



*The Voice
of European
Railways*



European Rail
Infrastructure Managers



„Employability in the Demographic Change – Prospects for the European Rail Sector“

“Beschäftigungsfähigkeit im demografischen Wandel –
Perspektiven für den europäischen Eisenbahnsektor“

Survey

*Mit finanzieller Unterstützung der EU
With financial support of EU





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Infrastructure Managers



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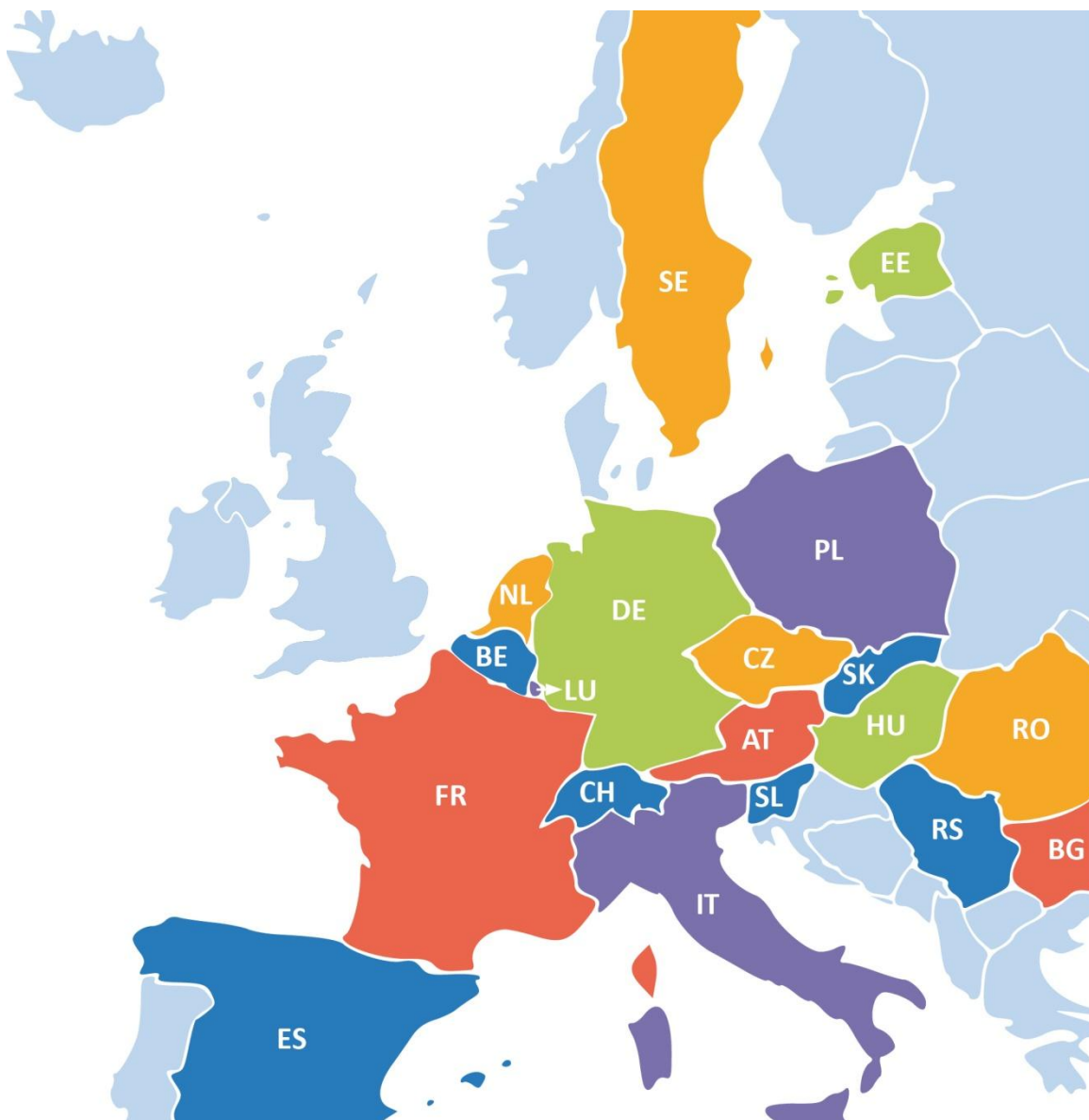
1. Participants
2. Age Structure and Working Areas
3. Staff Planning
4. Employment Situation
 - a. Working Conditions
 - b. Health Promotion
 - c. Training and Qualification
5. Company Measures



1) Participants: 35 Answers from 19 Countries



Europäische Akademie
für umweltorientierten Verkehr



AT – Austria

- Österreichische Bundesbahnen (ÖBB)
- vida

BE – Belgium

- Société Nationale des Chemins de Fer Belges (SNCB)

BG – Bulgaria

- Bulgarian State Railways (BDZ EAD)
- NIRC

CH – Switzerland

- Schweizerische Bundesbahnen AG (SBB-CFF-FFS)

CZ – Czech Republic

- SZDZ

DE – Germany

- Deutsche Bahn AG (DB AG)
- TRANSNET/GDBA

EE – Estonia

- Estonian Railways Ltd. (EVR)

ES – Spain

- Renfe-Operadora

FR – France

- Société Nationale des Chemins de Fer Français (SNCF)

HU – Hungary

- MÁV-GÉPÉSZET Plc.
- MÁV-TRAKCIÓ Plc
- GySEV Plc
- MÁV Plc
- VDSZS – Free Trade Union of Railway Workers

IT – Italy

- FS Group

LU – Luxembourg

- Société Nationale des Chemins de Fer Luxembourgeois
- CFL cargo
- FNCTTFEL

NL – The Netherlands

- NV Nederlandse Spoorwegen

PL – Poland

- CS Szkolenie i Doradztwo Sp. z o.o.
- PKP Intercity S.A.
- PKP Polskie Linie Kolejowe S.A.
- PKP Cargo

RO – Romania

- National Railway Company „CFR” – S.A.
- SNTFC „CFR Calatori”

