

TRAIN2B=QUAL

# Gender Equality in Rail Hiring & in the Work Environment



Summary of 4<sup>th</sup> Webinar of UIC project:

**TRAIN 2B EQUAL**

June 2024



INTERNATIONAL UNION  
OF RAILWAYS

On 13 June 2024, the UIC Talent and Expertise Development Platform hosted the 4<sup>th</sup> webinar in its “Change Making for Gender Equality in Rail” series. This online event, part of the TRAIN 2B EQUAL project, focused on the crucial intersections between Human Resources practices and gender equality within the rail sector.

This summary will delve into the key takeaways and insights from the event, highlighting the importance of HR practices in driving gender equality within the rail industry.

The project’s 4<sup>th</sup> webinar entitled “Gender Equality in Rail Hiring and in the Work Environment” featured two expert panels and a training session from FS Italiane and People Care (an e-coaching site for managers). The participants explored how strategic HR initiatives can be implemented throughout the employment cycle, from attracting and recruiting diverse talent to fostering career development and retention.

### Webinar moderators

**Yuke Li,**

UIC Junior Advisor on HR Development & International Training

**Laura Petersen,**

UIC Senior Security Research Advisor

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# Introduction – TRAIN 2B EQUAL project

Laura Petersen,  
UIC Senior Security Research Advisor

Petersen introduced the TRAIN 2B EQUAL project, which aims to foster gender equality within the rail sector, aligning with the United Nations Sustainable Development Goal 5. By promoting a more balanced gender distribution in the workforce, the project seeks to address the chronic skill shortage and create a more inclusive environment for all.

## Key objectives and activities

- ▼ **Research:** Investigate the barriers faced by women in the rail industry and their experiences as passengers.
- ▼ **Global charter:** Develop a comprehensive charter outlining guidelines for women in rail, providing a framework for best practices.
- ▼ **Training and guidance:** Create tailored training programs and guidance material to support gender equality initiatives.

- ▼ **E-learning:** Develop online learning resources to promote awareness and knowledge sharing.

## Future expansion

With more UIC members supporting the initiative, the TRAIN 2B EQUAL project envisions expanding its scope to include:

- ▼ **In-depth research:** Conduct further studies to identify specific challenges and opportunities.
- ▼ **Global charter implementation:** Work together with stakeholders to finalise and implement a comprehensive charter.
- ▼ **Enhanced training and e-learning:** Develop more comprehensive training material and expand e-learning offers.

By working in partnership, we can create a rail sector that is truly inclusive and equitable for all.

## Gender Equality at UIC



Sustainability

Security

Passenger

Talent

TRAIN 2B = QUAL

Thanks to our supporters:



# Keynote presentation

## The Women in Rail Agreement

**Cliona Cunningham,**  
**Head of Communications, Community of European Railway  
and Infrastructure Companies (CER)**

Cunningham represents CER on the topic of gender diversity in daily activities, guiding the implementation of the Women in Rail Agreement with its members and coordinating the EU-funded Women in Rail Implementation Project.

The [Women in Rail Agreement](#) aims to promote gender equality within the European rail sector and has been signed by CER and the European Transport Workers' Federation (ETF). It sets binding commitments for CER's EU members to implement gender equality policies.

### Key components of the agreement

- ▼ **Eight core principles and measures:** The agreement outlines eight fundamental principles and measures to address gender equality, including targets for balanced representation, recruitment practices, the work-life balance, career development, equal pay, occupational health and safety, and the prevention of sexual harassment.
- ▼ **Implementation and progress:** The agreement has had substantial progress, with **92% of CER EU Member employees now covered and several non-EU members voluntarily adopting its principles.**

To support the implementation of the agreement, CER and ETF have secured funding for a project focused on creating the next Women in Rail Report and developing an online tool. These initiatives will provide valuable insight, facilitate reporting, and promote best practices.

The Women in Rail Agreement represents a crucial step towards fostering a more equitable and inclusive rail sector. By addressing gender disparities, promoting diversity, and creating a supportive environment, the agreement aims to pave the way for a more sustainable and prosperous future for the industry.



# Panel session: Sharing best practices

## ÖBB: HR practices and gender equality - recruitment, talent management & training

**Ursula Bazant,  
Head of the Education and Training Department,  
ÖBB Infrastructure**

Bazant gave a presentation on the significant progress made by ÖBB's apprenticeship programme in advancing gender equality. The programme offers a diverse range of technical careers, with a particular emphasis on attracting and retaining female talent through recruitment campaigns, mentorship programs, and career development opportunities.

To create a more welcoming atmosphere, ÖBB has prioritised increasing the number of female trainers within its apprenticeship workshops. Furthermore, the company conducts regular youth studies to gain valuable insight into the

preferences and aspirations of young people, ensuring that its programmes align with their needs.

