





Towards Gender Equality in Urban Transport

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Gender Equality in Transportation

Photo: Miso Lisanin/World Bank Photo credit: Shutterstock.com

Objectives



- Assess who are the beneficiaries of greater gender equality in transportation
- Enhancing women and girls' mobility through gender-responsive transport systems.
- Employing women in the transport sector.
- Some promising solutions addressing gender inequalities in the transport sector.

The module will cover the following:

- It will discuss key beneficiaries of greater gender equality in urban transport.
- It will provide with an understanding of the mobility-related challenges that women and girls face in their daily lives around the world.
- It will expand understanding about how to employ more women in the transport sector, and
- It will discuss some of the promising solutions that are being introduced to address gendered mobility and employment gaps in the sector.

The module acknowledges the scarcity of sex-disaggregated mobility data. Whilst it will attempt to bring a diverse set of examples from around the world, the content may at times be skewed towards certain countries and regions which have more data than others.

**Who benefits from greater
gender equality in the
transport sector?**

Beneficiaries of greater gender equality in the transport sector



- Women and girls
- Men
- Economies and
- Sustainable environment
- **Everyone benefits!**

Female urban dwellers often experience greater difficulties compared to males in accessing municipal infrastructure and services, such as transport. Hence, the fast pace of urbanization warrants a particular focus on the mobility challenges that women and girls have been increasingly facing in the urban transport systems.



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Although the transport sector is increasingly recognizing the benefits of addressing gender inequality, this topic has not yet received the full attention it requires, due in part to a failure to fully understand the benefits gender equality brings for different stakeholders, which is critical for effective advocacy.

As you will see in this module, the beneficiaries include not only women as many often assume, but girls and men also benefit from greater gender equality in transportation alongside overall economies and environment. **The next few slides explains this in more detail.**

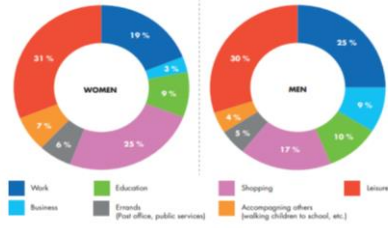
Some incorrectly assume that women and girls and men and boys face the same mobility challenges. Girls and boys can experience transport differently from women and men due to their differences in age and the associated ability to make decisions within their households and societies. These nuanced differences would need to be accordingly accounted for in transport planning and design.

Women travel patterns and transport modes

Women tend to make a higher proportion of trips on foot or by using public transport. Men make more trips by car, motorcycle, and bicycle.

Purpose of trips taken by Vienna's population

Source: Gender Mainstreaming in Urban Planning and Urban Development, 2012



A comparison of the 2011 Census data of India for five Indian cities showed that

- On average, 37 percent of women walked compared to 27 percent of men, but
- Women constituted only 4 percent of cyclists who commuted to their workplace.

As the graph from Vienna shows, women undertake a higher percentage of trips accompanying children and doing shopping than men do.

Also, women undertake a majority of trips on public transport, accompanying dependent persons and running errands, often for shorter distances and multiple purposes within one journey, commonly referred to as "trip chaining".

Affordability, availability and safety

Affordability: In Freetown, Sierra Leone, women pay on average 8 percent more to travel because they pay additional amount for their goods (as per household activities) or because they take several shorter trips.

Safety: The 2015 study by Cornell University conducted across **22 countries found over 50 percent** of the surveyed women reported being fondled or groped in public space.



Availability: Due to their greater reliance on public transport, the general availability of transport options and in particular whether those options have adequate **first- and last-mile connection**, affect women and girls' mobility more than that of men and boys.

Systemic mobility issues that women and girls face in transport are related to availability, affordability, and safety. For example:

Affordability: Women's complex daily trips, including those undertaken for caretaking purposes, divert their time from other activities, such as productive work or leisure, and result in higher travel costs for women. As the Sierra Leone case illustrates, women get charged more because the additional amount of packages they travel with. Given women's mobility patterns and household responsibilities falling on them; they are still the ones traveling more with packages and children compared to men.

Safety: globally, real and perceived threats of violence in transport and broadly in public space represent one of the biggest mobility barriers affecting women and girls, disproportionately more than it affects men and boys. Also, safety concerns often lead women to modify their travel behaviours adding to their travel expenses, as some times they have to take longer and pay for more expensive trips

Availability: Often public transport either does not serve the peripheral communities, is only available at certain times—only during daytime, for example—or the service is excessively infrequent. This results in women walking long distances or taking informal modes of transport to cover internal routes, which can be expensive and unsafe.

