



TARGET
GENDER
EQUALITY



Target Gender Equality – When She Leads



Quick facts: Juliana Vilert i Barnet – Organization and People Director – Ferrocarrils de la Generalitat de Catalunya - Spain

We have 10 years to achieve the 17 Sustainable Development Goals. What are you doing to champion the Global Goals in your business?

I am leading the policies of people management and the social responsibility activism strategy in the company introducing gender perspectives within all our actions.

What motivates you to keep fighting for the issues you care about?

To make our company a feminist company with the objective that all our staff is able to feel ownership over the company's gender equality goals.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Trust in yourselves, create sorority networks and do not fear visibility.

What is one piece of advice that you would like to share with male leaders?

Equality is everyone's business, our company will improve, our society will improve, the world will be better if we go together.



Quick facts: Guillermina Vinyoles Calvet – Corporate Governance Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

We have 10 years to achieve the 17 Sustainable Development Goals. What are you doing to champion the Global Goals in your business?

I am a member of the social responsibility committee of my company and actively participate in promoting the social responsibility activism strategy.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Do not be afraid of success, trust yourself and erase the barriers that you have imposed on yourself.



Quick facts: Adrina Bachiller Saña – Safety Management Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

We have 10 years to achieve the 17 Sustainable Development Goals. What are you doing to champion the Global Goals in your business?

I am looking for mutual understanding across the company, working for the improvement of the gender culture. By means of determined activism we are removing barriers and moving towards equality.



TARGET GENDER EQUALITY



Quick facts: Rocío Martín Correa – Legal Advice Manager – Ferrocarrils de la Generalitat de Catalunya – Spain

We have 10 years to achieve the 17 Sustainable Development Goals. What are you doing to champion the Global Goals in your business?

We are driving a new public contracting model with real and effective actions to advance the SDGs.

What motivates you to keep fighting for the issues you care about?

My motivation is believing that change is possible and absolutely needed.



Quick facts: Beatriz Pérez Llorca – Legal-labor Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

I trust that my efforts are advancing the common good I believe in. I trust that my thinking and my work have value. I hope that they may inspire other women to feel safer, psychologically stronger and accompanied in their ways of envisioning teamwork and the world.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Let them believe in themselves. Let them abandon doubts and fears by betting on teamwork, without reproducing competitive models based on individuality. Let them believe in themselves as team leaders, to work with enthusiasm and obtain better results than when working on their own.



Quick facts: Margarita Miralles Brugués – Human Development Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

After fighting throughout my career to overcome inequalities - even though we still have a long way to go - I see significant progress. To be able to reach optimal outcomes, we must move forward.

Can you share one obstacle that you had to overcome to achieve a successful career in business?

To get to the same place my colleagues have often been able to do so by prioritizing their professional career, while I have had to multiply to meet other obligations and not lose ground.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Fight, fight and not lose the front line. Having gaps in the professional career, let opportunities pass.



TARGET GENDER EQUALITY



Quick facts: Sònia García Muñoz –Technical and Administrative Office Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

My daughters motivate me – in order for them not to encounter obstacles due to the fact that they are women, as I have found myself both in university, for having chosen an engineering degree, and for previous jobs in the construction sector, for being at times the only one woman with other responsibilities and having to fight much harder to be valued as a professional.

What is one piece of advice that you would like to share with male leaders?

When a woman finds her best version of herself, she doesn't care what other men or women may think of her, her goal is to reach her best version of herself every day - without comparisons.



Quick facts: Ana Beltran Fonollosa – Labor Doctor – Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

The main goal is a comfortable place to work - equality and fairness are an important contribution to make that happen.

What is one piece of advice that you would like to share with male leaders?

Women are clever, women can think. By nature, women are great organizers. If we are given the chance, we will show what are we capable of.



