



Transport Connectivity

A Gender Perspective



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The International Transport Forum

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Introduction

Transport connectivity is a crucial factor in economic development- connecting people to opportunities and businesses to markets enhances potential for inclusive growth and prosperity. In *Transforming our world: the 2030 Agenda for Sustainable Development*, the United Nations highlights that better transport connectivity improves mobility and serves ultimately as a catalyst for integration between local communities, cities, regions and countries.

This compendium is a collection of voices from international organisations, governments, businesses and academia on the importance of transport connectivity as a factor in women's empowerment. It showcases that enhanced transport connectivity provides better access for women and girls to education, jobs and other opportunities. It highlights that transport planning should consider the needs of, and optimise access to opportunities, for all travellers equally. International Transport Forum (ITF) stakeholders propose solutions for better transport connectivity for women and girls; solutions that ultimately result in more inclusive and sustainable transport. Examples from different modes of transport, including road, aviation and maritime are covered in this report.

Urban areas, where women face daily challenges, are the focus for many Authors. Women use public transport more than men and they heavily depend on these systems for their mobility needs. The travel patterns of women also differ from those of men in developed and developing countries alike, and in both rural and urban areas. Differences are evident in modal choice, time of travel, trip purpose, routes, trip chains, and travel distance. These distinctions stem from systemic differences in access to resources, household responsibilities, travel preferences, and social norms surrounding mobility for women. Women experience unequalled time and resource constraints with respect to their travel as a result.

A better understanding of women's travel patterns should inform transport planning and related policies. This requires improved and differentiated knowledge of travel behaviour and women's needs than has been the case in the past. New data sources can help to develop that knowledge base but biases that have become ingrained in past and current transport policies must be avoided.

Many authors reinforce the key message that safety and security are prerequisites for inclusive and sustainable public transport as presented in the 2018 *Women in Transport: Safety and Security* ITF report. Most women who use public transport feel exposed to physical or verbal aggression, sexual harassment or other forms of violence. This causes economic and social harm, and reinforces inequality.

Some cities are actively trying to respond to women's mobility needs and address their safety and security concerns; this publication includes case studies from Los Angeles and cities of Latin America (Lima, Santiago de Chile, and Mexico).

Transport connectivity today is neither planned nor designed to be gender perceptive in most cases. This issue stretches beyond daily travel needs in local communities, cities or regions. Women, and people accompanying minors alike, often face challenges when travelling by air, notably at the security checks. Even though legislation in itself is not discriminatory, its application certainly needs to be considered (i.e. airport infrastructure, training for security employees, etc.).

The transport sector needs more women in transport-based jobs in order to design transport systems that fully consider women's needs when travelling. Further company-based measures to increase female employment including apprenticeships, inclusive recruitment and leadership roles are needed to ensure non gender-biased goals are achieved.

Closing the gender gap in the transport sector is a priority for many governments. Some positive examples of government strategies and initiatives, which aim to strengthen women's participation in the sector, from Canada, the Czech Republic, Chile and Peru are provided in this publication.

The authors point to the ITF as an institution that provides a unique platform to advance global dialogue on gender issues in transport and to facilitate sharing knowledge among policy makers. They highlight that the ITF can play an important role in encouraging transport policy makers to ensure collection of gender-disaggregated data, conduct transport surveys and help integrate gender perspectives into transport related policy-making at all levels.

The compendium concludes with a summary of the 2019 ITF Summit session *Women's travel and participation in regional transport systems*. The 2019 Summit programme featured a number of other sessions and stakeholder events dedicated to women in transport. This included a joint session *Leading the change towards greater diversity in transport*, organised by TUMI Women Mobilize Women, the International Association of Public Transport (UITP), the World Bank and the ITF. The Inter-American Development Bank hosted a presentation *Transport GenderLab: a regional initiative towards improving public transportation systems with a gender focus*.

The ITF-led debate on discussions on gender and transport will continue in the lead-up to and during the 2020 ITF Summit *Transport Innovation for Sustainable Development* to be held from 27 to 29 May in Leipzig, Germany.

Gender-based Analysis Plus and the National Trade Corridors Fund in Canada

Jennifer Sully, Director, International Relations, Transport Canada

Transport links ensure that society is connected, both socially and economically. When the government of Canada looks at developing or implementing policies or programmes to improve transport connectivity, it is mandatory to assess how an initiative may impact men, women, and diverse segments of the population differently. Assessment is done by using the Gender-Based Analysis Plus (GBA+) initiative.

What is Canada's approach to Gender-based Analysis Plus?

GBA+ is an analytical process undertaken when developing a new or modified policy, legislation, regulation, programme, service, corporate practice, or other initiative. Canadian federal departments are required to conduct a GBA+ assessment when developing any of the above. It is used throughout multiple stages of development and implementation. The objective is to assess whether the proposed initiative would have a different impact on women and men and how, and to use the results of the assessment as a basis to ensure equitable treatment and opportunities for all.

The “plus” is a key component of the process, as it highlights that the analysis must go beyond gender to include diverse groups of women and men and their intersecting identity factors such as age, culture, ethnicity, language, education, income, faith, migration status, sexual orientation, mobility, and geographic location.

The Canadian government committed to using GBA+ in 1995 to advance gender equality as part of the ratification of the United Nations' Beijing Platform for Action. It has recently renewed its commitment and is working to strengthen implementation across federal departments.

Applying Gender-based Analysis Plus to transport connectivity: Canada's National Trade Corridors Fund

GBA+ is applied to transport-related policy and programmes, including those which seek to improve transport connectivity. One such initiative is Canada's National Trade Corridors Fund (NTCF).

The NTCF is a competitive, merit-based programme that targets transport investments in assets that support regional connectivity, economic activity and trade, supply chain fluidity, and projects that strengthen reliability and resilience to climate change and other disruptions. The government dedicated CAN 2 billion to the NTCF of the CAN 180 billion budget for the 11-year Investing in Canada Plan.

A GBA+ assessment was undertaken to define the potential impacts of the NTCF on different societal groups during the policy development phase. It found that the vast majority of projects would aim to build or rehabilitate publicly-held and/or publicly available infrastructure projects (i.e., roads, bridges, ports, airports), for which benefits, including increased connectivity, are expected to accrue without differential impact.

The assessment also identified where the nature of NTCF activities may give rise to specific benefits accruing to one or more population cohorts. For example, women represent approximately only 5% of the construction workforce and 24% of the transport workforce in Canada. As such, the construction or rehabilitation of new infrastructure or transport assets under NTCF may result in more positive employment outcomes for men. However, it was also determined that employment benefits are

expected in other supporting sectors where women are better represented, such as the management of infrastructure assets.

The NTCF does not include direct mitigation measures for the disproportionate benefit toward male employment in the construction, manufacturing and transport sectors, but other Canadian government initiatives are being put in place to help women succeed in the trades. For example, Canada's Women in Construction Fund attracts women to the trades, helping them to progress through training, and retain jobs. The Women in Construction Fund is complemented by other initiatives such as the Apprenticeship Incentive Grant for Women, and the Union Training and Innovation Program, which also aim to increase the participation and success of women in the trades.

Conclusions

By applying a GBA+ lens to the NTCF, Transport Canada was able to demonstrate that, overall, men and women and other segments of the population will benefit equally from enhanced transport connectivity and fluidity under the NTCF. While there may be positive employment outcomes for men given greater male representation in the construction, manufacturing and transport sectors, Canada has put programmes to encourage women's participation in these industries in place.

GBA+ will continue to be applied to all stages of the NTCF programme cycle. As the NTCF is being implemented, the projects will be monitored for any unanticipated gender or diversity impacts. Mitigation measures will be identified and implemented, as required. At the end of the programme, a comprehensive GBA+ evaluation will be undertaken to assess the overall impacts of the NTCF and develop lessons-learned for proposals going forward.

Useful links:

United Nations' Beijing Platform for Action

<https://beijing20.unwomen.org/en/about>

Gender-Based Analysis Plus (GBA+) lens

<https://cfc-swc.gc.ca/gba-acis/index-en.html>

Public transport system design: A gender perspective from Chile

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Rapid growth of cities and related concentrations of population have made it necessary to improve the coverage and frequency of transport systems in Chile. Expanding transport networks, creating new intermodal connections and constantly reviewing operational planning will support this.

Traditional policy planning for transport considers trips mainly based on origin-destination surveys. These surveys assume that all people have the same needs and require the same mobility solutions, regardless of their age, gender role or socio-economic status. Therefore, traditional transport policy planning is focused on those trips that are linked to economic and educational activities. Trips related to housework and unpaid caring activities - the non-economic activities - are often neglected while it comes to transport planning, although they represent 41.4% of total trips and 66.3% of them are done by women.

At 51%, women are the main users of public transport in Santiago de Chile. Women perform multi-purpose trips, and use different modes while accompanying children or elderly persons. Considering travel behaviour by gender will help to better design transport systems that are efficient, safe and equitable. A “neutral” transport planning without a gender lens does not facilitate easy access for women to public services, hindering their connectivity options according to their mobility needs. Chile has been including the gender perspective in policies, plans and programmes in recent decades. A much needed cultural change that supports the active role of women in society is being championed in parallel. The Ministry of Transport and Telecommunications has developed several initiatives to enhance transport connectivity, providing better access for men and women to all socio-economic activities, while contributing to economic growth and social inclusion.

In 2018 the Ministry developed a Policy and Agenda for Gender Equity in Transport, which became a strategic guide to generate and promote initiatives that improve public transport in a fairer and more inclusive manner. This policy initiative has both internal and external dimensions. Internal goals include implementing a broad training plan with the purpose of generating more awareness and building skills for staff in the transport sector. External activities are focused on attention and response to reports of sexual harassment in transport. These initiatives are supported by statistical analysis of mobility surveys and programmes that fosters women’s participation in the transport labour force.