RS – Serbia

- Public Enterprise „Serbian Railways”
- Rail Trade Union Belgrade

SE – Sweden

- ISS TrafficCare AB
- Infranord

SI – Slovenia

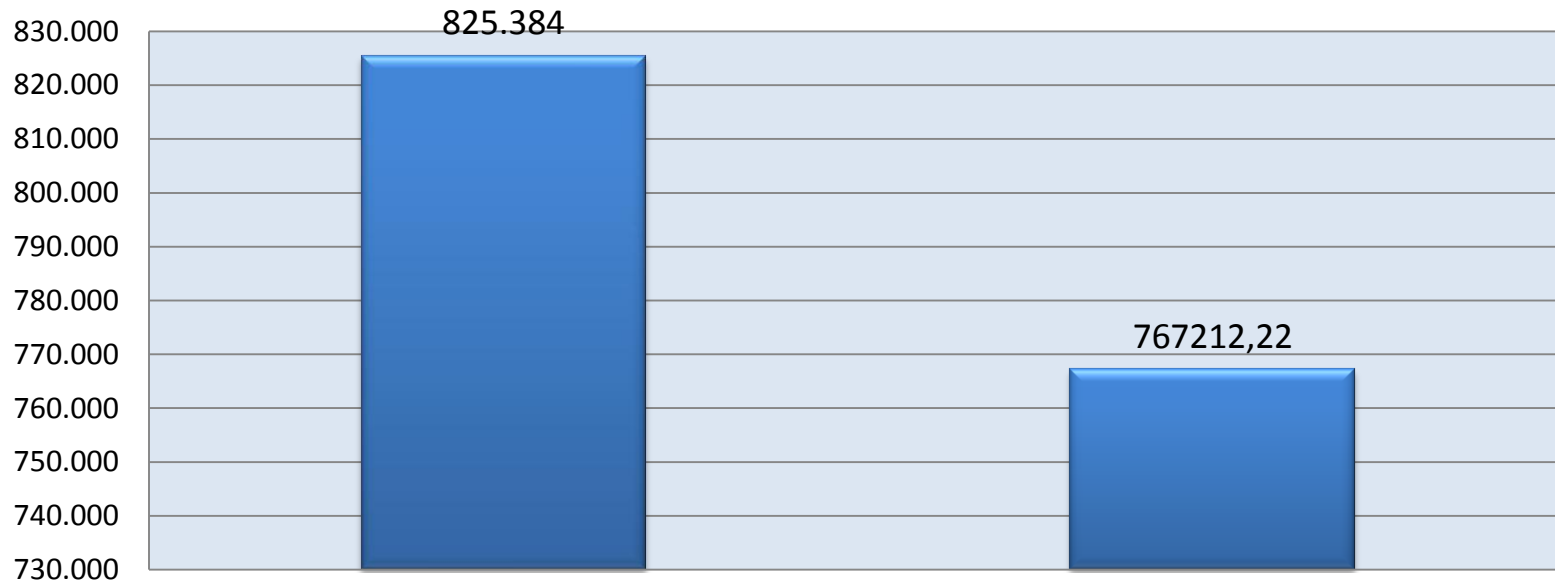
- zaposljivost starejsih
- SSSLO

SK – Slovakia

- ZS Cargo
- ZSR - Railways of Slovak republic
- Železničná spoločnosť Slovensko, a.s.
- ZSSK Slovakia

2) Age Structure and Working Areas

Total number of employees in your company in 2009

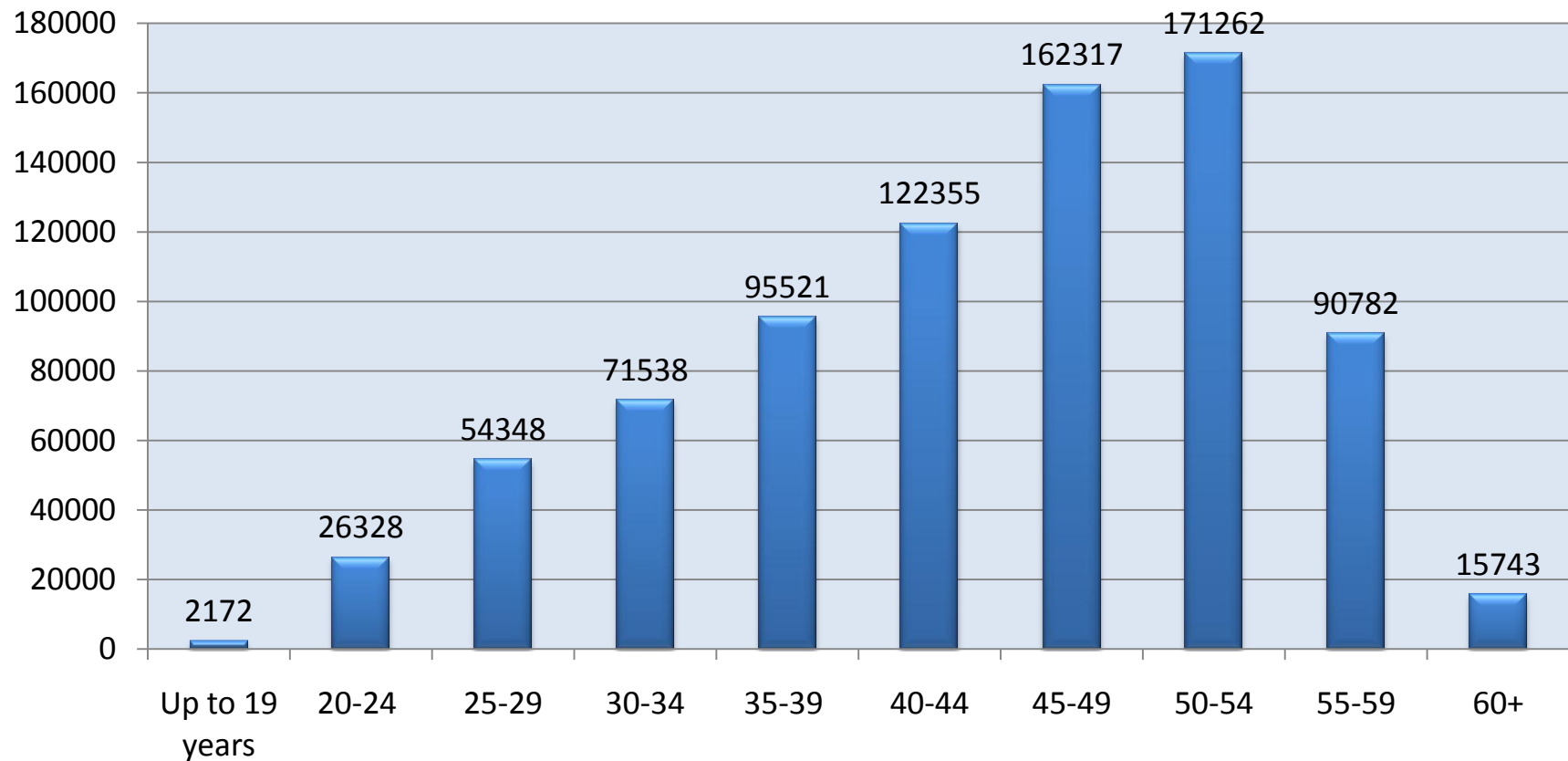


Head count (physical persons): AT 39.968; BE 39.152; BG 29.520; CH 26.713; CZ 9.929; DE 189.767; EE 1.693; ES 13.902; FR 160.693; HU 29.447; IT 79.479; LU 3.075; NL 15.261; PL 78.205; RO 42.600; RS 19.119; SE 4.794; SI 7.728; SK 31.875