Additionally, the company has established clear, measurable targets to further enhance gender diversity.

By 2026, ÖBB aimed to increase the percentage of female apprentices to 20%, a target which it has already achieved, as in 2023/24, a notable increase was observed, with 436 female apprentices enrolled, representing 21% of the total.

Attracting (Female) Talents – always with a special focus on women



clear & tangible targets

**1 Attracting**  
focus on employer branding & image campaigns, collaborations with NGOs and schools

**2 Welcoming**  
role models, access to corporate networks, welcome workshops (Gold-Ticket?)

**3 Keeping**  
various projects and extra-curricular activities, visible career options, reliable employer

evidence based

# CFL: Gender equality in rail sector hiring and in the work environment

**Jennifer Moreau,**

**Senior Sustainably Manager and Gender Equality Officer**

Moreau presented CFL's gender equality initiatives which align with the company's 2021-2025 strategy, aiming to create a more inclusive and attractive workplace. CFL's gender equality initiative, Women@CFL, is built on three pillars:

- ▼ The Women in Rail Agreement (European Union)
- ▼ The Luxembourgish Positive Action Label process (2021)
- ▼ The company's HR roadmap and its diversity pillar

CFL has established a dedicated HR Women@CFL working group to address gender equality challenges within the company. Through workshops, the group identified key areas for improvement and designed a custom Action Plan, which outlines concrete steps to achieve progress in several key areas:

## Recruitment:

- ▼ Employer branding campaigns targeting women ("Missions that Rock," "Voies féminines," and "EmpowHering Journey")
- ▼ Presentations of CFL jobs by women on the company blog
- ▼ Women-specific job portal page

## Career development:

- ▼ Gender-sensitive job descriptions and recruitment processes
- ▼ Internal communication showcasing female leaders
- ▼ Programmes like Girls & Boys Day and Job Shadowing Day to expose young women to rail careers
- ▼ Educational resources and social media campaigns on career opportunities

## Training and awareness:

- ▼ Transversal training across all levels of the organisation
- ▼ Inclusion of gender equality modules in onboarding materials and leadership training
- ▼ Dedicated training for recruiters to combat stereotypes
- ▼ Brown bag lunch discussions on stereotypes and inclusion

## Strengthening capacity and monitoring:

- ▼ Regular meetings for equal opportunities officers to monitor progress
- ▼ Inclusion of these officers in high-level discussions with government officials

**Initial results:**

CFL has observed a positive trend since implementing the Gender Equality Policy and Action Plan:

- ▼ **Increased female representation:** The percentage of women working for CFL rose from 14.62% (2022) to 15.59% (May 2024).
- ▼ **More female applicants:** The share of women applying for CFL jobs increased from 26% (2022) to 27.66% (2023).

- ▼ **Higher female recruitment rate:** The percentage of women recruited grew from 14.51% (2022) to 24.47% (2023).
- ▼ **Increased diversity within the Board of Directors:** Two women now hold positions on the formerly all-male board.

These initial results demonstrate the effectiveness of CFL's gender equality initiatives. The company remains committed to monitoring progress and further increasing female representation in the rail sector.

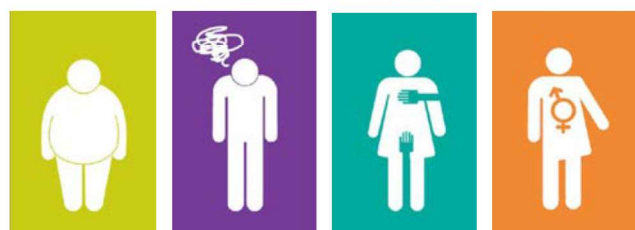
**Recruitment**

- ✓ Employer Branding campaigns (« Missions that Rock », « Voies féminines » and « EmpowHering Journey »)
- ✓ Presentations of CFL jobs by women on the [wearecfl.lu/blog](http://wearecfl.lu/blog)
- ✓ Women-specific page on the CFL job portal ([www.jobscfl.lu](http://www.jobscfl.lu))



**Other areas of focus: security and hygiene + fight against (sexual) harassment and sexism**

- ✓ Analysis of toilets and showers and action plan to ensure good work environment for all men and women in all places of the CFL Group
- ✓ Update of the internal procedures on the subject of discrimination and harassment
- ✓ Large internal communication campaign to prevent sexual harassment and sexism (flyers, quizz, videos, etc.)
- ✓ Prohibition of pornographic images/posters in the company
- ✓ Introduction of communication material in onboarding sessions and in training sessions for managers.



Development of tools to help tracking incidents against CFL staff in trains and in stations.

# FGC anti-harassment plan: Combat gender-based violence in rail

**Meritxell Salas,**

**Strategic & Prospective Planning at Ferrocarrils de la Generalitat de Catalunya (FGC)**

Salas presented FGC's comprehensive anti-harassment plan to combat gender-based violence in the rail sector. The plan, part of FGC's 2018-2023 equality plan, encompasses a total of 79 actions designed to address harassment both internally and externally.

