



ITF WOMEN RAILWAY WORKERS SURVEY

MARCH 2023



ITF

THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF) IS A DEMOCRATIC, AFFILIATE-LED GLOBAL FEDERATION OF 670 TRADE UNIONS IN 147 COUNTRIES, REPRESENTING OVER 18 MILLION WORKING MEN AND WOMEN IN ALL TRANSPORT SECTORS. THE ITF PASSIONATELY CAMPAIGNS FOR TRANSPORT WORKERS' RIGHTS, EQUALITY AND JUSTICE.

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BACKGROUND AND OBJECTIVES

The role of women workers in the world's rail industry is crucial.

The proportion of women employed in the industry has increased in recent years, but they continue to be underrepresented in all regions and countries, and in certain occupations. The railway sector is highly gendered – it is an industry built with men in mind and remains male-dominated.

Women railway workers often face barriers to entering and remaining in the industry. These barriers include gendered stereotypes around women's capabilities; discriminatory hiring practices; hostile work environments and a dominant masculine workplace culture; pay inequalities; neglect of women's needs in terms of work organisation; lack of access to sanitary facilities or suitable uniforms; fewer opportunities for training, education and promotion; and more precarious contracts or outsourcing in women-dominated jobs. Some countries retain legal barriers which limit women's employment in railways.

Due to these barriers, women tend to work in administration roles, ticketing, services in stations, catering, and cleaning, which are often lower paid and more precarious. The number of women train drivers, maintenance staff or shunters tends to be much lower.¹

The COVID-19 pandemic severely impacted the railway sector and its workers. However, as highlighted by the International Labour Organization (ILO)², the crisis hit women the hardest, and challenges arising out of the crisis have the potential to exacerbate existing gender inequalities.

To gain a deeper understanding of the workplace reality of women railway workers, the International Transport Workers' Federation (ITF) railway section carried out an online survey. It was conducted and evaluated in cooperation with the ITF research team.

The survey was open from 27 March until 26 July 2022 and specifically targeted women railway workers in all parts of the rail industry, including those working in passenger and freight transport, as well as urban passenger rail, intercity rail, and cross-border rail.

The objective of the survey was to identify:

- what roles women workers are employed in;
- where they are employed;
- under what types of contracts are they employed;
- what issues and barriers they face in the workplace; and
- what changes are needed to make the railway sector more accommodating for women workers.

The survey received a high response rate from across the world. In total, the survey received 4,600 useable responses, of which 3,522 were complete.

This report summarises the key findings of the ITF Women Railway Workers' survey.

SUMMARY OF THE KEY FINDINGS:

01. Women railway workers find their work meaningful and satisfying but they are often exposed to difficult conditions that undermine their safety and security at work, and which make it harder to do the work they value. Insufficient staffing was reported to be the number one contributor to these issues.
02. Women railway workers continue to face significant barriers due to their gender, with gendered job roles, unequal career progression, and a lack of women in leadership positions.
03. Sexual coercion, harassment and violence in the world of work have a profound impact on women railway workers. Experiencing sexual harassment and violence significantly decreases how safe women feel at work.
04. Gender-based discrimination is present in the provision of the most basic working conditions, such as work uniforms and personal protective equipment, or access to sanitary and break facilities.
05. Lack of safety for women railway workers extends to their commute to and from work.
06. Young women railway workers face the same issues but are also confronted with specific issues regarding career and development opportunities, and access to apprenticeships.

SURVEY METHODOLOGY

The survey was available in 17 languages: Arabic, Bahasa, Bulgarian, English, French, German, Hindi, Hungarian, Italian, Japanese, Korean, Mongolian, Portuguese, Spanish, Russian, Tamil and Thai.

The link to the online survey was widely disseminated. It was published on the ITF website and its social media pages. It was sent to all ITF affiliated unions organising in railways, who forwarded it to their women members and shared it via their various communication channels (such as websites, social media, magazines, apps). In India, the trade union NFIR distributed the survey to women railway workers as a paper version; these responses were then processed and submitted online by the ITF office in Delhi.

The survey was confidential and did not ask for respondents' personal details.



DEMOGRAPHICS AND WORKING TIME

Women railway workers from 56 countries responded to the survey. A large majority of the respondents (67.4%) were from the Global South (Africa, Asia and Latin America).

Almost nine in ten respondents (87%) reported that they were a member of a trade union. This figure was to be expected, as the survey was disseminated by ITF affiliated railway unions to their women members.

In terms of age, 71% of respondents indicated that they were between 35 and 64 years old. Almost one in four (28%) were under the age of 35. The remaining responses came from women railway workers above 65 years of age.

In terms of responses by sub-sector, the largest number of responses came from women working in urban passenger rail (28%), followed by inter-city passenger rail (21%), freight long distance (13%) and freight short distance (11%). However, 42% of the respondents selected the answer 'other', which may fit under the other sub-sector categories.

Table 1: Responses by sub-sector³

Urban passenger rail (metro, light rail/tram/trolleybus, suburban, commuter rail)	27.8%
Inter-city passenger rail	21.1%
Freight long distance	13.1%
Freight short distance	10.8%
Passenger cross border	8.0%
Freight cross border	6.6%
Other	41.5%

The respondents came from a wide range of job types in the sector. One in five indicated that they work as admin staff (22%), followed by station staff and train maintenance. It must be noted that several of the responses to 'other' (29%) may fit under the other job categories.

