

# GENDER DIVERSITY REPORT CARD

## ABOUT

Improving gender diversity in the Australasian rail workforce is a key focus for the Australasian Railway Association (ARA) and rail organisations throughout Australasia.

The ARA, on behalf of the rail industry has collated diversity data for the period of 1 April 2016 to 31 March 2017, to provide a greater understanding of the gender diversity within the Australasian rail workforce.

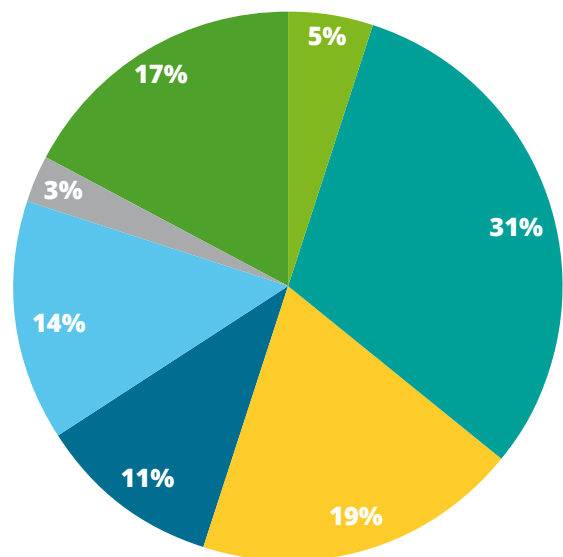
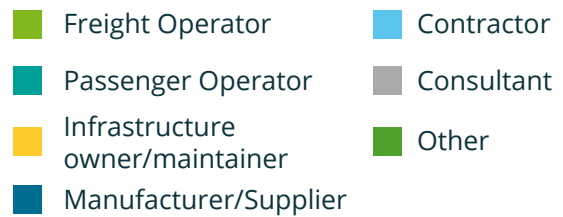
The information will assist the ARA and its members to establish benchmarks to track developments in this area, which will assist the ARA in creating initiatives to address gender diversity.

26 ARA members responded (19 per cent of potential respondents), representing a total of about 28,000 employees.



**21 percent** of the Australasian rail workforce are women

Respondents by sector:



## ORGANISATIONAL SUPPORT MECHANISMS

99%

99 per cent of respondents have formal policies or strategies in place that specifically support gender diversity

19%

Respondents indicated that on average their governing body has 19 per cent representation by women

81%

81 per cent of respondents indicated that they have a formal policy in place regarding remuneration

77%

77 per cent of respondents have formal policies or strategies for flexible working arrangements within their organisations

77%

77 per cent of respondents offer additional support mechanisms, other than leave for employees with family or caring responsibilities

46%

46 per cent of respondents provide paid parental leave for primary carers, in addition to government funded parental leave scheme

50%

50 per cent of respondents have support mechanisms in place to support employees who are experiencing family or domestic violence

77%

77 per cent of respondents consulted with employees on issues concerning gender equality in the workplace

# ROLES BREAKDOWN



Women hold 19 per cent of managerial positions



Women hold 24 per cent of non-managerial positions

Gender breakdown of managerial roles during the reporting:

	CEO	KEY MANAGEMENT PERSONEL	OTHER EXECUTIVES/ MANAGING DIRECTORS	SENIOR MANAGERS	OTHER
FEMALE	10%	21%	19%	17%	19%
MALE	90%	79%	81%	83%	83%

Gender breakdown on non-managerial roles during the reporting period:

	CLERICAL AND ADMINISTRATIVE	COMMUNITY AND PERSONAL SERVICE	MACHINERY OPERATORS AND DRIVERS	SALES	PROFESSIONALS	TECHNICIANS AND TRADE	LABOURERS	OTHER
FEMALE	60%	32%	11%	25%	38%	5%	13%	12%
MALE	40%	68%	89%	75%	62%	95%	87%	88%

## APPOINTMENTS, PROMOTIONS, AND RESIGNATIONS



30 per cent of new appointments were awarded to women

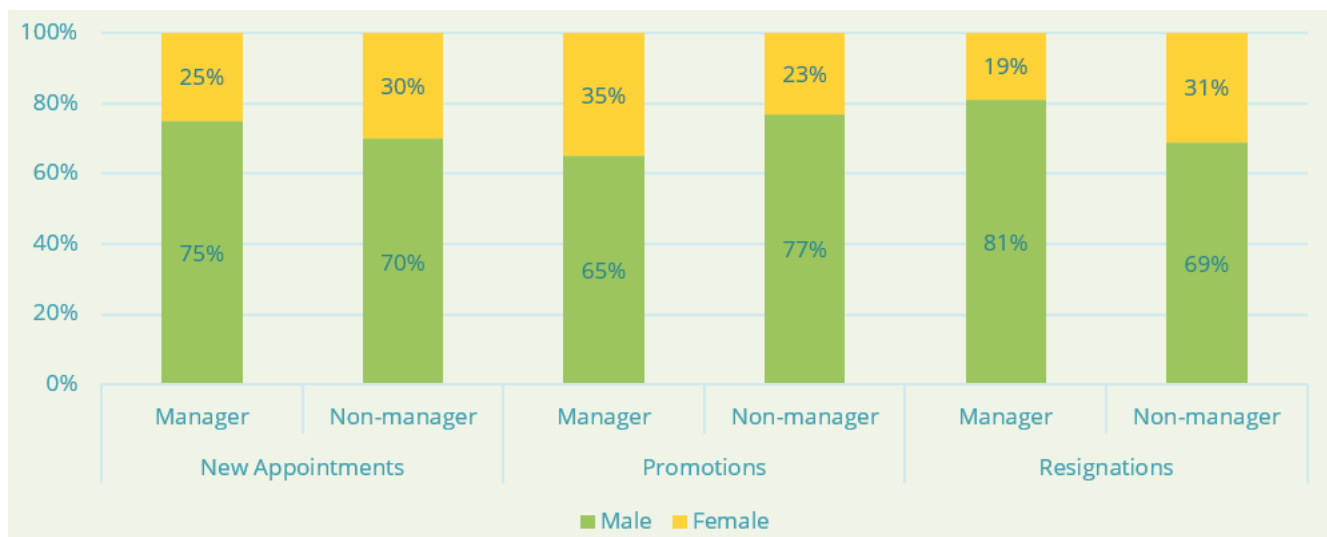


33 per cent of all promotions were awarded to women



29 per cent of resignations during the period were by women

Percentage comparison of new appointments, promotions and resignations by gender and role for the reporting period:



You are able to download the full Gender Diversity Report of the Australasian Rail Workforce at [www.ara.net.au/key-issues/women-rail](http://www.ara.net.au/key-issues/women-rail).