

TRAIN2B=QUAL

CHANGE MAKING FOR GENDER EQUALITY IN RAIL: GENDER EQUALITY IN RAIL SECTOR HIRING AND IN THE WORK ENVIRONMENT.

Join us for the last edition of the Train2BEqual public workshops, a UIC project focused on driving gender equality within the rail sector. This workshop will deep dive into HR practices that foster gender equality in the workplace and includes a short training session with HR experts at FS Italiane.

[Register now](#)

Online: Thursday, 13 June 2024 | 13:00 - 15:00 (CET)



Agenda

13:00 – 13:15 **Welcome and Introduction to TRAIN-2B-EQUAL**

13:10 – 13:20 **Keynote presentation: Women in Rail Agreement**

- Cliona Cunningham, Head of Communications, CER

13:20 – 14:10 **Best practices**

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

Dr. Ursula BAZANT, Head of the Training and Advanced Training Division

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

Jennifer MOREAU, Senior Sustainable Development Advisor and Gender Equality Officer

- **FGC: Change Making for Gender Equality in Rail**

Meritxell Salas Pérez, Strategic Planning specialist

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

Noémie Bercoff, Managing Director

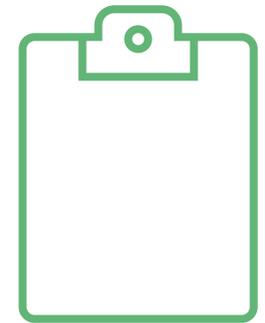
14:10 – 15:00 **Training session: “Inclusive recruiting & workplace”**

- **FS Italiane**

Mattia D’Adda, Social psychologist & HR generalist

Elisabetta Morabito, Disability&Caring Specialist

Paolo Di Francesco, DE&I specialist



Gender Equality at UIC



Sustainability

Security

Passenger

Talent

TRAIN2B=QUAL

Thanks to our supporters:



Future actions



- **Research on barriers** to working in rail for women and their experiences as a rail passenger



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



- **Develop training** and best practice guidance



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

TRAIN2B=QUAL



INTERNATIONAL UNION
OF RAILWAYS



Cliona Cunningham

*Cliona Cunningham, Head of
Communications, CER*



The Voice of European Railways

Women in Rail Agreement

Cliona Cunningham, CER

13 June 2024, TRAIN 2B EQUAL (Webinar)



Women in Rail Autonomous Agreement

- Signed by **CER** and the European Transport Workers' Federation (**ETF**) on **5 November 2021**
- **First such agreement on gender equality in any sector at EU level**
- **Binding commitment** for all CER EU Members
- CER EU Members required to define a **Gender Diversity policy** within 1 year & implement within 2 years
- Takes into account legal provisions & industrial relations systems of each MS
- Agreement sets **minimum standards** – anything more ambitious at company level is welcome
- **Non-duplication provision** – if something is already in place no need to do it over



8 Core Principles & Measures

**Overall gender
equality policy**

**Targets for
gender balanced
representation**

Recruitment

**Reconciliation of
working &
private life**

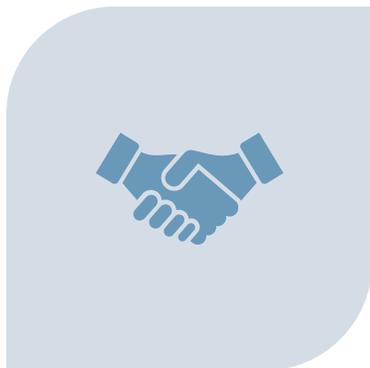
**Career
development**

**Equal pay &
gender pay gap**

**Occupational
health & safety
& work
environment**

**Preventing
sexual
harassment &
sexism**

WIR Agreement – Implementation



**92% OF CER EU MEMBER
EMPLOYEES ARE NOW COVERED
BY THE AGREEMENT**



**7 NON-EU MEMBERS & 2
PARTNERS HAVE VOLUNTARILY
IMPLEMENTED THE AGREEMENT**



**CONTINUED COLLABORATION
AMONGST CER MEMBERS ON
BEST PRACTICE**

WIR Implementation project

SOCPL-2023-SOC-DIALOG



Under the **WiR agreement** & the 2022/23 work programme of the **Sectoral Social Dialogue (SSD)**, CER & ETF agreed to ask the EC for support with the implementation phase of the agreement



CER/ETF submitted an **application for funding** to DG EMPL 28 June 2023.



Main focus of the project is the creation of the next **Women in Rail Report & reusable online tool to facilitate future reports.**

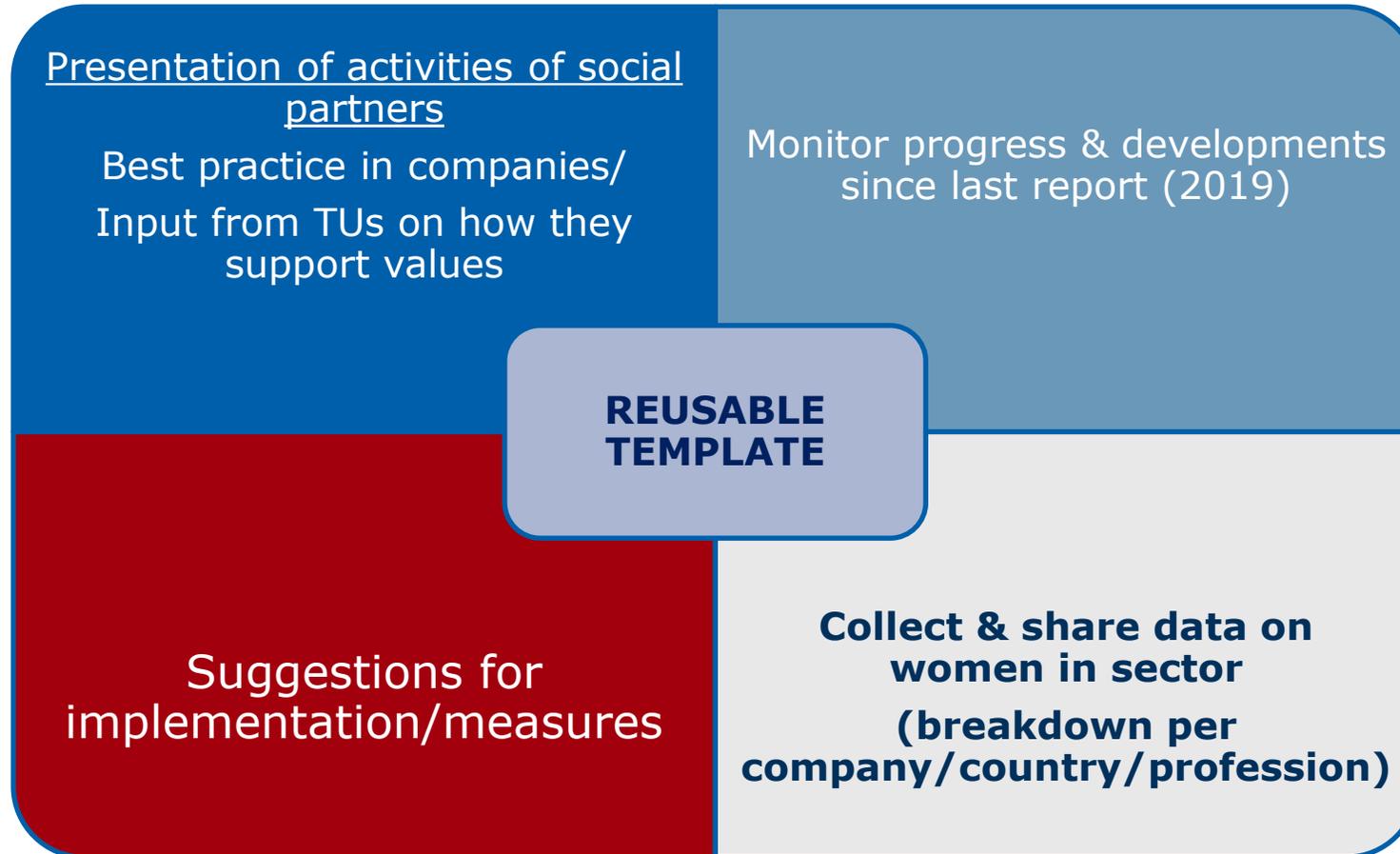


2 workshops will also be organised to present best practice



DG EMPL approved the project in March 24. **Officially commenced on 1 April 2024 - 18 Month lifecycle**

Goals of the WIR Report





For further information:

Cliona Cunningham

Head of Communications, CER

For regular updates on CER activities,
visit our website: www.cer.be
or follow  [@CER_railways](https://twitter.com/CER_railways)