Table 2: Responses by job type

Admin	21.8%
Station staff	7.5%
Train maintenance	7.2%
Conductor or guard	6.3%
Ticket seller	5.9%
Driver	5.4%
Signalling	4.5%
Cleaning	3.1%
Infrastructure maintenance	3.0%
Sales and marketing	2.2%
Other on-board	1.6%
Catering	1.2%
Yard official	0.8%
Apprentice	0.5%
Other	28.8%

The largest number of responses (87%) came from women railway workers who were on permanent, full-time contracts. Of the remaining respondents:

- 6% were on permanent contracts but worked part time.
- 1% were on temporary full-time contracts.
- 1% were apprentices or employed via other training schemes.
- 1% had no contract or formal employment.

More than one in six (65%) of respondents worked for a public railway operating company. 9% worked in private railway operating companies, and 7% worked for a railway infrastructure owner. Only 1% of respondents worked for a subcontracting company, and 1% said they worked as temporary agency workers.

These findings in terms of contracts and type of employer are not necessarily representative of the whole industry, where outsourcing, subcontracting and non-standard forms of employment have proliferated in recent years⁴. Rather, they are due to how the survey was distributed by the railway unions to their women members.

In terms of respondents' tenure, almost one in six said they had worked in the sector for over 10 years. Of the other respondents:

- 18% had worked for six to ten years in the sector.
- 14% had worked for three to five years in the sector.
- 7% had worked for one to two years in the sector.
- 3% had worked for less than a year in the sector.

In terms of respondents' reported contracted hours per week, the breakdown was as follows.

35-40 hours/week	46.7%
41-50 hours/week	39.4%
50+ hours/week	7.4%
21-35 hours/week	4.3%
20 hours/week or less	2.1%

In terms of overtime, 36% of respondents reported that they had worked overtime. The following table provides an overview of the average overtime worked per month.

6-10 hours / month	30.5%
1-5 hours / month	30.1%
11-15 hours / month	15.6%
16-20 hours / month	11.4%
21-30 hours / month	6.8%
30+ hours / month	5.6%

37% of respondents reported that overtime was paid at their normal hourly rate, while 49% said that overtime was not paid at that rate. And 14% said that they did not know.

One in six respondents reported that they did not work shift rotation, while 38% said they did work shifts.

KEY FINDINGS

KEY FINDING 1

Women railway workers find their work meaningful and satisfying but are often exposed to difficult conditions that undermine their safety and security at work and make it harder to do the work they value. Insufficient staffing was reported to be the number one contributor to these issues.

Over seven in ten (73%) of respondents were very or somewhat satisfied with their job, with an average satisfaction score of 3.9 out of 5 (where 5 is very satisfied and 1 is very unsatisfied). A vast majority (91%) found their work meaningful, and three quarters (75%) found their work rewarding. Fewer, but still over half of respondents, said their skills were utilised. **62% said they would recommend working on the railways to other women.**

Are you satisfied with your job?

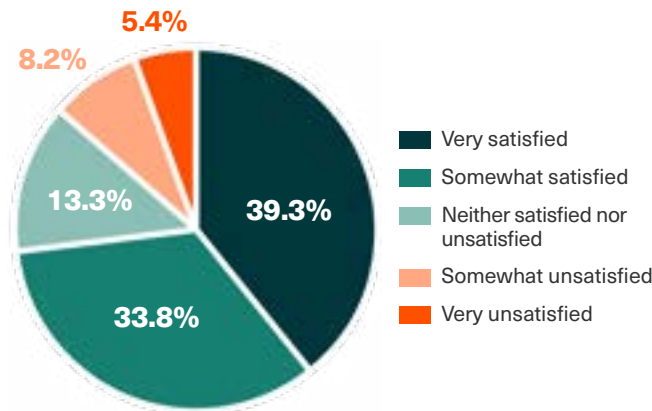


Figure 1. In general, are you satisfied with your job? N=4131

Do you find your job...

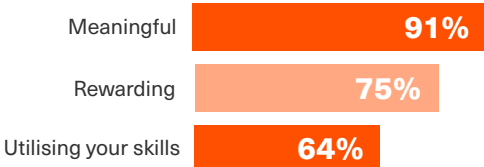


Figure 2. Do you find your work meaningful? Do you find your work rewarding? Do you feel like your job utilises your skills and abilities as much as it could? N=4130

At the same time, only half the respondents said that they felt safe at work, with an average safety score of 3.2 out of 5 (where 5 is very safe and 1 is very unsafe). Almost half (47%) reported feeling stressed at work, while 38% had experienced fatigue and 27% had experienced anxiety.

Over four in ten respondents (44%) reported insufficient staffing as a major issue at work.

How safe do you feel at work?

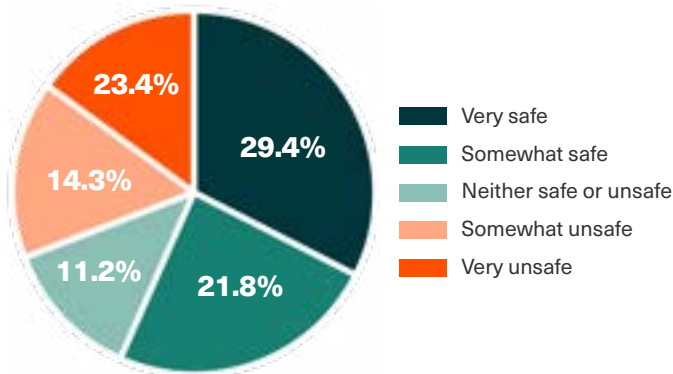


Figure 3. In general, how safe do you feel at work? N=3880

What are the main health and safety issues you face at work?