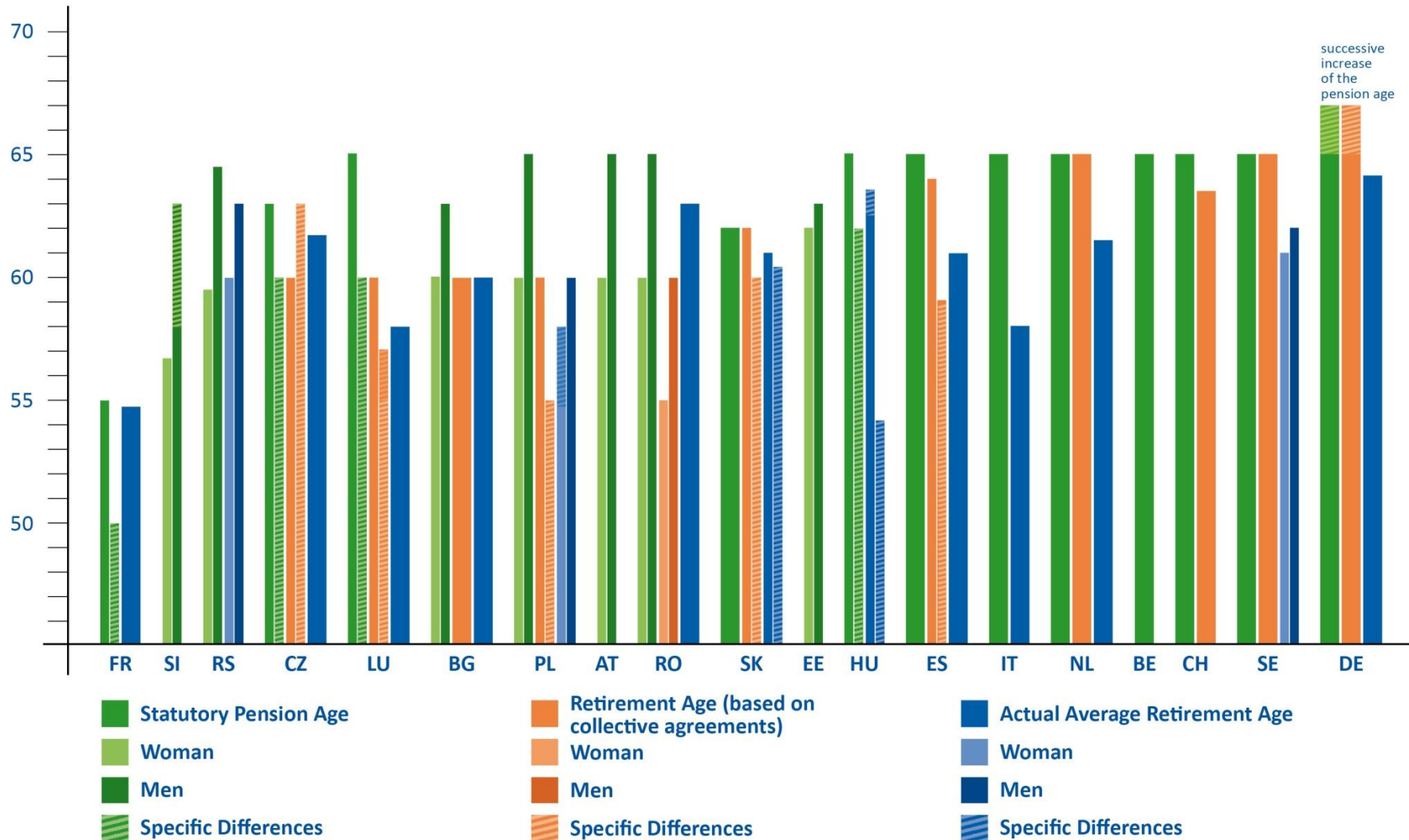
Full-time equivalent

2) Age Structure and Working Areas

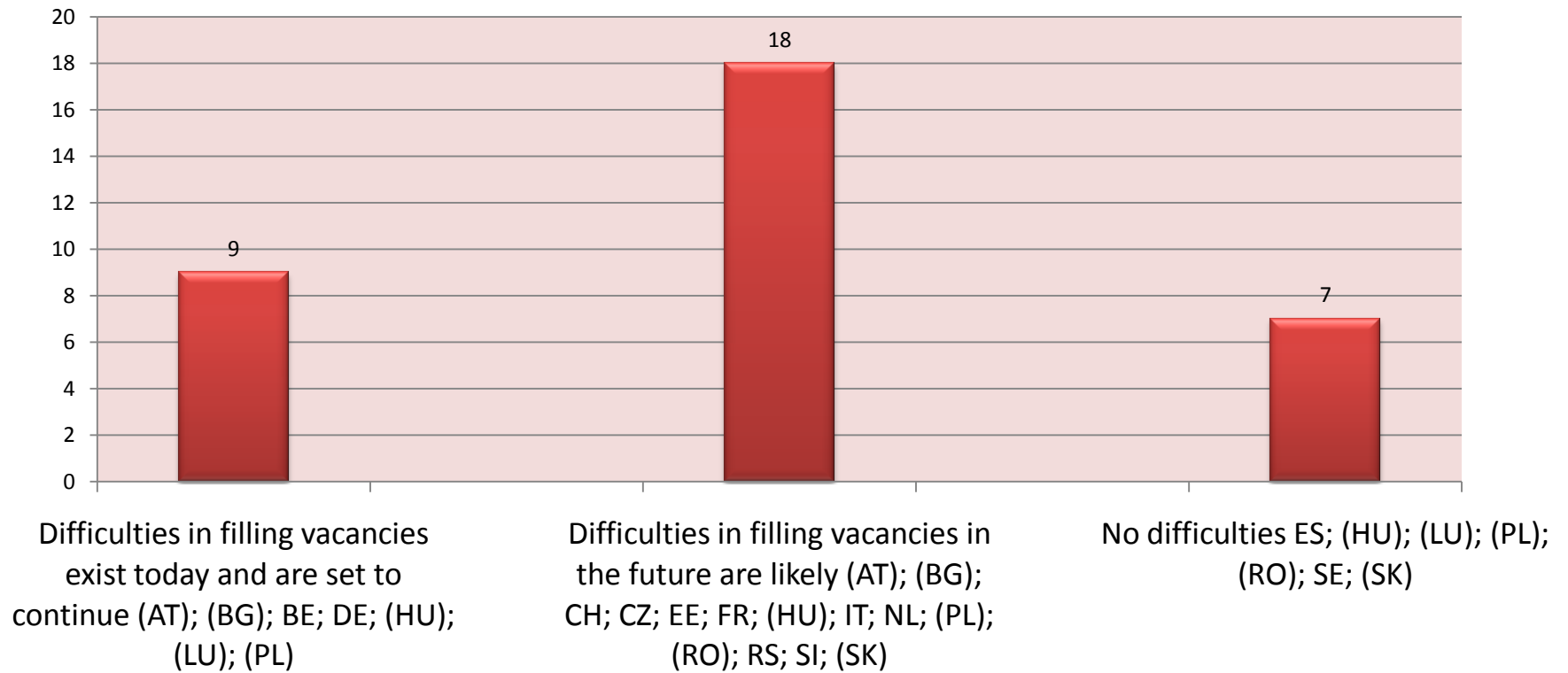
Total number of employees by age brackets