Gender Equality in Rail Hiring and Work Environment



Dr.in Ursula Bazant

*Head of Department
Education and
Training, ÖBB
Infrastructure AG*



Jennifer Moreau

*Senior Sustainable
Development Advisor
and Gender Equality
Officer for the CFL
Group*



Meritxell Salas Perez

*Strategic Planning
specialist, FGC*



Noémie Bercoff

*Managing Director,
Urbanloop and
Femmes en
Mouvement Board
Member*

UIC – Train2BEqual:
HR practices and gender
equality: recruitment, talent
management and training

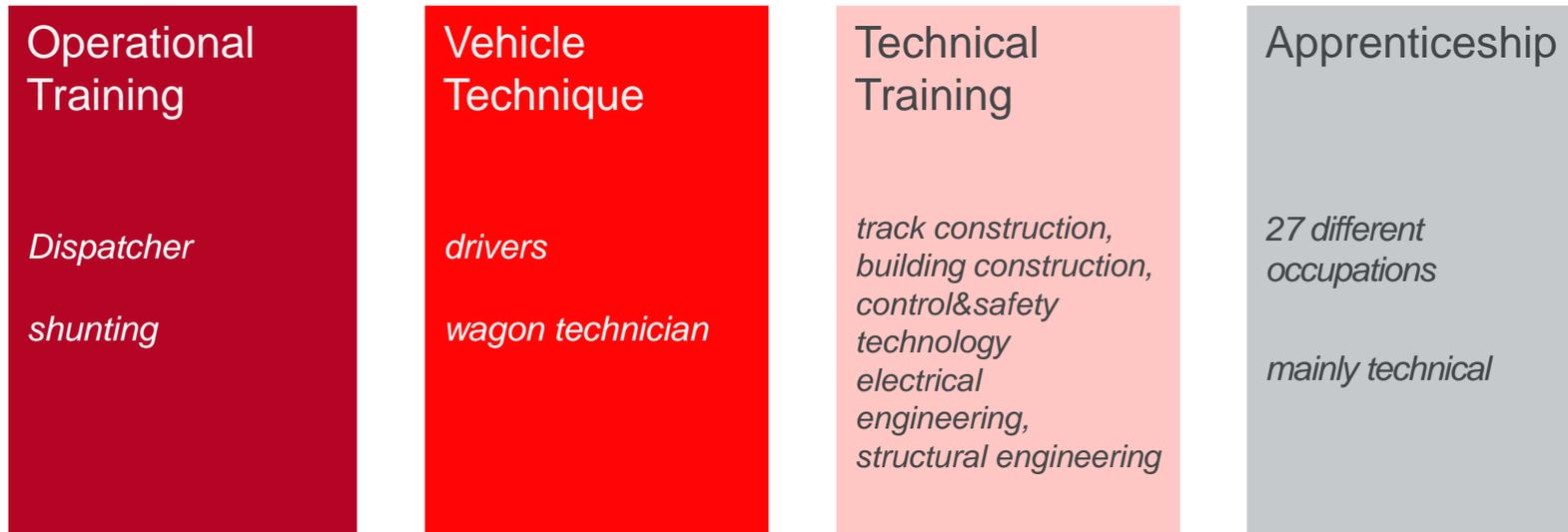
13th June 2024

Mag.^a Dr.ⁱⁿ Ursula Bazant
Education and Training, ÖBB Infrastructure



HEUTE. FÜR MORGEN. FÜR UNS.

Education and Training at ÖBB Infrastruktur AG:



Apprenticeship – Facts & Figures 2023/24

- **Dual Training:** mainly vocational training in the company, additional lessons (theory, general education) in vocational schools; ratio 80:20
- Modular system in the technical trainings (3,5 - 4 years):
 - Basics: at the apprenticeship workshop – 2 years
 - Main: practice-oriented phase – 1,5 - 2 years
 - (non-mandatory specialisation: railway-specific training – 0,5 years)
- ca. 2.100 apprentices in the ÖBB-Group
- 436 female apprentices (21%)
- 27 apprenticeship professions
- ~80% stay at ÖBB



ÖBB – Infrastruktur AG

- ca. 1.800 apprentices (17% female apprentices)
- > 500 new apprentices/year
- ~170 trainers
- 9 training centers, 3 housing facilities
- 20 professions (17 technical professions)

biggest provider for
apprenticeship &
vocational training for
technical professions

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



clear & tangible targets

- 1 Attracting**
focus on employer branding & image campaigns, collaborations with NGOs and schools
- 2 Welcoming**
role models, access to corporate networks, welcome workshops (Gold-Ticket?)
- 3 Keeping**
various projects and extra-curricular activities, visible career options, reliable employer

evidencebased

Clear&Tangible Targets – evidence based

Female percentage in new entrants: 25%

Female percentage – all apprentices:

- 20% until 2026 (according to ÖBB-group Diversity Charta)
- individual target values for all apprenticeship workshops (depending on their starting point and regional background)

take-on rate: keep the percentage

Female trainers: NEW!

- 2022: redoubling (3 → 6); 2023: at least one female trainer in every workshop (= 9)
- 2024: individual target values for all apprenticeship workshops (depending on their starting point, regional background and size of workshop)

ÖBB Youth Study – foundation for employer branding, fringe benefits and communication activities

- survey among **ÖBB-apprentices** and **young people** who could qualify for/ are interested in an apprenticeship – always with a **special focus on young women**:
 - Indicate what you are satisfied with, what is especially positive?
 - Why did you choose ÖBB/this occupation/an apprenticeship in general?
 - future prospects, interests, general opinions, media consumption,...
- check with other youth studies

commitment „from top“	crucial!
... but also convince middle management/team leads	Who implements the measures? Incentives?
clear&tangible targets	give directions; make clear what you want to achieve - you can't reach a target you have not set
institutional embedding	who ist responsible vs. point of contact (on all levels, in all regions)
representation matters	Role models, language – in external but also internal communication
diversity needs change, diversity brings change	not a „women's issue“ – we are all responsible; culture change!

→ Keep your promises!

Backup

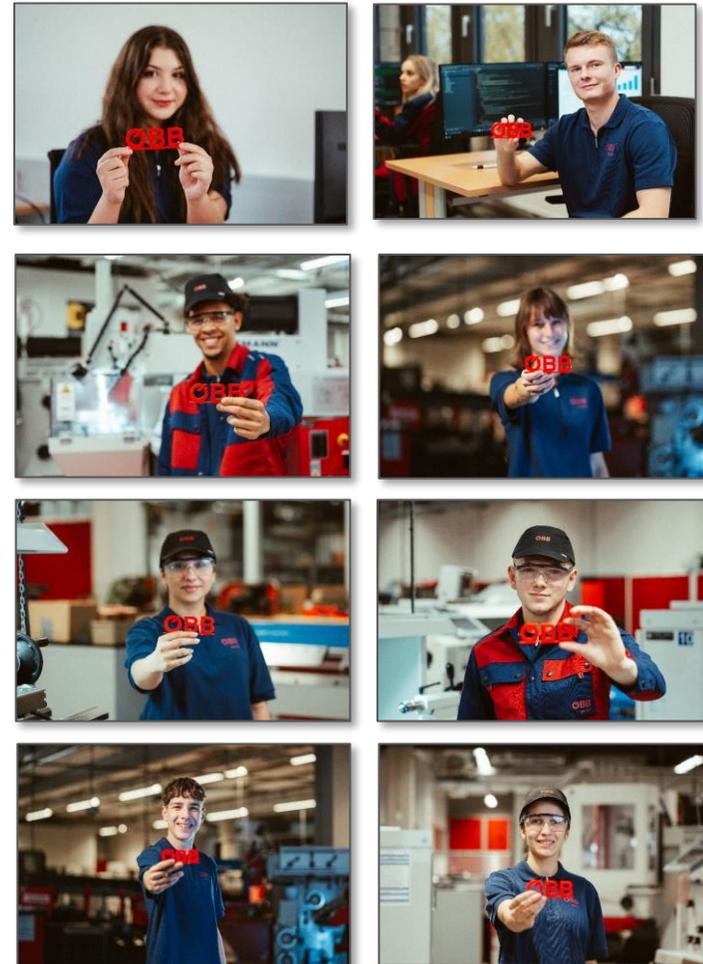


Daten

Bestand	M	W	ges.	%
ges.	1688	436	2124	21
Infra	1503	315	1818	17
RCG	59	50	109	46
PV	62	65	127	51
PB	64	6	70	9

neu	M	W	ges.	%
ges.	555	145	700	21
Infra	475	105	580	18
RCG	23	16	39	41
PV	32	22	54	41
PB	25	2	27	7

ÖBB apprenticeship programme



#joboffenSIEve



Attracting – Examples

General apprenticeship campaign Hero-Video: with a balanced level of girls/boys

Next Level TikTok Nichts für Frauen 1 and 2 („not for women“): based on our general campaign (presented and developed by our apprentices)