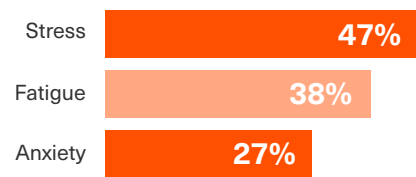


Figure 4. What are the main health and safety issues you face at work? N=4600

More than one in five reported facing other key issues at work – such as poor pay and benefits, lack of work-life balance, lack of rest and/or sanitation facilities, or lack of career progression and promotion. Other issues respondents experienced at work were irregular work patterns (17%), wage (in)equalities (14%), gender-based discrimination (12%), long working hours (11%), introduction of new technology and data (10%) and access to training (9%).

Worryingly, almost one in 10 respondents (9%) reported discrimination around their trade union membership.

“Being a train driver myself in a male dominated industry has proven to many women that they too are capable and also it helps to take away the stigma that women belong in the kitchen. I will definitely recommend that other women join us as part of being the change.”

Woman railway worker, South Africa

“I love my job; I love what I do and the people you meet. But I would not recommend my job to any female wishing to climb the ranks or start a family.”

Woman railway worker, UK

“We have a good employment contracts and equal pay is guaranteed. The difficulty lies in reconciling family life and shift work.”

Woman railway worker, Switzerland



KEY FINDING 2

Women railway workers continue to face significant barriers due to their gender, with gendered job roles, unequal career progression, and a lack of women in leadership positions.

Almost two thirds (65%) of respondents said that there were jobs done primarily by men in their railway company. Over half of them (56%) reported that train driver, often a job with higher pay and better conditions, was a job carried out primarily by men. Other jobs reported as being carried out primarily by men include technical roles such as train maintenance and repair staff (43%), yard officials (42%), infrastructure maintenance staff (35%) and train control/signalling staff (28%).

On the other hand, **significant numbers of respondents (56%) reported that other, more service-oriented, jobs were primarily carried out by women.** A quarter (25%) said that cleaning staff were primarily women, and almost a fifth (19%) said that administrative and IT staff were primarily women.

On the question whether in their company women and men are given equal pay for work of equal value, about two thirds (67%) of respondents answered 'yes', 13% answered 'yes in theory, but not in practice', 13% answered 'don't know' and 8% answered 'no'.

About a quarter of respondents reported that women did not have the same access to training as men (24% answered 'no', or 'yes in theory, but not in practice') or promotions (28% answered 'no', or 'yes in theory, but not in practice').

Shockingly, 15% of respondents reported that their managers checked their cosmetic and physical appearance before they went on duty.

“I would be totally satisfied if more promotions could be given to women, more could be done by the company to assist women by equipping and developing them for future managerial positions.”

Woman railway worker, Namibia

“Although it is the same workplace, there is a large difference in the working environment of female and male workers when there are small numbers of women workers.”

Woman railway worker, South Korea

“There are still areas where they do not allow women workers.”

Woman railway worker, Argentina

“I do believe that all women irrespective of race and ability should be equally treated by male counterparts and should not be subjected to the narrative that only certain jobs should be done by women.”

Woman railway worker, Namibia





KEY FINDING 3

Sexual coercion, harassment and violence in the world of work have a profound impact on women railway workers. Experiencing sexual harassment and violence significantly decreases how safe women feel at work.

Sexual violence and harassment at work

A quarter of respondents (25%) reported being aware of incidences of gender-based sexual harassment or violence at work (with another 6% preferring not to say), and a troubling 15% said they themselves had experienced sexual harassment or violence at work (with 9% preferring not to say).

Of those who reported being aware of or having experienced sexual harassment, the most common forms of harassment were inappropriate jokes (74% were aware of them, 54% had experienced them), unwanted comments on clothing or appearance (70% aware, 63% experienced), suggestive remarks (68%, 62%), and leering (58%, 46%).

One in 20 (7%) who reported being aware of sexual harassment, and a similar number of those who reported experiencing sexual harassment, said that they had been sexually assaulted themselves.

Among those who had experienced sexual harassment, two-thirds (67 %) said it had led to feelings of humiliation, mistrust, and anger, while half (50 %) reported impacts on their mental and physical health. Other effects reported to have resulted from sexual harassment were absence from work (22% of those respondents), lower earnings (15%), transfer to a new job or department (13%), career interruption (12%), suicidal thoughts (9%) and leaving the job (9%). Almost one in 20 of them (4.9%) said the incidence(s) had left them with post-traumatic stress disorder (PTSD).

Sexual harassment and violence at work rarely happen only once. Those who experienced sexual harassment or violence said it happened:

- more than once, but infrequently (49%)
- more than once and frequently (22%)
- so frequently that it is part of the job (15%)
- once (13%)

The most common reported perpetrators were colleagues (44%) and managers (35%). More than one in 10 (13%) of respondents said the perpetrator was a passenger or customer and 7% indicated that they preferred not to say.

In terms of reporting incidents, slightly more than half of the respondents (55%) who experienced sexual harassment did not report it, while 45% did report it. The survey also asked if employers take swift and appropriate action when harassment occurs. Only a third (32%) said that swift action was taken, 45% responded they did not know and 20% responded 'no'.

Similar findings can be observed in terms of employers' written guidance on complaint and reporting procedures. One in five respondents said that their employers did not provide written guidance, only 34% said their employers did provide it, and 43% said they did not know.

