

Gender in Transport Unveiling the Lessons Learnt



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Content

Gender in Transport and Logistics Sector

1. Introduction and Objective

2. Opportunities and Challenges

3. Best Practices and National Experiences

4. National Policies and Way Forward

Gender Gap

Gender Inequality

The unequal and biased treatment between male and female

Materialist theories-based Definition

A result of how men and women are tied to the economic structure of society

Gender Equality

Requires the collective action and solidarity of women human rights defenders, political will, and tools such as legislation, gender budgeting and quotas (WEF)

Study on Gender Gap

World Economic Forum



Current global labor force participation rate for women is 47% ; For men 74%

Objective - Policy Recommendation on LT

Current Research - Gender Gap in Transport

Mixed Method Strategic Approach

Policy Framework biased on Findings

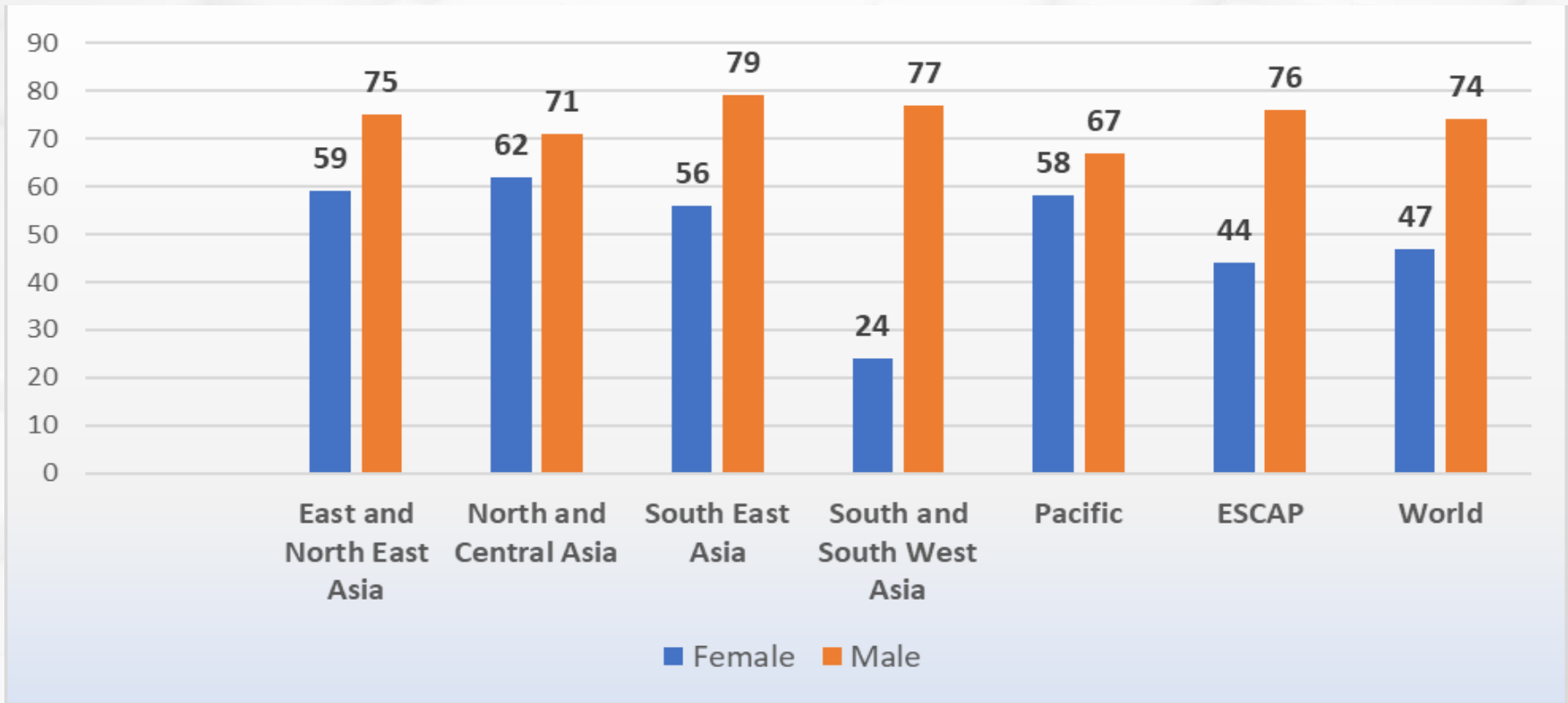


Figure 01: Labor Force Participation Rate by Gender (%) -2020

Source: *ESCAP online database, based on ILO STAT* (<https://dataexplorer.unescap.org>)