Nicht nur ein Mädchen Jessica, Marlene („not only a girl“): latest video-series for Instagram and TikTok, addresses stereotypes our female apprentices are confronted with (presented and developed by our apprentices)





Train 2B Equal

Gender equality in rail
sector hiring and in the
work environment

13 June 2024



- Context
- HR and Gender
- Our approach
- Gender Equality Policy and Action Plan
- Key areas of work and examples of action with a focus on:
 - Recruitment
 - Career Development
 - Training and sensitization
- First results
- Conclusion



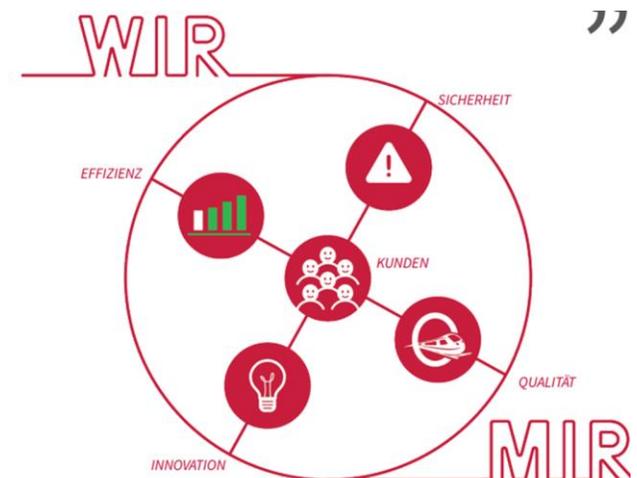
Objectives: strengthening gender equality and diversity within the male-dominated company in the new Strategy 2021-2025 + improving the image of the rail sector as an attractive place to work.

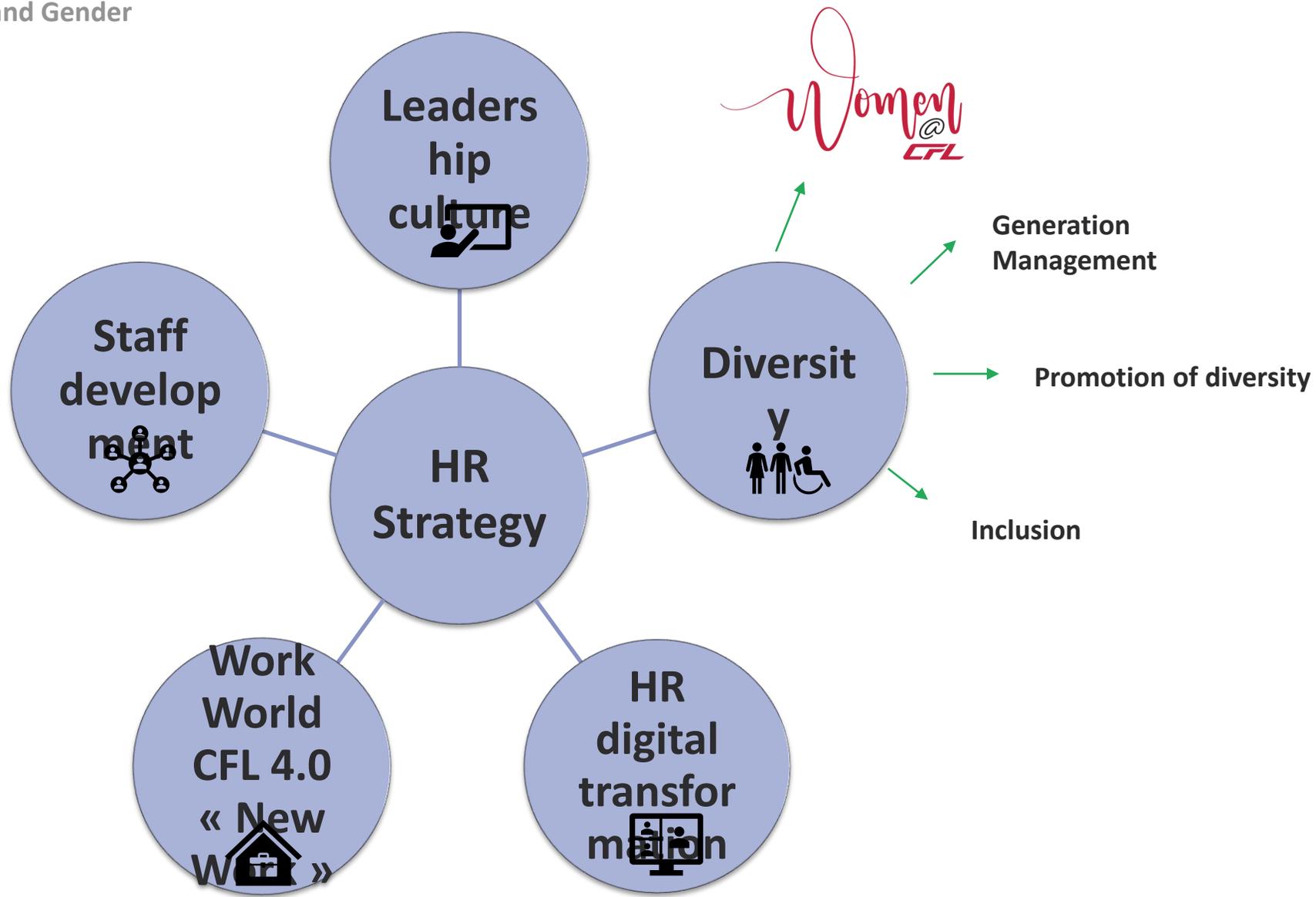
Context in 2020/2021:

- Very low share of women: 15% of female staff only in 2021.
- Very low share of female leaders (no woman in the Board of Directors).
- Need to recruit a lot of new staff for the implementation of the strategic objectives and the importance of tapping into the potential of women.
- Need for more diversity to boost innovation and creativity in the company.

Initiatives on which Women@CFL is based on:

- **Women In Rail Agreement** by the Community of European Railway and Infrastructure Companies and the European Transport Workers' Federation
- Luxemburgish Actions Positives Label process (2021)
- HR Roadmap and its diversity pillar (see next slide)



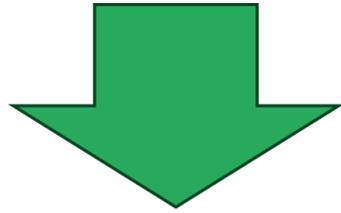


HR **Women@CFL working group** (2022)

+

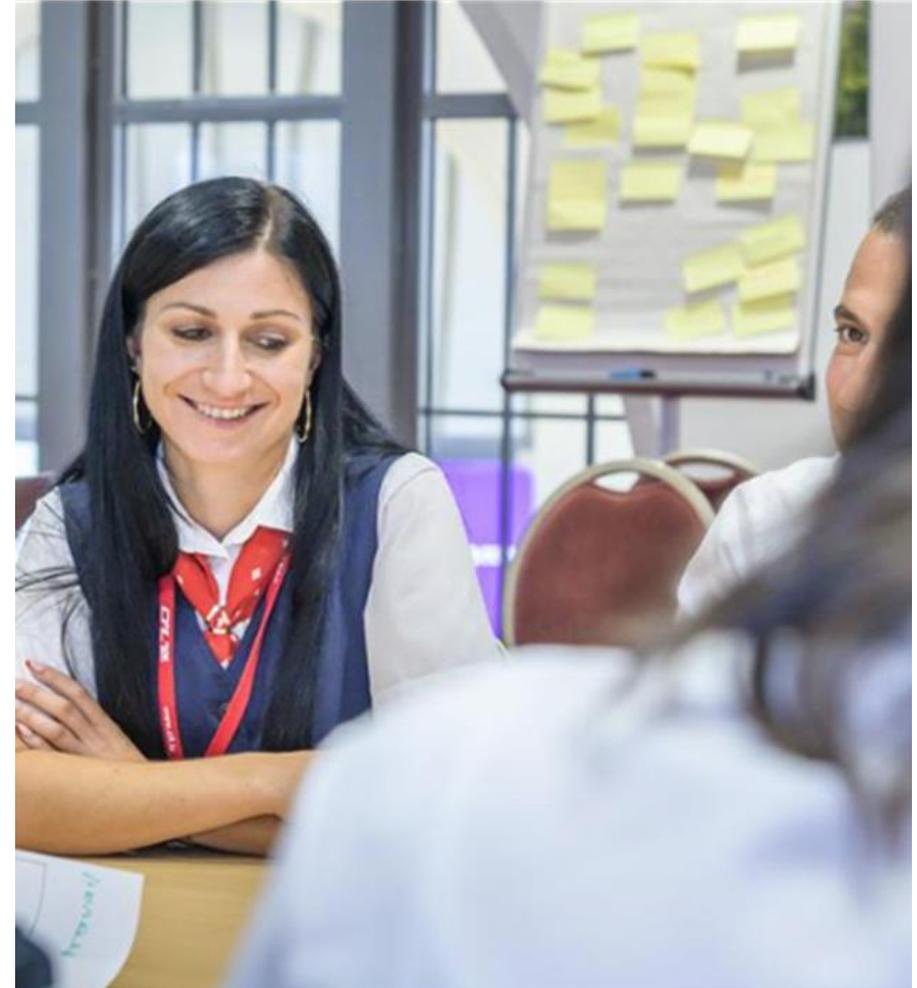
Workshops Development on gender equality with

- CFL staff representing different professions
- Equal opportunities officers and
- Managers.



