

TRAIN2B=QUAL

Change making for Gender Equality



Summary of launching event of UIC project:

TRAIN 2B EQUAL

Friday, 7 July 2023 – 10:00 – 11:30 (CET)

Online event



INTERNATIONAL UNION
OF RAILWAYS

Agenda

10:00 Introduction and **Welcome remarks**

François Davenne, Director General of UIC

10:10 **Presentation of TRAIN 2B EQUAL – Change Making for Gender Equality for Rail**

UIC team:

- **Sustainability:** Lucie Anderton & Joo Hyun Ha

- **Talent:** Meryem Belhaj-Clot

- **Security:** Laura Petersen

UIC Members:

- **FS Italiane:** Mattia D’Adda, People Care Specialist

- **Rete Ferroviaria Italiana:** Francesca Ciuffini, Head of Marketing and Integrated Services

- **Ferrocarrils de la Generalitat de Catalunya (FGC):** Meritxell Salas, Strategic and Prospective Planning Specialist

10:40 Keynote presentation: “**Bridging the gender data gap in mobility**”

- Julia Remmers, **TUMI/GIZ**

10:50 Presentations and Panel discussion: “**Challenges imposed by the gender data gap and how to address them**”

- Lindsey Mancini, **UITP**

- Alice Favre, **UIC**

- Yara Antoniassi, **Data Pop Alliance**

- Inga-Lena Heinisch, **International Transport workers Federation**

11:15 Q&A

11:30 Closing of event

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Welcome remarks

Francois Davenne,
UIC Director General



UIC Director General kicked off the event with welcome remarks, extending a warm welcome to all those who joined. Davenne then went on to state some of the challenges that women face in the railway sector, namely the wage gap and the barriers that women face to enter in the rail sector. Davenne then went on to explain how increasing women participation in the work force of rail, can improve rail services for women as passengers.

Davenne emphasized the importance for a company like UIC, to work to better understand the challenges that women in rail face, their specific needs, and their travel patterns, to ensure the safety and increase access of opportunities for women in rail.

“We must foster cooperation and partnership between public and private entities, educational institutions, and civil society organizations to create a robust ecosystem for gender equality in the rail sector.”

Presentation of TRAIN 2B EQUAL

Lucie Anderton,
Head of UIC Sustainability Unit



Lucie Anderton emphasized the importance of addressing gender equality in the rail and transport sector and to meet the UN Sustainable Development Goals. Women's participation and talent are essential for the industry's success, **and it's crucial to break barriers preventing women from feeling safe while using public transport.** To support rail companies in this journey, a small group of passionate UIC members have come together to form TRAIN 2B EQUAL. The group aims to organize online workshops and knowledge-sharing sessions, with topics ranging from gender data to security and workforce improvements.

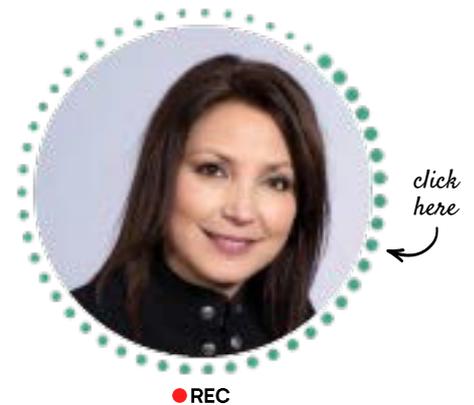
She also highlighted that the efforts are not limited to Europe; there are plans for global action, including collaboration with Africa, Asia Pacific, and Latin American regions. Ultimately, **the goal is to create a global charter and, through the recently launched UIC Academy, to develop training and a best practice guidance,** while also promoting and delivering e-learning materials to better equip railway operators with knowledge and expertise on the topic. Encouraging participation and engagement from the audience to achieve their ambitious goals, she finalized her presentation with an invitation for more UIC members to join the TRAIN 2B EQUAL project opt-in.