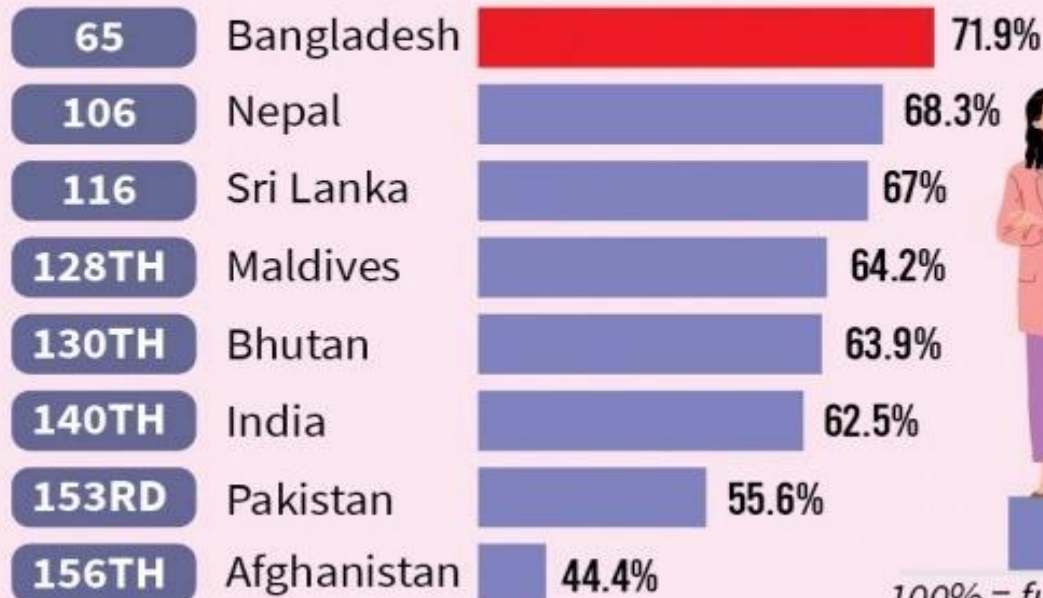
Global Gender Gap - 2021

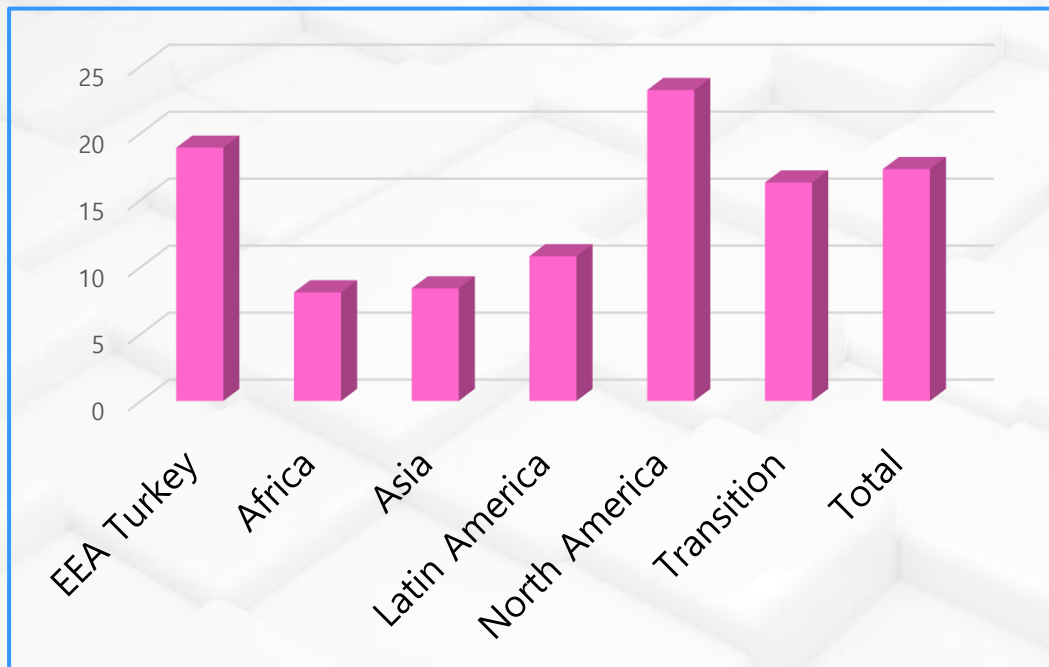
GLOBAL RANK

(Out of 156 countries)

GENDER PARITY IN SOUTH ASIA

(% of gender gap closed)





| Number of Countries Considered | |
|--------------------------------|----|
| EEA Turkey | 33 |
| Africa | 01 |
| Asia | 02 |
| Latin America | 06 |
| North America | 02 |
| Transition | 02 |
| Total | 46 |

Figure 03: Average Female Participation by Transport Workforce (%) of Selected Countries– 2018

Source: ILO (2019)

