



5th Annual Report

On the Development of women's employment in the
European railway sector
Data of 2017

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I. Executive Summary

This report provides an analysis of the current employment situation of women in the rail companies in Europe. The implementation and the following presentation of this study pursue the goal to motivate railway companies to develop the employment of women in the European railway sector. Furthermore, the results of data should show the impact of the Joint Recommendations from 2007 on “a better participation and integration of women in rail sector”. Methods of analysis include a quantitative survey, directed to all CER members. In total, **31 railway companies from 18 countries returned completed questionnaires.**

The following salient values can be mentioned: **Among all participating (2017) companies the share of women is 20.9 %** and best represented are women in **Sweden (SJAB) with 41.6 %**, **Sweden (Transdev Sverige AB) with 39.6 %** and **Slovakia (ZSSK) with 35.6 %**. Least women work at **UK (DB Cargo UK) with 7.3 %**.

In comparison to 2015, results of data analysed show that **the share of women in the comparable (2015 – 2017) railway companies has increased with + 0.5 % from 20.2 % to 20.7 %.**

The highest rates of comparable companies (2015 & 2017) are recorded in Sweden at **Transdev Sverige AB (Sweden) with 39.6%** (667 men and 437 women), while the lowest rate is found at **Infranord AB (Sweden) with a women’s share of 7.8%** (1.686 men and 143 women).

The average increase in the proportion of women in the years 2015 to 2017 is at **0.8 %**. The highest increase between 2015 and 2017 is clearly seen in UK at **Merseyrail Electrics with 3.2 %** (from 20.4 % to 23.6 %) and the lowest increase is in France (SNCF) with **0.3%** (from 20.3% to 20.6%). In Romania (CFR) and Sweden (Infranord AB) there is even a decline in the employment of women: In percentages, that is a **decrease by 0.1 %** (from 21.7% to 21.6%) for CFR and for Infranord Ab a decrease **by 0.3 %** (from 8.1% to 7.8%).

In addition, referring to different levels of management **the proportion of women has increased in the top executive level with +1.1 %**, in middle management with **+0.3 %** and in the team leader level with **+0.7%**. The share of women on managerial positions among all respondents (2017) is **19.9 %**. Comparing the total female share of a company with the proportion of women in leadership positions, **the share of top executives in Austria at ÖBB with 27.3 %** is high in comparison to their total share of **12.3 %** - similar figures are available for Belgium and Luxembourg.

Referring to different professions, **data of employees show an increase of women's share among locomotive drivers with +0.3 % (+ 290 women), on-board personnel with +2 % (+ 1.601 women) and traffic management with +2.3 % (+ 1.581).**

In the second section, companies were asked about their implemented measures, regarding the following topics: better reconciliation of family/social and work life, promoting women employment and career development, general equal opportunities and prevention of workplace harassment and violence. **Most popular measures to improve work-life balance is the flexible working time, reduced weekly working time and sabbaticals. Belgium (HR Rail – NMBS – Infrabel) and Germany (DB Group) introduced every measure to better reconcile family/social and work life.** Referring to the section “Measures to promote women employment and career development” the following positive aspect should be mentioned: France (SNCF) implemented all initiatives, Austria (ÖBB) implemented all initiatives except the review of recruitment procedures to promote women employment and career development; most companies rely on initiatives to improve health and hygienic conditions and initiatives to reduce the gender pay gap. On the other hand “Measures for continuous training and qualification specifically for women” are not implemented by 60 %. Furthermore, 46.7 % also do not have an agreement on quantitative targets for women employment in order to increase the share of women in the company. Serbia (Joint Stock Company for Public Railway Infrastructure management "Infrastructure of Serbian Railways") is the only one who does not introduce measures, which affects all employees, but above all 16.4 % are female employees. General equality measures include regular reports on the situation of women and specific equal opportunities department or unit in the company. **90.3% of surveyed companies apply measures policies on prevention of harassment and violence.**

The majority (20 from 31) of the participating companies are familiar with the CER-ETF “Joint Recommendations for a better participation and integration of women in the railway sector”. The Joint Recommendations provide guidance and a good orientation in order to promote the participation and integration of women in railway companies.

II. Background

Against the background of a clear underrepresentation of female employees in European railways and not least in the context of European policy strategies on equality between

women and men, action to improve equal opportunities and better integration of women in the railway sector is needed.

European social partners in the railway sector – European Transport Workers’ Federation (ETF) and the Community of European Railway and Infrastructure Companies (CER) - decided to introduce annual reporting on the development of women employment in the rail sector based on a limited number of indicators starting from 2012. In 2013, after the joint project WIR Women in the railway sector, the social partners decided to define common key performance indicators to regularly confront companies with the subject and see the progress made. The purpose is to follow the development of women employment in the European railway sector, to measure the impact of the Joint Recommendations from 2007 on “a better participation and integration of women in the rail sector” and to motivate railway companies to take action and to develop a corporate policy to attract more women.

III. Methods

European railway companies were approached to collect data on the state of affairs of their female employees and measures for female workers. They were asked about general characteristics of their companies, the number of female and male employees in different vocational fields as well as implemented measures and initiatives that the company offers to promote women employment and career development of women. For practical reasons, in the report text and charts results are cited by mentioning corresponding states and not companies. However, for some countries, data were reported for only one company, which can have activities in other states than the one where it is based.

Although three additional questions have been formulated and incorporated to the questionnaires, comparability is ensured. (The additional questions are highlighted on the charts by markings)

The following questions were added:

- Please indicate the number of female and male employees of your company in total and for the following professions. Infrastructure Maintenance and Rolling stock maintenance.
- Are you familiar with the CER-ETF "Joint Recommendations for a better representation and integration of women in the railway sector?"

Because of a difference in interpretation and definition of engineers, we decided to do not add the question in the questionnaire anymore.

A quantitative survey, directed to all CER members, was conducted in 2018 and data was reported from 2017. In general, the study cannot provide a complete view on the situation and the developments in the railway sector in Europe, as not all railway companies in the railway sector in each European country took part in the survey. Nevertheless, it is positively worth mentioning, that we have a complete time series from the biggest companies in Europe. In total, 31 railway companies from 18 countries returned completed questionnaires.

- In 2017, the same number of companies took part in comparison to 2015¹.
- Furthermore, 20 comparable companies participated in the period 2015-2017,
- 14 comparable companies took part in the period 2014-2015-2017,
- 11 comparable companies participated in the period 2013-2014-2015-2017 and
- 10 companies are comparable for 2012-2013-2014-2015-2017.

COMPARABLE					COUNTRY	COMPANY	REPLIES PROVIDED CONCERN
2012	2013	2014	2015	2017			
					Austria	ÖBB	freight transport, passenger transport, infrastructure management
					Belgium	HR Rail – NMBS – Infrabel	passenger transport, infrastructure management

¹ No survey was conducted for the year 2016, due to work on the review of the questionnaire.

					Bulgaria	NRIC	infrastructure management
					Czech Republic	SZDC	Infrastructure management
					Denmark	DSB	passenger transport
					Finland	VR Group	freight transport, passenger transport
					France	SNCF	freight transport, passenger transport, infrastructure management
					Germany	DB Group	freight transport, passenger transport, infrastructure management
					Hungary	GYSEV Zrt.	freight transport, passenger transport, infrastructure management
					Hungary	MÁV Co.	passenger transport, infrastructure management
					Italy	FS Group	freight transport, passenger transport, infrastructure management
					Luxembourg	SN CFL	passenger transport, infrastructure management
					Romania	National Railway Company "CFR"-S.A.	infrastructure management
					Serbia	Infrastructure of Serbian Railways	infrastructure management
					Slovakia	Železničná spoločnosť Slovensko, a. s. (ZSSK)	passenger transport
					Slovakia	ZSSK Cargo	freight transport
					Slovakia	ZSR (Railways of	infrastructure

					Slovakia Republic)	management
					Slovenia	Slovenske železnice, d.o.o. freight transport, passenger transport, infrastructure management
					Sweden	Infranord AB infrastructure management
					Sweden	Transdev Sverige AB passenger transport
					Sweden	HECTOR RAIL freight transport
					Sweden	SJAB passenger transport
					Sweden	Euromaint Rail AB freight transport, passenger transport
					Switzerland	SBB AG and SBB Cargo AG freight transport, passenger transport, infrastructure management
					UK	Abellio Greater Anglia Ltd. passenger transport
					UK	Merseyrail Electrics passenger transport
					UK	MTR Crossrail passenger transport
					UK	Arriva Rail North passenger transport
					UK	DB Cargo UK freight transport
					UK	East Midlands Trains passenger transport
					UK	Direct Rail Services LTD freight transport,

Table 1 - Comparable Companies (2017)

A. Participating companies

Concerning Chart 1 below seven group of companies (covering passenger and freight transport and infrastructure maintenance) participated, three companies took part with data of the passenger transport and infrastructure management, six with data of infrastructure management, two participated with data of freight transport and passenger transport, nine with data of the passenger transport and four took part with data of the freight transport.

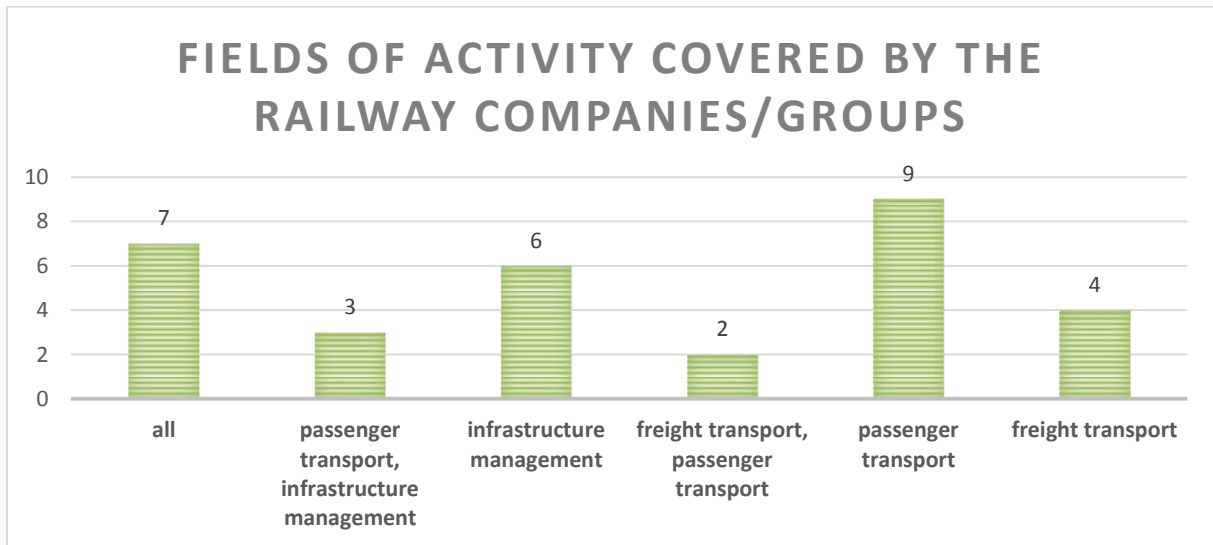


Chart 1 - Fields of activity covered by the railway companies/groups (2017)

IV. Women’s presence in the surveyed companies (Evolution 2015 – 2017)

The following charts show results from 20 comparable companies (2015 – 2017)

A. Women’s presence in the surveyed companies (Evolution 2015 – 2017) – general

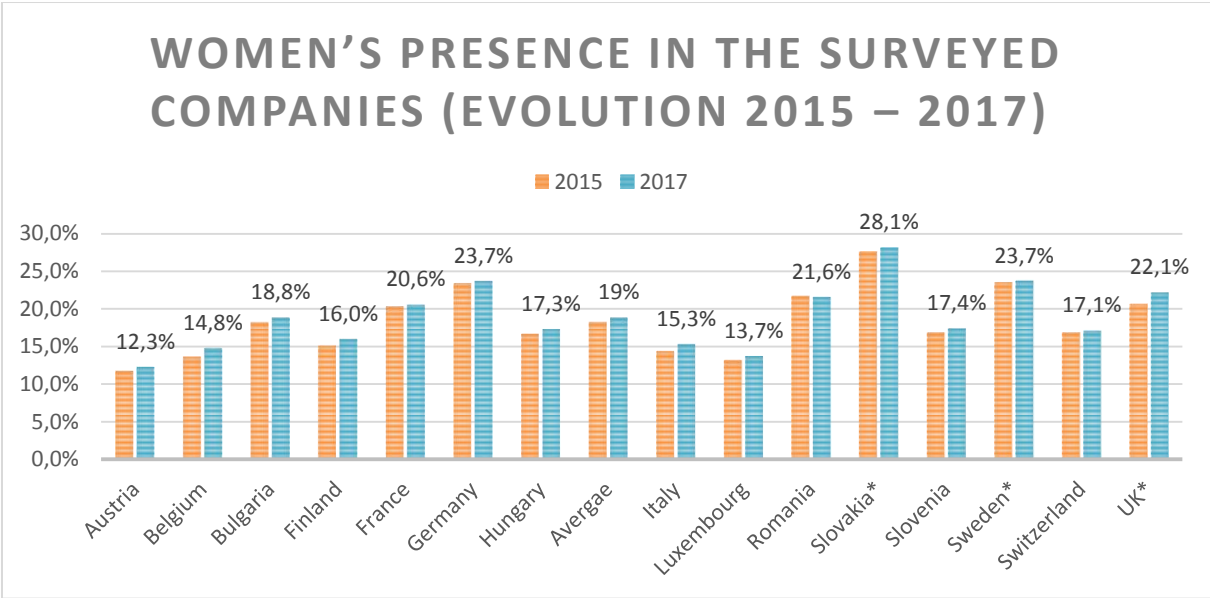


Chart 2: Women’s presence in the surveyed companies (Evolution 2015 – 2017) / displayed percentages referring to 2017

The average share of women in 2017 of the comparable (2015 & 2017) railway companies is 19.0 % (average of countries). Among all participating (2017) companies best represented are women in Sweden (SJAB) with 41.6 %, Sweden (Transdev Sverige AB) with 39.6 % and Slovakia (ZSSK) with 35.6 %. Least women work at UK (DB Cargo UK) with 7.3 %.

