

TRAIN2B=QUAL

**CHANGE MAKING FOR  
GENDER EQUALITY IN RAIL:  
COMBAT GENDER BASED  
VIOLENCE IN RAIL**

**Online: Wednesday, 13 September 2023  
14:30 - 18:00 (CET)**



# Agenda

14:30 Introduction to the **TRAIN-2B-EQUAL** project

14:40 Presentation of the **UIC Security Platform Survey Results**

14:50 Panel Session: **UIC members and their combat against gender-based violence**

- **Ferrocarrils de la Generalitat de Catalunya (FGC)** – Spain
- **Railway Protection Force (RPF)** of Indian Railways – India
- **Österreichische Bundesbahnen (ÖBB)** – Austria
- **Société nationale des chemins de fer belges (SNCB)** – Belgium
- **Société nationale des chemins de fer français (SNCF)** – France

15:50 Panel Session: **Gender-based violence in public spaces**

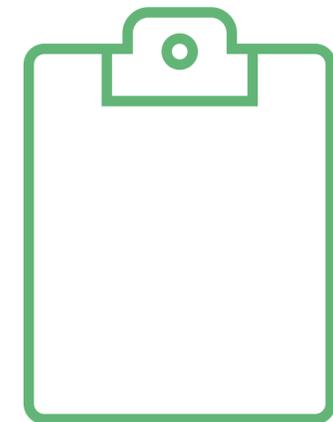
- **Transport for London**
- **French Directorate General for Infrastructure, Transport and Mobility**

16:10 Break

16:30 **STAND UP (Against Street Harassment)** training

17:45 **Conclusions & Next Steps**

18:00 **End Webinar**



# **Introduction to the TRAIN-2B-EQUAL project**

**Joo Hyun Ha**

**UIC Sustainability Strategy & International Partnerships Senior Advisor**

# 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



# 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**

# **UIC Security Platform Survey Results**

**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)

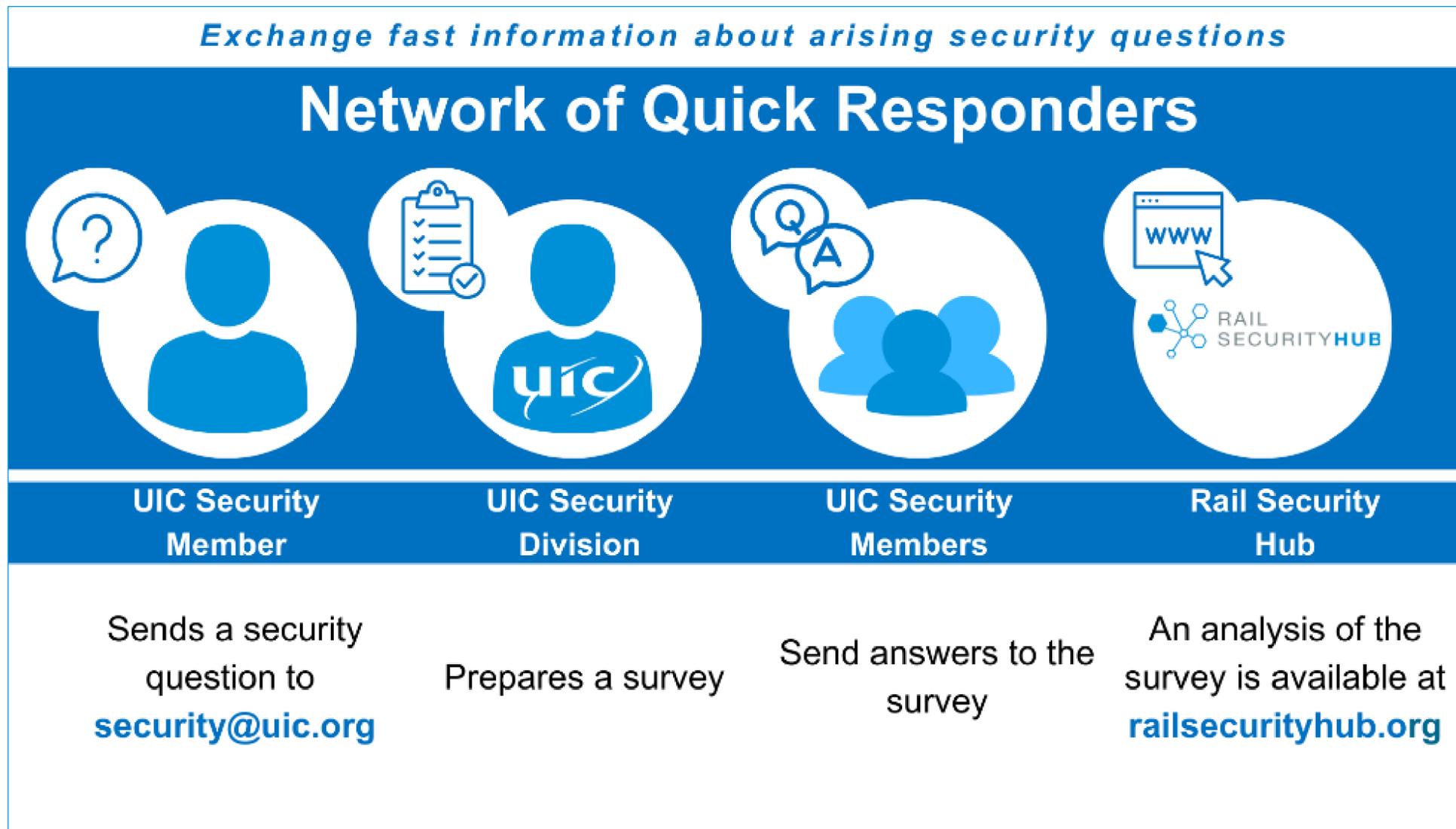
**3 permanent Working Groups**

-  New Technologies
-  Human Factors
-  Strategy & Regulations

**2 thematic, ad-hoc working groups**

-  Sabotage, Intrusions, Attacks
-  Crisis Management

# 44<sup>th</sup> Network of Quick Responders Survey



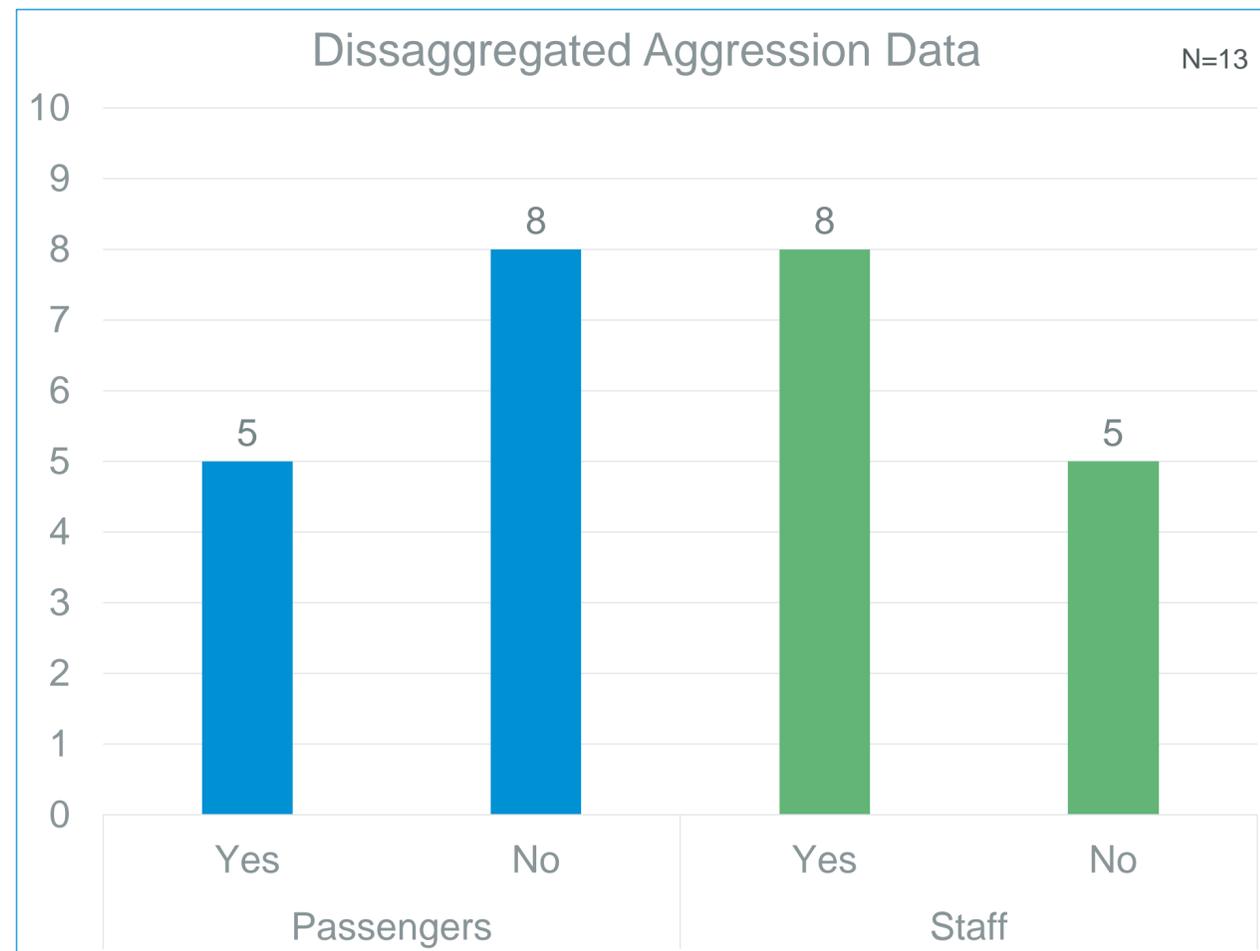
- Topic: Security of Women
- 5 July – 24 August 2023
- 14 Responders from 13 Countries



# Survey Results (1/2)



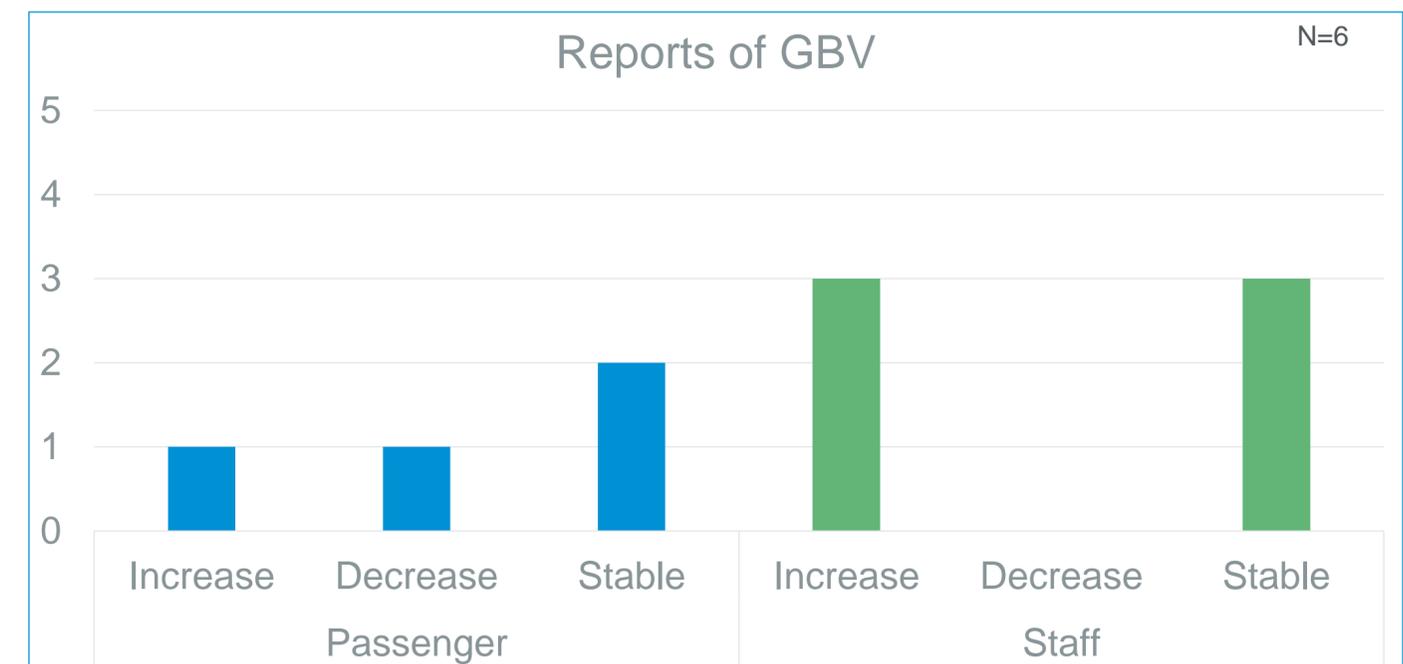
## Risk assessment results – no clear pattern



The majority of the incidents are during off-peak hours and at weekends. Where there are many people and where alcohol is drunk.

