

Women in Rail

Joint Social Dialogue Seminar Combatting gender stereotypes in the world of work
27 October 2021

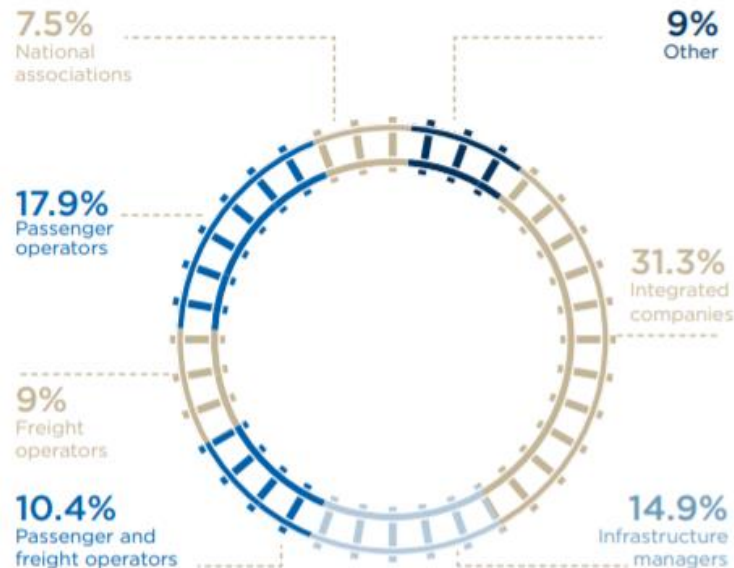


CER at a glance

● THE VOICE OF EUROPEAN RAILWAYS

Recognised as the voice of European railways for more than 30 years, CER's role is to represent the interests of its members by actively providing an input to EU policy, in particular to support an improved business and regulatory environment for European railway undertakings and infrastructure managers.

- Founded in **1988**
- Based in **Brussels**
- Staffed by ~ **20** employees of various nationalities



OUR MISSION

Represent the interests of our members on the EU policy-making scene to support an improved business and regulatory environment for European railway undertakings and railway infrastructure companies.

CER MEMBERSHIP

CER members and partners come from EU-27, the United Kingdom, Norway, Switzerland, EU candidate countries (Albania, the Republic of North Macedonia, Montenegro, Serbia), as well as Bosnia and Herzegovina. CER also has partners in Georgia, Israel, Japan, Moldova, and Ukraine.

Its diverse membership includes railway undertakings and their national associations, infrastructure companies, path allocating bodies and vehicle leasing companies, including long-established companies, new entrants, and both private and public-sector organisations.

CER is the European association that represents the entire railway system.

