

# **TRAIN 2B EQUAL - change making for gender equality in Rail**

*Launching event of the new UIC opt-in  
project*

Friday, 7 July 2023 | 10:-00 - 11:30 (online)



# 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



# **Francois Davenne**

*UIC Director General*



# **Lucie Anderton**

*UIC Head of Sustainability Unit*

# TRAIN-2B-EQUAL

## 5 GENDER EQUALITY



- Delivery of UN SDG 2030 Agenda – SDG 5 - Gender Equality – demonstrate rail industry as a **responsible employer** and business
- Chronic **skills shortage** globally for several roles in the rail industry – need the widest talent pool possible
- **Improved personal security and customer experience**: the fear for their own personal safety prevents women from using rail transport.

## Planned actions and related outputs:

- Establish a **working group** for knowledge sharing
- **Communication and outreach** through online workshops to bring awareness and invite further members to join the project
- Partner with experts and organizations to **build knowledge** in the topics of: gender data, security, gender-responsive design and gender-balanced hiring & work environment practices



# Updated timeline

7 July 2023



**1<sup>st</sup> Online workshop**

Gender disaggregated data

September 2023



**2<sup>nd</sup> Online workshop**

Security

February 2024



**3<sup>rd</sup> Online workshop**

Gender responsive design for stations/ infrastructure

March 2024



**4<sup>th</sup> Online workshop**

Gender equality in hiring and in the work environment

Q2 2024



**In-person event w/ 'walk-shop' led by RFI**

For outcomes of the project and broader transport community

# UIC Gender Equality activities



## Regional Workstreams

- Europe: UIC Opt-in 2023
- Africa: in partnership with African Union Commission for Energy and Infrastructure
- South Asia: Workshop at the Asia Pacific Rail Summit in Kuala Lumpur, Malaysia – October 2023
- Latin America: two online workshops with UIC members in the region

## Opportunities

- Regional deep dives
- Cross regional learning and best practice exchange

# Future actions



- **Research on barriers** to working in rail for women and the female experience as a rail passenger



- **Global charter** for women & Rail with guidance



- **Develop training** and best practice guidance



- Promote and deliver **e-learning materials**



# **Meryem Belhaj-Clot**

*UIC Deputy HR Director and Head of HR  
Development*



INTERNATIONAL UNION  
OF RAILWAYS

# Talent & Expertise Development at UIC

**Meryem BELHAJ-CLOT**

Deputy HR director & Head of training  
development

# UIC Talent Expertise Development Platform

Training, education and workforce development



key role in sustainable strategy

*A well-trained and motivated workforce for a competitive and innovative rail sector at a global level*

Identifying new challenges for talent development and training

Highlighting research findings in talent development which bring innovation

**The core objective is to support UIC members in**

Attracting, developing and retaining railway talent

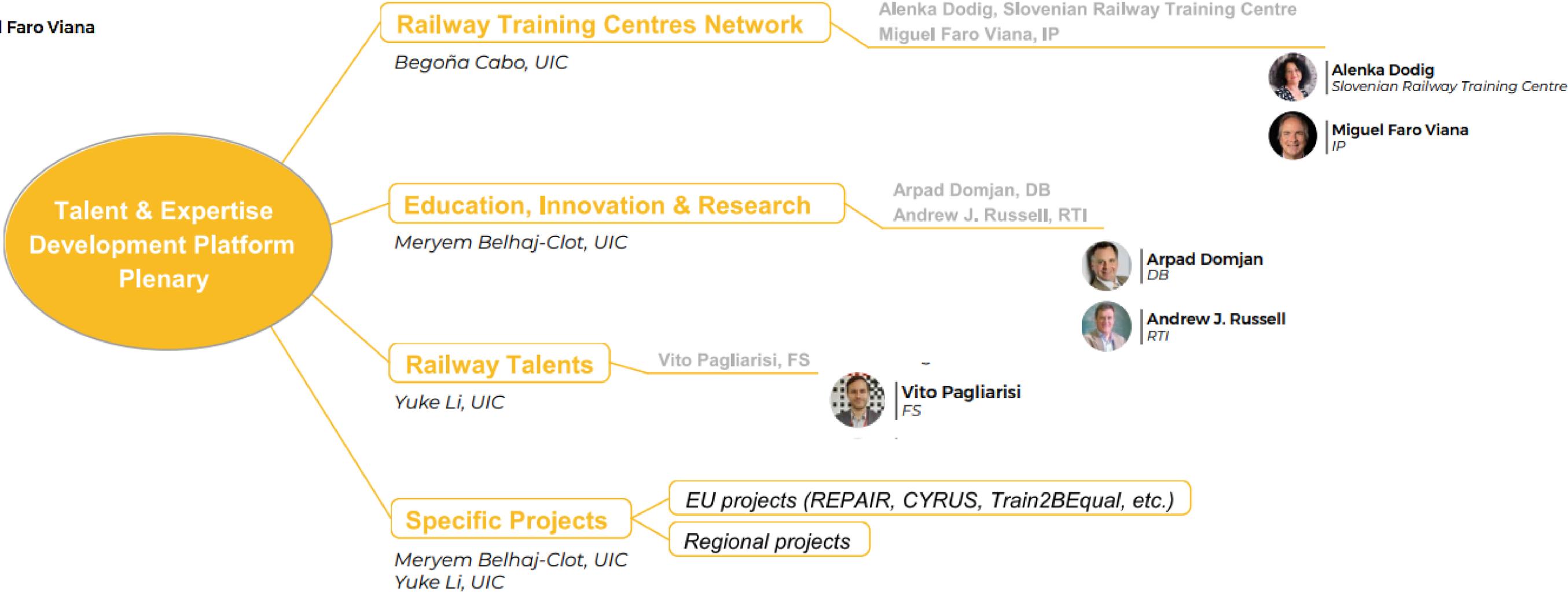
Enhancing collaboration among the railway training centres

Promoting excellence in railway training through best practice models

# UIC Talent & Expertise Development Platform



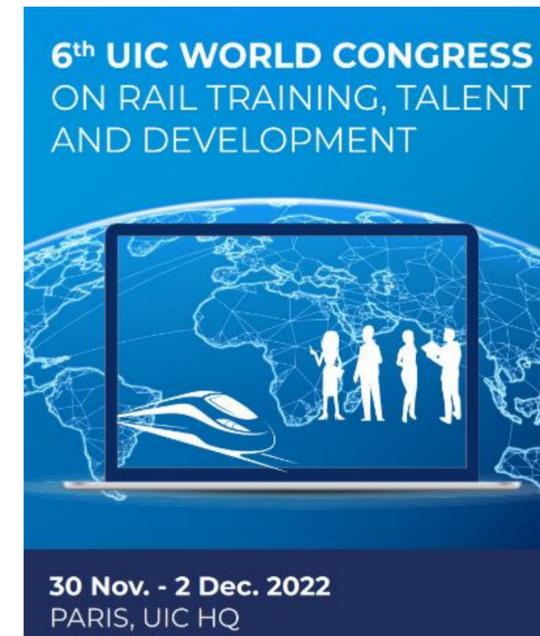
Miguel Faro Viana  
IP



# TEDP events

## World Congress on Rail Training, Talent and Development (WCRT)

- A bi-annual event
- A unique opportunity to share knowledge and experience amongst training professionals and managers.



# TEDP Events

## Train Rail Hackathon

- Cooperation with Railway Training Centres Network, universities, stakeholders, etc.
- It offers young talents and rail enthusiasts the opportunity to imagine the future and develop innovative solutions for railway operators.

Develop their competence in working with personalities of diverse backgrounds.

The poster features the UIC logo in the top right corner. The main title 'UIC TRAINRAIL HACKATHON' is displayed in large white letters, accompanied by a graphic of three interlocking hexagons. Below the title, the question 'How can railways be resilient in the face of pandemics?' is written in white. The background is a blurred image of a high-speed train in motion. At the bottom, an orange banner contains the event details: '29 November 2022' and 'PARIS, UIC HQ' in white text.

**UIC**

**UIC TRAINRAIL  
HACKATHON**

How can railways be resilient  
in the face of pandemics?

