



INTERNATIONAL UNION
OF RAILWAYS

WOMEN IN RAIL IN AFRICA KICK OFF

UIC Taskforce

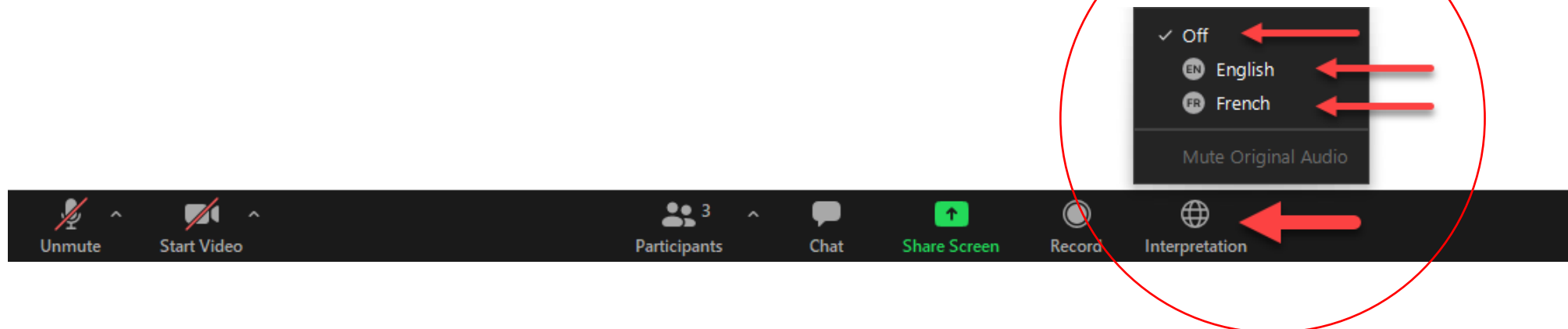
16 JULY 2025

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

REC ●

Agenda

- Opening: Mohamed Rabie Khlie, Chair of the Africa Region
- Introduction: Nompumelelo Sibongile Ekeke, Chair of Women in Rail in Africa Taskforce
- UIC Women in Rail Programme – Global overview: Joo Ha, UIC Senior Advisor
- Overall Survey Results
- Feedback on the survey that was carried out
- Programme 2025-2026: open discussion
- Closing Remarks:
François Davenne, UIC Director General
Nompumelelo Sibongile Ekeke, Chair of Women in Rail in Africa Taskforce



