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Brussels (Thon Hotel EU)
CER HRD Group



5. Report on the development of women's employment in the EU railway sector (2017)

-Key results-

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BACKGROUND / METHODS



- WIR-Report: analysis of the employment situation of women in the railway sector
- Evaluation of the impact of the Joint Recommendations from 2007 “a better participation and integration of women in rail sector”
- 31 railway companies from 18 countries returned completed questionnaires
- Quantitative survey
- Data: 2017

KEY RESULTS



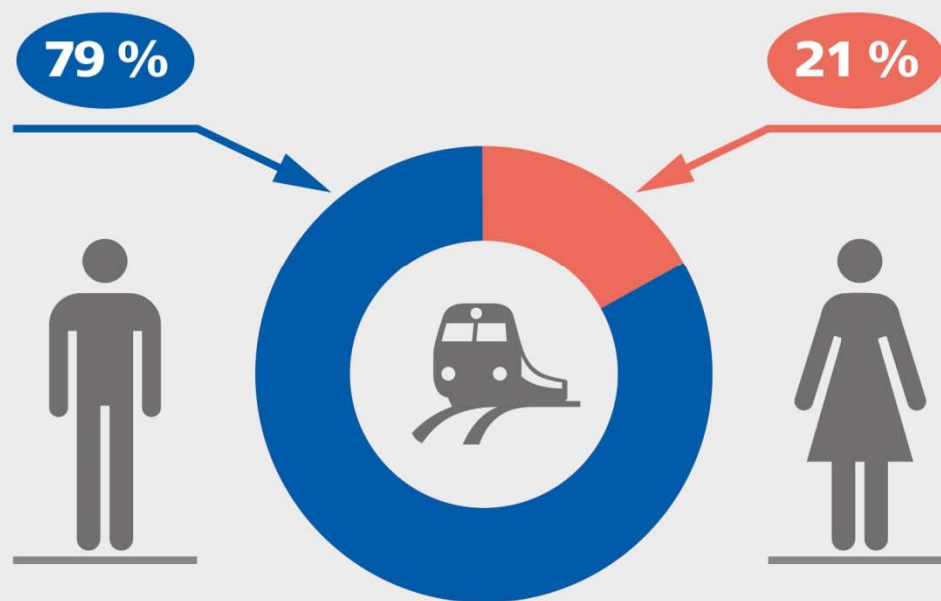
- Women in rail sector
(Women`s presence in the surveyed companies)
- Managerial responsibilities and share of women in three different levels of management
- Share of women in different professions
- Initial vocational & continuous training, part time
- Work-life-balance
- Promotion of women employment



WOMEN IN RAIL SECTOR (2017)



WOMEN IN RAIL SECTOR (2017)