Sexual coercion at work

Three out of every 20 (15%) respondents said they were aware of incidents of sexual coercion, with one in 20 (5%) saying they had experienced it themselves (another 10% preferred not to say). Of those who were aware of sexual coercion, nearly half (48%) said that it was most frequently used to pressure women simply to keep their job; a further third (32%) said it was used to improve working conditions. Other respondents said sexual coercion was used to pressure women to get better shifts, timetables, or locations (29%), get a job (20%) or get paid (10%).

Threats used to sexually coerce and exploit women:

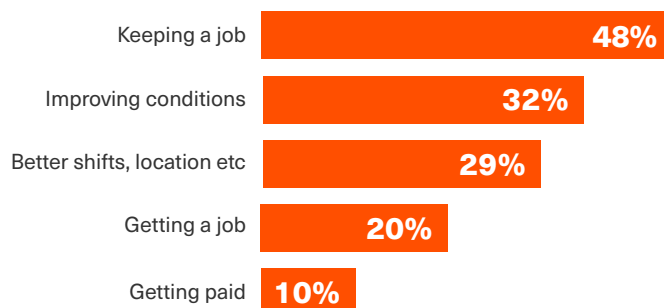


Figure 5. Where sexual coercion has occurred in the workplace: Which of the following examples were used to exploit women workers? N=401

As in the case of violence and harassment at work, sexual coercion is rarely a one-off event.

Those respondents who had experienced sexual coercion reported that it had happened:

- More than once but infrequently (64%)
- It's part of the job (18%)
- Once (12%)
- More than once and frequently (7%)

Managers were reported by 59% of respondents who had experienced sexual coercion to be the most frequent perpetrators. Almost one in three (32%) said it was a colleague, while 4% said they preferred not to say and 3% said it was a passenger or customer.

When asked about what tactics were used by the perpetrators, half of the respondents who had experienced sexual coercion spoke of intimidation. Other reported tactics were making threats (46%) and emotional manipulation (35%).

More than two in three of the respondents who had been subject to sexual coercion said they reported it.

“Sexual, physical, verbal, and mental abuse by males is ignored as ‘part of the job’. Women who raise concerns are treated as liars and put on notice of reprimand for causing disruption in the workplace.”

Woman railway worker, Australia

“Just because we have a policy to stop sexual harassment, doesn’t mean it works or is even considered in some instances.”

Woman railway worker, UK



KEY FINDING 4

Gender-based discrimination is present in the most basic working conditions such as the provision of work uniforms and personal protective equipment, or access to sanitary and break facilities.

Sanitary facilities

Just six in 10 (61%) of respondents who answered this question reported that sanitary facilities were provided in sufficient numbers for women and men to use them without delay, while 32% said they are not. More than a third (35%) **said that sanitary facilities were not appropriately designed for people, while 30% reported they were not separate for women and men.**

The survey asked respondents if they could take sufficient time away from the workstation/ workplace during a bathroom break, without time/target penalties or arranging cover. While seven in 10 (70%) said 'yes', 17% said 'no'.

Around one quarter of respondents flagged up the lack of decent sanitation facilities as a health and safety issue at work. Several respondents raised concerns about access to drinking water, in particular for mobile railway staff.

“Trains should be designed in a way that will allow toilet facilities to be fitted when it’s that time of the month. It’s a nightmare to go on the train because now you should carry the stuff (i.e., period products) with you since there are no facilities for us to dispose them.”

Woman railway worker, South Africa

“I don’t have the time to go to the station in many shifts, I have to queue at the passenger toilet on the train.”

Woman railway worker, Italy

“There is a need to build safe and clean toilets for women at our railway stations.”

Woman railway worker, India

Table 5: Sanitary facilities		
Are sanitary facilities...	Yes	No
Secure and private?	77%	23%
Well lit?	77%	23%
Supplied with clean water for hygiene purposes?	76%	24%
Close to my workstation?	76%	24%
Designed and located for easy access?	76%	24%
Cleaned regularly?	76%	24%
Separate for women and men?	69%	31%
Ventilated?	67%	33%
Appropriately designed for women and men?	65%	35%
Appropriately equipped e.g., with sanitary disposal bins?	63%	37%

Sleeping facilities

One in five respondents who answered this question (20%) reported that their job involved split shifts or night-time work, which required them to sleep on their workplace premises. Half (51%) of those who reported needing sleeping facilities said that the sleeping facilities were provided in sufficient numbers, while 34% said they were not.

Table 6: Sleeping facilities		
Are sleeping facilities...	Yes	No
Cleaned and sanitised regularly?	32%	68%
Separate for women and men?	28%	72%
Easily accessible when needed	25%	75%
Safe and private?	21%	79%
Supplied with sufficient bedding?	20%	80%

Work uniforms

About half (54%) of respondents reported they must wear a uniform to work. **Only half of them reported that their uniforms were practical and fitted them well.** One in five (22%) said the uniforms were restrictive and/or ill-fitting while 16% said that the uniforms were designed for men. Almost one in 10 (9%) reported that the uniforms did not allow for a comfortable fit during pregnancy.

More than one in 10 of the respondents (12%) raised the lack of adequate and appropriate uniforms as an occupational health and safety issue.

Shockingly, 12% of respondents said they had to make their own uniforms, with the highest shares among women workers in African countries.

“I would like to be allowed to wear trousers in winter, as they are warmer than a skirt.”

Woman railway worker, Kazakstan

Impacts of the Covid-19 pandemic

The survey did not investigate in depth the impacts of the Covid-19 pandemic on women railway workers. However, 36% of respondents reported that the pandemic negatively impacted on their working conditions. More than one in 10 pointed out the lack of personal protective equipment (PPE) as one of the key health and safety issues at work.