The Ministry has also created strategic alliances with the National Service of Training and Employment, the National Service for Women and Gender Equity, and with the transport industry. These partnerships encourage the inclusion of female drivers in public transport, through promotion and training provided to obtain a professional driving license. These joint efforts increased female driver participation rates from 0.8% to 4.8% from 2013 to 2018.

Santiago’s new public transport standard RED Metropolitana de Movilidad is a scheme developing other initiatives and has started to be implemented in other cities throughout Chile. This model integrates buses, subway and commuter train fares, in a single payment, through a contactless payment card system and permits use of more than one trip. These measures mainly benefit women, as women

perform more multi-purpose trips; they chain trips and use different modes of transport which often implies a higher cost.

Engaging different technologies has contributed to reducing the perception of insecurity while waiting for a bus. Online top-up systems, the design of safer night routes and automated stations, installation of emergency buttons, the use of technological applications contribute to reducing such perceptions of insecurity.

New bus fleets are also designed to take women's mobility and accessibility needs and preferences into account. For example, they include more comfortable and wider seats, facilitating ease of women's travel conditions when they travel with children or elderly people. Space inside buses are designed to help passengers to reach handles at different heights, there are also anti-slip floors, air conditioning, Wi-Fi and USB ports.

Transport infrastructure is being built to a superior standard, including universal access elements. Adjustments consider pregnant women, elderly people and reduced-mobility people displacements, who are, often, accompanied by women.

To promote women's employment opportunities in the transport sector, the Ministry and the Inter-American Development Bank carried out a study in 2018 on *Female Labor Inclusion on Driving Functions of the Public Transportation System of Santiago*. This study aimed to:

- describe the socio-economical profile of women bus-drivers, through the evaluation of their integration into the industry, their families and work environment
- identify gaps and barriers in the work performance of female drivers
- design related actions and formulate public policy recommendations.

Measures have been added to counteract entry barriers accordingly in the bidding rules and new contracts of the public transport system in Santiago. The requirement of a gender quota and the implementation of quality norms on gender equality, and work and life balance are among those adopted for companies. These initiatives aim to generate good practices and relationships between a company and its workers, as well as to promote gender equality, therefore generating a positive impact on organisations, people and their environment.

Transport has been a male-dominated sector in all modes historically. The ITF's focus on gender issues provides an opportunity to share experiences and promote gender-related research. Ultimately, this will allow designing better public policies for transport that reflect new social realities and incorporate different mobility needs of both men and women.

Useful links:

Gender Equity and Transport Policy

<http://subtrans.cl/programa/genero-y-transporte/>

RED Metropolitana de Movilidad

<https://www.red.cl/>

Changing the mindset: Transport that meets user needs

Lenka Čermáková, Guarantor, Gender and diversity project, Ministry of Transport, The Czech Republic

Transport plays a major role in connecting the world. New technologies, digitalisation, innovative approaches to mobility, including Mobility-as-a-Service (MaaS), bring new opportunities to better serve the interests of all consumers, as well as to foster well-being of all citizens.

The UN Secretary-General António Guterres, in his message to ITF delegates at the 2019 Summit, emphasised the “integral part” that transport plays in our societies:

“Transport connects people to jobs, schools and health care. It links global production chains and facilitates the delivery of vital goods and services.”

Sustainable transport connectivity clearly has a social dimension and it requires consideration of diverse mobility needs of different groups society in cities, regions and rural areas. There must be a change in the current mindset, so that inclusive transport systems are not seen as a luxury but a necessity that pays off economically, while providing opportunities for the transport labour force and individual transport users.

In the Czech Republic, as in many other countries, improvements to transport connectivity are needed between and within regions. Transport connectivity has to be inclusive, taking into consideration passengers with different mobility needs, not just for those with nine-to-five work schedules.

Transport is not gender-neutral: women and men have different mobility needs and travel patterns. Transport policies should further reflect a woman’s role and related responsibilities in society. For example, mobility planning should further reflect the safety requirements and diverse patterns created by the multitude-of-tasks women perform daily. Such activities can include accompanying children and the elderly (i.e. women tend to travel more frequently and shorter distances than men during the day). This approach will prompt better design of gender-sensitive transport systems and better infrastructure.

Innovation and new technologies provide opportunities to attract more women into transport-based jobs. Involving women in the design of transport systems can ultimately lead to improving gender equality in the sector. Transport in the Czech Republic is still very much a male-dominated sector, similarly in Europe only 22% of transport employees are women.

More resources should be invested in pursuing a better understanding of gender differences in transport. Policy makers are challenged with a lack of gender-disaggregated mobility data which are crucial for developing inclusive solutions.

Absence of gender budgeting and marginal engagement of women in transport planning and policy making are also key challenges for policy makers in the Czech Republic. The lack of evaluation of women’s and children-only services in public transport and ride-hailing services is also a problem.

Several initiatives to promote gender equality in the sector are being developed by the Ministry of Transport as a part of the Fund Operational Employment Programme under the Implementation of the Government Strategy for Equality of Women and Men in the Czech Republic for 2014-2020 and related

activities. The Ministry is also working in cooperation with the Transport Research Centre (CDV) to assess the impact that equal opportunities for women and men can have on transport policy.

In many cases, gender specific mobility needs, capacities, gaps and constraints have yet to be identified. The awareness of the importance of incorporating gender perspective into transport policy making remains very low. Women's mobility needs are often not taken into consideration at the early stage of designing, planning and developing transport systems, services and infrastructure. They are not addressed in training of transport professionals. Addressing gender issues in transport will benefit not only women, but all transport users.

Greater recognition of the gender agenda in transport is needed for it to become a prominent part of transport policies at a regional, national and European level. The ITF plays an important role in encouraging transport professionals to collect gender-disaggregated data in transport, conduct transport surveys and help integrate gender perspectives into transport policy-making at all levels on a regular basis.

Useful link:

TUMI's 5 Principles to Empower Women in Transport
<https://womenmobilize.org/publications/>

Closing the gender gap in transport data: Good practices from Jalisco in Mexico

Laureen Montes Calero, Transport Specialist and Valentina Montoya,
Transport and Gender Consultant, Inter-American Development Bank

Many cities design their transport systems based on mobility surveys. Whilst these define commuting patterns and user perceptions citywide, most surveys do not collect gender-sensitive mobility data. This fails to describe the complexity of women's travel patterns. Acknowledging the need to improve women's accessibility, the Metropolitan Area of Guadalajara (MAG) in Mexico with the support of the Transport Gender Lab (TGL) developed a comprehensive study to characterise the mobility patterns of women and girls in a multimodal corridor that runs through four municipalities within the MAG. The goal was to identify how to improve the operation and infrastructure of the transit system to provide a high quality service to women and ultimately to all users.

Developing innovative public policies that improve mobility services for women has been a core government initiative in Guadalajara since 2015. Policies to increase the safety and security of female users who represent 51% of all transport users are of particular focus. A survey conducted by the National Institute of Statistics and Geography in Mexico concluded that public transport is the second place where the population feels more insecure and 17.4% of the respondents stopped using this means of mobility for fear of being victims of a crime. Some examples of the initiatives implemented include successful education campaigns, centres to provide specialised care to victims of sexual harassment, training for bus drivers and increasing the number of women bus drivers and road police officials.

To improve the effectiveness of those initiatives, Jalisco needed to fill in some knowledge gaps related to the gender differences in travel behaviour. A methodology that combined quantitative and qualitative instruments to identify the variables affecting the mobility patterns of girls and women, as well as their needs and perceptions around safety and infrastructure was developed for that purpose. The results of the study confirmed that women use transport to perform both payed and un-paid work. Most of the users in both the private and the public system have a paid job. In general, female users of private transport had a better economic situation and cultural capital than women using the public transport system. This could be evidenced in years of schooling, employment gained, and income. The study identified perceived weaknesses from a universal accessibility perspective. In addition, the study confirmed that cases of sexual harassment occur differently between users of private and public transport. It also identified the specific times and places in which women have been attacked. It highlighted that the risk in journeys grows in places that do not have appropriate infrastructure such as low lighting in stations, where sidewalks are in poor condition and stops are inaccessible. That is, women feel vulnerable during the entire trip and not only while they are on the bus or train, but also in the 'first and last mile' of trips.

Policy recommendations to improve the planning and operation of transport infrastructure and services below have been based on findings from the study. In terms of urban infrastructure, surrounding conditions such as public lighting, parks (vegetation that restricts visibility), and public infrastructure (transit stops destroyed or non-existent) should be improved. Public transport should increase its frequency, especially during peak hours, and review the hiring and training process of drivers. Recommendations for the legal framework included establishing a list of aggressions and the imposition

of sanctions against violence in a public space, as well as effective mechanisms for oversight and legal claims for victims.

Women's participation in programmes with a gender perspective has been recommended to shape policies at an institutional level. This will enable cooperation and coordination between the organised civil society, academia and the government. It dedicates a specific budget to prevent and sanction violence against women; and provides the local authorities with financial, economic and human resources to implement and enforce these policies.

One of the main objectives of the TGL study is to disseminate good practices of gender mainstreaming in the transport sector. The TGL will continue supporting the generation of gender-sensitive transport data to close the gap in transport-related statistics that develop more inclusive transport policies. Furthermore, the TGL will explore collaboration opportunities with the ITF focused on supporting initiatives that reflect on the gender dimension of transport policies, as a mean to enhance the social inclusion of women and as part of the transport sector's chain value

Gender equality is a fundamental pillar for the inclusive development of Latin America and the Caribbean (LAC) countries. Closing the gender gap on access to opportunities has positive impacts on economic growth and poverty reduction in the region. The Inter-American Development Bank works to ensure gender mainstreaming becomes a strategic dimension for development interventions. The objective of the IADB Transport Division is to provide efficient and safe mobility services with equal access for women and men. Our flagship initiative, the Transport Gender Lab (TGL), has been positioned as the first expanding network of cities, committed to improving the overall position of women in the transport sector and especially in public transport systems. This regional platform strongly supports the generation of gender-disaggregated data and empirical evidence to improve the design and monitoring of transport policies and plans.