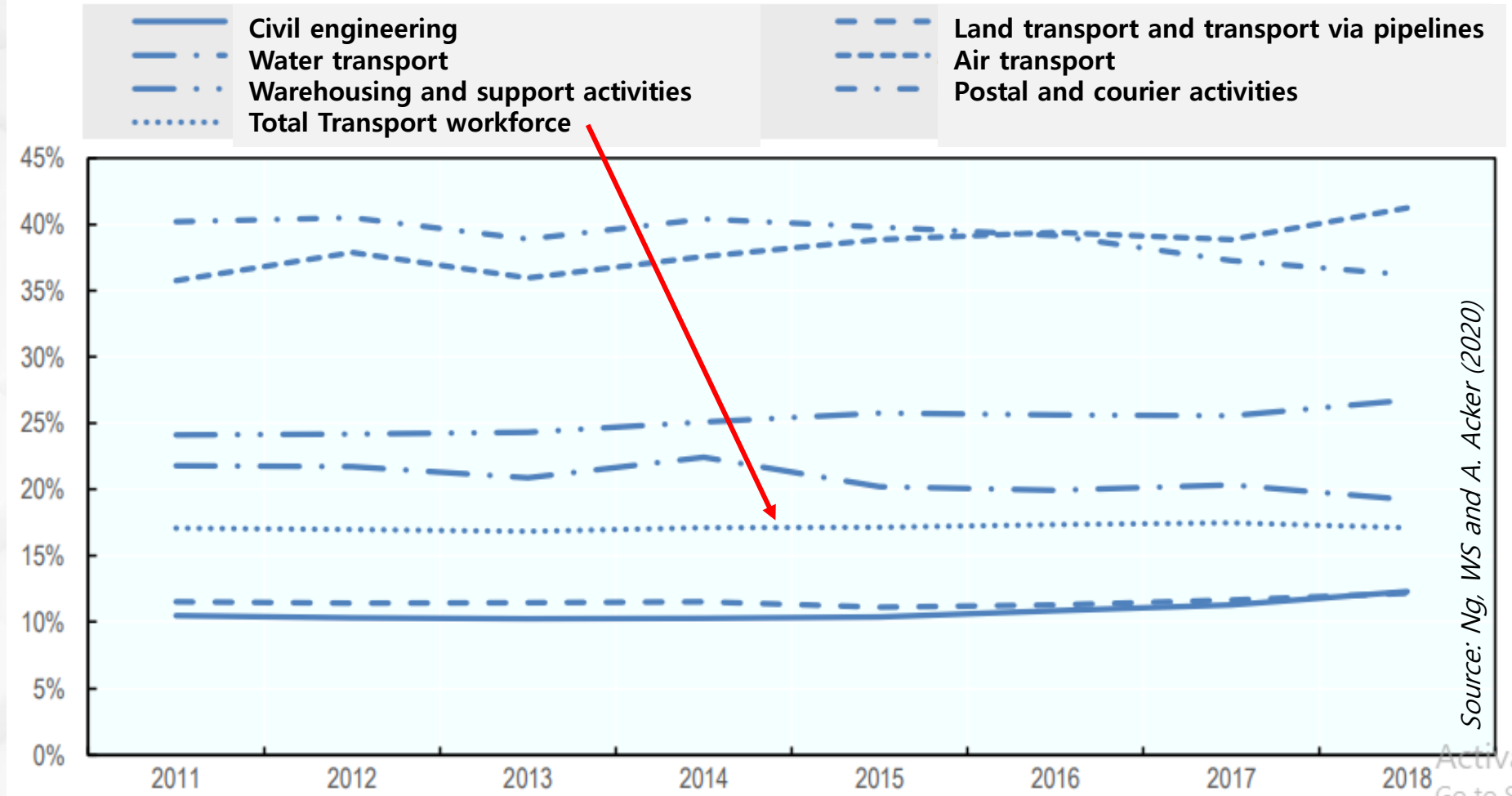


Figure 04: Global Average Female Participation Rates (%) 2011-18

Common Business Approach to Gender

Concerns

1. Take female characteristics as Threats
2. Focus on Economic Factors
3. Do it two way attitude

Visionary

- Take female characteristics as Opportunities
- Focus on Social Factors
- Promote two-way communication

1. Introduction ✓

2. Opportunities and Challenges



Opportunities for the Country

1. Improve Sector diversity to counter the societal stereotype
2. Awareness through participation
3. Create forums for gender equality issues
4. Encourage synergy and discourage combat
5. Promote female role models
6. Increase women's share of employment

Opportunities for Employer

1. Conduct Organizational **Socialization Programs** **focus on women exclusivity**
2. Be a Visionary at **Employee Recruitment** Level
3. Be ready to offer **unique solutions** through two-way communication
4. Set inspiring female **progression path**
5. Promote female **role models** within

Opportunities for Employee

1. Compatible and **Flexible terms** in workplace
 - a) Work from home
 - b) Flexi shift-work for Females with young children
2. Harmonizing **maternity leave** processes
3. Improve maternity provisions and re entry policy
4. Enable **special leave** and extended parental leaves
5. **Zero-Tolerance policy** for sexual harassment
6. **Frequent Health checks** and medical services

Challenges in Women Participation