- The "last-mile" or "first and last-mile" connection describes the beginning or end of an individual trip made primarily by public transportation.

Road safety and gender

Women and men face different road safety risks when traveling

- About half of road traffic deaths occur among so called “vulnerable road users” which include pedestrians and people riding bicycles or two-wheeled motorcycles.
- Women represent a great proportion of vulnerable road users



Due to their mobility patterns, women represent a big share of vulnerable road users as they represent the majority of pedestrians, who face road safety risks in their traveling environment.

In many cases, women have higher road safety risks simply because they are limited to using certain transport modes, locations and times of day that expose them to greater risks in the travelling environment.

As an example, a survey conducted by the World Bank in Dushanbe, Tajikistan showed that what concerns women in Dushanbe as pedestrians is the lack of accessible, convenient and safe crossings, along with the uncontrolled high speeds and dangerous behaviour of many drivers.

Inclusive public space

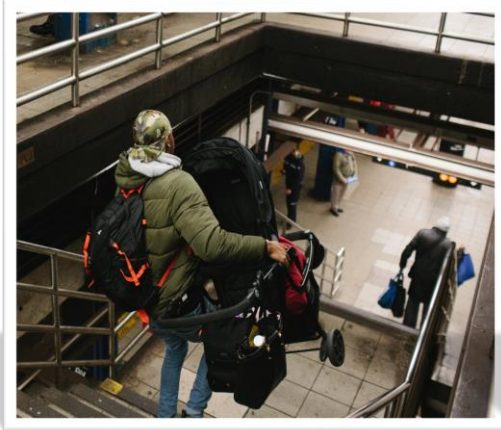
Women's mobility challenges are not only related to the design and operations of public transport service but concern the transport infrastructure and broader public space.



As women walk more and depend more on public transport, they are disproportionately impacted by the lack of broader public transport infrastructure, for instance:

- Poor pedestrian pathways
- A lack of street lighting
- Safe road crossings, and
- Generally inconvenient access to transport facilities.

Example of a non-supportive transport system to women's mobility



Picture: Gabriela Bhaskar for The New York Times



There is often an assumption that women grapple with mobility –related challenges only in developing countries, which is incorrect - as this photo from New York shows.

Mobility barriers hinder women's access to income-generating opportunities

The 2017 report of the International Labour Organization (ILO) identified the lack of safe transport as the greatest challenge to female labor force participation in developing countries, reducing the probability of women participating in the labor force by an estimated 16.5%.



According to a report by Harvard Growth Lab, public transportation has been identified as one of the two binding constraints to low labor force participation among women with high school education or less in Jordan. In 2019 only 14% of women participated in the labor force in Jordan compared to 64% for men.

In addition to limiting women's access to income-generating opportunities, mobility challenges can reduce women's ability to access health and education services for themselves and their children.

For example:

- The long distance to health care facilities, poor road infrastructure, and expensive and infrequent transport in both rural and urban areas undermine women's ability to access timely child and maternal services.
- Lack of adequate transportation also affects educational outcome. A study conducted in India, albeit in a rural setting, showed that providing bicycles to girls improved their secondary school enrollment significantly and also improved their test participation and scores.

Men and boys for greater gender equality in the transport sector



Engaging men and boys in the process of making transport more gender equal is important.



Key points to remember:

- Not all men harbor inequalities.
- Gender-responsive transport means transport that integrates the needs of its diverse user base, including women and girls and men and boys, and
- Transport planning should engage men and boys to address the social norms that perpetuate gender inequalities in the sector.

For example, various initiatives train drivers who tend to be mainly males how to intervene in the cases of sexual harassment in public transport.

Women and men are not homogenous: multiple mobility disadvantages

Women and men **experience transport differently** due to differences in their income, age, disabilities, ethnicity, religion, race, location, or sexual orientation.



Transport planners should consider the multiple disadvantages transport users face to help **avoid the generalization that all women and all men exhibit distinct travel patterns and travel needs.**

For instance, the needs of a woman or a man with a disability living in a rural part of a country with poor public transportation will be qualitatively different from those of a non-disabled woman or a man in a city with at least some options for urban transportation.

Impact of gendered mobility barriers on overall economies



- Globally, only 49 percent of women participate in the workforce, compared to 75 percent of men.
- A McKinsey Global Institute report finds that in a “full potential” scenario in which women play an identical role in labor markets to that of men, as much as US\$28 trillion, **or 26 percent, could be added to global annual GDP by 2025.**

For instance, in Egypt, raising the female labor force participation rate to male levels would raise GDP by as much as 34 percent. In this respect, mobility has a major impact on the economic contribution of women to the world economy.