Useful links:

Transport GenderLab: The first network of cities working towards gender equality in the public transport sector

<https://tglab.iadb.org/en>

Transport and mobility ideas for Latin America and the Caribbean

<https://blogs.iadb.org/transporte/en/>

http://www.sectra.gob.cl/encuestas_movilidad/encuestas_movilidad.htm

Gender inclusion: Land transport in Peru

Peruvian Ministry of Transport and Communications, Sustainable Urban Transport Projects in Peru, implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit, GmbH

The Ministry of Transport and Communications in Peru has been developing an inter-sector, multi-level strategy to increase safety of all users across all transport modes in urban and land transport services. This includes establishing obligations for service carriers, protocols and procedures, and prevention and information mechanisms to stop sexual harassment in transport (such as ads for prevention, strengthening skills of public officers and authorities, awareness campaigns, etc.).

In May 2018, the Peruvian government approved the Government General Policy (2018-21). The document addresses “the social development and well-being of the people”, which includes “promoting equality and non-discrimination between men and women and ensuring the protection of children, adolescents and women against any kind of violence”. It includes priority focus points and guidelines that should be immediately applied across all governmental bodies, at all levels.

As part of these actions, in 2018, the Ministry of Transport and Communications (MTC), with the support of the German development agency (GIZ), prepared a base line study on gender and urban transport in Lima and Callao. The study emphasised the issue of harassment of women, girls, boys and adolescents. This study showed that seven out of ten women are sexually harassed in public transport and six out of ten experienced sexual harassment for the first time when they were between thirteen and eighteen years, as they were still in school or in early stages of higher education. These alarming figures affirm our commitment to ensure people’s freedom of movement in conditions of safety and equality, especially in the case for women and girls.

The Ministry of Transport and Communications has been working with various sectors, public and private institutions, international cooperation agencies (particularly GIZ) and the civil society to design a regulatory framework which provides transport users with prevention and intervention mechanisms as well as with protocols in case of sexual harassment. The government recognises citizens as strategic allies to fight against this issue.

Measures have been implemented to address reports of sexual harassment in land transport passenger services at a local level. This is the case for Metro Line 1, part of Lima’s electric train system which has a protocol to assist the victims of sexual harassment already in implementation.

The Ministry has also included the topic of sexual harassment in the workshop called “Let’s change our mindset” (*Taller Cambiemos de Actitud*). This workshop, targeted both to male and female drivers, was prepared to raise awareness regarding the severity of sexual harassment in public spaces, including in transport, and the importance of ensuring safety of all transport users.

Furthermore, the Urban Transport Authority for Lima and Callao (ATU) will implement the guidelines which aim to ensure that all transport operators develop and implement prevention and response protocols for sexual harassment reports to guarantee a high quality service based on the safety of all users, notably women, girls and boys. The initiatives described in this article reflect priorities set up by the National Policy for Urban Transport, notably goals related to have effective passenger transport systems to ensuring safety of all transport users, including safety of women, girls, boys and adolescents.

The Ministry of Transport and Communications believes that transport is not an objective but an instrument and a means to attain citizenship development, with focus on inclusion of all social groups including the most vulnerable populations, particularly women, girls and boys. It is an arduous task, but the political will, human resources and technology necessary to achieve the desired outcomes are being invested.

Gender equity in transport is an economic imperative: Los Angeles' approach

Seleta Reynolds, General Manager, Los Angeles Department of Transportation

When I graduated from college and moved to San Francisco in 1998, I did not have the financial luxury of owning and stowing a car in my new hometown, so I rode public transport. Travelling on transport had its upsides: a renewal of my love affair with reading, hours of people watching, and dozens of sunsets between MacArthur Station and the Oakland tube. But for all of transit's glory, I often found myself standing on my tiptoes to reach the grab handles, or averting the male gaze.

Ten years of navigating buses, trains, and planes with my daughters, made it clear once again that even the simplest design choices to make diaper changes, pumping milk, or collapsing a stroller possible, had systematically escaped designers' attention.

I still ride the bus with my daughters. But I now run one of the largest municipal transport agencies in the United States, the Los Angeles Department of Transportation (LADOT). While we've worked tirelessly these last few years, I know intimately how far we have yet to go to improve transport for women. And it starts with listening to them.

The Los Angeles County Metropolitan Transit Authority (Metro) (2009) released one of the first and largest transport studies in North America to focus exclusively on how women travel throughout their system. The study compiled thousands of data points to give evidence to the trends that women who ride transit have long intrinsically understood. Some highlights of the report include:

- Women make more trips (seven or more) per day than men and, at the same time, more women than men make no trips per day. According to the report, "this means women may experience more exposure to travel burdens (cost, stress, or safety risks), or may be more likely to be isolated or disconnected from the opportunities that travel affords."
- Women's trips are more likely to serve the needs of someone else and tend to be shorter than trips made by men. The report speculates that this might be "driven by workforce participation rates, location of employment opportunities, and taking household-serving trips that tend to be more localised."
- Women are more likely than men to travel in the middle of the day, and peak usage time is around 2pm. Services at that time may be reduced.

Findings on safety were especially poignant:

"Some women reported wearing sneakers on the bus or train in case they unexpectedly need to run from an assailant. They also said they would avoid wearing skirts because they did not want their bare skin to touch the seat and out of fear that men would sexually harass them."

Anastasia Loukaitou Sideris, one of the authors of Metro's report and a professor at UCLA, has discussed in previous work that there is often a pronounced mismatch between the safety needs that women articulate and the safety strategies that agencies adopt to address them. Simply put, installing cameras is

not enough to address profound safety issues. Design matters. Women should be consulted on design from day one and forever.

We have an economic imperative to act now. 30% of all women in Los Angeles under the age of 18 live in poverty. The Los Angeles poverty rate for single mothers raising children under the age of five is 49% - four times greater than the rate for married couples. And the poverty rate for women is greater than that of men across all ethnicities and in all parts of the city. The opportunity costs of holding half of the population back from access to economic mobility affects all.

An urgent approach to creating safe, reliable access to equitable transport begins with a few key areas:

- 1) Put women in charge: when then-Deputy CEO of Metro, Stephanie Wiggins, noticed that the team in charge of redesigning bus service for the region consisted exclusively of men, she changed it. The leadership of your agency should look like the city it serves.
- 2) Prioritise women's personal safety needs on transport and in new technology: When women share trips with men, whether on a bus, airplane, train, or (someday) an autonomous car, they need *more than* cameras and AI to feel safe enough to access these options.
- 3) "Sit Down. Be Humble": when we rolled out BlueLA, Los Angeles's first electric vehicle (EV) car sharing service, we heard that women wanted the option to add their family's caregivers to their accounts even though their last names do not match. Invest in transit trips that are important to women and be mindful that this does not always mean fixed route transit.

Finally, LADOT has also launched our own study of how women travel. Our goal is to understand what choices (or lack thereof) women have when travelling. What opportunities or activities are women blocked from because of limited transport options? I am proud of the work that LADOT did with Blue LA, but LADOT has almost 50 other business lines. I have to wonder, what are we missing in the planning process?

We will work closely with local organisations to reach people where they are. We will prioritise innovative methods of data collection to dig deeper into experiences that we have not historically sought to understand.

Cities everywhere need better research and design tools to address our findings. I look forward to working with the International Transport Forum, in hopes that they can serve as a convener of cities across the globe working to address the needs of women and families.

Useful link:

Los Angeles County Metropolitan Transit Authority (2009), "Understanding how women travel":
<https://thesource.metro.net/2019/09/19/metro-releases-understanding-how-women-travel-report/>

Reading between the lines of codes and algorithms

Karla Gonzalez Carvajal, Manager for Europe and Lead Manager for the Gender Agenda in the Transport Sector, The World Bank

Transport is on the edge of groundbreaking changes. As Daniel Sperling, the author of “Three Revolutions”, mentioned during the Transforming Transportation conference at the World Bank (January 2019), “advancements in vehicle electrification, automation and shared mobility amount to a threefold revolution that will profoundly transform our lives”.¹ Thanks to innovative technologies that are at the bottom of this transformation the *New Mobility*, is aiming to create a better future of transport for all.

Women’s empowerment is at the centre of the new mobility conversation, so let’s not make the mistake of thinking it is about only technology. New mobility is about users, and ensuring that technologies serve the majority of the population. Finally many challenges, especially the long-standing deficit in gender sensitive transport solutions can be addressed. Public transport that considers the needs of both women and men seems obvious, but, even NASA recently forgot about some basic differences between their spacecraft passengers.² But while female astronauts can let their male counterparts do the space-walk for them, down here on Earth women don’t have a choice, and must often accommodate themselves to conditions designed exclusively for men.

Design can unconsciously penalise women when differing needs between men and women are not understood. Female users of transport systems are forced to take longer trips for safety reasons, complicating the daily itineraries of mothers with children, and indirectly imposing a so-called “motherhood penalty”. A recent study of two New York subway lines A recent study of two New York metro lines by researchers at New York University (NYU) “The pink tax in Transport” showed how women can pay up to USD 50 more than men because their needs are different.³

According to the International Labour Organization, limited access, and lack of safe transport is the greatest obstacle to women’s labour market participation, reducing their probability of involvement by up to 16.5 percentage points.⁴ Women are 47% more likely to suffer severe injuries in car crashes because safety features are designed for men.⁵ Eighty-one percent of females have also experienced harassment in public spaces, including public transport and the areas related to it.⁶ New mobility will not be successful unless it considers the importance, not of the users, but the differences among the users. Gender disaggregated data can provide a clear picture of problems that should be addressed in the first instance. However, the crucial issue is to put all users’ needs at the centre of the problem before talking about technology.