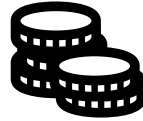
1. Denied access to '**Men's Work**'
2. Confined to '**Feminized Roles**'
3. Too **few role models/mentors**
4. Unavoidable **household Tasks** being a married women
5. Lack of **available or affordable childcare Facilities**
6. Failing to realize the **potential of women** in the transport sector

Limited Attraction in Some Countries

1. Low access to education and **early dropouts** in Education
2. Social norms hindering girls' schooling and Higher Education
3. Early **pregnancy** / **Family responsibilities**
4. Childbirth and **Caring responsibilities**
5. Contractual arrangements are not Compatible
6. Voluntary quits and Involuntary exits

Some employers are Visionary while others are
Narrow-Minded

Narrow Minded people mix up Gender Parity with
Economics resulting deliberate avoidance of
recruiting women



The Visionary firms focus on Social factor of **“Triple Bottom Line”** approach (Social, Economic, and Environmental)

Retention of Women in the Transport Sector is a Challenge

1. Weak Pull factors (Centripetal)
2. Strong Push factors (Centrifugal)
3. Harassment, Bullying and violence
4. Incompatibility of work and family life
5. Incompatible to Rough Working Conditions
6. Women managers are sometimes carrier barriers

A red cube is positioned on a white grid of squares, which is part of a larger 3D architectural scene. The grid is composed of many white squares, and the red cube is one of the few colored elements.

