



Brussels, December 2017

## Welcome to the first edition of the Shift2Rail Newsletter

Newsletter #1

### Women in Rail

The lacking number of women working in transport is an underlying issue, under scrutiny by the European Commission. According to a 2016 study of the Directorate General for Mobility and Transport, only 22% workers of the transport sector are women, whilst the rail and road sector have both the most unbalanced number, with overall 85% of men workers<sup>1</sup>. Besides, there is also a very strong imbalance between the types of employee profiles within each sector. In the rail sector, the share of women amounts to 60% in the human resources field but only to 3% are among drivers<sup>2</sup>. Several attempts have been made to raise awareness on the situation of women in the rail sector, such as the joint CER –ETF –EIM coordinated action: “[WIR - Women in Rail](#)” project. Given the current importance of gender balance, women now more than ever are crucial to the rail sector work force.



Elisabeth Werner, Director of Land Transport, DG Move highlighted:  
*"For rail, as for any other sector, the same logic is true: you cannot achieve 100% performance if you don't use the skills of 100 % of the population and if you don't address the needs of 100% of your customers. The smarter our transport system becomes, the better the chances for Women in transport. Digitalisation and automation of rail: we're coming!"*



MEP Clair Moody (Member of ITRE and FEMM Committee) further emphasized:  
*"We need women involved in all parts of our economy, and rail is no exception to this. Just 15% of the UK's rail industry workforce are women, with only 6% of the UK's train drivers being women. I want to see more women train drivers, women engineers, and women throughout the rail industry."*

EU Commissioner for Mobility and Transport, Violeta Bulc, and Commissioner for Justice, Consumers and Gender balance Věra Jourová are currently working on a policy to attract more women to the rail sector. With the initiative “Women in Transport”, launched in 2016 by the Commission, and Horizon’s 2020 specific gender program, women’s participation is expected to increase at all levels of Research and Innovation, as well as in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups, and 50% in advisory groups by 2020<sup>3</sup>.

For that purpose, EESC President Georges Dassis and Commissioner Violeta Bulc officially launched on 27 November the [‘EU Platform for change – Women in Transport’](#). The aim of the Platform is to increase female employment and equal opportunities in the transport sector, and enable stakeholders to highlight their specific initiatives in favour of gender equality and to exchange good practices. During the launch conference, the [Declaration on ‘Equal opportunities for women and men in the transport sector’](#) has been signed among many by Commissioner Violeta Bulc, Kadri Simons (Estonian Minister of Economic Affairs and Infrastructure), MEP Karima Delli and Carlo Borghini (Executive Director of Shift2Rail).



Commissioner Violeta Bulc explained:

*“Only 22% of transport workers are women. There is a huge potential for the sector to improve equal opportunities and I am excited that companies and organisations agree on this and are committing themselves to the increase of female employment. By engaging women and men together towards gender equality we will ensure that our societies will flourish at all levels.”*

With 50% female staff, Shift2Rail welcomes and supports the initiative. With its Members Shift2Rail commit to continue promoting equality between men and women and uphold the values set out in the declaration. In Carlo Borghini’s own words: *“In Shift2Rail we should focus not only on the admin level but also on operational staff to reach a true gender balance”*.



Furthermore, to support women’s employment in Transport, Francesca Aceto, the Chairwoman of “SNCF au Féminin” emphasized:

*“As Chairwoman of SNCF au Féminin, I am committed to support women and men who want to act for a better gender balance in our company. We train our members to achieve a natural and respectful leadership, and mutual support with mentoring programs are encouraged in our network. We want women to be empowered and to be able to drive their carriers with self-confidence. At the same time, we act to change the work organization and HR policies each time they are a barrier to gender balance.”*

Even though there is still a lot to be done, continuing to invest into women from an early age, providing equal opportunities and increasing female employment in all modes of Transport through company-based measures will bring an immense advantage not just to the European Transport sector, but Europe as a whole.

<sup>1</sup> European Commission (2016). Women in Transport. [online]. Available at;

<https://ec.europa.eu/transport/sites/transport/files/themes/social/consultations/doc/eu-member-states.pdf>

<sup>2</sup> (Ibid).

<sup>3</sup> <https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>



## JU's find support from MEP's at the 'Innovation in Action' exhibition in the European Parliament in Strasbourg

On the 24<sup>th</sup>- 26<sup>th</sup> of October Shift2Rail JU with six other Joint Undertakings invited Members of the European Parliament, European Commission, Scientific Committee, Industry Representatives and other Stakeholders to join the 'Innovation in Action' exhibition in the European Parliament. During the opening of the exhibition and the Working Breakfast organised for the MEPs the Joint Undertakings managed to convey the message that they are:

1. powerful platforms providing answers to the needs that have no existing solutions
2. attracting support and leveraging current and future industry funding and
3. delivering results that translate into concrete benefits for European citizens

Shift2Rail was also able to present the progress achieved and its mid-term evaluation assessment performed by the Commission Services with the support of independent experts.