Introduction

Nompumelelo Sibongile Ekeke

Chair of Women in Rail in Africa Taskforce



UIC Women in Rail Programme – Global overview Joo Ha, UIC Senior Advisor



INTERNATIONAL UNION
OF RAILWAYS

UIC Gender Equality Activities

Train 2B Equal

Joo Hyun Ha

Head of Advocacy

Women in Rail in Africa UIC Task Force kick-off

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





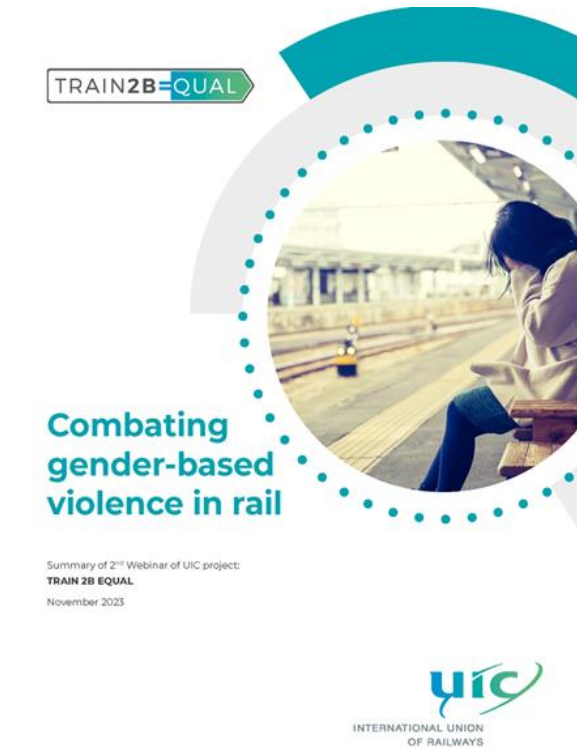
Project Summary

Gender Equality / Sustainability / Train 2B Equal

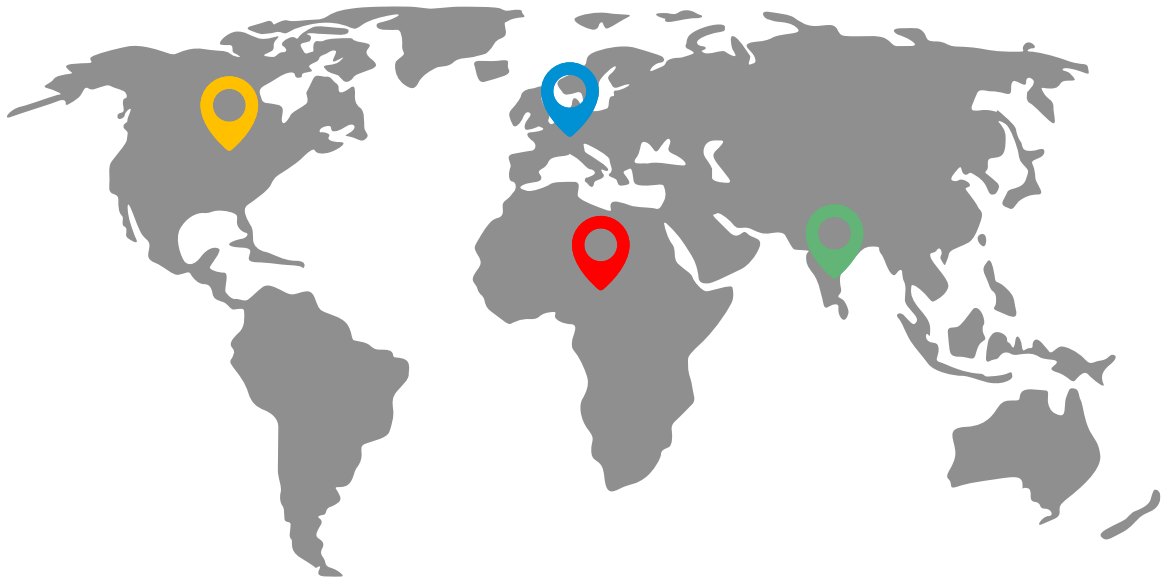
Extending our commitment to gender equality in rail

Scope

- **Building on earlier opt-in:** deepening the knowledge and the network that was built over the last 3 years.
- **Advancing the Work:** Expanding activities through:
 - Targeted workshops and training
 - Developing guidelines for inclusive stations and rolling stock
 - Conducting research on the impacts of gender equality initiatives.



Gender Equality Activities at UIC regions



Regional workstreams

- Europe: UIC Opt-in 2023
- Africa: online workshop held with UIC regional chair and kick off
- Asia-Pacífico: workshops (in-person and online) with rail companies and governments

Opportunities

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

The PhDs EU-Rail project supports innovation in Europe's railways by offering 10 PhD positions to research important topics. Each PhD student will focus on key areas like eco-friendly rail technology, gender equality in the industry, better education and training, improving night trains, making railways more accessible, and developing safer communication systems.

Working with industry experts, the project aims to solve real-world problems and share findings at conferences. By connecting researchers and companies, PhDs EU-Rail helps drive the future of sustainable and safe rail transport in Europe.

