



INTERNATIONAL UNION
OF RAILWAYS

UIC Railway Statistics

Women in the railway workforce

- ❑ Overview of UIC statistics platform and data collections
- ❑ Gender breakdown in railway workforce
- ❑ Rail Sustainability Index project: women level of responsibility and representativeness in governance bodies
- ❑ Download UIC data via Railisa web application

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□ Overview of UIC statistics platform and data collections

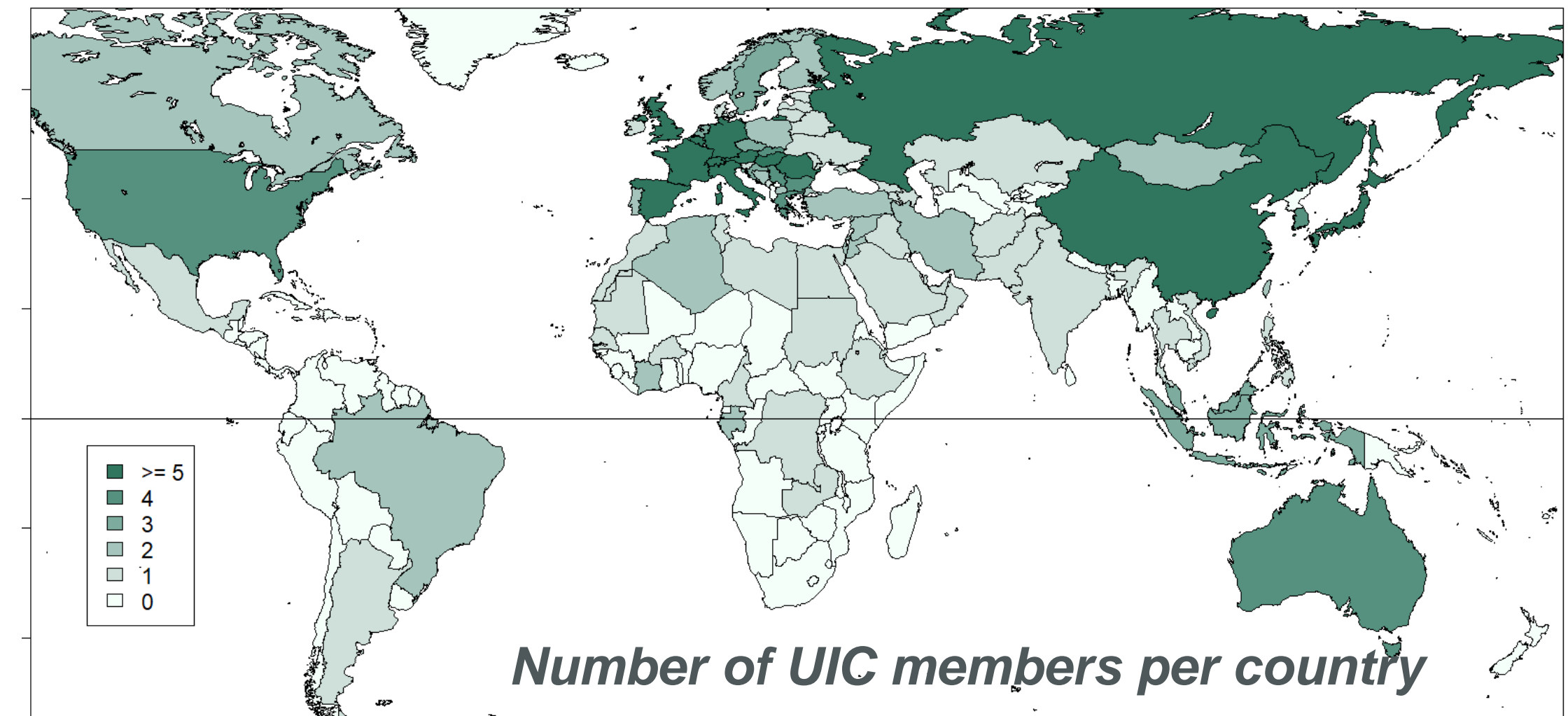
UIC counts ~200 members

140 railway companies

- Infrastructure managers
 - Passenger operators
 - Freight operators
- (others >>> research institutes...)