Most crimes occur on weekend nights, in short distance trains and train stations.

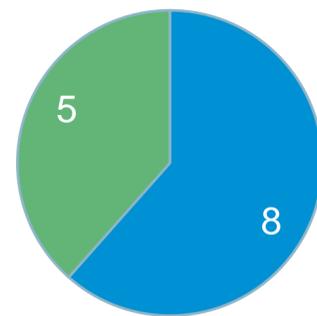
Most commonly, aggressions take place on trains because the first victims of assaults are our train staff.



# Survey Results (2/2)

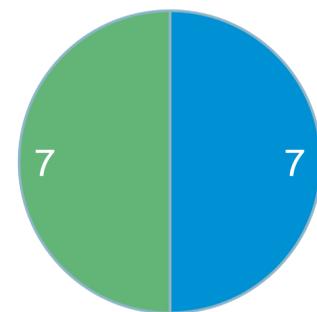


National Regulation on the Topic



■ Yes ■ No

Internal Procedures for the Topic

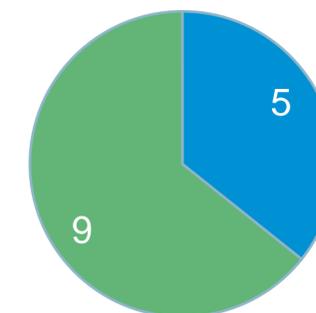


■ Yes ■ No

We have developed a “Protocol for prevent sexual bullying and harassment by reason of sex”

- Everyday security measures which play a role in women’s security include:
  - CCTV
  - Staff training
  - Awareness campaigns
  - Presence of security staff
  - Dedicated emergency numbers and/or apps

Specific measures to combat GBV



■ Yes ■ No

- Only 5 respondents have awareness campaigns



- Aggression data is not always disaggregated by gender
- For those responders who have disaggregated data:
  - No real patterns identified concerning the occurrence of GBV
  - Rates of GBV vary
    - Often times an increase is linked to the procedure to report and not a “true” increase in aggression
- A majority of respondents have national regulations which apply to the company, and half have developed an internal procedure
- Everyday security measures are seen as contributing to the security of women, with a few respondents also applying specific measures

Panel Session

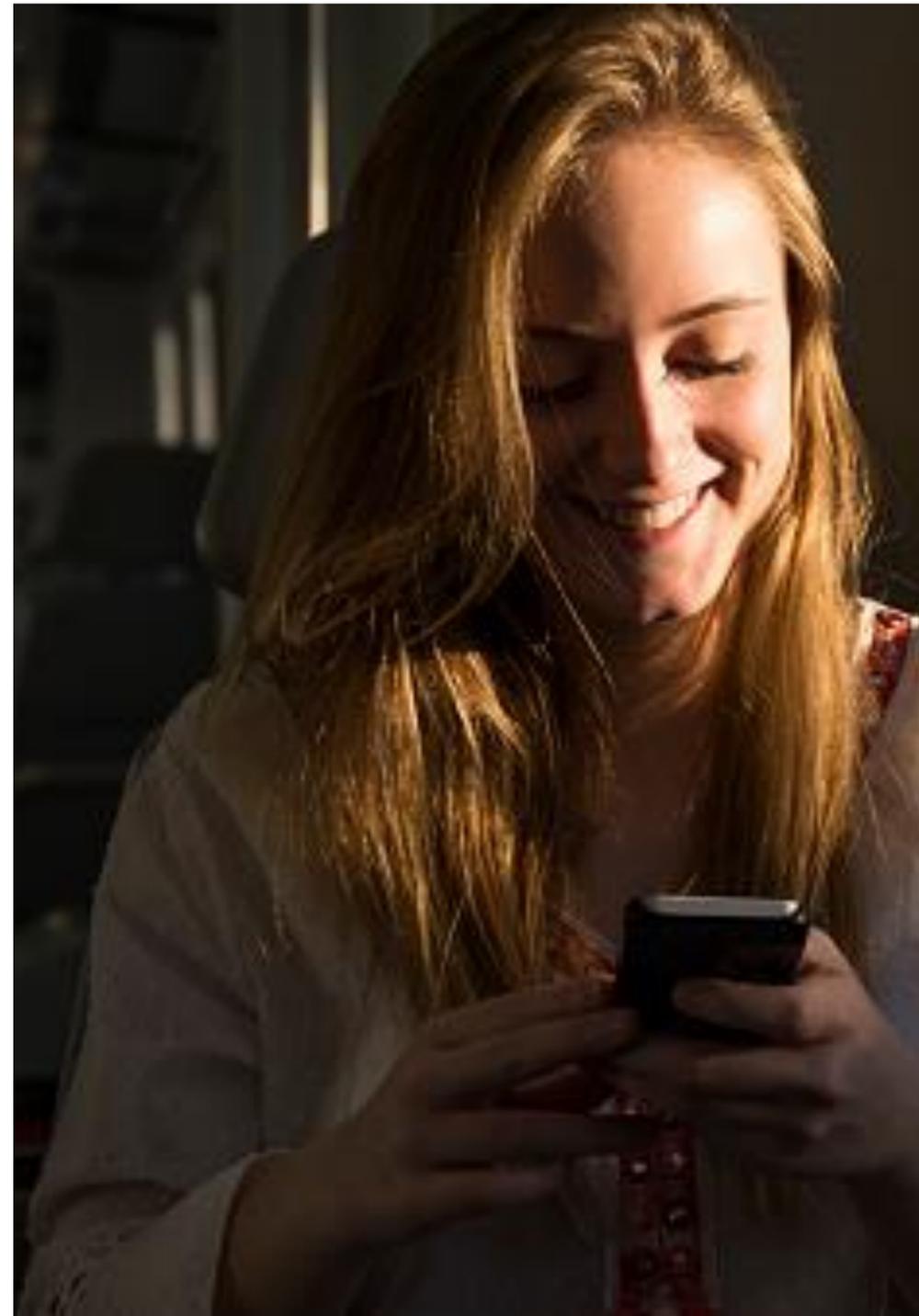
**UIC members and their combat  
against gender-based violence**

**FGC**

**Meritxell Salas**  
**Strategic & Prospective Planning**

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

Change Making for Gender Equality in the Rail Sector



UIC – TRAIN 2B EQUAL

Ferrocarrils de la Generalitat  
de Catalunya (FGC)



September 2023

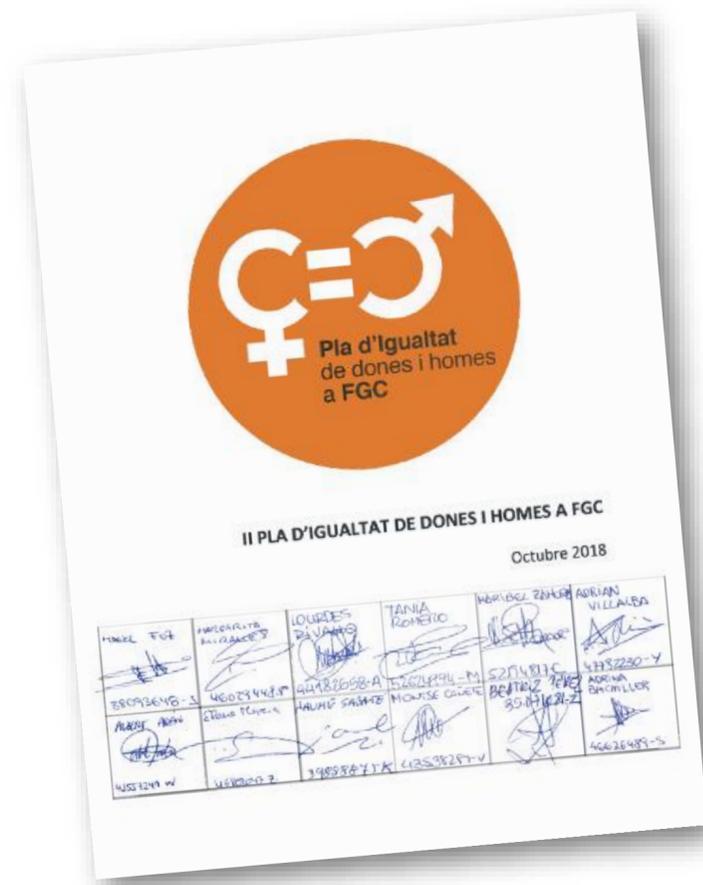
# 1. Who are we?

- 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. FGC's Equality Plan 2018-2023 includes anti-harassment measures

- FGC includes all its gender initiatives and measures in its Equality Plan, which has been **designed both by employees and company representatives.**
- The Plan includes a total of **79 actions** and addresses **anti-harassment initiatives both internally and externally.**



### 3. Anti-harassment internal actions

#### Update of our protocol against sexual or gender-based harassment in the workplace

- Designation of people of reference to attend harassment situations in the company
- These received trainings through specific conferences and university courses



#### Communication and dissemination of the protocol among staff

- Awareness campaigns
- Trainings to >750 employees, including 31 managers, who have the responsibility to detect and prevent harassment



#### Support measures for domestic gender-based harassment

- The law allows adjustments on the working conditions (location and timetable) for those employees suffering from domestic gender-based violence once they obtain legal accreditation
- At FGC we facilitate application of these measures before obtaining accreditation

## 4.1. Anti-harassment external actions

### Security audit with gender perspective and re-design of our spaces

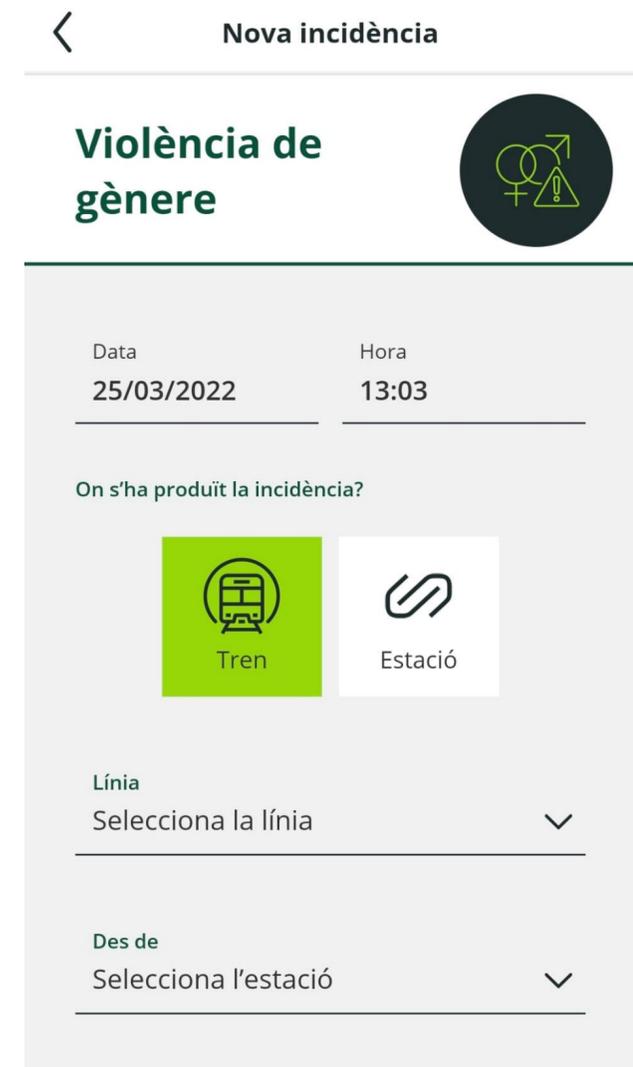
- Diagnose from a gender perspective
- Develop criteria to improve the stations and how they are perceived
- 4 stations, >62 hours of observations, 17 interviews to station staff