Identification of challenges as well as concrete **custom-made actions**
actions in several areas:

**recruitment and career development, conditions of work, work-life
balance and (sexual) harassment.**





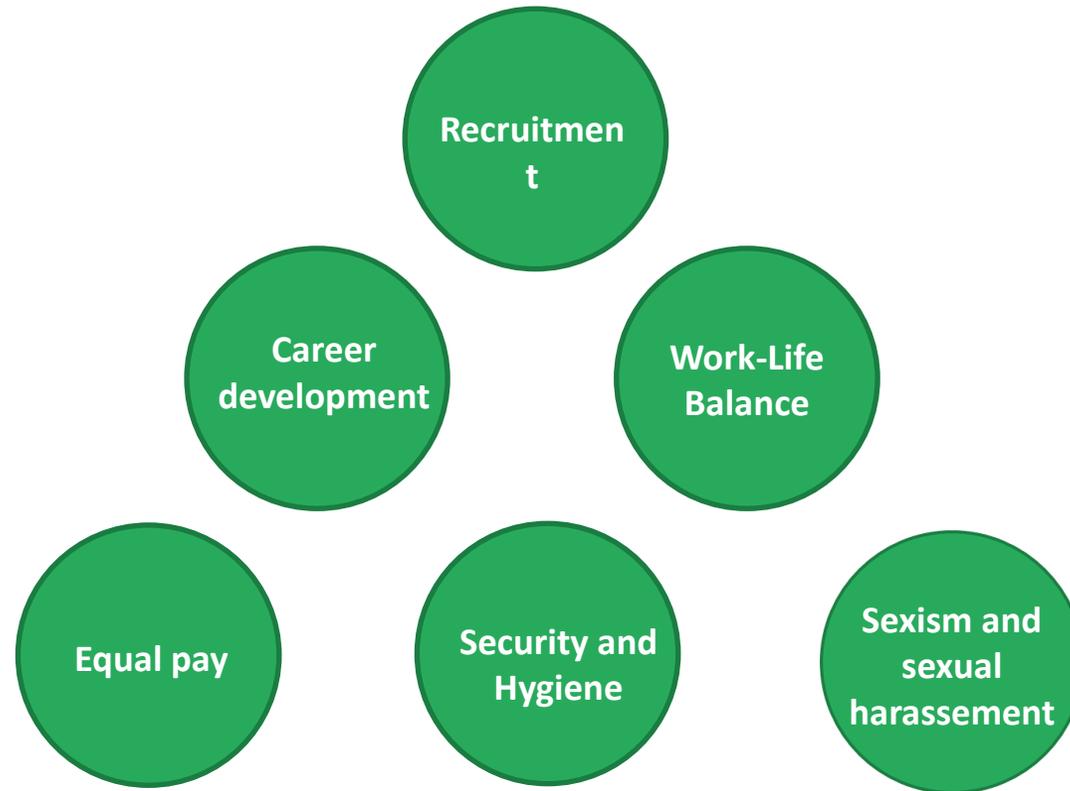
POLITIQUE ÉGALITÉ FEMMES-HOMMES
GROUPE CFL

La Politique d'Égalité Femmes-Hommes a pour objectif de renforcer l'engagement du Groupe CFL en faveur de l'égalité professionnelle entre les femmes et les hommes au sein du Groupe. Elle met notamment l'accent sur une meilleure représentation et une meilleure intégration des femmes dans le Groupe. Elle s'applique à l'ensemble du Groupe CFL.

La Politique d'Égalité Femmes-Hommes s'aligne avec la Stratégie pluriannuelle du Groupe CFL qui souligne le rôle essentiel de chaque collaboratrice et collaborateur (le « NOUS ») pour assurer les activités du Groupe et offrir aux clients les services qu'ils demandent. La Politique traduit l'importance que le Groupe CFL accorde à un « NOUS », inclusif, reflet de la diversité de la société.

NOUS
CFL

- ✓ **The Gender Equality Policy:** first “sustainability policy” signed by all members of the Board of Directors + full scale (whole CFL Group, including subsidiaries).
- ✓ **The Gender Equality Action Plan:**



Recruitment

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



Nos engagements :

Recruter activement des talents féminins

En nous appuyant sur:

- Des campagnes d'employer branding valorisant des profils féminins,
- La sensibilisation aux stéréotypes de genre (via notamment la formation des personnes impliquées dans les recrutements)
- Organisation d'un Girls & boys day dans notre atelier
- Rédaction d'un livret sur les métiers du ferroviaire pour les plus jeunes

Améliorer l'équilibre entre vie professionnelle et vie privée

En actionnant les leviers à notre portée :

- Flexibilisation de l'organisation du travail (horaire mobile, télétravail, temps partiel...)
- Création de salles d'allaitement
- Développement de partenariats avec des crèches pour le personnel travaillant en horaires décalés

Soutenir l'évolution de carrière des femmes

En mettant en avant des rôles modèles de personnel féminin avec des fonctions d'encadrement, en assurant à toutes l'accès aux formations, y compris dans le domaine du leadership.



Respecter le droit à l'égalité salariale

En commandant régulièrement une étude sur l'écart salarial entre les femmes et les hommes au sein de nos effectifs.



Proposer des équipements et des environnements de travail adaptés

En nous appuyant sur des consultations des personnes concernées :

- Mise à disposition de vêtements de travail et d'équipements de protection individuels adaptés à toutes les morphologies
- Prise en compte des besoins de confort et d'hygiène pour tout le personnel en assurant l'accès à des installations sanitaires adaptées



Lutter contre le harcèlement sexuel et le sexisme

En instaurant un climat respectueux et sûr pour toutes et tous qui passe par :

- L'affirmation des valeurs CORE2
- La mise en place d'une politique de lutte contre le harcèlement sexuel, le harcèlement et le sexisme soutenue par la mise en place d'un Comité spécifique de référence en cas de signalement de cas de harcèlement, composée notamment de professionnels de santé (médecins, psychologues et assistante sociale).

- ✓ Charter for gender-sensitive writing
- ✓ Girls & Boys Day (July 2023 and 2024) and Job Shadow Day (2024)
- ✓ Presentation of rail sector in school and job fairs
- ✓ Information on career opportunities on social media
- ✓ Gender-sensitive book for children about the CFL jobs



- ✓ Female applicants must be sought for internal job advertisements
- ✓ Internal communication campaign showcasing women leader "Leadership"



Training is cross-cutting to all the pillars of the Gender Equality Policy

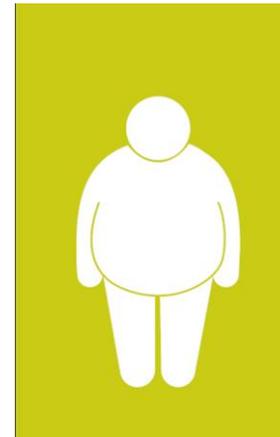
Fighting stereotypes:

- ✓ **Onboarding:** inclusion of gender equality in the onboarding materials + leaflets on the fight against (sexual) harassment and sexism
- ✓ **Leadership training (for managers):** inclusion of gender equality in the trainings for managers
- ✓ **Specific training for recruiters:** with a focus on combating stereotypes
- ✓ **LMS:** development of a digital training on D&I, including stereotypes, etc.
- ✓ **Brown-Bag lunches:** on stereotypes (2022) and inclusion (2024)
- ✓ **Strengthening of capacities (and visibility) equal opportunities officers:** all officers are participating in the gender equality monitoring committee (4 meetings a year) to monitor the Gender Equality Action Plan + invitation to high-level discussion such as with the Ministers of Gender Equality and Diversity (in 2023 and in 2024).



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

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



- ✓ Flexitime, CET and home office
- ✓ More information on flexible working hours in the job advertisement (if applicable)
- ✓ Pilot project on more flexible working time organisations (part-time, changes in shift work)
- ✓ Identification of alternative working models (job sharing, 4x10, etc.)
- ✓ Establishment of 4 pumping rooms for mothers
- ✓ Development of partnerships with daycare centres for employees who work shifts
- ✓ Experience reports on parental leave in the Inside magazine (internal communication)



Work-Life-Balance: Elternzeit und Räume zum Milch abpumpen

Die Gesundheit und das Wohlbefinden der Mitarbeiterinnen und Mitarbeiter sind ein besonderes Anliegen der CFL als Arbeitgeber. Dazu gehört insbesondere die Work-Life-Balance, die nach der Geburt eines Kindes oft „auf die Probe“ gestellt wird.