Among comparable companies (2015-2017) best represented are women in Sweden (Transdev Sverige AB) with 39.6 % (667 men and 437 women) and Slovakia (ZSSK) with 35.6 % (3835 men and 2117 women). Least women work at Sweden (Infranord AB) with and women’s share of 7.8 % (1.686 men and 143 women). In total numbers, most women in all participating companies work in Germany (DB Group) with an amount of 76.633 women.

COUNTRY	COMPANY	2015	2017
Austria	ÖBB	11,8%	12,3%
Belgium	HR Rail – NMBS - Infrabel	13,7%	14,8%
Bulgaria	NRIC	18,2%	18,8%
Finland	VR	15,1%	16,0%
France	SNCF	20,3%	20,6%
Germany	DB Group	23,4%	23,7%
Hungary	MÁV Co.	16,7%	17,3%
Italy	FS Group	14,4%	15,3%
Luxembourg	CFL	13,2%	13,7%
Romania	National Railway Company "CFR"-S.A.	21,7%	21,6%
Slovakia*	Železnica spoločnosť Slovensko a. s. (ZSSK)	27,6%	28,1%
	ZSR (Railways of Slovak Republic)		
	ZSSK Cargo		
Slovenia	Slovenske železnice, d.o.o.	16,9%	17,4%
Sweden*	Infranord AB	23,5%	23,7%
	Transdev Sverige AB		
Switzerland	SBB AG and SBB Cargo AG	16,9%	17,1%
UK*	Abellio Greater Anglia Ltd.,	20,6%	22,1%
	MTR Crossrail		
	Merseyrail Electric		

Table 2: Women's presence in the surveyed companies (Evolution 2015 – 2017)

B. Share of women in different professions

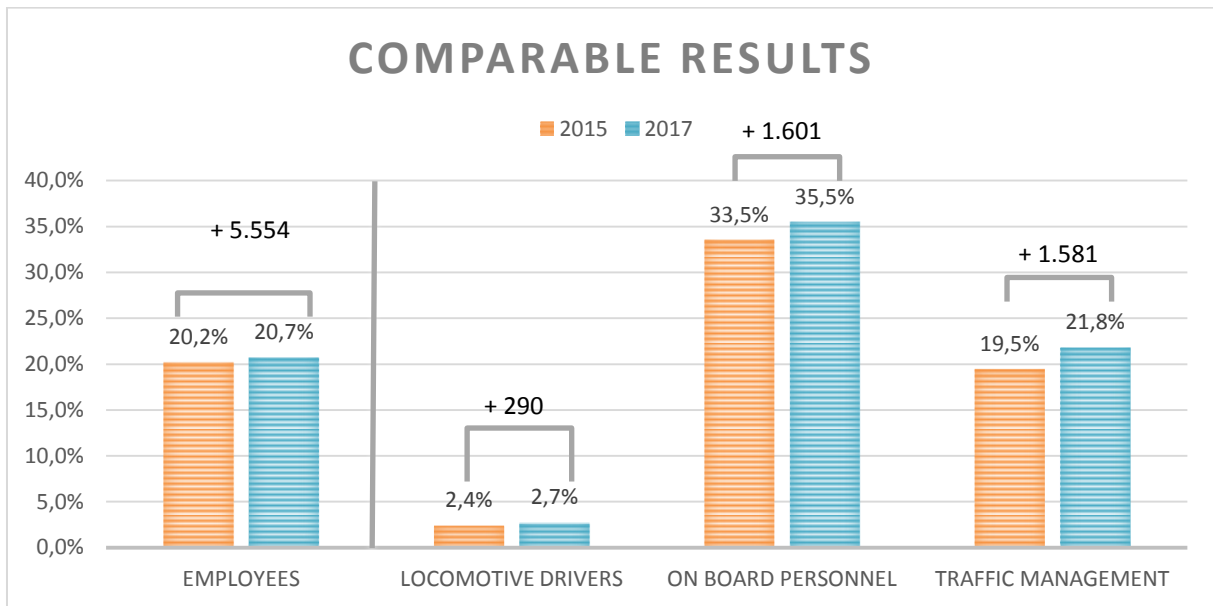


Chart 2 - Comparable Results: Share of women in different professions (Evolution 2015-2017)

The number of employees by railway companies (comparable 2015 & 2017) increased in total by 9.752 employees between 2015 and 2017. The evaluation reveals an increase of hired women employees with 57.0 % (+ 5.554 women) and hired men employees with 43.0% (+ 4.198) in the period of 2015 to 2017. Furthermore, data of employees total and in different professions show an increase of women's share among locomotive drivers with +0.3% (+ 290 women), on-board personnel with +2% (+ 1.601 women) and traffic management with +2.3% (+ 1.581). Details of every comparable result were discussed below.

C. Share of women in three different levels of management

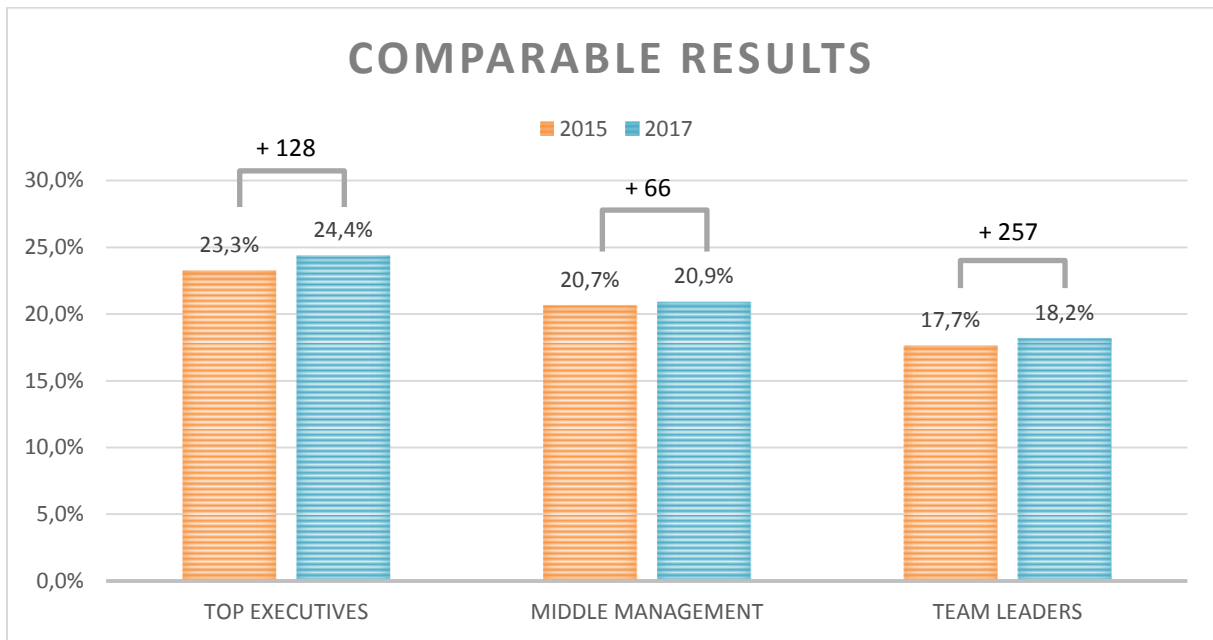


Chart 3 – Comparable Results: Share of women in three different levels of management (Evolution 2015-2017)

Data of Employees of the company in total and of several professions as well as employees with managerial responsibilities in three different levels show an increase of the share of women. The top executive level increased with +1.1% (+ 128 women), middle management with +0.3% (+ 66 women) and the team leader level with +0.5% (+ 257 women).

D. Share of women in initial vocational training, in continuous training, in part time and in part time with managerial responsibilities

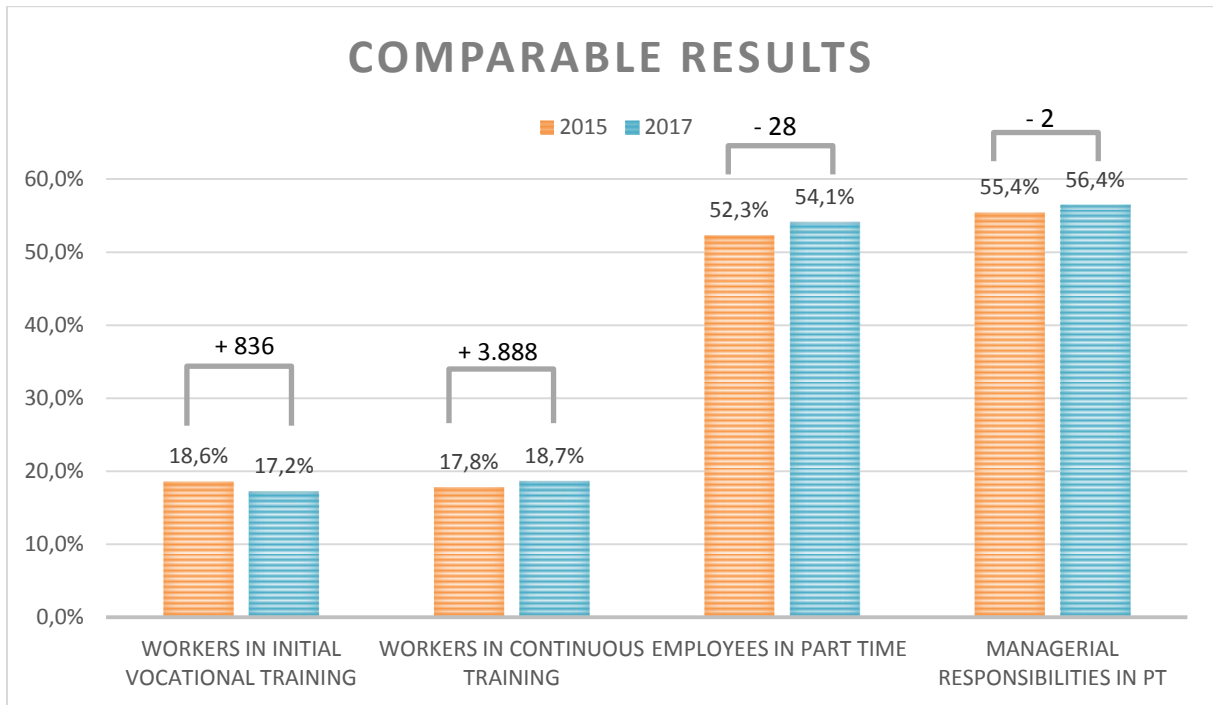


Chart 4 - Comparable Results: Share of women in initial vocational training, in continuous training, in part time and in part time with managerial responsibilities (Evolution 2015-2017)

Admittedly, a minor decrease is perceivable of women’s share in initial vocational training with -1.4%; however, 836 women were hired between 2015 and 2017. The sinking share of women is caused by the recruitment of 8.546 men and the marginal amount of 836 women. The women’s share in continuous training increased with + 0.8% (+ 3.888 women). The increase of women’s share in part time with + 1.8% is triggered by the decrease of 1.526 men and 28 women. Last but not least, women’s share of managerial responsibilities in part time increased with + 1.0% because of the decrease of 38 men and 2 women.

V. Women's presence in comparable companies (Evolution 2012-2017)

The CER-ETF "Joint Recommendations for a better participation and integration of women in the railway sector" provide guidance and a useful tool in order to promote the participation and integration of women in European railway companies.

In order to measure the impact of the Joint Recommendations from 2007, annual reports on the development of women employment are drawn up and published, starting with the first report in 2012.

Since 2012 among comparable companies (2012-2013-2014-2015-2017), there is a minor development of the total share of women with +0.5%. This development is caused by the increase of the number of women with an amount from 131.086 (2015) to 136.052. During 2013 and 2014, the overall number of employees decreased with 6.001 where 7.034 men left the company while 1.033 women joined railways. From 2014 to 2015, the number of hired women increased with a number of 2.240.