**29 November 2022**  
PARIS, UIC HQ

# UIC Talent & Expertise Development role in Train2BEqual

**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;

# A New UIC Service: the UIC Rail Academy

**UIC Rail Academy objective:** *Better meet the training needs of UIC members and railway actors*



Creation of **adapted training programs** to develop specific skills, particularly on new technologies, and to attract future talents



**Strong demand** from all UIC regions



**Several sectors and/or domains** to be developed going forward



First training program: **Railway Telecoms**

# UIC HR & Talent Expertise Development team



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Deputy HR Director &  
Head of HR Development

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INTERNATIONAL UNION  
OF RAILWAYS

**Stay in touch with UIC:**

**[www.uic.org](http://www.uic.org)**



**#UICrail**

**Thank you for your attention.**



**Laura Petersen**  
*UIC Senior Security Research Advisor*



## Main objectives:

-  **Share experience among UIC members**  
identify best solutions to address security threats and adapt them to each specific situation
-  **Ensure coherence between different security policies**  
to help the development of international traffic
-  **Elaborate recommendations**  
regarding technologies, human factors and organisation
-  **Address new threats and developing innovative solutions**  
manage and participate in EU funded projects



### Chair

Mr Sanjay Chander  
General Director  
RPF



### Co-chair

Mr Xavier Roche  
Security Director  
SNCF

### Steering committee

WG Chairs, UIC Regions (Colpofer in Europe), UIC activities, Partners (CER, RAILPOL, UITP)

### 3 permanent Working Groups



New Technologies



Human Factors



Strategy & Regulations

### 2 thematic, ad-hoc working groups



Sabotage, Intrusions, Attacks

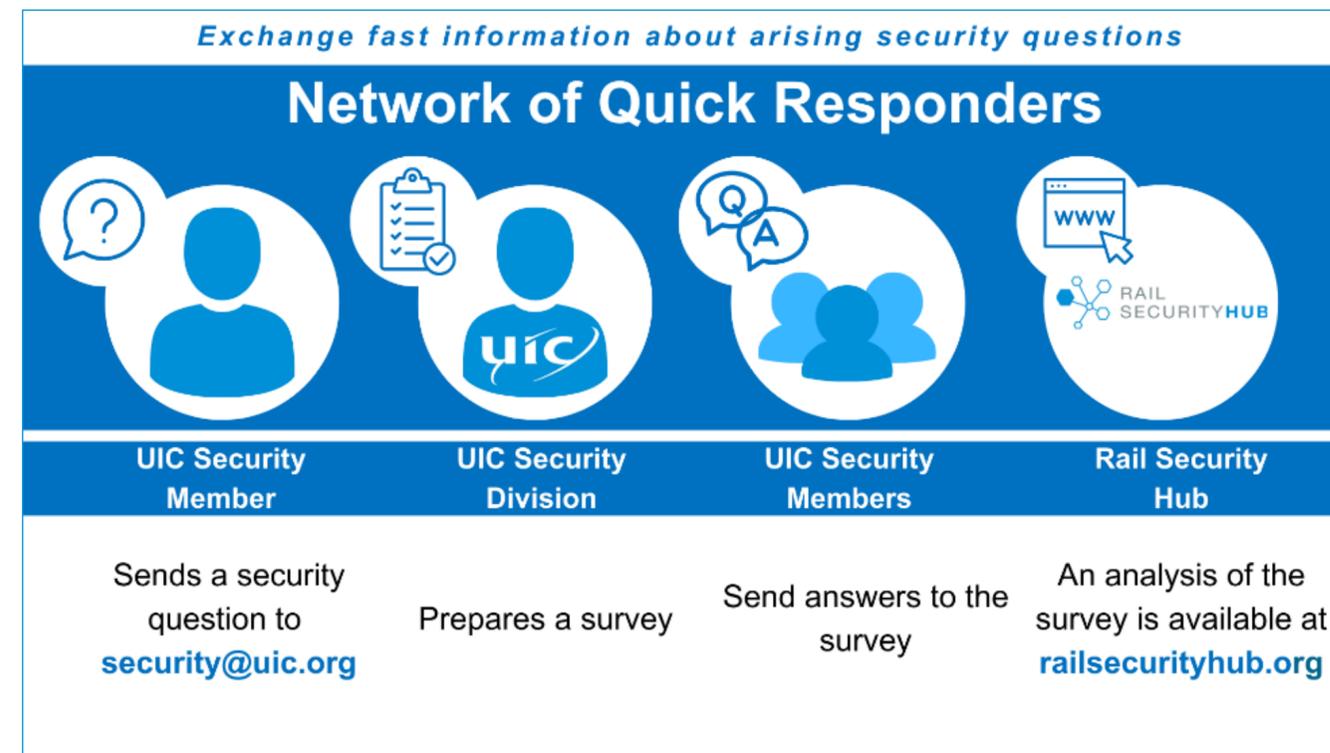


Crisis Management

# 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



# Stay in touch with UIC Security Team!



## Head of Security Division



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## Senior Security Research Advisors



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[@RailSecurityUIC](https://twitter.com/RailSecurityUIC)



[railsecurityhub.org](http://railsecurityhub.org)



## **Mattia D'Adda**

*People Care Specialist at Ferrovie dello Stato  
Italiane*



# Ferrovie dello Stato Italiane

Our approach to gender equality

Mattia D'Adda  
People Care Specialist

07/07/2023



# FS Italiane Group

At the heart of the Italian mobility system

 **+84.000 people**

 **+16.000 km**

 **+10.000 per day**

 **+32.000 km**

 **+7 milion per day**

# OUR DE&I APPROACH



Over 10 Years  
20 % overall  
30% manager



Most attractive  
company for Italian  
STEM female  
students

***Talent is not a matter of gender!***

# Keep in touch!

Follow and feel free to e-mail us



<https://www.linkedin.com/company/ferrovie-dello-stato-s-p-a/>



<https://www.fsitaliane.it/content/fsitaliane/en/sustainability/people/diversity---inclusion.html>



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[m.dadda@fsitaliane.it](mailto:m.dadda@fsitaliane.it)



## **Francesca Ciuffini**

*Head of Marketing and Integrated Services  
at RFI's Commercial Department*

# Rete Ferroviaria Italiana

RFI's commitment towards  
*«More women on board»*

Francesca Ciuffini



07/07/2023

# Gathering of gender mobility data

## TRANSPORT IS NOT GENDER-NEUTRAL

- RFI's Data analysis by gender
  1. **National/Local mobility statistics, surveys, mobility tracking apps** (ISTAT, Audimob, Pollicino)
  2. **RFI's surveys** (Customer Satisfaction and Travel Behaviour of Station Users, Surveys among Non-Users)
  3. **Mobility manager data surveys**
- **Mobility as a «mirror» of gender inequalities:**  
less access to work, asymmetry of care giving, violence against women...

### EVIDENCE (so far)

- lower mobility index
- shorter trips, more trip chains
- higher incidence of family reasons
- lower incidence of work reasons
- different distribution of trips night/day
- different perception of safety at night
- relevance of travelling with luggage and non-autonomous family members
- different modal split: more Walking and Public Transport



**Improving alternatives to private car  
is pivotal to GENDER MAINSTREAMING**

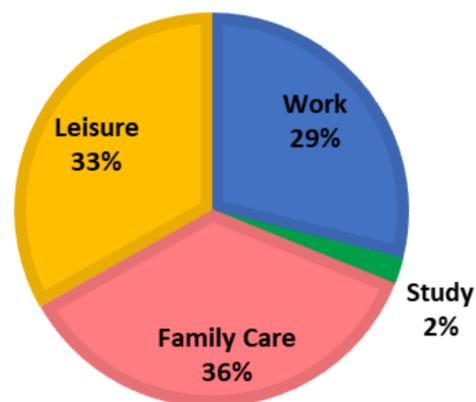
## RFI towards gender equality: “more women on board”

- ❖ Integrate the gender perspective across all policies: from **data gathering** to **monitoring**, from **design** to **implementation**
- ❖ RFI improvement projects (examples)
  - **Walkshop** (Walking workshops) **UX User Experience**
  - **Station’s Security @ night**: new standards for station planning
  - **Pink Parking Lots** for late-night shift female workers

# Relevance of data to grasp different needs of women, men, families

Audimob 2021

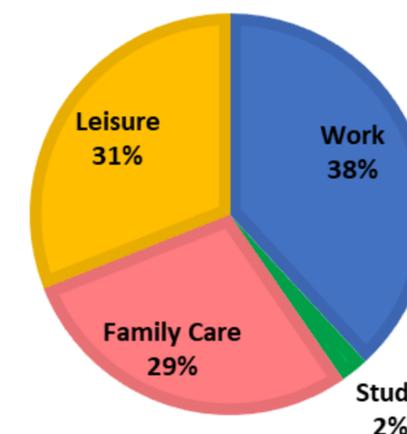
WOMEN



## KNOWLEDGE IMPROVES ACTIONS

to bridge the gender gap of a **transport system**  
(mainly created by men for men's working needs)

MEN



## MEASURING IS KEY TO VALIDATE STRATEGIES

(and their effects: KPIs, dimensions to investigate,  
criteria to assess: are they working?)