A “grossly two-dimensional picture of the challenges” people face while trying to reach jobs and services, based on 1960s metrics like traffic congestion and punctuality, does not provide adequate information for agencies to make correct choices about what to build in order to better connect people to opportunities, workplaces or places of service.⁷ The 1980s brought us transit oriented development (TOD) analysis, which is more sensitive to user needs, but not even close to showing the differences among men and women’s mobility. In the current model, problems are also created by lack of diversity in male-dominated decision making circles. This excludes the possibility of diversity of thought - hence solutions - to men and women’s requirements. Even the most sophisticated technology cannot solve problems that were not considered.

The G20 is calling for action to close the gap between men and women's participation in the global work force. Today only 48% of female population is working. Technology can help women to balance family and work life, not only improving their quality of life, but boosting GDP growth too. Advancing women's equality could add USD 12 trillion to global GDP by 2025, according to a recent 2015 study.⁸

Equality depends on mobility. Imagine women having commutes of minutes instead of hours, more women ready to take metros and buses because they feel safe and comfortable in public transport. Imagine more girls coming to school since they do not need to wait four hours for a bus home. Technology can make it possible. There are initiatives such as Singapore's Smart Cities 2.0, where understanding of human behaviour and people's needs were at the core of the planners' vision. As one of the animators of this project, Dr Limin Hee explains: "Our understanding is that a liveable city should not be about using technology for technology's sake, but about how we apply technology in the city to meet the real needs of citizens and residents."⁹

So, let's apply the same zeal and determination in defining and addressing the needs of the majority of the population. Thanks to sophisticated algorithms, marketers can now precisely analyse multiple data related to our wants, beliefs and lifestyles, and craft an exact message aimed at changing consumers into clients. Urban and transport planners could do the same, accessing disaggregated data from our fare cards, GPS devices, mobile applications, ridesharing bills and surveys to help make transport and public space accessible for women.

The future could be brighter than ever, but only if we acknowledge that mobility is not gender neutral. Remember that the Apollo Program was successful thanks to Margaret Hamilton, who in 1966 wrote by hand the code used to take humanity to the Moon, after Katherine Johnson had provided calculations that helped put the first American into orbit. Recently, Katie Bouman developed an algorithm to make the first image of a black hole. Since women so significantly helped humanity with space travel and understanding the Universe, let's return the favour here on Earth, by considering their needs and plan transport infrastructure accordingly.

Useful links and literature:

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https://wagner.nyu.edu/files/faculty/publications/Pink%20Tax%20Report%2011_13_18.pdf
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- 6 NPR (2018) "A New Survey Finds 81 Percent of Women Have Experienced Sexual Harassment."
- 7 S. Goldstein (2019), "Congress considering a smarter way to measure transportation investments", T4America Blog.
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- 9 Smart Cities 2.0 - Singapore; Channel News <https://www.smu.edu.sg/news/2018/09/06/singapores-smart-city-secret-sauce>

Transport connectivity for women and girls: Beyond the concept of mobility as movement only

Angie Palacios, Urban Transport Unit, Vice-presidency of Infrastructure,
Development Bank of Latin America

More than half of the trips that women make in Latin America are made on public transport, closely followed by walking. Women are also more likely to live below the poverty line, and thus have limited resources for mobility purposes. Even though these gender-based characterisations are well documented, in practice, women's needs are still tangentially taken into consideration in city planning processes, especially in public transport. The Development Bank of Latin America (CAF) understands its role as a mediator between sector-based academic research and development practice. It is continuously working toward closing the gap between these two sectors in order to place gender issues in the local government transport agenda while promoting the collection of accurate data to develop evidence-based inclusive public policy.

CAF started its gender and transport agenda with the study “She Moves Safe,” in collaboration with the FIA Foundation. It is aimed at assessing the incidence of sexual harassment and the way this occurrence influences the perception of personal safety for women users of public transport. The study's findings show that three out of four women respondents in Buenos Aires, Quito, and Santiago felt insecure while using public transport, compared to approximately one out of two men, especially when walking to and from a bus or train stop and inside the bus or metro. The perception of lack of safety is worst if traveling alone and at night.

CAF supported the Transformative Urban Mobility Initiative (TUMI), notably a pilot in Bogotá to collect high-quality data efficiently and at a fraction of the time and cost of traditional approaches. The project consists of collecting and mapping street geo-referenced data on seven variables that can exacerbate the perception of insecurity for women in the city at night. The study aims to develop a security index per locality that will help city officials plan interventions according to the specific needs of a particular area such as public lighting, walking infrastructure maintenance, increased policing, etc. With more women joining the formal and informal labour market and the role of women becoming two-fold: caregivers and breadwinners, women's mobility becomes more complex. Therefore CAF decided to commission a gender-sensitive analysis of the 2017 Origen-Destination Survey of the Metropolitan Area of Mexico, with a particular focus on mobility of care.

The study showed that women's travel behaviour is more conditioned by their socio-economic status than compared to men. Also, women are responsible for 75% of care trips and 42% of work trips. Often overlooked when designing new or improving current public transport systems, these care trips predominantly take place within the vicinity of women's homes. The study also showed that women's rate of use of public transport dropped by almost ten percent points from 64% in 2007 to 53% in 2017. Paired to affordability concerns, these findings can relate to the “She Moves Safe” study that showed that women tend to pass on the fear of public transport to their children, particularly to their daughters. In a time where sustainable transport is a buzzword on the international agenda, public transport in Latin America faces the risk of losing its main users, women and girls, to other less sustainable modes.

CAF understands that the mainstreaming of gender in transport requires a multifaceted approach. Nonetheless, cities and international organisations such as the ITF can start the path to inclusive growth considering the following aspects:

- **Move beyond the concept of mobility as only movement.** Mobility of women and girls cannot be understood without considering the social - context. City planners should be aware of local contexts and power dynamics, because these explain a great deal about gender roles. In order to understand these, cities should:
 - **Collect and analyse gender data for policy-making:** It is vital to collect gender data, including data disaggregated by gender but also data that helps understand issues primarily relevant to women and girls. Mobility surveys are starting to disaggregate data by gender, but still fail to ask questions pertinent to the mobility of different groups.
 - **Systematically use participatory methods in city planning.** The voice of citizens should be at the centre of how public space and transport is designed. Participatory methods provide evidence on the social ties of a city, a community's lifestyle and interaction with technologies. Aspects that should be considered in a sector that is suffering from rapid technological disruption.
- **Promote women participation in city and transport planning.** There is still a disproportionate underrepresentation of women in the private transport sector and in policy and decision-making roles related to public space and transport.
- **Look for allies in local movements.** In recent years, grassroots movements have produced a growing widespread rejection of gender-based violence and other gender-based inequalities; as a result there is a growing awareness that cities should become inclusive. This is an unprecedented opportunity for city planners to promote a sense of co-responsibility in tackling gender inequality and discrimination in public transport.

Cities should plan based on their most important strength: the diversity of its constituents in their missions for inclusive growth. Gender, age, race, ethnicity, and disability define how individuals behave, interact with the environment, and the way they ultimately experience the city. One actor cannot solve all gender-based inequalities. Change happens when good public policy translates into good implementation and this can only occur with widespread support from a community of stakeholders. ITF plays an important role within this community, particularly in facilitating a platform for knowledge and good practice exchange among the global south.

Useful links and literature:

Allen, H. et al. (2018). *Ella se mueve segura (ESMS) –A study on women's personal safety in public transport in three Latin American cities*. Caracas: CAF and FIA Foundation.

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Secretaría Distrital de la Mujer de Bogotá

https://guiatramitesyservicios.bogota.gov.co/entidad/secretaria_distrital_de_la_mujer/

The gender data gap: Undermining sustainable and social mobility

Sheila Watson, Director, Environment and Research and Kate Turner, Media and Public Affairs Manager, FIA Foundation

Equitable access to transport has a significant impact on regional economic growth and sustainability. Public transport policies are intrinsically linked with issues of gendered access to education, employment, and health care. In short, everyone benefits when women are a key part of any planning process. Providing safe and equitable access to education and employment is not only a basic human right, but it is also part of national commitments to the United Nations Sustainable Development Goals (SDGs) and The New Urban Agenda.

A fundamental data gap exists which prevents cities, countries and regions from understanding women's transport experiences and patterns and how to address them. Transport systems traditionally built by men, for men, have far-reaching implications which break across siloed policy areas. In many regions, women are the predominant users of public transport yet their needs are frequently not just ignored, but completely unknown.

When women and girls are restricted in their ability to travel freely it has long-ranging impacts for their own and - because they tend to be primary caregivers - their families' lives. These impacts, however, are rarely addressed by transport planners, predominately because there is little data about how women move and what they experience. For this reason, the FIA Foundation has funded two ambitious programmes to track women's interactions with city transport infrastructure to help administrations understand how their citizens are being failed.

The FIA Foundation is committed to promoting safe, clean, fair and green journeys across the world. Through research and scalable projects working with the multilateral development banks, transport experts, and administrations we use real-world data to advocate for the transformation of transport to the benefit of all. None of this work, however, can have an impact without the ability to connect. The focused international platforms and engagement that ITF facilitates can ensure that experiences, ideas and case studies can be shared to promote action and discourse at a regional and global level.

Working with CAF, Development Bank of Latin America, and the cities of Quito, Buenos Aires and Santiago, the FIA Foundation sought to develop a baseline understanding of the differences between how men and women perceive security in public transport and how this affects their travel, addressed in the *Ella Se Mueve Segura* (She travels safe) report and toolkit. The findings in all three cities confirmed that women face many types of harassment on an almost daily basis while using public transport. In Santiago, 95% of respondents said they had seen harassment on public transport and 85% had experienced it.