The average share of women in 2017 of the comparable (2012-2017) railway companies is 19.5 % (average per companies). Among all participating companies (2017) best represented are women in Sweden SJAB with 41.6 %, and Transdev Sverige AB with 39.6 % and Slovakia (ZSSK) with 35.6 %. Least women work at UK (DB Cargo UK) with 7.3 %.

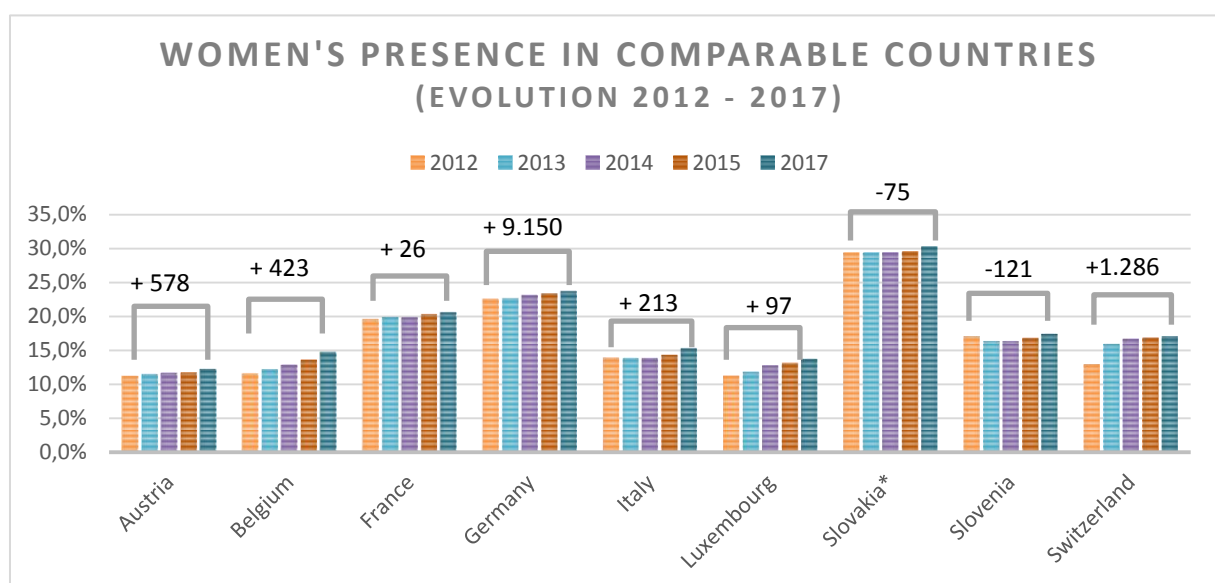


Chart 5 - Women's presence in comparable companies general (Evolution 2012-2017)

Country	Company ²	2012	2013	2014	2015	2017
Austria	ÖBB	11,3%	11,5%	11,7%	11,8%	12,3%
Belgium	HR Rail – NMBS - Infrabel	11,6%	12,2%	12,9%	13,7%	14,8%
France	SNCF	19,6%	19,9%	19,9%	20,3%	20,6%
Germany	DB Group	22,5%	22,6%	23,1%	23,4%	23,7%
Italy	FS Group	13,9%	13,9%	13,9%	14,4%	15,3%
Luxembourg	CFL	11,3%	11,9%	12,8%	13,1%	13,7%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	29,4%	29,3%	29,4%	29,6%	30,2%
	ZSSK Cargo					
Slovenia	Slovenske železnice, d.o.o.	17,1%	16,4%	16,4%	16,9%	17,4%
Switzerland	SBB AG and SBB Cargo AG	13,0%	15,9%	16,7%	16,9%	17,1%

Table 3 – Women’s presence in comparable companies general (Evolution 2012-2017)

In general, among all comparable companies the best development in the share of women made Switzerland from 13.0% in 2012 (24.290 men and 3.629 women) to 17.1% in 2017 (23.852 men and 4.915 women). The highest share is found in Slovakia (Železnica spoločnosť slovensko, a.s. (ZSSK) with 35.6% (3.835 men and 2.117 women) in 2017 followed by Slovakia (ZSSK Cargo) with 24.9% (4.230 men and 1.402 women). Least women work in Luxembourg (CFL) with an amount of 2.862 men and 455 women.

² As in previous reports, the figures for some companies (e.g. for ÖBB and DB) are referring to the whole company / group (worldwide and not just one country)

A. Share of women locomotive drivers

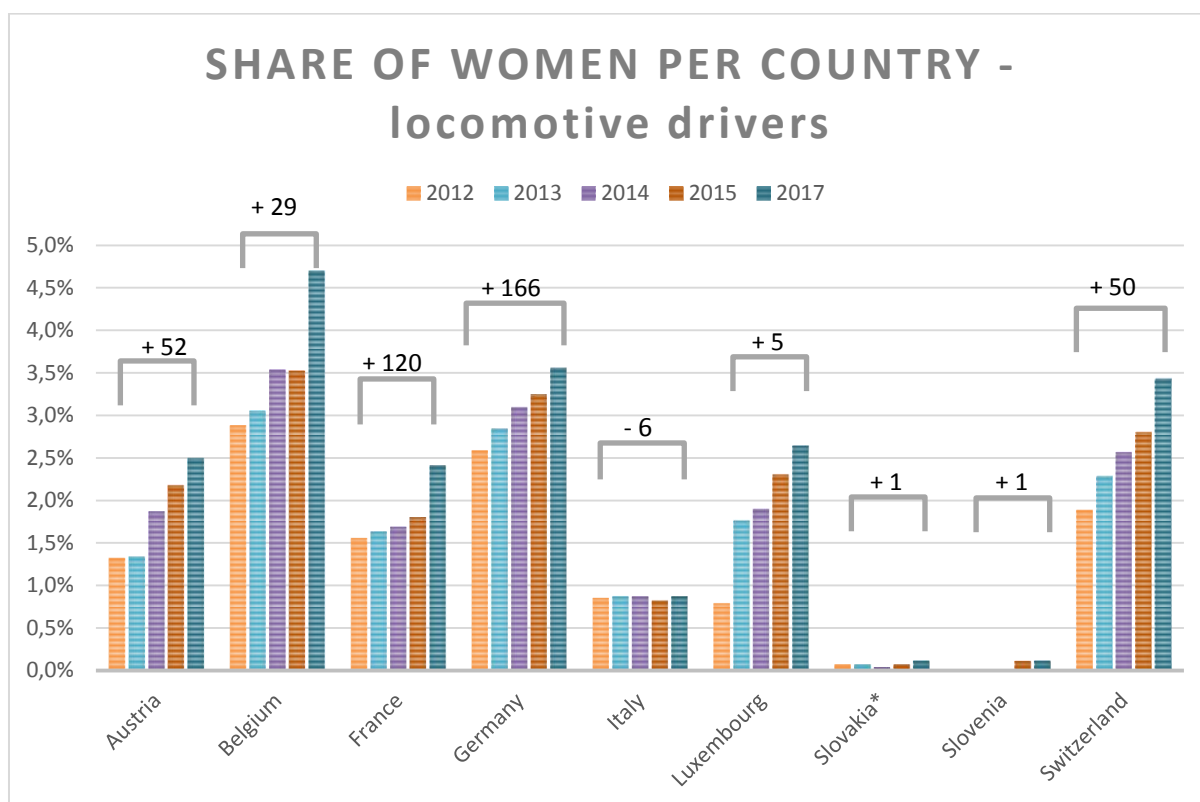


Chart 6 - Share of women per country - locomotive drivers (Evolution 2012-2017)

Country	Company	2012	2013	2014	2015	2017
Austria	ÖBB	1,3%	1,3%	1,9%	2,2%	2,5%
Belgium	HR Rail – NMBS - Infrabel	2,9%	3,1%	3,5%	3,5%	4,7%
France	SNCF	1,6%	1,6%	1,7%	1,8%	2,4%
Germany	DB Group	2,6%	2,8%	3,1%	3,2%	3,6%
Italy	FS Group	0,9%	0,9%	0,9%	0,8%	0,9%
Luxembourg	CFL	0,8%	1,8%	1,9%	2,3%	2,6%
Slovakia*	Zeleznicna spolocnost Slovensko, a. s. (ZSSK)	0,1%	0,1%	0,0%	0,1%	0,1%
	ZSSK Cargo					
Slovenia	Slovenske	0,0%	0,0%	0,0%	0,1%	0,1%

	železnice, d.o.o.					
Switzerland	SBB AG and SBB Cargo AG	1,9%	2,3%	2,6%	2,8%	3,4%

Table 4 - Comparable companies – locomotive drivers (Evolution 2012-2017)

The professional group of locomotive drivers traditionally is highly dominated by men. The current survey (all participating companies) shows representation of women among locomotive drivers of 3.1%. Data of comparable companies since 2012 show the steady rise of the share of women. In total numbers most women were hired in Germany (DB Group) with an amount of + 166. Zero women were hired in Slovakia (ZSSK Cargo) and one woman was hired in Slovakia (Zeleznicna spolocnost Slovensko) and Slovenia (Slovenske železnice, d.o.o.). Worth to be mentioned is the positive breakthrough of women hiring in Austria and Luxembourg, they literally doubled the number of women locomotive drivers.

B. Share of women in on-board personnel

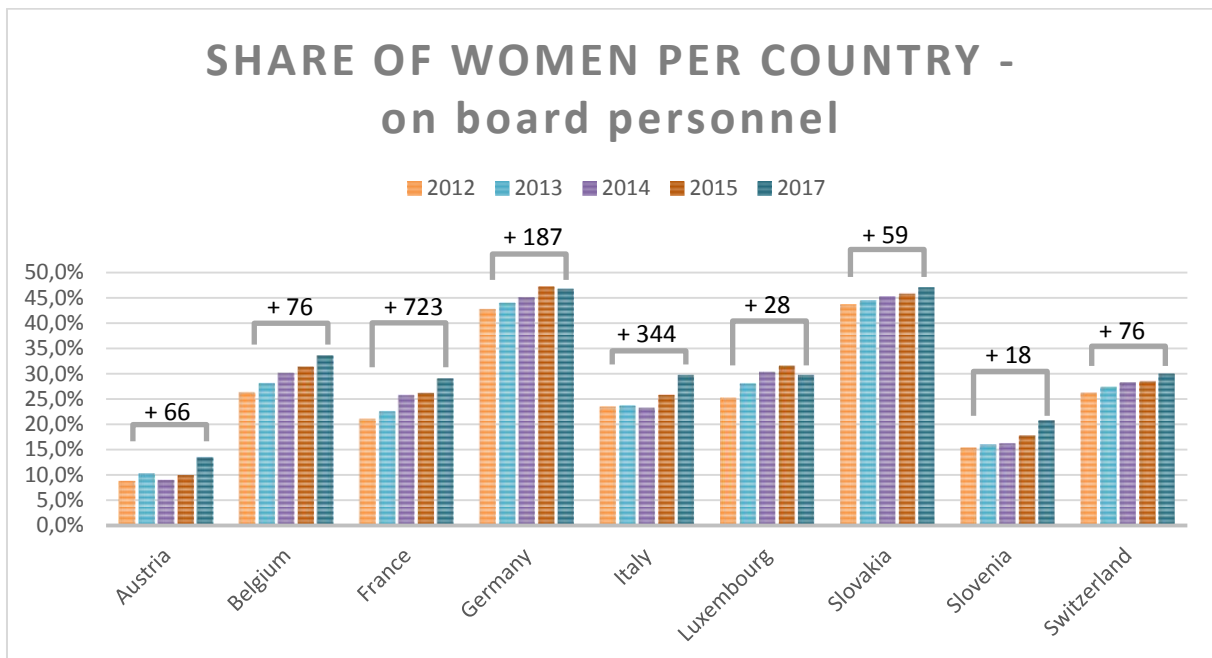


Chart 7 - Share of women in on-board personnel of comparable companies (Evolution 2012-2017)

COUNTRY	COMPANY	2012	2013	2014	2015	2017
Austria	ÖBB	8,8%	10,3%	9,0%	9,9%	13,5%
Belgium	HR Rail – NMBS - Infrabel	26,3%	28,1%	30,0%	31,3%	33,6%
France	SNCF	21,1%	22,5%	25,7%	26,1%	29,0%
Germany	DB Group	42,7%	44,0%	44,9%	47,1%	46,8%
Italy	FS Group	23,5%	23,6%	23,2%	25,8%	29,8%
Luxembourg	CFL	25,3%	28,0%	30,3%	31,5%	29,7%
Slovakia ³	Železnica spoločnosť Slovensko, a. s. (ZSSK)	43,7%	44,4%	45,1%	45,6%	47,0%
Slovenia	Slovenske železnice, d.o.o.	15,4%	16,0%	16,2%	17,8%	20,8%
Switzerland	SBB AG and SBB Cargo AG	26,2%	27,4%	28,2%	28,4%	30,0%

Table 5 - Comparable companies – on board personnel (Evolution 2012-2017)

Traditionally in the railway sector, in most of the countries there is a substantial share of women among on board personnel. The current survey shows that almost 37% of on board personnel is composed of women. Among comparable companies, women's share has increased with 6.0% since 2012. It was 29.4% in 2012 and grew up to 35.4% in 2017. During this five year period women's representativeness has risen notably in France with +8.0 %, in Belgium with +7.3% and in Italy with +6.3%. The women's share is best represented in Slovakia (Železnica spoločnosť Slovensko, a. s. (ZSSK) with 47.0% (683 men and 606 women) and in Germany (DB Group) with 46.8% (6.063 men and 5.323 women). Least women are employed in Slovenia (Slovenske železnice, d.o.o.) with an amount of 282 men and 74 women

³ ZSSK Cargo is not added in the analysis of share of women in on board personnel because of the lack of answers in the questionnaire from 2013 to 2017. This is caused by the fact, that ZSSK Cargo is a freight company, therefore it has no on-board personnel.