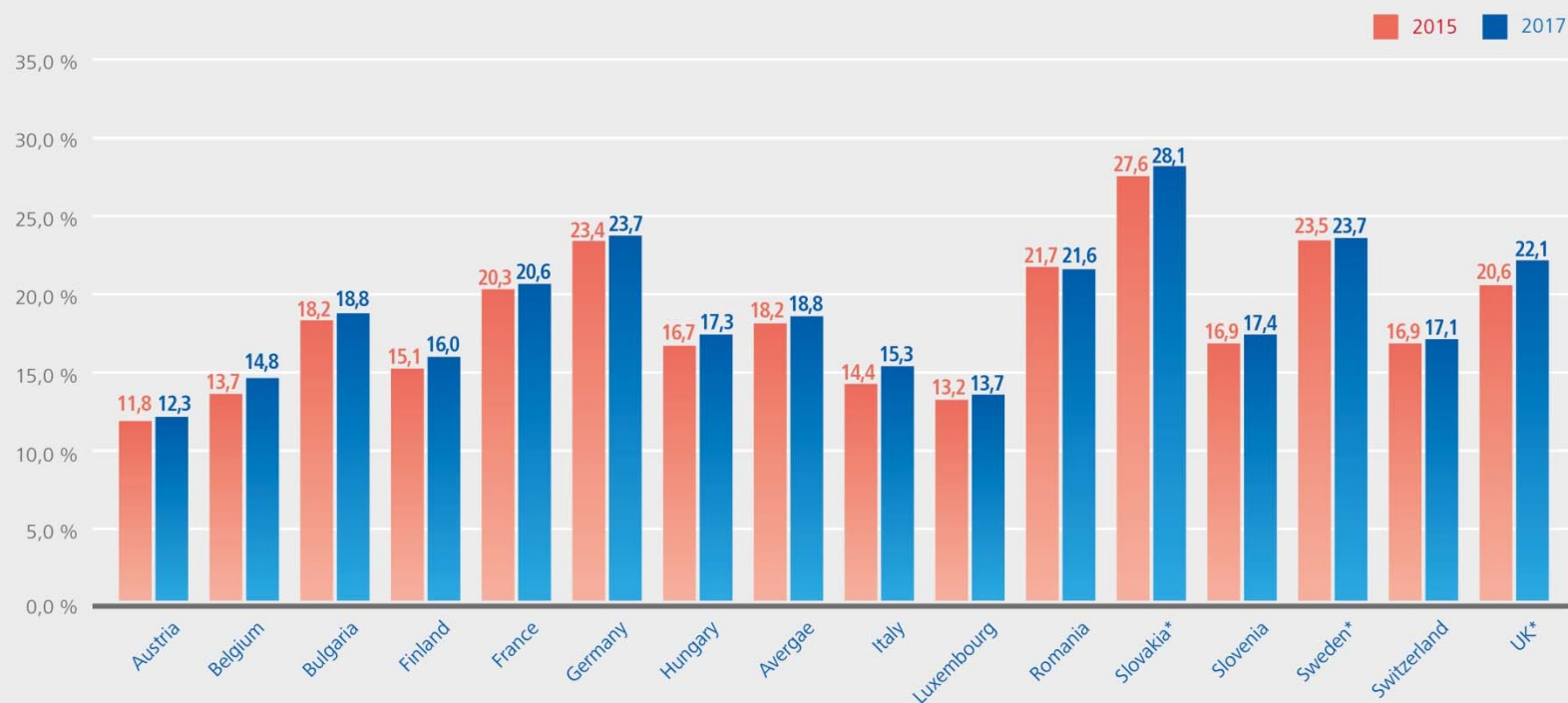


Based on the data of the surveyed companies (2017)

WOMEN IN RAIL SECTOR (2015 – 2017)