Project number: 101175856
Project name: EXTENDING THE RAIL NETWORK OF PHDS IN EUROPE'S RAIL JOINT UNDERTAKING
Project acronym: PhDs EU-Rail
Call: HORIZON-JU-ER-2023-01
Topic: HORIZON-ER-JU-2023-EXPL-06
Type of action: HORIZON-JU-RIA
Service: EU-RAIL
Project starting date: 1 October 2024 (fixed date)
Project duration: 36 months

Partners: EURNEX, Sant'Anna, TU, UIC, UNIVERSITY OF LIVERPOOL, PORTO, University of Twente, SUPSI, SAPIENZA, Université de Lille, VILNIUS TECH, Aston University.

PhD Research Focus Areas
 The kick-off event featured presentations on individual PhD research projects, each addressing critical topics within railway innovation:

- PhD1 Measures and mechanisms to support implementation of rail technical innovations supporting the decarbonisation of transport (VGTU/KYIV).
- **PhD2 Change making for gender equality in rail (UMA/UIC).**
- PhD3 New generation education and training methods for rail (ASTON).
- PhD4 Rail enabled urban logistics (PARDU).
- PhD5 Fast night train operations (ZAGREB).
- PhD6 Dynamic stability of trains over bridges: a normative research approach (UPORTO).
- PhD7 Safety-relevant communication in the railway system with special consideration of human factors using the example of the digital command (TUB).
- PhD8 Assessing the economic impact of rail technical research: delivering societal objectives in the face of external challenges (LEEDS).
- PhD9 Railway inclusion and accessibility for individuals with intellectual disabilities (LILLE).
- PhD10 ICT platforms for reliable and interoperable ERTMS systems (SSSA).



International Transport Forum SUMMIT 2024

GREENING TRANSPORT

Lithuania ITP Presidency 2024

Moving the Agenda Forward
 Joining Forces for Gender Equality in Transport and Climate Action

22 May 2024
 MPA 3

Partners: Women Mobilize Women, UIC, UITP.

GUIDED VISIT: GENDER-SENSITIVE TRANSPORT HUB

ITF Summit 2024
 Visit report



Transformative Urban Mobility Initiative
 9,577 followers
 10mo • 5

The Walkthrough of Leipzig Railway Station was a fantastic experience, showcasing the importance of inclusive and sustainable transport systems. 🌱❤️ A huge thank you to everyone who joined the session hosted by UIC - International union of railways #UICrail, Women Mobilize Women, and DB InfraGo on May 22 at the ITF Summit 2024! 🌱

During the visit, we explored how thoughtful design and planning can create safer, more accessible environments for everyone. Stay connected with us as we continue to drive change and promote gender-responsive transport planning. Don't forget to subscribe to our newsletters!

🔗 <https://lnkd.in/eB-AP2Hz>
 🔗 <https://lnkd.in/eTvzNW3t>

#ITF24 #WomenInTransport #WomenMobilize #Sustainability



Hear from the Co-Hosting Organizations



Enhancing Women's Transit Experiences: Adly Mansour Station Walkthrough 🌱

A highlight of TUMI's and Women Mobilize Women's presence at #WUF12 was the station walkthrough at Cairo's Adly Mansour Station, co-organized with UIC - International union of railways #UICrail and RATP Dev Mobility Cairo. The session "Women's Experiences in Public Transport in Cairo Shaped by Station Design and Operations" explored how station design and operations can improve safety and inclusivity for women commuters.

Key takeaways included:

- 🌱 Women-only train cars for enhanced security and comfort.
- 🌱 Zero harassment incidents reported, reflecting strong safety measures.
- 🌱 Success of an awareness campaign on preventing sexual harassment.

This walkthrough highlighted how thoughtful design and operations can create safer, more inclusive transit spaces.

