

# UNIFE GENDER EQUITY POLICY

## Rail only succeeds with a level playing field for all

As the European Rail Supply Industry, UNIFE is a reflection of its members and strives to represent the best of our sector. Our mission is to promote rail as the backbone for not only Europe's mobility system but the society that it enables. This association endorses a future in which women are given equal agency within, and impact on, the communities that they live and work in. We also recognise that the best place to initiate change is with yourself.

Europe continues to suffer both a significant gender pay gap (14,1%) and employment gap (11,7%), with women overrepresented in low-paying sectors, [according to a 2019 EU review](#). Traditionally male-dominated, women [only represent 22%](#) of the transport sector. These inequities are not caused by a lack of talented, educated and qualified women: In 2020, of the almost 73 million persons employed in science and technology in the EU, aged from 15 to 74, nearly 37.5 million were women (51.3%) and 35.5 million men (48.7%). Similarly, individuals that are transgender, intersex or self-classify in another manner must grapple with discrimination in society and the workplace. As the Commission chaired by Mrs Von der Leyen has taken the initiative to ensure gender equality in its leadership, UNIFE hopes to inspire the rail sector to do the same and provide women at all strata of the industry with equitable conditions.

To that end, UNIFE is codifying our legitimate expectations into this gender equity policy that seeks to establish values which will encourage greater visibility and participation of women in our activities and those of the sector as a whole. Our policy will dictate how we engage with external partners and the standards we set for our internal processes.

## External Policies

### Public engagement

- UNIFE aims to no longer holding panel discussions, roundtables, debates or the likes that do not feature a non-male subject expert.
- When invited to participate in events that plans to only include male panellists, UNIFE will promote the participation of non-male staff members as speaker where a suitable alternative exists to achieve gender parity. If our association cannot ensure optimal contribution from our team, we will direct organisers to consult our database of willing representatives for knowledgeable non-male sector leaders from our membership.
- Our association will strive to increase the visibility of women in rail during our engagement with the media, proposing female voices from our staff where possible or those from our membership in instances where the topic falls outside of our scope.
- UNIFE will compile and disseminate via our website a database of female rail supply experts that can be contacted for public comment, appearance or engagement.

## Internal Policies

### Governance and collaboration

- UNIFE encourages the members to consider gender equity when electing their representatives. UNIFE is striving to achieve 50/50 representation in its committees and working groups.
- Our association has established an internal facing “Gender Equity Task Force” to assess gender dynamics within our organisation and continue to promote actions that could address any possible deficiencies.
- UNIFE will be convening a new “Gender Advisory Group” composed of our members that will work to assess the current situation of female employees throughout the industry, understand barriers of entry for those wishing to have a fulfilling mobility career and craft association position papers, statements and recommendations to ensure the optimal mobilisation of the rail community going forward.
- UNIFE is committed to participate? launching a mentorship programme to actively connect women in our industry with accomplished professionals in their specialty who can help them grow their skill sets and broaden their network as they progress through their career.
- To ensure that our organisation remains a contributor to greater female representation, we will continue to increase our contacts and proactively include women in our internal mechanisms.
- UNIFE is currently adapting its “Ethics Policy” (name of the document to be defined) as a means of codifying its belief that harassment and discrimination based on gender will not be tolerated by our organisation.

### Human Resources

#### Recruitment and hiring

- When advertising new employment opportunities with our organisation, UNIFE will continue to utilise gender inclusive and neutral language to appeal to a diverse field of potential candidates.
- To ensure that the association maintains a welcoming culture and limit the detrimental impacts of prejudices, our association has long maintained a policy of having all interviewed candidates assessed by at least one man and woman before any offers are extended.

#### Compensation and working conditions

- UNIFE has long been committed to equal compensation amongst its staff and has succeeded to close the gender pay gap internally. Our association will continue to assess its salary model to rectify any possible causes of inequitable compensation.
- Our association is aware of the demands created by childcare and the disparities that result for working parents – and, overwhelmingly, for women.

#### Transparency

- Our association will dedicate sections of its website, annual reporting and other corporate materials to sharing in-house statistics describing UNIFE’s gender equality status.