Gender and Transport – Perspectives in Bangladesh, India and Nepal
State of women and transport in Bangladesh, India and Nepal
Women in the transport workforce - statistics

<table>
<thead>
<tr>
<th>Country</th>
<th>Women vs men (%)</th>
<th>Women in transport vs other sectors (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladesh (BBS 2018)</td>
<td>3.6% women</td>
<td>1% (vs 12% for men)</td>
</tr>
<tr>
<td>India (PLFS 2021/22)</td>
<td>1% women</td>
<td>0.2% (vs 7% for men)</td>
</tr>
<tr>
<td>Nepal (NLFS 2017/18)</td>
<td>2% women</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

Global average: **less than 20 per cent** are females (ILO, 2018)
## Transport-related legislation and policies - Bangladesh

<table>
<thead>
<tr>
<th>Document</th>
<th>Women in transport workforce</th>
<th>Women passengers</th>
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<tr>
<td>National Land Transport Policy 2004</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>National Integrated Multimodal Transport Policy 2013</td>
<td>--</td>
<td>Inclusive land transport services and infrastructure</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Provisions for safe, affordable and inclusive public transport system</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mensions: women and girls, older persons, PWDs, low income</td>
</tr>
<tr>
<td>Road Transport Act 2018</td>
<td>Encourage recruitment of women drivers</td>
<td>--</td>
</tr>
</tbody>
</table>
## Transport-related legislation and policies - India

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<tr>
<td>National Urban Transport Policy 2014</td>
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<td>Provisions for safe, affordable and inclusive public transport system</td>
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<td>Mentions: women and girls, older persons, PWDs</td>
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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

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

- 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.
Thank you