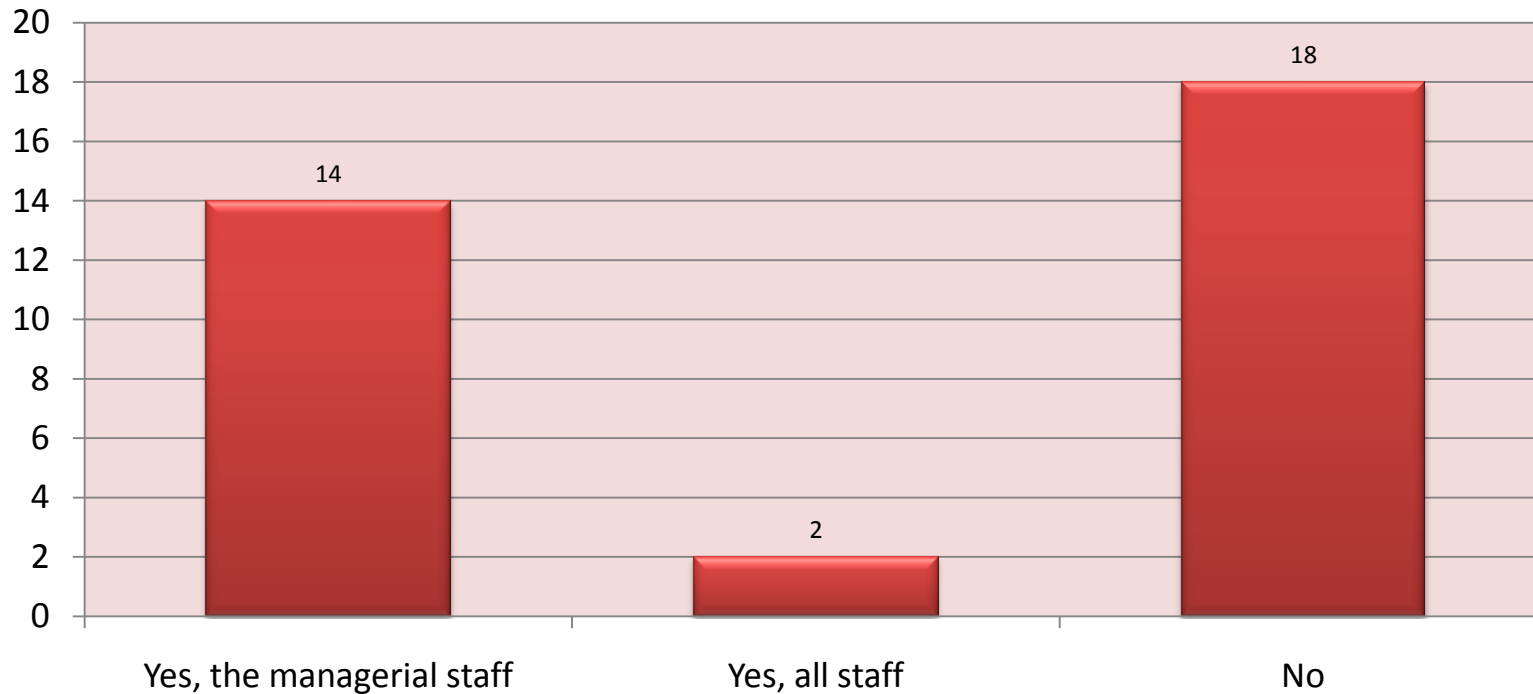
2.4 Retirement Age



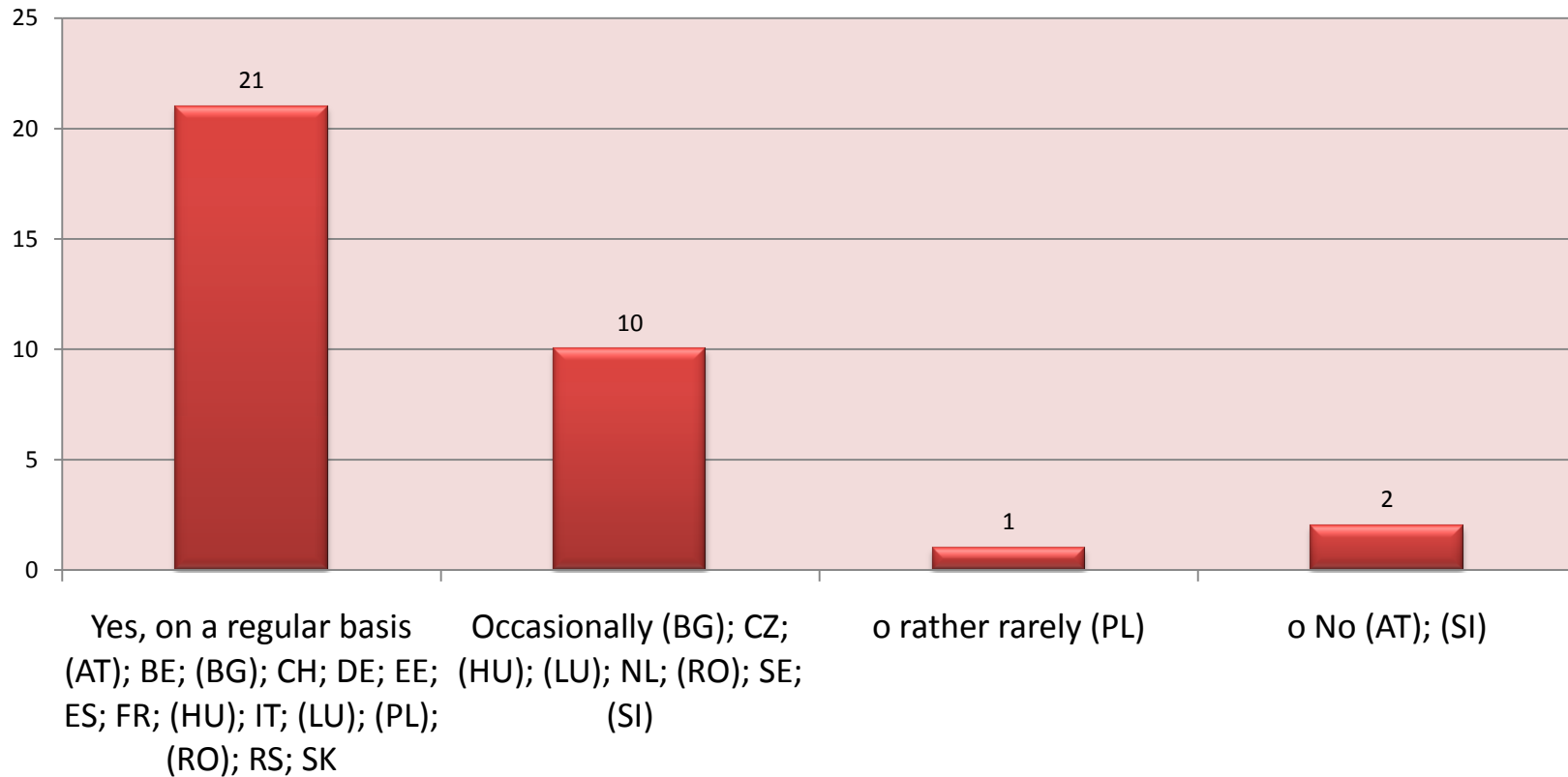
3.3 Do you think that demographic change will have an impact on recruitment in your company in the future?



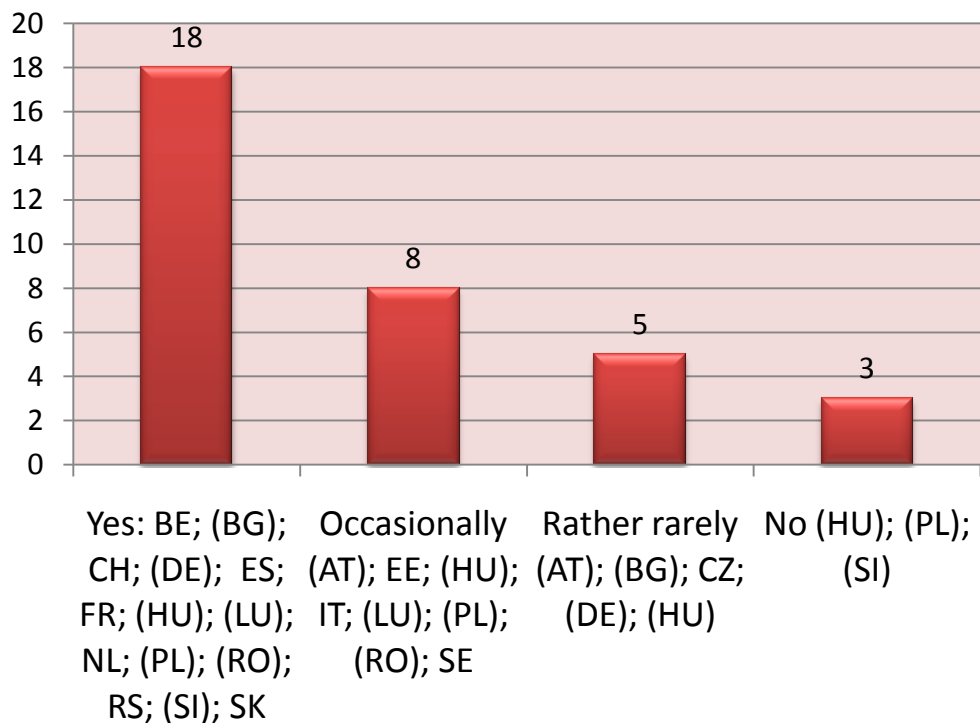
3.1 Do your staff know about the joint recommendations on employability adopted by the EU social partners CER, EIM and ETF in 2007?