“Women need to work hard for their rights as railway is not design for women employees. So, it’s time to change basic infrastructure for the females.”

Woman railway worker, India

“Have PPE that is designed for women so that they don’t have to wait months of appropriate ppe compared to the days or weeks that men have to wait.”

Woman railway worker, UK



KEY FINDING 5

Lack of safety for women railway workers extends to their commute to and from work.

Public transport was the primary mode of commute (39%) of the respondents. Other modes included personal car (22%), walking (19%), motorcycle (9%), taxi (6%) and bicycle (3%). **However, almost one in three respondents (32%) said that public transport was unavailable due to late or early shift times, adding to the lack of commuting safely.**

Only half of the respondents said that they felt safe on their commute to and from work, with a fifth (19%) reporting feeling very unsafe on their commute and 17% reporting feeling somewhat unsafe.

In terms of issues experienced during their commute to and from work, respondents reported feeling vulnerable (17%), experiencing verbal harassment (16%), being followed or stalked (9%) and experiencing physical or sexual violence (3%)

Worryingly, one in three (32%) respondents said their employer did not see safety on the commute as a workplace issue.

“Being a public transport worker, you have to think about the type of clientele who frequent the line. I think we need not to be seen as vulnerable so shifts should include both men and women. Often at the station, even when we close in the evening, we are only women.”

Woman railway worker, Italy



KEY FINDING 6

Young women railway workers face the same issues but are confronted with particular issues regarding career and development opportunities, as well as access to apprenticeships.

As indicated previously, there was a strong participation of young women railway workers (28%) in the survey. The responses of young women workers show a high level of coherence with overall responses. There is a strong consensus on the issues, and many respondents spoke of concerns regarding access to sanitary facilities, parental leave and/or childcare, discrimination in the working environment, uniforms, and retirement age.

At the same time, there were notable comments regarding more 'youth-focused' issues, such as career and development opportunities, skills development, career progression, and bullying. In particular, the need for better apprenticeships for young women was identified.

Another divergence seemed to be that there was a higher level of identification of stress at work by young women railway workers. This may be due in part to a generational difference around willingness to speak up on issues of stress and anxiety at work.

“Ending the toxic culture of ‘men’s job’. I was bullied, made to feel, and said to my face that I’m a maid, I was palmed off to sparkies even though my apprenticeship is mechanical. Enough is enough!”

Young woman railway apprentice, Australia

CONCLUSIONS



This large-scale ITF survey, which covers responses from 4,600 women railway workers in 56 countries, provides valuable and first-hand evidence and testimonies of what workplace and working conditions women railway workers encounter around the world. Many respondents indicated that they found their work rewarding but at the same time they disclosed multiple and often interrelated barriers they faced in the railway industry.

Overall, the findings suggest that more commonalities than differences exist between the answers from the rail sub-sectors, countries, and the age group of the respondents. Instead, they clearly underline that no matter which country women railway workers work in, no matter which sub-sector they work in, no matter their age or under what circumstances they work, they face remarkably similar issues at work. Issues which lead to gender segregation in the workforce and women workers' systemic exclusion from decent work in the sector.

“We want women’s rights to be at the same level as men’s so that women are not infringed on their rights.”

Woman railway worker, Kazakhstan

“In our modern society there should be NO disparities between men and women in any business and any working environment.”

Woman railway worker, UK

“The still male dominated railway sector needs more women. Attracting more women to the railway sector and retaining them is important for a variety of reasons, addressing both, rebalancing of female disadvantages and benefitting the economy and companies.”

Woman railway worker, Bulgaria

The survey findings provide an insight into the factors which prevent women from joining and/or staying in the industry. While many respondents found their work rewarding and meaningful and would recommend working on the railways to other women, they point to a huge range of concerns.

These include gender discrimination and stereotypes; underrepresentation of women in certain role; wage inequalities; less access to training, promotions and career progression; inadequate sanitary and other welfare facilities; lack of safety in the commute to and from work; lack of sufficient staffing; poor work-life-imbalance; and violence, harassment or sexual coercion from colleagues, managers and passengers at work.

Testimonies of women railway workers responding to the survey also highlight what changes are needed to improve their workplaces and to achieve gender equity in the sector.

To address the low participation rate of women workers in the rail industry, and to strengthen their access to decent work and safety at work, urgent and substantial changes are needed. The high number of women railway workers who responded to and completed the survey shows what an important topic this is. It is a clear indication that there is strong support from women railway workers to act on and lead this change.

In the ITF we believe in championing the role women railway workers play. This report provides important evidence for the ITF railway section to develop an action plan to promote gender equality in railways. Addressing all these issues and bringing about change, which will improve the working lives of women railway workers and strengthen their inclusion and rights in the workplace, will involve the ITF working with the affiliated railway unions, and together advocating changes with employers and industry leaders.

A large subset of survey responses came from women who work in urban passenger rail. The issues raised by these women largely corresponded to those raised by women working in other sub-sectors, and to the gender chapter of the ITF People’s Public Transport Policy. The ITF railway section and urban transport teams plan to collaborate closely to respond to the survey findings.

APPENDIX

ITF WOMEN RAILWAY WORKERS' SURVEY

Introduction

Welcome to the women railway workers' survey conducted by the Railway Workers' Section of the International Transport Workers' Federation.

The role of women in the rail industry is crucial and the number of women in the workforce is increasing day-by-day. However, railways remain a male-dominated industry and women tend to work in administration roles, ticketing, services in stations, catering, and cleaning. Women often face various barriers when entering the rail industry and are also more likely to be found in precarious non-standard forms of employment.