Greater gender equality in the transport sector - more sustainable environment



- Apart from cycling, walking and public transport comprise the modes most commonly used by women. In that sense, women's mobility is environmentally sustainable and healthier.

Transport is one of the leading contributors to greenhouse gas emissions. Investing in sustainable transport systems is essential to reduce transport emissions and create healthier living environments.

**What is being done to enhance
women and girls' mobility?**

Road safety and gender

What can be done to improve road safety?

| Walking | Cycling | Motor vehicles |
|---|---|--|
| <ul style="list-style-type: none"> Improving sidewalks Establishing reduced speed zones Providing safe routes to schools and recreational facilities commonly used by women and children Adopting traffic calming measures, such as speed humps, and Providing better street lighting. | <ul style="list-style-type: none"> Segregated infrastructure for cyclists Education and awareness-raising campaigns to maximise the use of new infrastructure, and Enforcement of protective measures for cyclists in traffic, such as bicycle training. | <ul style="list-style-type: none"> Car manufacturers can incorporate women's characteristics into their processes (differences are attributed to the different anatomy and body strength of females and males). |

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Walking

Women's safety has to do a lot with their mobility patterns (e.g. women walk more than men and have less access to private vehicles) and not only to the built environment.

Cycling

Many women find the safety risks of cycling significant enough to deter them from considering it as a travel option.

Social norms play a role deterring women from biking: Women can face stigma from their communities, which stop them to use bicycles.

Motor vehicles

As of 2020, most car manufacturers still produce cars based exclusively on data derived from tests conducted on male or gender-neutral crash test dummies.

- Women are three times more likely than men to sustain a whiplash injury.
- Women are more likely to suffer a chest injury in a car crash than men.
- Car seat belts present pregnant women with specific risks to the mother and fetus.

| <h2 style="text-align: center;">Sexual harassment in transport</h2> <p style="text-align: center;"><i>Globally, sexual harassment and other forms of violence severely limit women and girls' use of transport systems</i></p> | | | |
|--|--|---|--|
| <p>Segregated transport</p> <p><i>Quick win</i> <i>Can increase perception of safety</i> <i>Can increase access to services and employment</i> <i>Temporary solution</i> <i>Doesn't address the root cause of the problem</i> <i>I.e. Mumbai</i></p> | <p>Use of technology</p> <p><i>Allows to collect data on parameters of safety including sexual harassment, safety and accessibility in public spaces</i> <i>I.e. Safetipin (India)</i></p> | <p>Codes of Conduct (CoC)</p> <p><i>To regulate the behavior of public transport passengers, drivers, and operators</i> <i>Enforcement through inclusion of CoC in concession agreements</i> <i>Implementation through accountability and response protocols</i> <i>I.e. Jordan</i></p> | <p>Trainings</p> <p><i>Addressed to drivers, operators, police on appropriate response to cases of sexual harassment</i> <i>I.e. Mexico City</i></p> |
| <p>LUTP Gender Equality in Transportation</p> | | | |

Other measures:

- Providing trustworthy channels to report harassment
- Conducting public awareness campaigns to address social norms that condone harassment
- Engaging communities, including men and boys, in this process, which is critical to achieving transformative change, and
- Forging global partnerships for better results.

Examples:

Segregated transport: The most commonly adopted strategy is to designate two Metro cars for women and children only. Some places, such as Delhi, India, reserve for women the first car of every train and a few seats in each of the remaining cars. In Mumbai, India, entire trains are now exclusive for women, running four services in the morning and evening peak hours. In other cities, women-only bus services have been created. In Cairo, the English Mass Transit company launched a female-only bus service.

Use of technology: Mobile applications like Safetipin in India have enabled people to give feedback about how safe they feel in public spaces. They can also audit the place where they are and take pictures to support their audit. For example, the app can provide a city with data about their dark spots to allow them to put up street lights, or to display places where the crowd parameter is high but the safety score is low, so

they can deploy police vans to those areas.

Codes of Conduct (CoC): In Jordan, in order to implement the CoC, the Government of Jordan is currently putting in place the following key components: a) including the CoC in services agreements between the Government and public transport operators, b) developing accountability and response protocols, which outline the procedures to be followed when complaints are raised, including prompt and coordinated response from relevant service providers to the survivors of harassment, c) using technology, such as a mobile app, to report transgressions, d) tying a commitment to abide by the CoC to obtaining or renewing bus driving licenses., e) providing training on the CoC to a pilot group of bus drivers and other key personnel in key agencies, and f) testing the CoC in one a major city on a pilot basis.