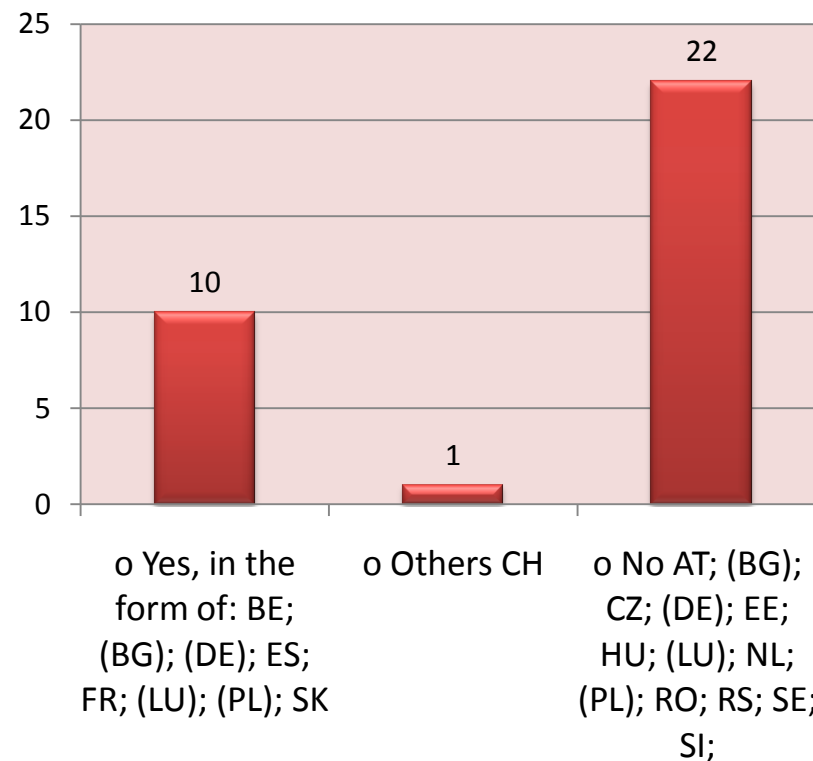
3.5 Does your company perform a regular job-specific analysis of your workforce's age structure?



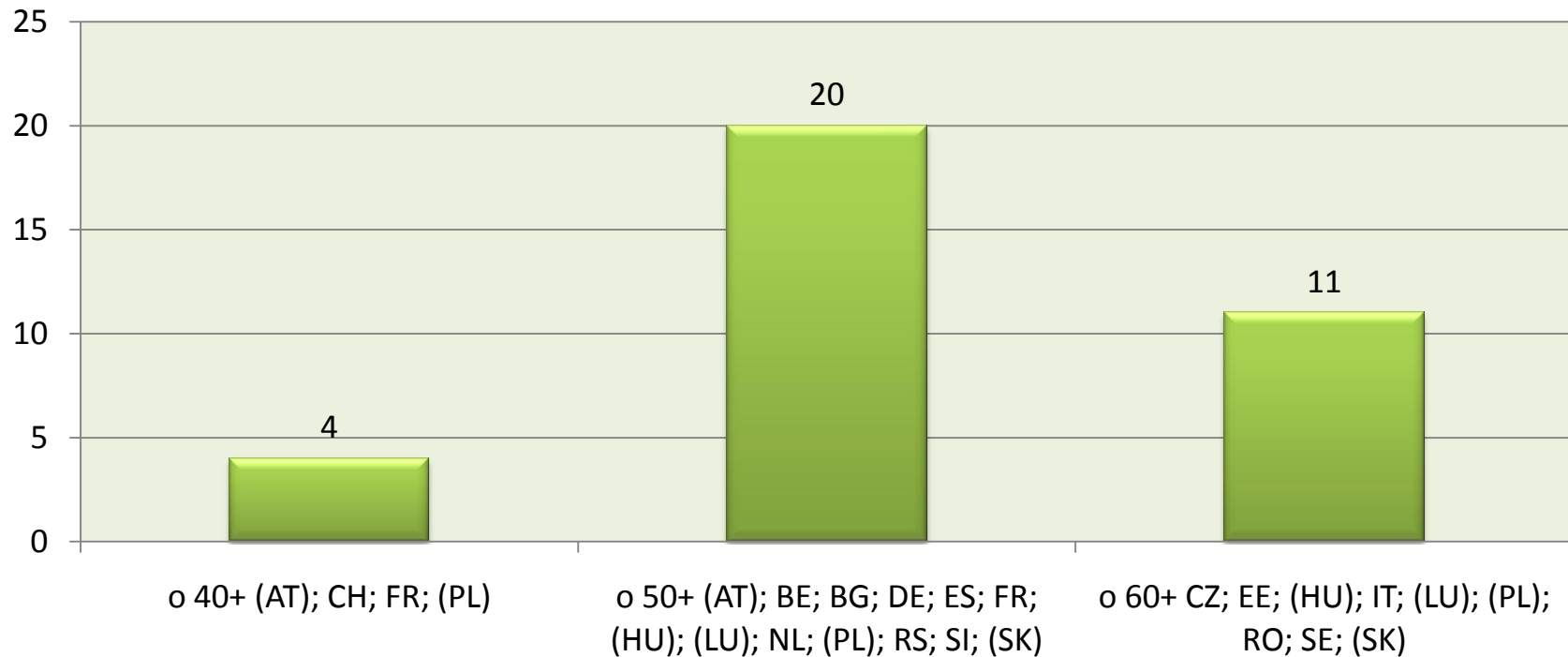
3.7 Does your company draw up short-, medium- and longterm forecasts relating to its staff requirements?



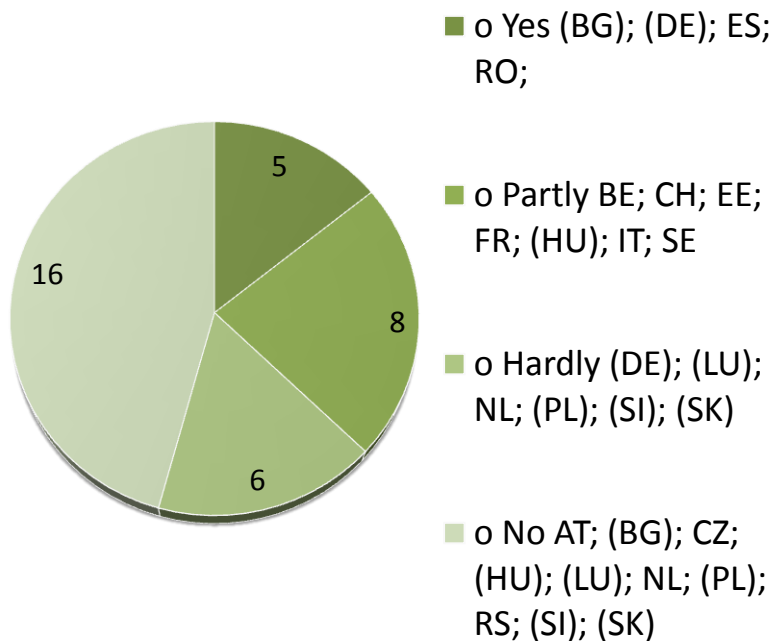
3.8 Do you have corporate guidelines or policies on the aging of your workforce?



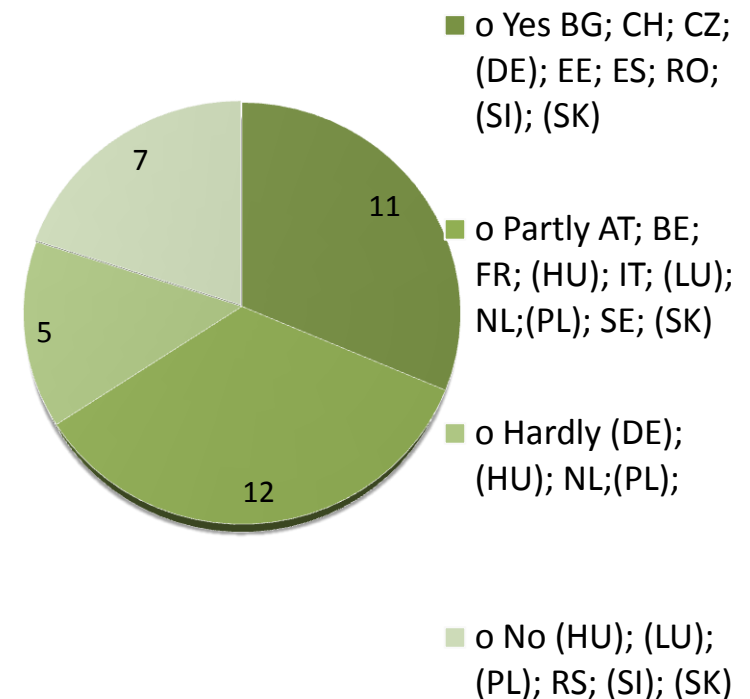
4.1 In the following section, we ask questions particularly regarding "older" employees. From what age do you consider staff "older" in your company?