Women Mobilize Women • 1st
 Working towards feminist transport systems where no one is left behind. Part ...
 5mo • Edited • 5

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#TUMI #WomenMobilizeWomen #UrbanMobility #GenderEquality
 #InclusiveTransport #WUF12 Cyprine Odada





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Thank you for your attention



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Title

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Overall Survey Results

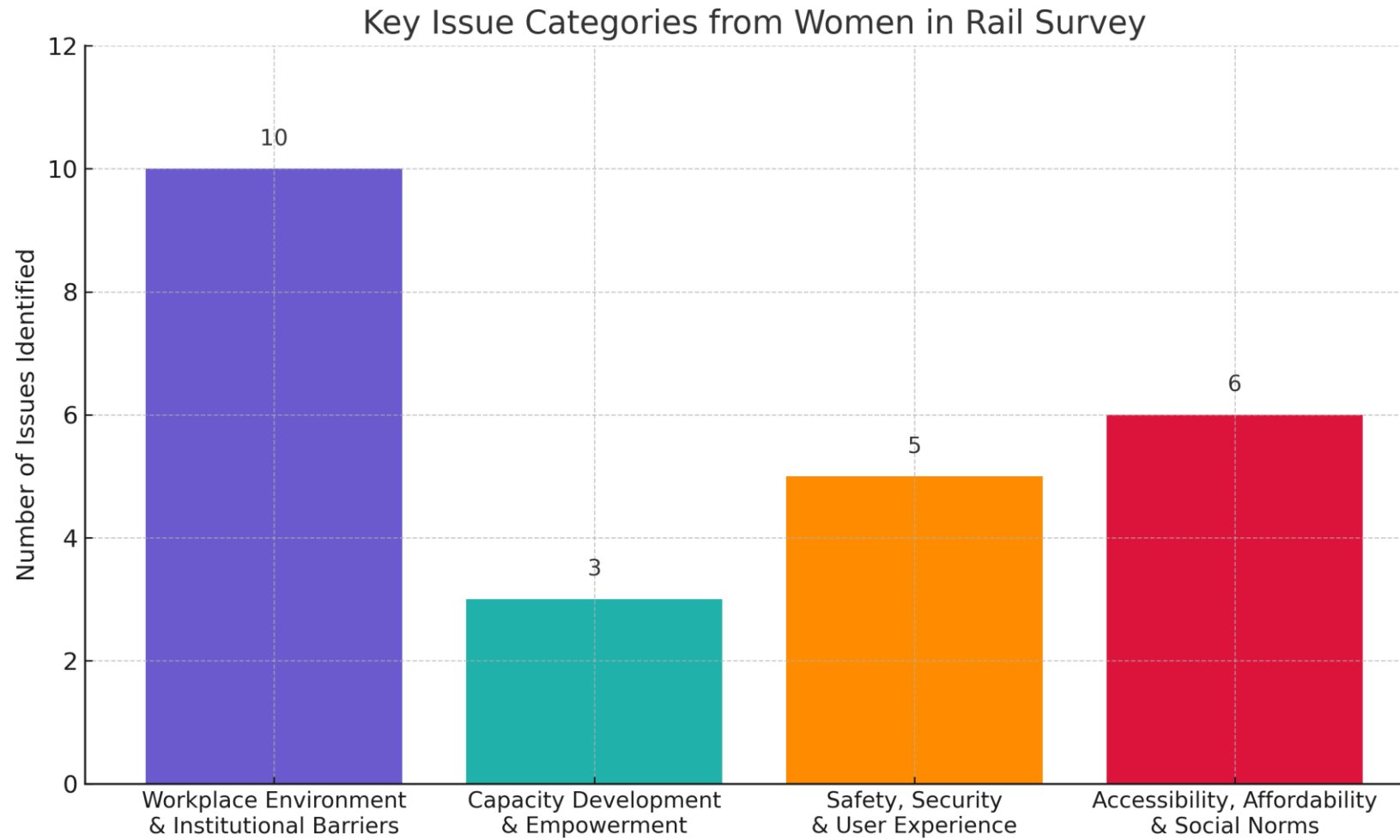
The Survey

Two questions were posed:

1. What are the key **topical issues** currently affecting women working in the rail/transport Sector in Africa?
2. What are the **structural and cultural barriers** that women face as users of rail services in Africa?