Future actions

	<ul style="list-style-type: none"> • Research on barriers to working in rail for women and the female experience as a rail passenger
	<ul style="list-style-type: none"> • Global charter for women & Rail with guidance
	<ul style="list-style-type: none"> • Develop training and best practice guidance
	<ul style="list-style-type: none"> • Promote and deliver e-learning materials

UIC Talent & Expertise Development

Meryem Belhaj-Clot,
UIC Deputy HR director &
Head of training development



Meryem Belhaj-Clot introduced the UIC Talent and Expertise Development Platform, emphasizing its role in establishing a well-trained and motivated workforce for a competitive and innovative rail sector at a global level. The platform aims to anticipate industry transformations and establish a motivated, competitive, and innovative workforce. It consists of three working groups: Railway Training Centers, Education, Innovation, and Research, and Railway Talents. **The focus on gender equality is highlighted through the Train 2B Equal project, which aims to bring about cultural change in the industry.**

The HR and talent expertise development unit with the support of the platforms working groups will develop training materials to empower women, improve recruitment and talent management processes, and consider the needs and travel behavior of all genders in railway operations. Additionally, the training material will be made available through the UIC Rail Academy, offering e-learning modules and workshops to promote gender equality and diversity amongst members.

UIC Talent & Expertise Development role in Train2BEqual

15

Train2BEqual objective : Establish cultural change that empowers women and attracts more females to travel and work in rail

Improve the knowledge/Awareness

Share best practice on how railways are bringing about more inclusive workplaces and travel experience for all genders

Set a common vision and global railway community commitment to improve female passenger and employee experiences

Develop training material to build capacity in line managers, senior leaders and HR practitioners to effect cultural change to empower women to:

- improve processes and practices in recruitment and talent management
- consider the needs and travel behaviors of all genders in designing and operating railway infrastructure and services.

Regionally focused training modules – specific issues of the region;

UIC Security Platform

Laura Petersen,
UIC Senior Security Research Advisor



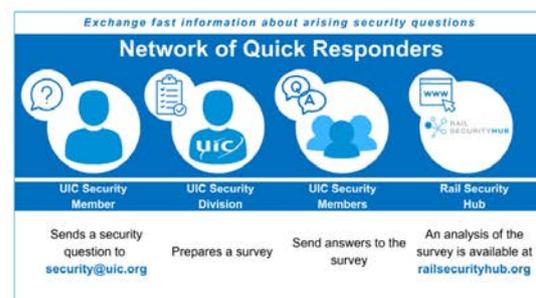
Laura Petersen presented the Security Platform's objectives, which aims to share experiences, identify best solutions, and ensure coherence in security policies among UIC members. It has permanent working groups focusing on new technologies, human factors, strategy, and regulations, as well as thematic ad hoc groups based on the current security context.

Regarding gender-specific data, the Security Division conducted a survey in 2018 on the topic of security of women. While not asked specifically whether or not aggression data was disaggregated by gender, some respondents informed us that this is the case. Further, one member mentioned implementing a new system to record aggression data by gender. A new survey is planned as part of the Train 2B Equal project, specifically focusing on the security of women as passengers and railway staff.

Disaggregated data for rail security?



- Network of Quick Responders
 - Topic: security of women
 - February 2018
 - 18 responders from 17 countries
 - **6** responders informed us that statistics on aggression towards passengers are **not** disaggregated by gender



FS Italiane - Our approach to gender equality

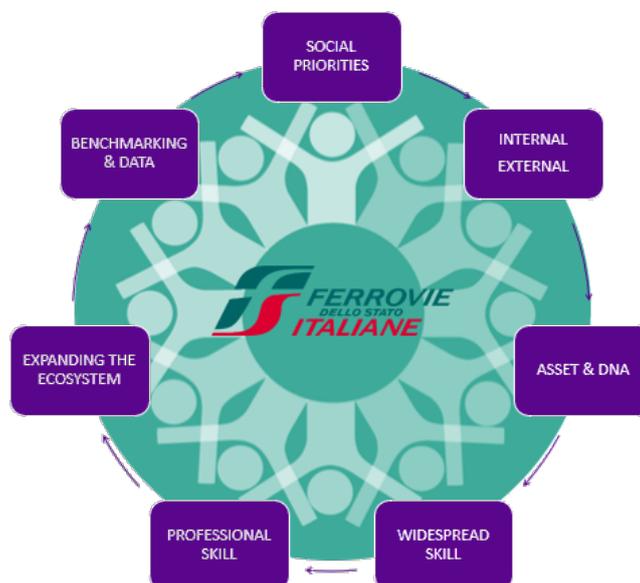
**Mattia D’Adda,
People Care Specialist**



