



INTERNATIONAL UNION
OF RAILWAYS

WOMEN IN RAIL IN AFRICA PATHWAYS TO PROGRESS AND OVERCOMING CHALLENGES

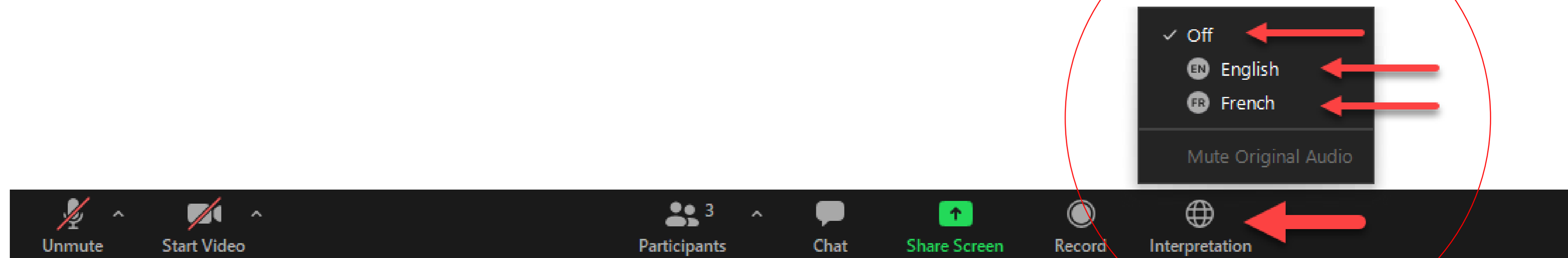
19 JULY 2024

How to choose your meeting language with Zoom

Click on the language button located at the bottom right of your screen and select the language you want to listen to during the meeting.

If you wish to take the floor, please click on “off”.

You can mute the main language (Mute Original Audio) to listen only to your preferred choice



Recommendations for video conferences with interpretation

- Use a stable **wired** internet connection
- Wear a headset
- Turn on the camera when speaking



As usual, this meeting will be recorded
for the purpose of minuting

REC 



INTERNATIONAL UNION
OF RAILWAYS

WELCOME & INTRODUCTION

Agenda

1

Welcome and Introduction

- Mohamed Rabie Khlie, Chairman of Africa Regional Assembly
- François Davenne, UIC Director General

2

Session 1: International overview - Gender Equality in Transport

- ITF: Gender Analysis Toolkit for Transport Policies: Magdalena Olczak-Rancitelli, Manager Institutional Relations and Summit, Focal Point on Gender, International Transport Forum/OECD
- UIC: TRAIN-2B-EQUAL, Change making for gender equality in rail, Joo HA, UIC Sustainability Strategy & International Partnerships Senior Advisor

3

Session 2: UIC members – Initiatives and best practices + open discussion

- FS: Gender Equality at FS Italiane, Mattia D'Adda, Ferrovie dello Stato Italiane S.p.A. Human Resources, Organization & People Development, People Care
- ONCF
- EDR
- UIC Africa Regional Office

4

Closing Remarks

Welcome remarks



Mohamed Rabie Khlie

Chairman of Africa Regional Assembly, Vice-Chair of UIC and CEO of ONCF



Mohamed Rabie Khlie

MESSAGE FROM MISTER
CHAIRMAN OF THE UIC-AFRICA REGION
AND VICE-CHAIRMAN OF THE UIC

Thursdays of African Rail :

Anchoring of a platform for joint reflection ...



The COVID 19 era



Digitalization



Partnership models



Freight and logistics



Standardization



Railway training



Sustainable development



Station designs

14

E-conferences

106

Experts

48

Topics

2400

Participants

30

Countries

94%

Satisfaction

Men-Women equality: more than just a goal :

Accelerating SD and progress ...



- 5


Ensuring equal access for women to employment and management positions
- 8


Promoting inclusive and sustainable economic growth, employment and decent work for all
- 10


Empowering and promoting social, economic and political inclusion for all



54%
of countries lack gender equality legislation



64,5%
positions held by men (local authorities)



71,8%
Management positions held by men



An Africa whose development is based on the potential of its people, particularly women...




38,6%
unemployed women (9.4% for men)



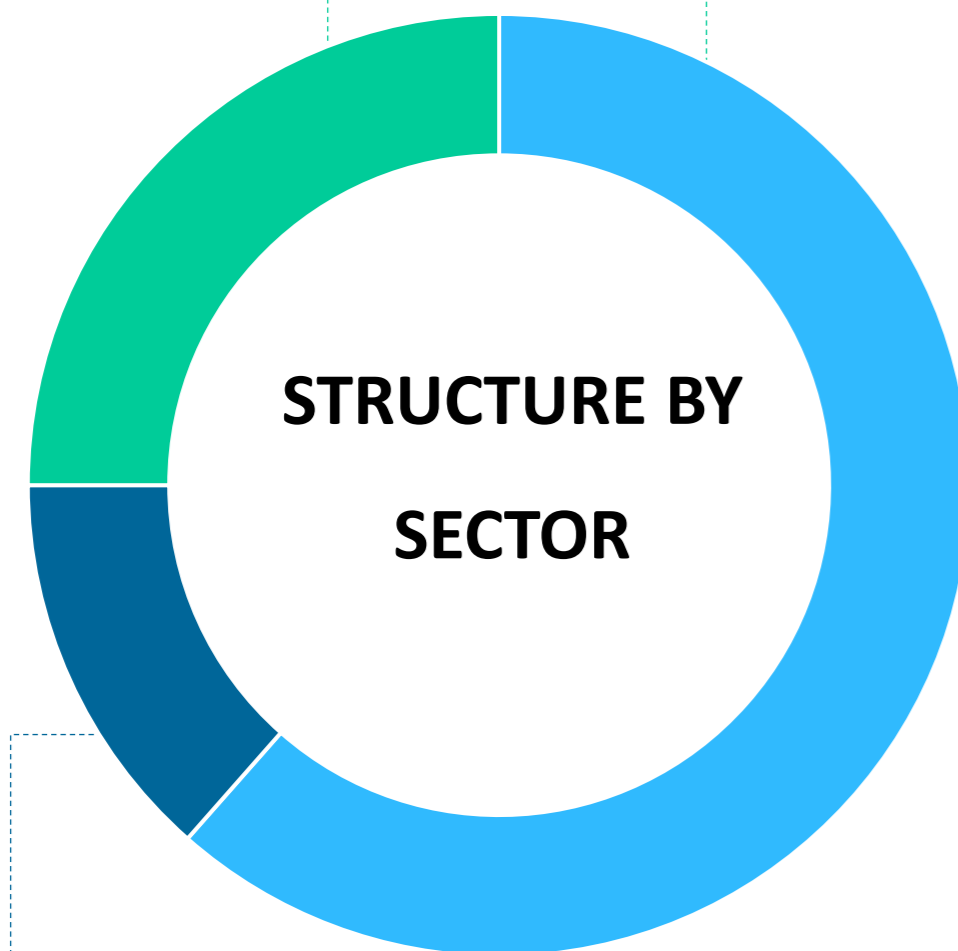
360 billion \$
per year, for 5th SDG recovery plan


The transport sector:

The disparity between men and women, a deep-rooted reality...