The Results



**Feedback on the survey
that was carried out**



Feedback on the UIC Task Force 'Women in Rail in Africa'

ATIQ AHMAD, Lead Global Transport Specialist/Economist
Islamic Development Bank (IsDB)

July 16, 2025

Presentation Overview

1 IsDB's Gender Mainstreaming Policy
Transport sector alignment with inclusive access initiatives

2 Women's Workplace Challenges
Key barriers in rail sector employment and career progression

3 User Experience Barriers
Safety and accessibility concerns for female rail passengers

4 Strategic Recommendations
Actionable solutions for the UIC Task Force implementation



IsDB's Commitment to Gender Mainstreaming

Transport Sector Policy emphasizes inclusive access and gender mainstreaming across all infrastructure projects.

Future initiatives will integrate Gender and Youth Action Plans (GYAPs), female employment programs, and accessible infrastructure design.

IsDB Rail Project Examples

Regional Express Train

Senegal's gender-inclusive transit system with dedicated women's carriages

High-Speed Rail

Türkiye's modern rail network featuring female-friendly amenities

Al Boraq

Morocco's flagship high-speed rail with comprehensive accessibility features

Pakistan Railways

Improvement program incorporating women's safety and employment initiatives

Critical Workforce Statistics

<10%

Women in Transport

Female representation in Africa's transport workforce remains critically low

<15%

STEM Enrollment

Female participation in STEM education across member countries

90%

Male Dominated

Current gender imbalance in railway operations and management

Workplace Policy Challenges



Maternity Support

Insufficient maternity leave policies and lack of supportive workplace environments for new mothers



Flexible Work

Limited flexible scheduling options that accommodate family responsibilities and work-life balance



Childcare Access

Absence of on-site childcare facilities and inadequate support systems for working mothers

Career Progression Barriers

Skills Gap

Low female enrollment in STEM education creates talent pipeline challenges for technical rail positions.

Pay Disparities

Persistent wage gaps and limited advancement opportunities restrict women's career growth in rail sector.



Barriers for Women as Rail Users

Safety Concerns

Harassment incidents and insufficient women-only spaces create travel anxiety

Affordability Issues

High fares and poor last-mile connectivity limit accessibility for women

Infrastructure Design

Missing childcare facilities and insecure waiting areas deter female usage

Cultural Constraints

Restrictive gender norms in conservative settings limit mobility freedom

Strategic Recommendations



Implement GYAPs

Promote Gender and Youth Action Plans in all rail infrastructure projects



Female Employment Programs

Develop targeted initiatives for women's recruitment and leadership development



Safe Infrastructure

Ensure inclusive, accessible railway design with comprehensive safety measures



Cultural Awareness

Address social norms through targeted campaigns and female-friendly services

Thank You



Agatha Atuhairwe
Uganda Railways Corporation

Women and Gender at Uganda Railways Corporation

Compiled by: Atuhairwe Agatha
URC Gender Focal Person

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Introduction

- Gender and inclusion are key to sustainable development.
- URC plays a critical role in Uganda's national development.
- Women (over 50% of Uganda's population) must be involved in operations and decision-making.
- This presentation explores progress, challenges, and recommendations for gender inclusion at URC.

Importance of Gender Inclusion in Railway Transport

- Promotes fairness, productivity, innovation, and service delivery.
- Women offer unique skills in customer care, safety, leadership, etc.
- Gender inclusion supports sustainable railway development.

Current Situation of Women at URC

- Historically male-dominated, especially in engineering, marine, and operations.
- Recent progress: women Assistant Yard Masters, Gender Focal Persons, Operations Officers, Security staff.
- Women remain underrepresented in senior and field-based technical roles.

Achievements and Progress

- Gender Focal Persons appointed in departments.
- Gender mainstreaming and safeguarding training conducted.
- Gender indicators integrated into appraisals and project reviews.
- Women appointed to strategic roles and committees.
- Participation in national and regional gender transport workshops.