Mattia D’Adda presented FS Italiane Group, one of the largest industrial companies in Italy and that plays an integral role in the Italian mobility system, managing more than 16,000km of railway lines. FS Italiane Group maintains a wide approach to Diversity & Inclusion, creating a safe psychological environment for employees, and providing inclusive services to customers and communities. They have involved employees, schools, local communities, media, and other stakeholders in their gender equality initiatives, dating back to 2010.

As a result, they have achieved a significant percentage of women in managerial positions and have been recognized as an attractive company for Italian female university students studying STEM subjects, with 30% of all managers now being women. Although the results from their approach are uplifting, Mattia highlights that there is still a lot of work to do and that FS is keen on collaborating with other rail companies to advance gender equality in this sector.

“Talent is not a matter of Gender”



RFI's commitment towards "More women on board"

Francesca Ciuffini,
Head of Marketing and Integrated Services
at RFI's Commercial Department



Moreover, if we want to take more women on board, we need to integrate the gender perspective across all policies: from data gathering to monitoring, and from design to implementation. Francesca outlined a few of the RFI improvement projects such as the Walkshop which is focused on improving the user experience of all, the Station's Security at night which emphasized new standards for station design, and the Pink Parking lots for late-night shift female workers. These RFI projects are meant to improve station experience with the aim to improve gender equality and encourage a modal shift of both

men and women. Francesca concluded her presentation by emphasizing the relevance of data to grasp the different needs of women, men, and families. Knowledge improves actions to bridge the gender gap of a transport system, and measuring is key to validate these strategies. Data is critical in validating strategies and measuring progress towards gender equality in the transport system and RFI aims to integrate a gender perspective into all policies and projects, leveraging data and shared experiences to achieve their goal of increasing female representation and promoting gender equality in transportation.

"Improving alternatives to private car, is pivotal to gender mainstreaming"

FGC, a feminist company: Our gender inclusive approach to the Public Transport



● REC

Meritxell Salas

Strategic and Prospective Planning Specialist at FGC

Meritxell Salas, presented on behalf of FGC, a railway company based in Barcelona and owned by the Catalan government. Meritxell highlighted the gender paradox in public transport, where men overrepresent employees in railway companies in Europe, even though the majority of railway users in Barcelona are women. FGC is promoting gender equality through both internal and external actions. Internally, they have implemented women’s quotas and promote women in managerial positions. They also focus on inclusive language, sexual harassment protocols, and gender equality awareness training. Externally, they conduct gender audits and encourage women’s training in the sector

while actively combating discrimination and sexual harassment. FGCs equality plan includes 79 actions to promote gender equality, and by the end of 2022, 91% of those actions have been achieved. Moreover, FGC has been the first railway company in Spain to apply a gender quota, and recently, it has been introduced in the regional railway law. Communication campaigns are important tools to promote gender equality. However, measuring the external impact is challenging, especially in addressing the gender gap in mobility. The company collects qualitative data through surveys, but further exploration and tools are needed to understand users’ behavior by gender.



At FGC we believe in the **importance of raising general gender-equality awareness** through communication and practice.