Aim of the survey and target group

The survey aims to identify where and in which roles women railway workers are employed and under what contracts, what issues and barriers they are confronted with in the workplace and what changes they would see as being important to make the railway sector more accommodating.

The survey will ask you about the issues you face when working in the rail industry, including questions about health and safety, attitudes and practices around gender equality, commute to and from work, sanitation and rest facilities, violence & harassment, or coercion. The survey also includes questions about job satisfaction and what would improve the integration and participation of women in the rail industry.

The survey targets women railway workers in all parts of the rail industry. We expect that it will take you about 15 minutes to complete the survey and it must be completed in one session. You cannot save your responses and continue later. We would appreciate if you could answer as many questions as possible.

The survey will be open from 31 March until 26 July 2022.

How data will be used

The data collected in this survey will be used for research purposes only. The findings will be compiled in a survey report, which will be presented at an ITF women railway workers event in autumn 2022.

Confidentiality

All data collected in this survey will be anonymous. All personal information will be kept confidential.

If you have any questions about how the ITF will use your personal data or if you have any other questions or remarks about the survey, please contact Inga-Lena Heinisch (Inland Transport Senior Section Assistant) at heinisch_inga-lena@itf.org.uk.

For more information about the work of the ITF Railway Workers' Section, please visit our website: <https://www.itfglobal.org/en/sector/railways>.

If you want to be informed about the results of the survey and subsequent initiatives, you can add your email address here.

1. ABOUT YOU

Where are you from?

- *List of countries*

What country are you employed in?

- *List of countries*

What is your age category?

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-75
- 75+

Are you a trade union member?

- Yes
- No

How long have you been working in the railway?

- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years

2. YOUR JOB

What job do you do in the railway?

- Train driver/ assistant driver
- Conductor / train guard
- Other on-board crew
- Train control/ signalling staff
- Yard official/ shunter
- Infrastructure maintenance staff
- Workshop / train maintenance and repair staff
- Station staff
- Cleaning staff
- Catering staff
- Sales and marketing
- Administrative and IT staff
- Apprentice
- Ticket seller
- Other (please specify)

In which part of the railway sector do you work? Select all that apply.

- Urban passenger rail (metro, light rail/tram/ trolleybus, suburban, commuter rail)
- Inter-city passenger rail
- Passenger cross border
- Freight short distance
- Freight long distance
- Freight cross border
- Other (please specify)

What type of employment contract do you have?

- Permanent/directly employed – full time
- Permanent/directly employed – part time
- Temporary/directly employed – full time
- Temporary/directly employed – part time
- Indirectly employed (subcontracting company) - full time
- Indirectly employed (subcontracting company) - part time
- Indirectly employed (temp agency) – full time
- Indirectly employed (temp agency) – part time
- An apprenticeship or other training scheme
- Furloughed
- No contract/informal
- Other (please specify)

What is the name of your employer?

Who is your employer?

- Railway operating company (public)
- Railway operating company (private)
- Railway infrastructure owner
- Subcontracting company
- Temporary agency (labour supplier)
- Other (please specify)

How many hours are you contracted to work per week?

- 50+ hours/week
- 41-50 hours/week

- 35-40 hours/week
- 21 to 35 hours/week
- 20 hours/week or less

Do you want to work more hours?

[show only for last two answers above]

- Yes
- No

Do you work any overtime per month?

- Yes
- No

If yes, how many hours of overtime on average do you do per month? [show only if answered Y above]

- 1-5 hours / month
- 6-10 hours / month
- 11-15 hours / month
- 16-20 hours / month
- 21-30 hours / month
- 30+ hours / month

If yes, is it paid above your normal hourly rate? [show only if answered Y above]

- Yes
- No
- Don't know

Do you work on a shift rotation?

- Yes
- No
- Don't know

If yes, please explain your shift rotation
[only if answered Y to shift rotation]

In general, what are the key issues
you face at work? Select all that
apply.

- Insufficient staffing
- Poor pay and benefits
- Wage (in-)equality
- Lack of access to social protections (healthcare insurance, unemployment insurance, etc.)
- Precarious/ nonstandard forms of employment (especially outsourcing or subcontracting)
- Introduction or new use of technology and data, or changes to existing technology
- Long working hours
- Irregular working patterns (e.g., due to shift work)
- Lack of work-life balance
- Lack of sanitation facilities
- Lack of rest facilities
- Lack of family rights (such as paternity/ maternity leave, parental leave, carers' leave, flexible working arrangements, affordable childcare facilities) that allow integration of family and caring responsibilities for all workers
- Access to employment opportunities

- Access to re-/training
- Lack of career progression and promotion
- Return to work after career breaks
- Access to retirement and pension
- Gender-based discrimination
- Racism
- Discrimination around union membership
- Other (please specify)

3. YOUR JOB SATISFACTION

In general, are you satisfied with
your job?

- 1 very satisfied
- 2 somewhat satisfied
- 3 neither satisfied nor unsatisfied
- 4 somewhat unsatisfied
- 5 very unsatisfied

Do you:

- find your work meaningful? Yes/No
- find your work rewarding? Yes/No
- feel valued for your contributions? Yes/No
- feel valued by your manager? Yes/No
- find your company offers adequate opportunities for promotions and career development? Yes/No
- find your company gives you the tools and technologies you need to do your job well? Yes/No
- feel as though your job responsibilities are clearly defined? Yes/No
- feel like your job utilizes your skills and abilities as much as it could? Yes/No

Would you recommend working in the railway sector to other women?