Statistics platform (chair SZCZ (CZ))

4 working groups



WG1

Harmonisation of statistics concepts

Leader: ADIF (ES)

WG2

Designing data collection, updating statistical variables

Leader: SBB (CH)

WG3

Indicators and benchmarking

Leader: SNCF (FR)

WG4

Conception of web application for data management, visualisation and statistical analysis (Railisa)

Leader: FSI (IT)

3 data collections per year

✓ **Monthly traffic performance :**
 Freight / Passenger (long distance, regional / local trips)

✓ **Key Performance Indicators**
 provisional data -main parameters

✓ **Annual data**
 >>> 34 tables → 410 variables
 Network – Transport stock – Traffic –
 Punctuality – Financial Results –
 Energy consumption– Accidents –
 High Speed – Staff (by gender)

Data type : Production
 Select year : 2020
 Select a company : ADIF
 Select a table : 32 - Staff. Structure per age and gender, movements

Step 1 : data entry

| | 2019 | 2020 | Calc | Comment | var_id | Visibility | Indicators financial | Indicators traffic, staff... |
|---|-------|-------|-------------------------------------|---------|--------|------------|----------------------|------------------------------|
| 32 - Staff. Structure per age and gender, movements | | | | | | | | |
| Real manpower at end of year | | | | | | | | |
| Total | | | | | | | | |
| Total | 12084 | 11661 | <input checked="" type="checkbox"/> | | 3204 | Public | | * |
| of which men | 10280 | 9867 | | | 3205 | Public | | |
| of which women | 1804 | 1794 | | | 3206 | Public | | * |
| < 30 years old | | | | | | | | |
| Total | 257 | 301 | <input checked="" type="checkbox"/> | | 3207 | Public | | * |
| of which men | 197 | 244 | | | 3208 | Public | | |
| of which women | 60 | 57 | | | 3209 | Public | | |
| 30 - 39 years old | | | | | | | | |

Gender breakdown in railway workforce

Data provided by railway companies:

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

- ✓ Staff seniority by gender **since 2007**

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

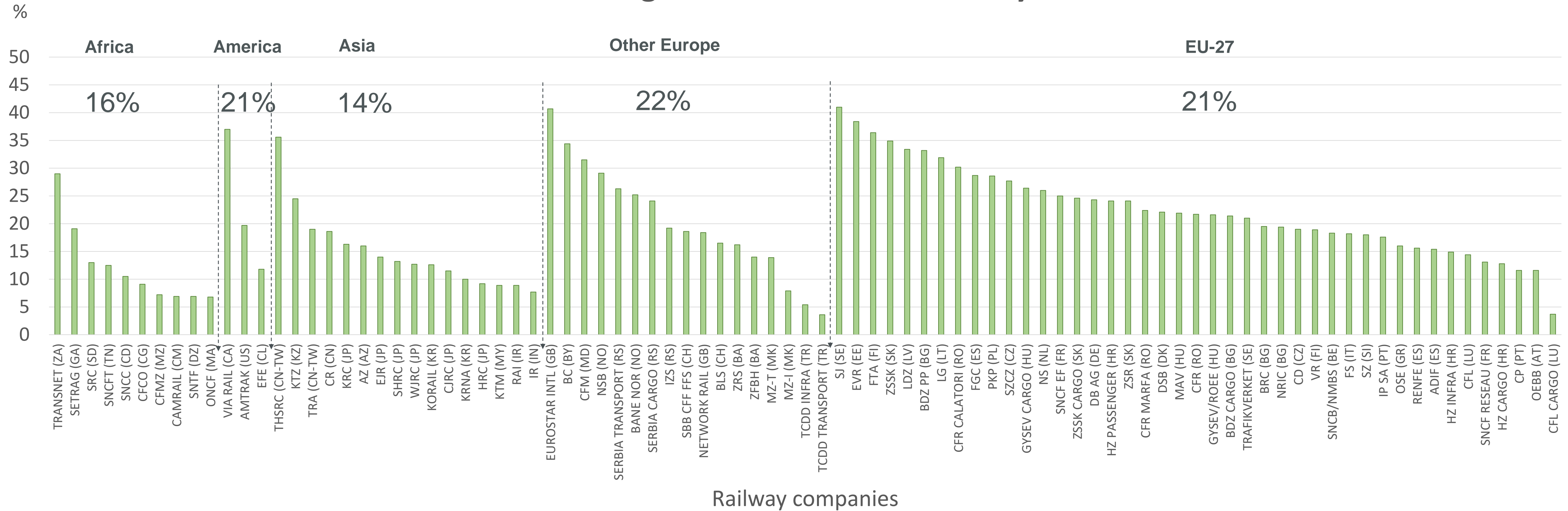
Home International Railway Statistics data collection tool