### Trainings to staff and public awareness campaigns

- Trainings to >750 employees, mainly to drivers and station agents, on how to identify abuse and harassment situations, and know how to act (in collaboration with the Catalan Police)
- Zero tolerance campaigns to denounce sexual harassment



### Implementation of a specific function to report sexual harassment in the Incivic Behaviour FGC App



## 4.2. Anti-harassment external actions: gender audit recommendations

- Human factor
- Vitality and daily life services
- Security support services
- Visibility and permeability of spaces
- Service information inside and outside the station
- Navigation information outside and inside the station
- Accessible routes for people with reduced mobility
- Waiting benches
- Non-sexist language, iconography and signage
- Commitment against gender-based violence
- Community projects
- Advertising elements



## 4.3. Anti-harassment external actions: 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



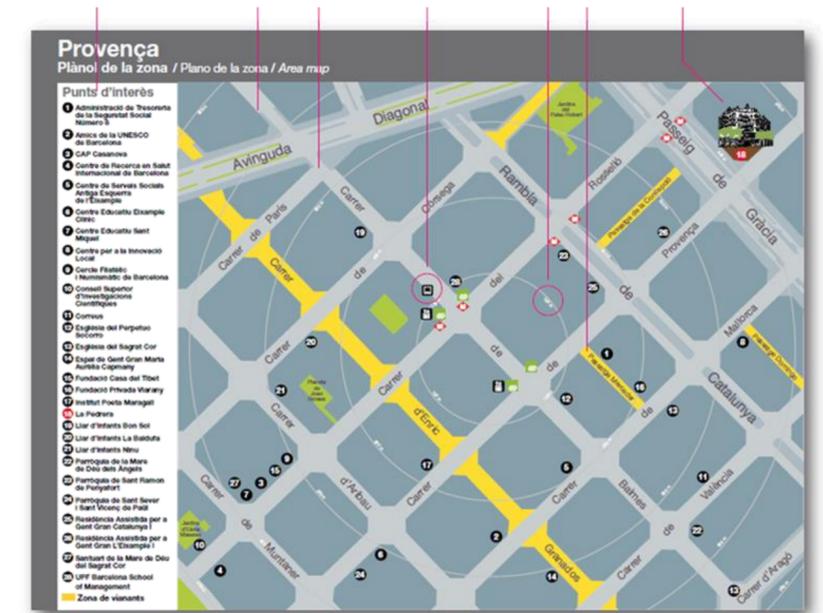
### New design for information and emergency posts

- ✓ More visible
- ✓ Clearer, simpler information



### New area maps

- ✓ More info
- ✓ Graphic design update

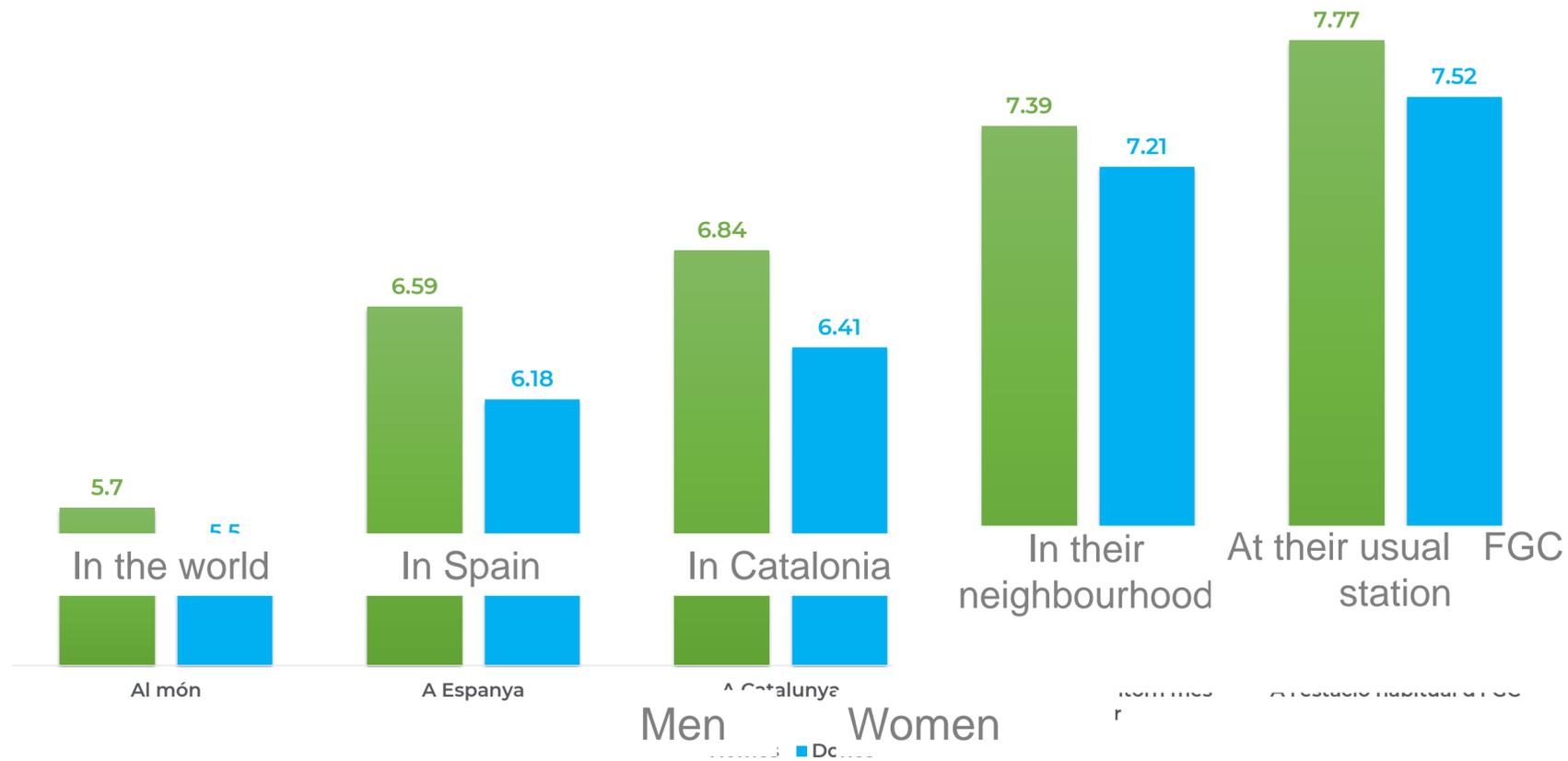


# 5. Results and achievements

## Users feel safe at FGC stations

Perceived feeling of security (from 0 to 10)

Answers from FGC users in the Barcelona-Vallès line



FGC has been awarded recognition as the best initiative against harassment in the 1st Women in Rail Awards (2022)





**Thank you!**

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

**RPF**

**Ms. Debashmita Chattopadhyay Banerjee**  
**Sr. Divisional Security Commissioner of Railway Protection Force**



# Beyond the Tracks

## Role of Railway Protection Force in combating Gender-Based Violence



GENDER NEUTRAL OPPORTUNITIES

END GENDER BASED VIOLENCE



GENDER EQUALITY IN RAIL SECTOR

IMPROVING THE EXPERIENCE OF RAIL WOMEN PASSENGERS



5

More than 5 women or girls are killed every hour by someone in their family



1/5

In 2021, nearly 1 in 5 women aged 20-24 were married before turning 18



1/3

One in three women have been subjected to violence at least once in their lifetime

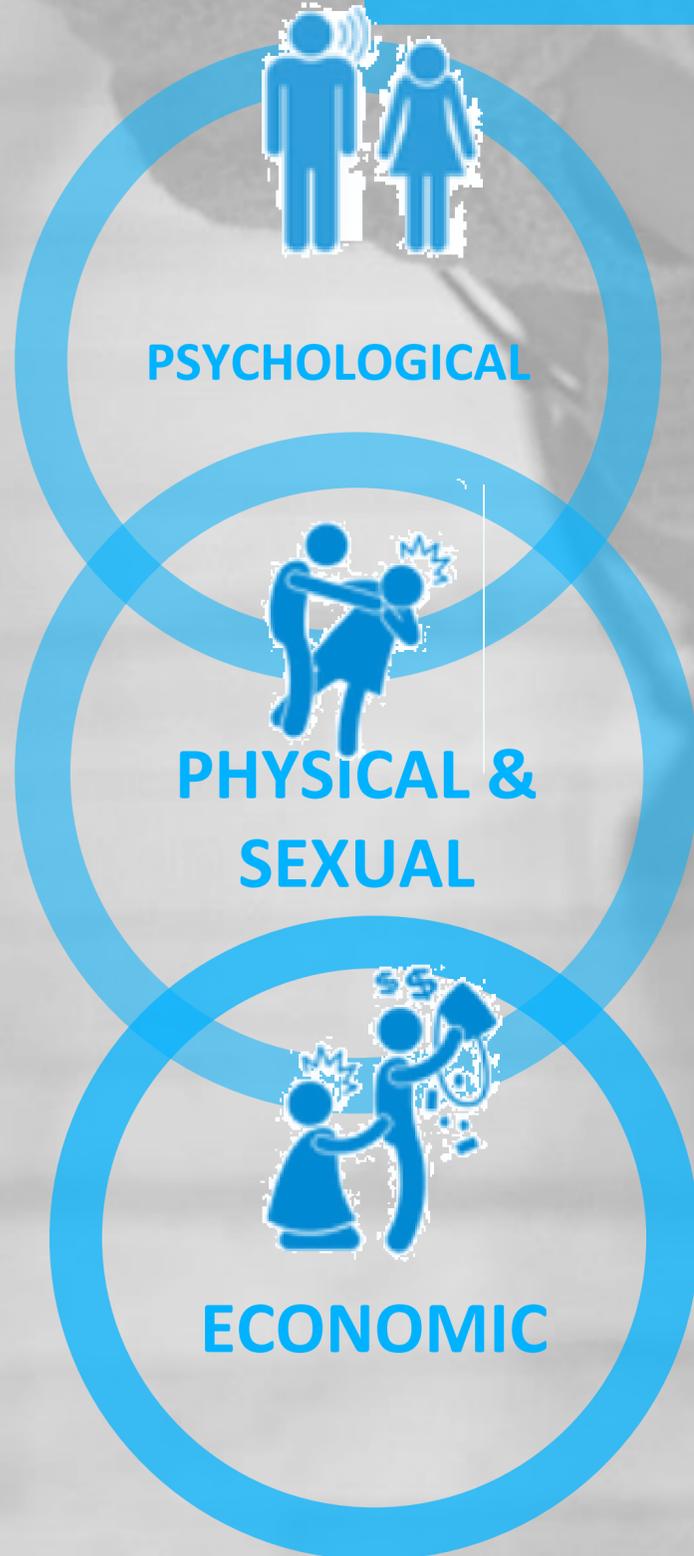


Gender-based violence is any **harmful act** that is perpetrated **against an individual's will** and is based on socially ascribed (gender) differences between females and males.

This definition encompasses **various forms of violence**, including physical, sexual, psychological, and economic abuse, and recognizes that it occurs in multiple settings, often driven by **unequal power dynamics** between genders.

Gender-based violence is a **violation of human rights** and is recognized as a significant global concern that affects individuals of all genders but disproportionately impacts women and girls.