Der Elternurlaub (congé parental) ermöglicht es Eltern, Zeit mit ihrem Kind zu verbringen, während sie in ihrem Job bleiben und sich nicht zwischen Arbeit und Kind entscheiden müssen. Einen Antrag auf Vollzeit-Elternurlaub, der form- und fristgerecht von einem Arbeitnehmer, der die Bezugsbedingungen erfüllt, eingereicht wird, darf vom Arbeitgeber nicht abgelehnt werden. Dagegen müssen alle anderen Formen (zwei oder acht Monate Teilzeit, 20 Monate lang einen Tag pro Woche oder vier Monate innerhalb eines Zeitraums von 20 Monaten) vom Arbeitgeber genehmigt werden. Der Arbeitgeber hat das Recht, diese Formen abzulehnen, und der Arbeitnehmer muss sich dann entweder für einen Vollzeit-Elternurlaub von vier oder sechs Monaten entscheiden, oder auf seinen Antrag verzichten.

Die CFL-Gruppe begleitet bestmöglich dieses Recht der Mitarbeitenden, das besseres Gleichgewicht zwischen Berufs- und Privatleben ermöglicht und zum Wohlbefinden der Mitarbeiter und deren Familien beitragen kann. Die Zahlen belegen dies: im Jahr 2023 nutzten 141 Mitarbeiter und Mitarbeiterinnen den Elternurlaub. Abgesehen davon, dass sie eine bessere Bindung zwischen Eltern und Kind gewährleistet, trägt die Elternzeit auch zur Gleichstellung von Männern und Frauen am Arbeitsplatz und auf dem Arbeitsmarkt bei, für die sich die CFL-Gruppe im Rahmen des Projektes Women@CFL engagiert (siehe unsere Interviews mit sechs unserer Mitarbeiter und Mitarbeiterinnen).

Im Rahmen dieses Engagements, und um Mütter nach dem Mutterschutz (congé maternité) und/oder Elternzeit (congé parental) den Wiedereinstieg in den Beruf zu vereinfachen, hat die CFL-Gruppe mehrere Räume eingerichtet, die zum Abpumpen von Milch eingerichtet wurden.

Wussten Sie schon?

Das luxemburgische Gesetz sieht vor, dass vollzeitbeschäftigte Frauen Anspruch auf zwei Stillpausen von jeweils 45 Minuten pro Tag haben. Dies müssen sie schriftlich bei ihrem Arbeitgeber beantragen. Es besteht auch die Möglichkeit, beide Stillpausen in einer Pause an einem Tag zusammenzufassen. Bei teilzeitbeschäftigten Frauen wird die Stillpause proportional zur geleisteten Arbeitszeit berechnet. Eine stillende Frau darf übrigens nicht zur Nacharbeit verpflichtet werden; diese Freistellung kann bis zum ersten Geburtstag des Kindes verlängert werden.

Für Fragen zum Elternurlaub wenden Sie sich bitte an Constance Thill, Chef de service RH constance.thill@cfl.lu und/oder Viviane Pereira Dinis, assistante sociale viviane.pereiradinis@cfl.lu

Für Fragen zu den Abpump-Räumen und deren Nutzung wenden Sie sich bitte an Jennifer Moreau, référente égalité femmes-hommes et Chef de projet développement durable jennifer.moreau@cfl.lu



Christine Weides,
Chef d'équipe Expéditions,
Division Logistique,
Trains et Matériels

„Ich arbeite seit 2019 in der Division Logistique im Atelier Central. Als ich 2021 schwanger wurde, musste ich dank der Flexibilität und des Verständnisses im Team keine Schichten mehr arbeiten. Bis zum 7. Monat war ich noch im Atelier aktiv, was schon eine Herausforderung ist, wegen der physischen Beanspruchung, die der Job mit sich bringt. Nach dem 3-monatigen Mutterschutz habe ich 6 Monate Elternzeit beantragt, um mich um meinen Sohn zu kümmern. Diese Auszeit war keineswegs ein Hindernis für meine Karriere bei der CFL: nach der Elternzeit wurde ich zur Chef d'équipe befördert.“

Since the adoption of the Gender Equality Policy and the Gender Equality Action Plan by the Board of Directors the representation of women in the company has progressed:

- The number of women working for the Group CFL has increased from 14,62% end of 2022 to 15,59% in May 2024 (see chart on next slide).
- The number of women who have applied for CFL jobs has increased from 26% in 2022 to 27,66% in 2023.
- The share of recruited women has increased from 14,51% in 2022 to 24,47% in 2023 (+ 9,95%).
- In 2023 and 2024, two women have joined the Board of Directors that was 100% male in 2022.

The Action Plan includes the definition of a trajectory concerning the share of women.



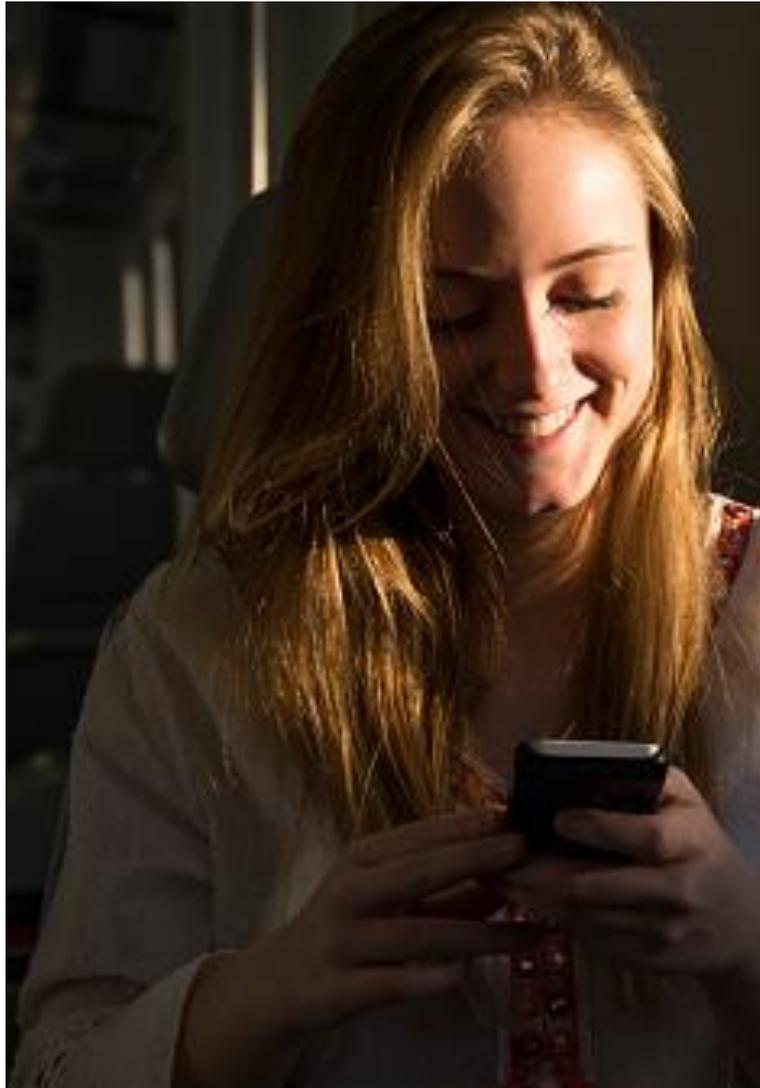
Thank you for your attention!





FGC, a feminist company: Gender equality in rail sector hiring and in the work environment

Change Making for Gender Equality in Rail



UIC – TRAIN 2B EQUAL

Ferrocarrils de la Generalitat
de Catalunya (FGC)



July 2024

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. 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
- ...

FGC's Equality Plan 2018-2023 / 2024-2027

- FGC includes all its gender initiatives and measures in its Equality Plan, which has been **designed both by employees and company representatives**
- The **3rd Equality Plan (2024-2027)** has been approved in March 2024
- An **Equality Commission** is in charge of implementing and monitoring its results and achievements



3. Internal actions in hiring and in the work environment

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
- ...

Main goal:

To increase and normalise the presence of women in the rail sector, in those jobs and positions that have been traditionally occupied by men, and to accompany this process by a collective awareness of gender equality and non-discriminatory behaviors.

