



## Women in Rail Award 2025

### Call for Nominations

**Deadline: 6 June 2025**

Organised by the European Commission's Women in Transport Platform, European Union Agency for Railways (ERA), Europe's Rail Joint Undertaking (EU-Rail), Community of European Railway and Infrastructure Companies (CER), Association of European Railway Industries (UNIFE), European Rail Infrastructure Managers (EIM), Federation of European Train Drivers' Union (ALE).

### WiR Award – 2025 edition

As part of the European Rail Safety Days ([European Rail Safety Days 2025 | European Union Agency for Railways](#)), the 2025 edition of the Women in Rail (WiR) Award is dedicated to recognising and showcasing as role models, teams and organisations who are making an outstanding contribution to bringing the railway industry forward and facilitating the access of other women to opportunities in the railway industry.

This award is an initiative that builds upon the WiR Agreement<sup>1</sup>, furthering its mission to promote gender diversity and inclusion within the railway sector.

### Who can apply?

The WiR Award is directed and open to any team, company, organisation, or individual from the railway sector having distinguished themselves in one of the categories listed below. Nominations should be based on projects, initiatives, activities or measures with concrete outcomes.

- Projects: a project is a planned set of interrelated tasks to be executed over a fixed period and within certain cost and other limitations. Projects typically have specific goals, objectives, and

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<sup>1</sup> [211105 CER-ETF Agreement Women in Rail.pdf](#).

deliverables (examples: development of a new railway technology, implementation of a gender diversity program within a railway company, or a research project aimed at improving railway safety),

- Initiatives: an initiative is a strategic action or plan aimed at achieving a particular goal or addressing a specific issue, often broader in scope than projects and may encompass multiple projects or activities (examples: launching a campaign to promote women in leadership roles within the railway industry, establishing a mentorship program for women in rail, or creating a partnership with educational institutions to encourage women to pursue careers in rail),
- Activities: activities are specific actions or tasks carried out as part of a project or initiative, building blocks that contribute to the overall success of the project or initiative (examples: hosting or organising training sessions, conducting surveys or studies, organizing networking events, or providing scholarships for women in rail-related fields),
- Measures: these are actions taken to achieve specific outcomes or improvements, used to assess the effectiveness of projects, initiatives, or activities (examples: implementing policies to increase gender diversity, setting targets for female representation in leadership positions, designing railway regulation, or adopting best practices to create a more inclusive workplace).

The examples provided above are for illustrative purposes only and are not exhaustive.

Nominations can come from candidates themselves or any interested organisations for both types of awards (individual and company).

Eligible to apply are citizens / residents / companies:

- of one of the Member States of the European Union including Overseas Countries and Territories (OCTs), or
- of one of the third countries associated to Horizon Europe (Albania, Armenia, Bosnia and Herzegovina, Faroe Islands, Georgia, Iceland, Israel, Kosovo, Moldova, Montenegro, New Zealand, North Macedonia, Norway, Serbia, Switzerland, Tunisia, Türkiye, Ukraine, United Kingdom).

## **Award categories (1 choice only)**

### **1) Women Empowerment Award**

This award recognises a European company/organisation from the railway sector that has gone the extra-mile in making gender-mainstreaming a top priority and fully integrated in its day-to-day decisions and DNA, in line with the spirit, principles, and/or policies of the Women in Rail Agreement, or other charter / agreement with similar content. The nominee committed to a gender-equal policy that led to concrete improvements e.g. in safety, the work environment, work-life balance, education, career opportunities, care facilities etc., and took concrete measures in this respect.

The nominee dedicated specific resources (human and financial) to the above measures. The nominee made efforts to reach out into and beyond the rail sector to promote women in rail, for example by designing info campaigns in schools and universities, hence played a substantial role in improving the image of the rail sector as an attractive place to work. Applications can be submitted by companies/organisations.

### **2) Leadership and mentoring award**

This award recognises a woman in the railway sector who has demonstrated exceptional leadership and mentoring through concrete actions for promoting women in the sector, thus making a positive impact on the company or organisation.

The nominee has demonstrated an exceptional commitment to promoting inclusion and diversity for example by making efforts to recruit locally, by taking specific action in order to attract a diverse workforce, e.g. by reaching out to vulnerable groups of persons in schools, universities, participating in relevant events, fairs, etc. The nominee has implemented concrete actions in the workplace for more and better inclusion through mentoring and training and to make the work environment more attractive for all staff.