Bridging the gender data gap in mobility

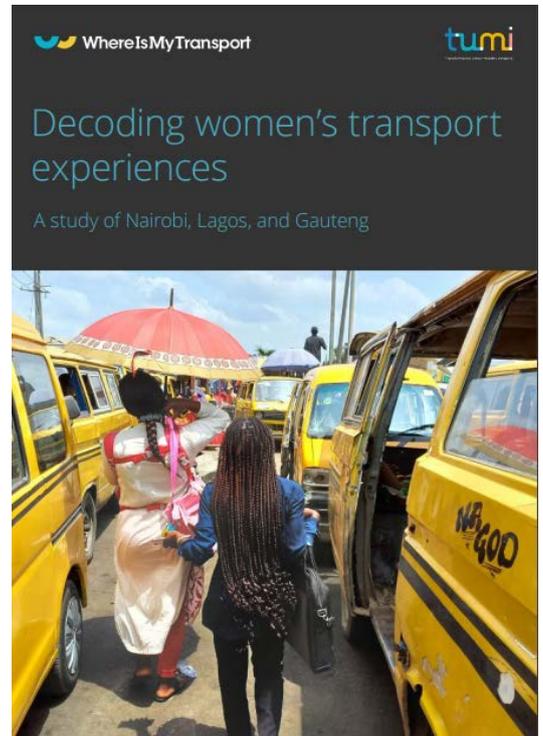


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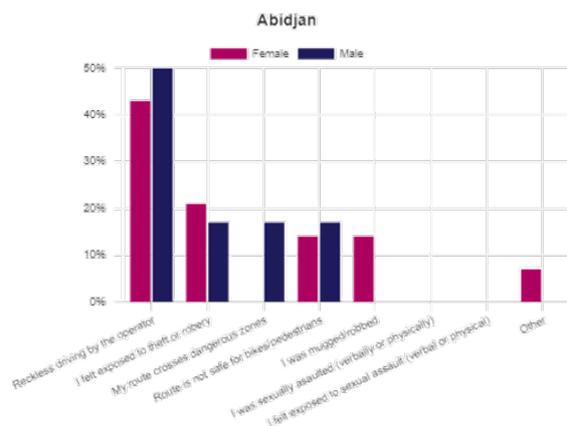
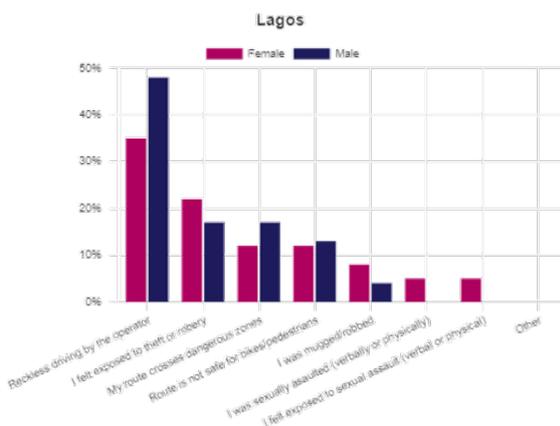
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Julia Remmers,
Mobility Communications Specialist at TUMI/ GIZ

Julia Remmers presented “**Decoding women’s transport experience. A study of Nairobi, Lagos, and Gauteng**” conducted over 5 months and with the participation of 500 locals and three local research teams. Using methods like desktop research, interviews with locals, in-field and online surveys, ride-alongs and home visits, and workshops with focus group discussions, the study challenges the notion of women as a homogeneous group, recognizing that women’s mobility needs and behaviors differ based on age, occupation, and socio-economic level. The profiles were categorized as: working professional, student, informal trader, sex-worker, bus driver, and stay-at-home mother - context-driven solutions are essential as experiences differ based on geographical locations. The research emphasizes the importance of inclusive data collection and giving women a voice in the process to address transportation challenges effectively: creating a safer space for women to share their experiences, allows for more accurate data collection.