- Yes
- No
- Don't know

If yes, please explain why. [only if answered Y above]

4. YOUR HEALTH AND SAFETY AT WORK

In general, how safe do you feel at work?

- 1 very unsafe
- 2 somewhat unsafe
- 3 neither safe nor unsafe
- 4 somewhat safe
- 5 very safe

What are the main health and safety issues you face at work? Select all that apply

- Lack of adequate and appropriate uniforms
- Lack of personal protective equipment
- Lack of decent sanitation facilities
- Unfit workplace ergonomics
- Exposure to toxic materials
- Fatigue
- Anxiety
- Stress
- Violence and/ or harassment by colleagues

- Violence and/ or harassment by management
- Violence and/ or harassment by passengers
- Other (please specify)

Has the Covid 19 pandemic negatively impacted your working conditions?

- Yes
- No

If yes, please explain why and how. [only if answered Y above]

Do you wear a uniform while carrying out your job?

- Yes
- No

If yes, select all that apply about your uniform. [only if answered Y above]

- It is practical and fits well
- It is restrictive/ ill fitting
- It is designed for men
- It is over-sexualised
- It does not allow for a comfortable fit during pregnancy
- Women must make their own uniforms
- High heels are mandatory
- Trousers are only an option for men workers

5. EQUALITY AND YOUR RIGHTS AT WORK

In your company, are women and men given equal pay for work of equal value? (e.g., this is a question of being paid the same wage for doing the same job, but also of valuing in a similar way jobs requiring similar levels of skill/education/experience that are mainly done by women to those mainly done by men.)

- Yes
- No
- Yes, in theory, but not in practice
- Don't know

Are there jobs in your company which are primarily carried out by men?

- Yes
- No
- Don't know

If yes, which positions are primarily carried out by men? Select all that apply. [only if answered Y above]

- Train driver/ assistant driver
- Conductor / train guard
- Other on-board crew
- Train control/ signalling staff
- Yard official/ shunter
- Infrastructure maintenance staff

- Workshop / train maintenance and repair staff
- Station staff
- Cleaning staff
- Catering staff
- Sales and marketing
- Administrative and IT staff
- Apprentice
- Ticket seller
- Other (please specify)

Are there jobs in your company which are primarily carried out by women?

- Yes
- No
- Don't know

If yes, which positions are primarily carried out by women? Select all that apply. [only if answered Y above]

- Train driver/ assistant driver
- Conductor / train guard
- Other on-board crew
- Train control/ signalling staff
- Yard official/ shunter
- Infrastructure maintenance staff
- Workshop / train maintenance and repair staff
- Station staff
- Cleaning staff
- Catering staff
- Sales and marketing
- Administrative and IT staff
- Apprentice

- Ticket seller
- Other (please specify)

Are women and men given the same access to training and/or personal development?

- Yes
- No
- Yes, in theory but not in practice
- Don't know

Are women and men given the same access to promotions?

- Yes
- No
- Yes, in theory but not in practice
- Don't know

Does your employer check the cosmetic and general appearance of women workers before they go on duty?

- Yes
- No
- Don't know

What are other areas of potential inequality at your work?

6. SEXUAL HARASSMENT AT WORK

a) This survey understands sexual harassment broadly as gender-based violence and harassment [as set out in ILO Convention 190], which is any violence or harassment directed at someone, or disproportionately affecting them, because of their sex or gender. It can include a one-off event, a long-term practice, or threats received. The harms that result may be physical, psychological, sexual, or economic. Examples include sexist insults or “banter”, unwanted sexual advances or touching.

Perpetrator is defined as someone who abuses their power by using violence, harassment, or the threat of violence. They can be a colleague, manager/ supervisor, or a passenger/ customer.

Are you aware of incidences of sexual harassment in your workplace?

- Yes
- No
- Don't know
- Prefer not to say

Which of the following forms did it take? Select all that apply. [only if Y above]

- Suggestive remarks
- Inappropriate jokes
- Unwanted comments on clothing or appearance
- Verbal abuse of sexual nature
- Leering
- Displaying pornographic pictures or pin ups
- Sexual propositions
- Inappropriate touching
- Sexual assault
- Other (please specify)
- Prefer not to say

Have you been subject to sexual harassment at work?

- Yes
- No
- Prefer not to say

Which of the following forms did it take? Select all that apply. [only if Y above]

- Suggestive remarks
- Inappropriate jokes
- Unwanted comments on clothing or appearance
- Verbal abuse of sexual nature
- Leering
- Displaying pornographic pictures or pin ups
- Sexual propositions

- Inappropriate touching
- Sexual assault
- Other (please specify)
- Prefer not to say

Who was the perpetrator? [only if Y above]

- Manager/ supervisor
- Passenger/ customer/ third party
- Colleague
- Other (please specify)
- Prefer not to say

If yes, how often has it occurred? [only if Y above]

- Once
- More than once, but infrequently
- More than once, and frequently
- It is part of the job

If yes, how did the incidence(s) affect you? Select all that apply [only if Y above]

- Impacts on mental and physical health, such as anxiety, poor sleep, nightmares, loss of appetite, headaches, exhaustion, or nausea
- Feelings of humiliation, mistrust, anger, fear, or sadness
- Absence from work
- Lower earning
- Career interruption
- Transfer to a new job/ department
- PTSD (Post Traumatic Stress Disorder)

- Suicidal thoughts
- Left job
- Other (please specify)

If yes, did you report the incidence(s)
[only if Y above]

- Yes
- No

If no, why did you not report the incidence(s)? [only if N above]

Are there procedures, policies, or agreements in your workplace to effectively tackle sexual harassment?