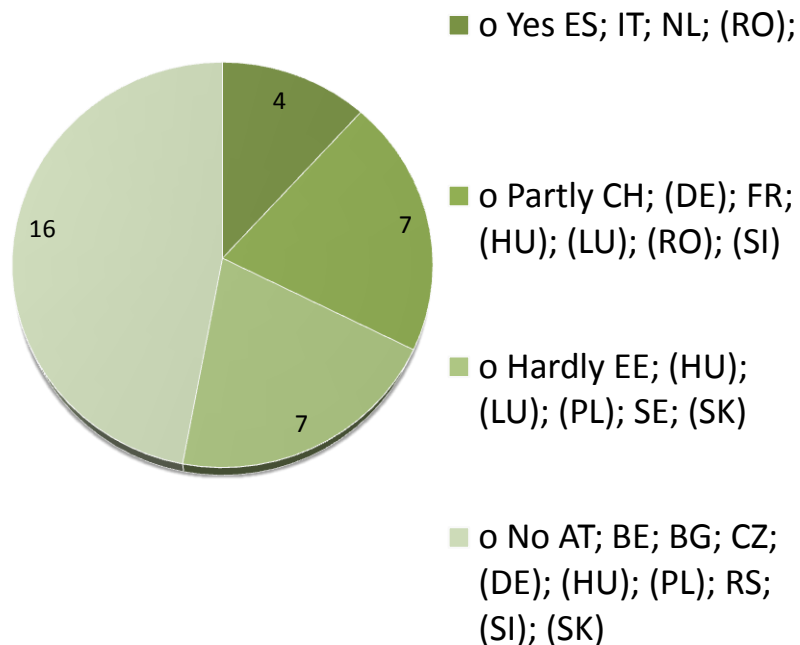
4.2 Do corporate workplace analyses take the special needs of older employees into account?



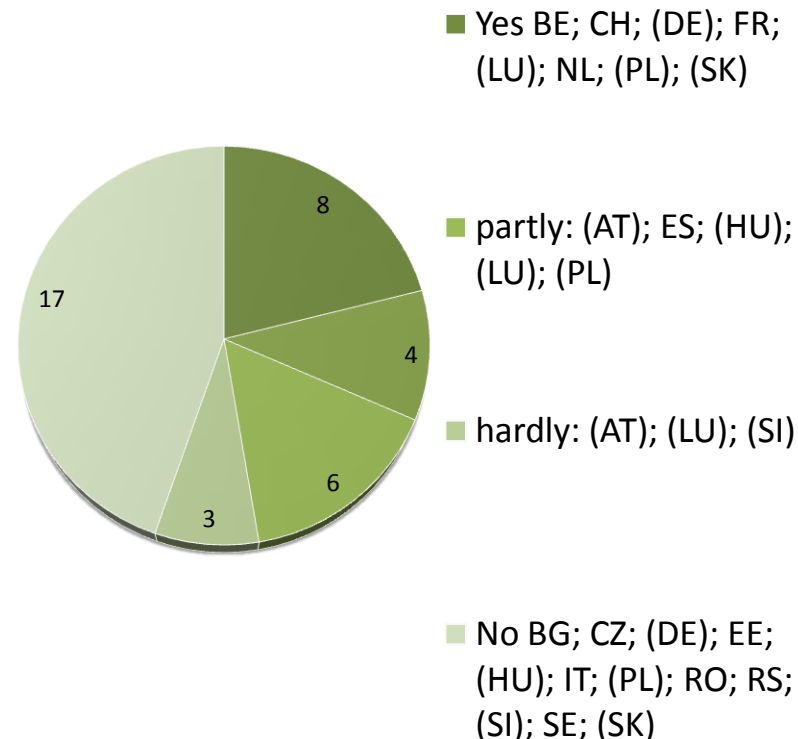
4.3 Do corporate workplace analyses assess the requirements, workload and stress related to the different workplaces?



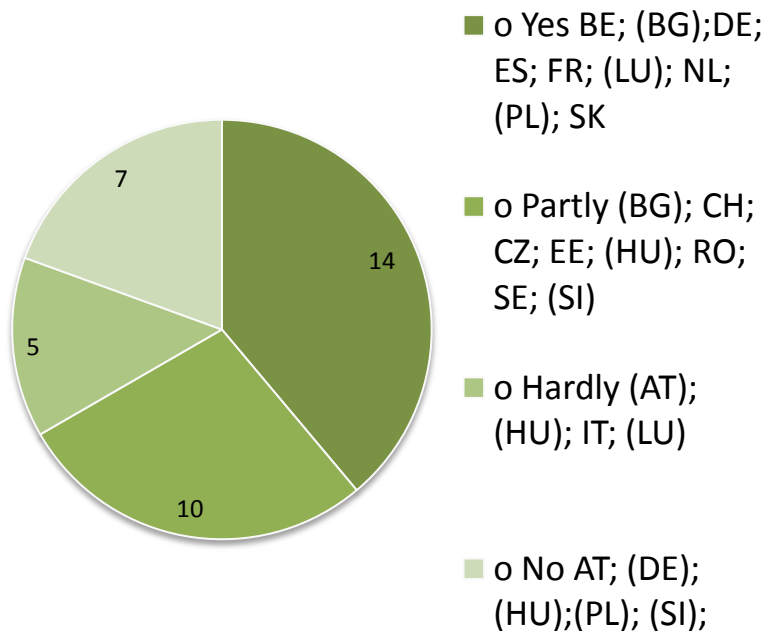
4.4 Are older employees given the possibility to adapt work processes and their work pace to their individual capacity?



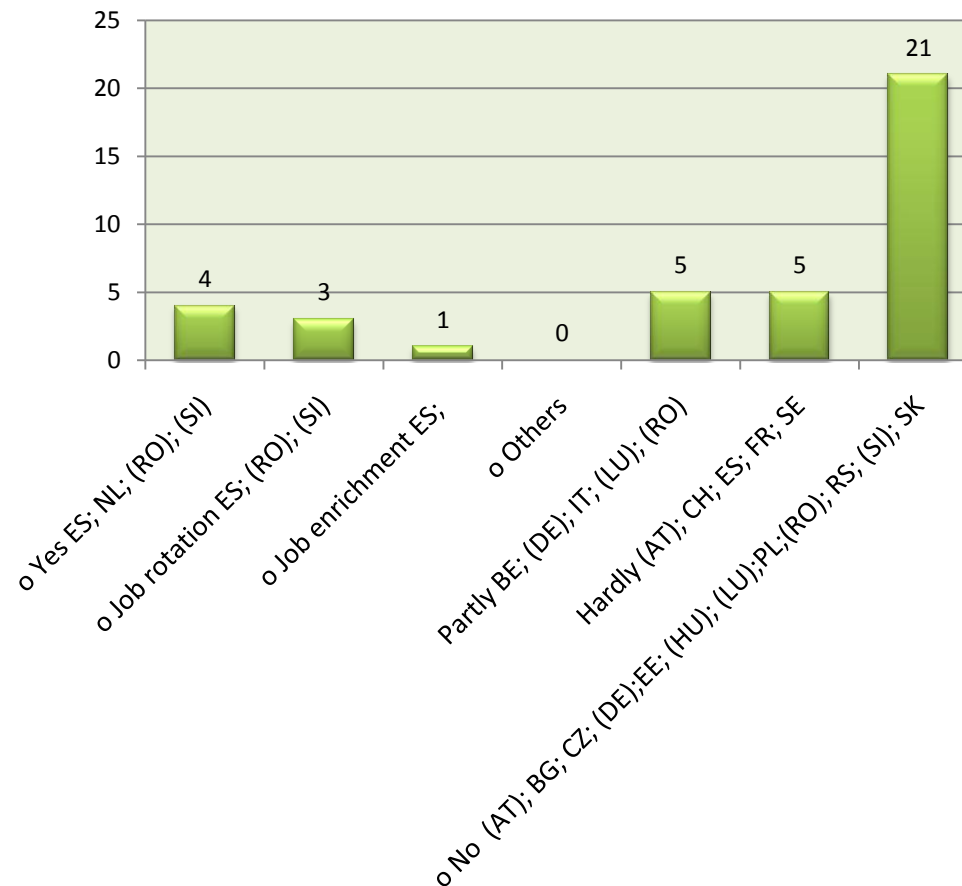
4.5 Do older employees have the possibility to use different working time models?