 **AGRICULTURE**
25%

SERVICES
61,5% 



INDUSTRY
13,5% 

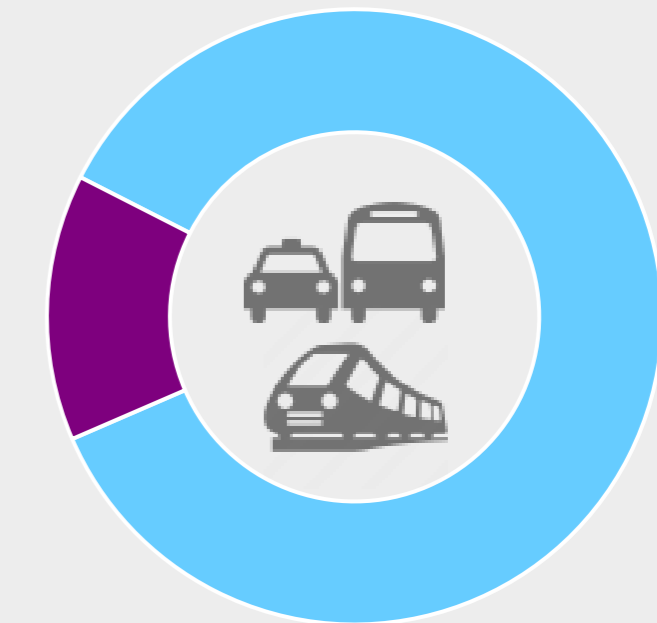
TRANSPORT
22%



Land transport



14%



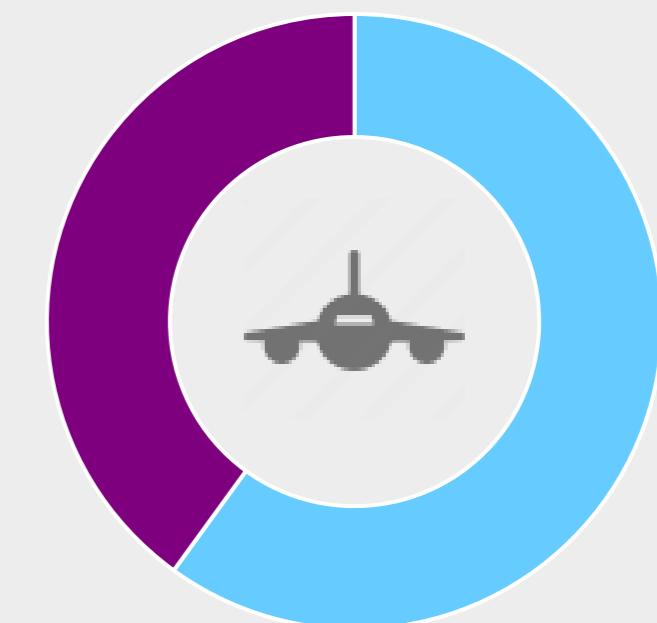
86%



Air transport



40%



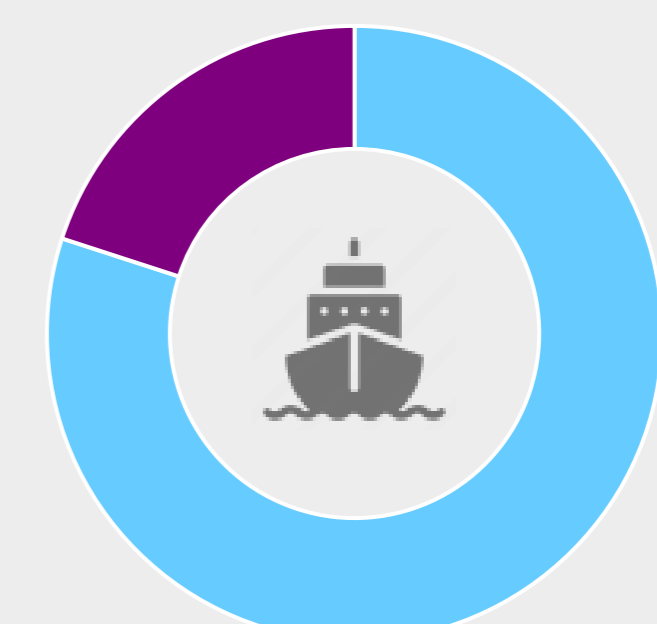
60%



Maritime transport



20%

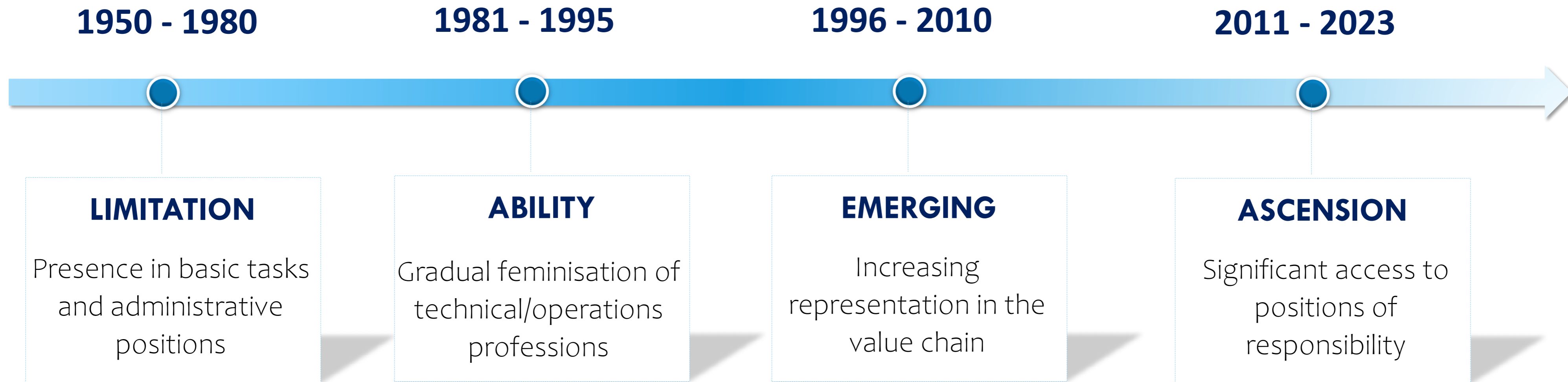


80%

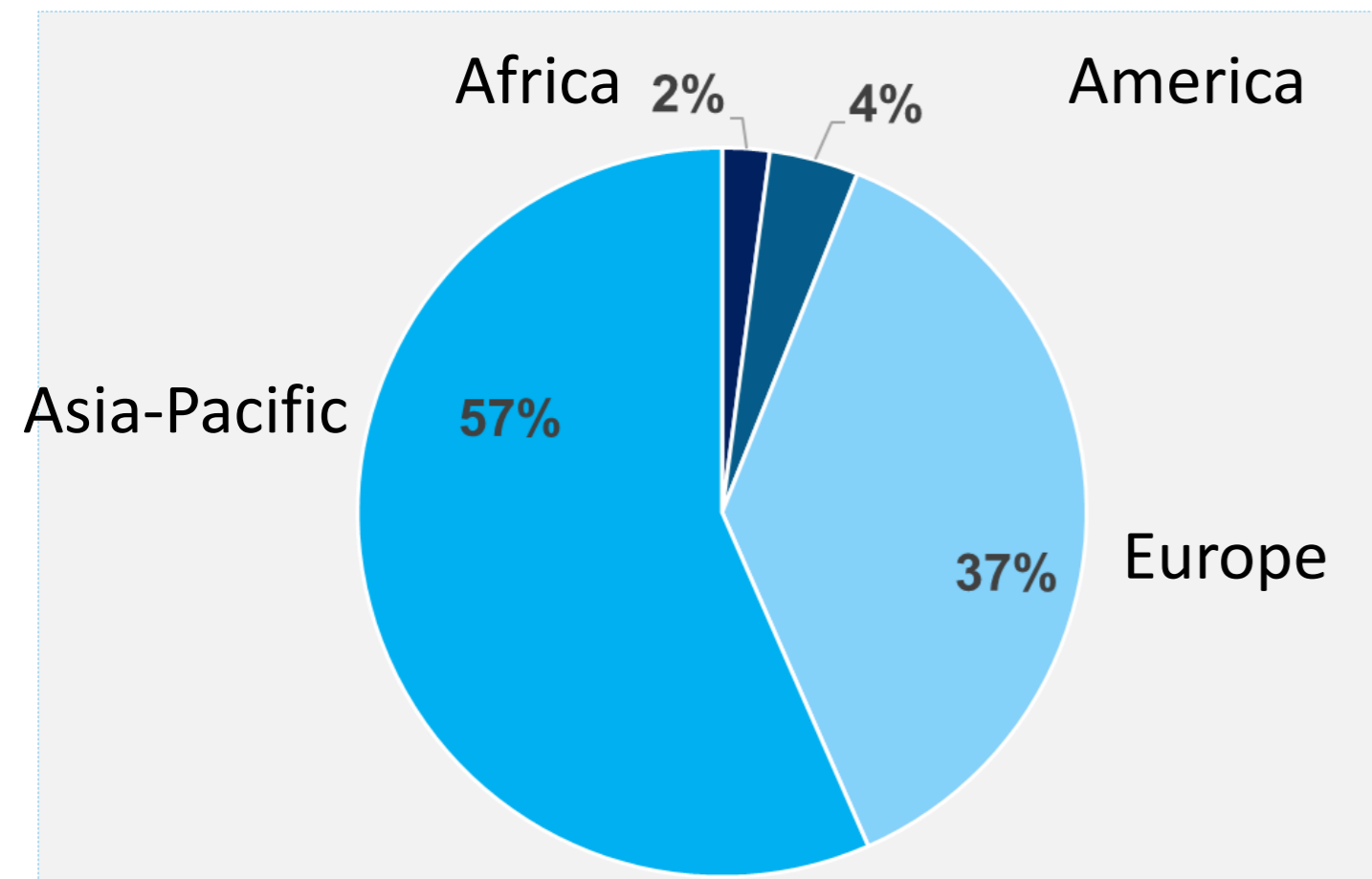


World Railway and the inclusion of women:

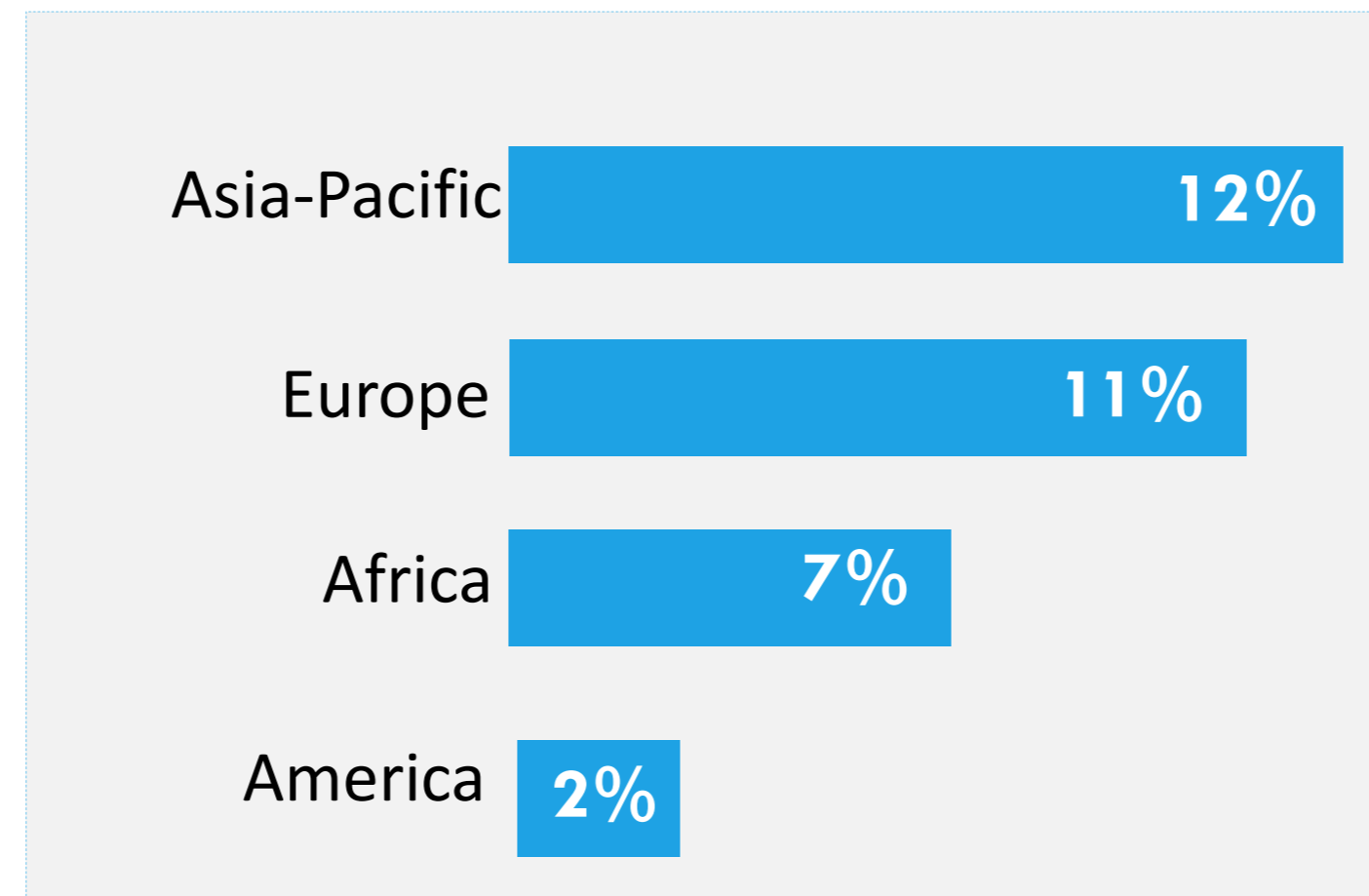
Increasingly multidisciplinary and decisive representation ...



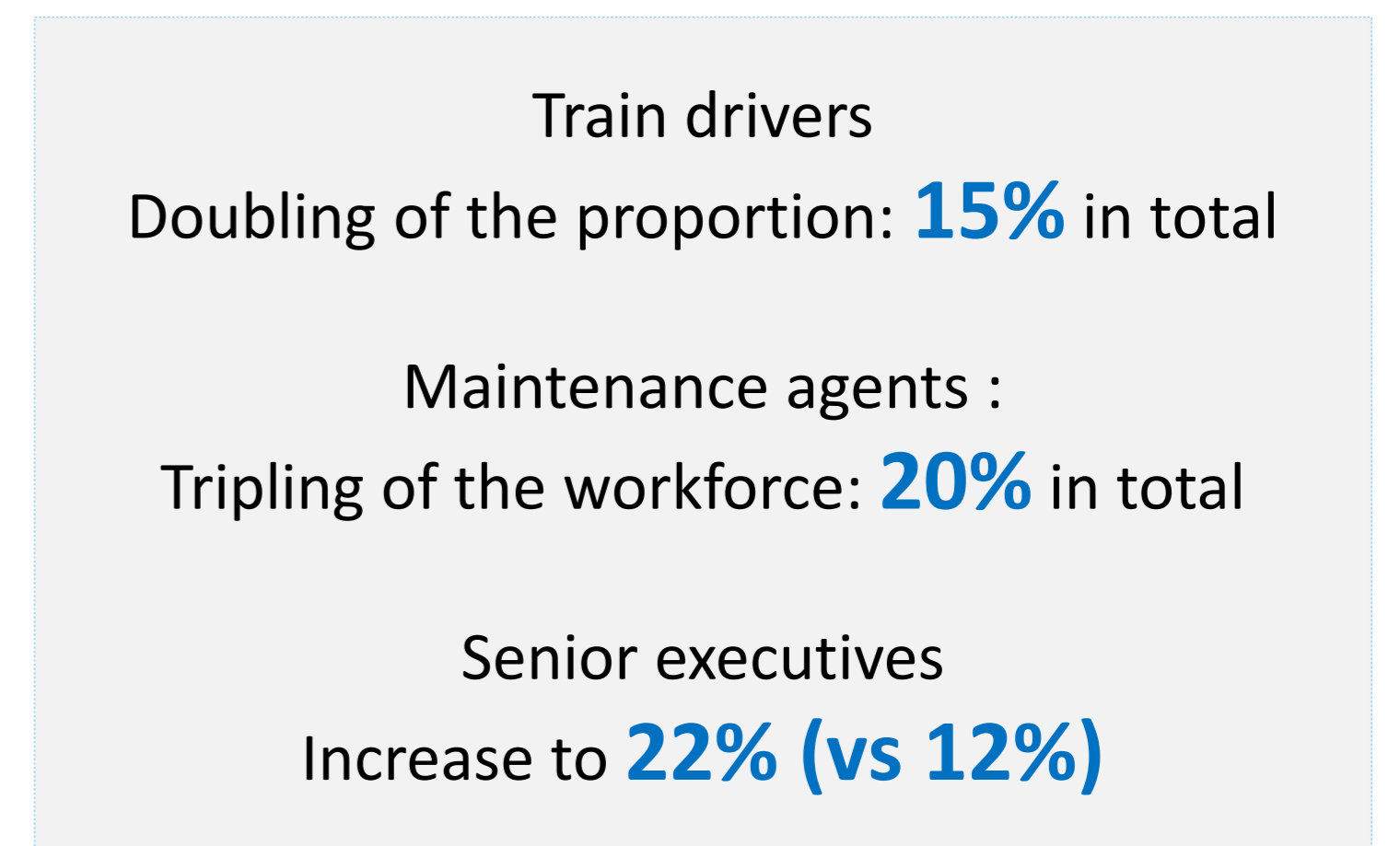
+ 5.5 M railway workers worldwide



An average female workforce of 8%.

