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Gender and Transport – Perspectives in Bangladesh, India and Nepal

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State of women and transport in Bangladesh, India and Nepal

Women in the transport workforce - statistics

Country	Women vs men (%)	Women in transport vs other sectors (%)
Bangladesh (BBS 2018)	3.6% women	1% (vs 12% for men)
India (PLFS 2021/22)	1% women	0.2% (vs 7% for men)
Nepal (NLFS 2017/18)	2% women	0.2%

Global average: **less than 20 per cent** are females (ILO, 2018)

Transport-related legislation and policies - Bangladesh

Document	Women in transport workforce	Women passengers
National Land Transport Policy 2004	--	--
National Integrated Multimodal Transport Policy 2013	--	Inclusive land transport services and infrastructure Provisions for safe, affordable and inclusive public transport system Mensions: women and girls, older persons, PWDs, low income
Road Transport Act 2018	Encourage recruitment of women drivers	--

Transport-related legislation and policies - India

Document	Women in transport workforce	Women passengers
National Urban Transport Policy 2014	--	Provisions for safe, affordable and inclusive public transport system Mentions: women and girls, older persons, PWDs

Regulations and initiatives by **public transport corporations** to encourage the hiring of female drivers and other workers – examples of Delhi and Kochi

Transport-related legislation and policies - Nepal

Document	Women in transport workforce	Women passengers
Motor Vehicle and Transport Management Act 1993	--	Seat reservations for women, persons with disabilities
National Transport Policy 2001/02	--	--
Transport Codes of Conduct 2011	Priority hiring of women as drivers, conductors and other workers in public transport	Provisions for safe, affordable and inclusive public transport system Mentions: women and girls, older persons, PWDs
Gender equality and social inclusion operational guidelines 2017	Mainstream GESI issues in institutions and programmes Free training for professional license Employment opportunities for women in public vehicles	To follow Code of Conduct 2011

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Barriers and challenges

Barriers and challenges – women in transport workforce

Underlying issue: **prevailing perceptions and attitudes** (family, co-workers, employers, society at large)

- **Safety concerns** – harassment by co-workers and passengers
- **Discrimination in recruitment and employment** – preference for males, including for contract conversion
- **Difficult interactions** with co-workers, passengers, law enforcers, mechanics
- **Time-use issues due to care responsibilities**:
- **Lack of supportive infrastructure** with **difficult working conditions**
- **Lack of adequate social protection**
- **Entry barriers for transport ownership**:

Barriers and challenges – women passengers

- **Safety risks arising from harassment** by transport workers and fellow passengers
- **Rude behaviour** by transport workers and fellow passengers
- Inconvenient **transport routes**, with congestion
- **Financial sustainability** issues of women-only buses
- Lack of accessibility for **women with disabilities**

The case for border towns

- Specific needs of women in rural and border areas not highlighted in transport discourse
- Limited availability of public transport to cross-border trade and transport-related offices
- Absence of female officials, drivers and transporters
- Additional challenges in infrastructure:
- Additional dimension of trafficking/kidnapping risks for cross-border transport
- Cumbersome formalities during border-crossings

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Recommendations

Recommendations – cross cutting

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MOVING FORWARD TOGETHER

- Prioritize and operationalize **gender-transformative policies** in the transport sector
- Collect **sex-disaggregated data** on both transport workers and passengers
- **Engage women throughout the policy cycle** to integrate gender perspectives in transportation discourse
- Bolster **security throughout the journey**
- Build and retrofit **inclusive infrastructure**
- **Sensitize stakeholders**

Recommendations – women in transport workforce

- Leverage on the **role modelling effect**
- Implement measures towards **decent work and comprehensive social protection**
- Design **training programmes** that considers time-use and financial burdens faced by women
- Regulate **ride-hailing apps**, with gender perspectives and related incentives integrated
- Formulate policy support for **women transport entrepreneurs**
- **Groom women officers and managers** via quotas, scholarships, internships, mentorships

Recommendations – women passengers

- When developing **transport routes**, integrate women's perspectives
- Enforce **seat reservations**
- Establish **women-first buses** (vs women-only buses)
- Allow **request stops** along the route for last mile connectivity
- Hiring, training and sensitization of security personnel

Technical support and subregional cooperation

- Policy reviews, needs assessments, gender and accessibility audits
- Gender sensitization programmes
- Learning and twinning with peer groups

ESCAP Expert Group Meeting on Gender and Transport
Hybrid, 13 December 2023, 13:30-16:00

Papers will be shared prior to the meeting for review and feedback.

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Thank you