C. Share of women in traffic management

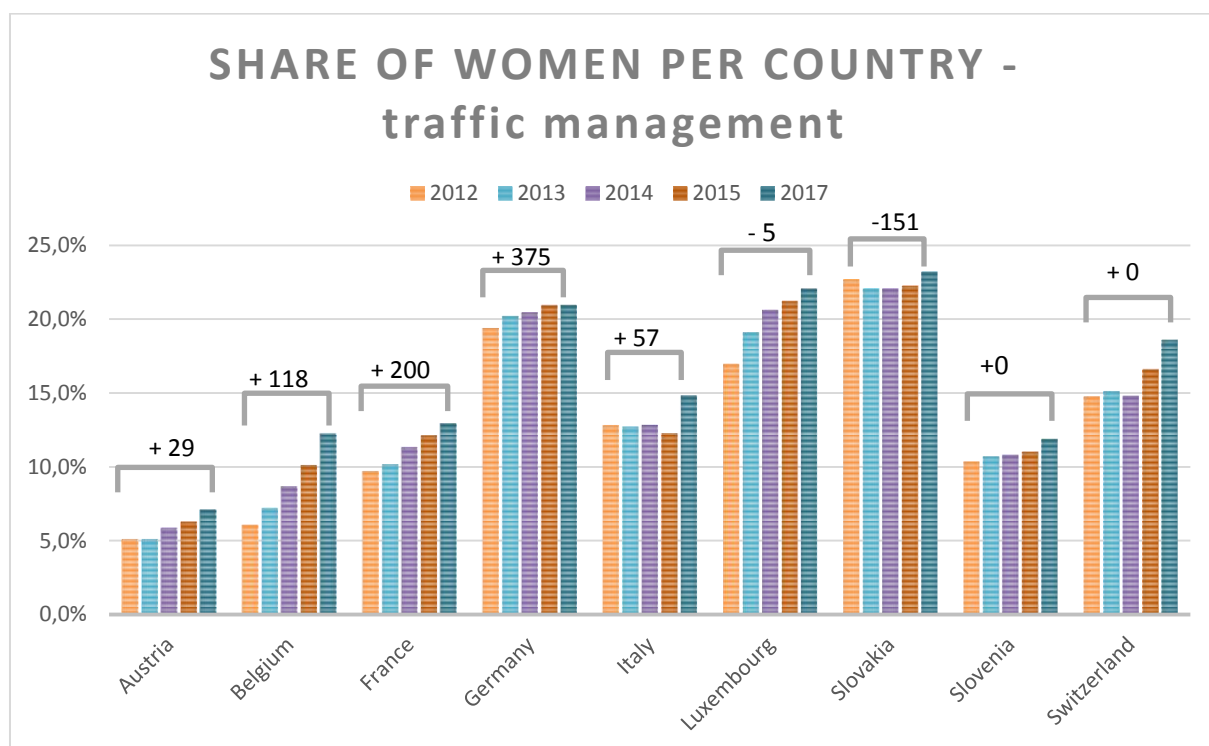


Chart 8 - Share of women per country - traffic management (Evolution 2012-2017)

COUNTRY	COMPANY	2012	2013	2014	2015	2017
Austria	ÖBB	5,1%	5,1%	5,9%	6,3%	7,1%
Belgium	HR Rail – NMBS - Infrabel	6,1%	7,2%	8,7%	10,1%	12,2%
France	SNCF	9,7%	10,2%	11,3%	12,1%	12,9%
Germany	DB Group	19,4%	20,2%	20,5%	20,9%	20,9%
Italy	FS Group	12,8%	12,7%	12,8%	12,3%	14,8%
Luxembourg	CFL	17,0%	19,1%	20,6%	21,2%	22,1%
Slovakia ⁴	ZSSK Cargo	22,7%	22,1%	22,1%	22,3%	23,2%
Slovenia	Slovenske železnice, d.o.o.	10,4%	10,7%	10,8%	11,0%	11,9%
Switzerland	SBB AG and SBB Cargo AG	14,8%	15,1%	14,8%	16,6%	18,6%

Table 6 - Share of women per country - traffic management (Evolution 2012-2017)

⁴ Zeleznicna spolocnost Slovensko, a. s. ZSSK isn't added in the analysis of share of women in traffic management because of the lack of answers in the questionnaire from 2013 to 2017.

Almost 23% of traffic management personnel consists of women, reveals the result from all participating companies in 2017. Among comparable companies from 2012 to 2017, there is an overall progress of 2.3% since 2012, when it was 15.2% in 2012 and grew up to 17.6% in 2017. During this five year period more significant increase of the women's share in traffic management is noted in some countries such as Belgium with an increase of +6.2%, Luxembourg with +5.1% and Switzerland with +3.8%. Luxembourg experienced an increase of the share of women because of 83 men and five women, who left the company, same as Switzerland where 85 men left the company.

The traffic management includes professional activities such as traffic supervisors etc.

D. Share of women in infrastructure maintenance and rolling stock maintenance

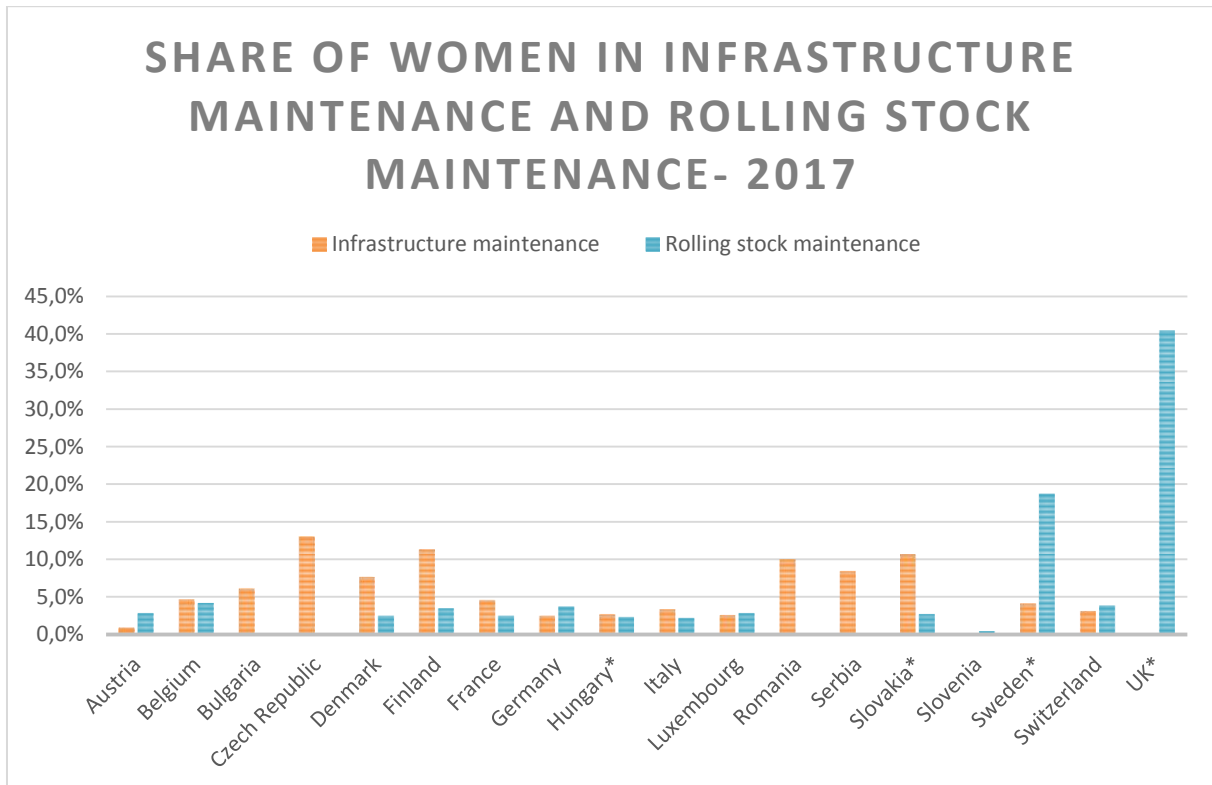


Chart 9 - Share of women in infrastructure maintenance and rolling stock maintenance of all participating companies (2017)

COUNTRY	COMPANY	Infrastructure maintenance	Rolling stock maintenance
Austria	ÖBB	0,9%	2,9%
Belgium	HR Rail – NMBS - Infrabel	4,7%	4,2%
Bulgaria	NRIC	6,1 %	0,0 % ⁵
Czech Republic	CD	13,0%	0,0 % ⁶
Denmark	DSB	7,7%	2,5 %
Finland	VR	11,3%	3,5%
France	SNCF	4,6%	2,5%
Germany	DB Group	2,5%	3,7%

⁵ NRIC (Bulgaria) provides replies concerning infrastructure management. NRCI do not have implemented a rolling stock maintenance.

⁶ CD (Czech Republic) provides replies concerning infrastructure management. CD do not have implemented a rolling stock maintenance.

Hungary*	GYSEV Zrt.	2,7%	2,3%
	MÁV Co.		
Italy	FS Group	3,3 %	2,2%
Luxembourg	CFL	2,6%	2,8%
Romania	National Railway Company "CFR"-S.A.	10,0%	0,0% ⁷
Serbia	Infrastructure of Serbian Railways	8,4%	0,0% ⁸
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	10,7%	2,7%
	ZSR (Railways of Slovak Republic)		
	ZSSK Cargo		
Slovenia	Slovenske železnice, d.o.o.	0,0%	0,5%
Sweden*	Infranord AB	4,1%	18,8%
	HECTOR RAIL		
Switzerland	SBB AG and SBB Cargo AG	3,1%	3,9%
UK*	Abellio Greater Anglia Ltd.	0,0%	40,5%
	Arriva Rail North		
	DB Cargo UK		
	East Midlands Trains		
	Direct Rail Services LTD		
	Merseyrail Electric		

Table 7 - Share of women in infrastructure maintenance and rolling stock maintenance (2017)

For the first time since the beginning of the annual reporting on the situation of women in European railways, companies were asked about workers in infrastructure maintenance and rolling stock maintenance.

⁷ CFR (Romania) provides replies concerning infrastructure management. CFR do not have implemented a rolling stock maintenance.

⁸ Infrastructure of Serbian Railways (Serbia) provides replies concerning infrastructure management. Infrastructure of Serbian Railways do not have implemented a rolling stock maintenance.

The infrastructure maintenance is defined as building and maintaining railway infrastructure and includes professional activities such as signal engineer, track worker etc.

The results of women’s share in infrastructure maintenance show a significant difference between Czech Republic, Finland, Slovakia and the other countries. Czech Republic shows a high amount with 13.0 %, Finland with 11.3 % and Slovakia with 10.7 % in comparison to Slovenia (Slovenske železnice) with 0 %, Austria (ÖBB) with 0.90% and Germany with 2.5%.

The rolling stock maintenance covers the maintenance of the vehicles and covers the technical and craft occupational fields, for example electrician, locksmith etc.

The results of women’s share in rolling stock maintenance show very high amounts in the UK with 40.5% and in Sweden with 18.8% and low amounts in Italy with 2.2 % (5724 men and 129 women).

