accuracy of answers
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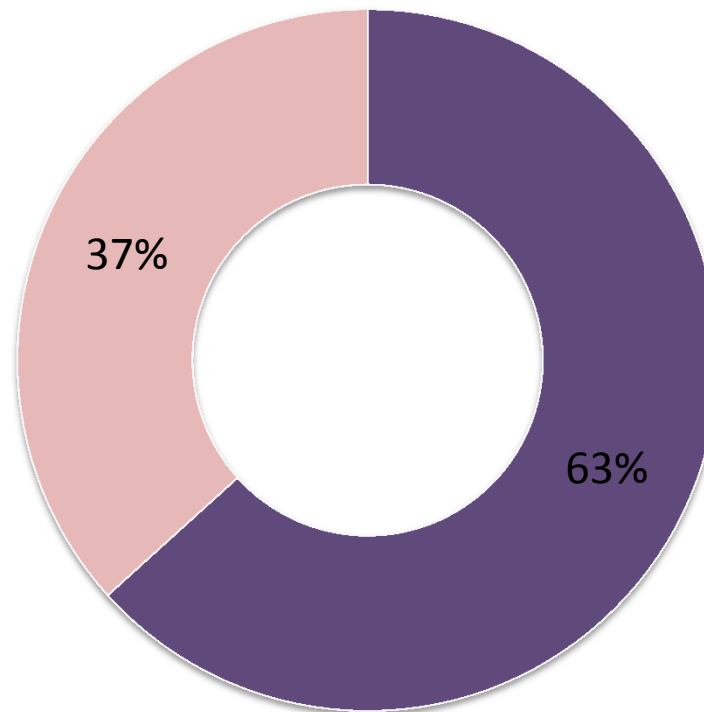
General equal opportunities measures



Policies on prevention of harassment and violence



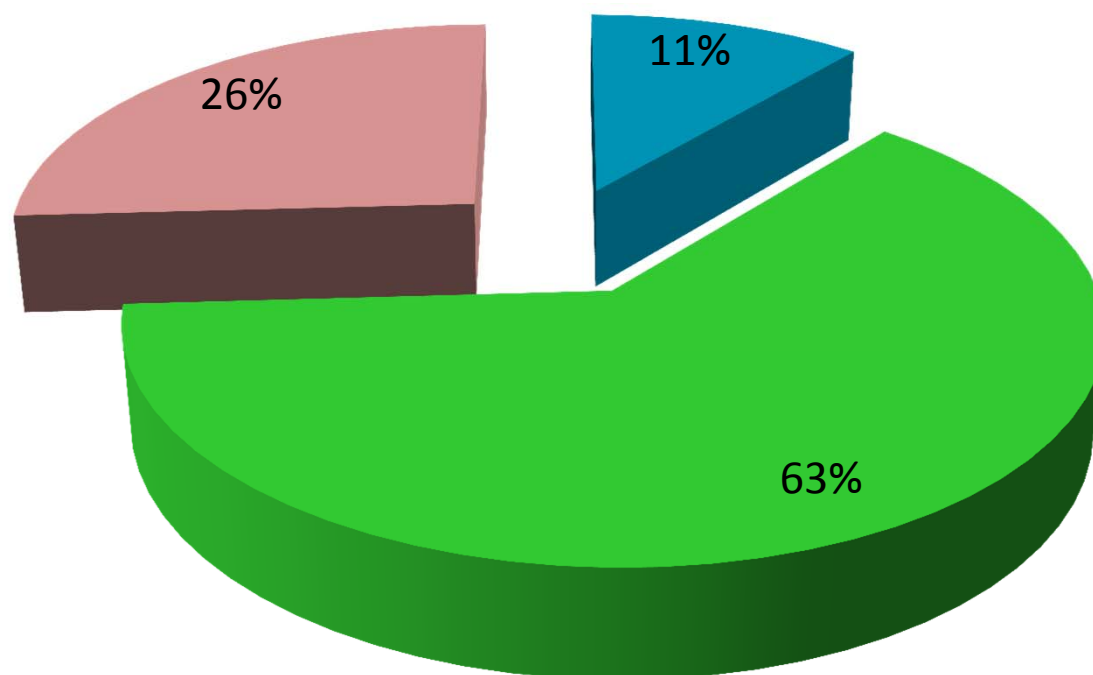
■ Existent ■ Nonexistent



Joint Recommendations Influence on company gender measures



■ Highly onfluenced ■ Partly influenced ■ Not influenced



Some conclusions



- Complicated analysis of data due to inconsistency
 - Different companies take part
 - Different interpretation of some variables – engineers, top and middle management
 - Possibly compromised accuracy of data on measures
 - Results difficult to understand by readers due to presentation of mixture of data – of all participating companies and of compared companies only
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- The advancement of women employment is too slow
 - Factors such as overall staff reduction hinder the actual result
 - In the monitored professional groups and levels the progress is higher than the average, from which it could be concluded that some companies make real efforts to increase the employment of women
 - In some companies stereotypes seem to be overcome
 - In many cases data provokes more questions than gives answers
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Some recommendations

- Professional, in-depth study is needed to provide with more accurate data and answer the accumulated questions
- If the annual survey continues in future, it is recommended:
 - Reduction of data collected /Q/ specially on measures
 - Professional researcher to be involved

- Better dissemination and application of the JR on Better representation of women
 - Inclusion of GE in the collective bargaining at national, sectoral and company levels
 - Start of negotiations for transforming the JR into Agreement
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