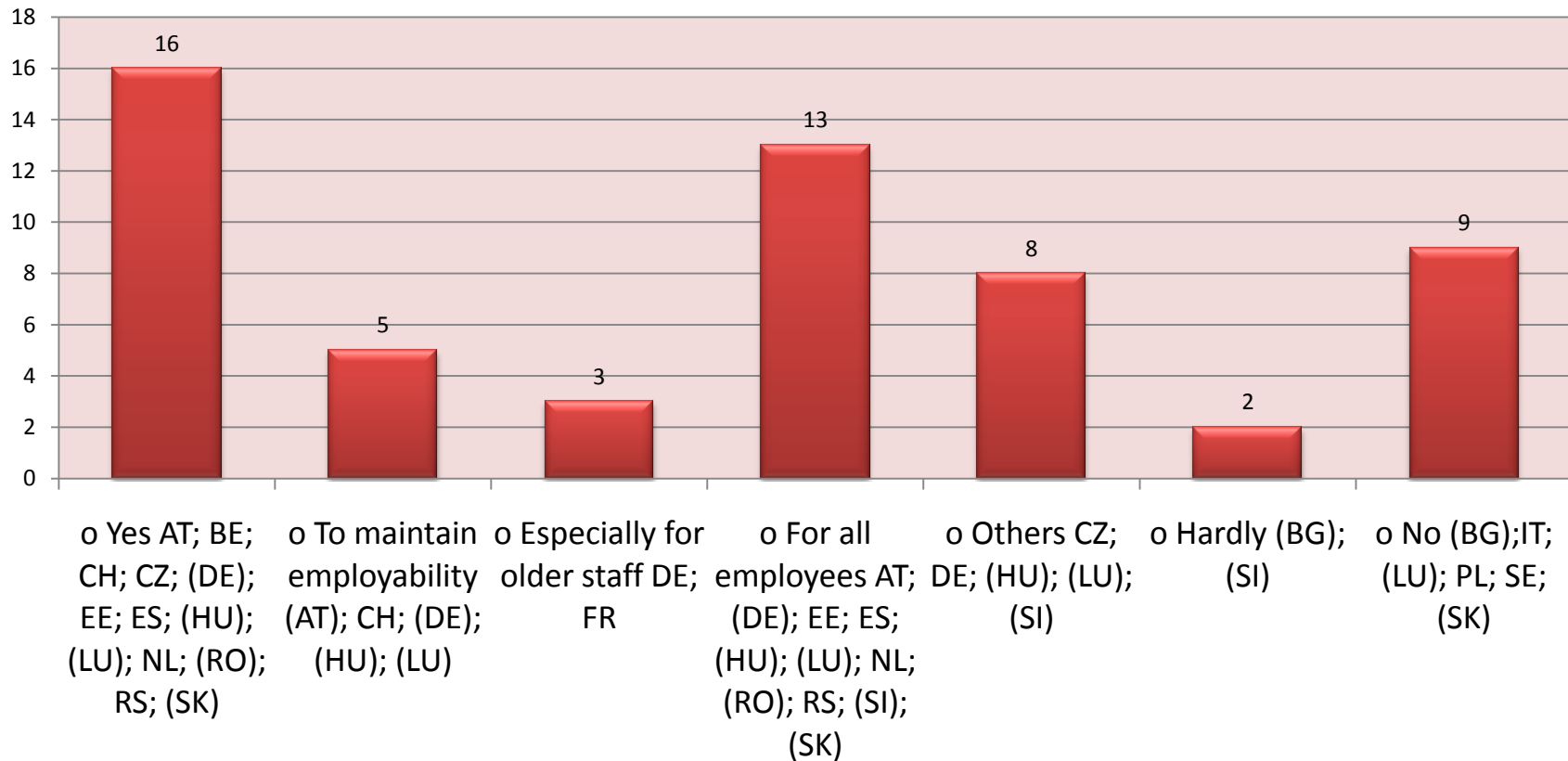
4.7 Does your company implement measures to adapt workplaces/jobs that are under high physical or psychological stress?



4.8 Does your company operate programmes to redeploy employees inline with their age?

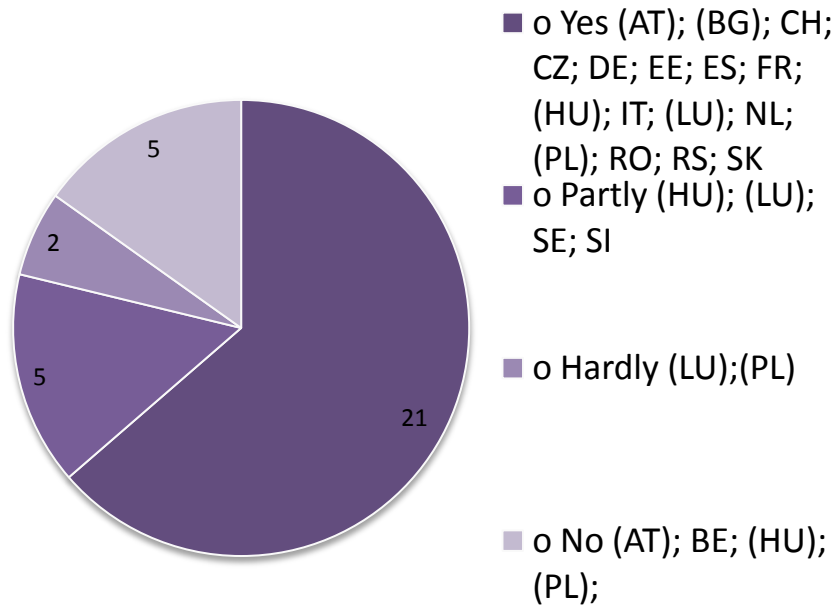


4.9 Does your company implement specific health promotion measures (beyond statutory provisions on health and safety at work)?

