

Gender Diversity Report Card

March 2020

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

The ARA, on behalf of the rail industry, has collated data to provide a greater understanding of gender diversity within the Australian and New Zealand rail workforce and provide a more complete representation than WGEA data for rail. The information assists the ARA and the rail industry to track progress since its last survey and report released in 2018. The information also assists in creating initiatives to address gender diversity.

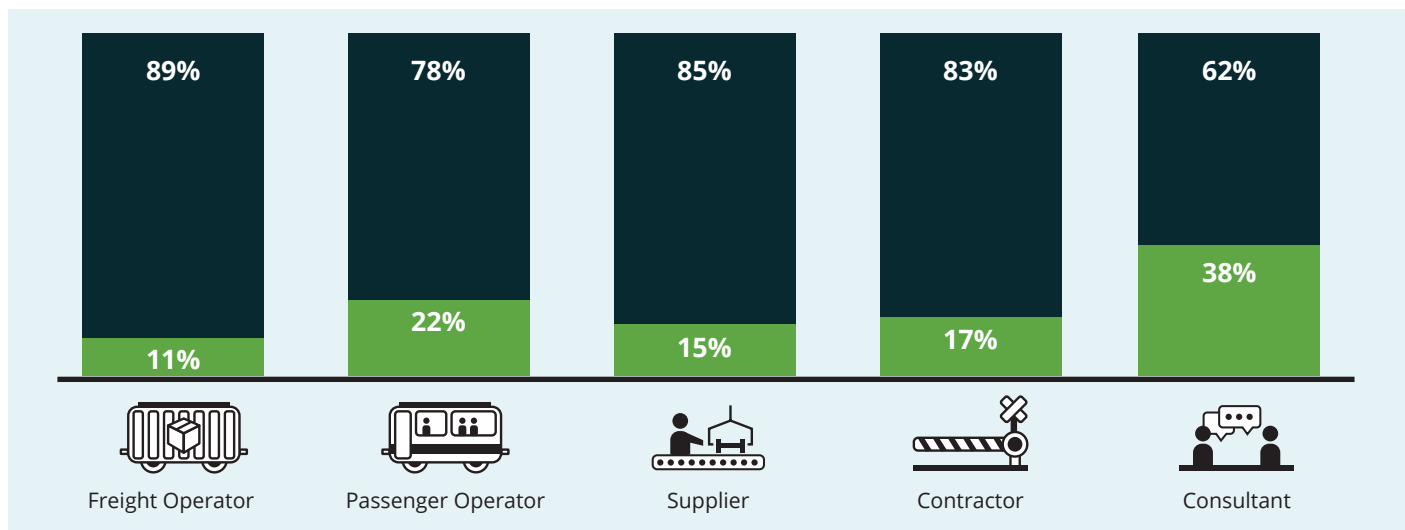
To view the full report, please visit <http://ara.net.au>.

The key findings of this survey are as follows:



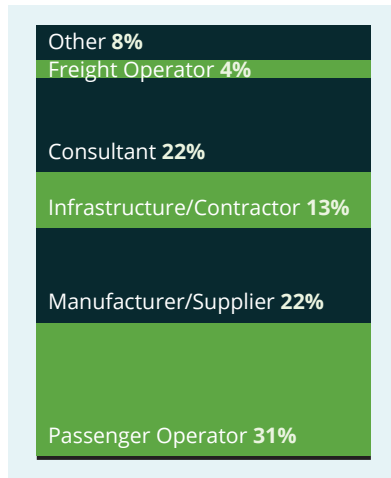
Improvements have been made in women's level of participation in the rail industry from 2016-17 to 2018-19, however rail still lags well below national averages on women's employment as published by WGEA.