Data type : Production
 Select year : 2020
 Select a company : ADIF
 Select a table : 35 - Staff seniority

Step 1 : data entry

| | 2019 | 2020 | Calc | Comment | var_id | Visibility | Indicators financial | Indicators traffic, staff... |
|--------------------------------------|------|------|-------------------------------------|---------|--------|------------|----------------------|------------------------------|
| 35 - Staff seniority | | | | | | | | |
| Real manpower at end of year | | | | | | | | |
| Number of years spent in the company | | | | | | | | |
| less than 5 years [0-4] | | | | | | | | |
| Total | 1052 | 1302 | <input checked="" type="checkbox"/> | | 3503 | Public | | |
| Men | 784 | 996 | | | 3504 | Public | | |
| Women | 268 | 306 | | | 3505 | Public | | |
| from 5 to 9 years [5-9] | | | | | | | | |
| Total | 873 | 41 | <input checked="" type="checkbox"/> | | 3506 | Public | | |
| Men | 624 | 33 | | | 3507 | Public | | |
| Women | 249 | 8 | | | 3508 | Public | | |
| from 10 to 19 years [10-19] | | | | | | | | |
| Total | 930 | 1697 | <input checked="" type="checkbox"/> | | 3509 | Public | | |
| Men | 638 | 1179 | | | 3510 | Public | | |

Percentage of women in the railway workforce



Total : 5 200 00 employees
16% of women
 weak increase in the share of women since 2005

❑ Rail Sustainability Index project

Based on UN SDGs

SDG 5: gender equality



Women level of responsibility and representativeness in governance bodies

Data collection ongoing - UIC members

Questionnaire for years 2019, 2020 and 2021:

- 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 | | | | | 2019 | 2020 | 2021 | | | |
|--|--|--|--|-----|---|----------------|---------------|------|------|------|
| 5.1.1 Non-discrimination framework/code | | | | | unit | Type | Applicability | 2019 | 2020 | 2021 |
| 5.1.1.1 | Do you have a non-discrimination framework in place? | | | | Qualitative : Yes / No | All activities | | | | |
| 5.1.1.2 | Do you monitor the effectiveness of that code? | | | | Qualitative : Yes / No | All activities | | | | |
| 5.1.1.3 | Could you please describe the main principles? | | | | Qualitative : Text Field | All activities | | | | |
| Guidance | | | | | Whether or not frameworks or codes are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex | | | | | |
| 5.1.2 Women by level of responsibility | | | | | unit | Type | Applicability | 2019 | 2020 | 2021 |
| 5.1.2.2 | Manager women | | | no. | Quantitative value | All activities | | | | |
| 5.1.2.3 | Manager men | | | no. | Quantitative value | All activities | | | | |
| 5.1.2.7 | Total of women in the workforce | | | no. | Quantitative value | All activities | | | | |
| 5.1.2.8 | Total of men in the workforce | | | no. | Quantitative value | All activities | | | | |
| Guidance | | | | | Percentage of women by level of responsibility within the company (employees, masters, executives and directors). If you have a different employee classification, please specify it in the field "note". The aim of this KPI is to report on women in the top-management category (gender equality). If your data refer to an annual average, please specify in the field comments/note. | | | | | |
| 5.1.3 Governance bodies | | | | | unit | Type | Applicability | 2019 | 2020 | 2021 |
| 5.1.3.2 | Board of Directors - total number women | | | no. | Quantitative value | All activities | | | | |
| 5.1.3.3 | Board of Directors - total number men | | | no. | Quantitative value | All activities | | | | |
| Guidance | | | | | Percentage of individuals within the organization's governance bodies in each of the following diversity categories: | | | | | |

Download UIC data via Railisa web application

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



Select | Visualize | Download

PERIOD FROM: 2018

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 2021), AR - ADIFSE (2013 to 2019), AR - ALL (2006 to 2006), AR - FEPSA (2006 to 2006), AR - FSR (1995 to 2005), AR - NCA (1995 to 2003), AM - ARM (1995 to 2006), AM - SCR (2008 to 2020), AU - PTA (2017 to 2020)



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 | 2018 | 725 | Public 1 | No-Emp |
| 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 | 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 | GA | Gabon | SETRAG | 2019 | 190 | Public 1 | No-Emp |
| 3206 : Staff structure per age and gender - Total Women | AFRICA | GA | Gabon | SETRAG | 2020 | 223 | Public 1 | No-Emp |

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Thanks for your attention!