Quick facts: Carme Visa Roma – Business Technology Engineering Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

I have one son and two daughters. They are my motivation to always teach them leading by example. Parents are a mirror for children. If we respect differences and diversity, if we teach them about the common good, respect for the environment and sustainability, they see it as a natural way of life. We work in public service industries (in our case both my father and I are in public transport companies) and personally have the ability to help public money be used with maximum efficiency. This motivates me every day to keep watching and keep fighting.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

My advice is that women should not want to be 'men-like', but should be true to their intuitions, abilities, and not give up on their nature. A good way to help break the glass ceiling is by spreading female talent in close relationships and encouraging girls and women to become visible to each other. Aside from 'top-down' equity regulations, you need to work from 'bottom up'.

What is one piece of advice that you would like to share with male leaders?



TARGET GENDER EQUALITY



What I would say to them, as in personal life and social relationships, in professional life choosing travel companions is not a matter of gender. Gender diversity is enriching all aspects of life. I am fortunate to have close male examples who shared this vision and encouragement and empowered women which led to beneficial results for their businesses. I would encourage male team leaders and managers who have had the same experience to make them visible and share these stories within their organizations as well.



Quick facts: Laura Eduardo Aubeso – Statistical control Tourism and Mountain Manager – Ferrocarrils de la Generalitat de Catalunya – Spain

What motivates you to keep fighting for the issues you care about?

I am motivated by the ability to improve, sharing challenges with society and be able to leave a better social, economic and work environment for our children, and for our own future. In the face of challenges, I personally grow taking responsibility, trying to lead projects and bring new ideas to life.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

One piece of advice with male leaders is that we are prepared and technically capable of achieving leadership positions, despite the best efforts of male leaders. In the beginning, quotas are positive to break this ceiling. However, I would advise male leaders to see women as "colleagues" fully trained and prepared to make decisions, not because we got there by quotas.



Quick facts: Alicia Coca Cantos – Business Technology Manager – Ferrocarrils de la Generalitat de Catalunya – Spain

What motivates you to keep fighting for the issues you care about?

As a computer engineer for 30 years, I remain convinced that technology allows us to help people and that with this we achieve a better and more equal society. Being able to develop my profession in a railway company has allowed me to apply technological solutions to improve the service and benefits to customers of different conditions. That has been and continues to be my firm commitment.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Let us have confidence in our ability. We do not impose our own limitations, sometimes we ourselves can become our worst obstacle. Let us always look ahead and never at our feet.

What is one piece of advice that you would like to share with male leaders?

Balance is a main element, shared knowledge and complicity is what allow us to move forward. We women come to contribute, to enrich, to add. We are part of the solution. Let's build the future together.



TARGET GENDER EQUALITY



Quick facts: Marta Espinós Arizti– Health and Safety Manager– Ferrocarrils de la Generalitat de Catalunya - Spain

What motivates you to keep fighting for the issues you care about?

I continue to be motivated by my sense of social responsibility as a citizen and professional. Small individual contributions each day make the efforts of all women add up and increase the visualization of our contributions.



Quick facts: Olga Magrans Pérez – Remuneration Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

Can you share one barrier to women's economic empowerment that you think is overlooked or not adequately prioritized? In your opinion, what needs to happen to accelerate the pace of change?

To make equal pay become a reality. For there to be a single salary table regardless of gender, so that for the same work and responsibility, a woman is paid the same as a man.

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

Remove historical prejudice, sometimes self-imposed, that a woman can not achieve the same profits a man.



Quick facts: Roser Cabré i Barcelona– Finance chief– Ferrocarrils de la Generalitat de Catalunya - Spain

What is one piece of advice you would like to share with fellow women that are aiming to shatter the glass ceiling in the business world?

That they are themselves, that they follow their convictions and beliefs and that they are not intimidated by the comments, looks or actions of their male colleagues – made because of ignorance or fear, and without the courage that corresponds to women with the same work responsibilities that they have.

What is one piece of advice that you would like to share with male leaders?

That we are not asked to constantly justify more than what a man can justify, because we lose valuable time to advance in other fields.



Quick facts: Anna Monferrer Roselló– Labor Relations Manager – Ferrocarrils de la Generalitat de Catalunya - Spain

What is one piece of advice that you would like to share with male leaders?

I would tell male leaders that the different traits of men and women are a value for leadership. Women can contribute a lot through their skills in listening, inclusion, collaboration, practicality and adaptability.



TARGET
GENDER
EQUALITY

