

## THE SUMMARY OF THE 2024 ITF ANNUAL CONSULTATION ON GENDER AND TRASPORIT TUESDAY, 30 JANUARY 2024, 10.00 - 12.30 CET, OECD PARIS/HYBRID

Since 2016, the Annual Consultation on Gender and Transport has provided an opportunity for the International Transport Forum (ITF) and its partner international organisations to discuss how questions related to gender equality in transport can be platformed at the ITF Annual Summit. The meeting also serves as a platform for sharing best practices and insights concerning gender and transport more broadly.

This year, the Consultation highlighted current strategies and initiatives aimed at integrating the gender perspective into transport policies. Given the theme of the upcoming 2024 ITF Summit, “Greening Transport: Keeping Focus in Times of Crisis”, the discussions focused on incorporating gender considerations into climate action within the transport sector. The meeting was opened by Her Excellency Leyla Abdullayeva, the Ambassador of Azerbaijan to France, representing Azerbaijan in its roles as the Vice-Presidency of the ITF and the holder of the COP29 Presidency, as well as by the ITF Secretary-General, Young Tae Kim. This summary note highlights key points of the discussions that followed.

### Mainstreaming gender in transport policies: recent initiatives by international organisations

- The ITF presented its approach to integrating gender into transport policies, highlighting the implementation of its **Gender Analysis Toolkit for Transport** within the ITF's Transport Research Programme of Work for 2024-2025. Specifically, emphasis was placed on applying the Toolkit to projects with significant potential to advance ITF research on gender and transport, these included: (1) Vision-led transport planning; (2) Transport network resilience to critical events; (3) (Worker)less is more? Impacts of artificial intelligence on skills required in the transport sector; (4) Investigating the role of informal transport and how to manage negative externalities and maximise societal benefits from this sector; and (5) Improving accessibility for people with disabilities.
- **Transversal approach** to gender equality in transport is key, this includes focus on interlinkages between gender equality and **climate change, road safety, health, and infrastructure design, considering such factors as ageing and disability.**
- The European Commission (EC) emphasised the European Pillar of Social Rights, focusing on equality and an intersectional approach. The EC aims to integrate these principles at every stage of decision making and is currently developing training material for policy officials on equality mainstreaming.
- The European Bank for Reconstruction and Development (EBRD) is mainstreaming gender within investment projects, using a special “gender SMART Tag”. Currently, the EBRD is working on implementing gender perspectives into their infrastructure strategy.
- Several participants outlined the integration of the ITF Gender Toolkit into their own analysis and internal decision making. PIARC (World Road Association) is delivering gender and diversity training, while supporting their members to adopt this approach in their organisations.

- The GIZ/ TUMI's Women Mobilize Women network mentioned their initiatives with regard to public outreach, women's empowerment through local and regional partnerships, as well as specific studies on gender gaps in transport. Currently, they are developing a Global Alliance for Feminist Transport.
- Gender is also mainstreamed in the UN Economic and Social Commission's for Asia and the Pacific (ESCAP) five-year Regional Action Programme for sustainable transport development in Asia and the Pacific. The ESCAP promotes gender equality through gender strategy programmes, peer-to-peer learning, and implementation of programmes to empower women.
- The importance of **gender disaggregated data** was mentioned by several organisations as key to better understand the impact of transport services for women, and, ultimately, to better design and invest in more sustainable and inclusive transport for all. Spain, for example, is establishing a gender observatory to enhance gender related data collection.

### Incorporating the gender perspective: women as transport users

- Key metrics can have large effects on women's transport options. These include **availability, affordability, physical accessibility of transport options, as well as safety and security** concerns. Mobility choices are simultaneously mediated by other factors such as personal attributes (age, income, caregiving status) and social and cultural acceptability concerns.
- The **contribution of women to sustainable transport is underestimated**. Women as transport users have more sustainable transport patterns than men; they are more likely to walk, use public transport or co-share cars, and their travel patterns are less carbon intensive. Yet, current transport service options often do not reflect gender travel behaviour and women's travel needs.
- Research has shown that public transport success will be tied in part to whether women feel safe using it. Safety concerns related to walking and cycling, especially at night, are also significant factors. For example, allowing bikes on more buses could provide safer routes through areas where women could get off the bus, and then continue their journey on bike. Even the best designed public transport systems will not be efficient if the last mile is not safe and secure.
- It is important to move away from the concept of women as vulnerable users, as women constitute 50% of the world's population and more than 50% of public transport users. In this context, designing transport with women's needs in mind should be at the centre of decision making. POLIS Network highlighted some successful initiatives of their members who are mainstreaming gender in transport planning, for example, in London, Barcelona, Umeå (Sweden) and Vienna.
- A need for assessing the **business case for secure and sustainable transport for women** was highlighted, including in the context of investment for climate change. The European Investment Bank (EIB) noted that gender-responsive climate investments can strengthen climate and environmental outcomes, create business opportunities and be more financially effective.
- Women should be at the centre of the **just transition** as they are often disproportionately impacted by climate change. For example, climate change can hinder women's access to essential services. To integrate more diverse groups of women into the conversation about climate and the transition, clear policy guidance is essential. For example, the UN Framework Convention on Climate Change (UNFCCC) Gender Action Plan aims to advance knowledge of linkages between gender and climate change and promotes the implementation of gender considerations at all levels of decision making.