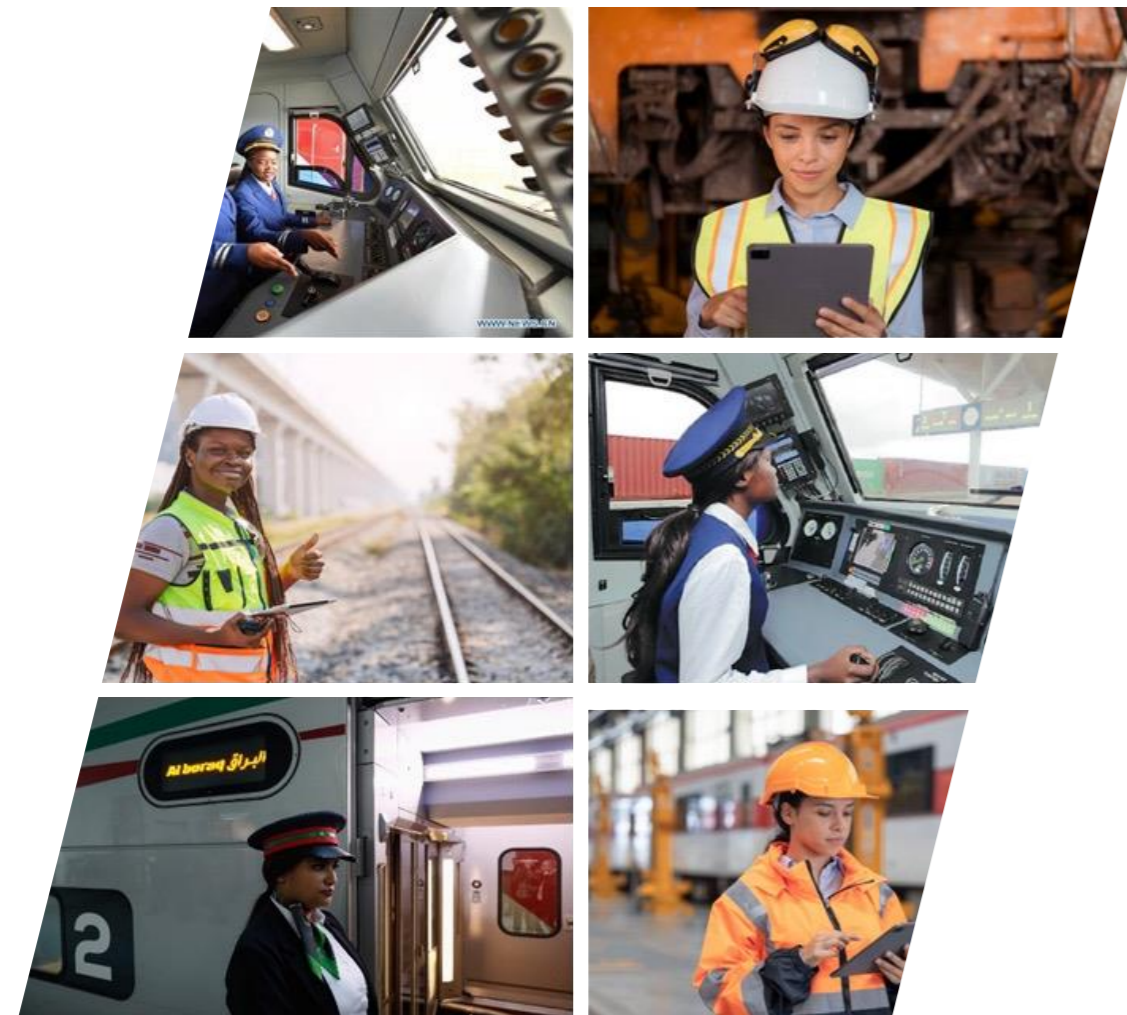


Representation in certain professions (2010 – 2022)

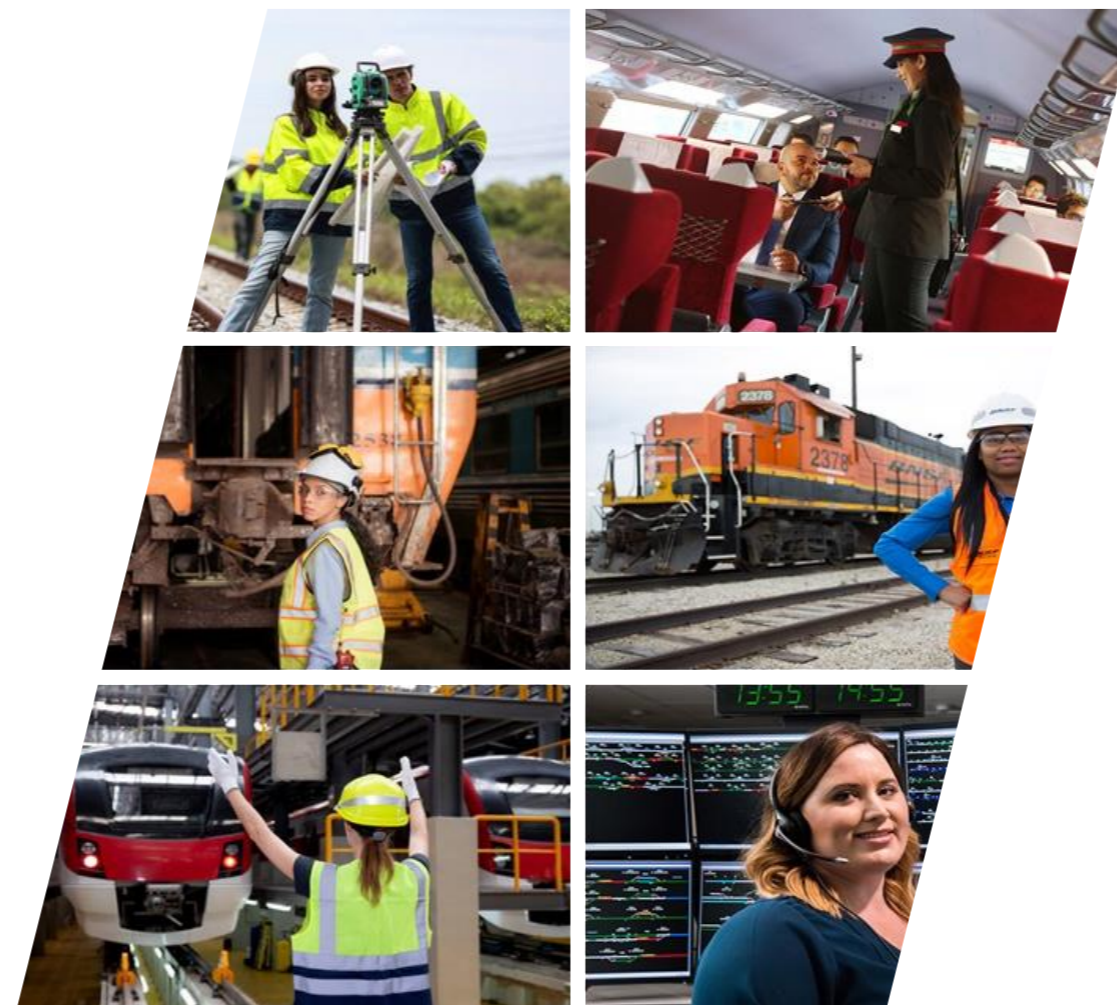


Railway in Africa and the inclusion of women:

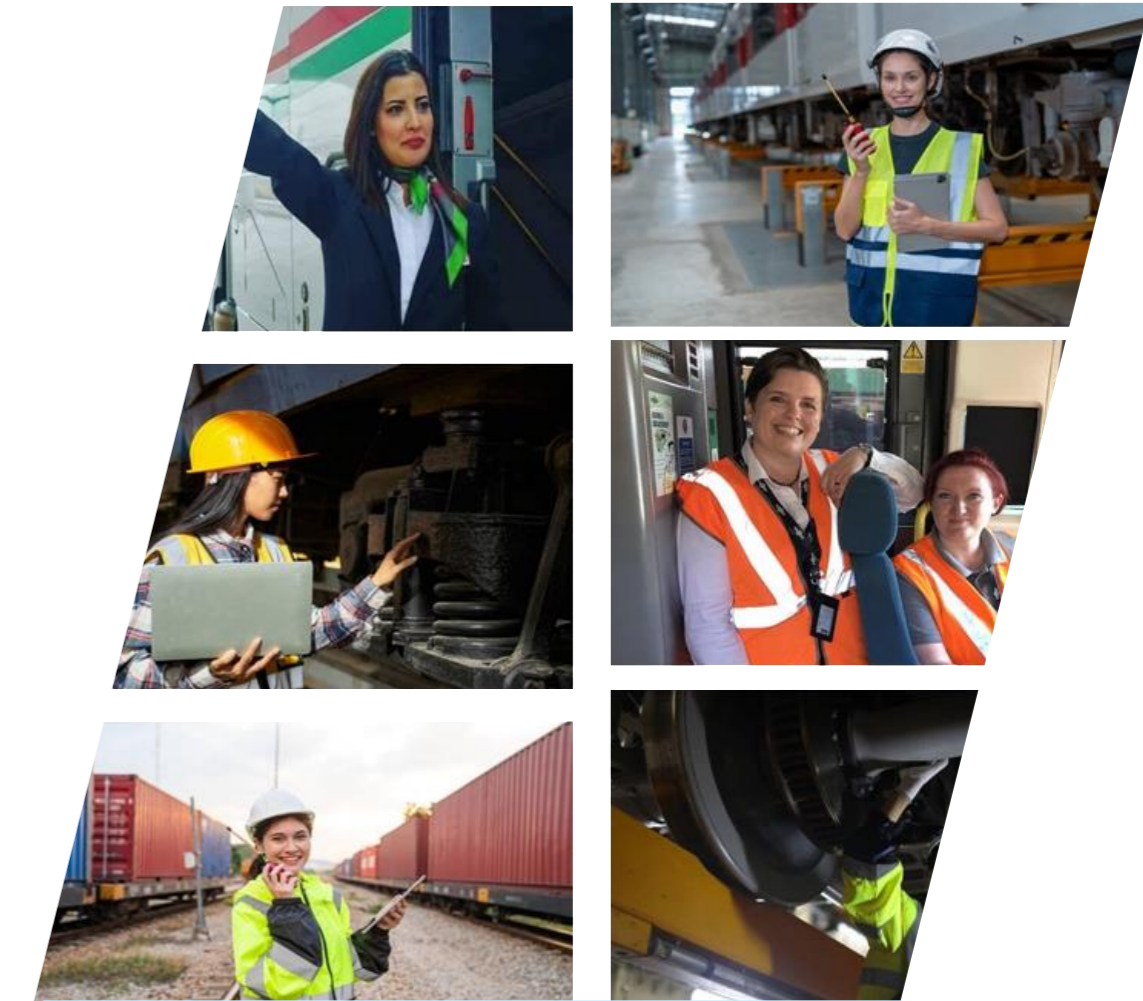
Moving towards a viable and transformational representation...



Capitalising on women's distinctive assets and qualities



Prerequisites to be established or reinforced by stakeholders



Strategic levers to be activated by the railway networks



**LES JEUDIS
DU RAIL
AFRICAIN**

THANK YOU FOR YOUR KIND ATTENTION

Welcome remarks



Francois Davenne
Director General of UIC

Session 1: International overview - Gender Equality in Transport



**Magdalena
Olczak-Rancitelli**

Public Policy/ Gender
and Inclusion/
Sustainability

International Transport
Forum (ITF – OECD)



Joo Hyun Ha

Sustainability Strategy &
International Partnerships
Senior Advisor

International Union of
Railways (UIC)

ITF Gender Analysis Toolkit for Transport Policies

UIC Webinar: Women in Rail in Africa

10 July 2024

International Transport Forum (ITF)

Intergovernmental Organisation

- 69 member countries on five continents
- Administratively integrated with OECD
- An interactive forum for all stakeholders

A Think Tank

- Policy-relevant research and analysis
- Modelling, data and statistics
- Best practices

The Annual Summit

- The world's largest gathering of transport ministers
- The premier global transport policy event



ITF Five Priorities Themes:

Gender in Universal Access and Inclusion, and as a Cross-Cutting Issue



Why do gender and diversity matter for transport policy?

Women in Accra, Ghana, take 75% of trips related to dropping off or picking up children at school

(Accessibility and Sustainable Mobility in Accra and Kumasi, Ghana, OECD/ITF, forthcoming 2024)

Do transport systems magnify or reduce inequalities in our communities?

- Transport policies do not generate the same outcomes for individuals
 - Various socio-demographic factors and differences in individual travel preferences and constraints influence travel behaviour
 - Transport workforce is highly gendered due to issues cutting across socio-economic factors, education and labour laws, etc.
-

What can policymakers do?



- A better understanding of the factors that influence individual travel behaviour can provide insights into existing travel patterns and improve transport policy
- Focusing on spatial accessibility, universal access and equity can improve the user experience of transport systems
- Implementing a collaborative multi-stakeholder approach can address working conditions and gender norms and stereotypes, which cut across different sectors