The impact this has on how women travel is significant, for example, a staggering seven out of ten women in Buenos Aires avoid travelling alone. This behaviour has huge ramifications - reducing their access to economic and educational opportunities which reinforces poverty and increases inequality and social exclusion. CAF estimates that improving women's participation in the workforce in Latin American could add 34% to the region's GDP. The so-called 'economic miracle' in Latin America between 2002 and 2008 and the drastically reduced extreme poverty levels were largely attributable to the inclusion of 70 million women in the labour market. Given the potential of women to energise country economies, it

is clear that increasing their economic empowerment is an efficient and secure way to ensure sustainable growth rates. Out of this report, a toolkit was developed to help cities to address the issues of concern - presented at the 2018 ITF Summit, which also led to the formation of a new Latin American women's transport group, connecting women across the region.

In India, however, female participation in the workforce is actually dropping. Just 26% of women work, falling from 35% in 2005. Over a similar period of time crimes against women in India spiked more than 80%. In particular, the gang rape and murder of a student, Jyoti Singh Pandey, on a Delhi bus in 2012 sparked a global outcry about women's safety. Concerns about safety for girls and young women are restricting their freedom of movement, limiting their academic prospects and curtailing future employment opportunities. Even skilled women are unable to unlock their full earning potential; according to the Institute for Transportation and Development Policy, urban Indian women are turning down more lucrative jobs further away from home to avoid the public transport system.

How then, can urban transport policies address the deep-rooted fears about personal security on public transport and turn the tide on decreasing participation in both education and life? A new government initiative in Delhi is offering free public transport to women to encourage them to use the services, but policies like this are unlikely to succeed unless the root causes are addressed. That is why the FIA Foundation has partnered with Safetipin – an innovative digital project to track journeys to build a picture of when and where women feel at risk on public transport journeys - from door to door, not just on the bus. This project is specifically focusing on adolescent girls' experiences, to highlight the risks they face to city administrations and help protect one of the most vulnerable groups.

Overall, this is a bold new opportunity to really show city administrations how young women are being failed, how to address the challenges and how to break the patterns that have forced so many women into toxic personal vehicles or entirely out of education, the workplace and public spaces. It is in every city and region's interest to address women's interactions and experiences of public transport. Building a dataset that reflects female experiences, and connecting to share how these can be used is the only way to balance equity, improve mobility, and ensure sustainability.

Useful links:

Elle Se Mueve Segura report and toolkit

<https://www.fiafoundation.org/connect/publications/ella-se-mueve-segura-she-moves-safely>

Safetipin project

<http://safetipin.com/>

Women's mobility is defined by transport connectivity and accessibility

Heather Allen, Independent gender and mobility expert

Demand for transport is constantly increasing. Today we are able to travel between countries, cities, towns and villages with relative ease. We often rely on being able to get to wherever we want, whenever we want. Traditionally, accessibility meant the opportunity to or the ease of reaching destinations, while connectivity was understood as the opportunity for people and things to 'connect'. Accessibility is often interpreted in physical terms and connectivity in digital terms, but there are many other interpretations, especially when we consider the differences between how men and women view accessibility, connectivity and their transport behaviours.

Women now travel widely for employment, education and leisure yet they still experience many constraints to mobility. In most countries, women still take on the larger share of care related activities which often dictates their travel patterns and behaviours – and the number of trips they take usually increases when they have a family. McGurkin found that having a child under five years old increases trip chaining by 54% for working women and by 19% for working men¹ and therefore women are economically sensitive to the cost of transport. Additionally, young women, including mothers, have become more active in out-of-home, non-work activities and their trip chaining has become more complex, compared to their male counterparts.²

Transport today is neither planned nor designed to be gender sensitive, despite a growing body of research on the differences between male and female mobility patterns. The results of this research have not received enough attention to change the current transport planning and decision-making paradigm. Nor has it led to developing gender-specific policies, programmes, and mandates for national transport ministries or local agencies to any great extent.

Gender impact assessment of transport policies and projects would help to clarify who benefits and how. The collection of disaggregated data by trip purpose, mode and time of day remains weak. Much of transport planning is done based on 'gender blind' data –implying that women should benefit from any interventions. The extent of this is somewhat unknown; there are few if any gender sensitive baselines on which base decisions on.

It is clear that not enough is known about female mobility patterns and why women make certain transport choices. The ITF published an interesting study looking at 10 cities in both the developed and the developing world – Understanding Urban Travel Behaviour by Gender for Efficient and Equitable Transport Policies³ where they found that buses were the mode of choice for most female trips. Buses usually have shorter distances between stops than rail-based modes, corresponding to female shorter distance travel patterns. But within the current planning paradigm, we rarely, if ever, design bus networks to respond to women's needs.

Key actions are needed to achieve more gender sensitive and inclusive transport. They include ensuring access to education and employment opportunities and safety and personal security aspects. More studies are certainly needed to explore methods for translating the findings of gender research into policy and investigating the behavioural aspects of transport choices more deeply. The landscape of mobility is changing fast and apart from the lack of data on women's mobility, there is also a major gap in understanding the differences of how women and men interpret specific aspects of accessibility and

connectivity. Accessibility, often interpreted as ‘physical’ accessibility is an example. Whilst this is of course relevant, this perspective differs if access is viewed through spatial/distance, time⁴ or social justice lenses.⁵

The mere existence of opportunities is not enough, and people of all ages, gender and abilities should be able to access the opportunities on offer. As transport behaviour is more deeply shaped by socio-economic and life stage factors for women than men, the barriers that women perceive to access those opportunities are likely to be quite different from men’s. Thus, the way women and men will interpret accessibility in physical, cognitive, financial and emotional terms⁶ will vary greatly and define how they use transport. International research has shown that even when all other aspects are perceived positively, if women do not feel emotionally safe and secure, they simply will not travel. So, improving women’s access to safe transport is fundamental to closing the gender gap in employment and education.

What can Ministers of Transport do to improve this situation with a view to accelerating the creation of inclusive, sustainable transport? Here are three key areas that would help to make a difference.

- 1) encourage and fund the collection of disaggregated data that would build a better evidence base for gender sensitive planning, allowing robust baselines to be set and for trends to be identified
- 2) integrate gender into transport projects and funding with gender budgeting
- 3) cross-ministry programmes that link women’s issues with transport, education and employment.

Despite the fact that it is widely accepted that women have different needs to men, transport systems rarely take this into account. Gaps and trends identified include many perspectives, but should be enough to demonstrate that the current approach to planning and designing transport must change if we are to make sustainable mobility for all and not for some.

Useful links and literature:

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How technology can contribute to women's safety in transport: Uber's experience

Rana Kortam, Global Head of Women's Safety Policy, Uber

Sexual violence is a global epidemic that impacts every industry and community. According to the World Health Organization, it is estimated that one in three, or 35% of women worldwide have experienced physical and/or sexual violence at some point in their lives, with the number as high as 70 in some national studies. In the United States, one in six American women has been the victim of an attempted or completed rape in her lifetime¹, and 80% of rapes and sexual assaults go unreported to authorities.

With more than 16 million trips a day, Uber is not immune to this devastating crime and we want to be part of the solution. CEO Dara Khosrowshahi has made safety the company's top priority. Significant investments in safety have been made from building new safety features to investing in cutting-edge technology, from changing our policies to hiring more staff.

Uber has a responsibility to help keep people safe and as leaders, it's our responsibility to improve safety. Technology can make travel safer than ever before. Our team of safety engineers has developed innovative new safety features to help give riders and drivers peace of mind. Over the past year, we have announced several safety features around the world including:

- **Safety toolkit:** centralises key safety information and features for riders and drivers all in one place in the app.
- **Trusted contacts:** option for riders, which allows them to designate up to five loved ones with whom they are regularly prompted to share their trip. Riders can choose to share all trips, night-time trips or none at all.
- **Emergency button:** riders and drivers can connect directly to 911 through the app in the event of an emergency and the feature displays a real-time location (both on the map and as an address), the car make/model and license plate number which can be easily shared with the 911 operator.
- **911 integration:** Uber partners with RapidSOS and 911 centres across the country on location sharing integration where the caller's location and trip details will automatically be shared with the 911 call taker. This integration technology is live in 911 centres across the United States.
- **Anonymised contacts:** use technology to anonymise phone numbers when riders and drivers contact each other through the app, steps were taken to anonymise exact pick-up and drop-off addresses in the driver's trip history.
- **Push notifications/banners:** we remind riders to Check Your Ride and ensure they get into the correct vehicle.
- **In-app bike lane alerts:** inform passengers to look for cyclists before opening the car door.
- **Ride check:** the power of GPS and sensors from the driver's smartphone are used to identify rare events like unexpected long stops or possible crashes. In these situations, Uber initiates a Ride check through the app to the rider and the driver, offering assistance. We will also surface options in the app that provide quick access to key safety tools so riders and drivers can take action and get the help that they may need.

While not every market has all of these features, we are working hard to roll them out globally. These new features build on the safety benefits that were already part of Uber, including:

- **Designated driver:** riders can push a button and avoid drunk driving.
- **Driver/car information:** riders are given the driver's name, photo, make and model of the car and license plate number when they request a trip.
- **GPS tracking:** each trip is GPS tracked so there is a record of the trip and pertinent information is included on the receipt and trip history.
- **Share trip feature:** Riders and drivers can share their trip so friends and family are able to follow them on a map in real time, and know when they've arrived.
- **Cross-Street feature:** riders can use cross-streets as pick-up and drop-off locations for an added layer of privacy.
- **Two-Way feedback:** we have a two-way feedback system where riders and drivers can rate each other and provide comments. This information is reviewed by our 24-7 support team.
- **Driver hour limits/speed alerts:** we limit the number of hours a driver can take trips on the app without a continuous break and the app can send an alert if they are speeding.

Rigorous criminal and driving record screenings are conducted on millions of drivers, strengthened by the guidance of our Safety Advisory Board. Before a person is able to drive with Uber in the United States, we complete a screening process that requires an individual's personal data. As ridesharing options like Uber have grown quickly in recent years and people are using them more, we have a responsibility to cooperate with law enforcement investigations, whilst protecting user privacy.

We also work with experts in the sexual violence space. They advise on new education and awareness programmes, major policy changes and examining how incidents are dealt with. We have met with over 100 gender-based violence prevention and women's advocacy groups around the world and partnered with nine national organisations that combat sexual violence in the United States, and over twenty worldwide.