Challenges Faced by Women at URC

- Cultural and societal gender stereotypes discourage women from technical fields.
- Limited mentorship and training opportunities.
- Inadequate infrastructure (e.g., female-friendly restrooms).
- Harassment and exclusion in male-dominated teams.

Opportunities for Gender Transformation

- URC reforms and donor partnerships (e.g., AfDB).
- AfDB gender requirements enable gender audits, safety reforms, and representation quotas.

Recommendations

- Create gender policies for railway operations.
- Recruit more women into technical and leadership roles.
- Establish a Gender and Inclusion Department with a full-time Gender Officer.
- Conduct regular gender audits and track inclusion benchmarks.
- Provide gender-sensitive infrastructure (restrooms, uniforms, accommodation).
- Partner with women's organizations and DPOs for inclusive recruitment.
- Launch scholarships and internships for women in transport.

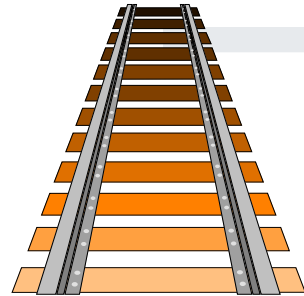
Conclusion

- Women's inclusion is both a justice issue and economic advantage.
- URC has made progress, but must accelerate transformation.
- With inclusive leadership, URC can lead gender-responsive transport in Uganda.

Roselyne Tchikaya-Lombo

The Congo–Ocean Railway (CFCO)