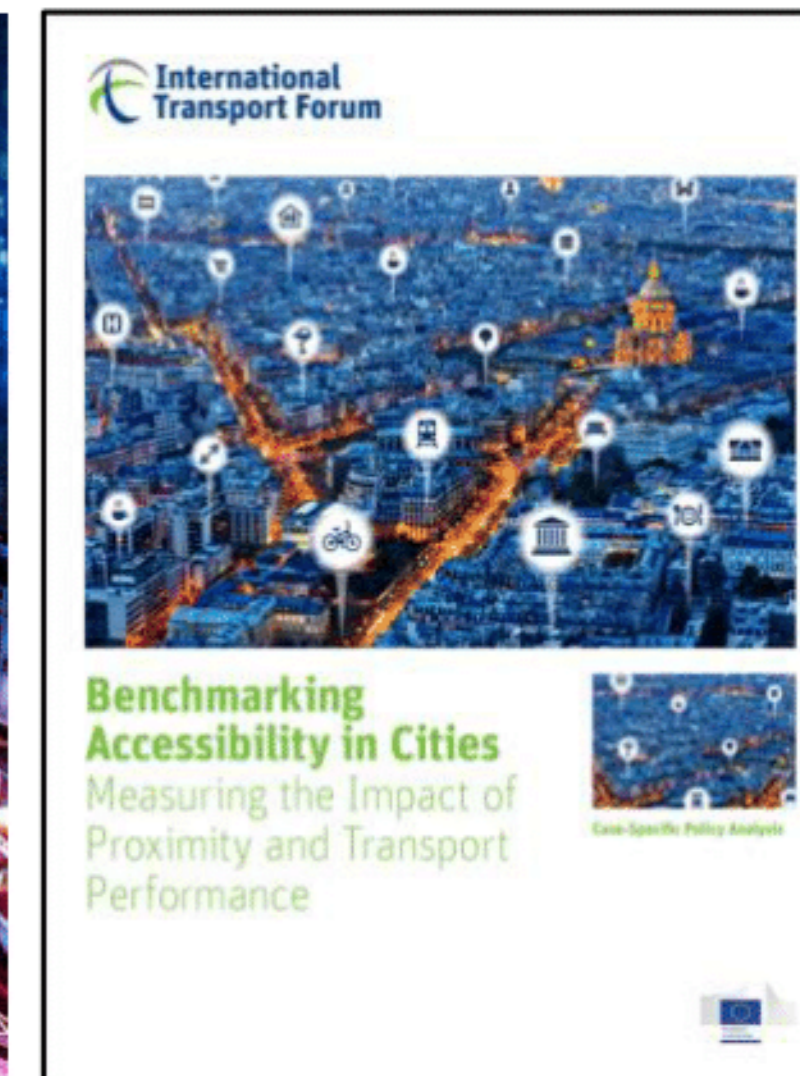
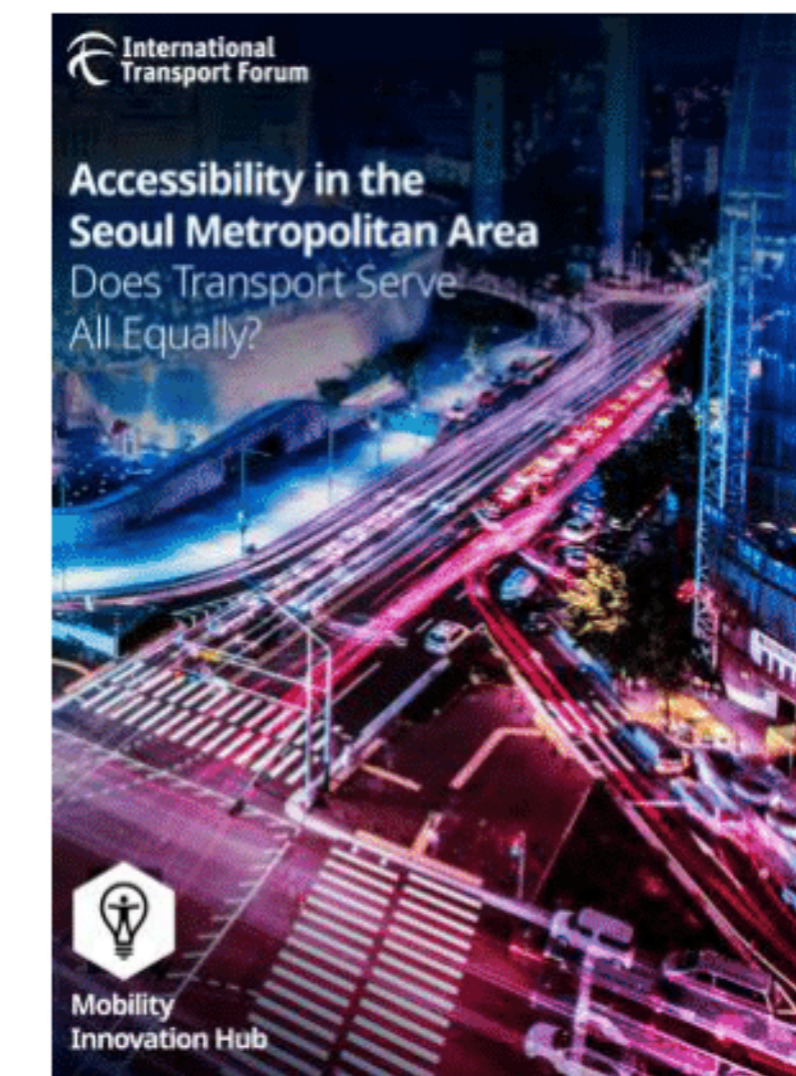
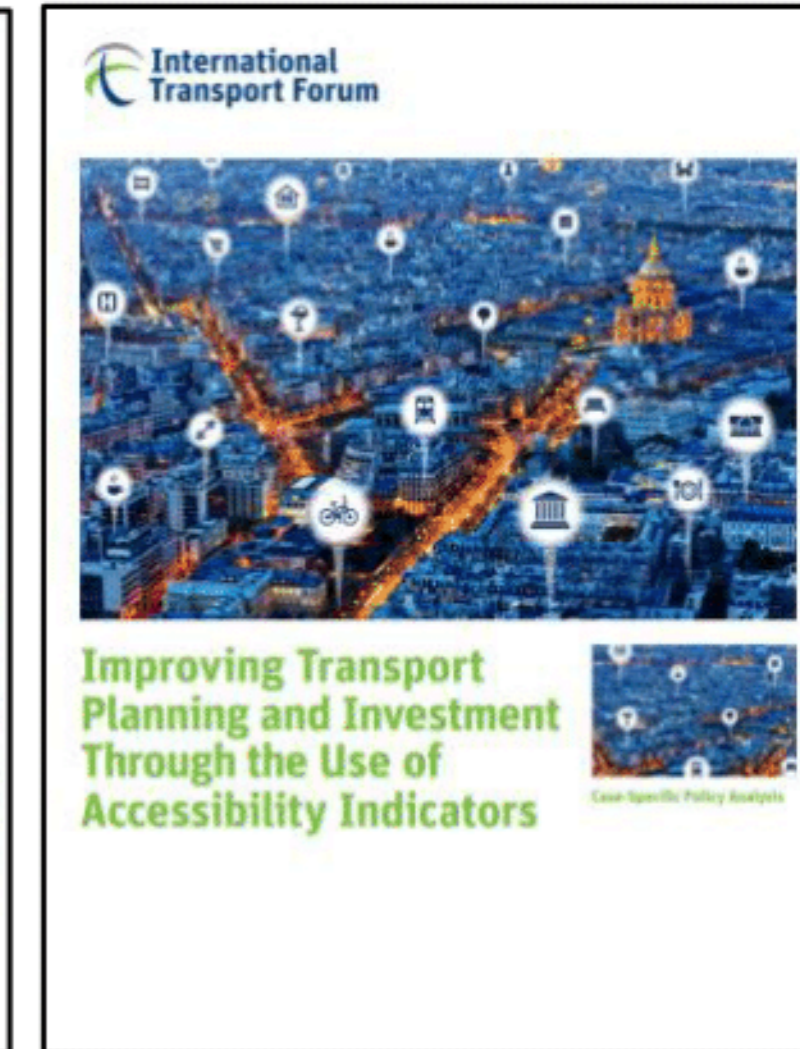
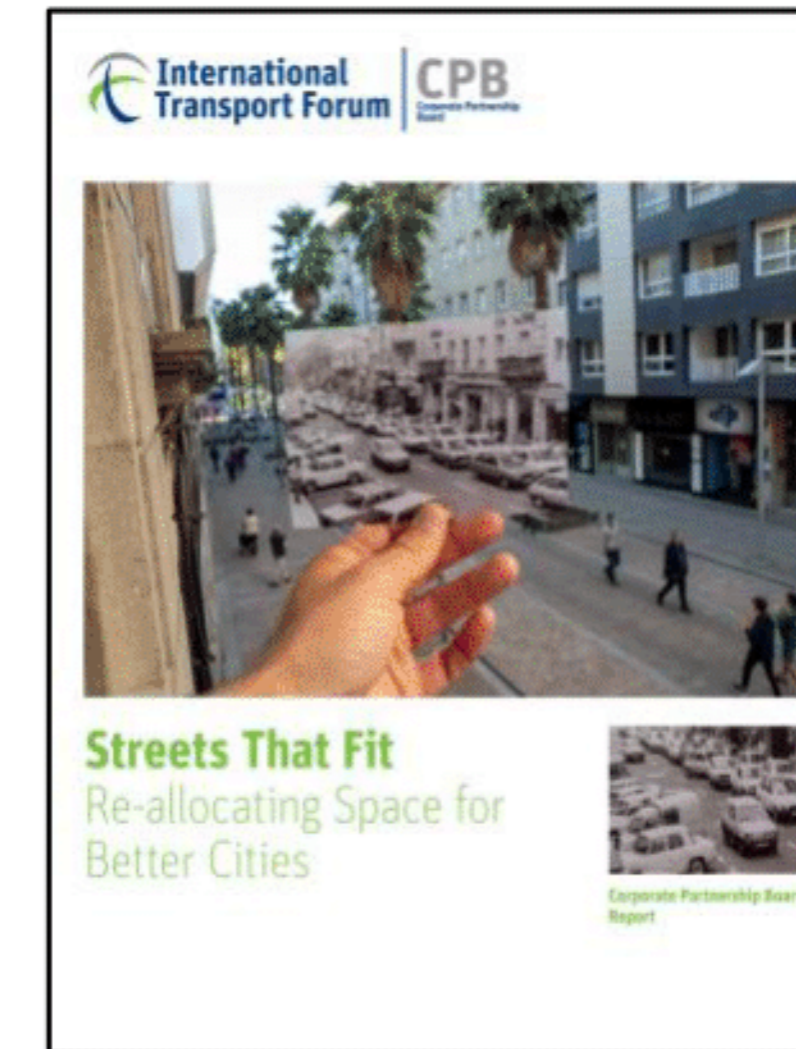
ITF Work on Gender Equality

- **Understanding Urban Travel Behaviour by Gender for Efficient and Equitable Transport Policies (2018)**
- **The Gender Dimension of the Transport Workforce (2020)**
- **Gender Equality and the Role of Women in Transport and Climate Change Action (2022)**
- **ITF Compendium on Gender and Transport (safety and security, connectivity, innovation)**
- **On-going policy dialogue involving Member countries, Corporate Partnership Board, international organisations: ITF Summit, Annual Consultations on Gender**



Accessibility and Equity

- Improving Transport Planning and Investment Through the Use of Accessibility Indicators (2019)
 - Accessibility Assessment of the Seoul Capital Area Through an Equity Lens (2023)
 - Accessibility and Sustainable Mobility in Accra and Kumasi, Ghana, OECD/ ITF (forthcoming 2024)
- Streets That Fit: Re-allocating Space for Better Cities (2022)
- Benchmarking Accessibility in Cities (2019)
Visualisation Tool: www.itf-oecd.org/urban-access-framework



ITF Gender Analysis Toolkit for Transport Policies



Gender Toolkit

- **The ITF Gender Toolkit is a simple and comprehensive set of tools to conduct gender analysis.**
- **It brings a gender perspective into transport policies and projects designed or implemented by governments, international organisations and businesses.**
- **An on-line tool designed to be regularly updated.**

Gender analysis is the first step towards gender equality:

- **A systematic analytical process used to identify, understand, and describe gender differences and the relevance of gender within a specific context.**
- **Analysis of the different impact of the same policies on women and men, requires to collect gender-disaggregated or gender-sensitive data.**
- **Better understanding of the effectiveness of transport policies and how their impact could vary by gender.**

ITF Gender Analysis Toolkit for Transport



The **ITF Gender Analysis Toolkit for Transport Policies** offers a hands-on, easy-to-use method for incorporating a gender-inclusive perspective into transport projects, plans and policies. It offers governments, international organisations, contractors and all those who design, manage, implement or evaluate transport projects with three uncomplicated tools for carrying out their own gender analyses.

The **Gender Checklist** makes it easy to assess how gender-inclusive a project is and creates transparency by providing a simple Gender Equality Score as a benchmark.

The **Gender Indicators** help project leads and policy makers to select the metrics most suited to measure gender equality in their project and to identify relevant data.

The **Gender Questionnaire** offers a ready-made template to design surveys and data collection processes. Together, the three tools in the ITF Gender Analysis Toolkit for Transport offer practitioners a simple yet comprehensive set of tools to advance gender-neutrality in transport.



The Gender Checklist

Does your transport project or policy reflect the perspectives of different genders? Answer 12 questions for a gender score.

Download the gender checklist as a pdf



The Gender Indicators

Do you want to measure how gender-balanced your transport policy or project is? Pick the indicators that are most relevant for your work.

Download the Gender Indicators as a pdf



The Gender Questionnaire

You need to find out what transport-related gender data exist and which policies are in place? Use this survey template.

Download the Gender Questionnaire as a pdf

www.itf-oecd.org/gender-toolkit



Gender Checklist

- **Guides transport policy makers through gender considerations in a transport policy or project lifecycle.**
- **12 self-assessment questions reflect various stages of a transport policy or project timeline (analysis, data collection, stakeholder participation, budget, implementation, monitoring, evaluation).**
- **A gender equality score based on the gender inclusiveness of your policy or project.**



Gender Indicators

- **27 metrics to benchmark gender equality in transport.**
- **The list serves as a reference for applying gender analysis to transport policies or projects.**
- **You may create your own list of indicators by selecting the indicators most relevant to your policy or project.**

Indicators

- *Passenger transport*
- *Access to vehicles*
- *Transport costs*
- *Road safety*
- *Gender-based violence*
- *Transport and land-use planning*
- *Accessibility*
- *Transport Labour*
- *Education and training*



Gender Questionnaire

- A template for surveys on gender policies and gender data in transport.
- The questionnaire template is as an assessment tool for ministries of transport and other transport stakeholders to better understand their current level of gender equality.
- It simplifies stocktaking of existing policy initiatives, data gathering practices and policy tools used to integrate a gender perspective into transport projects and policies.

Implementing the Toolkit to ITF (pilot) projects

- **Vision-led transport planning**
- **Transport network resilience to critical events**
- **Impacts of AI on skills required in the transport sector**
- **Investigating the role of informal transport**
- **Improving accessibility for people with disabilities**

Thank you!