Under their guidance, one of the big changes introduced was the decision to end forced arbitration in individual claims of sexual assault and harassment as well as end forced confidentiality on the facts of these cases. A commitment to publish a safety report that includes critical incident data has been made. This report will help drive more accountability in our industry and beyond. We have also partnered with the National Sexual Violence Resource Center to create taxonomy for companies like Uber to consistently categorise and count sexual assault and misconduct incidents. Prior to this, no uniform industry standard for reporting existed. We believe that if we confront and count the issue of sexual violence consistently, we can make more progress to end it.

Safety should never be a proprietary proposition; a rising tide lifts all boats. We hope this transparency report can inspire other companies beyond Uber to double down on preventing sexual violence, and improving women's overall safety in transport.

Useful literature:

- 1 National Institute of Justice and Centers for Disease Control and Prevention (1998), Prevalence, Incidence and Consequences of Violence Against Women Survey.

Have a nice flight connection: A gender perspective on airport facilitation and planning

Raquel Chinaea, Pilar Diez, María de los Ángeles García-Cuevas, María Ibáñez and Noa Soto, Aviation Safety and Security Agency, Spain

Efficient management of the flow of passengers through airport facilities is crucial to improving transport connectivity. Ensuring that services are delivered in a healthy, safe and secure environment, as well as meeting, and exceeding when possible the needs and expectations of customers. This efficiency must be achieved without discrimination or perpetuating stereotypes, ensuring that a gender perspective is included in the planning and development of airport infrastructure.

The aviation industry needs to avoid discrimination and stereotyping whilst serving the vast diversity of national and international travellers globally. Even though legislation is not discriminatory, there are still many issues to be considered when applying the regulation. In this article, we would like to draw your attention to some issues that every passenger but mostly women or people accompanying minors have to face when travelling by air.

When going through security, some technical equipment used for the screening of passengers, such as *walk-through metal detectors* (WTMDs), cannot detect non-metallic weapons or explosives. To compensate for such limitations an additional thorough pat down of passengers performed by security services, or the use of other technologies, may be required.

The percentage of female security officers that can conduct this hand search is limited, and in many cases do not cover all the security accesses of an airport. Female passengers may feel more uncomfortable if this process is made by a male security officer. This situation is more likely to happen in areas designated for airport suppliers only where, historically, the percentage of female staff is less than men. Therefore, it is important to train people conducting the screenings so that the procedure is tactful, courteous and uses caution, using the back of hands in sensitive areas that are likely to be more intrusive for the passenger.

Religious aspects can also play an important role when women, due to religious beliefs, wear clothing that could be offensive for them to remove in public. In such cases, the security officer can suggest the pat down is performed in a close-by, non-public space.

Regardless of the reason, a physical search should be conducted in the most professional and respectful manner possible, offering alternatives to specific gender situations. , less-intrusive screening methods in line with national regulation such as body scanners, a second attempt at a WTMD or explosive trace detection should be considered.

People travelling alone with babies or toddlers also face challenges during security checks. Usually, adults are required to walk first alone through the WTMD and then again with the baby or the small kid. Thereby, minors remain unaccompanied while adults are subject to security controls. The airport management should consider specific and safe areas to leave children; always visible to parents during these controls. Security staff should be trained how to behave in such situations, reinforcing their soft skills (social and communication skills, attitude, emotional intelligence, etc.).

Nowadays more airports are developing the concept of “family lanes” to make going through security more efficient for families (including safety scans on baby stroller, inspection of baby food and liquids for the children, accompanying airport staff, etc.).

Airports can become hostile environments when travelling with minors. For example, the time spent walking with children between check-in and terminals takes substantially longer than without them. A number of measures such as designated boarding gates nearer to the security checks, increasing the number of moving walkways, fast track or mobility facilities for families may reduce this time.

Air carriers and aircraft designers should take the needs of all travellers once they are on board into account. Are modern aircrafts suited to families with children? Many aspects such as the size of the seats, the availability of cribs, specific areas or activities for children, random seat assignment or family price policies should be considered by air carriers to enhance user’s experience.

Procedures, technical means and human factors should be considered at all times in the aviation sector. All three should comply with passenger’s needs from an inclusive approach to enhance facilitation. Debate and imagination are wide-open to optimise and implement solutions so that the travel experience becomes more comfortable, faster and better.

Useful links:

Annex 9 to the Convention on International Civil Aviation, Facilitation
<https://www.icao.int/Security/FAL/Pages/Annex9.aspx>

Sticky floors and glass ceilings: Women's employment in the transport sector

Dr. Bipasha Baruah, Professor and Canada Research Chair in Global Women's Issues, Western University, Canada

Women choose to work in the transport sector for the same reasons that men do: decent incomes, good benefits, company reputation, availability of work and opportunities to build careers. Yet, women accounted for less than 15% of the global transport workforce in 2017.¹ Under-representation in the sector is largely due to transport being a non-traditional occupation (NTO) for women. An NTO is any occupation in which women or men comprise less than 25% of the workforce. Mining, construction and transport are NTOs for women. Some roles within these sectors (human resources, administrative, clerical and financial services) may have more than 25% (or even 50%) women, but they tend to be a minority in engineering, operations and trade segments of these sectors. Engineering and operations experience is often considered a prerequisite for senior management and leadership positions, perpetuating the minority of women in these roles.

The absence of role models and gender-balanced initiatives make moving up the ranks challenging for women.² Men tend to apply for jobs in transport when they meet just some of the requirements, but women tend not to apply for jobs unless they meet all requirements.³ A preference for male recruits in transport jobs is very much a “chicken-and-egg” problem - women often lack the necessary educational qualifications for many jobs in the transport sector, but these jobs have usually not been designed with women in mind and are therefore not particularly attractive. When it comes to selection, (male) managers are less likely to regard women as suitable candidates.⁴

Women appear to encounter both “sticky floors and glass ceilings” in transport. Careers may never get off the ground because of persistent and confining stereotypes of feminised roles. Literature on women's employment in transport enables us not just to understand challenges and opportunities for the recruitment, retention and advancement of women, but also to identify best practices and policy recommendations for closing the gender gap. These are as follows:

Recruitment: Increased awareness of careers in transport for girls and women is important. Educational institutions, human resource organisations and industry associations have made efforts but girls and women remain disadvantaged when compared to boys and men. Because the transport industry was almost exclusively dominated by men for so long, employment information continues to travel disproportionately through male professional networks. Thus, there is an urgent need to improve equity in access to employment information in transport. Employers should strengthen practices such as mentoring, outreach, site tours, student networks, and temporary work placements. Transport employers should also support gender-equality advocacy organisations such as Women's Transportation Seminar (WTS) International and the Asia-Pacific Economic Cooperation (APEC) Forum on Women in Transportation.

Summer employment, co-op programmes and internships are important entry points into the transport sector. Co-op programmes that are part of college diplomas and university degrees in engineering fields provide students with relevant work experience in transport. More female students could be provided with entry points into the transport industry if co-op programmes and internships in fields such as urban

planning, environmental science, public policy and administration, law and business were better aligned with the transport sector.

Apprenticeship training is a key method by which people acquire the experience needed to become skilled tradespeople in the transport sector. Public and private sector transport employers should frame and implement policies to enable equitable access to well-paid apprenticeships for women in the trades.

Retention: It is impossible to neatly demarcate the barriers and opportunities women face in entering the transport sector from those that influence their decision to leave or remain. Most departures in the transport industry appear to occur within the first five years of employment. Therefore, women's initial experiences, how they are welcomed and treated, and whether they are supported and promoted are critical.

Women tend to leave work more frequently after maternity leave than at any other point in their careers.⁵ Women often face a double standard when they return to work after parental leave. While men who take parental leave are welcomed back to work and often valorised for their commitment to parenting, women are more likely to find their commitment to work being implicitly or explicitly questioned. Employers should provide support for childcare. The cost of childcare is a major cause of women's departure from the workforce. Employers should introduce policies that emphasise performance as the major criterion for promotion over sheer number of hours spent at work. This can be accomplished by instituting policies for telecommuting and flexible work. It is just as important for employers to ensure that those who select alternative work arrangements are given equal consideration for advancement in their careers as those who choose to work in full-time office-based set ups.

Leadership: The challenges of recruiting and retaining women up to middle management are gradually being addressed in the transport sector. But persistent barriers remain for addressing women's under-representation in senior executive positions and on boards of directors of companies. Gender quotas may be unappealing for some organisations, but they can still implement targets that are specific, aligned with the company's strategy for gender diversity, and elevated to the same levels as business targets for budgets and performance. The proactive commitment of the most senior leader is the most critical ingredient for diversifying organisations. Candidates for leadership positions should have a demonstrated track record for promoting gender equity and diversity.

Useful links and literature:

- 1 Godfrey, J. and R.L. Bertini (2019), *Attracting and Retaining Women in the Transportation Industry*, Mineta Transportation Institute.
- 2 Baruah, B. (2017). *How to Promote Gender Equity in Green Jobs*.
http://publish.uwo.ca/~bbaruah/publications/research_videos.html
- 3 Asia-Pacific Gateway Skills Table. (2015). *Women in Transportation Careers: Understanding Participation in Canada*. Vancouver: APGST.
- 4 Turnbull, P. (2013). *Promoting the Employment of Women in the Transport Sector: Obstacles and Policy Options*. Geneva: International Labour Organization.
- 5 Baruah, B. (2018) *Barriers and Opportunities for Women's Employment in Natural Resources Industries in Canada*. Ottawa: Natural Resources Canada.

Improving diversity in the United Kingdom's transport sector through apprenticeships

Miriam Lea, Policy Advisor, Infrastructure Skills, UK Department for Transport, Secretariat to the Strategic Transport Apprenticeship Taskforce

Transport is not as diverse as it could or should be. The business case for diversity is well established, and the transport sector must ensure that its workforce properly represents - and offers training and work opportunities to the communities it serves.