WOMEN'S PRESENCE IN THE SURVEYED COMPANIES (EVOLUTION 2015 – 2017)



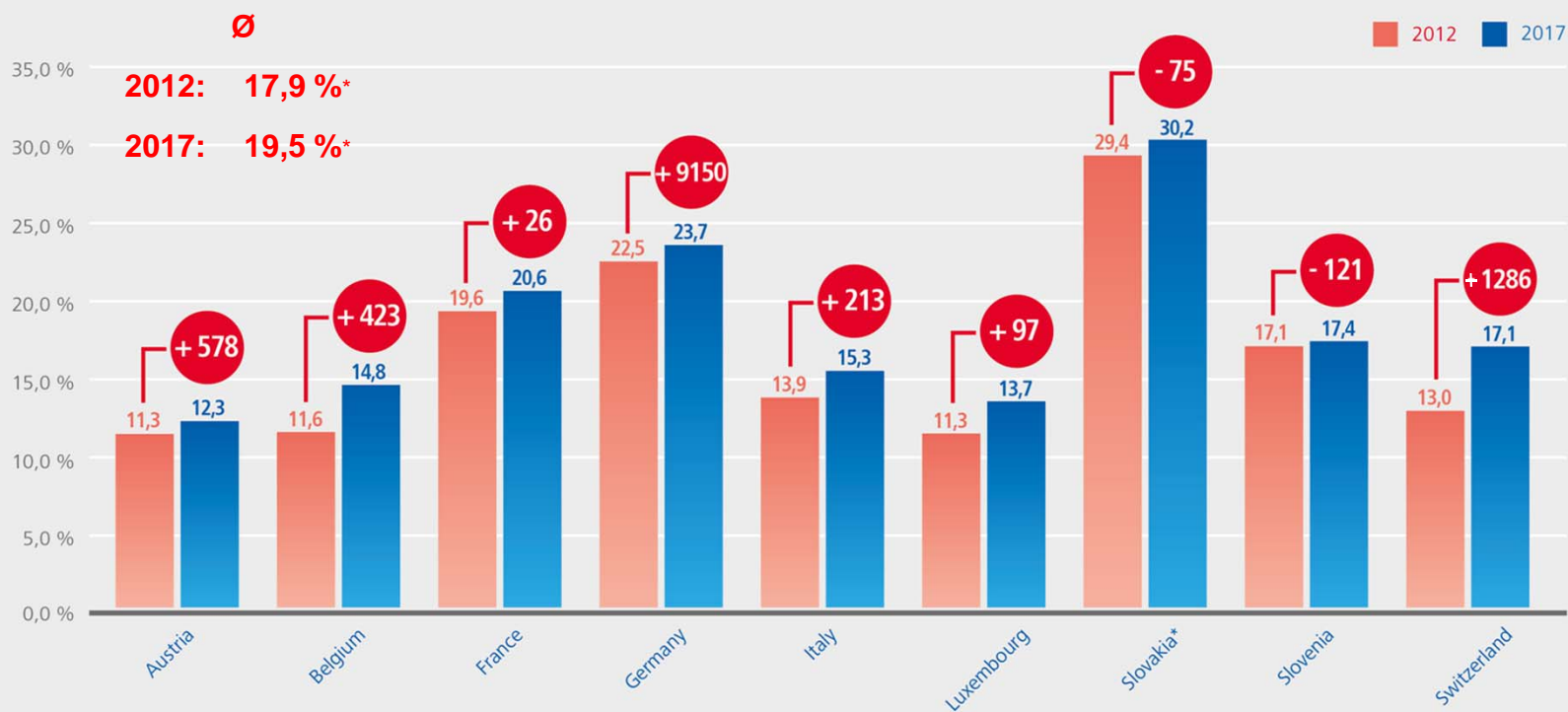
COMPANY:

Austria = ÖBB **Belgium** = HR Rail-NMBS-Infrabel **Bulgaria** = NRIC **Finland** = VR **France** = SNCF **Germany** = DB Group **Hungary** = MÁV Co. **Italy** = FS Group
Luxembourg = CFL **Romania** = National Railway Company „CFR“-S.A. **Slovakia** = Železnica spoločnosť Slovensko, a. s. (ZSSK), ZSR (Railways of Slovak Republic), ZSSK Cargo
Slovenia = Slovenske železnice, d.o.o. **Sweden** = Infranord AB, Transdev Sverige AB **Switzerland** = SBB AG and SBB Cargo AG
UK = Abellio Greater Anglia Ltd., MTR Crossrail, Merseyrail Electric

WOMEN IN RAIL SECTOR (2012 – 2017)



WOMEN'S PRESENCE IN COMPARABLE COUNTRIES (EVOLUTION 2012 - 2017)



COMPANY:

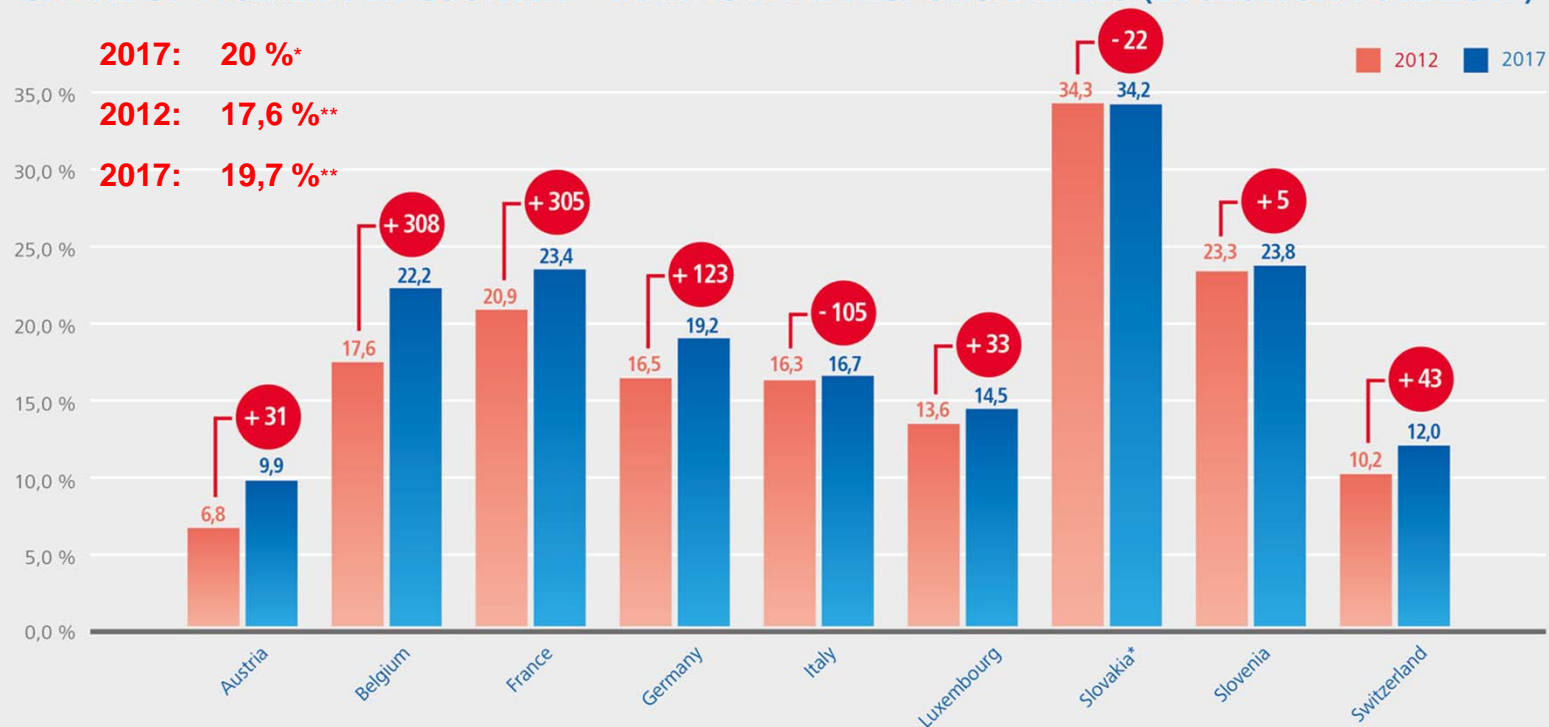
Austria = ÖBB **Belgium** = HR Rail-NMBS-Infrabel **France** = SNCF **Germany** = DB Group **Italy** = FS Group **Luxembourg** = CFL
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*comparable companies

MANAGERIAL RESPONSIBILITIES (2017 / 2012 – 2017)



SHARE OF WOMEN PER COUNTRY – MANAGERIAL RESPONSIBILITIES (EVOLUTION 2012-2017)



COMPANY:

Austria = ÖBB Belgium = HR Rail-NMBS-Infrabel France = SNCF Germany = DB Group Italy = FS Group Luxembourg = CFL
Slovakia = Zeleznica spolocnost Slovensko, a. s. (ZSSK), ZSSK Cargo Slovenia = Slovenske železnice, d.o.o. Switzerland = SBB AG and SBB Cargo AG

*comparable companies; **all participating companies

SHARE OF WOMEN IN THREE DIFFERENT LEVELS OF MGMT (2017 / 2012 - 2017)