The Congo-Ocean Railway



CFCO

Roselyne TCHIKAYA LOMBO

16 July 2025

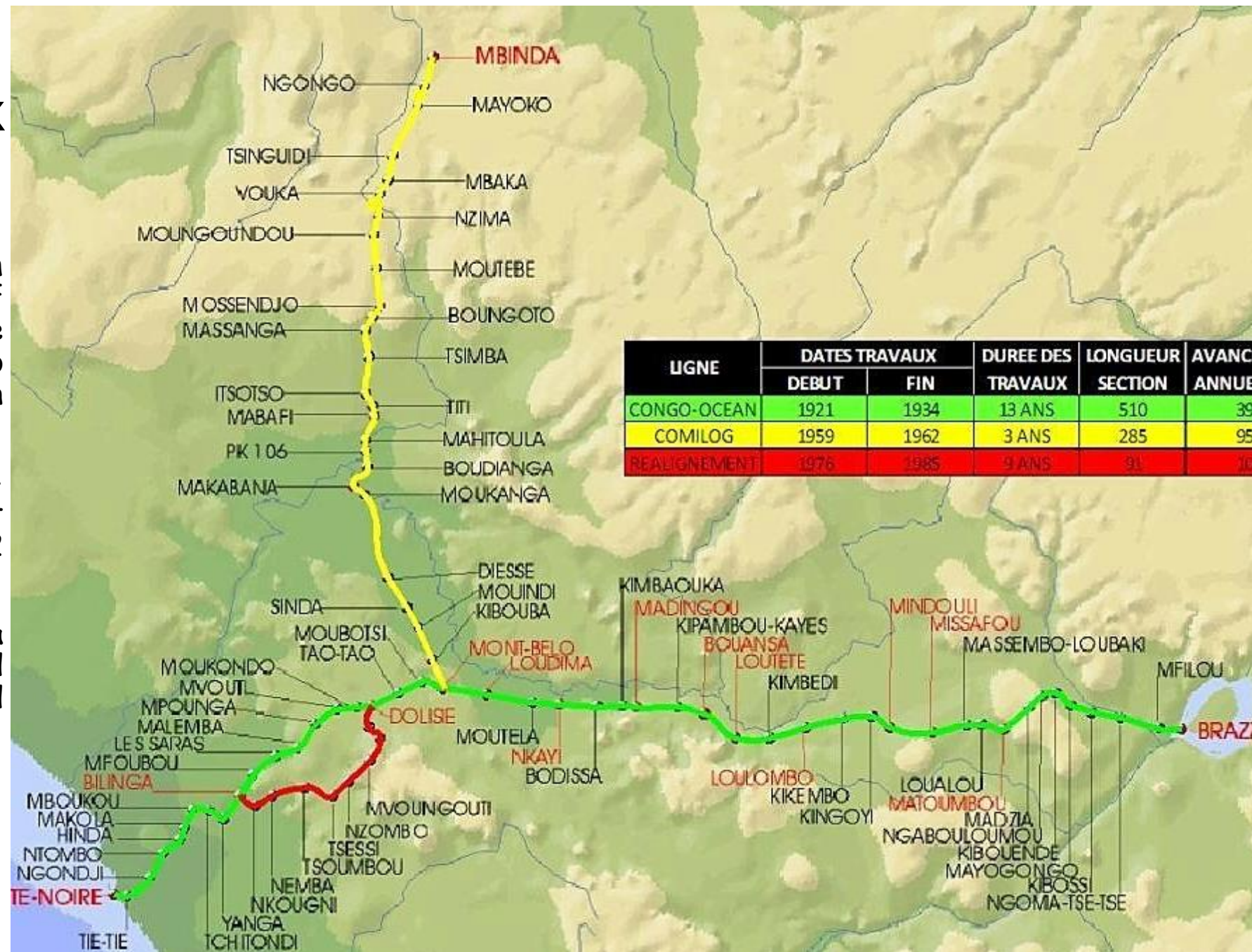
CFCO Network

There are three sections:

the Congo-Ocean line, which connects the port of **Pointe-Noire** on the **Atlantic coast** to **Brazzaville**, built between 1921 and 1934 (512 km),

the section from **Mont-Bello** to **Mbinda**, built between 1959 and 1962 (285 km),

and the route from **Bilinga** to **Dolisie**, realigned and built between 1976 and 1985 (91 km).



-
- The opening of the Congo-Ocean Railway on July 11, 1934, necessitated the creation of a training center a few years later, which was established in 1951 to train skilled workers to promote professionalization in railway-specific trades.



REPARTITION DES EFFECTIFS AU 1^{er} JUILLET 2025

DIRECTION	DG		SG		DRH		DFCF		DAMS		DAT		DTSE		DEX		DMT		DVB		TOTAL	
CATEGORIE	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F
Exécution	10	8	3	3	4	6	2	3	1		8	2	83	4	205	11	360	16	262	3	938	56
Maîtrise	14	12	4	5	4	9	10	13	3	12	5	3	43	3	115	21	124	6	101		423	84
Cadre	17	3	5	1	5		4	2	4		2	3	15		8	3	15	1	20	3	95	16
Total	41	23	13	9	13	15	16	18	8	12	15	8	141	7	328	35	499	23	383	6	1456	156
Total Général	64		21		28		34		20		23		148		363		522		389		1612	

DG :Direction Générale

SG :Secrétariat Général

DRH :Direction des Ressources Humaines

DFCF :Direction Finances Comptabilité Fiscalité

DAMS :Direction des Affaires Médico-Sociales

DAT :Direction des approvisionnements et du Transit

DTSE :Direction Télécommunication, Signalisation et Energie

DEX :Direction exploitation

DMT :Direction Matériel et Traction

DVB : Direction Voie et Bâtiments

NO COMPANY POLICY DEDICATED TO GENDER INCLUSION AND PROMOTION

The main challenge remains changing attitudes, both within the railway industry and among women themselves, who need to be bold.

The second challenge for the Congolese network is to take the plunge and implement SMI in our operating system, which will, among other things, enable us to take into account the specific situations of women and improve working conditions - improvements that will benefit both men and women alike.