Magdalena.OLCZAK@itf-oecd.org

www.itf-oecd.org/itf-work-gender-transport



INTERNATIONAL UNION
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UIC Gender Equality

Joo Hyun Ha

Senior Advisor for Sustainability Strategy and International Partnerships

Webinar: Women in Rail in Africa, July 11, 2024

1 Data collection

Statistics platform

Data provided by railway companies:

Infrastructure managers, passenger and freight operators

Heavy rail only (light rail, i.e. tram and metro, excluded)

Questionnaires on staff:

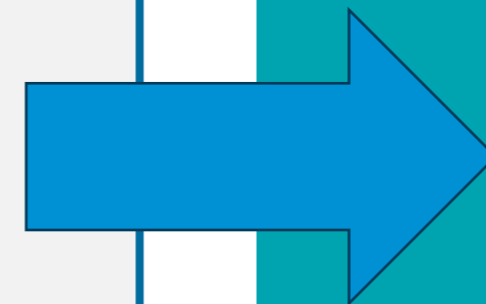
- **Total number of employees by gender and by age range** since 2005

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



Web application for data collection

<https://stats.uic.org/login.aspx>

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

Step 1 : data entry

	2021	2022	Calc	Comment	var_id	Visibility	Fin Inc
32 - Staff: Structure per age and gender, movements							
Real manpower at end of year							
Total							
Total	336990	336884	<input type="checkbox"/>	⊕	3204	Public	
of which men	254636	252630		⊕	3205	Public	
of which women	82354	84254		⊕	3206	Public	
< 30 years old							
Total	48783	49861	<input type="checkbox"/>	⊕	3207	Public	
of which men	36861	37391		⊕	3208	Public	
of which women	11922	12470		⊕	3209	Public	
30 - 39 years old							
Total	82680	83983	<input type="checkbox"/>	⊕	3210	Public	
of which men	62475	62979		⊕	3211	Public	
of which women	20206	21004		⊕	3212	Public	
40 - 49 years old							
Total	73040	73233	<input type="checkbox"/>	⊕	3213	Public	
of which men	55101	54610		⊕	3214	Public	

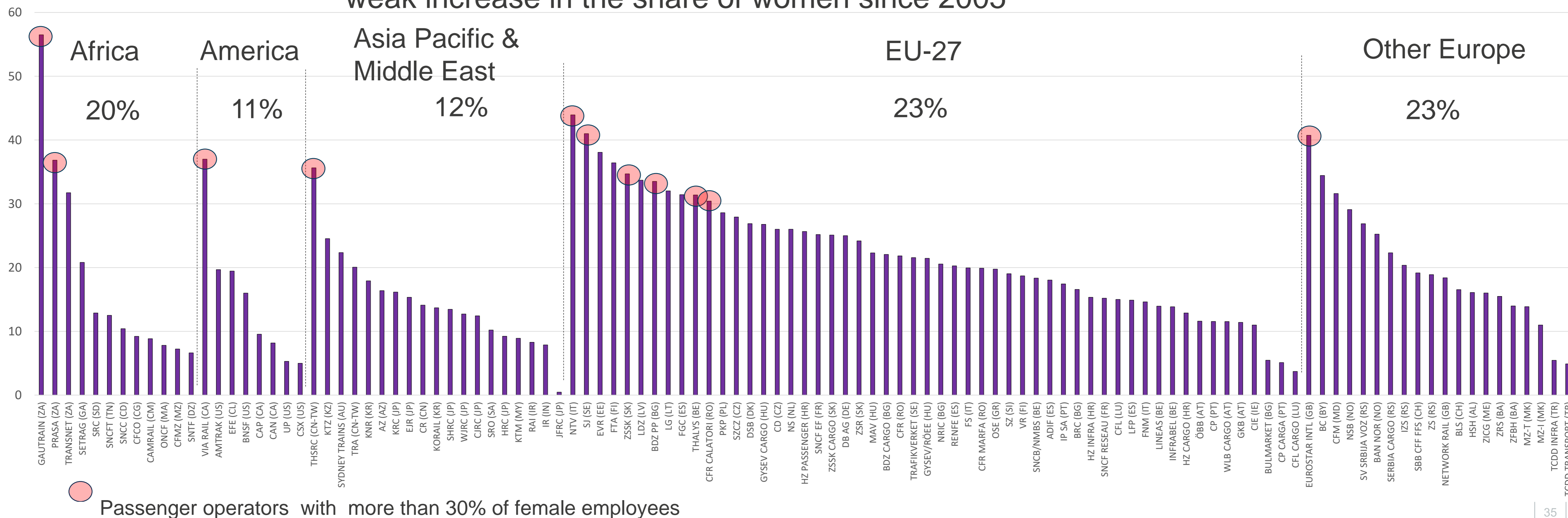
2 Gender breakdown in railway workforce

Total : 113 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



3 Data availability

Railisa web application for data dissemination

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



Log in

USERNAME

Alice

PASSWORD

.....

Log in

Cancel

Forgot password ?

Subscription:

1. For UIC members: stat@uic.org
2. For non UIC members: www.shop-ef.com/en/railisa

Data queries

Select
Visualize
Download

PERIOD FROM: 2018

TO: 2022

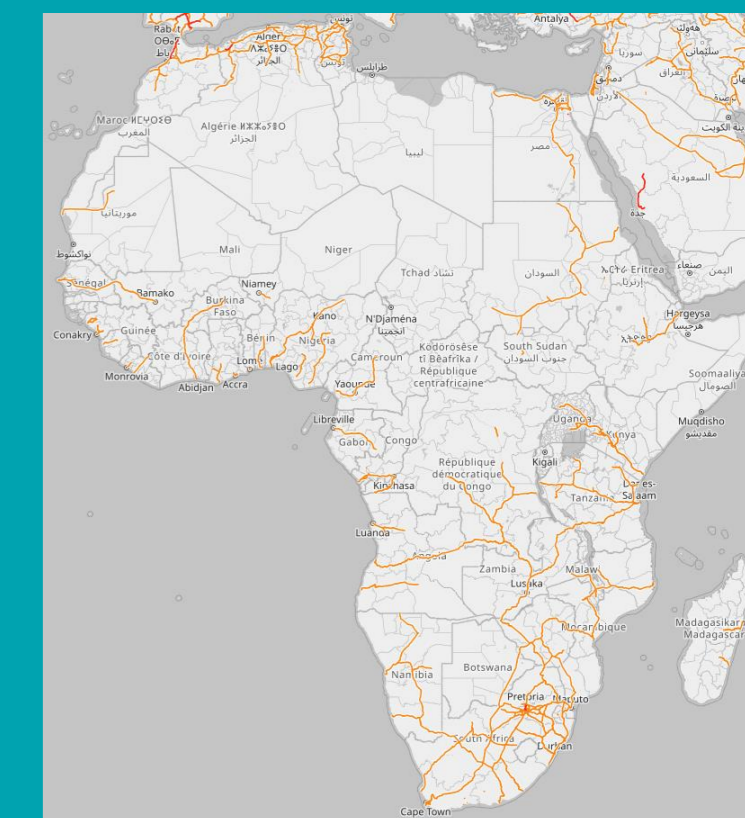
DOMAIN: Staff

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: DZ - SNTF (1995 to 2023), BJ - OCBN (1996 to 2006), BW - BOR (1995 to 2022), BW - BRA (1995 to 1991), BF - SOPAFER-B (1995 to 2022), CM - CAMRAIL (1995 to 2022)



Domains

- Accidents
- Energy
- Financial Result
- Freight Traffic
- High Speed
- Infrastructure
- Passenger Traffic
- Staff**
- Train Movements - Infrastructure Manager
- Train Movements - Operator
- Transport Stock

4 Gender Equality as UIC activities



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.

Gender Equality Sector

Date: Thursday, May 16, 2024

- Only for UIC members!

ERJU: Extending the network of PhDs

Aims to develop knowledge about the role of women as rail travelers and to identify their specific needs; to propose effective practices and solutions to attract more women workers and to study the current challenges for women in the railway sector. Deliverables include:

- Academic publications,
- Executive summary with main findings and conclusions
- Best practices manual

TRAIN 2B EQUAL



- Members:



- UIC departments involved:

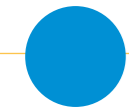
- Security Platform
- Talent Platform
- Passenger | Stations
- Sustainability

- Activities:

- Public workshops to raise awareness
- UIC Declaration on Gender Equality: Train 2B Equal opt-in members as 'co-leaders'
- Focus on developing guidelines
- Trainings

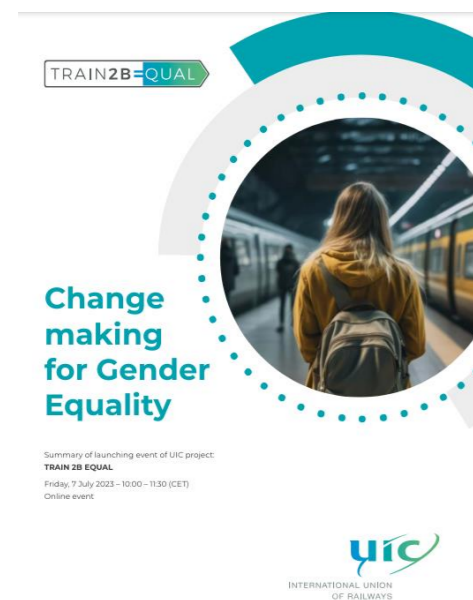
5 Deliverables from TRAIN 2B EQUAL

7 July 2023

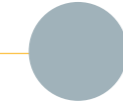


1st Online workshop

Gender disaggregated data



13 September 2023



2nd Online workshop

Security



7 March 2024



3rd Online workshop

Gender responsive design for stations/ infrastructure



21 May 2024



Guided visit to Rail Station – ITF Summit in Leipzig

For outcomes of the project and broader transport community



13 June 2024



4th Online workshop

Gender equality in hiring and in the work environment



6 UIC Gender Equality Activities globally



Regional Workstreams

- Europe: UIC Opt-in 2023, ERJU
- Africa: supporting the launching of the Women in Railways in Africa
- Asia Pacific and Latin America: regional workshops

Opportunities

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



7 How to engage with us?

- Join the **UIC Gender Equality Sector** working group
- Follow the work from **Women in Railway in Africa** Task Force
- Use the deliverables from **Train 2B Equal**
- **Keep in touch!**



INTERNATIONAL UNION
OF RAILWAYS

Thank you for your attention



CONTACT

Joo Hyun Ha

Senior Advisor for Sustainability Strategy and International Partnerships

ha@uic.org

Stay in touch with UIC:    YouTube [#UICrail](#)

Session 2: UIC members – Initiatives and best practices + open discussion



Mattia D'Adda

Human Resources,
Organization & People
Development, People Care

FS Italiane



Taimouri Ouiame

ONCF

ONCF



Eleni Birhanu

Plan and Construction
Dispatcher

Ethio-Djibouti Railways



Said Chandid

Chief UIC Africa Regional
Office & Director of Strategy,
Cooperation and Quality

UIC Africa & ONCF



Gruppo FS

The Mobility Leader

Ferrovie dello Stato Italiane

Our approach to gender equality

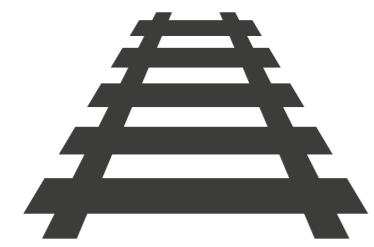
11/07/2024



FS Italiane Group

At the heart of the Italian mobility system

 **+84.000 people (over 11.000 abroad)**



+16.000 km



+10.000 per day



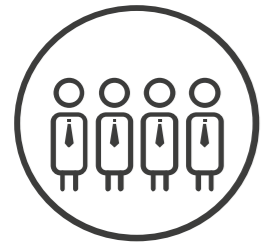
**Directly operating in
7 countries in
Europe**



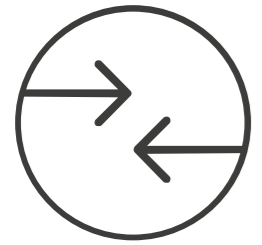
**Exporting Italian
know-how
worldwide**

Our DE&I Approach

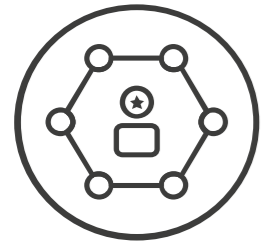
Pillars



Social Priorities



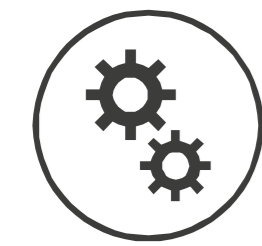
Consistent Internal and External Approach



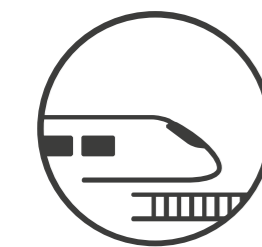
D&I as a Widespread and Participatory Competence



D&I as a Distinctive Professional Role Competence



Benchmarking and Data Analysis



Enhancing Group Assets



Gruppo FS



Over 10 Years
20 % overall
30% manager



**Currently
Shortlisted for UIC
Sustainability
Impact Awards**



PREMIUM PARTNER



Gruppo FS

Thanks!