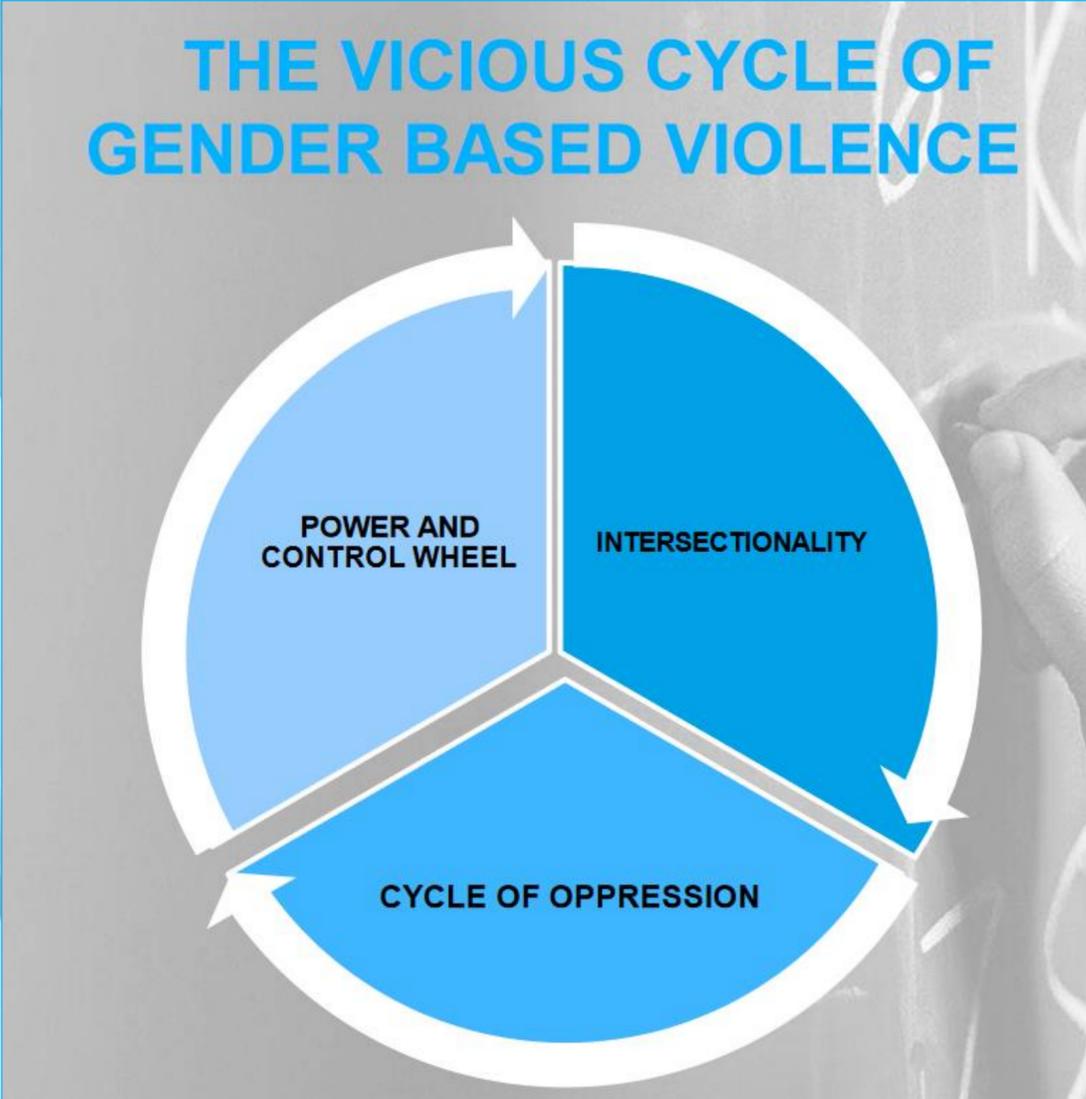




**EMOTIONAL AND VERBAL ABUSE  
STALKING  
HOSTILE WORKING ENVIRONMENT**

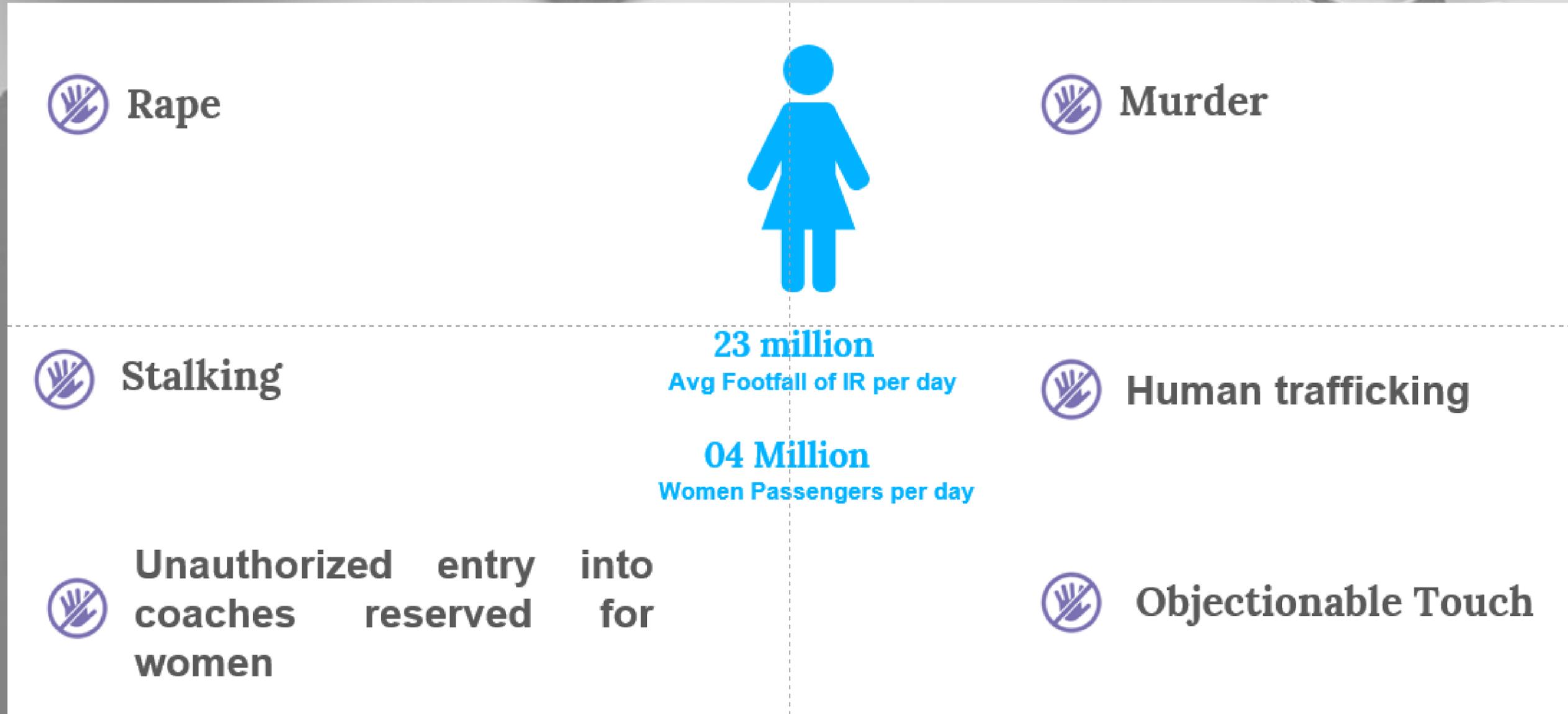
**FINANCIAL ABUSE  
ECONOMIC EXPLOITATION  
PROPERTY DISPUTES  
UNEQUAL PAY PARITY**

**RAPE  
SEXUAL ASSAULT AND MOLESTATION  
HUMAN TRAFFICKING  
FOR SEXUAL EXPLOITATION**





**BREAKING THE CYCLE**  
**INTERVENTION STRATEGIES BY**  
**THE RAILWAY PROTECTION FORCE**





# MITIGATING THE CHALLENGES VULNERABILITY MAPPING

- Historical Data analysis based Strategic deployment
- Identification of Modus Operandi and deploying Decoy Teams
- Identification of Gaps in security apparatus/procedures and Improve
- Black spot identification and action against identified criminals
- Surveillance systems: Creation and maintenance of National Database and Profiling of Sexual Offenders under the code name National Database on Sexual Offenders (NDSO)
- Identification of feeder states and destination states for trafficking
- Identification of routes of trafficking based on industry & season

## ACTION PLAN FOR ENHANCING WOMEN SECURITY OVER IR

- Dynamic deployment of train escort parties
- Relocating the existing CCTV cameras to cover vulnerable spots.
- Proper lighting of vulnerable spots
- Removing abandoned structures that are unguarded and unattended.
- Closing the unauthorized entries and exits on the platform and yards.
- Removing unwanted vegetation around the yards/pits and nearby places that can be used for concealment.
- Police verification of contractual staff engaged in railways

## FLAGSHIP PROGRAMS OF RPF FOR INTERVENTION IN GENDER-BASED VIOLENCE

### OPERATION MY SAHELI

Holistic end to end security program for women by dedicated all women RPF teams who attend to women passengers from the boarding station to the destination station



### OPERATION AAHT

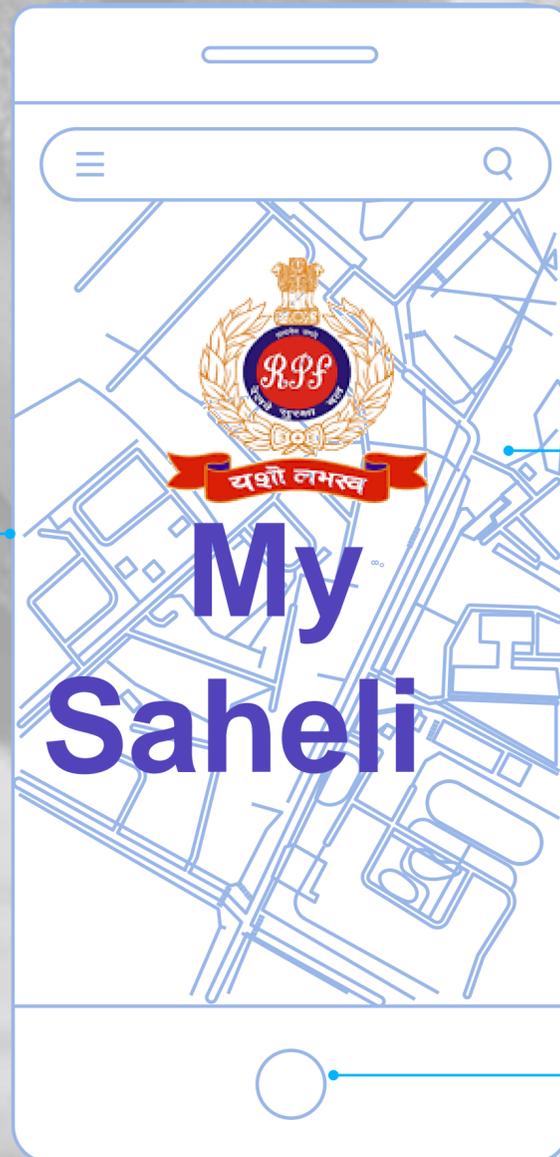
Dedicated Anti-human trafficking teams across the nation work in collaboration with non-governmental partners to rescue and rehabilitate victims of Human trafficking



# MY SAHELI END TO END WHOLISTIC ASSISTANCE TO WOMEN PASSENGERS BY ALL WOMEN RPF TEAMS



**230** Stations covered  
across India daily



**934** Women RPF  
personnel deployed  
daily



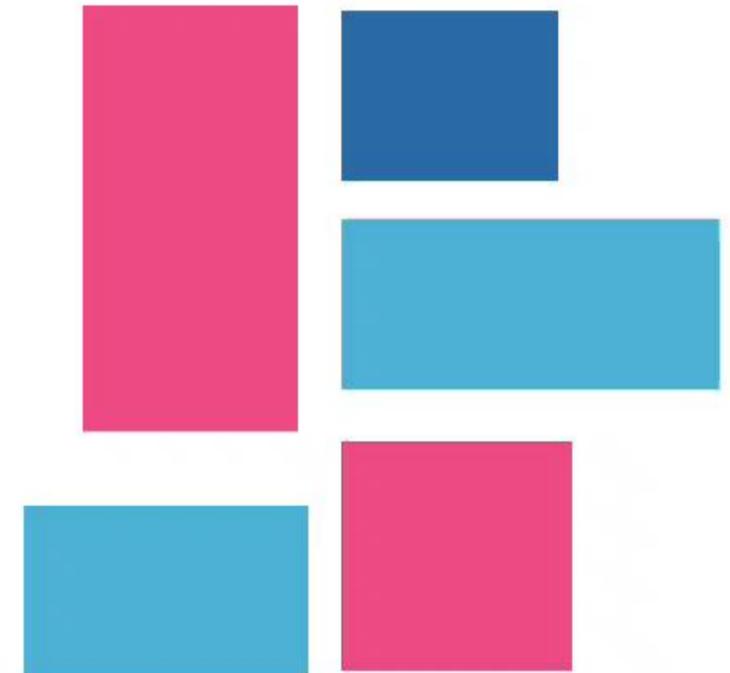
**482** Trains attended  
end to end daily