A particular challenge facing the sector is increasing the female proportion of the workforce. The Transport Infrastructure Skills Strategy, published by the UK's Department for Transport in 2016, set out that women represent just 20% of the rail industry as a whole, and just 4.4% of railway engineering. Maritime has a similar imbalance, with the Maritime 2050 strategy highlighting that just 4% of certified UK officers and 27% of UK ratings were women. The Aviation 2050 consultation paper shows the gender imbalance within the sector in aviation. In 2017, only 6% of pilots and co-pilots, and 8% of maintenance and overhaul personnel employed by UK airlines worldwide were female, but 71% of cabin attendants are women.

UK Government investment in transport will deliver world-class infrastructure to develop digital, connected and inclusive transport networks of the future. This investment will offer opportunities for people across the United Kingdom as the sector draws together the skilled people needed to build, maintain and operate such networks. The sector is currently addressing the need to bring more people with varying levels of skills and capabilities to work in transport-based jobs. Being able to fully exploit digital technologies and artificial intelligence is an area of particular interest. In doing so, it must also address critical skills challenges like an ageing workforce, historically low staff turnover and a lack of a diverse workforce.

The UK government's 2016 Infrastructure Skills Strategy set out clear recommendations for government and industry to meet these challenges. A core recommendation of the report was a commitment to 30 000 apprenticeships in road and rail bodies. Increasing the diversity of the workforce is a major goal of these apprenticeships. This included an ambition for at least 20% of new entrants in engineering and technical apprenticeships in the sector to be women, and to achieve parity with the working population at the latest by 2030. The Strategy also committed to a target of a 20% proportional increase in the number of people from BAME (Black, Asian and Minority Ethnic) backgrounds starting apprenticeships.

A cross-sector group of leading transport employers was created - the Strategic Transport Apprenticeship Taskforce (STAT) to drive change. STAT is currently chaired by Mike Brown, MVO, Commissioner, Transport for London. Large infrastructure bodies like Network Rail, HS2 and Highways England are represented, alongside Heathrow, the Rail Delivery Group and Government. Maritime, freight and logistics, Unions and Government are also represented at senior level on the Taskforce.

Progress has already been made against the ambition of increasing the proportion of apprentices from under-represented groups over the last year. The proportion of female technical and engineering apprenticeship starts has grown from 10%, reported by STAT in its first annual report in 2017 to 15.48% in its third annual report in 2019. Overall, female representation has increased to 23.6%. This is a growth from 20% from STAT's first annual report and represents an 18% proportional increase. BAME representation increased to 21.8%, up from 19% in STAT's second annual report in 2018, and 14% in

2017. This represents a proportional increase of 56% since STAT's first year of reporting in 2017, ahead of our 20% target. Reporting of ethnicity data has also improved.

Over the three years of reporting, 8 200 apprenticeships have been created in road and rail bodies. Employers elsewhere in the sector (maritime, aviation, warehousing and distribution) have seen steady growth. Strong commitments to apprenticeships have been made, notably by Heathrow who outlined 10 000 apprenticeship opportunities by 2030 (see link).

During this time, we have seen growth in the highest level of qualifications, NVQ (National Vocational Qualification) level 6 and 7. This training supports productivity and innovation in the sector. It is vital that women and other under-represented groups have access to training at these higher skills sets too, if industry is to ensure that it is taking steps to reduce pay gaps. Current data shows that women are better represented than men at NVQ Level 6+. However, industry is seeing an under-representation of people from a BAME background at these higher levels, and just 2% of NVQ L6 starts this year were BAME females. This is something that employers will have to consider carefully.

Many of the apprentices who started work and training in the sector as STAT began its work are now finishing their training and looking for work. It is vital that we understand whether they stay in the transport sector, and, if so how their careers progress. To do so, we must understand whether apprentice experiences of the sector, particularly those apprentices from under-represented groups, have been positive, and if not, what we can change to instil a more inclusive, welcoming and supportive ethos in workplaces across the transport sector. This is essential if transport employers are to attract and retain talent from across society.

Our reported data on the diversity of our apprenticeship starts this year is encouraging as we have started to see a real shift in the number of women entering engineering and technical apprenticeships. It is important that employers now take stock, collectively, to understand the changes and look to drive further progress across the sector.

Useful links:

Strategic Transport Apprenticeship Taskforce

<https://www.gov.uk/government/collections/strategic-transport-apprenticeship-taskforce>

Transport Infrastructure Skills Strategy

<https://www.gov.uk/government/publications/transport-infrastructure-skills-strategy-building-sustainable-skills>

Heathrow Response to the Skills Taskforce Recommendations

<https://your.heathrow.com/wp-content/uploads/2019/02/Heathrow-Response-to-Skills-Taskforce-Recommendations-Final-Jan-2019.pdf>

More women in transport can only mean better connectivity

Elisabeth Suciu, Cécile Sadoux, Dionisio González, International Association of Public Transport

Women are central to urban public transport. However, public transport remains a male-dominated sector, both from an employment point of view and also from the values that are embedded in its structure and provision.

Public Transport can show its great role as an enabler to transform our societies and achieve the Sustainable Development Goals. The International Association of Public Transport's (UITP) goals include providing safe access and safe use of public transport for women (focus of the initiative in 2018, in partnership with the World Bank), enhancing the female labour market in the transport sector (main target in 2019 together with the International Workers Federation) and illustrating the wider positive impacts of facilitating women's mobility. We have developed the PT4ME project to advance gender equality in the public transport sector with the support of our Members.

Growing evidence shows that women's employment is crucial to improving working conditions for everyone. When we remove barriers for women entering the industry and address health and safety concerns for women, the situation is improved for all workers. Globally women represent less than 15% of the public transport workforce, while the majority of passengers are women. This does not include informal transport workers, which can represent a significant portion of employment in the transport sector in some cities.

There are a number of issues that can limit the attraction of jobs in the transport sector for women and break the retention of those who are already employed, as well as undermining a positive working environment for all. For these reasons, ITF and UITP have joined forces to reverse the trend and accelerate progress toward women's equality, gender balance and respect at all levels. Within this objective, we have developed a set of recommendations to encourage and support employers and trade unions to strengthen women's employment and equal opportunities, and promote decent work in the urban public transport sector worldwide.

These recommendations form a positive employer policy on women's employment, highlighting that:

- Gender diversity brings innovation and different skill sets to the industry and workplace.
- Improving working conditions for women, improves conditions for all workers.
- The demographic change in some regions of the world means there is an ageing workforce and subsequent labour shortages.
- This is a matter of equal opportunities: an inclusive workforce means public transport is seen as a positive choice of employer.
- Gender diversity improves the functioning and efficiency of the service for passengers by better representing the diversity of the different categories of passengers.
- Employing more women results in safer public transport for women workers and passengers.

- Access to jobs in the transport sector allows women to move out of poverty into productive work - to provide for their families, and communities and to contribute to the economic viability of their countries.

While this is important, we cannot solely make a business case for gender equality in the labour market. This is fundamentally a social justice, labour and human rights issue. In order to create a public transport system that is safe, accessible and equitable, we need to ensure that women's voices - workers and passengers - are present during the planning, policy-making, research, development and operation of our systems. This requires taking meaningful action to increase women's participation in this industry at all levels.

The main barriers for women's participation in the urban public transport sector can be grouped as follows, however it is important to note that these barriers are not separate issues and many have a similar root cause:

- 1) Lack of access to education, training and information
- 2) Work organisation: (rolling) shift work, early morning or late night working hours, split shifts, weekend work- combined with a lack of safe transport to and from work.
- 3) Work environment: lack of workplace and policy adjustments; lack of facilities (including toilets); inappropriate uniforms.
- 4) Gender stereotyping and sex discrimination: gender-based occupational segregation is underpinned by the myth that women are unable or physically unfit to perform certain duties, tasks or roles.
- 5) Violence and harassment against women: Urban public transport workers are exposed to physical and non-physical violence because of the jobs they do.

Women can sometimes disproportionately experience a negative impact on their working conditions, employment status and career opportunities when outsourcing occurs, as gender responsive workplace measures and policies are not always extended to outsourced companies.

Governments, employers and trade unions must also play a pro-active role in ensuring women have access to leadership roles. There is also a role for international financial institutions to ensure that transport projects actively address gender inequalities, occupational segregation and access to work.

This needs to go beyond simply setting recruitment targets, but also examining corporate policies, culture and leverage opportunities to identify how everything from wages to working conditions and access to all jobs, training and promotion can be improved for women. All policy measures should include a holistic approach in order to change perceptions and attitudes, as well as provisions for monitoring, enforcement and necessary amendments. Women should be involved in all aspects.

Useful links:

ITF- UITP recommendations
<https://www.uitp.org/pt4me>

Increasing diversity in European ports

Isabelle Ryckbost, Secretary General and Anne-Rieke Stuhlmann, Senior Policy Advisor for Port Governance, Intermodal Transport and Logistics, Statistics and Social Dialogue, European Sea Ports Organisation

The waterborne transport sector is still one of the most male-dominated transport modes in the European Union. The percentage of female seafarers or female dock workers, for instance, is well below the 22% transport sector's average.

European ports form intricate ecosystems in themselves with a broad range of job profiles, not only linked to maritime transport. Complex entities, European ports do more than just handle ships. Being at the crossroads of the supply chain, European ports are integral to the operation of efficient logistics chains, linking maritime transport with all other transport modes and hosting value-added activities. They are often nodes of energy, clusters of industry and blue economy. More and more, ports are also developing into hubs of innovation and digitalisation.

While port authorities directly employ only a limited number of employees in the port area, they can still be instrumental beyond their own organisation in promoting diversity and in fighting general stereotypes about port professions.