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. Internal actions: trainings & managerial levels recruitment

Promotion and training to women students in the rail sector

- FGC has difficulties finding women with technical profiles, especially in the maintenance areas
- FGC promotes trainings to women students and offers internship positions

Specific recruitment actions in the managerial levels

- New policy to select the under-represented gender in case of managerial candidates proving the same level and capabilities



3.3. Internal actions: work environment measures

Update of our protocols

- Inclusive language
- Protocol against sexual or gender-based harassment in the workplace



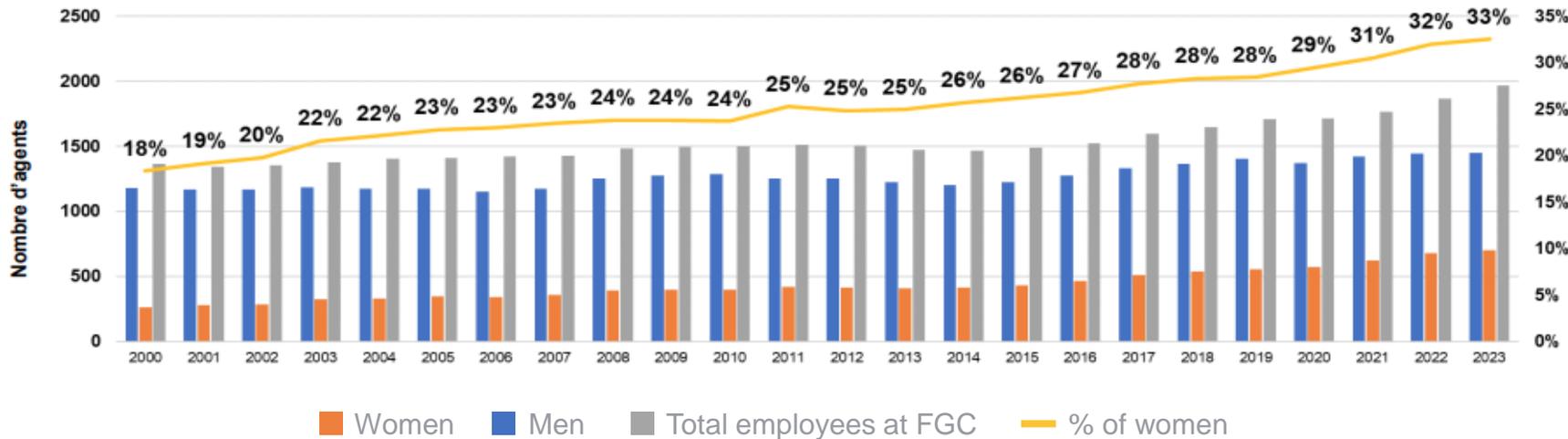
Communication and dissemination among staff

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



4. Our gender initiatives' impact

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



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

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

Women currently represent **27,1% in the managerial levels**

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



Thank you!

Meritxell Salas
Strategic Planning
Specialist, FGC

Memberships legal entities 2024-2025

*The French women's professional network
for transport and mobility professionals and experts*

FEMMES EN
MOUVEMENT


Genesis of Femmes en Mouvement

52% women in France. (Insee-January 2022)

27% of transport and warehousing employees in France are women. (CGDD 2021)

20.7% of women, including **36%** of women managers, in the transportation sector in France. (DATP 2021)

July 2015

7 experienced mobility professionals, saturated with conferences where only men are invited to debate, decide to react and take action.

september 2015

“Sharing Audacity”: a day of exchanges with 100% female speakers (26 speakers and over 100 participants). In December, the “Femmes en Mouvement” association was created.

november 2019

Launch of the LYON branch

march 2022

Launch of the LILLE branch

september 2023

Femmes en Mouvement is declared an association of general interest

april 2024

Launch of MARSEILLE branch

april 2024

Launch of MONTPELLIER branch

June 2024

Launch of TOULOUSE antenna

Our beliefs



Increase the representation of women in the transport and mobility sector, at all levels. It's vital that women's views and experience are taken into account at every stage in the development of solutions, from definition to operation.



Raising the profile of women in the sector. There are many talented women experts and professionals who have a legitimate interest in mobility and transport issues.



Highlighting the career paths and achievements of women working in the sector. Highlighting role models is beneficial for projecting oneself, becoming aware of the obstacles posed by gender stereotypes, and developing one's own projects.



Promoting the development of more inclusive mobility solutions. Because a mobility solution designed for women will also be suitable for men, when the opposite is not true.

Our actions

#1

Meet for monthly aperitifs or breakfasts to promote career paths, exchange ideas, get inspiration, find out information and discuss current issues.



June 2022 aperitif

#2

Work in groups during sector workshops to identify the obstacles and levers to gender diversity and build solutions together.



Apéro April 2022

#3

Raising awareness and influencing public policy to ensure that mobility facilities and policies are adapted to everyone.

#4

Alerting male-dominated discussion groups to malpractice, and providing support to gender-balanced structures.



Lyon Apéro, June 2021

#5

Organize our extended network in Paris, Lyon, Lille, Marseille and Montpellier and on social networks to extend our visibility and ensure that Women on the Move are represented in public policy.

ANTENNAES



MEMBER ORGANIZATIONS



Femmes en Mouvement 2023-2024 in a few figures



18

Apéros / Events
Brussels - Paris - Lyon -
Marseille - Montpellier - Lille
Toulouse - RNTP

22

Guests of
honor

150

Individual members

44

Corporate members

17

Newsletter

3500

Subscribed on
LinkedIn

1

Parigo l'actu
on France 3



1

Garden
Party

1

Lunch
women's rights
day



1

Flagship project
with call for sponsors

“Creation of a workshop to
raise awareness of gender
inequalities in mobility”.

Our team

Legal status: Association loi 1901, registered with the Val de Marne prefecture, recognized by the French government as being of general interest.

Board :

elected for 1 year in September 2023

President-Founder :

Marie-Xavière Wauquiez

Treasurer:

Patricia Bastard

Secretary :

Lucile Ramackers

Board of Directors



**Marie-Xavière
WAUQUIEZ**



**Patricia
BASTARD**



**Zakia
SIDHOUM**



**Marie
DEFRANCE**



**Fabienne
KELLER**



**Mohamed
MEZGHANI**



**Lucile
RAMACKERS**



**Corinne
ALINAT**



**Noémie
BERCOFF**



**Christine
CHARY**



**Salomé
MINNEBOIS**

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Gruppo FS

The Mobility Leader

Inclusive recruiting & workplace

A training by People care, FS Italiane

12 June 2022



Your Trainers Today



Mattia D'Adda

Social psychologist with a master's degree in transport economics. After a period as HR generalist at Trenitalia during which he managed personnel selection and management processes, in 2022 he began to deal with Diversity & Inclusion in the Holding FS by coordinating related projects to gender equality, LGBT+, multiculturalism and people engagement.



Elisabetta Morabito

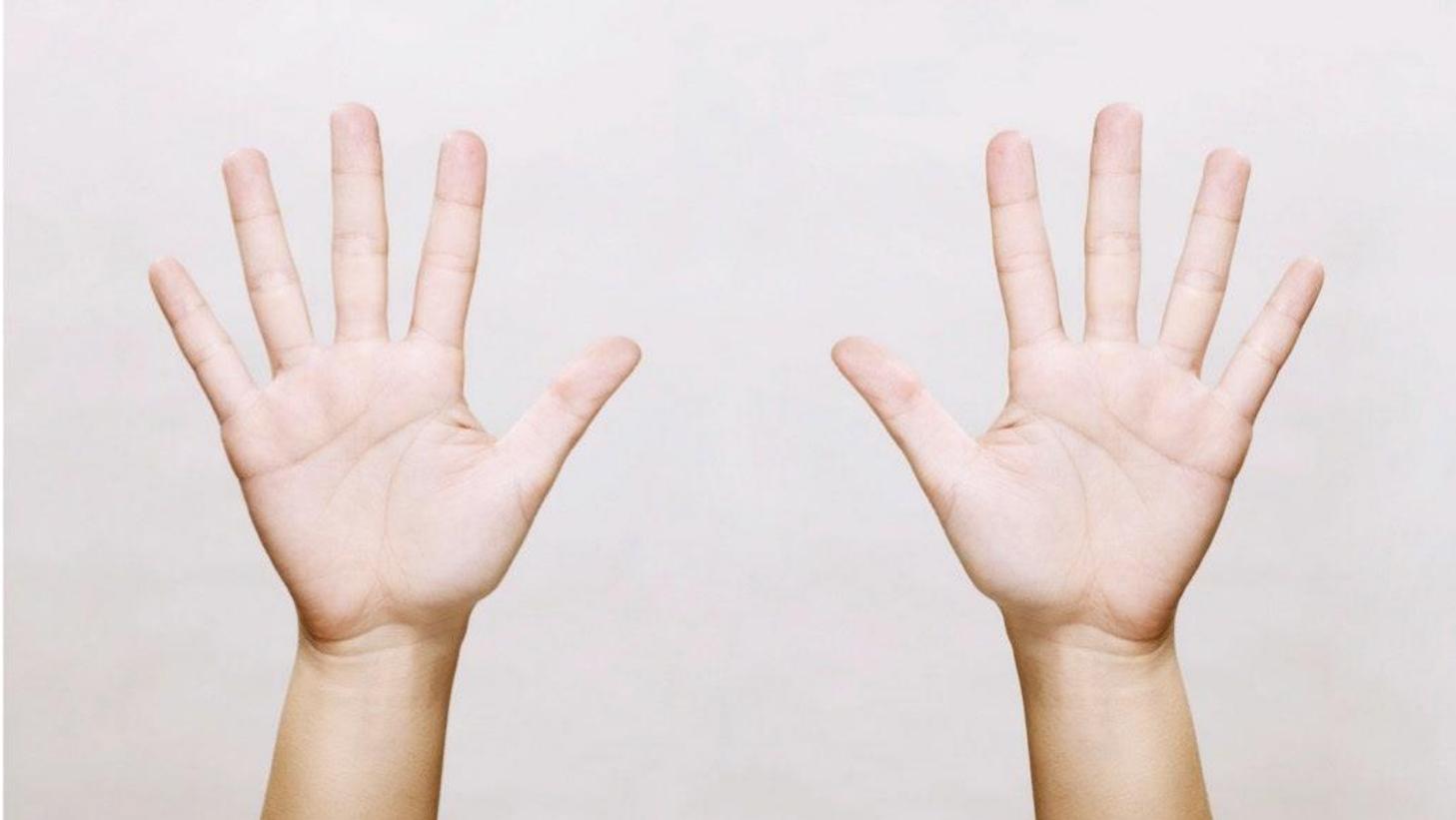
Disability&Caring Specialist. Master degree in Disability Management and in Human Resources&Organization. In FS Spa since 2017, at first as a DE&I specialist, and since the beginning of 2022 majorly focus on people caring, psychological wellbeing and people with disability needs for their work integration and also for their inclusion in FS Customer Services.