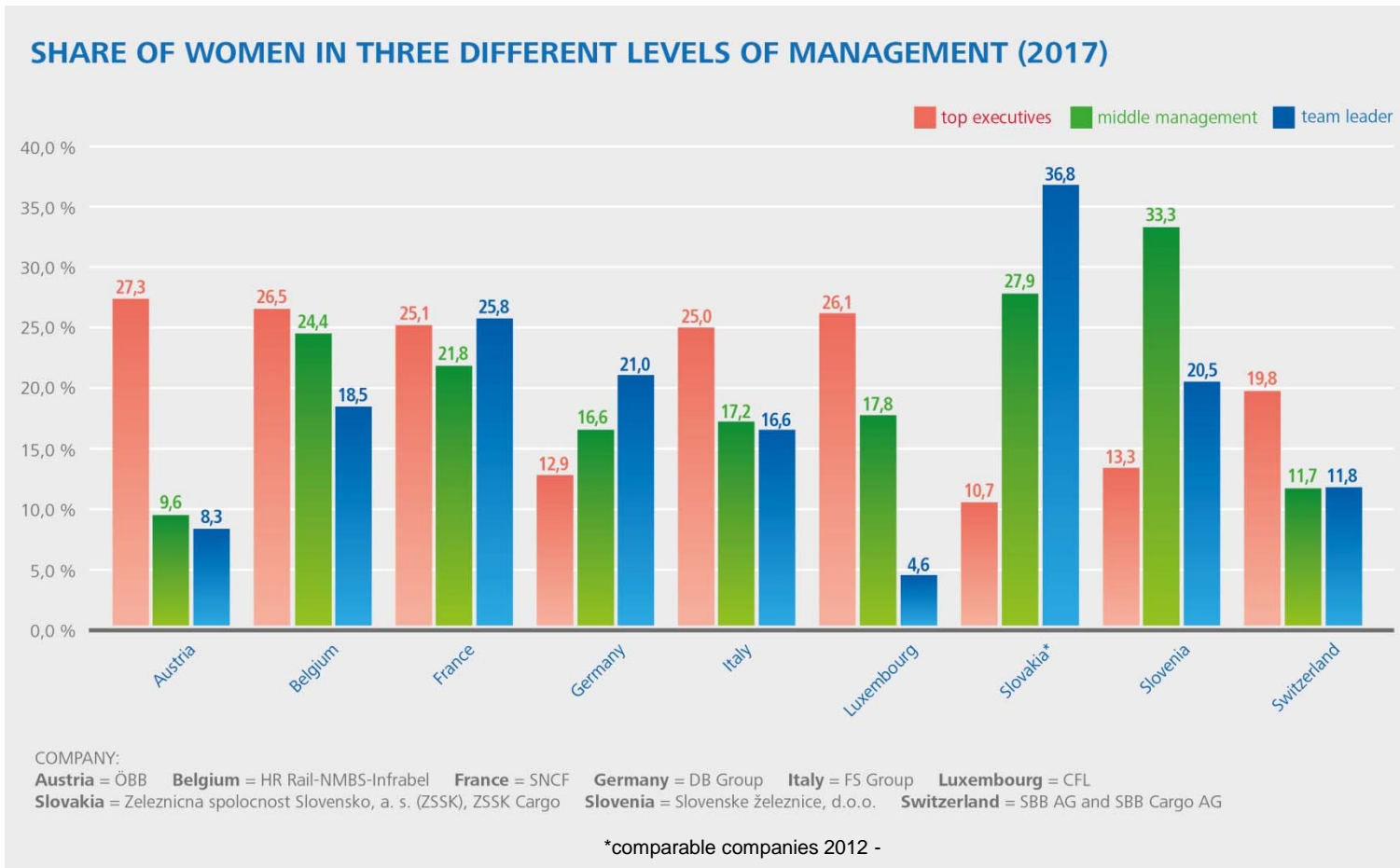


2017

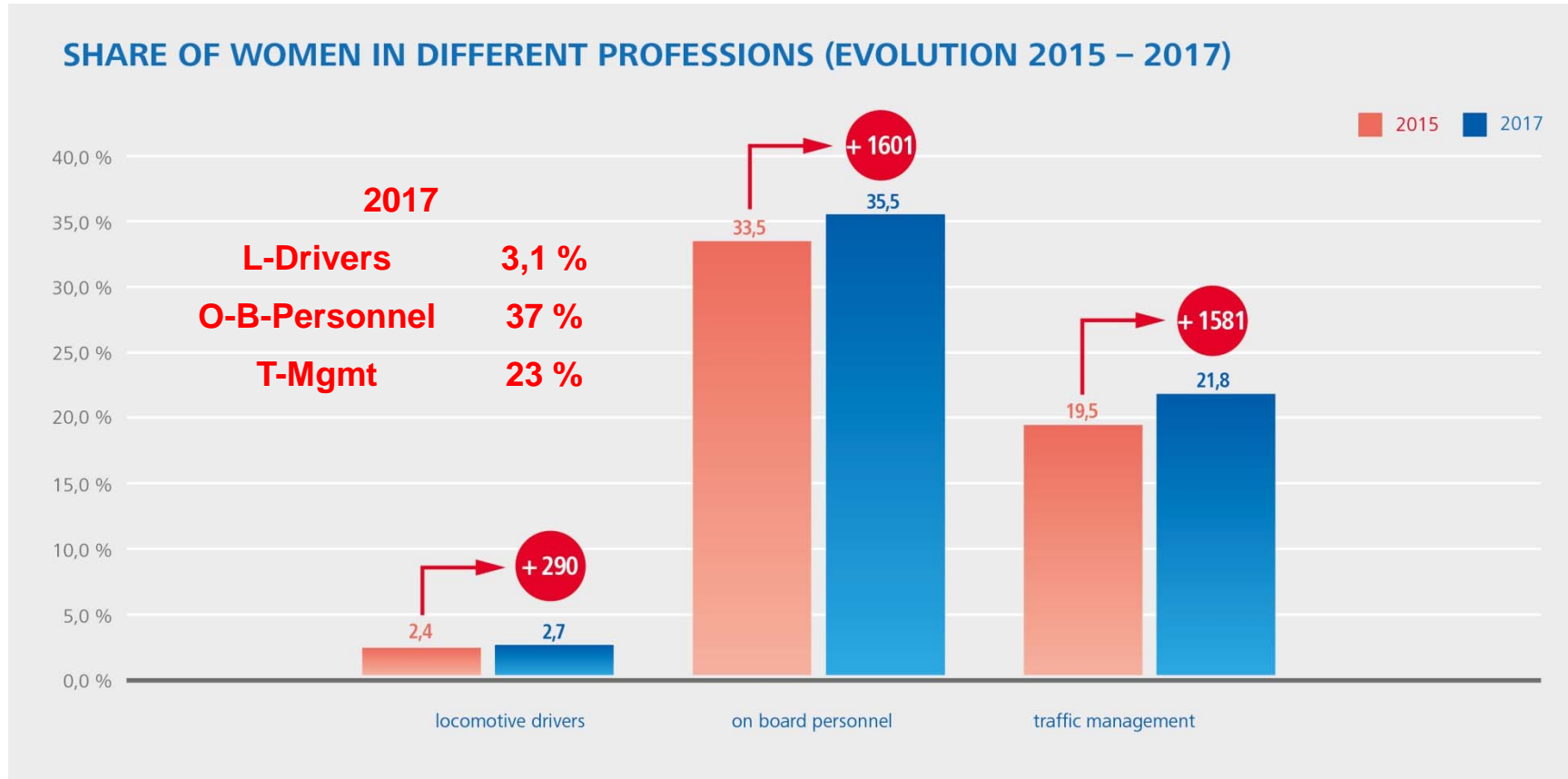
TOP	24,6 %
MM	21,6 %
TL	18,8 %

2012 - 2017

TOP	+ 6,2 %
MM	+ 1,7 %
TL	+ 1,3 %



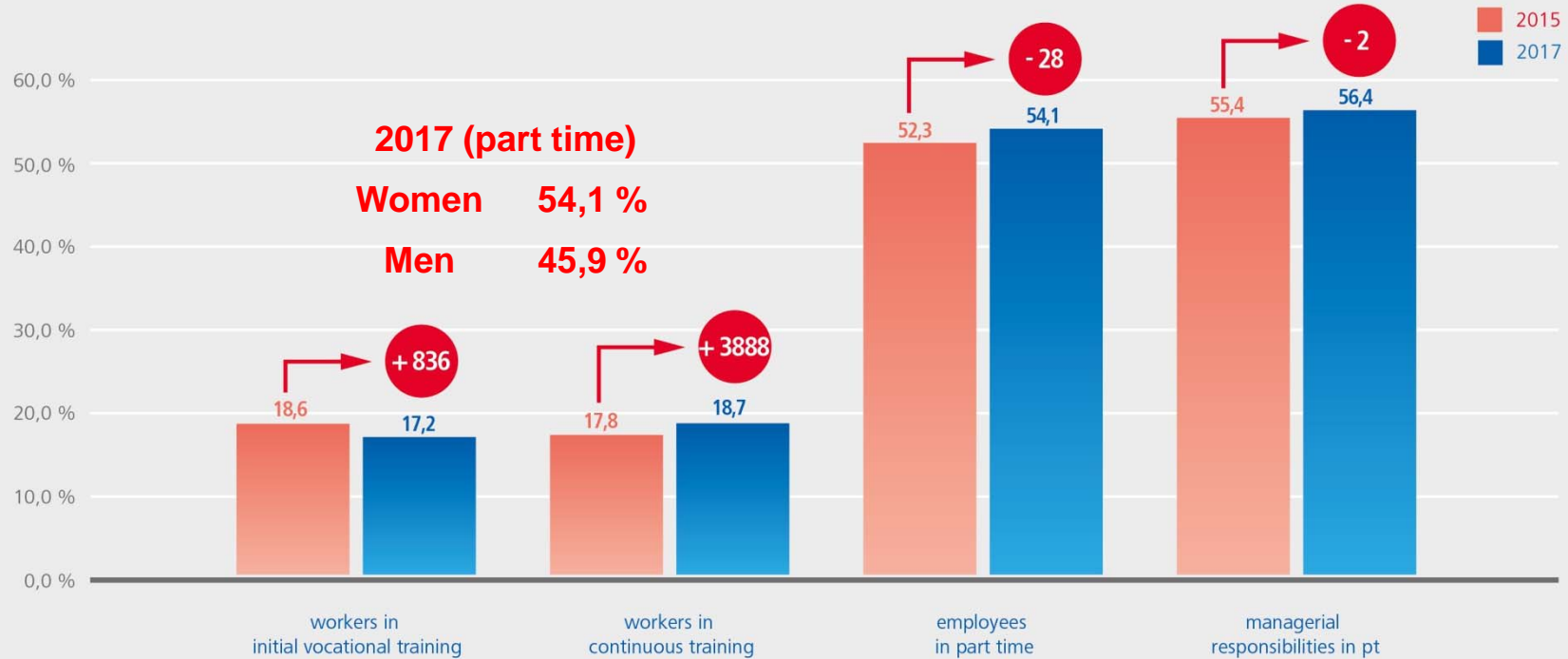
SHARE OF WOMEN IN DIFFERENT PROFESSIONS (2017 / 2015 – 2017)



INITIAL VOCATIONAL & CONTINUOUS TRAINING, PART TIME



SHARE OF WOMEN IN INITIAL VOCATIONAL TRAINING, IN CONTINUOUS TRAINING, IN PART TIME AND IN PART TIME WITH MANAGERIAL RESPONSIBILITIES (EVOLUTION 2015 – 2017)



WORK-LIFE-BALANCE



WORK-LIFE-BALANCE



MEASURES TO IMPROVE WORK-LIFE BALANCE (2017)

	Yes	In prep	No
Flexible working time	87,1 %	6,5 %	6,5 %