# Operation Mahila Suraksha

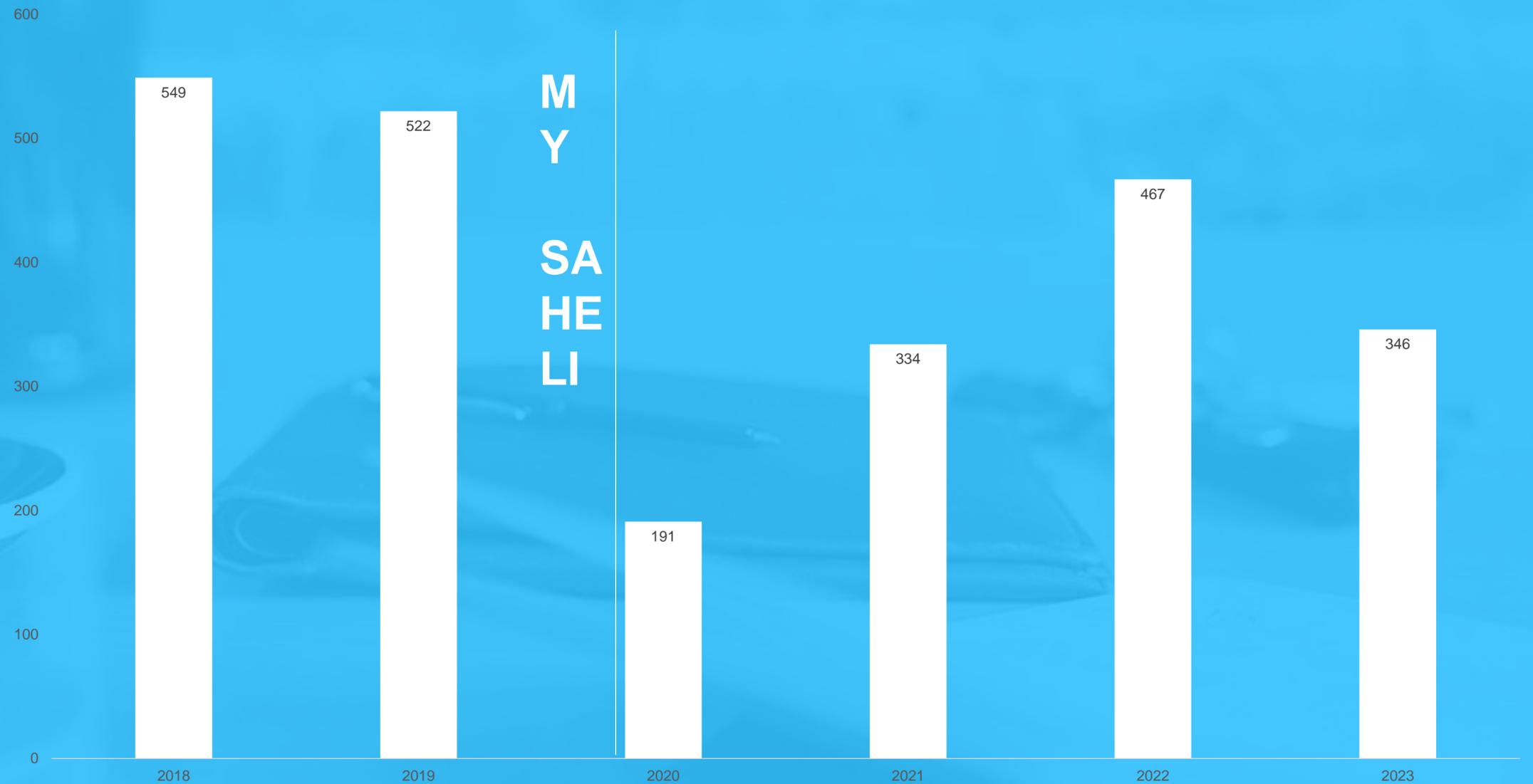
( WOMEN'S SECURITY )

**Railway Protection Force**



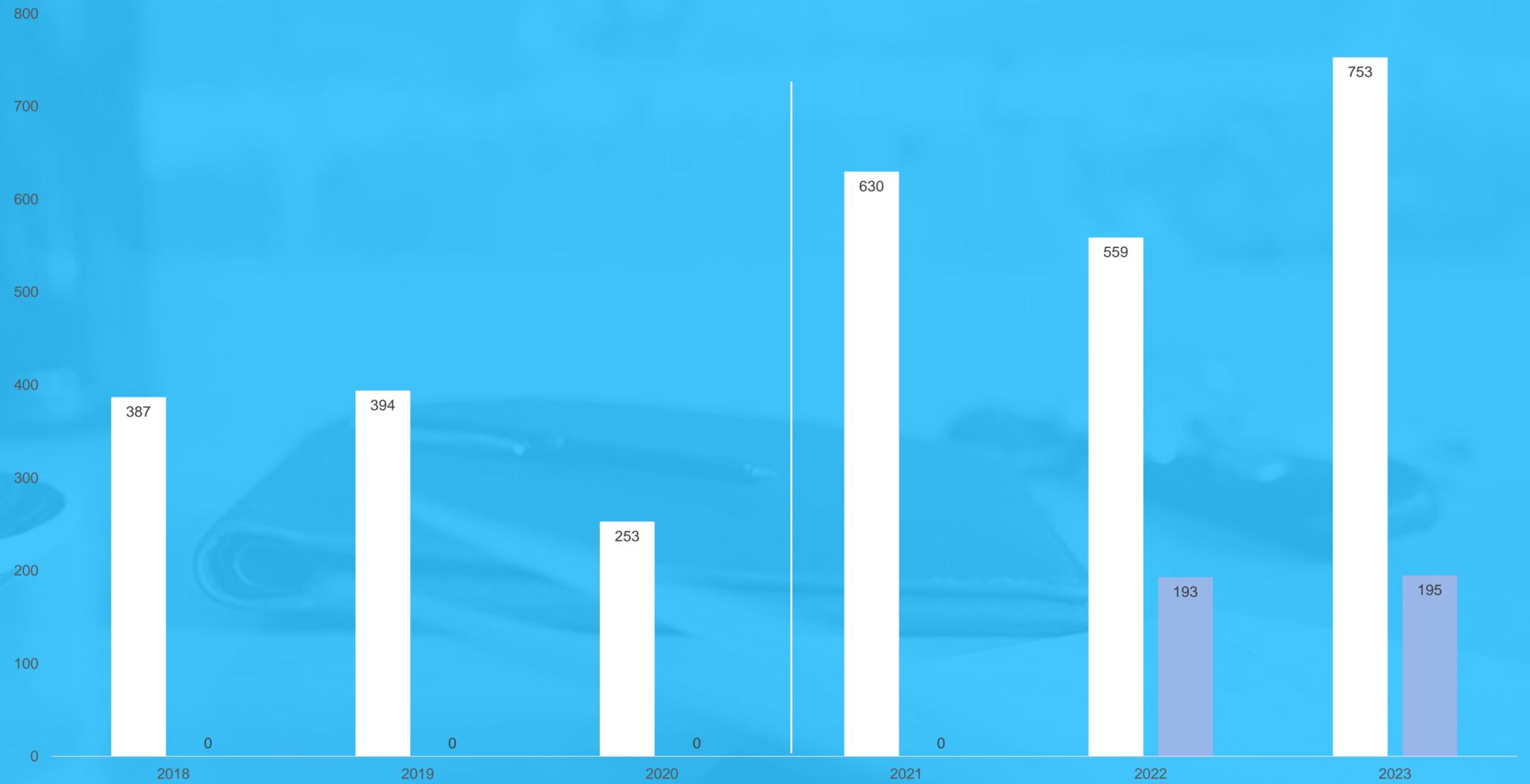
# IMPACT ASSESSMENT OF OPERATION MY SAHELI OVER GENDER BASED VIOLENCE IN IR

36% DECREASE IN CRIME AGAINST WOMEN OVER IR



CRIME AGAINST WOMEN RAIL PASSENGERS

149 % INCREASE IN DETECTION OF HUMAN TRAFFICKING CASES



Case detection of Human trafficking

Traffickers arrested

# USE OF TECHNOLOGY IN ENHANCING GENDER BASED INCLUSIVITY OVER IR

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**SETTING UP  
A DIGITAL  
PERIMETER**

**C4 AT DELHI**

**CCTV  
NETWORK:  
ISS AND VSS**

**CYBER LABS  
ACROSS ALL  
ZONES**

**AI ML-BASED  
FRS**

**RAIL MADAD  
APP**

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**E SUVIDHA**

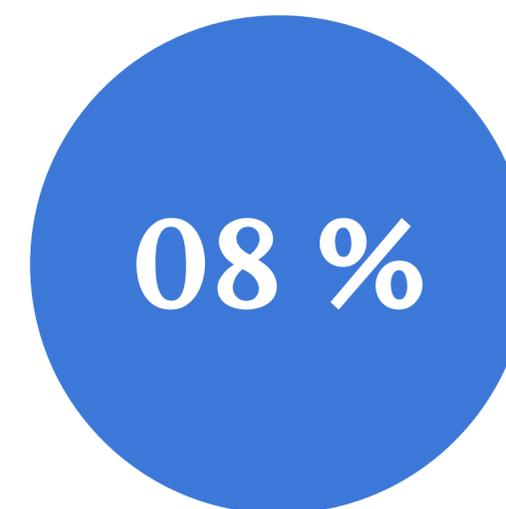
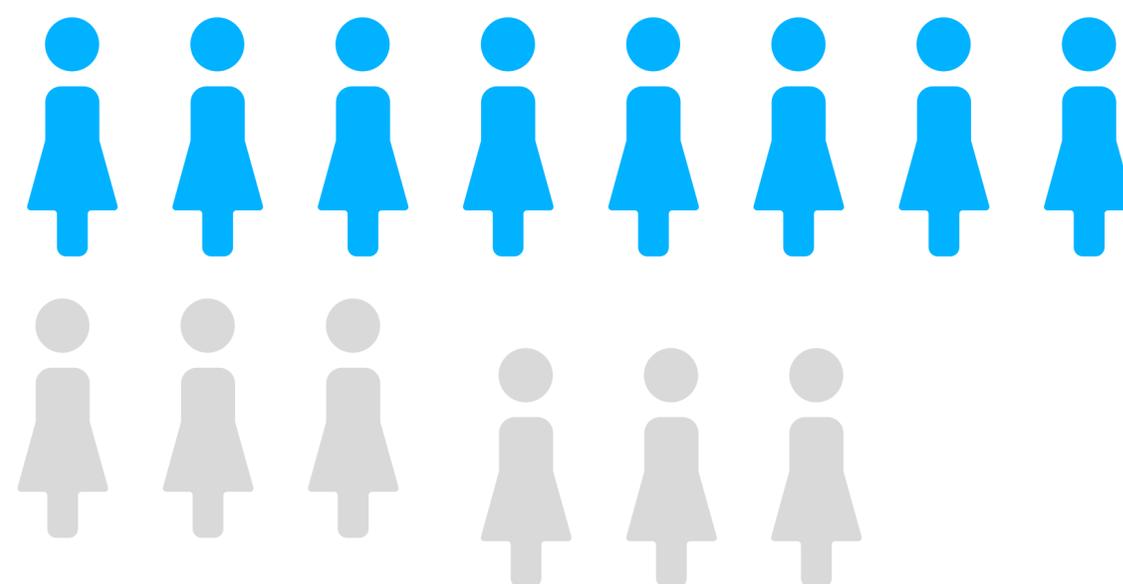
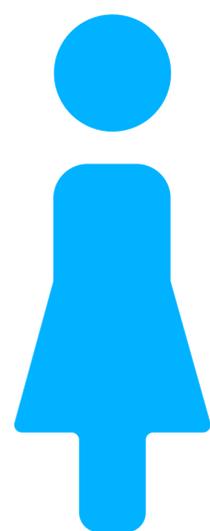
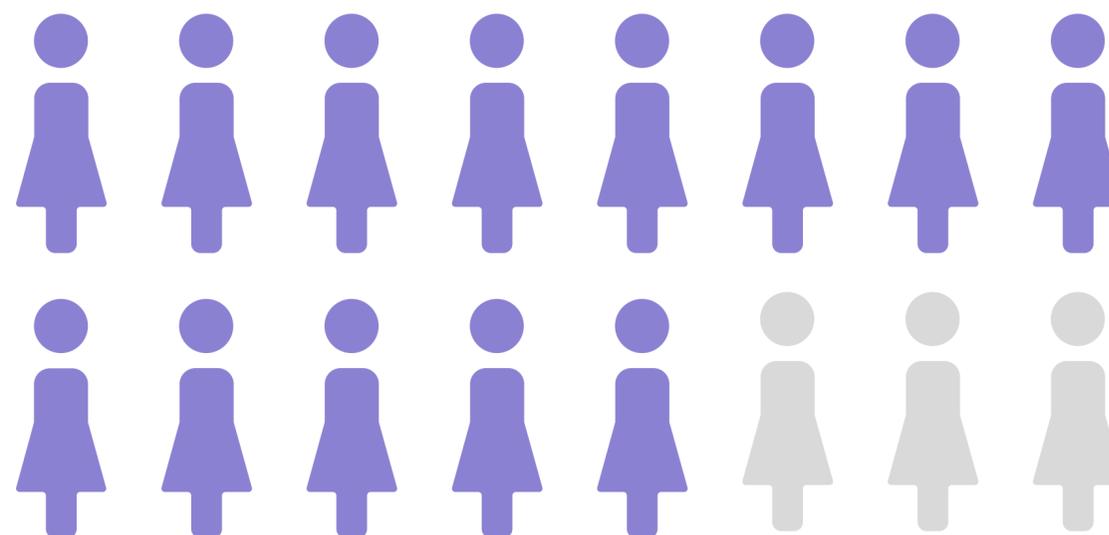
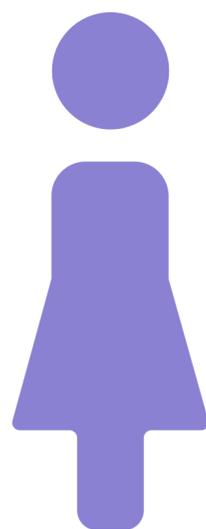
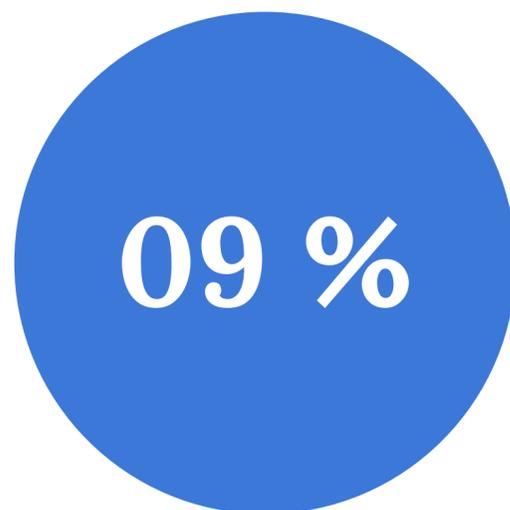
**HRMS**