Paolo Di Francesco

DE&I specialist at FS Spa since July 2023. Previously, He studied Logic and Philosophy of Science and completed a master's degree in Human Resources. In addition to DE&I topics, he is also responsible for collecting KPIs and for some people engagement projects, particularly related to the administration, monitoring and analysis of the engagement surveys.

Recognize your privileges



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

Difficulty in doing something because of inaccessible conditions

Hiding a characteristic of yours for fear of the judgement of others

Being called something derogatory because of your appearance or a characteristic

Being mocked because of your religious beliefs

Feeling endangered because of your gender or sexual orientation

That someone meeting you would feel endangered because of your ethnicity

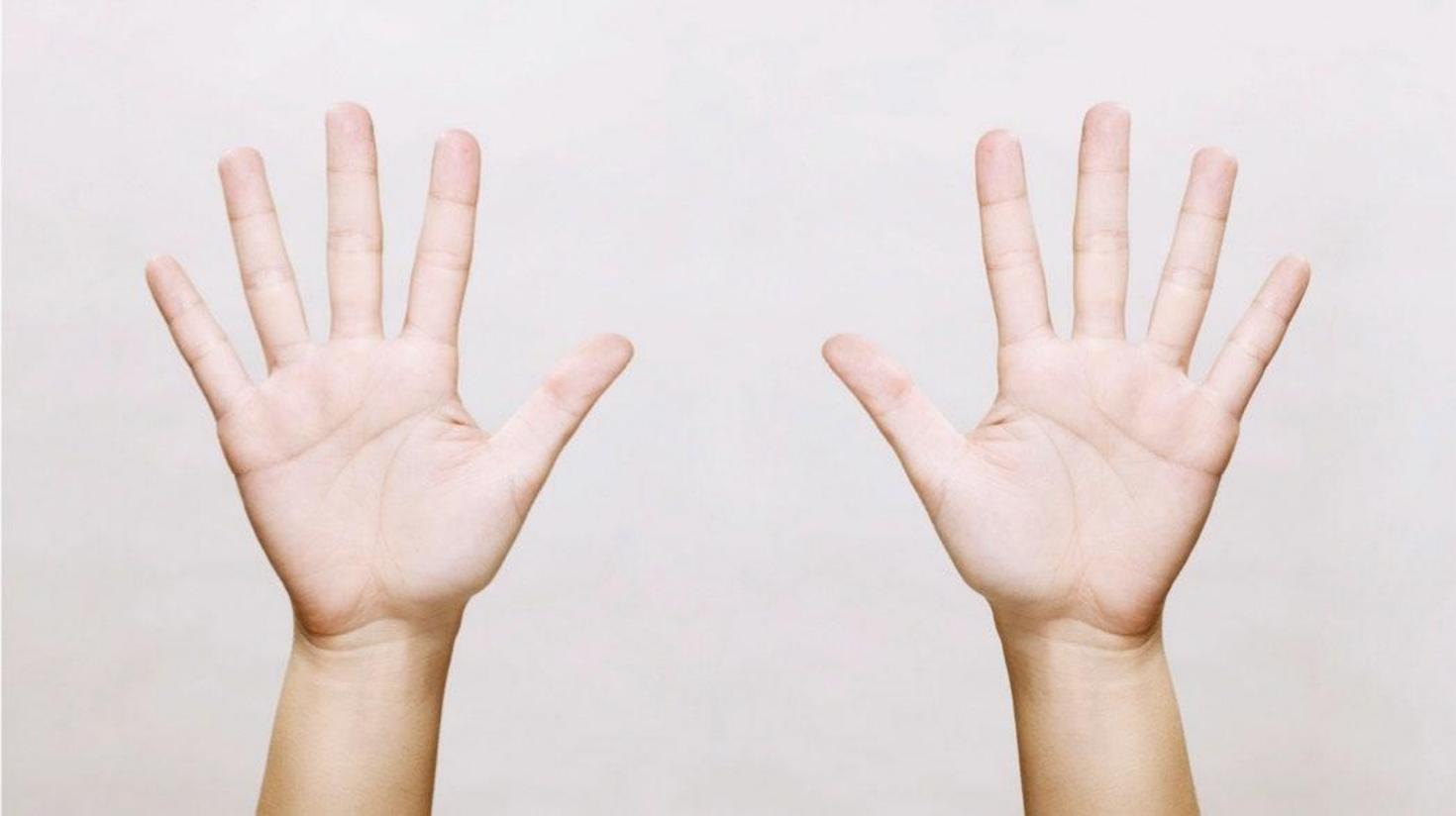
Being considered unsuitable for a certain activity because of your age

That your ideas were discredited because of your nationalities

That they took something about you for granted because of a characteristic

That you felt inadequate because others considered you different

Recognize your privileges



How many fingers are left up?

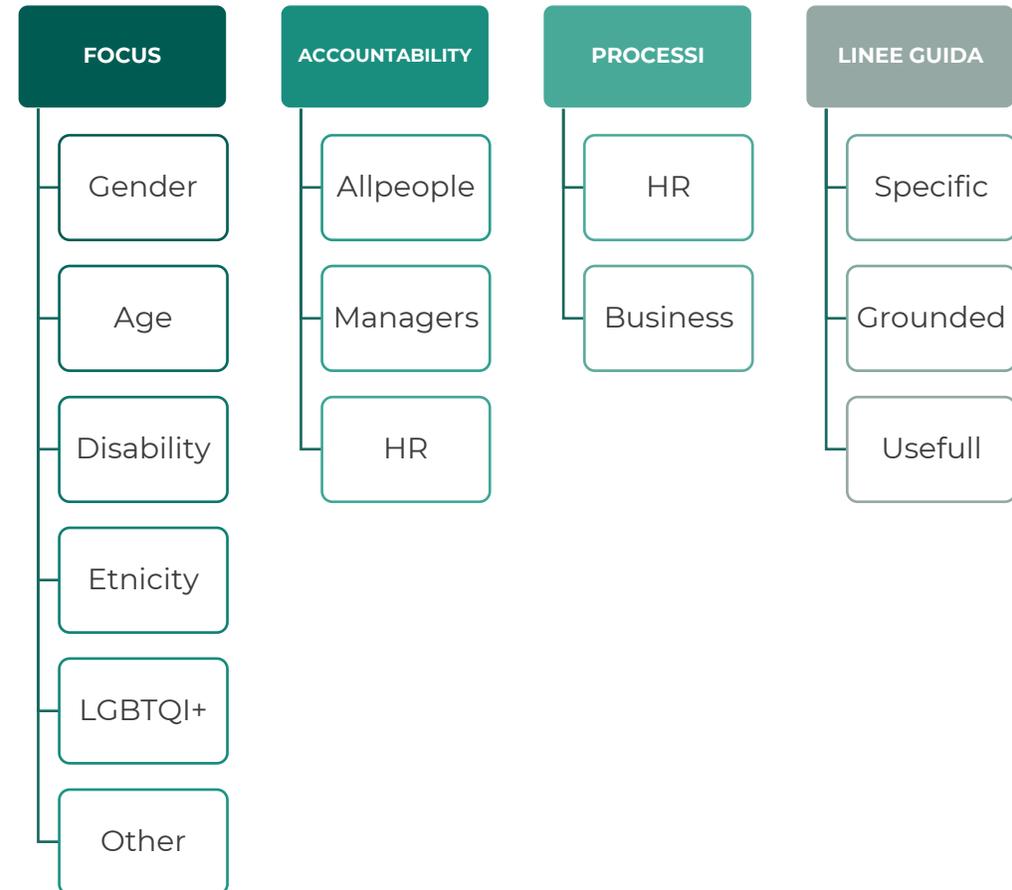
Policy & Guidelines

Make the approach to gender equality structural

SCOPE

Defining the principles and guidelines of FS Group in the field of Diversity, Equality & Inclusion, aimed at promoting integration and implementation of the culture of DEI in processes and daily activities.