Reasons to complain about safety on the longest trip



LAGOS

OLUWAKEMI



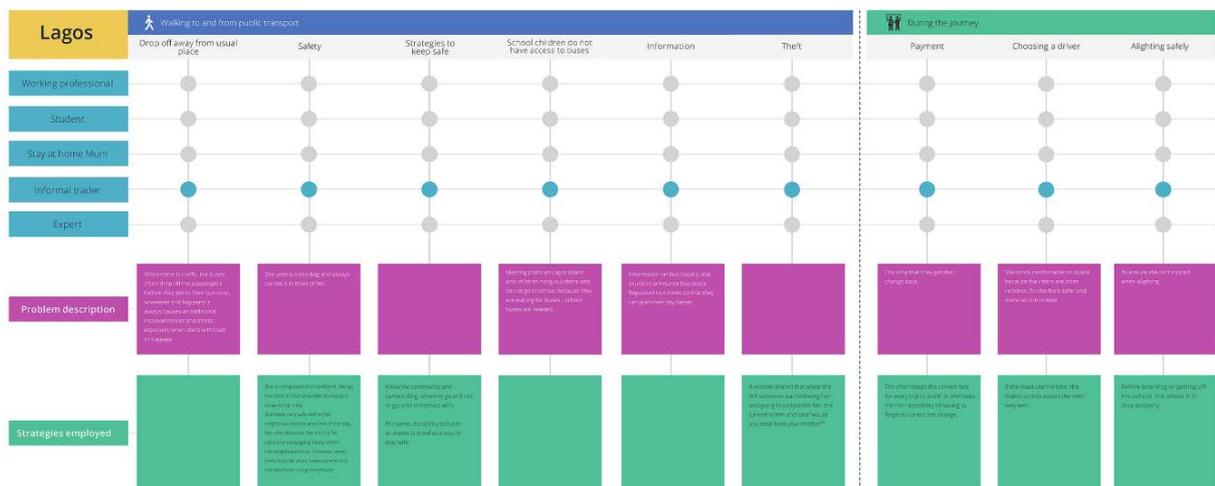
Informal Trader
35 years old

Most used transport modes:
Danfos, ride hailing (to get to church or when overloaded), ferry, Keke

[DATASET DOWNLOAD PAGE](#)

Level of income was also shown to influence the mode of transportation chosen by women - lower income women were more likely to use informal public transport due to the high costs of alternative public transportation. While safety was a predominant concern for most participants in the study, concerns among the affordability and standardization of fares sometimes took precedent. Last, the study found that one solution will not address all challenges, as different geographical locations require context driven solutions. Readers interested in the topic are invited to explore the study on the [website](#) to gain insights into women's transportation experiences, the relationship between transport users and drivers, and the sense of community reported by participants.

“The first step to filling the gender data gap is by giving more women a voice in the process”



Diversity & Inclusion at UITP

Lindsey Mancini,
Senior Director - Events and
Academy Services at UITP



Lindsey Mancini presentation focused on demonstrating how UITP has constructed their diversity and inclusion policy, and how the policy has been built from the ground up. The policy works to increase the share of women on the management board and has employed recruitment practices which focus on gender balance and have provided forums for diversity and gender inclusion. UITP has also worked to double the number of women speakers at their events and summits and has

elected their first female president in 135 years that the organization has been around. Lindsay concluded her speech by emphasizing how important the collection of data is, to bridge the gender gap and promote diversity among UITPs workforce.

“We talk about women in public transport as if it’s a minority issue: whereas women are the majority of transport users.”

STAFF VOLUNTEERS WORKING ON DIVERSITY & INCLUSION NEXT PRIORITIES:

- INCLUSIVE LANGUAGE
- STAFF GUIDELINES
- ACCESSIBILITY IN THE OFFICE

UITP IS PROUD OF...

- IMPROVED GENDER BALANCE ON THE INTERNAL UITP MANAGEMENT BOARD
- INCREASED REPRESENTATION OF WOMEN ON ALL MEMBER BOARDS AND COMMITTEES
- 42 LANGUAGES SPOKEN
- THE NUMBER OF WOMEN PANELLISTS AT UITP EVENTS X2
- WE ENSURE GENDER BALANCE ON ALL PANELS
- OFFICES IN 13 COUNTRIES

OUR CALLS FOR PAPERS ARE ATTRACTING MORE WOMEN

- IT-TRANS up from 18% to 32%
- SITCE up from 20% to 22%
- UITP Summit up from 25% to 33%