E. Share of women in management

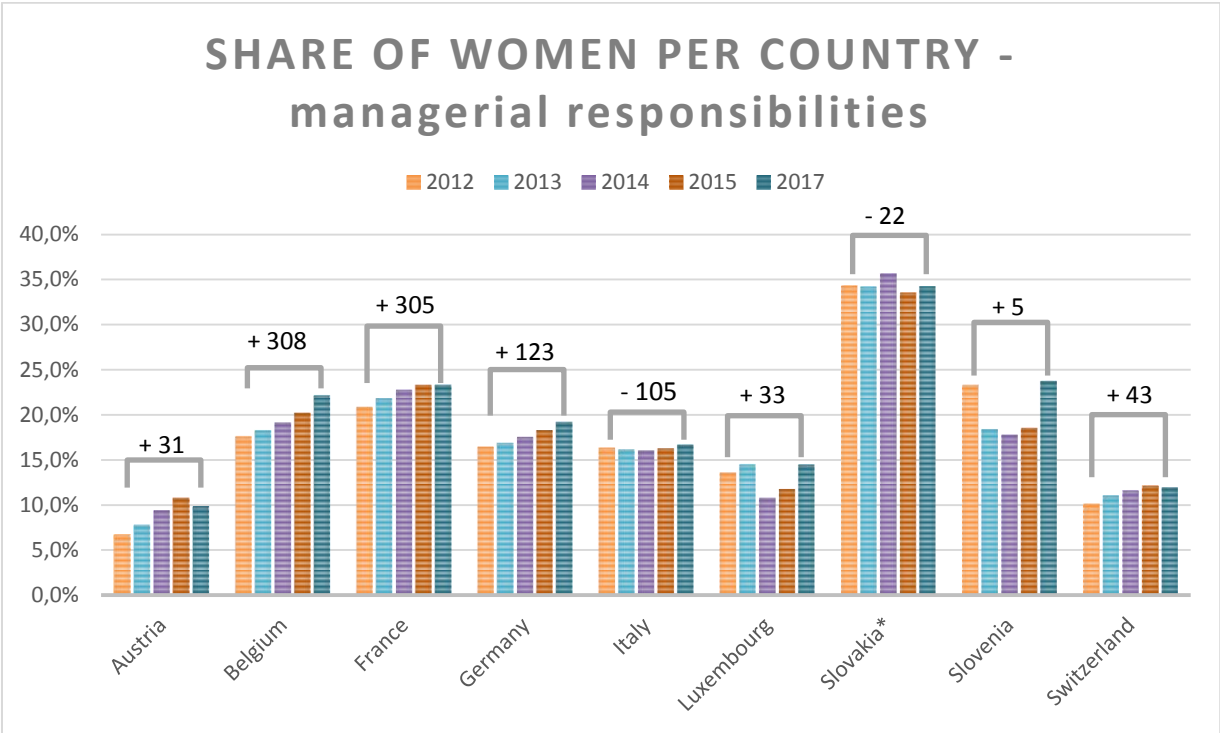


Chart 10 - Share of women per country - managerial responsibilities (Evolution 2012-2017)

COUNTRY	COMPANY	2012	2013	2014	20,15	2017
Austria	ÖBB	6,8%	7,8%	9,4%	10,8%	9,9%
Belgium	HR Rail – NMBS - Infrabel	17,6%	18,3%	19,2%	20,2%	22,2%
France	SNCF	20,9%	21,8%	22,8%	23,3%	23,4%
Germany	DB Group	16,5%	16,9%	17,6%	18,3%	19,2%
Italy	FS Group	16,3%	16,2%	16,1%	16,3%	16,7%
Luxembourg	CFL	13,6%	14,5%	10,8%	11,8%	14,5%
Slovakia*	Zeleznicna spolocnost Slovensko, a. s.(ZSSK)	34,3%	34,2%	35,6%	33,5%	34,2%
	ZSSK Cargo					
Slovenia	Slovenske železnice, d.o.o.	23,3%	18,4%	17,8%	18,6%	23,8%
Switzerland	SBB AG and SBB Cargo AG	10,2%	11,1%	11,6%	12,1%	12,0%

Table 8 - Comparable companies – managerial responsibilities (Evolution 2012-2017)

Since 2012 among the 10 comparable companies there is an overall progress of 2.1% with 17.6% in 2012 and 19.7% in 2017. Except in Italy and Slovakia, there has been an increase in the share of women in managerial responsibilities in all comparable companies since 2012. When looking at positioning of women in the different levels of management-top, middle and low/ team leaders, the results reveal the following picture in comparable companies:

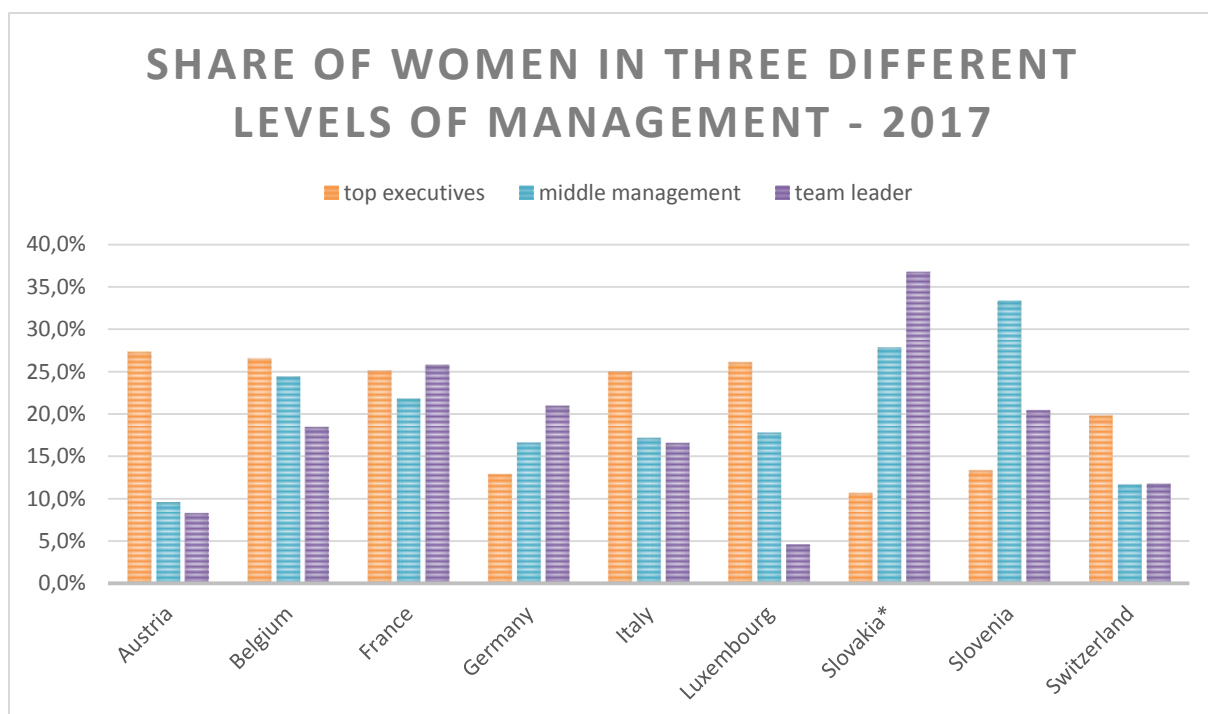


Chart 11 - Share of women in three different levels of management 2017

COUNTRY	COMPANY	Top executives	Middle management	Team leader
Austria	ÖBB	27,3%	9,6%	8,3%
Belgium	HR Rail – NMBS - Infrabel	26,5%	24,4%	18,5%
France	SNCF	25,1%	21,8%	25,8%
Germany	DB Group	12,9%	16,6%	21,0%
Italy	FS Group	25,0%	17,2%	16,6%
Luxembourg	CFL	26,1%	17,8%	4,6%
Slovakia*	Železnica spoločnosť Slovensko, a. s. (ZSSK)	10,7%	27,9%	36,8%
	ZSSK Cargo			
Slovenia	Slovenske železnice, d.o.o.	13,3%	33,3%	20,5%
Switzerland	SBB AG and SBB Cargo AG	19,8%	11,7%	11,8%

Table 9 - Share of women in three different levels of management (2017)

Since 2012, women have gained better positioning in all management levels. 6.2% (+ 448) more women are reported to have authority as top executives. Less but still increased is the

number of female managers in middle management with 1.7% (+ 208) and female team leaders with 1.3% (+ 131). 2017 in the top executives group women positioned better in Belgium with 26.5%, in Austria with 27.3% and in Luxembourg with 26.1%. Comparing to the total female share of a company with the proportion of women in leadership positions, the share of top executives in Austria at ÖBB with 27.3 % is high in comparison to their total share of 12.3 % - similar figures are available for Belgium and Luxembourg. At middle level, women's share increased in Slovenia from 23.5% in 2012 to 33.3% in 2017.

Women's share at team leader level is the highest in Slovakia (36.8%), France (25.8%) and Germany (20.9%). Since 2012, women team leader's share increased in Belgium with + 5.2% to 18.5% in 2017 followed by Austria with an increase of +2.8% to 8.3% in 2017. Significant negative margin is observed at top management level in Slovenia with -10.5%, at middle management level in Slovakia with -16.3% and at low management level in Luxembourg with -10.8%.

F. Share of women in initial vocational training

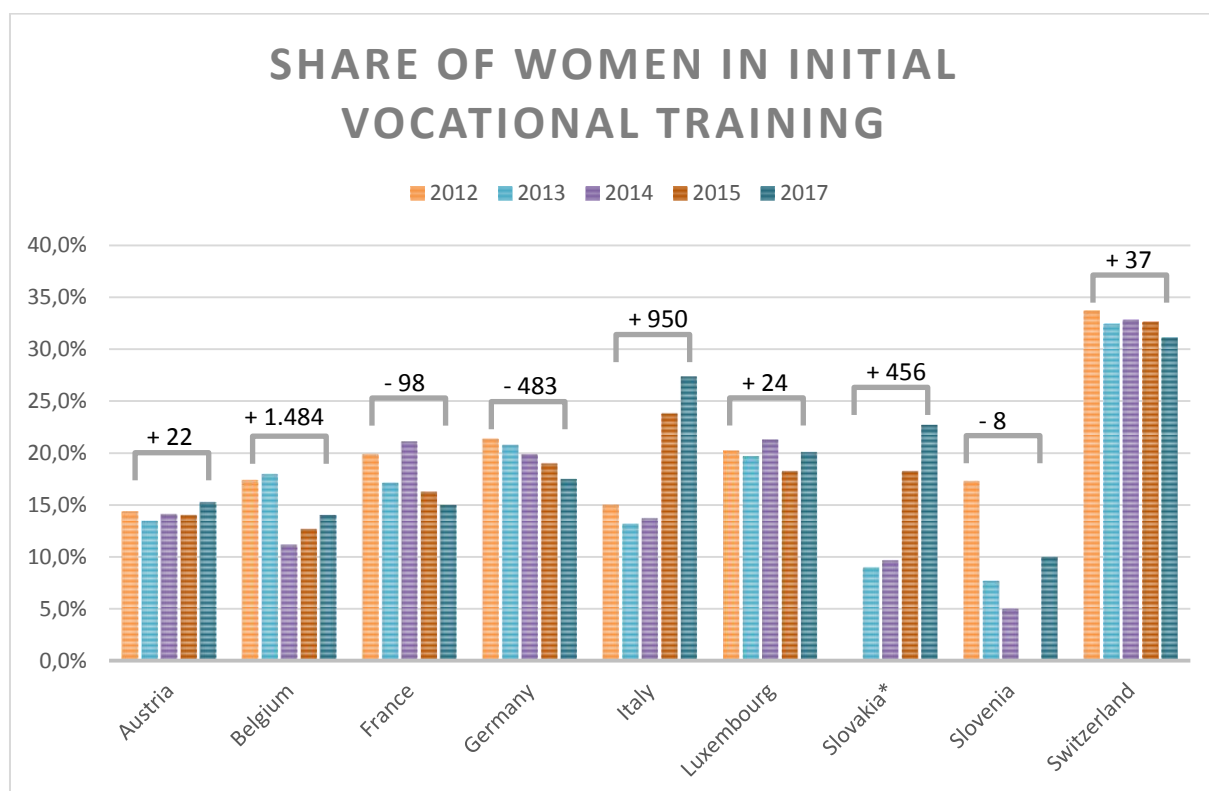


Chart 12 - Share of women in initial vocational training (Evolution 2012-2017)

COUNTRY	COMPANY	2012	2013	2014	20,15	2017
Austria	ÖBB	14,4%	13,4%	14,1%	14,0%	15,3%
Belgium	HR Rail – NMBS - Infrabel	17,4%	18%	11,2%	12,7%	14,1%
France	SNCF	19,9%	17,1%	21,1%	16,3%	15,0%
Germany	DB Group	21,4%	20,8%	19,9%	19,0%	17,5%
Italy	FS Group	15,0%	13,2%	13,7%	23,8%	27,4%
Luxembourg	CFL	20,2%	19,7%	21,3%	18,2%	20,1%
Slovakia*	Zeleznicna spolocnost Slovensko, a. s. (ZSSK), ZSSK	0,0%	9,0%	9,7%	18,2%	22,7%
Slovenia	Slovenske železnice, d.o.o.	17,3%	7,7%	5,0%	0,0%	10,0%
Switzerland	SBB AG and SBB Cargo AG	33,7%	32,4%	32,8%	32,6%	31,1%

Table 10 - Share of women in initial vocational training (Evolution 2012-2017)

Part of data provided for initial vocational training might be diverted to the other group, which might cause inaccuracy in the result. Initial vocational training for women in comparable companies seems to have decreased with 3.4% since 2012. Still for some countries it can be concluded that the share of women in initial vocational training is rising, for example, this is the case in Italy with +12.3% to 27.4% in 2017, while it drops in Slovenia with -7.3%, France with -4.9% and in Belgium with -3.4%.