## LET'S SHARE THE KNOWLEDGE

Experience, Strategies, Surveys and Mobility Data in a gender perspective

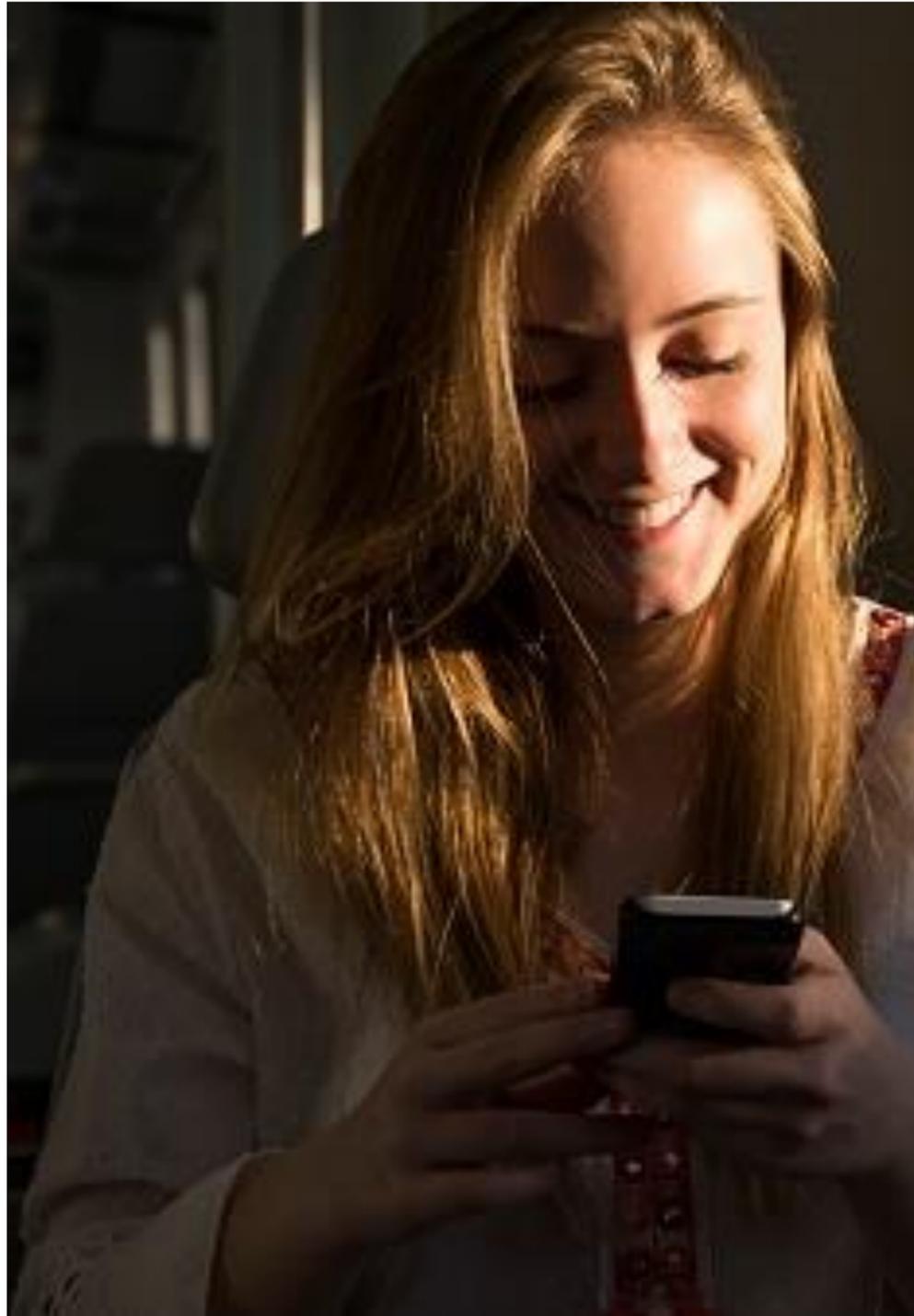


# **Meritxell Salas**

*Strategic and Prospective Planning Specialist  
at FGC*

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

Change Making for Gender Equality in the Rail Sector



UIC – TRAIN 2B EQUAL

Ferrocarrils de la Generalitat  
de Catalunya (FGC)



July 2023

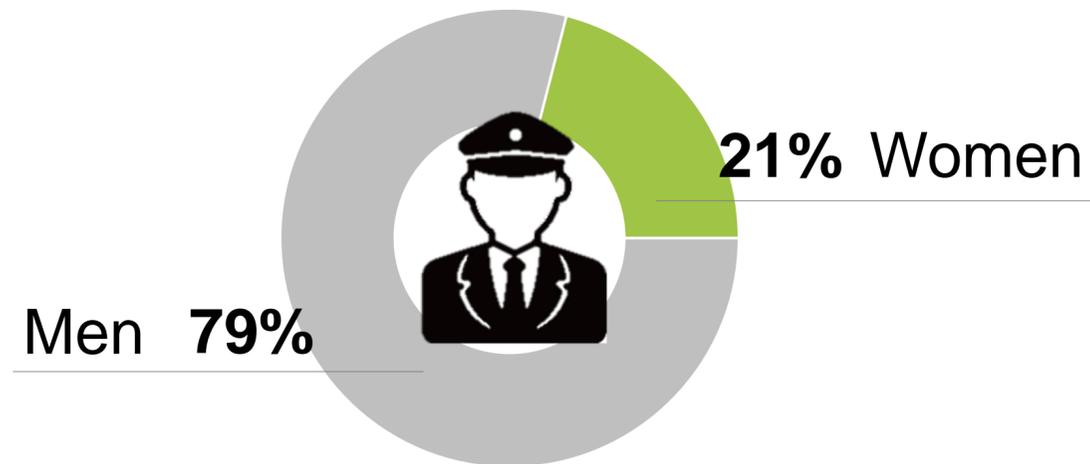
# 1. Who are we?

- We are a **railway company** based in **Barcelona** owned by the Catalan Government.
- Besides **operating and managing railway infrastructure**, we also operate **mountain resorts**.
- Some of our figures:
  - +290 km of railway lines
  - +100 stations
  - +90 million passengers/year
  - +2,200 employees
  - 6 mountain resorts
  - 2 rack railways



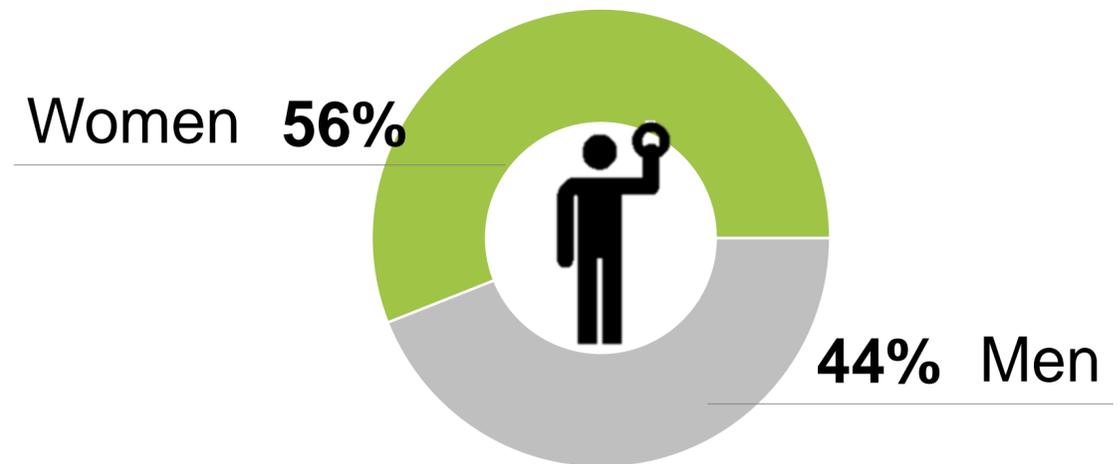
## 2. The gender paradox in Public Transport

**Employees** in railway companies in Europe:



Source: 6th Women in Rail Report 2020

**Users** of railway in Barcelona:



Source: Barcelona's Metropolitan Transport Authority (ATM) (2021)

**The current gender gap is very significant; there is a need to achieve gender equality and to incorporate a gender perspective into mobility management**

### 3. How do we promote gender equality?

#### Internal actions

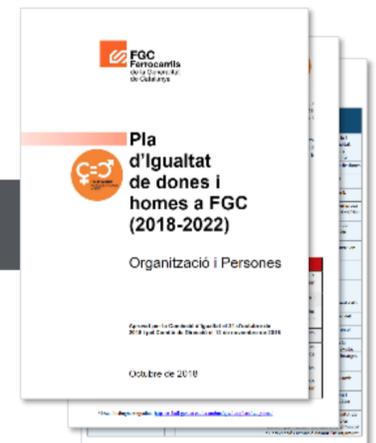
- **Women quotas** in massive recruitment processes
- Specific recruitment actions in **managerial levels**
- **Inclusive language** and a **sexual harassment protocol**
- **Training and communication** sessions to employees
- ...