- Yes
- No
- Don't know

If you have an employer, do they take swift and appropriate action when sexual harassment occurs?

- Yes
- No
- Don't know
- Don't have an employer

If you have an employer, do they provide any written guidance on the procedures and the rights of the complainants?

- Yes
- No
- Don't know
- Don't have an employer

b) In this survey, sexual coercion is defined when someone abuses their power to sexually exploit someone in return for a service from his/her authority.

Are you aware of incidences of sexual coercion in your workplace?

- Yes
- No
- Don't know

If yes, which of the following examples were used to exploit women workers? Select all that apply [only if Y above]

- Getting a job
- Keeping a job
- Improving working conditions
- Getting paid
- Getting better shifts/ timetable / location
- Other (please specify)

If yes, which coercion tactics were used: [only if Y above]

- Intimidation
- Making threats
- Emotional manipulation
- Other (please specify)

Have you been subject to sexual coercion at work?

- Yes
- No
- Prefer not to say

If yes, who was the perpetrator? [only if Y above]

- Manager/ supervisor
- Passenger/ customer/ third party
- Colleague
- Other (please specify)
- Prefer not to say

If yes, how often has it occurred? [only if Y above]

- Once
- More than once, but infrequently
- More than once, and frequently
- It is part of the job

If yes, did you report the incidence(s) [only if Y above]

- Yes
- No

If no, why did you not report the incidence(s)? [only if N above]

7. YOUR COMMUTE

How do you commute to and from work? Select all that apply

- Personal car
- Public transport
- Walking
- Motorcycle
- Bicycle
- Taxi
- Other (please specify)

In general, how safe do you feel on your commute?

- 1 very unsafe
- 2 somewhat unsafe
- 3 neither safe nor unsafe
- 4 somewhat safe
- 5 very safe

Have you ever experienced any of the following problems during your commute to and from work? Check all that apply.

- Physical or sexual violence
- Verbal harassment
- Being followed/ stalked
- Feeling vulnerable/at risk
- Unavailability of public transport due to late or early shift
- Other (please specify)

What, if anything, could the employer do to make the commute safer?

- My employer doesn't see this as an issue at my workplace
- Reduce working alone, especially at night
- Provide transport for staff travelling at unsociable hours
- Provide accommodation if finishing work in a different location to normal
- Other (please specify)

8. ACCESS TO ADEQUATE WELFARE AND SANITATION FACILITIES AT WORK

a) In this survey, 'welfare and sanitation facilities' mean eating, break, sleeping, recreation, washing and bathroom facilities. We advocate that women should be provided separate sleeping and bathroom/washing facilities, while women and men will use the other facilities together.

In your workplace, do men have access to eating, break, and recreation facilities

- Yes
- No
- Don't know

If yes, do women have equal and safe access to these spaces?

- Yes,
- No
- Don't know

Does your job involve split shifts or night-time work which require you sleeping on workplace premises?

- Yes
- No
- Don't know

If yes, in your workplace, are sleeping facilities provided in sufficient numbers for both women and men to use when needed?
[only if Y above]

- Yes
- No
- Don't know

If yes, are your sleeping facilities
[only if Y above]

- Cleaned and sanitised regularly
- Easily accessible when needed
- Supplied with sufficient bedding
- Secure and private
- Ventilated
- Separate for women and men

b) In this survey “bathroom” means a clean, secure, easily accessible facility with one or more flushable toilets, sinks with hot and cold running water, soap, and provision to dry your hands.

In your workplace, are bathroom facilities provided in sufficient numbers for both women and men workers to use without delay?

- Yes
- No
- Don't know
- If no, please explain the issue.

Are you able to take a sufficient number of minutes away from your workstation / workplace during a bathroom break, without time/target penalties or arranging cover?

- Yes
- No
- Don't know
- If no, please explain

Are your workplace bathrooms

- Cleaned regularly? Yes/No
- Close to my workstation? Yes/No
- Located in a safe place? Yes/No
- Designed and located for easy access? Yes/No

- Secure and private? Yes/No
- Well lit? Yes/No
- Ventilated? Yes/No
- Supplied with clean water for hygiene purposes? Yes/No
- Separate for women and men? Yes/No
- Appropriately designed for women and men? Yes/No
- Appropriately equipped e.g., with sanitary disposal bins? Yes/No

9. YOUR SAY

At ITF we believe in championing the role women transport workers play. We know women deserve the same rights as men in the workplace but sadly this is not a reality for many. Help our fight for equality: what would make working on the railways better for women? Feel free to include any other thoughts that have come up while completing this survey.

Thank you for your participation!

We sincerely thank you for participating in this survey and for sharing your workplace experiences.

For any questions, concerns, or remarks, please contact Inga-Lena Heinisch (Inland Transport Senior Section Assistant) at heinisch_inga-lena@itf.org.uk.

Please watch the ITF website for updates on this survey.

ENDNOTES

01. For further details, please see the Global Railway Review for the ITF by Anna Baum, Sian Byrne and Veronica Velez, June 2021.
02. International Labour Organization: https://www.ilo.org/wcmsp5/groups/public/---ed_norm/--normes/documents/genericdocument/wcms_739937.pdf and https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_824865.pdf
03. It must be noted that in this question respondents could check all answers that apply, so the percentage does not sum to 100%.
04. For further details, please see the Global Railway Review for the ITF by Anna Baum, Sian Byrne and Veronica Velez, June 2021.

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