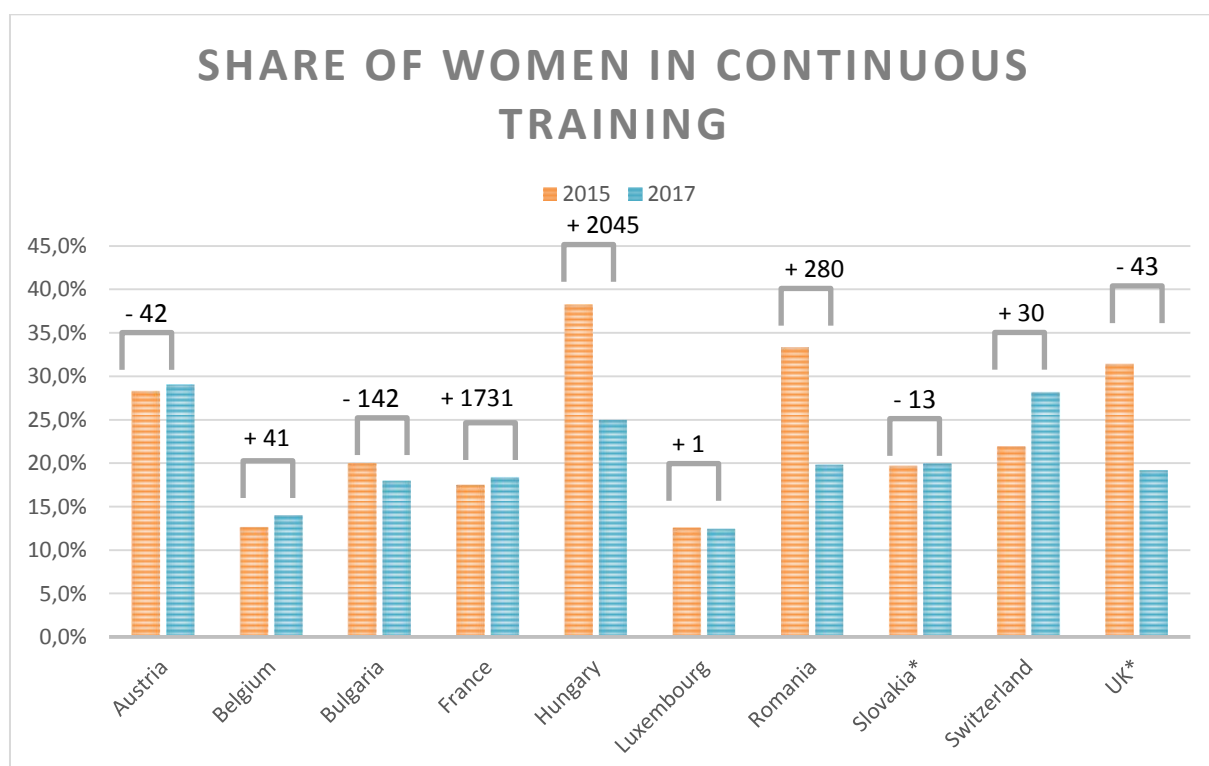


Chart 13 - Share of women in continuous training (Evolution 2015-2017)

COUNTRY	COMPANY	2015	2017
Austria	ÖBB	28,3%	29,0%
Belgium	HR Rail – NMBS - Infrabel	12,7%	14,1%
Bulgaria	NRIC	20,0%	18,0%
France	SNCF	17,6%	18,4%
Hungary	MÁV Co.	38,2%	25,0%
Luxembourg	CFL	12,6%	12,5%
Romania	National Railway Company "CFR"-S.A.	33,3%	19,8%

Slovakia*	Železničná spoločnosť Slovensko, a. s. (ZSSK), ZSSK Cargo	19,7%	20,0%
Switzerland	SBB AG and SBB Cargo AG	22%	28,2%
UK*	MTR Crossrail, Merseyrail Electric	31,4%	19,2%

Table 11 - Share of women in continuous training (2015-2017)

To refine the information related to training, it was decided to divide data into two groups workers in initial vocational training and workers in continuous training. The divided data is available from 2015 and 2017, thus the part of it concerning continuous training can only be compared with those two data slots.

Continuous training is defined as education or training after initial education and training aimed at helping individuals to: improve or update their knowledge and/or skills, to acquire new skills for a career move or retraining and to continue their personal or professional development.

Accordingly, provided data from participating companies for 2017 shows that the share of all workers in initial vocational training is 8.4%, of which 17.2% are women, while the share of all workers involved in continuous training is much higher 59.6%, of which 13.7% are women.

G. Share of women on part time and on part time with managerial responsibilities

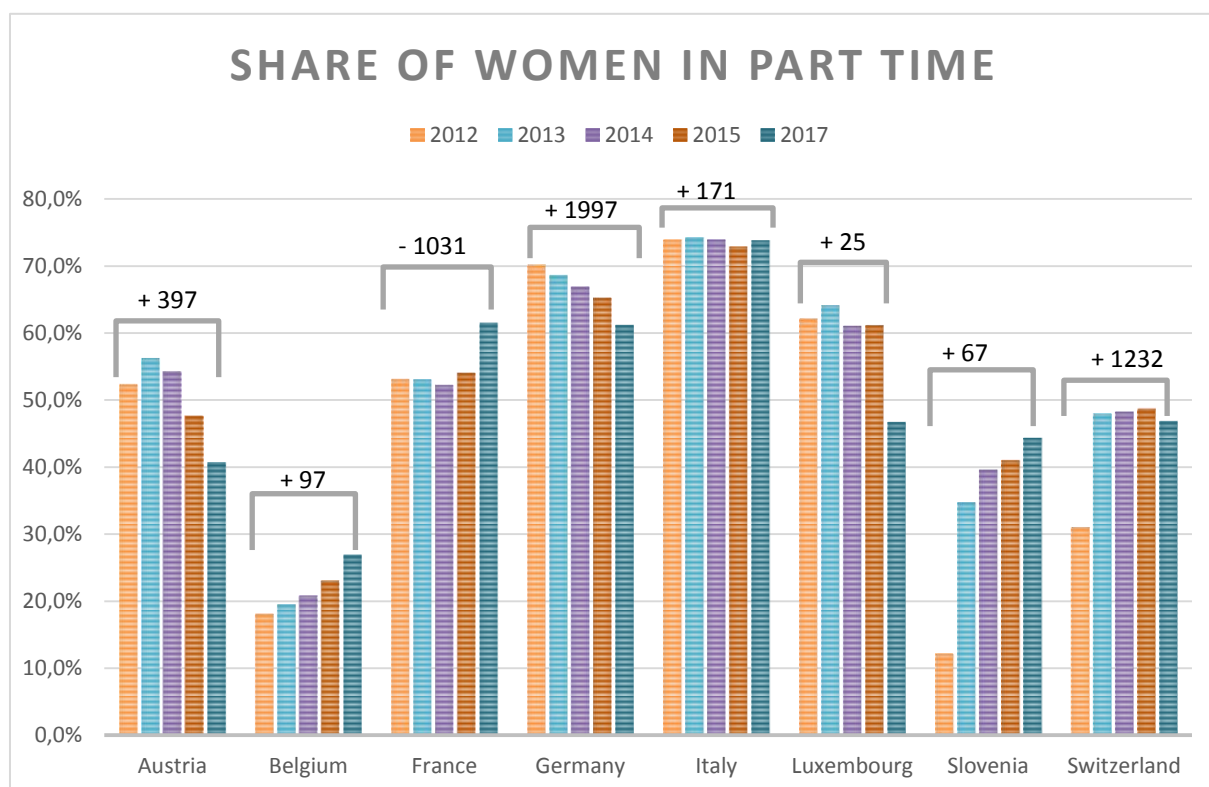


Chart 14 - Share of women in part time (Evolution 2012-2017)

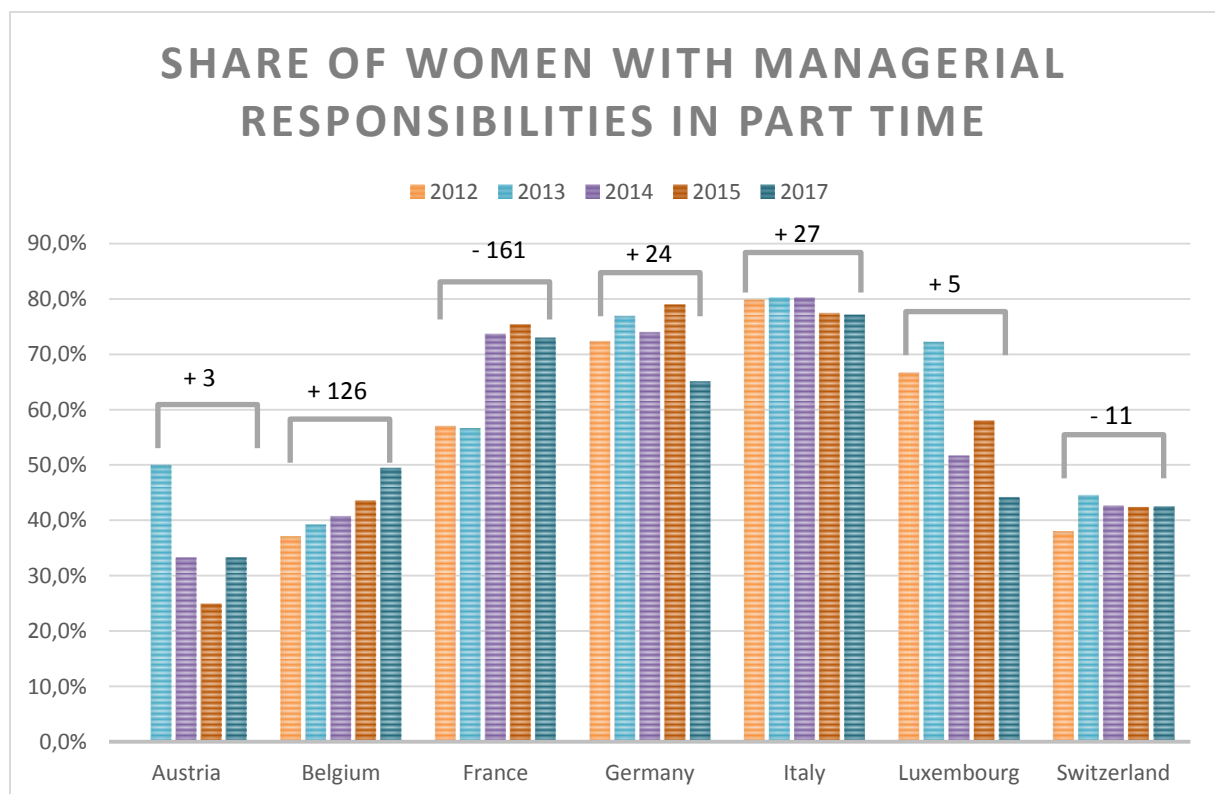
COUNTRY	COMPANY	2012	2013	2014	2015	2017
Austria	ÖBB	52,3%	56,3%	54,3%	47,6%	40,8%
Belgium	HR Rail – NMBS - Infrabel	18,2%	19,5%	20,8%	23,1%	26,9%
France	SNCF	53,1%	53,1%	52,2%	54,0%	61,5%
Germany	DB Group	70,1%	68,7%	66,9%	65,2%	61,2%
Italy	FS Group	73,8%	74,3%	73,9%	72,8%	73,8%
Luxembourg	CFL	62,1%	64,2%	61,1%	61,1%	46,7%
Slovenia	Slovenske železnice, d.o.o.	12,2%	34,8%	39,6%	41,0%	44,4%
Switzerland	SBB AG and SBB Cargo AG	31,1%	48,0%	48,3%	48,7%	46,9%

Table 12 - Share of women in part time (Evolution 2012-2017)

Referring to the total number of employees in the railway sector, the share of women working part time in comprehension to all women employees (132.533) is 18 % (23.880

women working part time), while the share of men working part time in comprehension to all men employees (511.539) is 4 % (20.216 men working part time). This data is referring to comparable companies in the period 2012-2017, expect Zeleznicna spolocnost Slovensko, a. s. (ZSSK) and ZSSK Cargo⁹.

The increase among comparable companies is 4.1 %. It developed from 50.1 % in 2012 to 54.2% in 2017. The generally high number of women working part-time suggests that much work still needs to be done to reconcile work and family life and to have a fairer sharing of work/private life responsibilities between men and women. There has been an overall increase, except for three countries whose share of women in part-time has fallen since 2012. As can be seen from table 12 Austria (ÖBB), Germany (DB) and Luxembourg (CFL) have been able to reduce their share of women in part-time, caused a more balanced proportion between women and men working part-time . This can be perceived as a good development, because women tend to be the ones who reduce their working hours because of childcare/ care for elderly family members. By developing and establishing measures that promote the reconciliation of work and family life, it will be possible to balance the participation of men and women in working life in the future.