#### External actions

- **Gender audit** to learn about women-users' service perception, and re-design of our spaces
- **Promotion and training** to women students in the sector (especially in the maintenance areas)
- **Dissemination** of sexual harassment campaigns and protocols
- ...

#### FGC's Equality Plan 2018-2023

- FGC includes all its gender initiatives and measures in its Equality Plan, which has been **designed both by employees and company representatives**
- An **Equality Commission** is in charge of implementing and monitoring its results and achievements
- The Plan includes a total of **79 actions**, and by the end of 2022 these have been **concluded by 91%**



### 3.1. Internal actions: women quotas in recruitment

- **FGC's objective** is to increase the presence of women to its workforce, **achieving equality (40% of women) in 2025** among all levels.
- In 2021 we recruited 105 new drivers with a **reservation of 40% seats for women**, which currently applies to all massive recruitment processes involving women's underrepresented positions.
- **FGC has been the first railway company in Spain to apply gender quota**, and it has been recently introduced in the regional railway law.



Selection process for recruiting 100 new drivers at FGC, April 2023

## 3.2. External actions: gender audit and re-design of our spaces

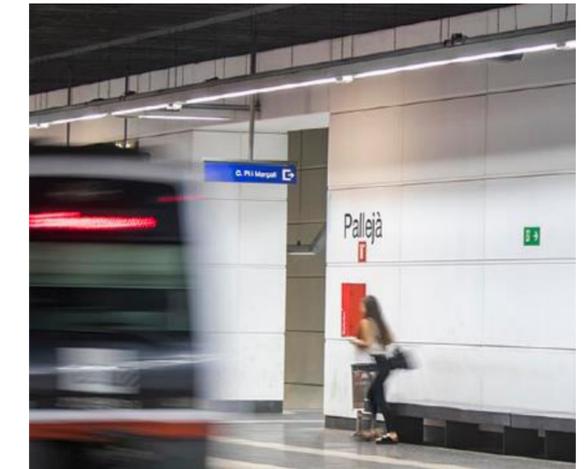
### Change of reserved seats pictograms

- ✓ More gender neutral
- ✓ New signalling location



### Improvement of lighting at stations

- ✓ More lighting for increased visibility
- ✓ Improved sense of security
- ✓ Use of more sustainable LED lights



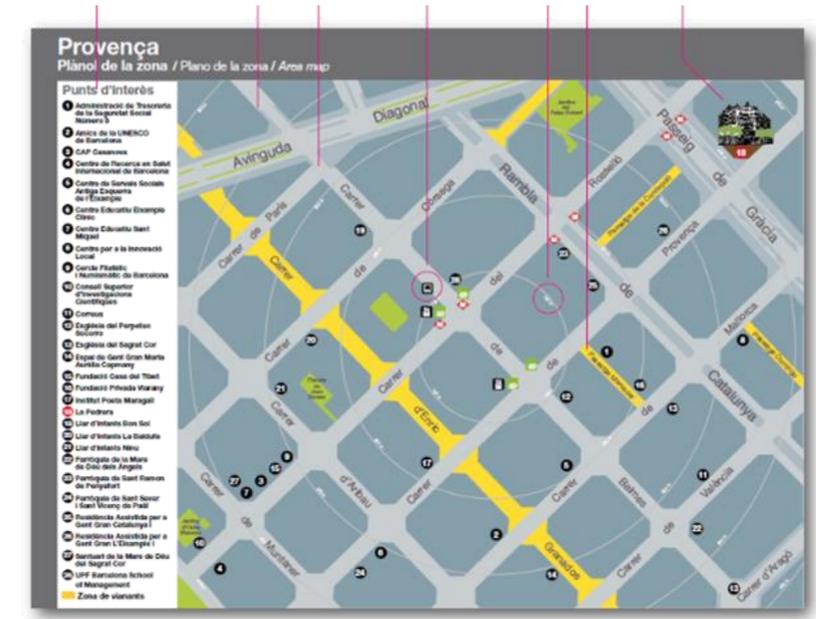
### New design for information and emergency posts

- ✓ More visible
- ✓ Clearer, simpler information



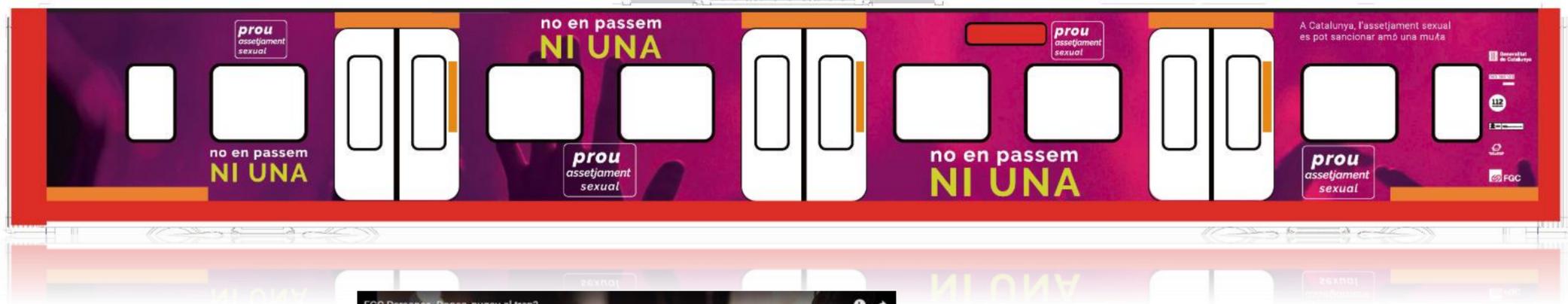
### New area maps

- ✓ More info
- ✓ Graphic design update



Relevant action example

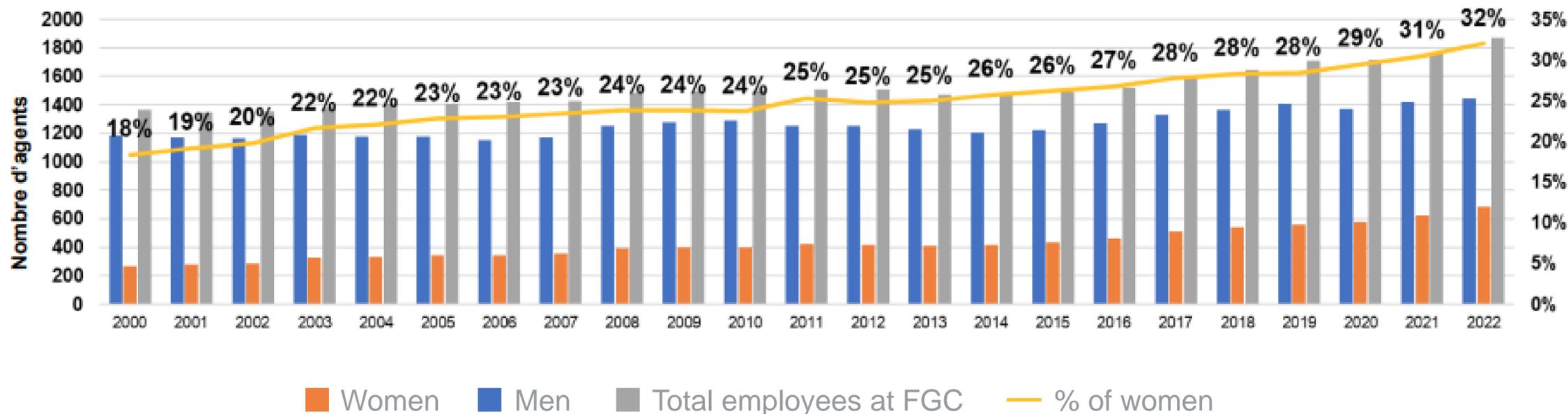
### 3.3. External actions: dissemination and communication