The United Nations Conference on Trade and Development (UNCTAD) Review of Maritime Transport 2018 names working conditions and gender stereotyping as the two main factors of the low level of women in the maritime sector. Initiatives to combat such stereotypes start long before the hiring process with the objective being to raise youth awareness of the various job possibilities and to increasingly attract the interest of female candidates. Automation and digitalisation have changed the nature of previously laborious job profiles, and has the potential to increase their attractiveness for women.

Many programmes are already in place in different ports, adopted by both port authorities and the companies in the port, to increase the diversity and to promote inclusiveness. Such programmes include initiatives to break down stereotypes, trainee programmes, work place learning, equality strategies, specific gender targets, mentoring, certification of inclusive employers, etc.

European ports recognise the importance of their societal role and have been proactive in facilitating dialogue with cities and local communities, moving beyond a purely commercial rationale of port operations. Societal integration is an essential part of port governance, focusing on the human factor in ports, i.e. (future) employees, people living in and around port areas and the general public. This role goes beyond gender balance concerns and addresses the need for diversity more broadly.

ESPO started monitoring the gender balance through the effective attendance of port professionals in the different meetings of the organisation in 2018. The outcome of this monitoring revealed that in 2018, overall 31.76% of port professionals attending the meetings were women. The meetings gathered different profiles of port professionals, depending on the committee, for instance CEOs, heads of corporate affairs, environmental managers, lawyers and public affairs people, harbour masters, HR responsible and statisticians.

Another ESPO initiative is the Award on Societal Integration, which was launched in 2009 to promote the efforts made by different European ports to enhance city port relations through innovative projects. The 2018 theme "Ports as a good work environment for everyone" targeted the port authorities with

innovative approaches to promote the wider port area with its businesses and companies as an attractive work environment for everyone around the port looking for a new career.

ESPO strongly believes in the benefits of a diverse workforce in European ports. Embracing diversity leads to stronger and more innovative teams with better communication skills and the ability to provide different perspectives. European ports are ideally suited to be inclusive melting-pots of all different types of employees.

Useful link:

Winner Port of Rotterdam initiative

<https://www.espo.be/news/port-of-rotterdam-wins-the-espo-award-2018>

The mobility sector is on the verge of an awakening

Kelly Saunders, Gender Equality Strategist

Once considered ‘gender neutral’, albeit with few women in the ranks, there is awareness at the highest levels today that mobility is far from neutral. More innovation from women is necessary for, amongst other things, the massive ecological step-change required of the industry. Research shows that women are vital to transitioning to a low-carbon economy and a more sustainable, integrated mobility sector. Better connectivity for women is essential to solving many of the challenges we face today. Better participation of women in the mobility sector is key to reducing negative externalities and unlocking much of this potential.

A growing body of literature highlights practical initiatives that work to improve things. This paper explores one of the **real barriers to progress: the persisting lack of interest in or knowledge of gender equality within transport ministries and public transport companies**. Exploring reasons for this will help us to engage differently with key players. It is the writer’s view that the following factors are worth further interrogation:

- Current Key Performance Indicators (KPIs) for Transport Ministers and Public Transport Operators (PTOs) do not inspire necessary change. KPIs, such as number of kilometres of road, or track built, or number of cars, or trips sold, are largely disconnected from the “human story” told by desegregated data about men and women’s mobility.
- The scale and impact of poor mobility and connectivity for women is not well understood. Whether it concerns poor maternity outcomes, lower economic participation, reduced access to education, reduced mobility at night or expensive trip chaining common to the ‘mobility of care’, many women travel (or do not travel) differently to men and the impacts are significant.
- Very few people in the mobility sector know what ‘gender mainstreaming’ means. It means incorporating gender into the “DNA of the business”, from policy to operations to business development. It involves applying a gender lens to ensure decisions serve both men and women.
- Women-centred creativity and innovation within PTOs is undervalued. This is an issue of what is valued by an organisation, not that women need to be more confident or daring.
- PTOs often struggle to value professional profiles that would bring different innovation and better integration with other sectors such as energy, health and education. The transport industry perseveres as a sector driven by engineers, business analysts, technicians and drivers. With increasing pressure to reduce its carbon footprint, the sector needs to integrate with other sectors. This requires new thinking and new skillsets.
- Governments are yet to fully engage on women’s mobility. Franchise and public-private partnerships (PPP) tenders issued by transport agencies rarely focus on the needs of women, referring instead to the community or public at large. PTOs should be incentivised to commit to projects that improve women’s mobility. Without this, they have little capacity or interest in measuring the social or economic value of better connectivity for women.

- PTOs rarely explore the way social justice connects with their business. They do not consider the philosophical or moral questions that mobility raises including underlying gender inequalities. To combat this, governments should impose specific social justice imperatives in their franchise and PPP contracts.
- Gender equality for transport employees has been subsumed and diluted by generic diversity policies within PTOs. As with many other sectors, equality between men and women at work must often compete for a very limited budget with worthy but unrelated causes. This is not appropriate.
- Human-centred design is overshadowed by technology-led innovation. The two are not always compatible. New and disruptive forms of automated and “micro-mobility” are quickly changing the scene. Governments and PTOs should have a strong human-centred framework for navigating the technological evolutions coming from everywhere.

Women's travel and participation in regional transport systems

Summary of the 2019 ITF Summit session, 22 May 2019, Leipzig

Gender-specific experiences in transport stem from a constellation of economic and social disparities including access to resources, household responsibilities, and cultural norms surrounding women's mobility. As a result, women face unique time and resource constraints, as well as safety considerations with respect to their travel activity and their participation in the transport workforce. These differences are systemic and self-reinforcing, as mobility provides access to sources of income, education, health care, and other opportunities. The session on "Women's Travel and Participation in Regional Transport Systems" addressed strategic approaches to equitably designing transport systems as well as gender issues from a user and a workforce perspective.

Strategic approaches to equitably designing transport systems

Transport systems that facilitate equal access, safety and convenience raise the standard of service for all users and bring significant regional economic and social benefits. "This is not about only women's rights, but also about development" highlighted Karla Gonzalez Carvajal, Manager for Europe and Lead Manager for the Gender Agenda in the Transport sector, The World Bank.

The Swedish government has prioritised a holistic approach to inclusive transport policies by collecting gender-specific statistics and requiring new project proposals to include gender analyses. As noted by Matthias Landgren, State Secretary to the Minister for Infrastructure, Sweden: "You need a holistic approach. If you don't have that, you can make progress on some steps, but you will not see the full benefits."

Gender-disaggregated data will be critical in developing inclusive solutions, and more resources will need to be invested in pursuing a better understanding of gender differences in transport. "We need to get more women involved in designing these transport systems and we need to collect data that is disaggregated by users", insisted Heather Thompson, CEO, Institute for Transport Development and Policy.

Gender issues from the user perspective

Women use private and public transport differently than men. Specifically, women tend to make shorter, more frequent trips, often carrying items or are accompanied by children. This can mean that women face higher mobility costs than men. Ultimately there are unique constraints and often more complex trip-based activities that need to be better understood.

In developing countries, improved mobility for women will first focus on increasing ridership on public transit and non-motorised transport modes. Transport-oriented development will also be an important tool in improving mobility in an equitable way. New forms of mobility offer improved connectivity for women in more developed countries. For example, evidence from six countries (the United Kingdom, Mexico, South Africa, India, Egypt and Indonesia), indicates that safety and flexibility are among the primary reasons why women choose to use ride-hailing services. "Safety came up as one of the key concerns that women have, everywhere around the world", highlighted Rana Kortam, Manager of Global Women's Safety Policy, Uber.

Gender issues from the workforce perspective

Women are significantly under-represented within the workforce in the transport sector. This is particularly relevant at higher levels, such as on boards of directors and in leadership positions. Many barriers to the greater recruitment, retention, and advancement of women in transport professions arise from the fact that the sector has traditionally been male-dominated. This leads to a lack of examples of female professionals at all levels of responsibility, and a lack of awareness of the range of occupations that are available in the sector. “Careers in the transport sector are still pitched far less often to girls and women than to boys and men”, noted Bipasha Baruah, Professor and Canada Research Chair in Global Women’s Issues, University of Western Ontario.

Embedded norms predispose girls and women to pass over transport as a sector that contains interesting and appropriate employment opportunities. Barriers can be overcome by a number of means. Within transport companies and organisations, mentorship programs can increase the visibility of women in transport professions and the transmission of information about the range of employment opportunities available in the sector. Technological advances such as automation and mobility-as-a-service can create new job opportunities for women in the transport sector. Diego Diaz, President, SNCF International stressed that “The workforce is transforming, and that is benefitting men and women”.

Speakers:

- Bipasha Baruah, Professor and Canada Research Chair in Global Women’s Issues, The University of Western Ontario
- Diego Diaz, President, SNCF International
- Karla Gonzalez Carvajal, Manager for Europe and Lead Manager for the Gender Agenda in the Transport Sector, The World Bank
- Rana Kortam, Global Head of Women’s Safety Public Policy, Uber
- Mattias Landgren, State Secretary, Ministry for Infrastructure, Sweden Heather Thompson, CEO Institute for Transportation and Development Policy
- Heather Thompson, CEO, Institute for Transportation and Development Policy

Useful links and literature:

Ng, W.-S. and A. Acker (2018), “Understanding Urban Travel Behaviour by Gender for Efficient and Equitable Transport Policies”, International Transport Forum Discussion Paper, no. 2018/01. OECD Publishing, Paris. <https://doi.org/10.1787/eaf64f94-en>

ITF (2018), Women’s Safety and Security: A Public Transport Priority
https://www.itf-oecd.org/sites/default/files/docs/womens-safety-security_0.pdf

Transport Connectivity

A Gender Perspective

The 19 contributions in this compendium highlight how better transport connections improve access to opportunities for women and girls. Easy physical access to schools and universities, to workplaces, health services and other opportunities is a powerful force for social inclusion and economic development. The authors present challenges and shortcomings of transport connectivity from a gender perspective and propose solutions that will contribute to more inclusive and sustainable transport for all.