



CER-ETF Joint Recommendations on Better integration and participation of Women in the Rail sector

**Review process and pathway towards the
identification of follow-up actions**

SSD Steering Committee 08.06.2018

SSD Railways: 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:** starting the review of JR to identify follow-up actions*

* Review of JR to identify follow-up actions

Activities so far

- May-June 2018
- Creation of a **CER-ETF Task Force**
- 4 video conferences
- Definition of **scope** of the review: **JR + Good practice guide + Do's and don't's + List of 8 gender equality areas**
- Definition of **methods** and **tools** for the review
- Definition of **timeline** and **objectives**
- First exchange of material

* Review of JR to identify follow-up actions

Next steps

- 8 June, Steering Committee: agree on **pathway** leading to a decision at SSD Plenary
 - June – October:
 - **Evaluation** of the current state of play (WiR reports)
 - **Analysis of the JR**: up-to-date? Still relevant?
 - **Mapping** of **EU** and **company applicable legislation**, rules, strategic frameworks
 - Analysis of **social partners' tools, i.e. autonomous agreements** art. 155 TFUE, implemented by the social partners
- Objective: identify priorities for follow-up actions, including topics for negotiation**
- 15 November, Plenary: endorsement of list of selected topics and follow-up actions
 - As of November: work on follow-up actions

Focus of the review: 8 gender equality areas

1. **Access to work:** recruiting and retention
2. **Reconciliation** of working and family life (**Work-life balance**)
3. **Promotion** and **career development**
4. **Pay** and Pay Structures (equal pay; gender pay gap)
5. **Health & safety** and **work environment:**
 - Hygiene conditions, comfort available on the job
 - Preventing aggressions from 3rd party violence
 - Gender-designed health-and-safety devices
6. **Dignity at workplace:** preventing and managing **harassment**
7. **Corporate policy:** e.g. involvement of management and top-down approach
8. **Measures** introducing **targets** on women's presence

Communication and involvement of CER and ETF national affiliates

Why?

Communication about this pathway will **stimulate involvement** and **motivation of Rail Companies & Trade Unions** in this process and help to **collect more information** about:

- Actual industrial relations agendas including gender issues
- Positive and critical context to include gender issues at company level
- Suitability of items for certain companies

Who?

- Role of CER and ETF Secretariats
- investigate EU support for dissemination

How?

Factsheets; Newsletters

Outlook:

at the end of the pathway what to do with the JR?

REVISION / NEGOTIATIONS

a definition for clarification

The European social dialogue can use several instruments:

- (Article 155) agreements: binding
- Joint recommendations: not binding
- Joint statements / opinions: political statements usually addressed to third parties
- etc.....

REVISION of the CER/ETF Joint Recommendations means to stay at the same level / degree of commitment; the outcome will be non-binding joint recommendations with adapted content;

NEGOTIATIONS means in this context to move to a higher degree of commitment, to binding agreements, which require negotiations based on an agreed catalog of topics and a mandate of each organisation

Outlook: at the end of the pathway what to do with the JR?

Is the structure still valid?

Possible actions about revision:

- Update figures
- Include results of WIR annual reports
- Eliminate unnecessary repetitions
- Update notes
- Update and/or include reference to main EU legislation, strategies, frameworks

STEPS for a pathway to review and follow-up

Step 1	Evaluation of the current state of play about gender equality in Rail Undertakings	See: WIR annual reports
	Mapping EU gender equality legislation: directives, resolutions, recommendations, etc.	What is mandatory for Rail Companies by EU law?
	Mapping gender equality measures implemented at company level	Which companies have CBAs, agreements or unilateral measures on gender issues and what are the commitments?
Step 2	Communication about this pathway and Involvement of Rail Companies & Trade Unions to collect information. Commitment about future gender equality plans Sharing proposals and SSD elaborations	Find partners for communication (and translations?): Eurofound, UIC, Shift2Rail, ERA, EC DG JUST/MOVE/EMPL, EIGE, companies, Platform for Change.
	Draft fact sheets on selected gender issues (cfr 8 gender equality areas)	Elaborate short examples from gender equality measures implemented at company level
Step 3	Identify priority areas and agree on the follow-up	Identify topics for negotiations
	Revision of WIR Joint Recommendation	