Trainings: In Mexico City, different trainings were addressed to relevant transport stakeholders to enhance a strategy to prevent and respond to sexual harassment in a public bus route (COREVSA). Bus drivers were trained on non confrontational strategies to respond to sexual harassment in their bus unit. The strategies were included in a Response Protocol, and they went from activating a message of rejection to harassment in the unit, to asking the harasser to step out the bus or, if the situation escalated, calling the police. The police force around the intervened route and in the call center linked to transport users through a mobile application were also trained by local Ministry of Women on appropriate response and referrals to services for survivors of violence..

Inclusive Public Spaces

A safe built environment is an integral part of inclusive public space.

Design features for a safe environment:

- Easy access to and from the location
- Good lighting that allows users to see and be seen
- Easy-to-read signage to help users find their way
- Clear and well-kept paths where users can easily see each other
- General visibility of the entire space
- Mixed use areas
- Provisions for different seasons (shade and protection in cold weather)
- Provisions for children and the elderly (accessible sidewalks for strollers, wheelchairs, and walkers, and areas with slow-moving traffic)



The city of Barcelona has put into place relevant efforts to provide inclusive public space for its residents. Spearheaded by a group of feminist urban designers and planners, the following examples reflect some of the Spanish city's efforts to make its public space more inclusive:


Barcelona, like many other cities, tends to be male centric, with cars and other vehicles—mostly driving by men—taking up more space than any other road users. To reclaim the city for pedestrians and for cyclists, the urban designers came up with the idea of creating **Superblocks**. Comprised of nine city blocks each, Superblocks prohibit vehicle traffic, allowing only those vehicles that need access (for example, service trucks or taxis), which must abide by the 10 kilometer per hour speed limit. Underground parking facilities free up once-crowded lots for play areas and picnic benches. To date, Barcelona has built six of these superblocks, with plans to create more than 500 in total through the city.

Barcelona's planning and design for urban space looked at not only providing security and essential services, but also how to use space differently to meet needs of all users, for example playgrounds used for football, but children also want to play other sports and games.

How can more women be employed in the transport sector? Barriers and examples

Women's participation in the transport sector

| | |
|---|--|
| <p><u>Current situation of women in the transport sector:</u></p> <p>Male dominated sector</p> <ul style="list-style-type: none">– On average, females comprise approximately 15 percent of the global workforce in transport, storage, and communication (ILO). <p>Gender based occupational segregation in transport</p> <ul style="list-style-type: none">– Women are concentrated in administration, services and cleaning roles while men are employed as engineers, managers and drivers | <p><u>Barriers to participation</u></p> <ul style="list-style-type: none">– Gender stereotyping– Working terms and conditions– Workplace health and safety issues– Legal barriers– Lack of connections and networks |
|---|--|



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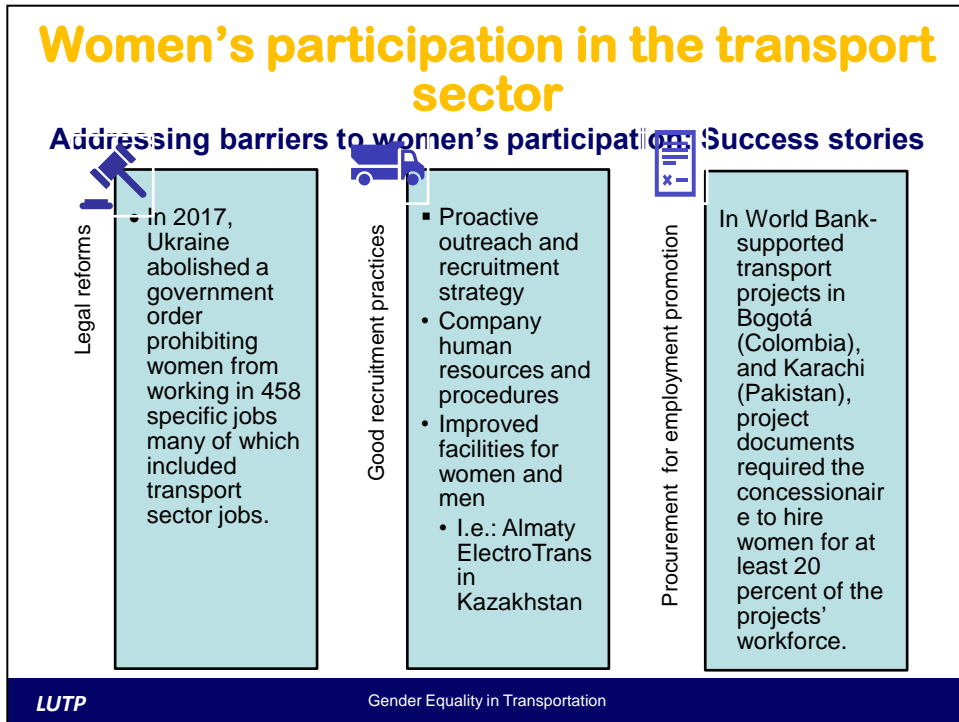
Barriers for women to participate in the transport sector

