

Review of the existing CER/ETF Joint
recommendations with the willing to follow-up
actions

Better integration and participation of women in
the rail sector

SSD Meeting 10.04.2018

1) Taking the WIR-project as a start

- A) Analysed case studies
- B) Defined main problems and current developments
- C) Showed an approach to the specific topic
- D) Suggested a list of actions „to do or not to do“
- E) Collected a list of good practices that should have inspired to promote gender equality

Mapping gender equality measures at companies level

- A) From single measures currently adopted to more complete equal opportunity plans
- B) More binding agreements signed at company or sectoral level
- C) (Main features and) specific provisions included in CBA

Analise the following gender equality specific fields / areas

- A) Access to work: recruiting and retention
- B) Reconciliation of working and family life
- C) Career and equal pay
- D) Dignity at workplace: preventing and managing sexual harassment
- E) Health and environment: gender design health and safety devices

Objectives

- Define minimum standards for each field
- Elaborate a model platform
- Harmonise gender equality working conditions in rail undertakings including non-regression clause , encouraging to introduce more favorable provision
- Identify priorities to be bargained; prevention of discrimination on most vulnerable women issues such as:
 - Maternity
 - gender pay gap
 - sexual harassment

Pathway

- **2004-5: Study** to identify the representation of women in various railway occupation
- **2007**: elaboration and signature of **Joint Recommendations (JR)**
- **2008-9: middle term monitoring** of implementation of Joint Recommendation
- **2011-12: WIR/Women in rail project**: produced a good practice and implementation guide concerning with 4 thematic area (see list below)
- **2013-18**: Distribution of a questionnaire to rail undertakings to elaborate an **annual report** on implementation of J.R. with quantitative indicators.
- **2017-18**: starting the process to transform JR into more binding agreement