**Internally,** FGC has taken significant steps to create a safer working environment. These include:

- ▼ **Updating workplace protocols:** Implementing clear guidelines for handling sexual or gender-based harassment.
- ▼ **Designating contact persons:** Training employees to address harassment situations effectively.
- ▼ **Publishing protocols:** Educating staff through training sessions and workshops, reaching approximately 750 employees and 31 managers.

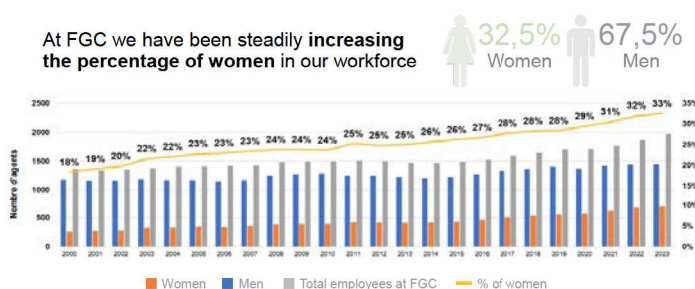
- ▼ **Leveraging Spanish law:** Using legal provisions to support victims of domestic violence.

**Externally,** FGC has focused on improving the physical and perceived safety of passengers:

- ▼ **Security audit:** Conducting a gender-perspective security audit to identify areas for improvement in station design and layout.
- ▼ **Public awareness campaigns:** Collaborating with the Catalan police to educate staff and the public about harassment prevention.

The results of FGC's equality plan have been impressive. Both men and women have reported feeling safer in FGC stations. In recognition of its efforts, FGC's gender equality plan was awarded the prestigious [Women in Rail Award](#) in 2022.

## 4. Our gender initiatives' impact



Also in the management positions (2000-2023 increase):

Women	+30	+375%
Men	+21	+26%
Total	+51	+57%

Women currently represent 27,1% in the managerial levels

Individual effort is inspiring but not enough. At FGC we aim to be a leading example and to contribute to the cross-cultural transformation required to improve gender equality in our society



# Femmes en Mouvement: The French women's professional network for transport and mobility professionals and experts

## Noémie Bercoff, Managing Director, Femmes en Mouvement

Bercoff gave a presentation on her vision for increasing gender equality in the transport and mobility sector, emphasising the importance of women's representation at all levels of decision-making within the industry, as well as the need to incorporate women's perspectives into the development of mobility solutions, from the initial planning to implementation.

To promote these goals, Femmes en Mouvement has carried out:

- ▼ **Networking:** Organising regular events to connect women in the sector and foster collaboration.
- ▼ **Collective action:** Working in groups to identify obstacles and develop solutions for gender diversity.

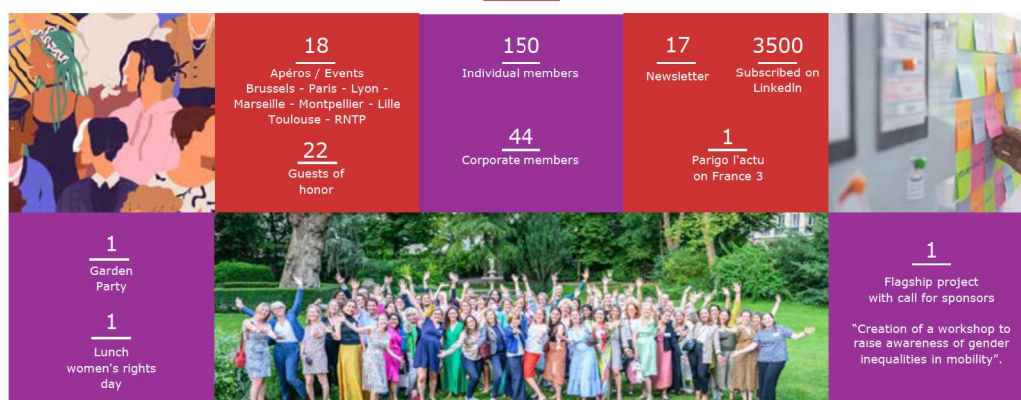
- ▼ **Advocacy:** Raising awareness and influencing public policy to ensure mobility facilities and policies are inclusive.

- ▼ **Challenging biases:** Addressing malpractice in male-dominated discussion groups and supporting gender-balanced structures.

- ▼ **Expanding networks:** Using social media and organising events in multiple cities to increase visibility and representation.

By implementing these strategies, Femmes en Mouvement aims to create a more equitable and inclusive mobility sector where women's voices and experiences are valued.