FS DE&I web page



My LinkedIn page





#ONCFemmes
#NissaeONCF

WOMEN IN RAIL : PATHS AND CHALLENGES AT ONCF



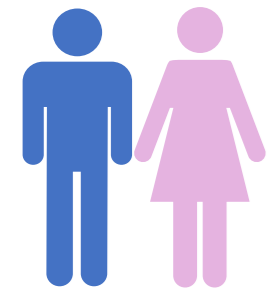
AGENDA

- ❑ GENDER APPROACH AT ONCF
- ❑ GENDER INDICATORS
- ❑ CHALLENGES OF ONCF IN GENDER INTEGRATION
- ❑ ONCF'S INVOLVEMENT IN GENDER PERSPECTIVE
- ❑ ONCF VISION FOR GENDER APPROACH

#ONCFemmes

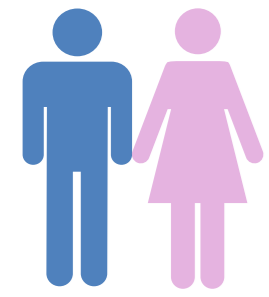
#NissaeONCF





Integrating Gender Equality in the Railway Sector

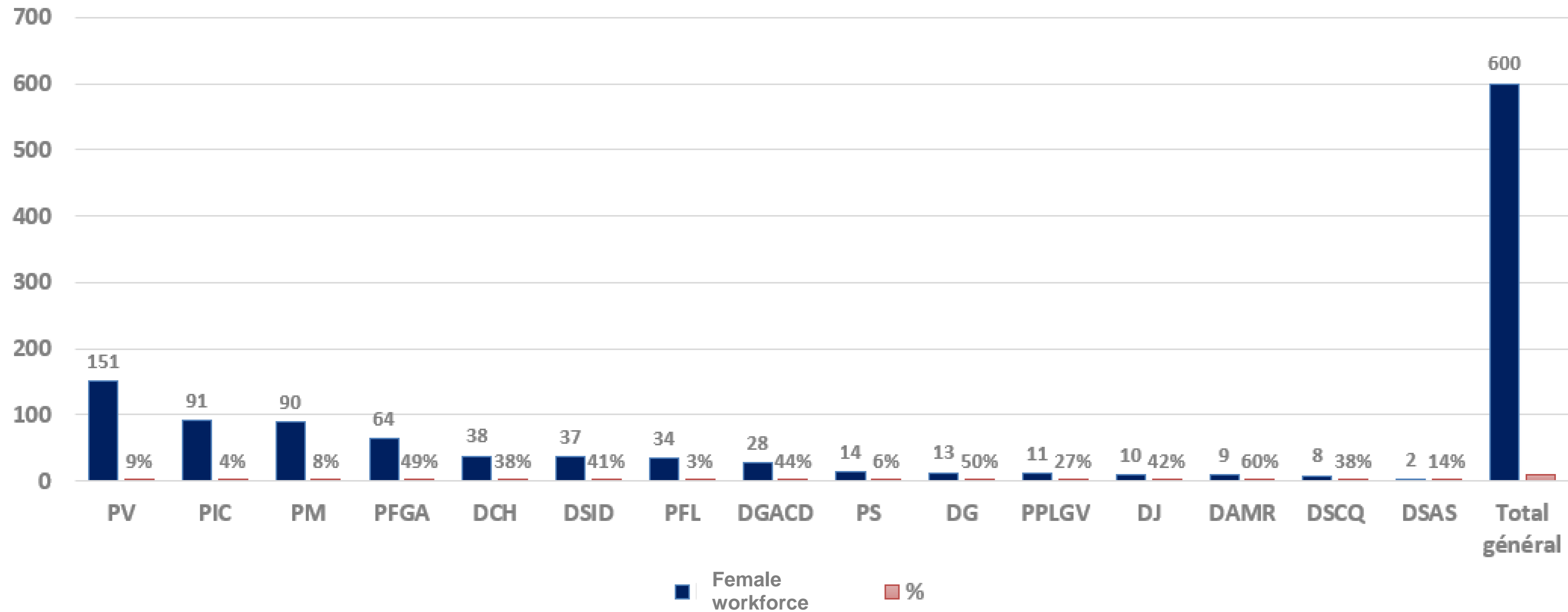
- The integration of the gender approach at ONCF underscores its commitment to gender equality despite historical and sectoral challenges.
- It involves adopting policies, programs, and practices aimed at ensuring fair conditions and equal opportunities for men and women.
- The goal is to promote justice and equal opportunities across all aspects of the organization and its operations.

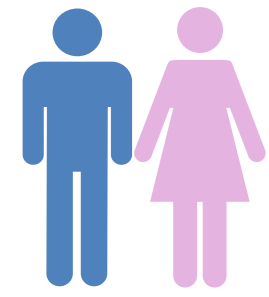


GENDER INDICATORS

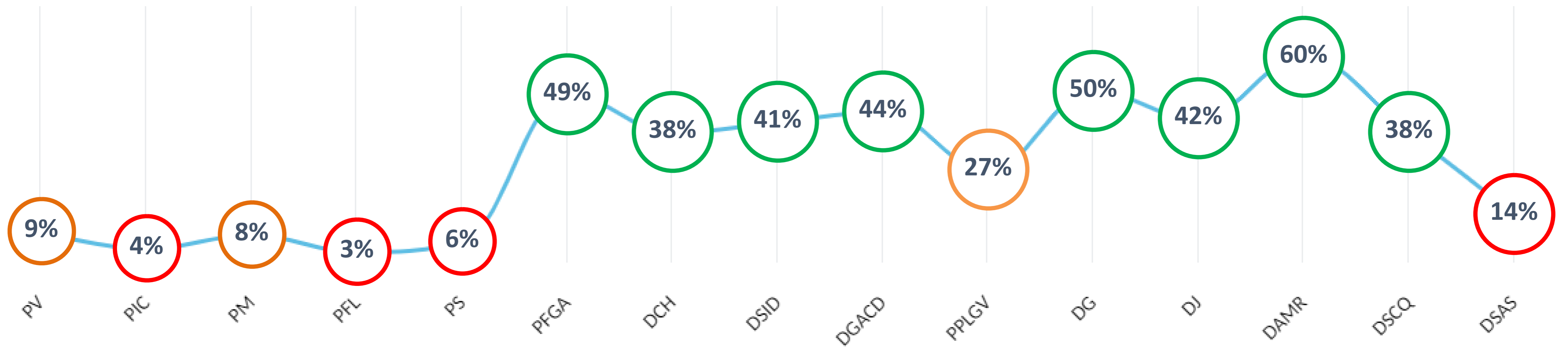
600 Female Collaborators : **9%** of the total workforce

Female workforce / entity

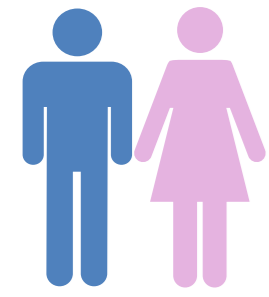




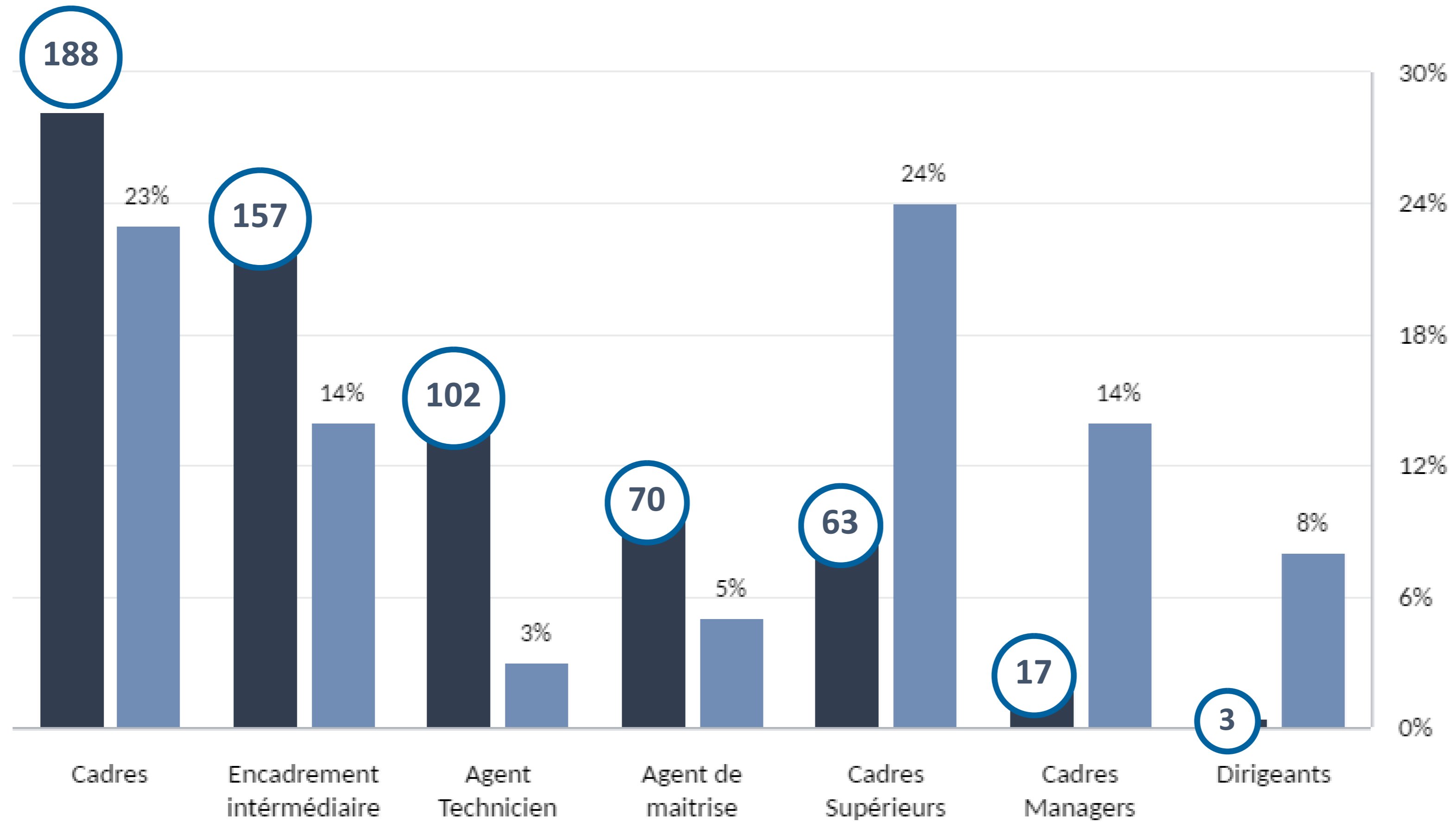
GENDER INDICATORS



● Female workforce / entity

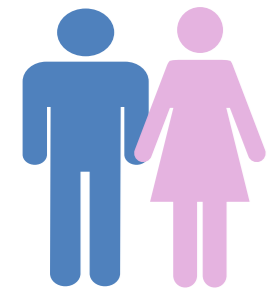


GENDER INDICATORS



60% 
of new executive recruits are women

● FEMALE WORKFORCE ● % / TOTAL



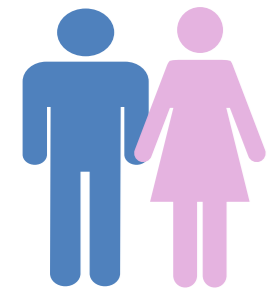
HISTORICAL MALE DOMINANCE



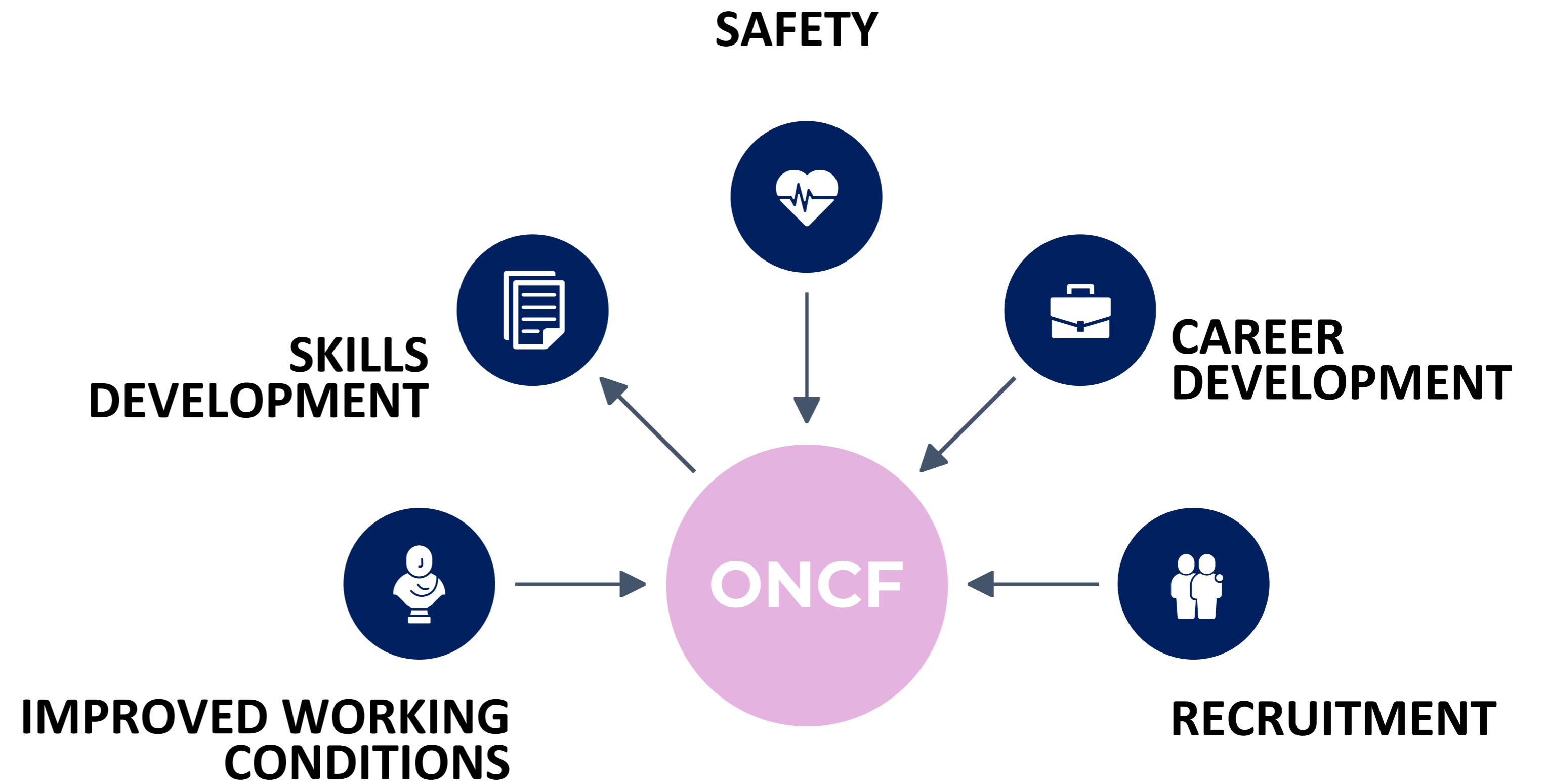
NATURE OF RAILWAY :
Railway jobs are often technical and physical, traditionally associated with men