Alternative teleworking at home	51,6 %	3,2 %	45,2 %
Reduced weekly working time	77,4 %	0,0 %	22,6 %
Company own child care	9,7 %	0,0 %	90,3 %
Support in finding child care facilities	32,3 %	3,2 %	64,5 %
Support in organising care for other (elderly) family members	19,4 %	6,5 %	74,2 %
Sabbatical / unpaid leave / similar measures	54,8 %	3,2 %	41,9 %

PROMOTION OF WOMEN EMPLOYMENT



MEASURES TO PROMOTE WOMEN EMPLOYMENT AND CAREER DEVELOPMENT (2017)

	Yes	In prep	No
Review of recruitment procedures	56,7 %	13,3 %	30,0 %
Training of human resources personnel and/or managerial staff with responsibility to manage staff (sensitisation etc.)	53,3 %	16,7 %	30,0 %
Agreement on quantitative targets for women employment in order to increase the share of women in the company	43,3 %	10,0 %	46,7 %
PR-campaigns/ media campaigns in order to attract women to „MINT“ professions (mathematics, engineering, science, technicians)	46,7 %	10,0 %	43,3 %
Cooperation with women organisations	36,7 %	6,7 %	56,7 %
Initiatives to improve health and hygienic conditions	76,7 %	0,0 %	23,3 %
Initiatives to reduce the gender pay gap	62,1 %	13,8 %	24,1 %
Measures for continuous training and qualification specifically for women	33,3 %	6,7 %	60,0 %

**THANK YOU FOR YOUR
ATTENTION!**