Gender breakdown by sector

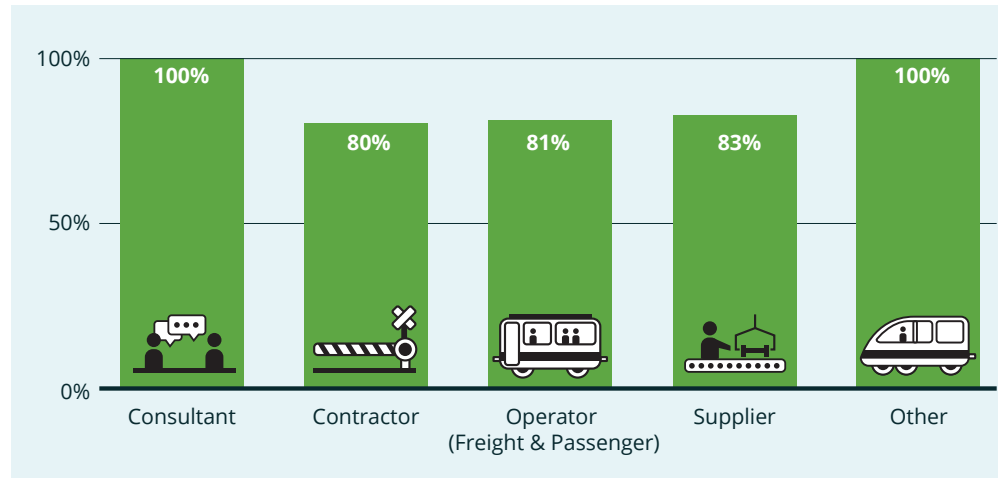


NB: Low response rates by sector can skew data.

Survey respondents by sector



Proportion of respondents with formal gender diversity policies or strategies by Sector.



42 ARA members responded (28 percent of potential respondents), representing a total of 50,069 employees.

Other Initiatives

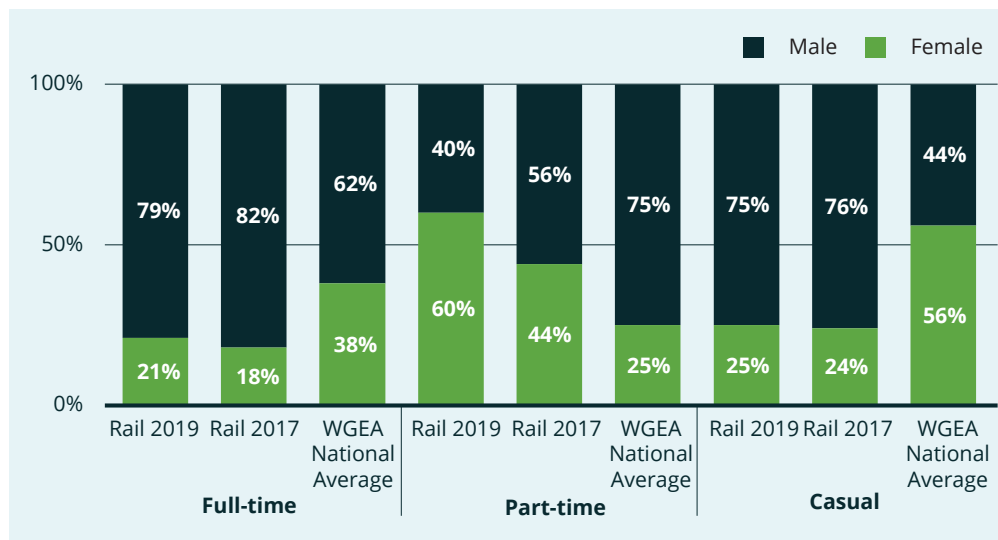
Rail organisations have been proactive in putting specific initiatives in place to successfully achieve a more gender equitable workforce. These have included:

- » Unbiased interview training
- » Targeted sourcing strategies.
- » Salary review
- » 'Refer a Female' program with a monetary reward for employees who refer
- » 'Stay Connected' program with those on maternity leave
- » Recruitment KPIs
- » 'Shadow a Senior Leader' program
- » Female focused 'Try a Trade Day'
- » Women's listening sessions
- » Mentoring programs
- » Diversity audits
- » Networking forums
- » Dignity audits

Next Steps

The ARA is committed to supporting the rail industry to improve these results, by continuing to implement the ARA Women in Rail Strategy, as led by the Women in Rail Advisory Committee (WiRAC).

Gender division between types of employment



Gender promotions