POLICY IN MATERIA DI DIVERSITY, EQUALITY & INCLUSION DEL GRUPPO FS ITALIANE



Gender bias

- "You're a good driver to be a woman."
- "Wife, mother... and also an engineer."
- "It's not a job for women."
- "Either work or family" but also "Either you're beautiful or you're smart."
- "This behavior is not suitable for a woman."
- "Mrs. or Miss?"
- "Boys are better at sports."
- "It's not a game for girls! But also... It's not a game for boys."
- "It's not a job for women! But also... It's not a job for men."

Do they sound familiar to you?

Gender bias



Scan the QR Code and answer the following questions:

- Which of these sentences have ever been said to you?
- Which of these sentences have you ever said?

Gender bias

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

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



Women In Motion

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

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



Recruiting & onboarding for people with disabilities

WHAT WE USUALLY DO

- Compliance to the Italian Law
- Taylor made journey
- Focus on people specific needs
- Matching with company needs



BUT..

- What happen when **people already employed**, experience a **dramatic and sudden change**?
- What if **their disabilities not allowed them anymore** to fullfill their tasks and role?
- What can we do **when people hopes, dreams and expectations unfortunately fail**?

The contex: a person, his story, a new path

Paul is 53 years old.

He has worked for more than 20 years as a train driver

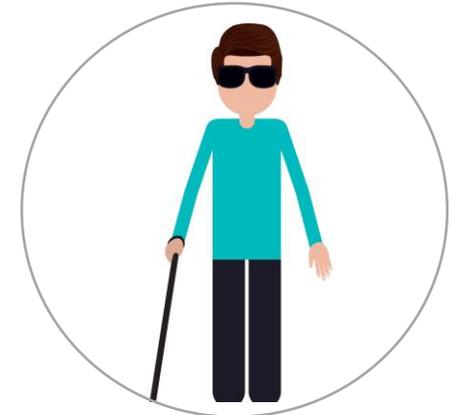
Paul has always identified with his role and his work was really appreciated by others

Suddently, he was diagnosed with a degenerative genetic disease that affects his vision that sadly progressively leads him to a severe visual impairment and in a very short time, to total blindness

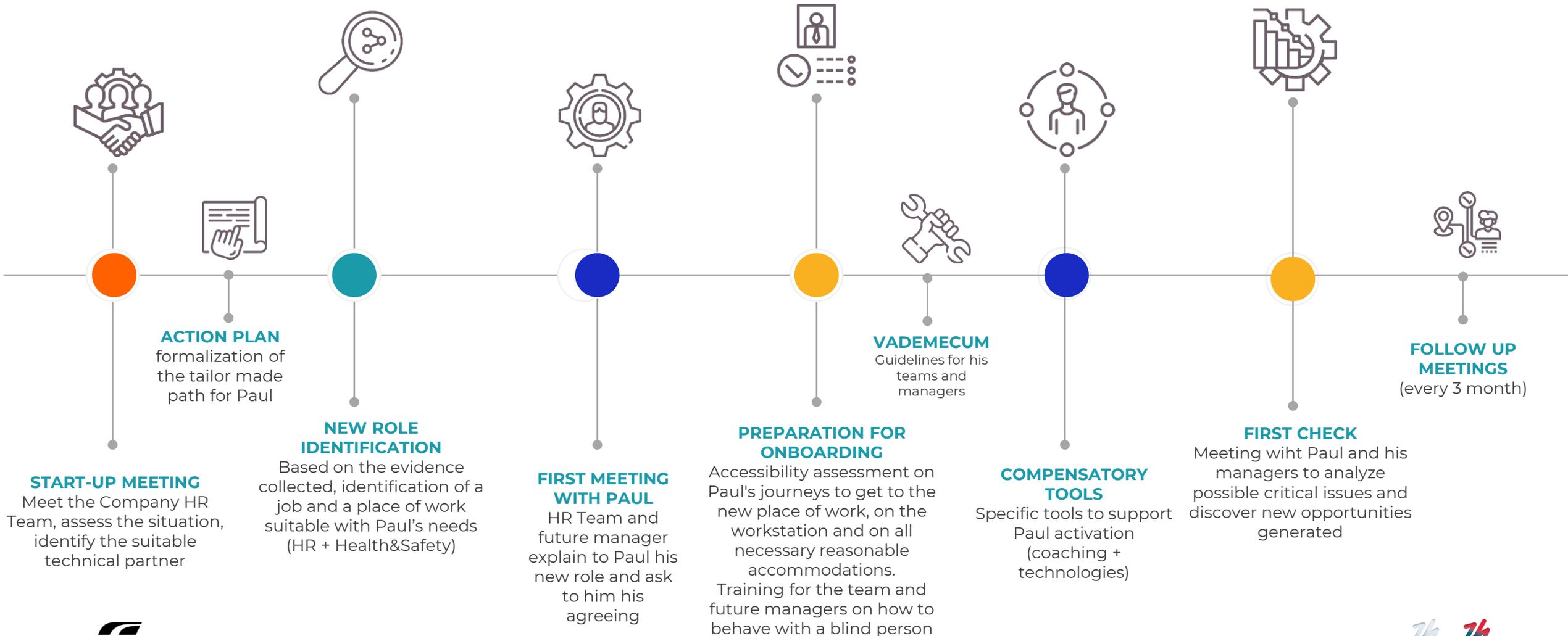
Not a train driver anymore, for months Paul was in denial of his new condition

He was relocated to a role, carried out purely remotely, which not fully valued his skills and experience

With is Company, we built a tailor-made path of re-onboarding, reintegration and support of the person to create a new professional identity.



Our path for and with Paul





Scan the QR Code and answer the following questions:

First question

Is it right to ask a person with disability, who you have just met, why they became disabled and what their disability is?

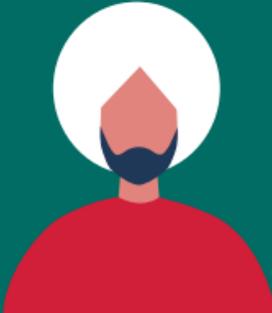
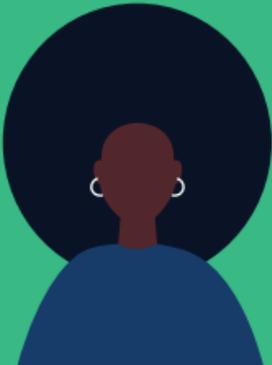
- ✓ Absolutely not, it's illegal
- ✓ Yes, we are colleagues anyway
- ✓ Yes, but I'm waiting to understand better

Second question

Is it right to say in every occasion to your colleague with disability that if he/she needs something "I'm here"?

- ✓ No, that wouldn't be right
- ✓ Yes, always
- ✓ It depends

Seven golden rules

	<p>Don't let the disability make you uncomfortable</p> <p>1</p>		<p>Be willing to listen</p> <p>2</p>	
<p>Always speak directly to the person with disability</p> <p>3</p>		<p>Give them time</p> <p>4</p>		<p>Pay attention to the words you use, to your gesture and facial expressions</p> <p>5</p>
	<p>Take into consideration different communication channels</p> <p>6</p>		<p>Put the person first and not their disability</p> <p>7</p>	



Gruppo FS

Q&A



Feel free to contact us



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Paolo Di Francesco
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Gruppo FS

Thanks!



Help us to take this work further!

TRAIN2B=QUAL

Join our group of supporters and benefit from future actions from UIC!



More information about Train2BEqual: <https://uic.org/projects/article/train-2b-equal>



Stay in touch with TRAIN 2B EQUAL project



UIC TRAIN 2B EQUAL Point of Contact
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