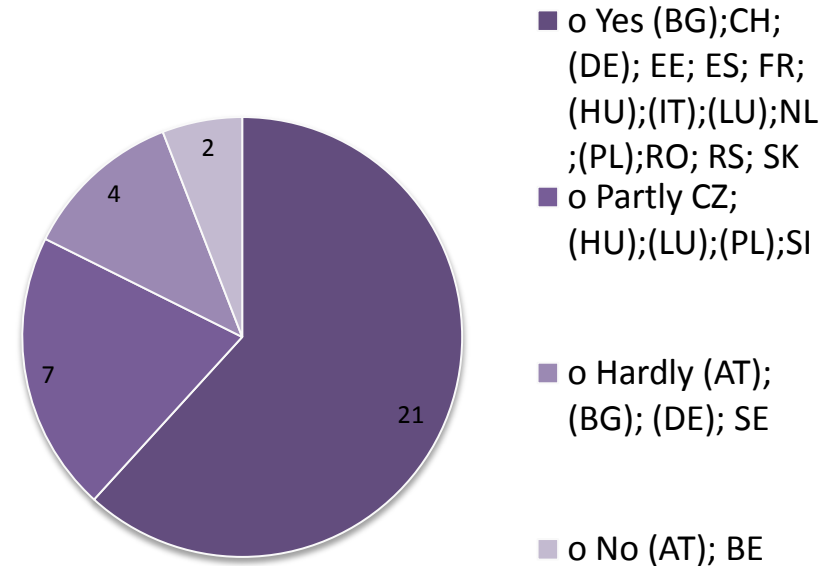


4.10 Does your company assess training requirements with regard to maintaining employability on a regular basis?

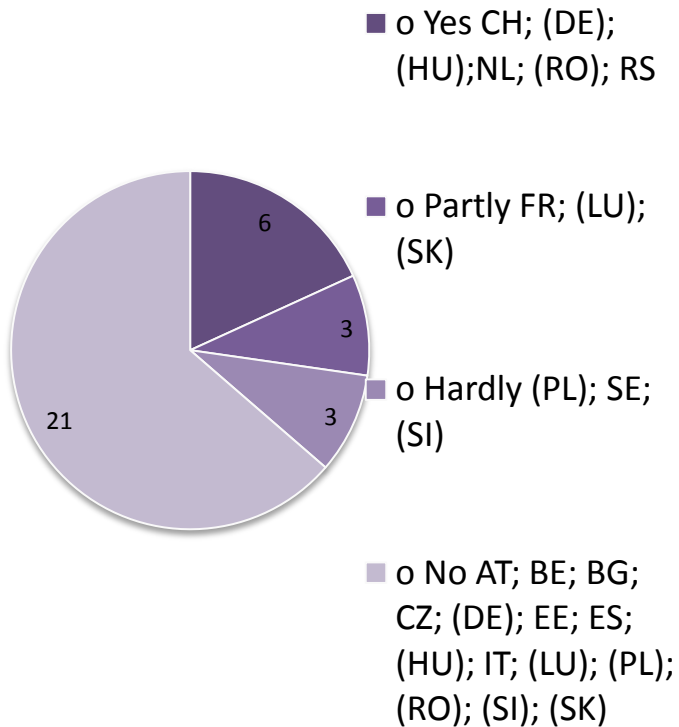
For Managerial Staff:



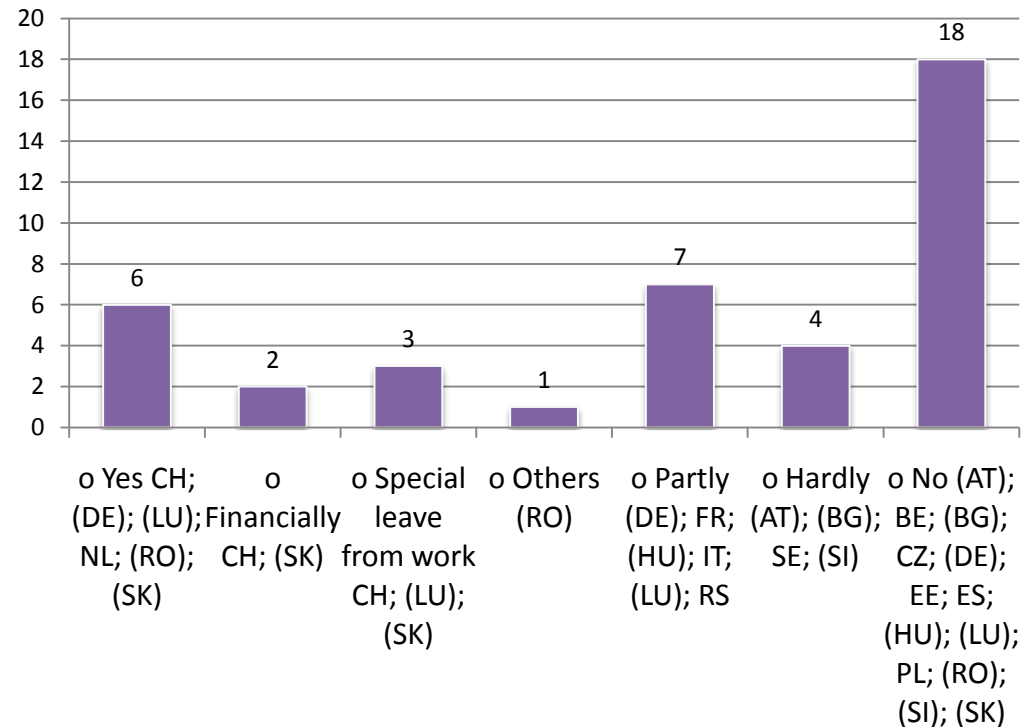
For other job categories:



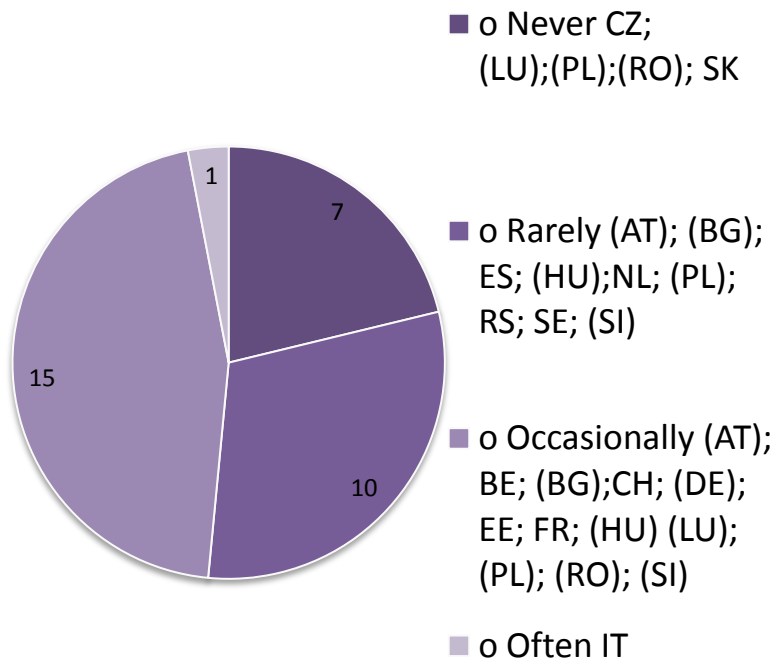
4.11 Does your company plan life-stage or age specific career development in consultation with the employees?



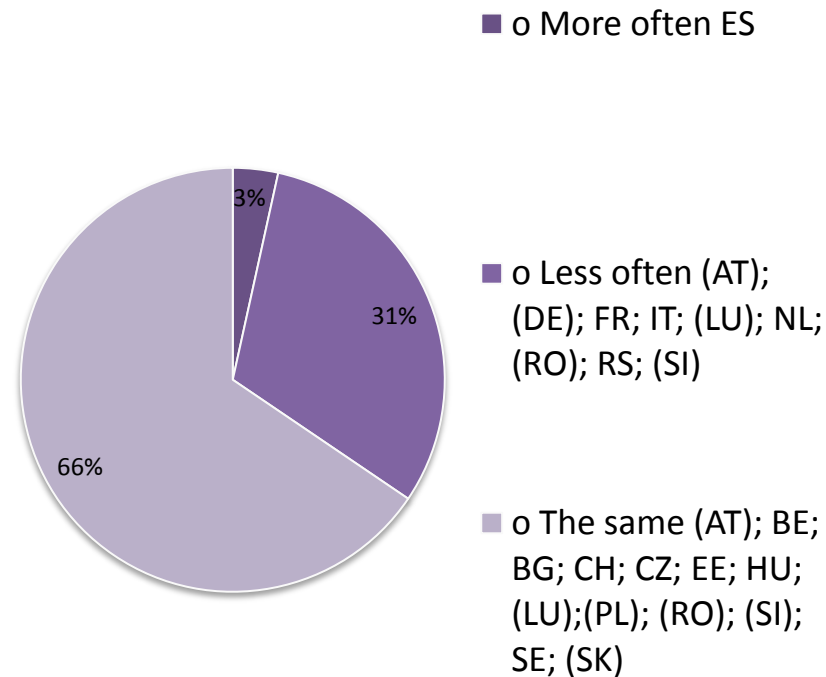
4.12 Does your company support training schemes geared to the different life stages?



4.15 Do employees attend training schemes that are not directly related to their job?



4.17 Do older employees attend such training courses more frequently than younger employees?



5.2 Does your company implement measures related to demographic change in the following areas?