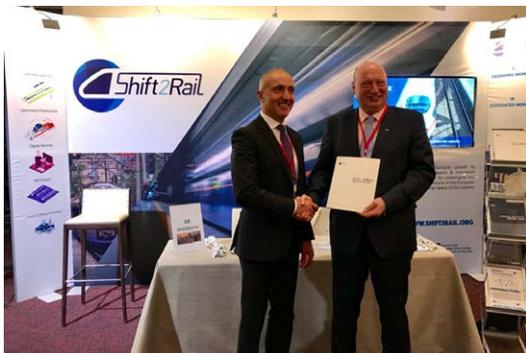




### Shift2Rail JU presents Commissioner Bulc with its Multi-Annual Action Plan in Tallinn, Estonia

During the Digital Transport Days, on 9 November 2017, Commissioner Violeta Bulc was presented with the Shift2Rail JU's newly adopted [Multi-Annual Action Plan – Executive View \(MAAP Part A\)](#). The document highlights in the form of Innovation Capabilities, the solutions that will bring about the most sustainable, cost-efficient, high-performing, time driven, digital, and competitive customer-centred transport mode for Europe, for its citizens and freight business. It 'translates' the Shift2Rail JU's vision into detailed, result-oriented R&I activities, performed in the S2R Programme by the JU Members together with SMEs, Research Centres and Universities.

Commissioner Bulc has reinforced her support for the Shift2Rail JU and its Programme, highlighting the importance of its Programme delivering cutting-edge R&I results and starting to exhibit them at the InnoTrans 2018. Being able to present such a momentous document during the Digital Transport Days was especially symbolic considering Shift2Rail JU's objectives have digitalisation and automation at their core.



### Shift2Rail JU updates/key events

**Information Day – Open Call for proposals 2018.** The information day will provide an overview of the Shift2Rail Research & Innovation Programme, focusing in particular on the upcoming funding opportunities under the umbrella of the Horizon 2020 Programme.

To view the agenda please and for further information click [here](#)

# SHIFT2RAIL JOINT UNDERTAKING INFO DAY

12 December 2017  
The Egg, Congress & Meeting Center,  
Brussels



Shift2Rail's [Annual Work Plan & Budget 2018](#) has been successfully adopted by the Governing Board on the 27<sup>th</sup> of October. The Annual Work Plan 2018 (AWP 2018) of the Shift2Rail Joint Undertaking (S2R JU) outlines the scope of the Research and Innovation (R&I) activities that will be performed as from 2018, implemented through call(s) for proposals and/or call(s) for tenders open to its Members and third parties. It also details the governance structure of S2R JU and the underpinning 2018 Budget.

"Shift2Rail would like to introduce automation and digitalisation in all the sub-systems in order to answer the needs of passengers" – For more please watch [Shift2Rail's new video](#).

[Roll2Rail](#) Final Conference Successfully held in Munich: In this milestone event, as Roll2Rail becomes the first Shift2Rail Lighthouse project to finish, Carlo Borghini highlighted the added value the project results have on the work of Shift2Rail. The Roll2Rail project results, he said, will contribute to the increase of the operational reliability and to the reduction of the life cycle costs of railway transport.

[International Railway Summit](#) in Kuala Lumpur: In his presentation Carlo Borghini, the Executive Director of Shift2Rail addressed the key challenges of the European Rail sector with its result-oriented and cutting-edge R&I solutions. Automated Train Operation is one of those 'solutions' at the core of Shift2Rail's work, offering a digital transformation that will allow the trains to run partly or fully automated, run closer together and develop safer operations.

[S2R Project Coordinators Info-Day](#): The meeting provided the Project Coordinators with specific guidelines regarding the successful management of their projects and thus their contribution to the achievement of the Shift2Rail Master Plan and the MAAP objectives.



## Upcoming events

- Dec 12:** S2R Info-day, Brussels
- Dec 13:** Governing Board, Brussels
- Dec 13:** Horizon 2020 Transport Info day, Brussels
- Jan 07-11:** 97<sup>th</sup> TRB Annual meeting, Washington

## Shift2Rail in the news

["Shift2Rail updates its action plan"](#) - Railway Gazette

[“Public-Private Partnerships strengthening Innovation and Research in Europe”](#) - European Files