**RBMS**



# GENDER DYNAMICS IN THE ORGANISATION

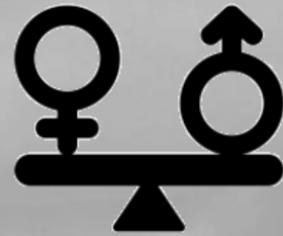
WOMEN  
PERSONNEL IN  
RPF



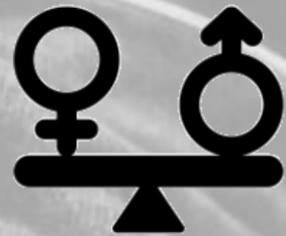
WOMEN  
PERSONNEL IN  
IR



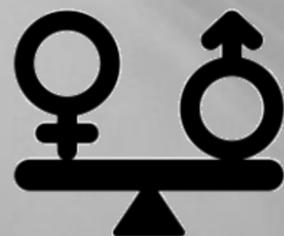
# RPF IS LEADING THE WAY FOR GREATER GENDER INCLUSIVITY IN THE MOBILITY SECTOR OF INDIA



HIGHEST PERCENTAGE OF WOMEN WORKFORCE AMONG ALL ARMED FORCES IN INDIA AND GREATER THAN IR



PAY PARITY AND EQUAL OPPORTUNITIES WHILE ENSURING GENDER-SENSITIVE INFRASTRUCTURE



INTERNAL COMPLAINTS COMMITTEE AT ALL DIVISIONS RESONATING INTERNATIONAL LAWS ON SEXUAL HARASSMENT AT WORKPLACE

# THE FUTURE ROAD MAP: WORKING TOWARDS GREATER GENDER MAINSTREAMING



ENHANCED USE OF AI-BASED TECHNOLOGY IN THE PREVENTION AND DETECTION OF GENDER-BASED VIOLENCE ON PASSENGERS OF IR

ENHANCED COLLABORATION WITH NON-GOVERNMENT STAKEHOLDERS IN FORMING A COLLECTIVE DYNAMIC TOWARD COMBATING GENDER BASED VIOLENCE OVER IR



# RAIL MADAD APP

ONE STOP SOLUTION FOR IMMEDIATE RAIL PASSENGER GRIEVANCE REDRESSAL



FOLLOW US ON

 @RPF\_INDIA

 @RPF INDIA

 @RPF\_INDIA1

Be the  
**CHANGE**  
you wish to  
see in the  
**WORLD.**

Mahatma Gandhi

**THANK YOU**

**ÖBB**

**Camilla Gerdenitsch**  
**Public Safety**

**SNCB**

**Mathieu Huysmans**  
**Coperate Security Service**



# Holistic measures against violences

- SNCB is responsible for setting up safe and secure conditions on the railway domain.
- Gender Based Violences are criminal offenses. Federal Railway Police Services are responsible for preventing, repressing and analyzing crimes on trains/stations.
- A wide range of physical, psychological and material attacks occur on the railway domain of which gender-based assaults are only a small part.
- A maximum investment is made on holistic measures in order to prevent and deal with every type of violence, regardless of the motivation.
  - Rooms in stations and trains are built to maximise lines of sight and lightning.
  - more CCTV in stations every year and on all trains ordered after 2008 for a deterrant effect and prosecution.
  - Special training for security staff to secure and care for victims of violence (sexual or not) in order to avoid double-victimization.
  - Visible presence of security staff patrolling on train after 8pm, in order to reduce improve security feeling.
  - A train manager is present on each and every train and is supposed to be seen and reachable by each traveller at least every 30 minutes.
  - increasing ways to report threats or incidents (phone, panic buttons on trains, silent alarm...)

# **SNCF**

**Anne Meunier**

**Responsible for combating sexual and gender-based violence in SNCF GPU  
transport**



# Fighting against sexual violence at SNCF

Anne Meunier  
Head of unit security directorate

# Key indicators and legal obligations

**2/3**

of all public transport travelers  
are women

**53%**

of acts sexual abuse take place  
in stations

**47%**

of acts sexual abuse take place  
in trains

**9** ↗

points of increase in sexual  
assault against staff in contact  
with customers

According to the French Transportation Code:

- **The SNCF internal security service, must give priority to prevention and fight against sexual abuse in public transportation.**  
(Art. L 2251-1)
- **Train operators must provide an annual report, focusing on measures taken against sexual abuse in public transportation.**  
(Art . L 1631-5)

# What the law says ?

## ➤ IN FRANCE, GENDER-BASED OFFENCES IN TRAINS AND RAILWAY STATIONS ARE PUNISHED BY LAW

Impose sexual or sexist language or behavior on someone.

Example: catcalling...

Punishment: up to €3,750 fine.

## ➤ SEXUAL HARASSMENT:

Multiple offences can be considered as sexual harassment and are punished more severely.

Example: an individual repeating several sexual gender-based offences, or several individuals each harassing a single victim.

Punishment: €30,000 fine and 2 years imprisonment.

## ➤ SEXUAL EXPOSURE:

Exposing one's sexual attributes or mimicking a sexual act (even when not naked), in a place accessible to the public for others to see.

Example: Concealed masturbation.

Punishment: €15,000 fine and 1-year imprisonment.

## ➤ SEXUAL VOYEURISM IN TRAINS AND RAILWAY STATIONS:

Trying to observe a person's private parts, by any means, when they have been hidden from public view by their clothes.

Example: recording women's private parts, looking under skirts on a staircase .

Punishment: €30,000 fine and 2 years imprisonment.

## ➤ RAPE IS PUNISHABLE BY 15 YEARS IMPRISONMENT

# SNCF Railway security measures

## ➤ INTERNAL PROCEDURES:

**THE EMPLOYER is legally obligated to set up a reporting system for sexual abuse.**

- **By management**
- **By reporting to the SNCF Ethics Department. An internal investigation is triggered .**
- **This procedure does not prevent the employee from filing a complaint with the police.**

**INTERNAL PROFESSIONAL NETWORK “SNCF Mixité” which has 11,000 members, one of whose missions is to communicate on sexual abuse.**

**SPECIFIC AWARENESS WEEKS are organized with speeches by the president of the SNCF Jean Pierre Farandou as well as SNCF directors.**

## ➤ EXTERNAL MEASURES FOR CUSTOMERS:

**ALERT NUMBER FOR CALLS: 31 17 and for text messages: 31 17 7 the smartphone application name: 31 17**

- **This number gives access to the national railway security command center, which can decide to either send a team or transmit the information to the police.**
- **The staff of the call center is trained specifically to talk on the phone with victims.**

**EMERGENCY ALERT TERMINALS: on the platforms in Paris Region.**

**SNCF HAS AN INTERNAL SECURITY SERVICE, trained to stop the violence, take care of victims of sexual abuse.**

# SNCF Railway security measures: coming soon

- **TO FULFILL OUR LEGAL DUTIES, WE HAVE DESIGNED TWO SERVICES DEDICATED TO OUR CUSTOMERS:**
  - **PREVENTIVE ACTION TO FIGHT AGAINST GENDER-BASED AND SEXUAL OFFENCES.**
  - **SUPPORT VICTIMS OF SEXUAL ABUSE AND HELP THEM TO COMPLAIN AT A POLICE STATION.**
  
- **IN ADDITION, specialized training for railway security staff:**
  - **E-LEARNING COURSES,**
  - **TRAINING IN VICTIM SUPPORT,**
  - **TRAINING IN UNDERCOVER MISSIONS (CIVILIAN CLOTHES)**
  - **A DEDICATED PAGE ON GENDER-BASED VIOLENCE ON THE NEW SNCF SECURITY WEBSITE.**
  