## Femmes en Mouvement 2023-2024 in a few figures



# Training session: Inclusive recruiting & workplaces

## FS Italiane

FS Italiane led a 30-minute training session to promote inclusive hiring practices and a more equitable workplace.

### Mattia D'Adda, Social psychologist & HR generalist

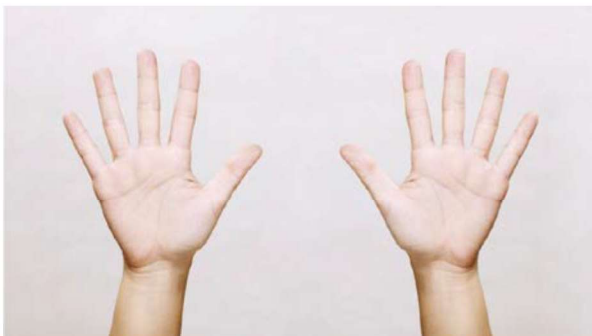
D'Adda began the training session with an interactive exercise designed to **highlight unconscious biases and privileges**. The participants were prompted to reflect on personal experiences related to gender, disabilities, and other factors. By identifying their own privileges, participants were encouraged to consider how these might inadvertently influence their decision-making processes.

**The FS Group's established policies and guidelines for diversity, equity, and inclusion (DEI) on four key aspects:**

- ▼ **Focus:** Gender, age, disability, ethnicity, LGBTQ+, other.
- ▼ **Accountability:** Ensuring that DEI is a priority at all levels of the organisation.
- ▼ **Process:** Establishing clear procedures and guidelines for implementing DEI initiatives.
- ▼ **Guidance:** Providing support and resources to employees to promote DEI awareness and understanding, in a specific, grounded and useful manner.

By focusing on these aspects, the FS Group aims to create a structural approach to gender equality within the company.

Recognize your privileges



Put your finger down if you have ever experienced....

- Difficulty in doing something because of inaccessible conditions
- Hiding a characteristic of yours for fear of the judgement of others
- Being called something derogatory because of your appearance or a characteristic
- Being mocked because of your religious beliefs
- Feeling endangered because of your gender or sexual orientation
- That someone meeting you would feel endangered because of your ethnicity
- Being considered unsuitable for a certain activity because of your age
- That your ideas were discredited because of your nationalities
- That they took something about you for granted because of a characteristic
- That you felt inadequate because others considered you different

## Paolo Di Francesco, DEI specialist

Di Francesco used **a live poll to engage participants in recognising their own and other biases**. This interactive exercise facilitated self-reflection and encouraged a deeper understanding of unconscious biases.

Di Francesco then introduced the **“Women in Motion” (WIM) programme, an educational initiative aimed at promoting gender balance in STEM fields**.

He explained how the FS Group contributes to WIM by engaging with students and providing opportunities for them to explore technical roles within the company. By highlighting the WIM programme, the training session emphasised the importance of addressing gender bias and creating a more inclusive environment for women in STEM.

### Gender bias

BIAS: the action of supporting or opposing a particular person or thing in an unfair way, because of allowing personal opinions to influence your judgment (*cfr. Cambridge Dictionary*)

GENDER BIAS: any one of a variety of stereotypical beliefs or biases about individuals on the basis of their gender (*cfr. APA Dictionary of Psychology*)



### Women In Motion

WIM is the educational guidance program for middle school, high school, and university students, created with the aim of promoting greater gender balance in STEM studies and career paths through the presentation of technical roles within the FS Group.

WIM also aims to raise awareness about the importance of gender equity.



## Elisabetta Morabito, People Caring & Disability Specialist

Morabito concluded the training session by focusing on **inclusive recruiting and onboarding for individuals with additional needs**.

Morabito shared a specific example of how FS Italiane has tailored its re-onboarding process to support employees who have experienced unexpected life changes resulting in a disability

or additional needs. She emphasised the importance of providing personalised support and guidance to help these individuals rebuild their professional identity.

She also shared the **“7 golden rules” for effective collaboration with individuals with disabilities**, which offer practical advice for creating an inclusive and supportive workplace.






### Seven golden rules



Overall, the training session provided valuable insights and practical guidance for creating a **more inclusive and equitable workplace at FS Italiane**. By focusing on both inclusive hiring practices and ongoing support for employees with disabilities, FS Italiane is demonstrating its commitment to creating a truly inclusive environment.

# Calendar of TRAIN 2B EQUAL workshops



7 July 2023	Launching event   Gender data gap	
13 September 2023	Security	
7 March 2024	Gender responsive design for stations / infrastructure	
13 June 2024	Gender equality in hiring and in the work environment	
Q2 2024	Sharing of outcomes with broader transport community	

# More resources



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## Recordings of presentation

**UIC YouTube channel:**

[TRAIN 2B EQUAL launching event playlist](#)



## Slides of the event

Download the slide deck [here](#)

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