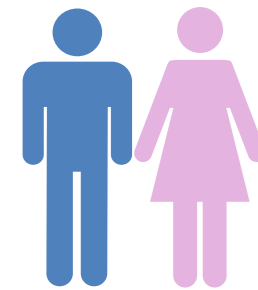


GENDER STEREOTYPES :
Cultural and social prejudices have historically limited women's access to these jobs



ONCF'S INVOLVEMENT IN GENDER PERSPECTIVE





ONCF VISION FOR GENDER APPROACH



INCREASING FEMALE REPRESENTATION :

ONCF is committed to increasing the proportion of female staff compared to the total workforce. This commitment translates into a constant effort to recruit more women in various roles, particularly in technical professions where they are traditionally underrepresented.



GOALS 2025 (% Women / entity)

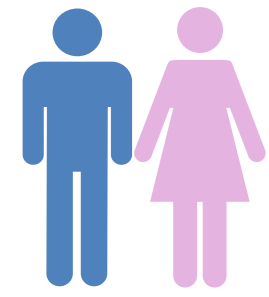
- Support entities : 50%
- Others : 15%



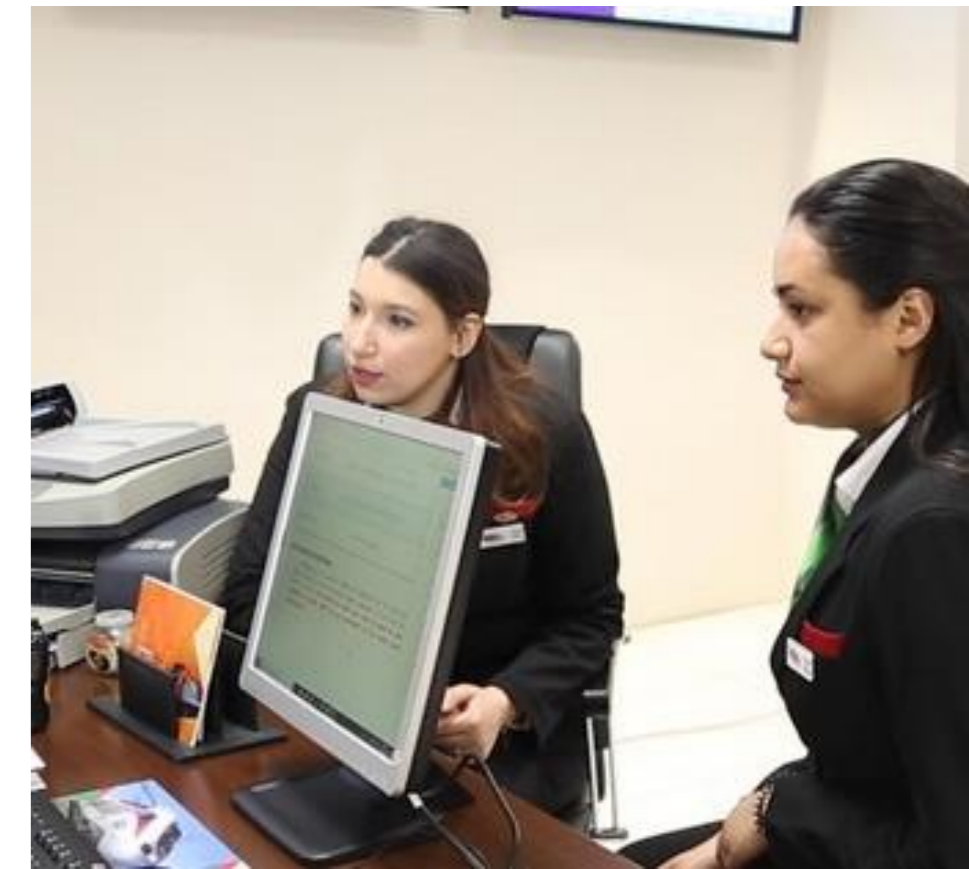
ENCOURAGING WOMEN TO ACCESS DECISION-MAKING POSITIONS :

The Office is working to achieve gender balance in positions of power, aiming for equal opportunities and removing systemic barriers that may hinder women from reaching leadership positions.

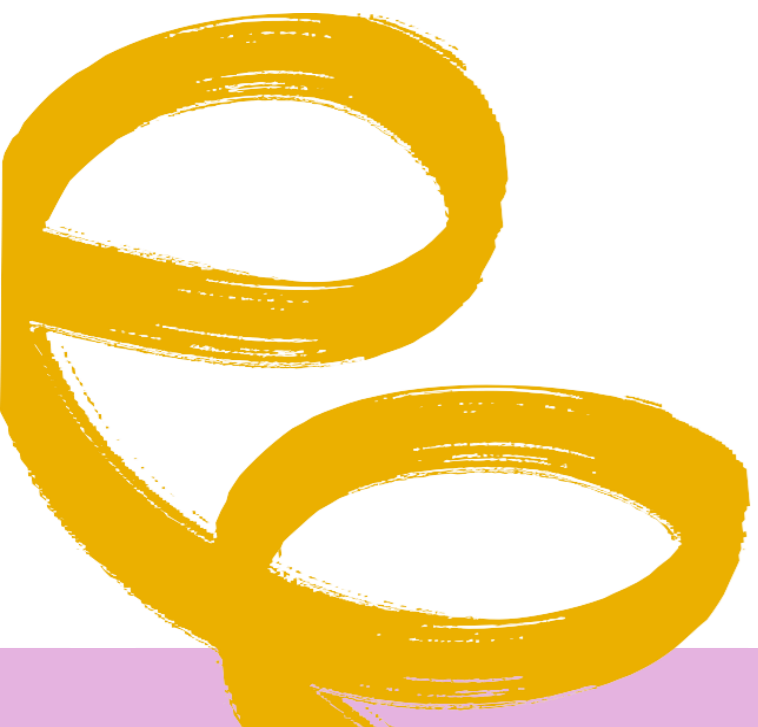




ILLUSTRATIVE IMAGES - WOMEN OF ONCF



#ONCFemmes
#NissaeONCF





#ONCFemmes
#NissaeONCF

WOMEN IN RAIL : PATHS AND CHALLENGES AT ONCF



Women in Rail in Africa (WRA)

June 2024

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Expansion

01

Introduction



A

EDR has Established in 2018, with bilateral agreement for passenger and freight transport between Ethiopia and Djibouti with more than 3000 employee. From this employee the statics shows that 20.1% is female.

B

To address the gap EDR has taken initiative to form a women in railway association in both Ethiopia and Djibouti.

C

This association was established which create supportive network, offering opportunities for professional development and empower women in their carrier.

02

Potential Axes of Work of WRA

WRA aims to enhance the skills and careers of women in railway by:

Networking opportunities

Provide resources

Mentorship

Expected Activities

Foster a culture of
Inclusivity

Supportive
Environment

Experience
Sharing

Equity Advocacy

Developing the
Railway industry
Women
Workforce

Inspiring the next
Generation



Best Practice

Skill
development
and Training

Enhancement
of knowledge
transfer

Diversify
Networking

Supportive and
inclusive
environment

Continental and
Regional
integration

Appreciation
and
Encouragement

Changing
mindset

Celebrating March 8



Celebrating March 8





**Appreciation and
Acknowledgment**



Integration



Networking

WRA Kick off in 2024

Africa's railway industry holds immense potential for economic growth and development, yet the statistics shows that only 16% of the rail workforce is female

To address the imbalance Women in Rail in Africa (WRA) must be established which will create a space to empower women.





Eleni Birhanu



Plan and Construction Dispatcher



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THANKS

The role of the African Railway Woman



Pathways to development

The female population in Africa :

Some revealing aggregates ...