- **This coming year a new campaign will take place.**

**Thank you**





# **Q&A**

## **Discussion**

Panel Session

**Gender-based violence in public  
spaces**

# **Transport for London**

**Nicola Brady**

**Senior Operational Policy, Insight and Analysis Manager- (Compliance,  
Policing)**

# **French Directorate General for Infrastructure, Transport and Mobility**

**Laurence Deglain**  
**Head of the Rail and Public Transport Security Office**



**MINISTÈRE  
CHARGÉ  
DES TRANSPORTS**

*Liberté  
Égalité  
Fraternité*

# **VIOLENCE AGAINST WOMEN IN PUBLIC TRANSPORTS**

*UIC webinar Security of Women in the Rail Environment*

# Annual report on gender-based violence in public transports (2<sup>nd</sup> edition - 2021)

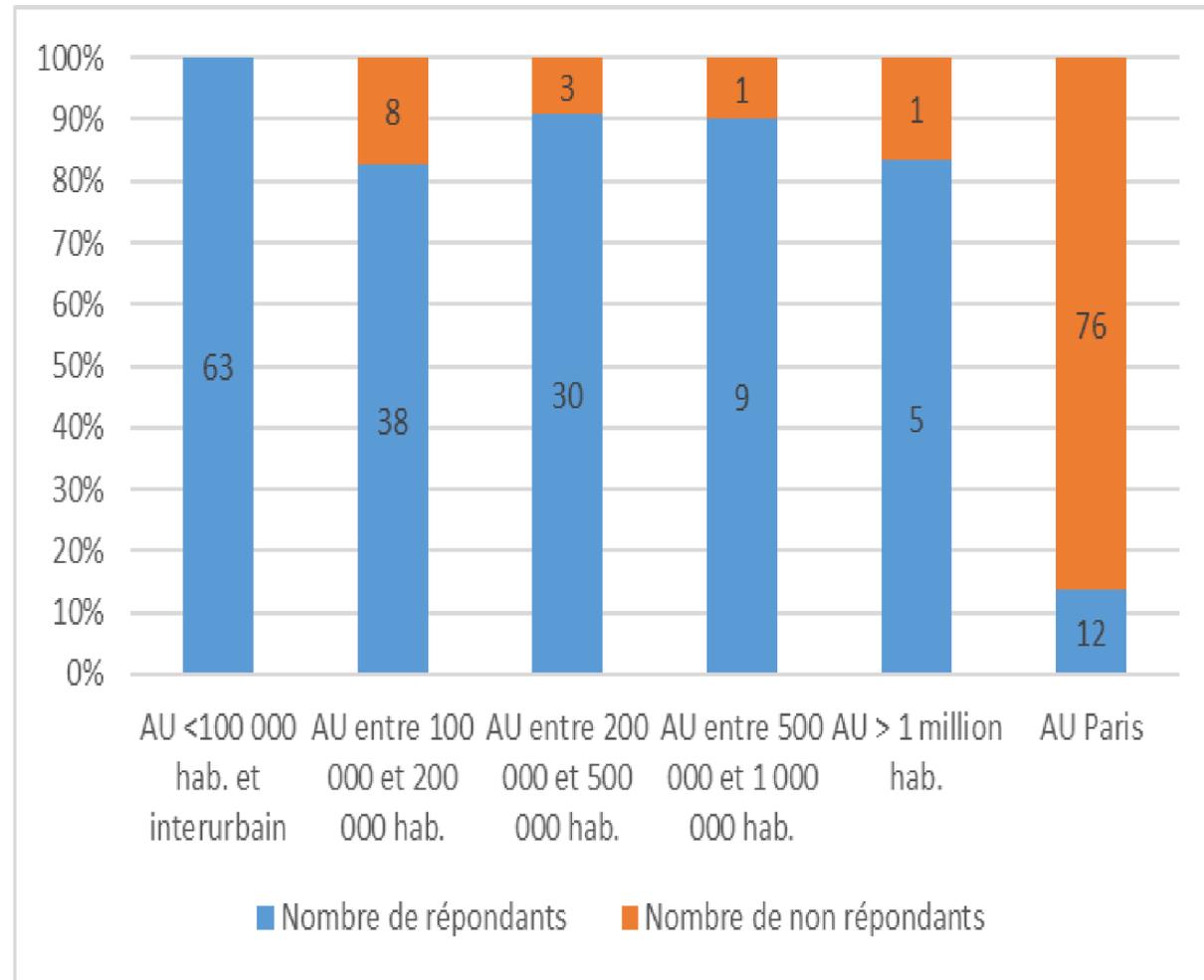


# Origin of the ministry's annual report

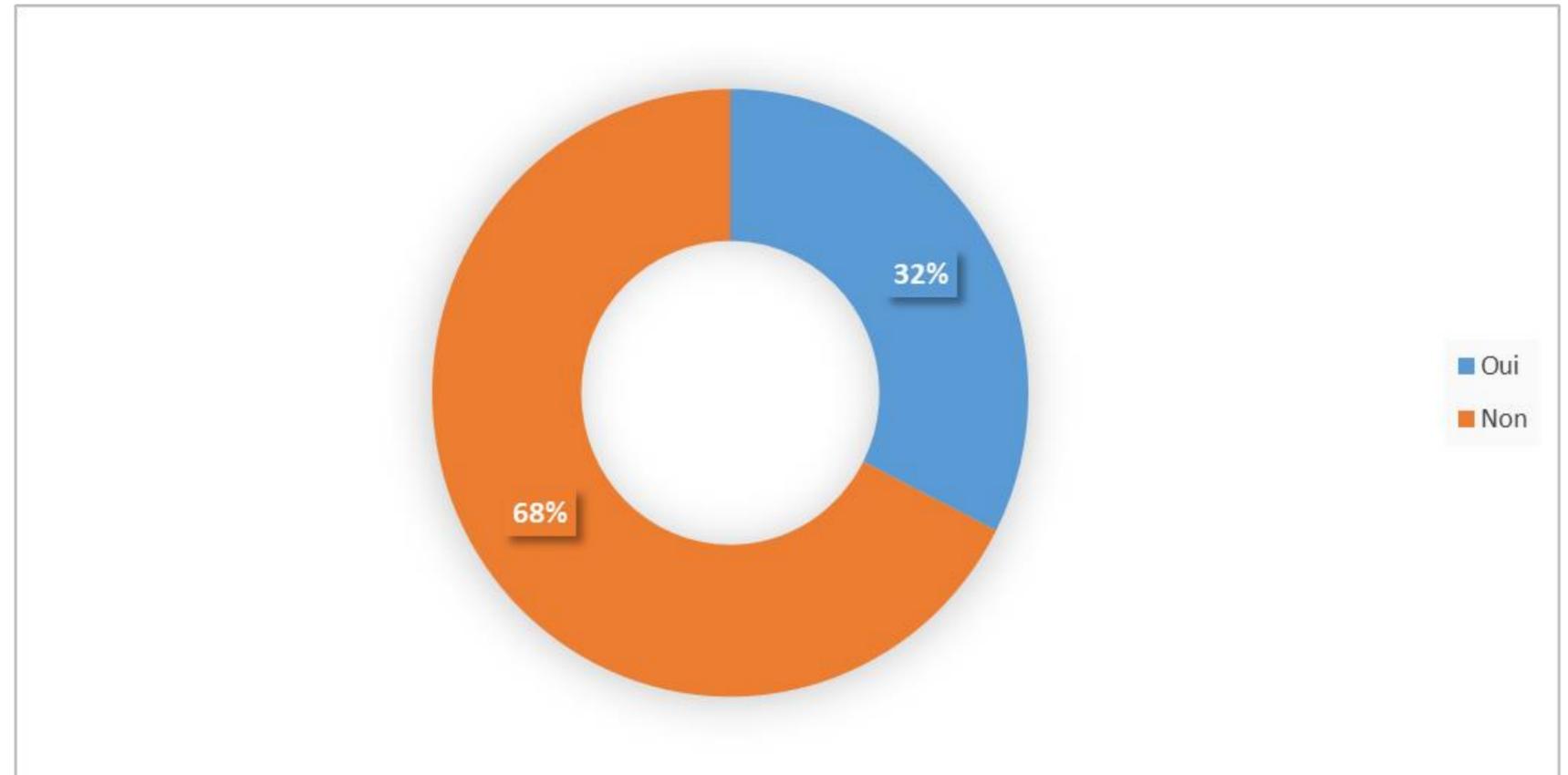
- Law of March 22, **2016** (“Savary Law”) :
  - Establishes the principle of an **annual report on gender-based violence on transport networks**, but without specifying the actors responsible for drawing it up.
  - Prevention of gender-based violence as a priority for internal security services of SNCF & RATP violence
- Law of December 24, **2019** (*Loi d’orientation des mobilités*) : **clarification of tasks** :
  - Entrusts transport operators with the task of drawing up an annual report on gender-based violence on their respective networks.
  - Ministry of Transport receives these reports and is responsible for producing a summary and making it public.
- **Publication of the 1st edition of the report in 2020 (COVID context)**
- 2<sup>nd</sup> edition released at the end of 2022
- Data collected = provided by transports operators

# 2021 Report - Key figures

157 Participating networks



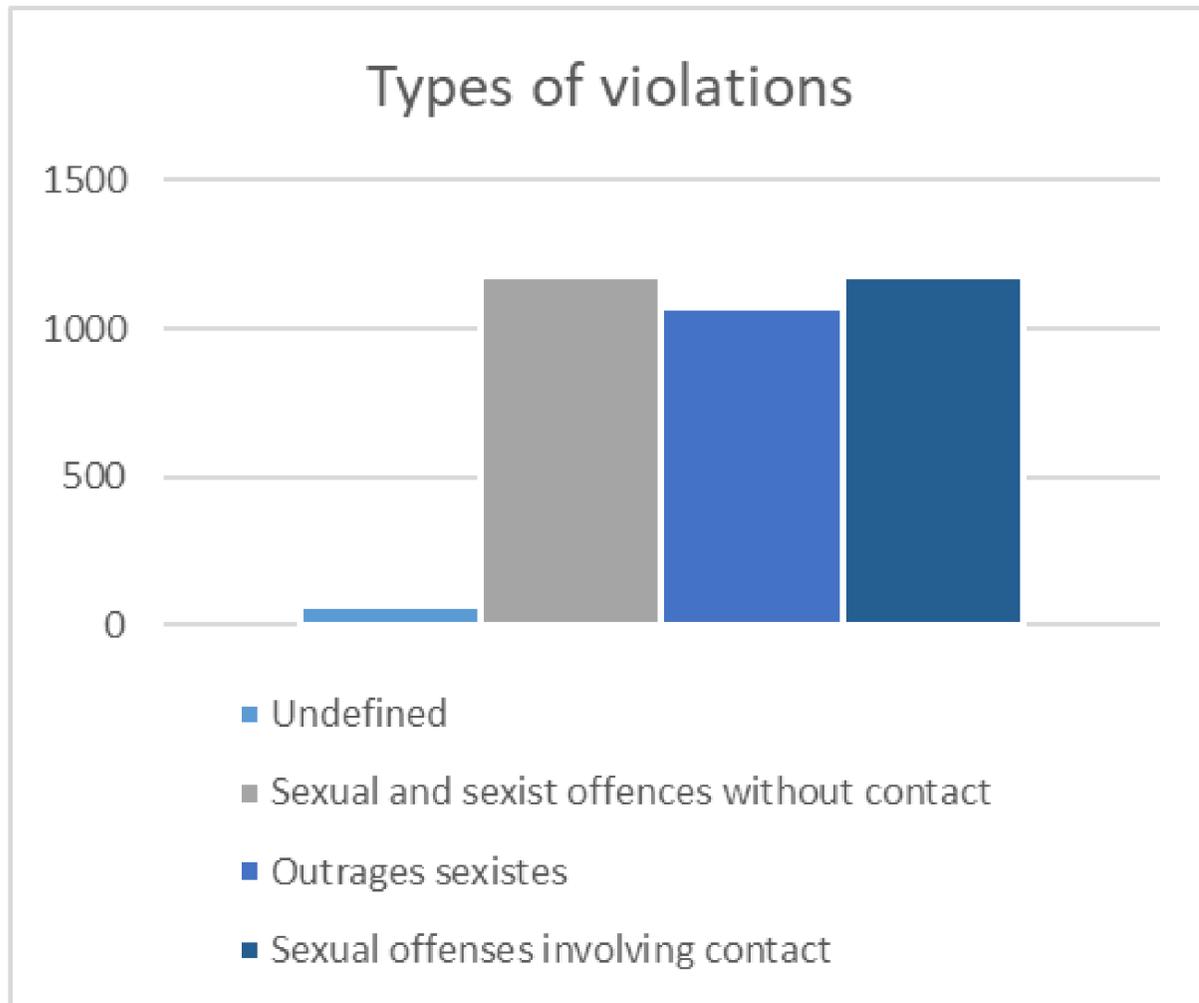
Nearly one-third of respondent entities have seen or heard of sexual and gender-based violence on their network (7% increase compared to 2020)





# MINISTÈRE CHARGÉ DES TRANSPORTS

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- **3,491 sexual and gender-based assaults reported by operators or brought to their attention by passengers:**
  - 34% were contact sexual assaults,
  - 34% were non-contact sexual and gender-based assaults,
  - 31% were gender-based assaults,
  - 2% were sexual and/or gender-based assaults of an unknown nature
- **Total number of offences amounts to 4.5 per 10 million trips.**
- **Paris urban area alone accounts for nearly three quarters of the breaches (1,832).**