- The interface between **gender equality and road safety** was highlighted, notably by the Eastern Alliance for Safe and Sustainable Transport (EASST) and the International Road Assessment Programme (iRAP). 3-star or better roads are essential for gender inclusive road safety design, and road engineering standards should better integrate gender considerations. For example, underpasses can be dangerous for all citizens, and particularly for women. Certain road safety dangers, such as drunk driving or speeding, are more associated with men's behaviour, and the driving factors behind these behaviours need to be tackled in order to design safer roads that are gender inclusive.

### **Incorporating the gender perspective: women in the transport workforce**

- Women's employment in the transport sector remains low - only one out of five workers in the sector are women, and in certain sectors, e.g. road transport and infrastructure, the percentage is even lower. This is despite existing programmes aimed at promoting women's participation in the transport workforce. These initiatives often lack adequate support for concrete action plans that address gender gaps via recruitment and retention. In addition, a lack of social dialogue between employees and employers is often a barrier to change.
- Research has shown that increasing women's employment will yield economic gains greater than an equivalent amount of men's employment. This can be attributed to gains from gender diversity, through new and differing skills and gender differences in risk perception. This is critical for the transport sector's transition to net-zero.
- The International Transport Workers Federation (ITF Workers) highlighted that the **just transition** in transport needs to incorporate **gender impact assessment and gender responsive investment**. The focus should be on strengthening labour standards and rights, while combatting existing inequalities and reducing carbon emissions. In this context, gender inclusive recruitment, secure work, maternity and parental rights are the vectors that can make the transport sector more inclusive and sustainable.
- While there is a growing interest among **women in STEM studies**, transport is often not perceived by women as an attractive employment sector. The choice of engaging in STEM studies often happens only just before high school, and policies should focus on younger children. For example, Rolls Royce are developing a strategy designed for girls aged between 7-15 that promotes attractive STEM career paths in the transport sector. Similarly, the US Federal Aviation Administration (FAA) has developed educational campaigns at schools. At the same time, it was noted that in order to be inclusive, transport needs women with diverse educational backgrounds, such as anthropologists, geographers, urban planners, and philosophers.
- **Gender and inclusion targets** could be implemented into the contracts and bonus structure of a senior manager's pay. Certain public sector contracts require gender and inclusivity aspects, but these are not widely used, and their gender actions tend to be limited.
- Promoting gender equality in a broader context of **diversity, equity and inclusion** is key. For example, the European Civil Aviation Conference (ECAC) mentioned a shortage of women in the aviation sector, noting that senior positions are held mostly by men. Aviation needs innovation, which comes from a diverse workforce.
- **Bringing men into the conversation about gender equality** is essential and different terminology should be considered, i.e. using "gender" rather than "women".

## Next steps

- Delegates are invited to share with the ITF Secretariat their projects and initiatives related to the ITF's Programme of Work 2024-2025, as highlighted during the meeting.
- The outcomes of the discussion will help to refine the 2024 Summit programme, with the overall aim of mainstreaming gender into Summit discussions. A special session/ networking event on the gender-transport-climate nexus will be organised at the 2024 Summit. More details will follow.
- More information on ITF work on gender is available at [www.itf-oecd.org/itf-work-gender-transport](http://www.itf-oecd.org/itf-work-gender-transport).

## The links to the initiatives and projects referred to during the discussion:

- [ADB – Gender Toolkit: Transport](#)
- [EIB – Switching tracks on harassment](#)
- [EIB – A ticket for women to ride](#)
- [EIB Climate Survey: The case for making transport solutions work for women](#)
- [EBRD Gender equality and inclusion](#)
- [FIA Foundation – Sum4all Gender Imbalance in the Transport Sector: A Toolkit for Change](#)
- [Global Youth Coalition for Road Safety - Claiming Our Space](#)
- [ITF Gender Analysis Toolkit for Transport Policies](#)
- [ITF Workers, UITP, C40 Cities - The Future is Public Transport](#)
- [Polis Network Just Transition Taskforce](#)
- [Road Safety Observatory of the Eastern Partnership](#)
- [Safetipin – She Rises: Responsive, Inclusive & Equitable Spaces](#)
- [UIC - Gender responsive design for rail stations and infrastructure](#)
- [UNESCAP Regional Action Programme for Sustainable Transport Development](#)
- [Women Mobilize Women](#)
- [Women in Transport – EU Platform for change](#)
- [World Bank – Why Does She Move? A Study of Women's Mobility in Latin American Cities](#)