Women in the railway workforce

Alice Favre,
Head of UIC Statistics Unit

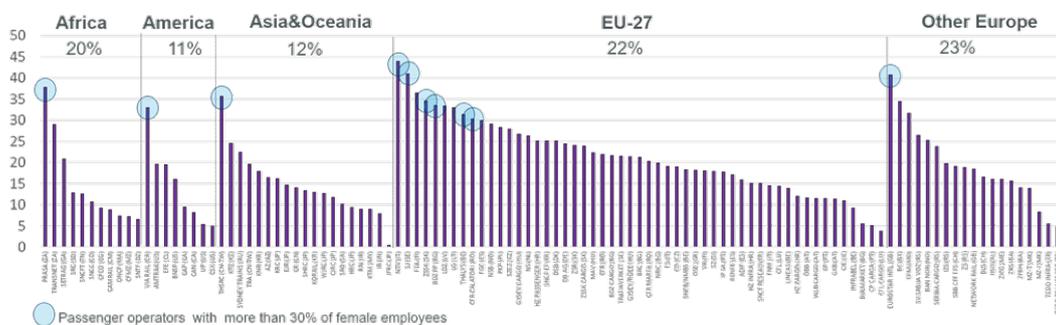


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Alice Favre presented the [UIC statistics](#) on women in the railway workforce and explained the gender breakdown. The data sample covers over 80% of the global rail market, 110 railway companies, and over 4,600,000 employees. The proportion of women in the railway workforce varies significantly across regions, with Europe having over 20% representation, while America and Asia-Oceania have less than 15%. The data shows that companies in charge of passenger operations have a larger proportion of female employees than for cargo or infrastructure management operations, which could be a reflection of working conditions and tools that are not

adapted to women, and therefore, create more barriers to attract women. there are some data gaps, particularly missing gender data for past decades in Africa and America, limited analysis for these regions, and insufficient data on age, seniority, and movement of women in the workforce. The need for more data from companies to evaluate women's representation in managerial positions and governance bodies is highlighted, and the importance of promoting data transparency is emphasized. Overall, the tool aims to assess and address gender disparities in the railway sector, providing valuable insights for further analysis and improvements in gender equality.

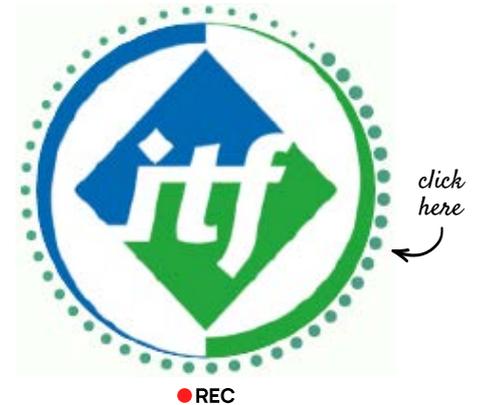
Percentage of women in the railway workforce



Total : 110 railway companies (cover more than 80 % of the global rail market)
4 600 00 employees
15% of women
weak increase in the share of women since 2005

ITF Women railway workers survey

Inga-Lena Heinisch,
Senior Section Assistant at International
Transport Workers Federation

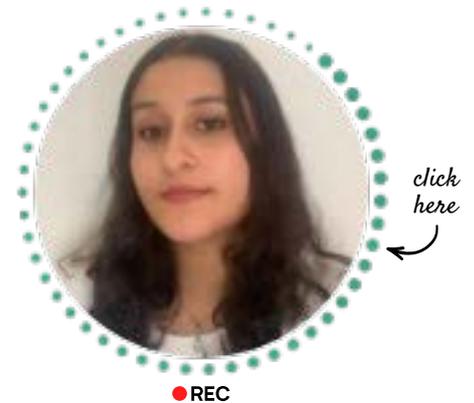


Inga-Lena Heinisch presented the online survey carried out by ITF to get an overview of women working in the rail sector: what role women workers are employed in, where they are employed, what type of conflicts they find where they are employed, and what barriers and issues they face in the workplace, but also sought ideas on how to make the workplace environment more equitable and accommodating for women. A total of 4600 women in 56 countries responded, with two-thirds of them being from the global south. Despite the different profiles of respondents within the rail industry, there were very similar experiences, issues and barriers reported. The survey indicated that women enjoyed their work and found it to be meaningful, but they were often exposed to difficult conditions that undermine their safety and security at work, and which make it harder to do the work they value,

largely due to insufficient staffing and lone working, one of the causes that leads to many other issues. Sexual coercion, gender-based discrimination, lack of safety for women railway workers on their commute to and from work, and barriers due to gender stereotypes were among the key issues highlighted.