⁹ Zeleznicna spolocnost Slovensko, a. s. (ZSSK) and ZSSK Cargo are not include, caused unrepresentative data. The number of employees in part time is between one and three in the periods 2012-2017.

Chart 15 - Share of women with managerial responsibilities in part time (Evolution 2012-2017)

COUNTRY	COMPANY	2012	2013	2014	2015	2017
Austria	ÖBB	0,0%	50,0%	33,3%	25,0%	33,3%
Belgium	HR Rail – NMBS - Infrabel	37,1%	39,3%	40,8%	43,6%	49,5%
France	SNCF	57,0%	56,7%	73,7%	75,4%	73,0%
Germany	DB Group	72,3%	76,9%	74,0%	79,0%	65,1%
Italy	FS Group	79,8%	80,2%	80,2%	77,4%	77,2%
Luxembourg	CFL	66,7%	72,2%	51,7%	58,1%	44,2%
Switzerland	SBB AG and SBB Cargo AG	38,0%	44,6%	42,7%	42,5%	42,5%

Table 13 - Share of women with managerial responsibilities in part time (Evolution 2012-2017)

The number of women from this group who have managerial responsibilities on part time contract has expanded from 47.6 % in 2012 to 56.1 % in 2017 with an increase of +8.5 %. It was noted a general decrease of managers working on part time contracts, which affected men only. The lowest amounts of female managers working on part time can be found in Austria with women's share of 33.3%. Data show a decrease of women's share of Luxembourg from 58.1 % in 2015 to 44.2 % in 2017. This data is referring to comparable companies in the period 2012-2017, expect Slovenske železnice, d.o.o., Železnična spoločnosť Slovensko, a. s. (ZSSK) and ZSSK Cargo.

VI. Company policies and measures

A. Measures to improve work-life balance

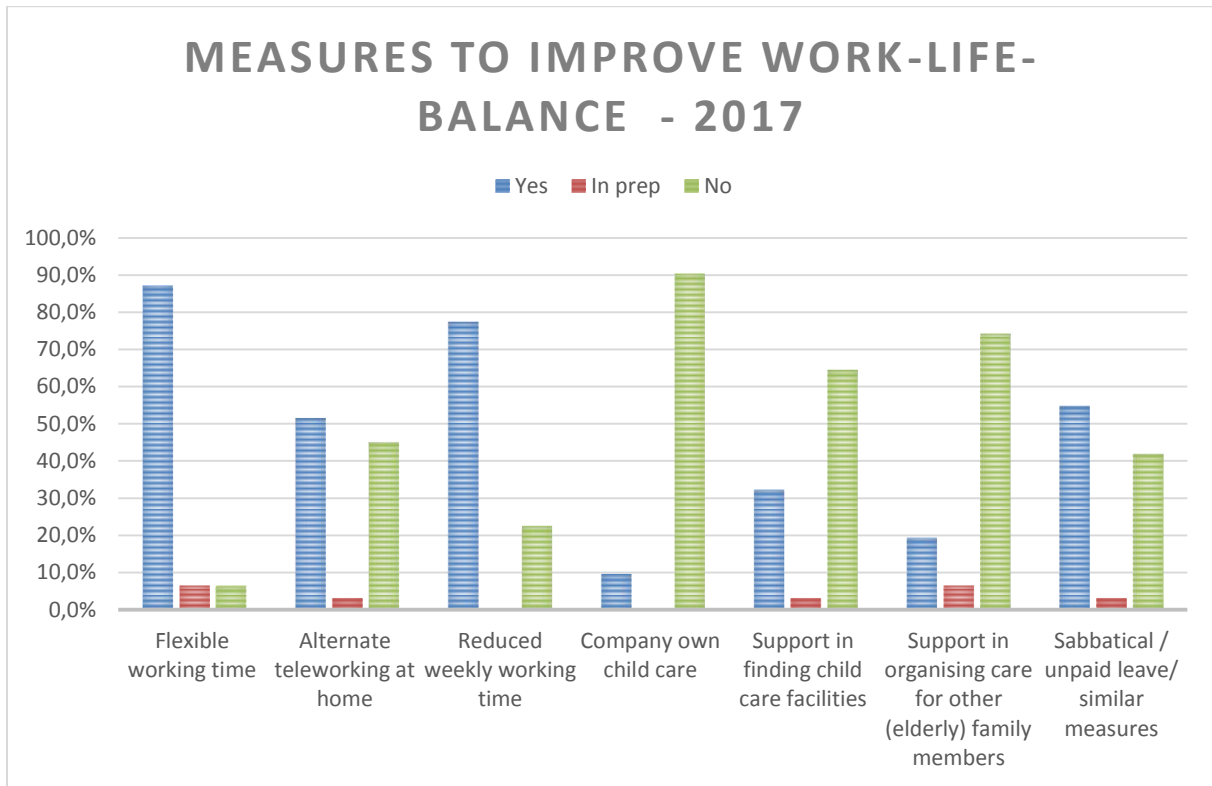


Chart 16 - Measures to improve work-life balance (2017)

Measures to improve work-life balance	Yes	In prep	No
Flexible working time	87,1%	6,5%	6,5%
Alternate 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%

Table 14 - Measures to improve work-life-balance (2017)

Most popular measures to improve work-life balance are the flexible working time, applied by 87.1 % of companies, reduced weekly working time with 77.4% and sabbaticals with 54.8 %. Own childcare is the least popular with 9.7%. Belgium (HR Rail – NMBS – Infrabel) and Germany (DB Group) introduced every measure the company offers to better reconcile

family/social and work life and Serbia (Joint Stock Company for Public Railway Infrastructure management "Infrastructure of Serbian Railways") is the only one who does not introduce measures, which affects all employees, but above all 16.4 % of female employees. 15 companies declared higher level of implementation of flexible working time – from non-existent to existing or from non-existent to “in progress” level. Measures like Company own child care, Support in finding child care facilities and support in organising care for other (elderly) family members are more positioned at the non-existent level than at the existent level.

B. Measures to promote women employment and career development

Measures to promote women employment and career development	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%

Table 15 - Measures to promote women employment and career development (2017)

MEASURES TO PROMOTE WOMEN EMPLOYMENT AND CAREER DEVELOPMENT - 2017

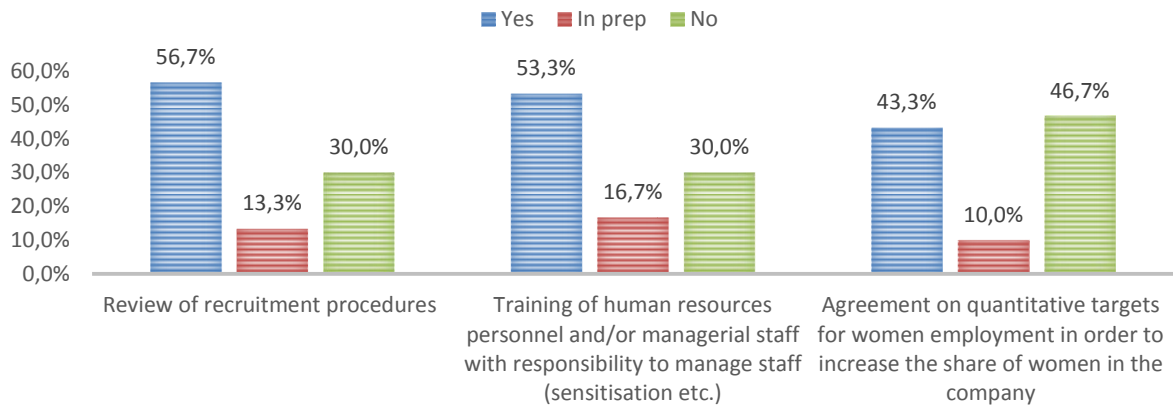


Chart 17 - Measures to promote women employment and career development (2017)

MEASURES TO PROMOTE WOMEN EMPLOYMENT AND CAREER DEVELOPMENT - 2017

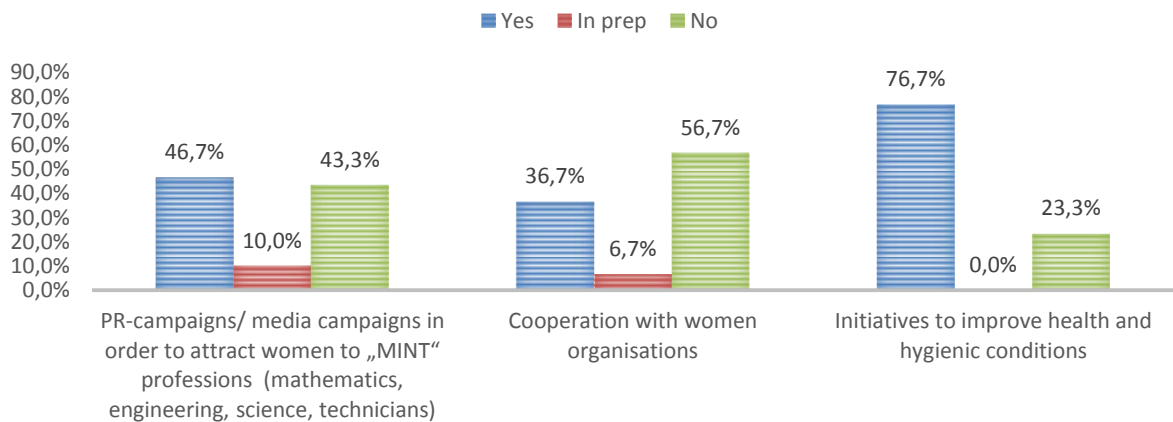


Chart 18 - Measures to promote women employment and career development (2017)

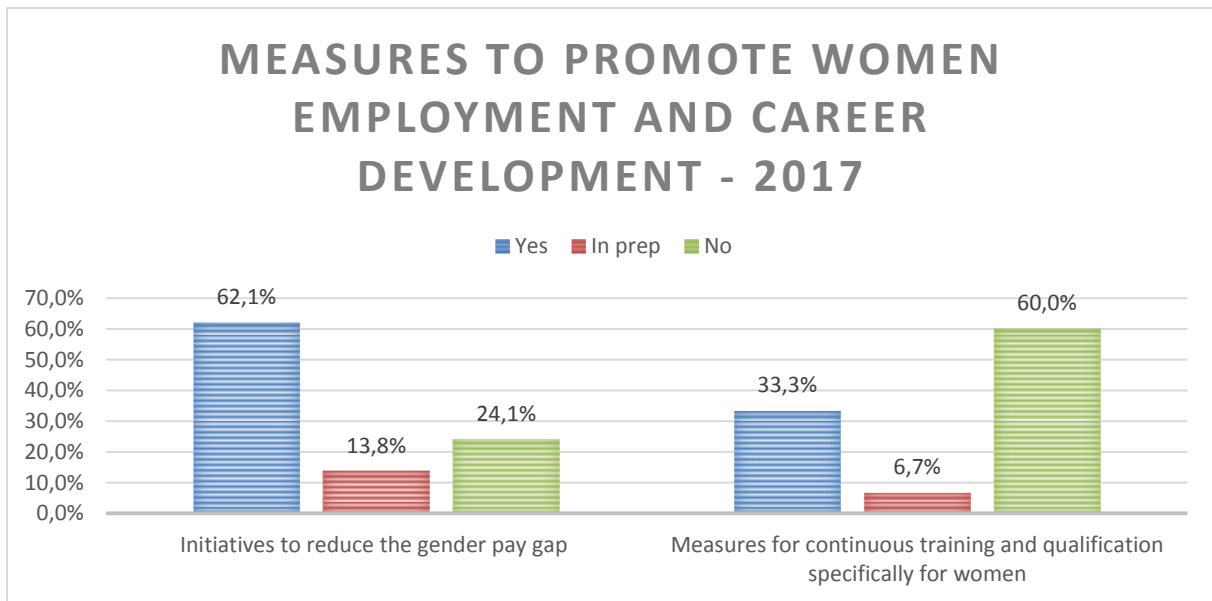


Chart 19 - Measures to promote women employment and career development (2017)

To promote women employment and career development, most companies rely on Initiatives to improve health and hygienic conditions with 76.7% (compared to 58.3 % in 2012), initiatives to reduce the gender pay gap 62.1% and training of human resource personnel and/or managerial staff with responsibility to manage staff (sensitisation etc.) with 53.3 %. Least applied are the measures for continuous training and qualification specifically for women. Along with the cases of improvement – 41 measures have been transformed from non-existent to existent or from “in preparation” to existent. France (SNCF) implemented all initiatives, Austria (ÖBB) implemented all initiatives except the review of recruitment procedures. Czech Republic (Správa železniční dopravní cesty, státní organizace (SZDC)), Finland (VR Goup Ltd) and Slovenia (Slovenske železnice, d.o.o.) implemented none of them.

In France (SNCF) a specific budget has been dedicated to improve women’s work conditions on traditionally more male occupations and to finance training of managerial staff (sensitization) for including women in technical jobs.