Applications can be submitted by companies/organisations (nominating an individual) or by individuals.

### **3) R&I in Railway Award**

This award recognises a female engineer or a woman working on technical aspects, from academia and/or from the railway industry with outstanding results of concrete research activities that positively impacted the European railway industry. The nominee has inspired and acted as a role-model to others in their company or organisation, or to women who wish to go for a research and innovation career in the rail sector.

Applications can be submitted by companies/organisations (nominating an individual) or by individuals.

### **4) Next Generation in Rail Award**

This award recognises outstanding educational initiatives, projects and activities that empower girls and young women (from Primary to Higher Education, so from 6 to 25 years old audience) to explore careers in the rail sector. This category highlights programmes, initiatives, activities and projects implemented at primary, secondary education levels, or through vocational training (technical and vocational education and training – TVET) across Europe and the European Neighbourhood. The goal is to spotlight projects that have demonstrated real impact in shaping perceptions, sparking interest, and creating opportunities for girls in the rail sector, recognising those who are actively nurturing the next generation of female professionals in rail through education.

Eligible initiatives:

- Public, private education, non-profit organisation, or companies organising educational programmes encouraging girls and young women to pursue STEM rail-related studies,
- Inclusive curriculum development focused on engineering and sustainability related to transport,
- Partnerships between schools, rail organisations, community groups, rail private sector.

Applications can be submitted by companies/organisations (nominating an individual) or by individuals.

## **Eligibility criteria**

- The project/initiative/activities/measures should be ongoing for at least 1 year,
- The project/initiative/activities/measures should contribute to the Global Agenda SDG5: Achieve gender equality and empower all women and girls,
- Eligible bodies should be an organisation, a company or an individual (acting from the railway sector or from academia) having distinguished themselves in one of the following four categories: 1) Women Empowerment Award, 2) Leadership and mentoring, 3) R&I in Railway Award, and 4) Next Generation in Rail,

- Members of the governing boards or hierarchy of the organizing entities are not eligible to be awarded.

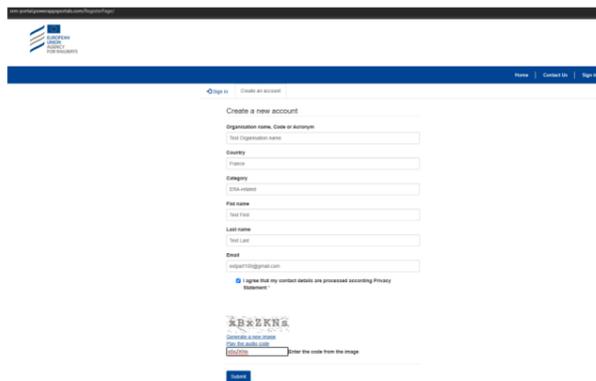
## Selection criteria

- Relevance
- Innovation
- Inclusion and equity (for Women Empowerment Award and Leadership and Mentoring Award)
- Impact
- Replicability, scalability and sustainability

## How to apply?

All submissions should be done in English and nominated **by 6 June 2025 (midnight, CET, Paris time)**.

Go to the registration page to create an account <https://srm-portal.powerappsportals.com/RegisterPage/>



The image shows a screenshot of the SRM portal registration page. At the top, there is a navigation bar with the SRM logo and the text 'SRM PORTAL' and 'SRM PORTAL'. Below the navigation bar, there is a 'Create a new account' section. The form includes fields for 'Organization name, Code or acronym', 'Country' (with 'France' selected), 'Category', 'First name', 'Last name', and 'Email'. There is a checkbox for 'I agree that my contact details are processed according to Privacy Statement'. Below the form, there is a 'Generate a new image' button and a 'Enter the code from the image' field. A 'Submit' button is at the bottom.

Open your email and follow up the instructions; login in order to redeem your invitation:



sorin.mihalea@yahoo.com

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You should only accept if you trust European Union Agency for Railways (ERA). [Read European Union Agency for Railways \(ERA\)'s privacy statement](#). You can update these permissions at <https://myaccount.microsoft.com/organizations>. [Learn more](#)

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