Inga highlighted the joint **ITF/UITP agreement on promoting women's employment and equal opportunities in public transport** as a good example of employers and unions cooperating at a global level to address gender inequalities in the workplace. The high number of respondents shows that there is a strong support from women railway workers to act and lead on the change needed in the sector. The survey also guided the development of an action plan to promote women's inclusion in rail, and to strengthen access to equality for women.

Gender and Mobility Data Collection and Analysis Methods



Yara Antoniassi,
Research & Data Analyst at Data Pop Alliance

Yara Antoniassi presented on the research project conducted on gender and mobility in two Latin American cities: Mexico City and Lima. An online survey was developed targeting women of different occupations, ages, neighborhoods, transport modes etc., and launched on social media. It found that 90% of respondents felt unsafe using public transport in both cities, with over half of the respondents experiencing improper stares, and almost 40% receiving sexual comments and 15% being touched without consent.

The survey also found that the majority of harassment occurred inside the vehicle, or while waiting, and took place through all periods of the day. Only 9% of the incidents were reported to the transport company/employee, with 20% of victims in Lima reported being harassed by the employees themselves. Furthermore, Yara reported that a staggering

60% turned down job offers due to the absence of safe and efficient modes of transportation. As part of her presentation, she shared insights on the methodology used on data collection that could be used by rail companies to gather information on the experience of women using rail services.



The first guidance was on the audience of the survey, and the importance of considering all types of commuters when designing surveys. Women tend to travel outside of typical 9-5 commuter hours and undertake shorter trips with multiple stops, a pattern also known as ‘trip-chaining’, while accompanying kids or the elderly. As the needs of women commuters are different than men, it is important to keep this in mind when collecting data. The second point was on the importance of breaking down the different needs according to variables like age, motherhood, income, religion.

Finally, she emphasized that surveys in the transportation sector should be careful not to take a biased approach when developing the survey, featuring a pre-selected list of multiple-choice answers tailored to the typical 9-5 male commuter, which excludes the mobility of care, for example. This practice fails to capture the diverse needs and experiences of women. To address this limitation and enhance survey inclusivity, conducting a pilot test with open-ended questions is recommended. The responses gathered from this pilot test can then be categorized to formulate the official set of multiple answers.

Tips on data collection

1 Survey design: Consider all types of commuters

“Mobility of Care” – Ines Sanchez de Madariaga

- Women tend to:
- Travel outside of typical 9-5 commuting hours
 - Undertake shorter trips with multiple stops
 - Travel accompanied by others (kids, elderly)

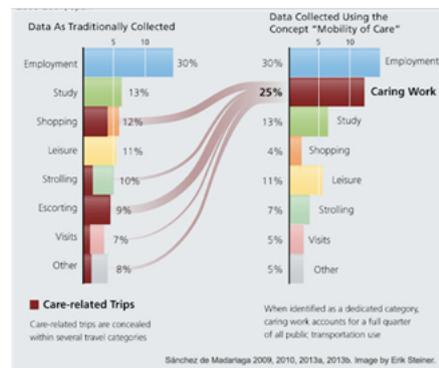
How to collect data on commuting patterns?

Include more options (e.g. take kids to school)
Pilot survey with open questions and categorized responses for the actual survey

2 Survey analysis: Disaggregated the data, especially the needs

- Not only by gender, include cross-cutting issues such as: Age, motherhood, income, time of travel, region etc.
- Needs are different for men and women, ask explicitly

Qualitative methods	Quantitative methods	Non-traditional data
Ex: Interviews with users, focus group discussions, narrative analysis	Ex: Online surveys, in-person surveys, analysis of existing data	Ex: Cellular data, satellite image



Example:

“How would you rate the security of the railway station?”
Although overall ratings may be similar, men might be more concerned about robbery, while women about harassment

Calendar of TRAIN 2B EQUAL workshops



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

More resources



Contact our team

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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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