1. Introduction ✓

2. Opportunities and Challenges ✓

Best Practices and National Experiences

Iceland is the most gender-equal country in the world for the 12th time (WEF 2021)

Table 01: Global Gender Gap Index
Score card of Sri Lanka

| Category | Rank |
|--|------|
| Global Gender Gap Index | 116 |
| Economic participation and opportunity | 132 |
| Educational attainment | 88 |
| Health and survival | 30 |
| Political empowerment | 90 |

Source: World Economic Forum

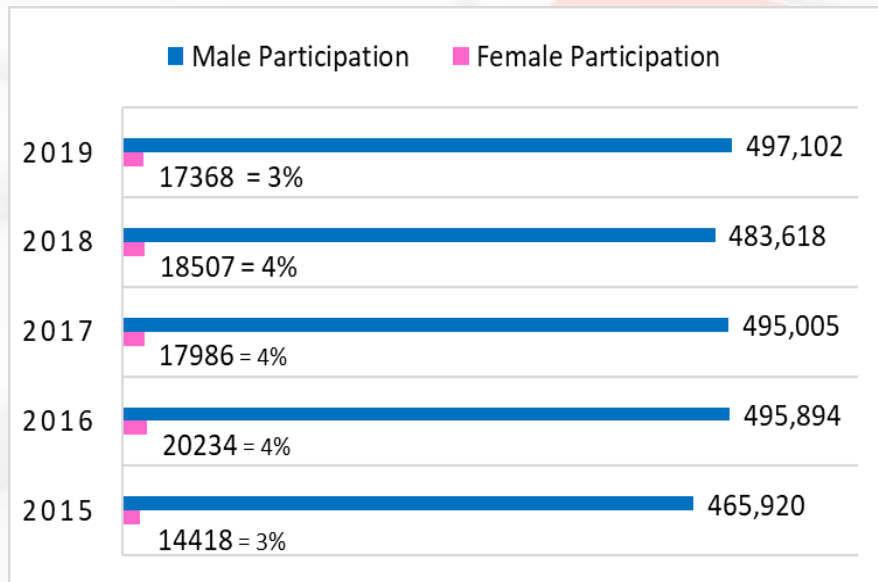


Figure 01: Women participation in the Transportation and Storage Sector in Sri Lanka-2015/19

Source: Labour Force Survey, 2019

National Experiences

**Fostering an inclusive
and equitable workplace
culture**

**Visible commitment and
support from
management**

**Supporting employees
to achieve a work life
balance**

**Supporting pregnant
women and mothers in
the workforce**

**Gender pay equity and
career advancement**

**Maintaining a workplace
free of Discrimination,
Harassment,
Victimization and
Bullying**

**Gender Equality and
Diversity Policies and
Procedures**

- Women's Social and Industry network
- Investing in training and personal development opportunities for women
- Industry oriented network enables them to share their experiences (Women Associations)



Women in Logistics and Transport (WiLAT)

Sri Lanka is the Women's Forum of The Chartered Institute of Logistics and Transport (CILT) Sri Lanka



Women's International Shipping & Trading Association

(WISTA International) is a global organization connecting female executives and decision-makers around the world



Women in Management (WIM) works to empower Sri Lankan Career women and women entrepreneurs

Promote Gender Inclusiveness in the Transport and Logistics Sector

1. Education, Higher Education, Constant Job training
2. Gender compatible skills development
3. Creating and protecting quality jobs in care economy
4. Tackling discrimination, violence and harassment against women
5. Create opportunities for women in technology-intensive areas
6. Improve self-confidence among women
7. Human capital Development Programs for Women
8. Lessening internal constraints
9. Positive Social Norms , Child related support

10. Identifying female talent and promoting diverse career pathways



Women Gantry Operators

2020 Change Makers for Women Award
by the international organization Women in Management

Gold Prize at the National Union of Seafarers
Sri Lanka (NUSS) Awards

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1. Introduction ✓

1. Opportunities and Challenges ✓

3. Best Practices and National Experiences ✓

National Policies

Focus for Integrated National Policies

1. Industry Oriented Education, Higher Education Policy
2. National Policy for Women Skills and Entrepreneurship Development
3. National Policy to Eliminate the Gender Pay Gaps and Wage Discrimination
4. Labor and Social Protection Policies
5. Strengthen Gender Equality Conventions, and other Legislations
6. Human Capital Development and Executive Development Policy
7. Domestic Violence, Discrimination and Harassment Policy (Zero Tolerance Policy)
8. Establish Corporate Grievance Handling Policy



Economic and Social Commission for Asia and the Pacific

Summary

1. Introduction to Gender Gap in Transport and Logistics Sector

2. Opportunities and Challenges

3. Best Practices and National Experiences

4. National Policies

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Thank You

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