# Where and when do violations occur?

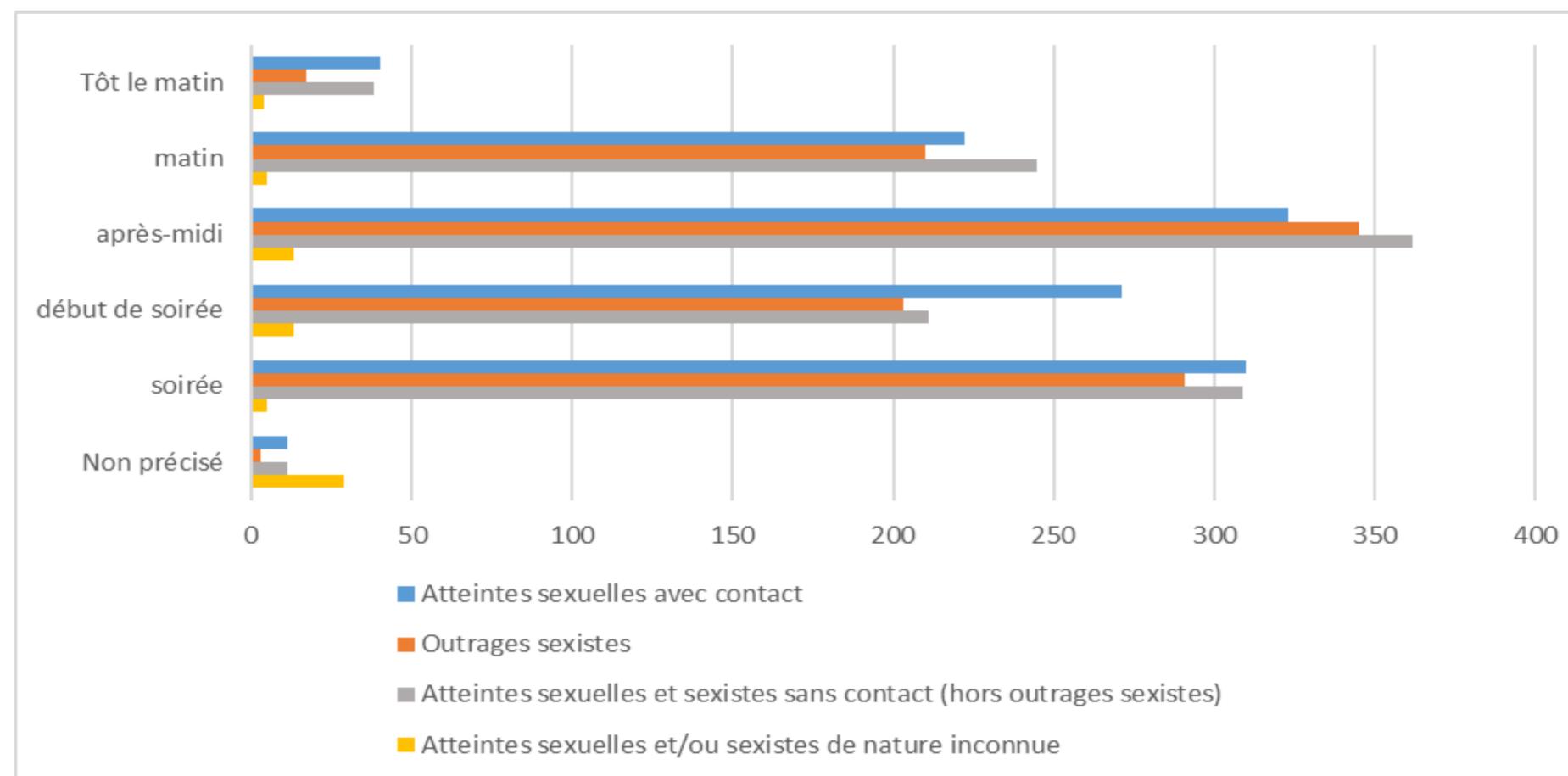
Train/"RER" accounts for the majority of breaches : 1100,

Metro : 659

Bus 389

Tramway 232.

Violations of all kinds are committed **mainly in the afternoon and at night** :

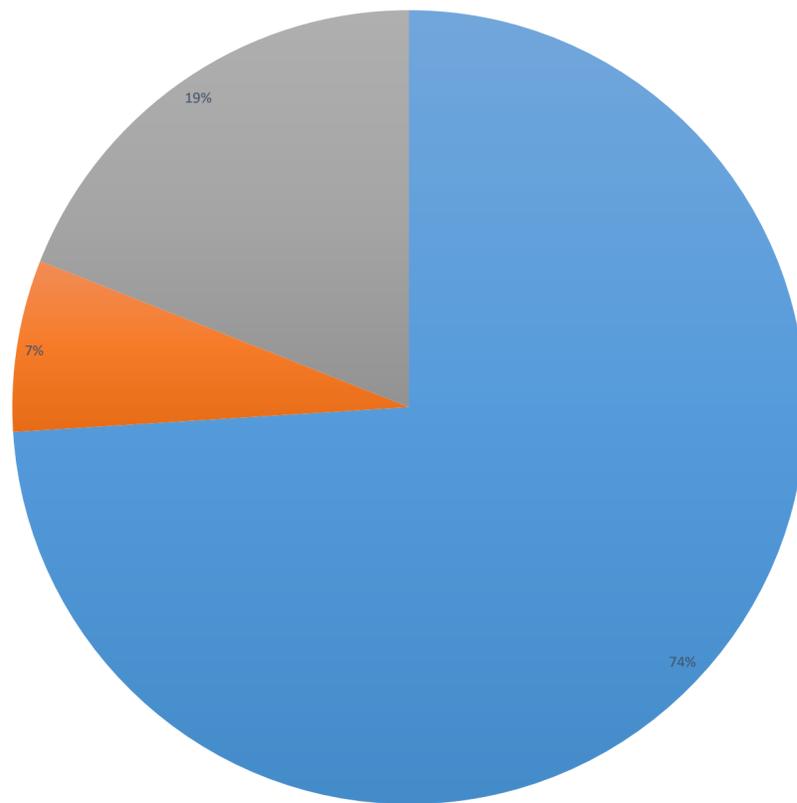




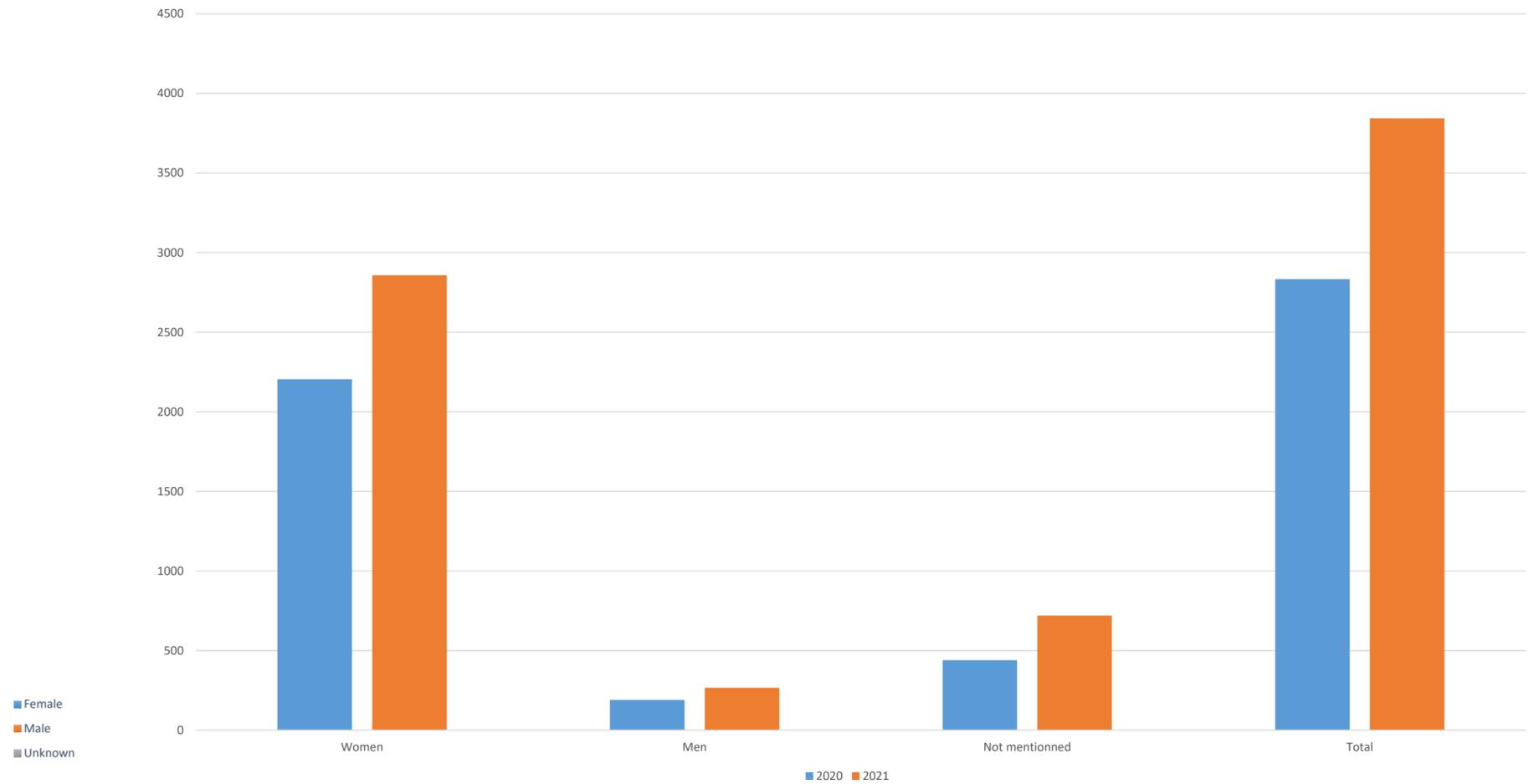
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Victims (all types of violations 2021)



Evolution 2020-2021 (by gender)



### **General trends :**

- **Increase**
- **Majority of victims = women**

# EXEMPLES OF ACTIONS

# 1. « EXPLORATORY WALKS »

- Consists in mobilizing a group of volunteers, particularly women, who walk through a given area to identify the spaces that generate insecurity.
- As an outcome of the walk, a survey report containing recommendations on lighting, cleanliness, signage and development is sent to the authorities, who then draw up an action plan.
- Development of these initiatives supported by the ministry of transports :
  - Methodological guide and survey booklet published in 2020
  - A video presenting the system is being prepared

## 2. « GET-OFF-ON-DEMAND »

- **Definition:** The "get-off-on-demand" system consists of offering them the possibility of getting off between two bus stops in order to bring them closer to their destination.
- **Legal framework**
  - 2020 : Modification of the law to allow busses to stop inbetween get-off points
  - It can be deployed at the initiative of mobility authorities (décret 19 Oct 2020)
- = **Response to the feeling of insecurity experienced by bus users in the evening and at night and a tool to limit the exposure of vulnerable publics on the streets.**
- In France, a dozen transport networks have tested or deployed such a system on one or more lines, or even on their entire network. In order to foster the use of this system, the ministry of transports had published a guide of recommendations as well as a video presenting this new service offer.
- **September 2023 : generalization in Paris area**

## RESOURCES

- **Bilan des atteintes à caractère sexuel et sexiste dans les transports:**  
[https://www.ecologie.gouv.fr/sites/default/files/28.11.2022 Bilan des atteintes sexuelles et sexistes dans les transports 2022.pdf](https://www.ecologie.gouv.fr/sites/default/files/28.11.2022_Bilan_des_atteintes_sexuelles_et_sexistes_dans_les_transports_2022.pdf)
- **« GET-OFF-ON-DEMAND » / Descente à la demande :**  
<https://www.ecologie.gouv.fr/sites/default/files/Guide%20-%20Descente%20busv2.pdf>
- **« EXPLORATORY WALKS » / « Marches exploratoires »:**  
[https://www.ecologie.gouv.fr/sites/default/files/Guide Marches Exploratoires 251120.pdf](https://www.ecologie.gouv.fr/sites/default/files/Guide_Marches_Exploratoires_251120.pdf)



# MINISTÈRE CHARGÉ DES TRANSPORTS

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**Direction générale des infrastructures, des transports  
et des mobilités (DGITM)**

***Laurence DEGLAIN – Cheffe du Bureau de la sûreté  
des transports ferroviaires et collectifs  
laurence.deglain@developpement-durable.gouv.fr***



# **Q&A**

## **Discussion**



# Health Break

Return at 16:30



# **STAND UP Training**

# **Conclusions & Next Steps**

# Upcoming TRAIN 2B EQUAL Events

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

# Thank you for joining us!

## Stay in touch with the UIC Security Team

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## Stay in touch with TRAIN 2B EQUAL project



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