C. General equal opportunity measures

General equal opportunity measures	Yes	In prep	No
Regular reports on the situation of women	51,6%	12,9%	35,5%
Specific equal opportunities department or unit in the company	29,0%	6,5%	64,5%

Table 16 - General equal opportunity measures (2017)

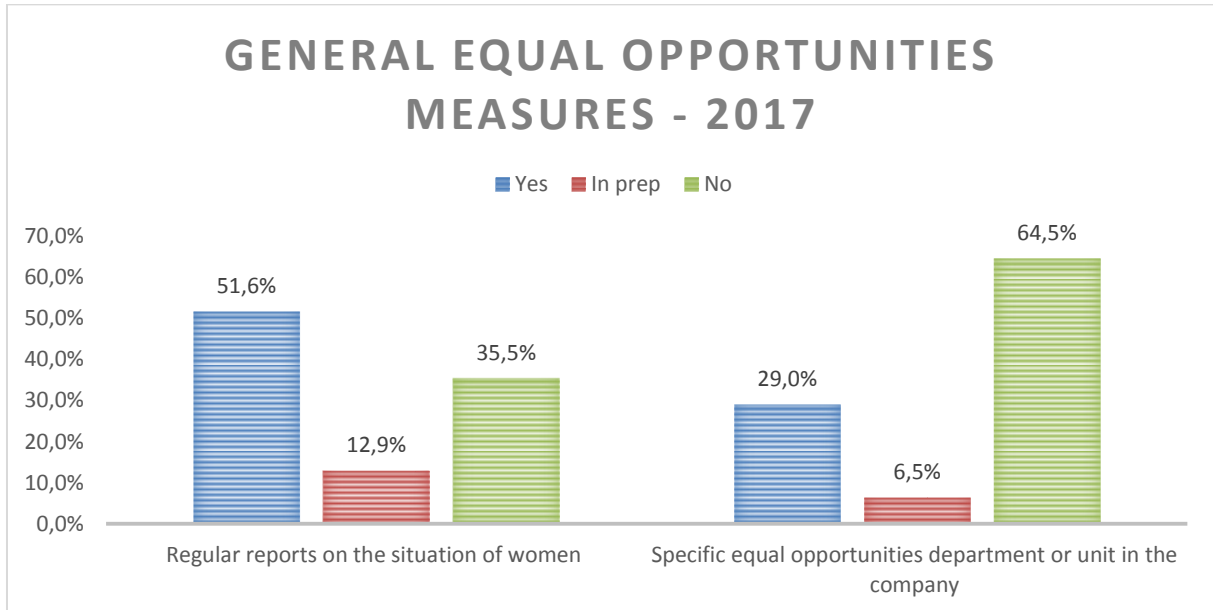


Chart 20 - General equal opportunities measures (2017)

Companies from several countries named different specific measures, which pursue the goal of providing general equal opportunities. ÖBB (Austria) established equal opportunities officers, whom are considered as contact persons for all employees, in cases of unfair treatment. SNCF (France) has regularly meeting with the trade unions to exchange about gender subjects. Working groups in Arriva Rail North (UK) and MAV Co. ensure the communication and promotion about gender subjects. Due the creation of a department named “People Experience” and a strategic body named “Equal Opportunities Committee” in FS Group (Italy) should the ensuring equity and inclusion in professional development guaranteed. It should be emphasize, that 64.5 % answered “No” concerning “Specific equal opportunities department or unit in the company”. Specific departments or units exists in following companies: ÖBB (Austria), HR Rail – NMBS – Infrabel (Belgium), SNCF (France), DB Group (Germany), FS Group (Italy), SBB AG and SBB Cargo AG (Switzerland), MTR Crossrail (UK), Arriva Rail North (UK).

D. Policies on prevention of harassment and violence

Since 2015, companies were asked whether they apply policies on prevention of harassment and violence. The result shows that 90.3 % of them apply such measures. Companies mentioned the Code of conduct policy, bullying & harassment policy, work policy, code of practise and code of ethics.

Most of the companies established similar policies, for example the “Equal Opportunities Policy” (ÖBB), “Code of Conduct”, “Code of Ethic” , “Code of Practice” or bullying & harassment policy, work policy, and code of ethics. SNCF (France) sensitize their managers and employees with a guidebook about “Day-to-day life together” and the Austrian Railways (ÖBB) with a guidebook focussing on “Healthy Leadership”.

E. Influence of Joint Recommendations on company gender measures

First of all, the question of being familiar with the CER-ETF "Joint Recommendations for a better representation and integration of women in the railway sector at the beginning of the questionnaire were answered by every company. The result shows that 11 participating companies (35.5 %) are not and 20 companies (64.5 %) are familiar with it.

An item added since the beginning of this annual reporting was the question whether and to what extent the Joint Recommendations of the European social partners for a better representation and integration of women in European railways, signed in 2007, have influenced the company measures on gender equality. Only 7.1 % of the companies were highly influenced by the Joint recommendations, while the majority 57.1 % were not influenced and 35.7 % partly influenced.

VII. Conclusion

In terms of the content result, it can be concluded, that the proportion of women's employment in European railway companies is steadily rising for years and so is the participation of different companies in the questionnaire. In summary, the following salient values can be mentioned: In terms of the general proportion of women, the highest rate (comparable companies) is recorded in Sweden at Transdev Sverige AB with 39.6% (667 men and 437 women), while the lowest rate is also found in Sweden at Infranord AB with a women's share of 7.8% (1.686 men and 143 women). The average increase in the proportion of women in the years 2015 to 2017 is at 0.5 %. The highest increase between 2015 and 2017 is clearly seen in UK (Merseyrail Electric) with 3.2% (from 20.4% to 23.6%) and the lowest increase is in France (SNCF) with 0.3% (from 20.3% to 20.6%).

Because this report compares data from companies with different enterprise sizes and different initial positions, it should be noted that there is an obvious discrepancy between the overall data and the average results of the three separate management level groups. To be more accurate, data should be calculated according the weight of the individual groups. For example, the top management group's share is the lowest among all employees. Thus, the entry of only one woman in a team of four would be reflected as an impressive increase of 25%, while 100 women among 5000 workers would be expressed as only 2%. For this reason, it is important to pay more attention to individual data and correlations. Comparing the total female share of a company with the proportion of women in leadership positions, the share of top executives in Austria at ÖBB with 27.3 % is high in comparison to their total share of 12.3 % - similar figures are available for Belgium and Luxembourg.

An area that should not be forgotten and treated more intensively in the future is the reconciling of work and family life. Even today, it is often the woman's role to look after children and relatives in need of care - our current results show that 90.3 % of the surveyed companies are not offering a company own childcare, 64.5 % do not offer support in finding childcare facilities and 74.2 % do not offer support in organizing care for other (elderly) family members.

These shortages can often lead to women choosing to work part-time. The generally high number of women working part-time suggests that much work still needs to be done. Not only by companies, rather there is a societal change necessary to reconcile work and family

life and a fairer sharing of work/private responsibilities between men and women. Although there has been an overall increase, there are three countries whose share of women in part-time has fallen since 2012. As can be seen from the table 12 Austria (ÖBB), Germany (DB Group) and Luxembourg (CFL) have been able to reduce their share of women in part-time. This can be perceived as a good development, because women tend to be the ones who reduce their working hours because of childcare/ care for elderly family members. By developing and establishing measures that promote the reconciliation of work and family life, it will be possible to balance the participation of men and women in working life in the future.

Nevertheless, the participation in the survey, as well as the numerous indicated measures developed by the companies show a good development regarding women's work in the railway sector. Although the process seems slow, any effort by rail companies to hire, educate, and retain more women in the present - will lead to a future in which, the railroad sector will no longer be predominantly male.

Referring to the processed data, the analyzing process is very complicated due to inconsistency of data provided because each year different companies take part, there is a difference in interpretation of some variables such as top and middle management and accuracy of data on measures is compromised. In addition, the results are complicated and difficult for understanding by the reader due to presentation of mixture of two types of data— of all participating companies and of compared companies.

VIII. Recommendations

In general, it is recommended to publish the report as well as the Joint Recommendations (which are the basis for the reports and pursue the aim to motivate railway companies to take action and to develop a corporate policy to attract more women) internally and to gain awareness for the topic.

Furthermore, results and suggestions from the report and joint recommendations should take into account and should be worked with.

However, to attract and promote women in railway companies it is crucial to engage experts in gender mainstreaming and, therefore, to ensure know-how and the transfer (of gender mainstreaming elements) into company processes.

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Questionnaire 2018

Employment of women in the rail companies in Europe QUESTIONNAIRE 2018

(Please report 2017 data: until 31.12.2017)

Identification of the respondent

Name of the company: _____
Country of the headquarters: _____
Contact person: _____
Phone number: _____
E-mail address: _____

Replies provided concern:

- Freight transport
- Passenger transport
- Infrastructure management
- All the above

Is your company replying to this questionnaire for the first time?

- Yes
- No

Are you familiar with the CER-ETF “Joint Recommendations for a better representation and integration of women in the railway sector”¹⁰?

- Yes
- No

¹⁰ The Joint Recommendations in English, French, German and Italian are accessible here:
<http://www.cer.be/wir-women-rail>

SECTION 1: Number of women employed by the company

1. Please indicate the number of female and male **employees** of your company in **total and for the following professions.**

	male	female
Total number of employees		
Locomotive drivers		
On-board personnel		
Traffic management staff		
Infrastructure maintenance		
Rolling stock maintenance		

2. Please indicate the number of male and female employees with **managerial responsibilities** in total and differentiated in three levels (employees with responsibilities to manage employees).

	male	female
Total		
Top executives		
Employees with managerial responsibilities: middle management		
Employees with managerial responsibilities: team leaders		

3. Please indicate the number of male and female workers in your company in **training.**

	male	female
Workers in initial vocational training		
Workers in continuous training*		

* Education or training after initial education and training aimed at helping individuals to:

- improve or update their knowledge and/or skills;
- acquire new skills for a career move or retraining;
- continue their personal or professional development.

4. Please indicate the number of male and female employees currently working under part time schedule in total and among personnel with managerial responsibilities.

	Total	Male	female
Number of employees in part time			
Number of employees with managerial responsibilities in part time			

SECTION 2: Company policies and measures

5. Please tick, which measures your company offers to better reconcile family/social and work life. If relevant, add missing measures.

Flexible working time	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Alternate teleworking at home	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Reduced weekly working time	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Company own child care	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Support in finding child care facilities	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Support in organising care for other (elderly) family members	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Reintegration measures after maternity leave	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Please specify here any (new) measures that you would like to highlight as a good practice. If possible, please provide a short description of the duration, methodology and (expected) results of the measure and/or any related material or web link:			

6. Please tick, which measures your company offers to **promote women employment and career development** of women in your company. If relevant, add missing measures.

Review of recruitment procedures	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Training of human resources personnel and/or managerial staff with responsibility to manage staff (sensitization etc.)	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Agreement on quantitative targets for women employment in order to increase the share of women in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
PR-campaigns/ media campaigns in order to attract women to „MINT“ professions (mathematics, engineering, science, technicians)	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Cooperation with women organisations	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Initiatives to improve health and hygienic conditions	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Initiatives to reduce the gender pay gap	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Measures for continuous training and qualification specifically for women	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Please specify here, any (new) measures that you would like to highlight as a good practice :			

8. Please tick, which **general equal opportunities measures** your company introduced. If relevant, add missing measures

Regular reports on the situation of women in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Specific equal opportunities department or unit in the company	<input type="checkbox"/> yes	<input type="checkbox"/> in preparation	<input type="checkbox"/> no
Please specify here, any (new) measures that you would like to highlight as a good			

practice :

If applicable, please provide a website link to the media campaigns, reports, external networks mentioned above:

9. Is there a company policy or measure on the **prevention of workplace harassment and violence**, such as a code of practice, standard procedure or other?

If yes, please shortly specify.

If possible, please indicate a web site link where this document is published?

10. To what extent the **social partners' Joint Recommendations** on a better participation and integration of women in the rail sector **have influenced your company** to apply the above indicated equal opportunities measures?

Influence level of the Joint Recommendations on measures applied	<input type="checkbox"/> highly influenced	<input type="checkbox"/> partly influenced	<input type="checkbox"/> not influenced
------------------------------------------------------------------	--------------------------------------------	--------------------------------------------	-----------------------------------------

If you answered highly or partly influenced, please specify the use you made of the Joint Recommendations in your company:

e.g. did you publish the joint recommendations and communicate them internally? Are they visible for all employees? Did the management board discuss the joint recommendations? Did the joint recommendations influence the work of the HR department?

SECTION 3: Cooperation with employees' representatives

11. Do you cooperate with employees' representatives in the areas/policies described above?

Yes

No

12. Are there company collective agreements regulating any of the areas/policies described above?

Yes

No

PLEASE RETURN THE QUESTIONNAIRE UNTIL (DD/MM/YYYY) to

CER, Ester Caldana (ester.caldana@cer.be)

and to

ETF, Sabine Trier (s.trier@etf-europe.org)