

44

The **average age of rail employees is 44 years**
(compared to 45 years in 2023)

A **third of the rail workforce is aged 50 and over**

The **proportion of those workers aged 25 and under has increased** from 4.7% in 2023 to 6.3% in 2024
(an increase of 20.2%)

The **proportion workers aged between 31 and 49 has decreased** from 50% in 2023 to 43.8% in 2024
(a decrease of 20.6%)

17% of rail employees are women

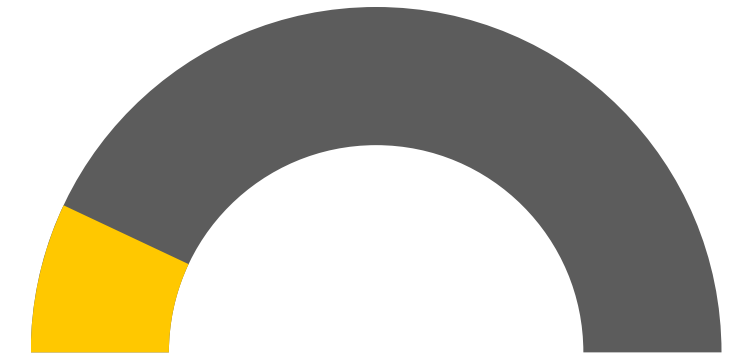


(compared to 16 % in 2023)



The **workforce in rail has decreased by 9.4% over the last year** to 220,500, predominantly in the supply chain

14% of rail employees are from an ethnic minority background



(compared to 12% in 2023 and a national average of 19%)

90,000

The **number of people leaving through retirement and other forms of attrition could be up to 90,000 workers by 2030**