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

# 4. Our gender initiatives' impact

At FGC we have been steadily **increasing the percentage of women** in our workforce



Also in the **management positions** (2000-2022 increase):

Women	+24	+300%
Men	+17	+ 21%
<b>Total</b>	<b>+41</b>	<b>+35%</b>

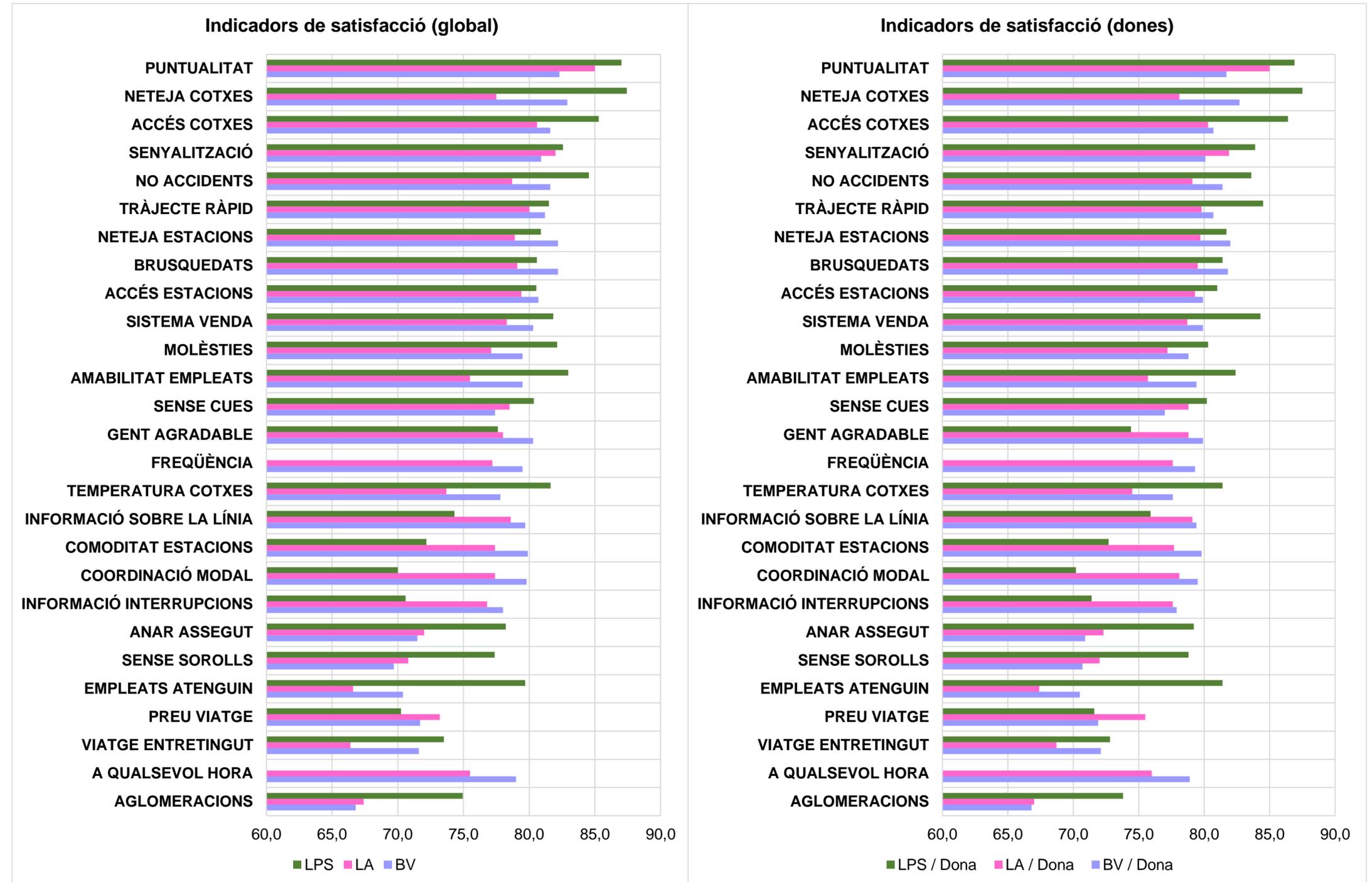
Women currently represent **23,7% in the managerial levels**

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

# 5. The remaining challenges: gender data gap in mobility

FGC Client Satisfaction Index results 2022 (global and women)

- We annually collect **data to learn about our users' satisfaction** on different service aspects (through surveys)
- We can disaggregate such **data by gender**, though no thorough analyses have been done so far
- **We still want to learn more about our users' preferences and behaviors, but data gathering is a challenge**





**Thank you!**

**Meritxell Salas**  
Strategic and Prospective  
Planning Specialist, FGC



# **Bridging the gender data gap in mobility**

**Julia Remmers**

*Mobility Communications Specialist at  
TUMI/ GIZ*

WhereIsMyTransport

tumi

## Decoding women's transport experiences

A study of Nairobi, Lagos, and Gauteng



## Study

# Decoding women's transport experience. A study of Nairobi, Lagos and Gauteng

Implemented by WhereIsMyTransport  
Commissioned by TUMI

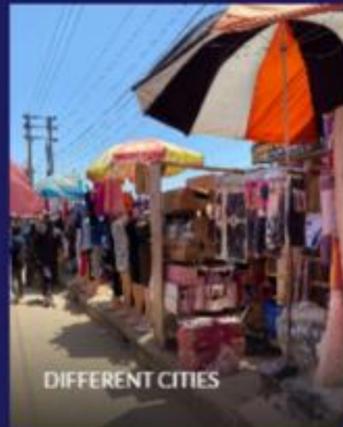
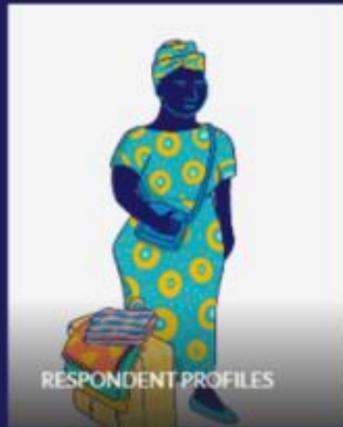
Visit ► [genderdata.womenmobilize.org](https://genderdata.womenmobilize.org)

WhereIsMyTransport

Women  
Mobilize  
Women



EXPLORE THE STUDY RESULTS



WANT TO DIVE DEEPER? DOWNLOAD THE DATASETS

→ DATASET DOWNLOAD PAGE

## Website

# Bridging the Gender Data Gap in Transport

Visitors get to explore methods and results of the study by region or transport user profile.

Visit ► [genderdata.womenmobilize.org](https://genderdata.womenmobilize.org)

 WhereIsMyTransport

 Women Mobilize Women

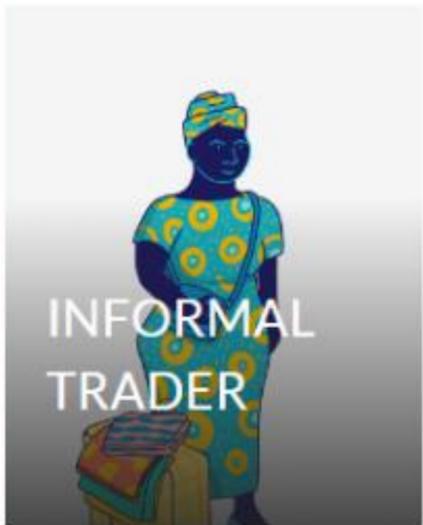


## Methods

- Desktop research, interviews with locals
- In-field and Online Surveys
- Ride-Alongs and Home Visits
- Workshops: Journey/Empathy Mapping, Focus Group Discussions

## RESPONDENT PROFILES

Find out what respondents had to say about their travel experiences.