Gender stereotyping: Based on the belief that transport is highly male-dominated and that there are certain activities that can only be handled by men because of their physical intensity. This idea dissuades many women from even considering a transport-related job as they believe they won't be able to handle it.

Working terms and conditions can deter women from participating in transport related jobs. For example, many transport jobs traditionally involve the need for spatial mobility and irregular and/or atypical working hours, including night and shift work. These are often difficult to reconcile with family life and represent an obstacle to the employment of women—and also men—with caretaking responsibilities.

Workplace health and safety issues. These issues refer to the lack of appropriate accommodation and facilities for women, such as hygienic and well-lit toilets, and separate changing rooms for women and men—especially outside the main offices. In the worst cases, women workers also experience sexual harassment and other forms of gender-based violence in the workplace and while on the road.

Legal barriers exist in certain countries for women to participate in certain roles and activities associated to transport and infrastructure jobs.



To address some of these barriers, Almaty ElectroTrans (AET) put in place strategies for promoting women's employment: (tram and bus)

- Adopting a proactive outreach and recruitment strategy. For example, AET changed its advertising to clearly convey the message that "women are welcome to apply." In addition, they conducted an Open Day, where women and men job seekers could meet with AET managers and staff.
- Adopting or revising company's human resources policies and procedures, by allocating management responsibility for equal opportunity, introducing a written company policy on equal opportunity, and initiating collection of sex-disaggregated workforce data.
- Improving facilities for women and men. AET conducted an audit of toilets, common areas, and other facilities along its routes and upgraded facilities in need of refurbishment.


Addressing Gender-Based Violence in transport projects involving civil works

Good Practice Note

Environmental & Social Framework for IPF Operations

Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works

Second Edition



- Besides enormous opportunities that transport projects bring for women and girls, they can unfortunately increase the risks of several forms of Gender-Based Violence, in particular, Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) in the workplace, in communities where the work passes through.
- For example, the projects with a large influx of workers can increase the demand for sex work and could bring a greater risk of trafficking women for the purposes of sex work. They may also increase the risk of forced early marriage.
- This Good Practice Note was produced by the World Bank to support its staff and the borrowers in identifying risks of SEA and SH and to advise them accordingly on how to best manage such risks.

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You may want to take a look at the World Bank’s Good Practice Note “Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works,” available online:

<http://pubdocs.worldbank.org/en/741681582580194727/ESF-Good-Practice-Note-on-GBV-in-Major-Civil-Works-v2.pdf>

CONCLUDING REMARKS

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Sources of the Module:

Slide 4: Shah S, Viswanath K; Vyas S and Gadepalli S., 2017. Women and Transport in Indian Cities. New Delhi: ITDP and Safetipin

Slide 12:

<https://www.ebrd.com/cs/Satellite?c=Content&cid=1395245657878&d=&pagename=EBRD%2FContent%2FDownloadDocument>

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Slide 2: Elkin Bello/World Bank

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Slide 10: Miso Lisanin / World Bank; Simone D. McCourtie / World Bank

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Slide 12: Flore de Préneuf/ World Bank; Gordon Bernard Ramos Ignacio/World Bank

Slide14: Miso Lisanin / World Bank

Slide18: Dominic Chavez/World Bank

Slide 20: Arne Hoel/World Bank



Gender inequality in transportation is a major factor influencing the daily lives of billions of women and girls globally – significantly reducing their life quality and life chances.

Gender inequality in transportation is deeply rooted in world society: a history of mobility development and urban planning dominated by men. The relative power and status this provides reinforces the gender roles and inequalities that we find in all areas of life.

While much work remains to reduce and eliminate the considerable gender inequalities in transport sector, the evidence presented in this module points to a more optimistic future. Practical solutions are being put in place to support and empower women and girls and to enhance their mobility and job opportunities in the sector.