



Women in Rail

Preparation scope of negotiations for an autonomous agreement

Report of CER-ETF Task Force

SSD working groups – 2 April 2019

State of play

15 November 2018

SSD Rail Plenary gives CER-ETF Task force the mandate to prepare the **scope of negotiations** for an autonomous agreement on the topic ,women in rail‘

January 2019

CER-ETF task force resumes work on the basis of new mandate

March 2019

EIM informs of intention to join task force/negotiations

Task force objectives

Intermediate objective / June 2019: present an almost completed proposal for the scope of negotiations to decision-making bodies in early June 2019

Final objective / SSD Steering Committee 4 July 2019: present proposal for scope of negotiations for endorsement

If scope is approved: negotiation process to start in Q3 2019

Work plan: 8 gender equality areas

1. General measures on gender policy

(Including: implementation of the non-discrimination principle; gender equality bodies; top-down approach; statistics and reporting; measures to be implemented by trade unions)

2. Measures introducing **targets** on women's presence

3. How to attract women to the organisations (companies and trade unions)

The following measures serve for the **retention** of women:

4. **Reconciliation** of working and family life

5. **Promotion** and **career development**

6. **Equal pay**

7. **Health & safety** and **work environment**:

8. **Dignity at workplace**: preventing sexual **harassment**

Methodology

What measures should be included under each policy area?

What minimum standards?

What is the existing EU legislation on each topic?

What is the added value that EU rail social partners can bring?

Structure of the agreement

Definitions



Thank you for your attention!

BACK-UP SLIDES

RESULTS PHASE 1 and PAST TIMELINE

Review of JR to identify follow-up actions

Activities

- Definition of **scope** of the review: **JR + Good practice guide + Do's and don't's**
- Identification of **8 gender equality policy areas**
- Mapping of **EU applicable legislation (*EU acquis*)**
- **Evaluation** of the current state of play (WiR reports)
- **Review of the WiR JR**: up-to-date? Still relevant?
- Information about companies **equal opportunity bodies**
- Collecting information and mapping examples of **social partner autonomous agreements** according to art. 155 TFUE, implemented by the social partners

Review of JR to identify follow-up actions

Deliverables (1/2)

- **JR review table**

Input from: DB, FSI, MÁV Group, ÖBB, SBB, SNCF (CER), NJF, VSZ, CGIL-FILT (ETF)

- **Table on equal opportunities bodies**

Input from: CFL, DB, FSI, "Infrastructure of Serbian Railways" JSC, ÖBB, SBB, "Serbia Train" JSC, SNCF, SŽDC, ZSSK (CER); CGIL-FILT, CGSP-Cheminots, FGTTB (ETF)

Review of JR to identify follow-up actions

Deliverables (2/2)

- **Updated EU gender equality acquis**
- **Mapping of existing autonomous agreements** concluded by EU sectoral social partners
- **Further analysis of 5th Women in Rail annual report:** company measures grouped based on gender equality policy areas
- **Thematic tables** with proposals for an approach to negotiations on the different gender equality policy areas

Review of JR to identify follow-up actions

Main findings (1/2)

- Overall, content of the JR is **still relevant**, but..
- In some of the **gender equality policy areas** there are **no joint recommendations**
- **Different levels of commitment to the topic, maturity in dealing with it, and concrete actions/tools** among surveyed companies
 - Very different situations found via the **survey on equal opportunity bodies**
 - Among the most „mature“ companies: not only a focus on gender topics but also a broader focus on diversity topics

Review of JR to identify follow-up actions

Main findings (2/2)

- Evolution of the **EU gender acquis**
- Increased societal awareness/commitment on fight to **harassment/violence**
- The **application of the JR also within trade unions**, vis-à-vis their female members has not been analysed so far and should be taken into account in the review
- **Simplifying/clarifying** the topics
- **Concrete examples** on the actions to be taken

Rail social dialogue: actions on gender equality

- **2004-5: Study** to identify the representation of women in various railway occupations
- **2007:** elaboration and signature of **Joint Recommendations (JR)**
- **2008-9: mid-term monitoring** of implementation of JR
- **2011-12: WIR/Women in rail project:** good practice and implementation guide concerning with 4 thematic areas
- **2013-18:** Surveys with quantitative indicators among railway undertakings to elaborate **annual reports** on implementation of JR

- **2017-18:** review of JR to identify priorities for follow-up actions, including topics for negotiation
- **15 November 2018: SSD Plenary gives CER-ETF task force a mandate to prepare scope of negotiations for an agreement**