Growing weight in the continent's demography



Very young population of working age

Promising aspirations of Agenda 2063

Changes in the socio-economic environment



18%

World's population

~50%

Female population rate

60%

Under 25 years old

65%

Women operating in the informal sector

70%

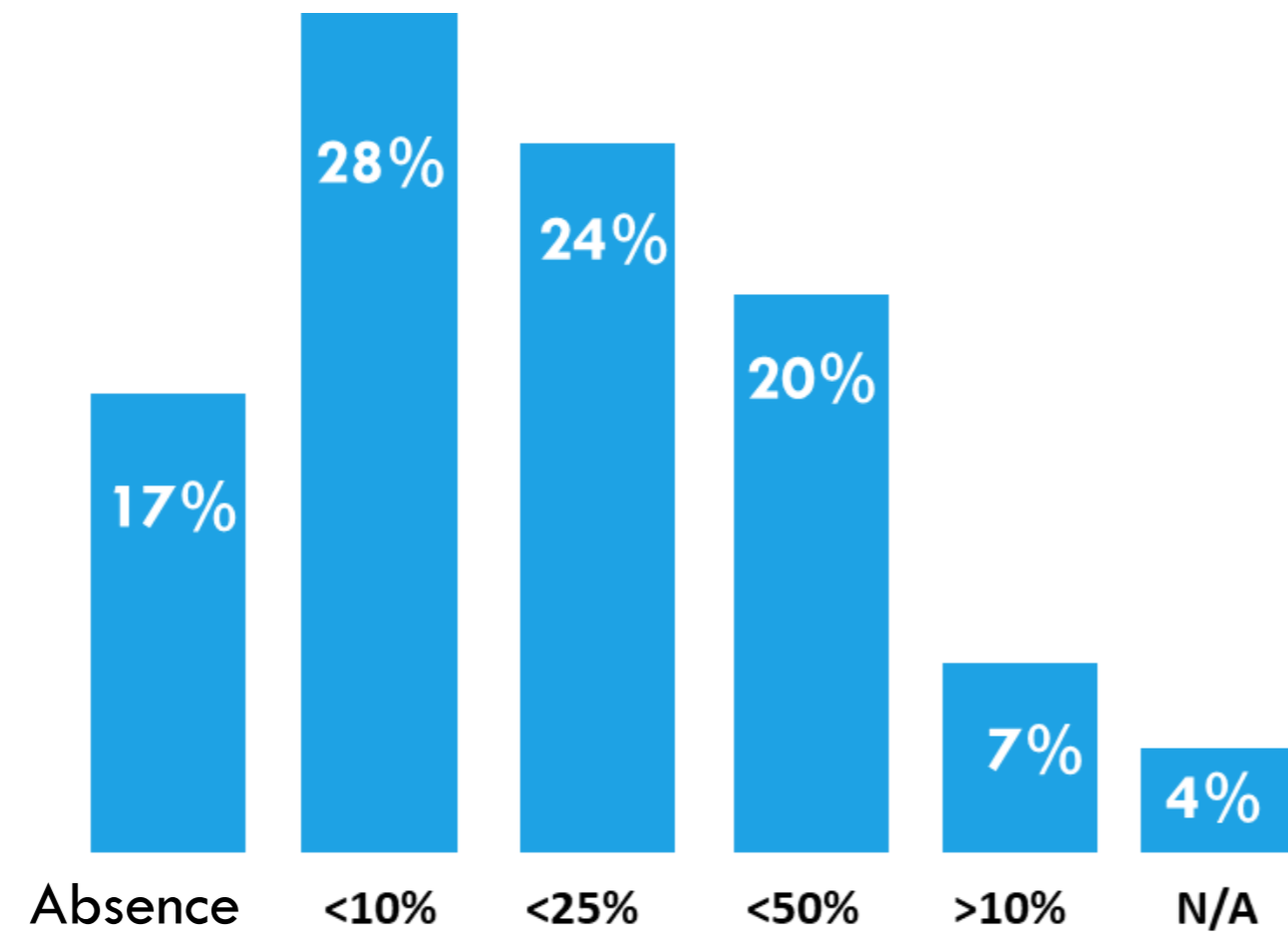
Education workforce

8 à 16%

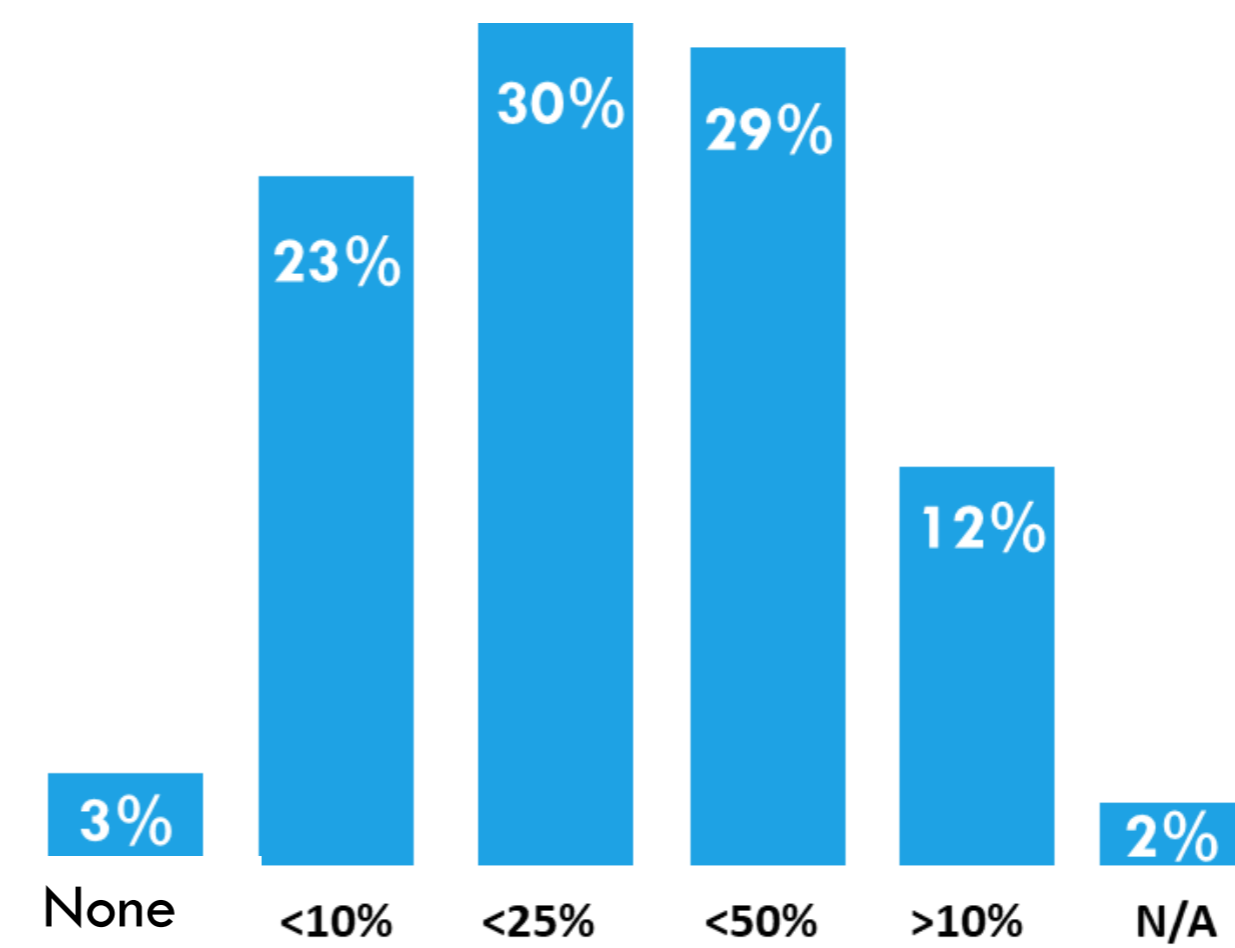
Employment in the transport sector

La diversité de genre en Afrique : Panorama et constats dégagés ...

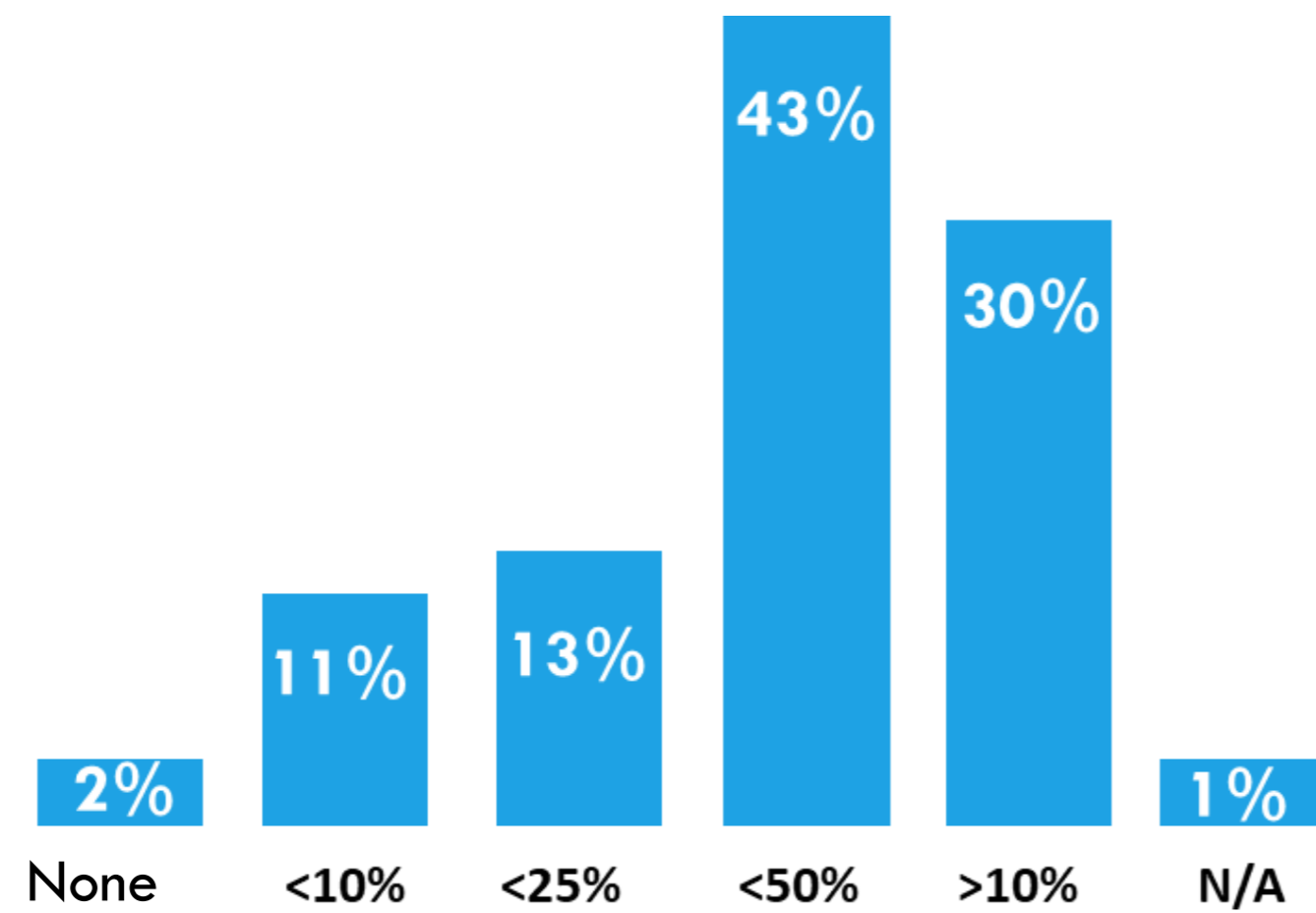
*Weight of women on
Boards of Directors*



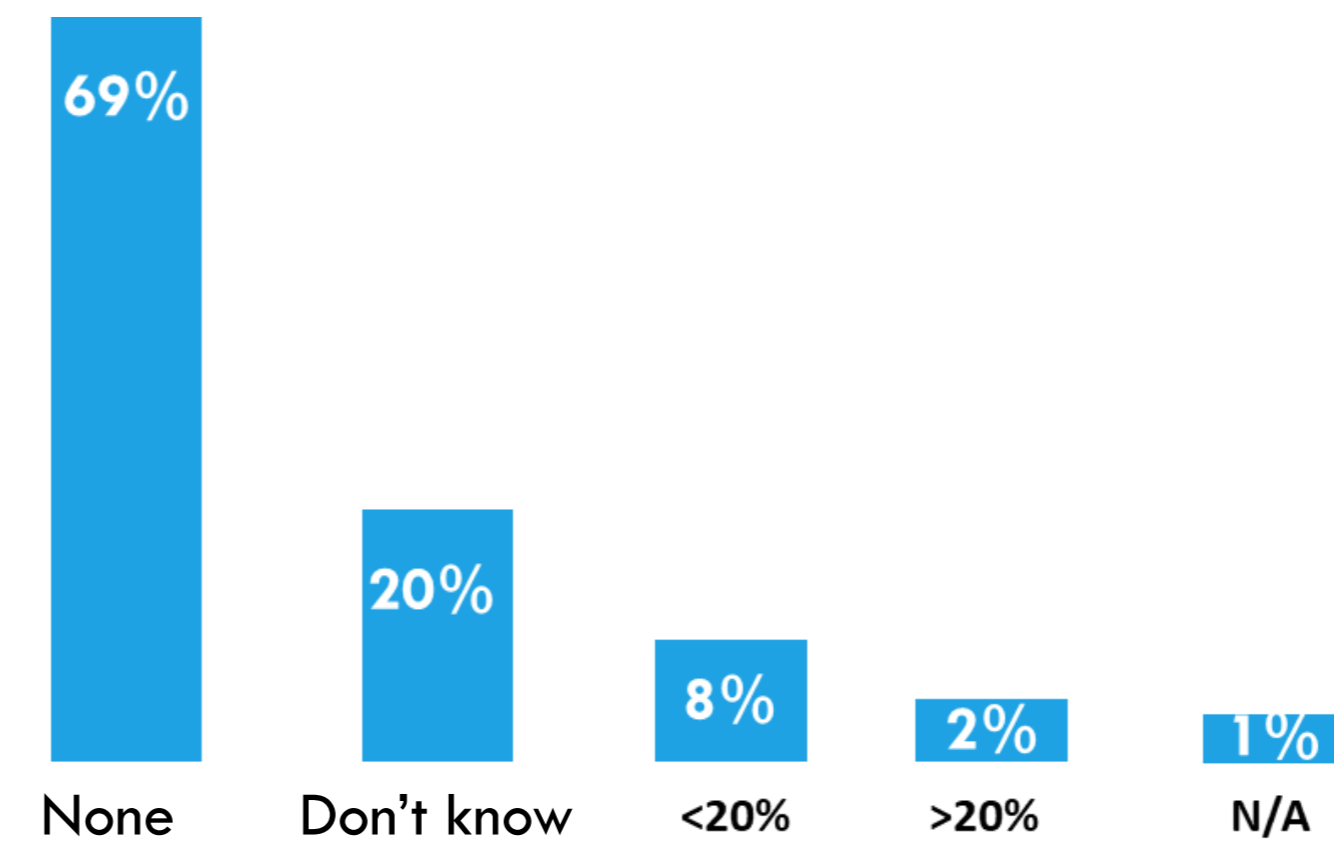
*Management
diversity*



*Proportion of
new recruits*



Pay equity



The Railway woman in Africa:

Obstacles and challenges to inclusion...

- Continental strategies
- Young and active population
- Technological developments
- Major structuring projects
- Raising awareness of the issue
- Access to KM

Opportunities

Threats

- Legislative setbacks
- Lack of supportive policies
- Unsuitable infrastructure
- Lack of incentives
- Budgetary constraints
- Cultural bias
- Resistance to change

Strengths

Weaknesses

- Skills
- Expertise
- Creativity
- Thoroughness
- Organisation
- Leadership
- Innovation
- Resilience

- Access to technical training
- Stereotypes and prejudice
- Work/private life balance
- Possible discrimination
- Lack of mentoring
- Glass ceiling



The Railway woman in Africa:

A look at some inspiring stories and testimonials ...



"I love a challenge and being at the controls of a powerful machine ."

"I'm passionate about my work and I'm contributing greatly to it".



"With persistence, I was able to break through the glass ceiling".

"I've always had a passion for railways; such a stimulating job. "



"I'm proud to contribute to the safety and reliability of the rail network."

"I was able to make my mark thanks to my skills and my commitment".



La femme 'Cheminote' en Afrique :

Esquisse d'initiatives pour promouvoir la mixité...

Governments



- Legislative framework
- Gender equality policies
- Women's entrepreneurship
- Scholarships

- Professional networking
- Mentoring and coaching
- Inspiring career paths
- Raising awareness



Organisations

- Partnership and sponsorship
- Advice and guidance
- Targeted programmes
- Equal access

Training establishments



- Management commitment
- Recruitment and promotion
- Skills development
- Working conditions



Railway companies

What to remember



A just, equitable and democratic society is built with both women and men.....!

OPEN DISCUSSION

CLOSING REMARKS



INTERNATIONAL UNION
OF RAILWAYS

Thank you for your attention

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