## Profiles

- working professional
- student
- stay-at-home mother
- informal trader
- sex worker
- transport expert (bus driver)

Visit ► [genderdata.womenmobilize.org](https://genderdata.womenmobilize.org)

 **WhereIsMyTransport**

 **Women  
Mobilize  
Women**

Innovative Study Methods   Respondent Profiles   Different Cities – Different Results   Download

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](#)

### THE JOURNEY MAP



↓ Download as PDF file

### PAIN POINTS AND TOUCH POINTS IN LAGOS

Category	Area 1	Area 2	Area 3	Area 4	Area 5	Area 6	Area 7	Area 8	Area 9
Transportation	●	●	●	●	●	●	●	●	●
Security	●	●	●	●	●	●	●	●	●
Accessibility	●	●	●	●	●	●	●	●	●
Cost	●	●	●	●	●	●	●	●	●
Time	●	●	●	●	●	●	●	●	●
Information	●	●	●	●	●	●	●	●	●
Customer Service	●	●	●	●	●	●	●	●	●
Infrastructure	●	●	●	●	●	●	●	●	●
Environment	●	●	●	●	●	●	●	●	●
Health	●	●	●	●	●	●	●	●	●
Education	●	●	●	●	●	●	●	●	●
Employment	●	●	●	●	●	●	●	●	●
Income	●	●	●	●	●	●	●	●	●
Quality of Life	●	●	●	●	●	●	●	●	●

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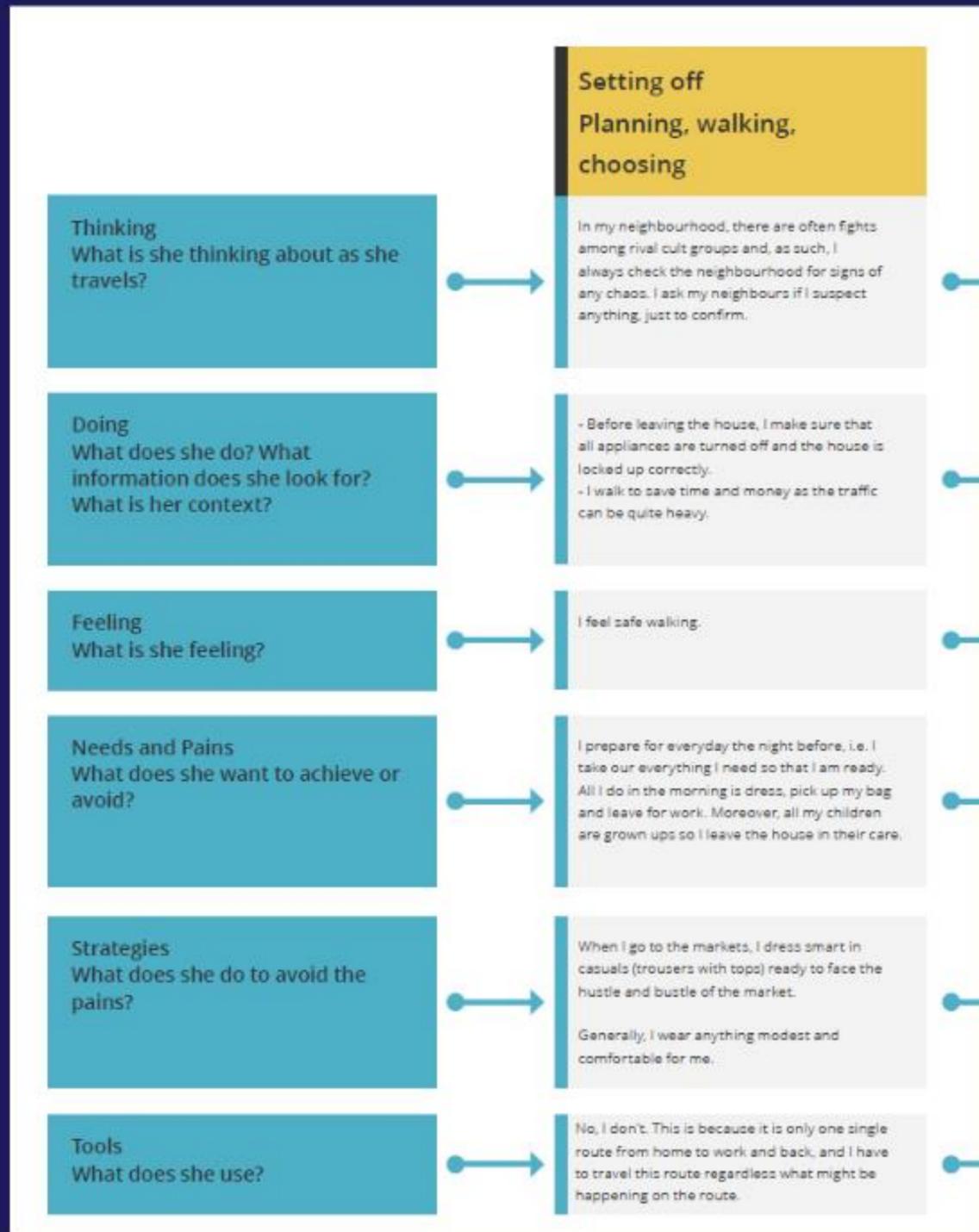
## Key outputs

Based on journey mapping, the study offers an individual example of the concerns and considerations of each user group.

A decision-making matrix is presented for the three metropolitan centers. Each user group is represented on an aggregate basis.

## Journey Map

### Example Informal Trader, Lagos



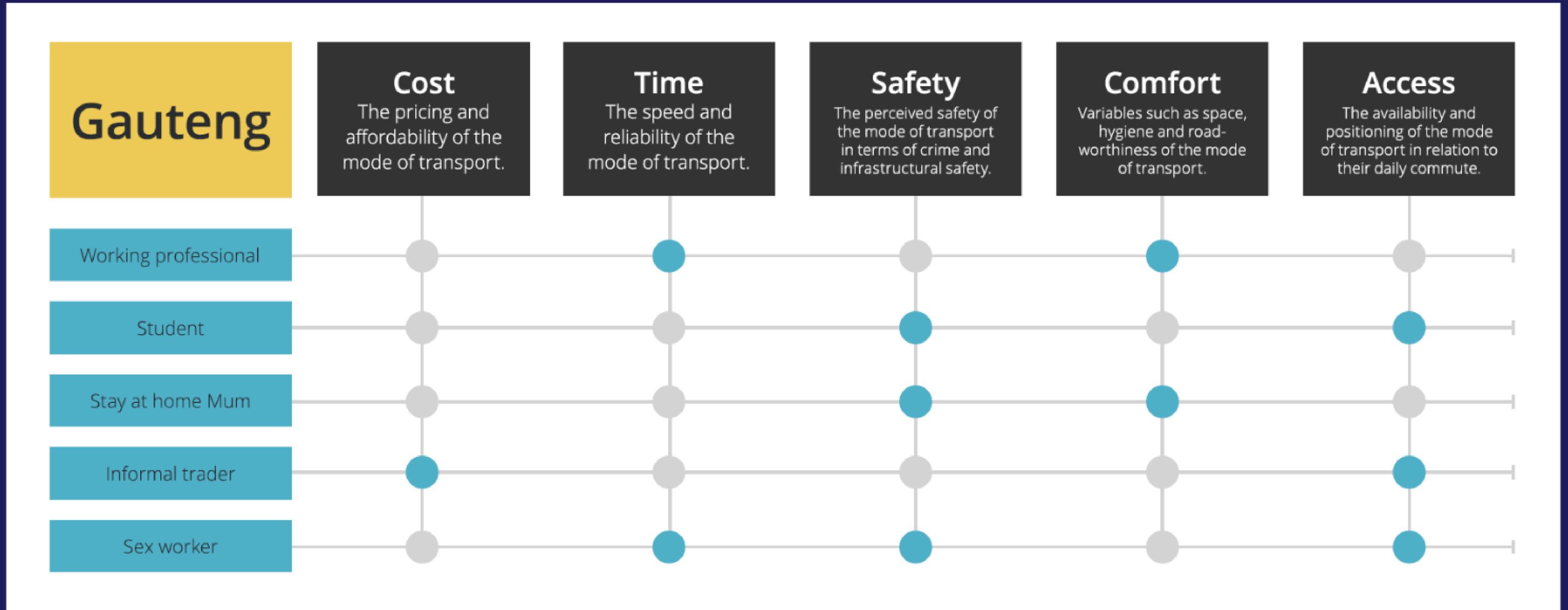
## Strategies | On board

*"While travelling, I look around. I do not use my phone for entertainment purposes."*

## Thinking | Arriving

*"In hope that the driver will stop at the designated stop."*

# Decision Making Matrix



Visit ► [genderdata.womenmobilize.org](https://genderdata.womenmobilize.org)

 **WhereIsMyTransport**

 **Women  
Mobilize  
Women**



## 5 Key Study Findings

- Women are not a single homogeneous group.
- The level of income influences the mode of transportation a woman chooses.
- Age impacts the types of incidents experienced.
- Affordability and standardised fares are of high priority for women.
- One Solution will not address all challenges.



## Learnings on methodology

Differences in results of surveys versus women-only workshops suggest the need to create safer spaces to share.

A user-centric and behavioural lens gives a more accurate picture of the exact pain points and capabilities of different user groups.