73%

of the European rail network length

76%

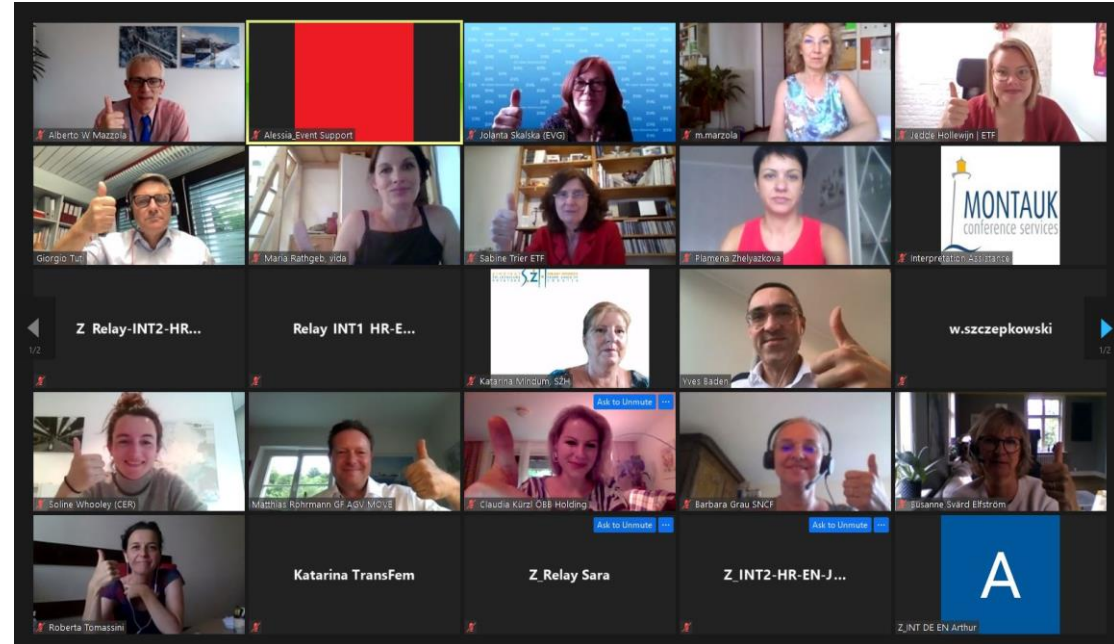
of the European rail freight business

92%

of rail passenger operations in Europe

WiR: provisional agreement reached

- After 3 years of negotiations, a provisional agreement was reached on 30 June
- Major success to have this during the European Year of Rail
- First autonomous agreement in the sector for over 15 years
- In the context of Article 155 of the TFEU this autonomous European framework agreement commits the members of CER and ETF to implement it in accordance with the procedures and practices specific to management and labour and the Member States and in the countries of the European Economic Area.



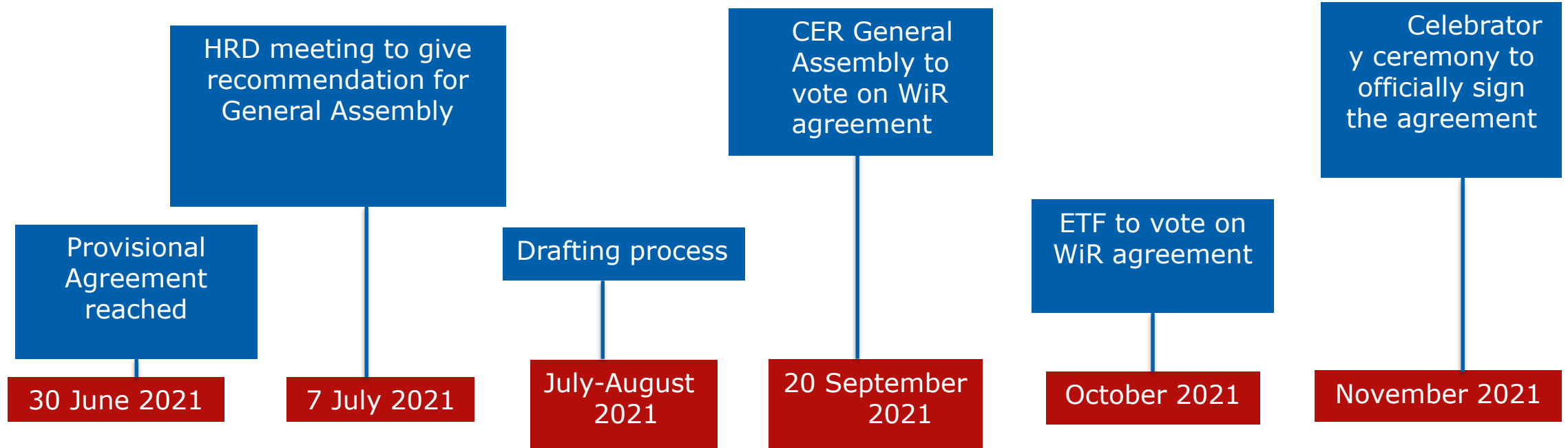
Structure of the provisional agreement

- Preamble
- **Framework agreement**
 - **Article 1: Aim of the agreement**
 - **Article 2: Scope**
 - **Article 3: Definitions**
 - **Article 4: Principles**
 - **Article 5: Gender equality and diversity policy (principles and measures)**
 - **Article 6: Principles on the development and implementation of the gender equality policy in the companies**
 - **Article 7: Reporting**
 - **Article 8: Reassessment of the policies in the companies**
 - **Article 9: Reassessment of the present agreement**
 - **Article 10: Implementation and follow-up**
- Annexes
 - Could & should for all policy areas
 - Definitions

Policy Areas

- **Policy Area 1:** Overall gender equality policy
- **Policy Area 2:** Targets for gender balanced representation
- **Policy Area 3:** Recruitment
- **Policy Area 4:** Reconciliation of working and private life
- **Policy Area 5:** Career development
- **Policy Area 6:** Equal pay and gender pay gap
- **Policy Area 7:** Occupational health and safety and work environment
- **Policy Area 8:** Preventing sexual harassment and sexism

Next steps



For further information:

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