THANK YOU FOR YOUR KIND ATTENTION



Programme 2025-2026

Open discussion

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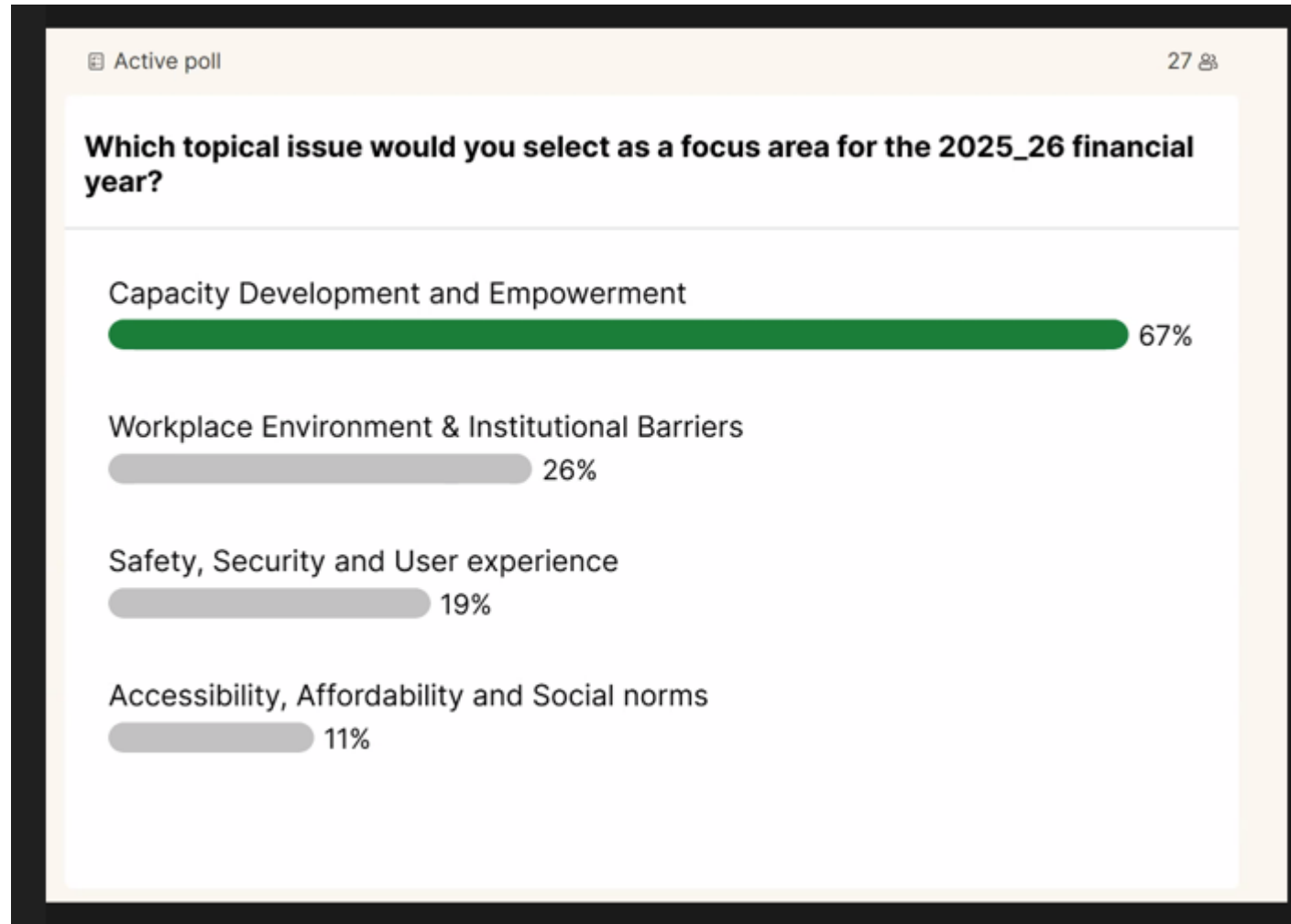
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**Which topical issue would you
select as a focus area for the
2025_26 financial year?**

① Start presenting to display the poll results on this slide.

PROGRAMME 2025 – 2026: OPEN DISCUSSION



Closing Remarks



Nompumelelo Sibongile Ekeke **Chair of Women in Rail in Africa** **Taskforce**



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