The first step to filling the gender data gap is giving more women a voice through inclusive data collection.

Visit ► [genderdata.womenmobilize.org](https://genderdata.womenmobilize.org)



WhereIsMyTransport



Women  
Mobilize  
Women

# Challenges imposed by the gender data gap and how to address them



**Lindsay Mancini**  
*Senior Director - Events and Academy Services at UITP*



**Alice Favre**  
*Head of the Statistics Unit and Coordinator of the Statistics Platform at UIC*



**Yara Antoniassi**  
*Research & Data Analyst at Data Pop Alliance*



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



# DIVERSITY & INCLUSION AT UITP

*7 July 2023*

*UIC “Train 2B Equal”*

# DIVERSITY & INCUSION POLICY AT UITP

## UITP work environment

- Internal Task Force
- D&I Statement
- Balanced Management Board (44% F)
- Recruitment practices
- Staff retreat
- *Accessibility*

## UITP activities

- Diverse Panel Charter
- Board composition
- *Inclusive language*

## PT STAFF

- Diversity & Inclusion Working Group
- Social dialogue
- PT4ME campaign
- Research projects

## PT PASSENGERS

- Diversity & Inclusion Working Group
- PT4M4 campaign
- Research projects

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



**X2**

**THE NUMBER  
OF WOMEN  
PANELLISTS  
AT UITP EVENTS**



**OFFICES IN 13  
COUNTRIES**



**WE ENSURE  
GENDER BALANCE  
ON ALL PANELS**



**42**

**LANGUAGES  
SPOKEN**



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%**



# **RENEE AMILCAR, UITP PRESIDENT 2023-25**



# SIGN THE UITP DIVERSE PANEL CHARTER



<https://www.uitp.org/about/diverse-panel-charter/>





**QUESTIONS?**



# THANK YOU!





INTERNATIONAL UNION  
OF RAILWAYS

# Women in the railway workforce

## UIC Statistics

- Gender breakdown in railway workforce
- Women level of responsibility and representativeness in governance bodies
- Data accessibility

**Alice Favre**  
Head of Statistics Unit

## ❑ Gender breakdown in railway workforce

### Statistics platform

Data provided by railway companies (Infrastructure managers, passenger and freight operators)  
Heavy rail (light rail, i.e. tram and metro, excluded)

### Questionnaire series 30 on staff

✓ Total number of employees by gender and by age range **since 2005**

range: < 30 years; 30-39 years; 40-49 years; 50-59 years; >= 60 years

✓ Staff seniority by gender **since 2007**

range: < 5 years; 5-10 years; 10-20 years; 20-30 years; > 30 years

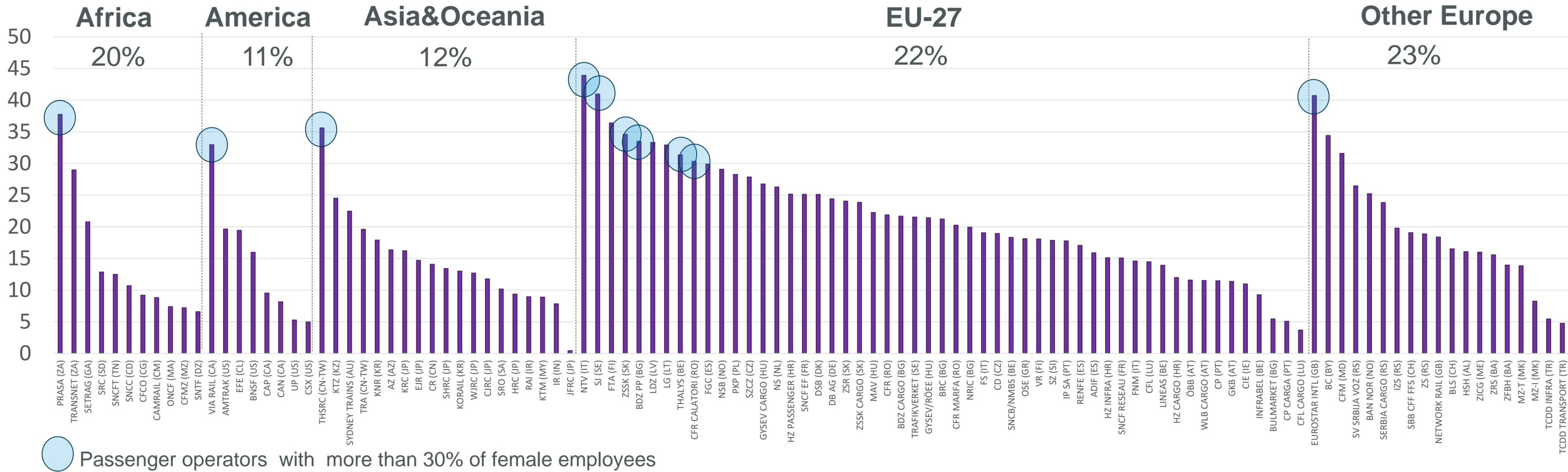
✓ Staff movement: arrival / departure by gender **since 2007**

Select a table : 32 - Staff: Structure per age and gender, movements

Step 1 : data entry

	2020	2021	Calc	Comment	var_id	Visibility
32 - Staff: Structure per age and gender, movements						
Real manpower at end of year						
Total						
Total	11661	11331	<input type="checkbox"/>		3204	Public
of which men	9867	9527			3205	Public
of which women	1794	1804			3206	Public
< 30 years old						
Total	301	246	<input type="checkbox"/>		3207	Public
of which men	244	197			3208	Public
of which women	57	49			3209	Public

# 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

# ❑ Women level of responsibility and representativeness in governance bodies



Based on UN SDGs



## SDG 5: gender equality



Data collection - UIC members

Questionnaire for years 2019, 2020, 2021 and 2022 (ongoing):

- ✓ Availability of non-discrimination framework/code
- ✓ Level of responsibility: number of women managers
- ✓ Representativeness in governance bodies : number of women on boards of directors

- ❑ SDG 5 - Achieve gender equality and empower all women and girls
  - ❑ 5.1 - End all forms of discrimination against all women and girls everywhere
    - 5.1.1 - Non-discrimination framework/code
    - 5.1.2 - **Women by level of responsibility**
    - 5.1.3 - Governance bodies

Save data

### 5.1.2 - Women by level of responsibility

	Unit of measure	2019	2020	2021	Not available
Managers	no.				
women	no.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
men	no.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
women	%				
men	%				
<b>Total workforce (at 31 December)</b>					
Total of women in the workforce	no.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>

### Contact:

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Isabelle De Keyzer

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[Dekeyzer@uic.org](mailto:Dekeyzer@uic.org)

# Data accessibility

<https://uic-stats.uic.org/>

**Railisa UIC STATISTICS** CONSULT-DATA INFOGRAPHICS RESOURCES REST API CONTACT HELP UIC.ORG/STAT ALICE

Select Visualize Download

PERIOD FROM: 2019  
 TO: 2021  
 DOMAIN: Staff  
 VARIABLE: 3206 : Staff structure per age and gender - Total Women  
 REGION: AF - AFRICA, AM - AMERICA, ASI - ASIA, EUR - EUROPE, OCE - OCEANIA  
 COUNTRY: AF - ALGERIA - DZ, AF - BENIN - BJ, AF - BOTSWANA - BW, AF - BURKINA FASO - BF, AF - CAMEROON - CM, AF - CONGO - CG, AF - DEMOCRATIC REPUBLIC OF THE CONGO - CD, AF - DJIBOUTI - DJ, AF - EGYPT - EG, AF - ETHIOPIA - ET  
 COMPANY: AL - HSH (1995 to 2009), DZ - SNTF (1995 to 2022), AR - ADIFSE (2013 to 2019), AR - ALL (2006 to 2006), AR - FASE (2020 to 2022), AR - FEPSA (2006 to 2006), AR - FSR (1995 to 2005), AR - NCA (1995 to 2003), AM - ARM (1995 to 2006), AM - SCR (2008 to 2022)

Restore | save (208 values)

**Railisa UIC STATISTICS** CONSULT-DATA INFOGRAPHICS RESOURCES REST API CONTACT HELP UIC.ORG/STAT ALICE

Select Visualize Download

VARIABLE	REGION	CTRY	CTRY NAME	COMPANY	YEAR	VALUE	VISIBILITY	UNIT
3206 : Staff structure per age and gender - Total Women	AFRICA	CD	Democratic Republic of the Congo	SNCC	2019	719	Public 1	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	CD	Democratic Republic of the Congo	SNCC	2020	701	Public 1	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	CD	Democratic Republic of the Congo	SNCC	2021	669	Public 1	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	DZ	Algeria	SNTF	2019	1052	Public 1	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	DZ	Algeria	SNTF	2020	1092	Member 2	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	DZ	Algeria	SNTF	2021	1113	Public 1	No-Emp
3206 : Staff structure per age and gender - Total Women	AFRICA	GA	Gabon	SETRAG	2019	190	Public 1	No-Emp

Thank you!

Alice Favre - Head of Statistics Unit  
[Favre@uic.org](mailto:Favre@uic.org)  
[Stat@uic.org](mailto:Stat@uic.org)

# ITF WOMEN RAILWAY WORKERS SURVEY

TRAIN 2B EQUAL - change making for gender  
equality in Rail, 7 July 2023



# What is the ITF? The global union for all transport workers

**18 MILLION**

**MEMBERS**



**153**

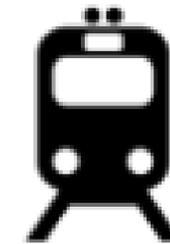
**COUNTRIES**

**700+**

**AFFILIATED  
UNIONS**



UNITED NATIONS  
GUIDING PRINCIPLES  
ON BUSINESS  
& HUMAN RIGHTS



**14 OFFICES: ABIDJAN**

**MONTREAL**

**LONDON**

**DELHI**

**PANAMA**

(HEAD OFFICE)

**SYDNEY**

**RIO DE  
JANEIRO**

**GENEVA**

**TOKYO**

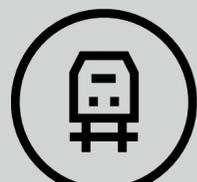
**BRUSSELS**

**NAIROBI**

**AMMAN**

**HONG KONG**

**SINGAPORE**





# Who responded

- **4600** responses
- Women from **56** countries
- **6 in 10** working in railways over 10 years
- **1 in 5** are admin staff, next station staff (8%) and train maintenance (7%)
- **One quarter** young workers under 35



# Summary of key findings

1. Women railway workers find their work meaningful and satisfying but they are often exposed to difficult conditions that undermine their safety and security at work, and which make it harder to do the work they value. Insufficient staffing was reported to be the number one contributor to these issues.
2. Women railway workers continue to face significant barriers due to their gender, with gendered job roles, unequal career progression, and a lack of women in leadership positions.
3. Sexual coercion, harassment and violence in the world of work have a profound impact on women railway workers. Experiencing sexual harassment and violence significantly decreases how safe women feel at work.
4. Gender-based discrimination is present in the provision of the most basic working conditions, such as work uniforms and personal protective equipment, or access to sanitary and break facilities.
5. Lack of safety for women railway workers extends to their commute to and from work.
6. Young women railway workers face the same issues but are also confronted with specific issues regarding career and development opportunities, and access to apprenticeships.



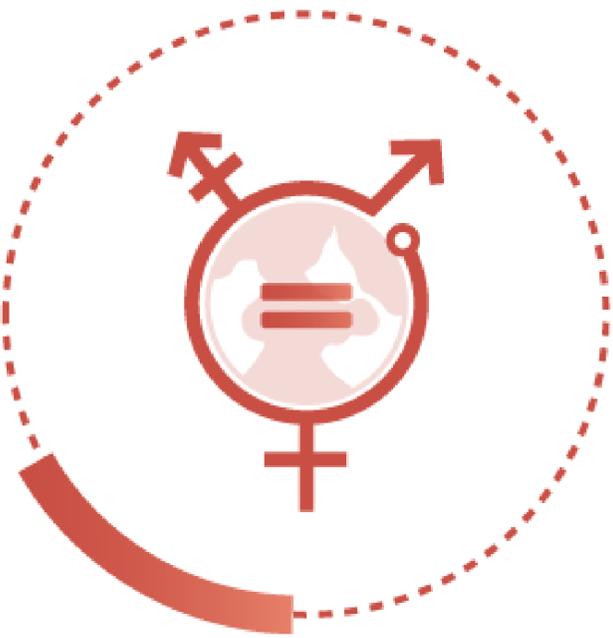
ITF



WE MOVE THE WORLD.



WWW.ITFGLOBAL.ORG



UIC TRAIN B EQUAL 2023

# Gender and Mobility

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Data collection and analysis methods  
Yara Antoniassi



**DATA-POP**  
ALLIANCE

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Changing the world with data



**DATA-POP**  
ALLIANCE

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Changing the world with data

**Data-Pop Alliance is a “think-and-do-tank”** of researchers, experts, practitioners, policymakers, and activists created in 2013 out of MIT, Harvard and ODI.



# Recent Evidence: Mexico City and Lima

Data-Pop Alliance, Where is my Transport & Rumbo

Online **survey** in both cities

Results disaggregated by occupation, age, neighborhood, transport mode etc.

**90%** of respondents feel **unsafe** using public transportation in both cities

**Over half** of respondents experienced **improper stares**, almost 40% received sexual comments, and 15% were touched without consent

**Majority** of harassment incidents occurred **inside the vehicle** and while waiting, throughout all periods of the day

**9%** **reported incidents** to the transport company/employee, with 20% of victims in Lima reporting harassment by employees

**60%** turned down **job offers** due to the absence of safe and efficient modes of transport



# 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?

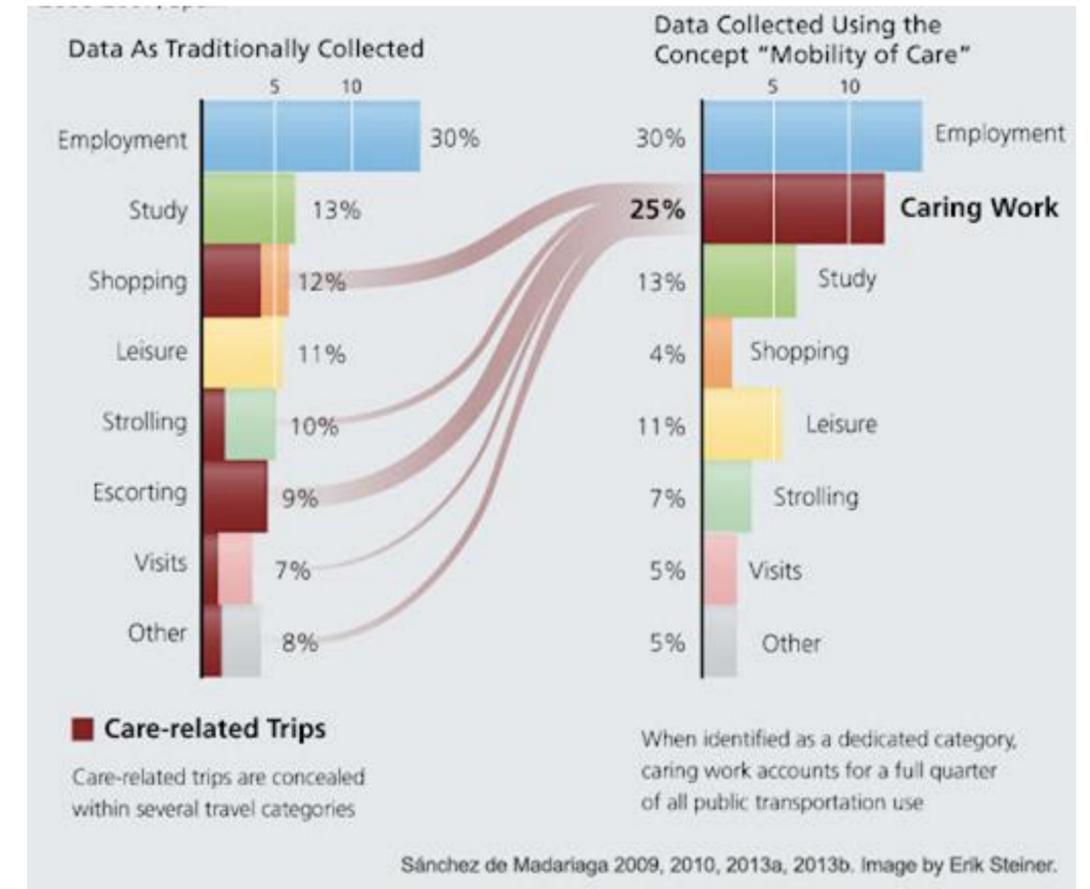
Include more options (e.g. take kids to school)

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



**QUESTIONS?**



**Thank you for joining us!**

Contact us at [sustainability@uic.org](mailto:sustainability@uic.org) or [ha@uic.org](mailto:ha@uic.org)