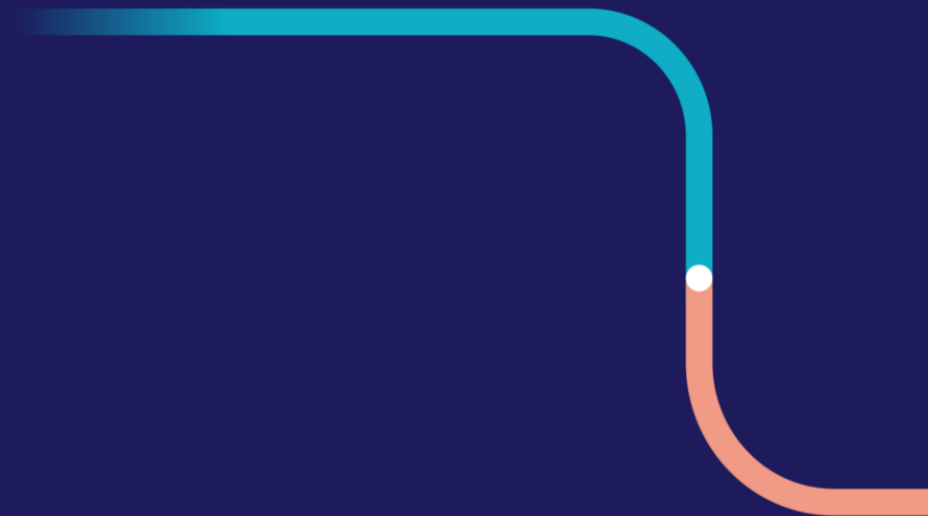


# Gender & E-mobility

Africa E-Mobility Forum

21.03.2022 | Dar es Salaam, Tanzania | Ariadne Baskin



# Objectives of the Session

- Understand the weight of gender for mobility behaviour
- Recognize and challenge the traditionally male-dominated field of transportation and transportation planning
- Highlight that the transition to e-mobility goes beyond a mere technological shift.
- Highlight that w/o efforts to increase female representation in the design, manufacturing, operations and leadership of mobility systems, half the population will be deprived from equal mobility services and access
- Introduce Women Mobilize Women (WMW) and the array of support offered to cities



Picture source: WIMT  
Decoding Women's  
Transport Experience

# Transportation is what connects people to their lives

Access to jobs, health care, education, childcare, leisure, recreation  
And access is the result of the integration of transportation and land use

*“Limited access to safe transportation is the greatest challenge to participation that women face in developing countries, reducing their participation probability by 15.5 percentage points”  
(ILO,2020)*

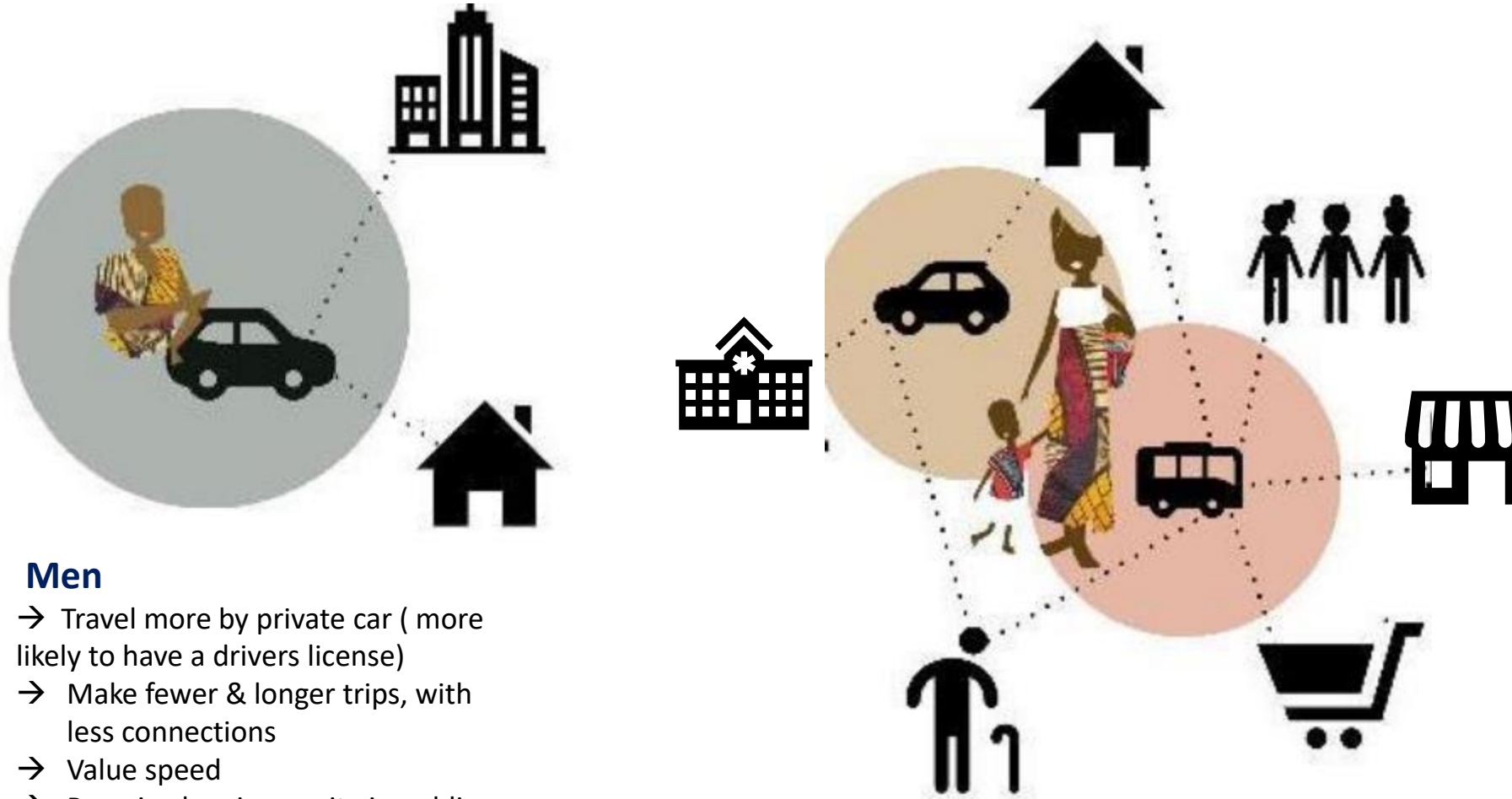
## Gendered norms affect women’s and men’s mobility differently

Transportation systems mirror existing power structures, cultural biases & institutionalized inequalities

Men typically have more power, more access to resources, money and assets like cars, motorcycles, bikes etc.

Women are not monolithic. Gender is not binary – we need to adopt intersectional approaches that consider race, gender, age, income, class etc.

# How Gender Shapes Mobility



## Men

- Travel more by private car ( more likely to have a drivers license)
- Make fewer & longer trips, with less connections
- Value speed
- Perceive less insecurity in public transport
- Have less or no family or household duties
- Men use new mobility services more than women

## Women

- Walk and travel more on collective transport +
- Shorter trips with more complex stops (trip chaining)
- Combine several modes of transport in the same trip
- More price sensitive (most often fare systems are not integrated)
- Prioritize security ( are more risk averse)
- In charge of most family or household duties ( Women carry out 75% of unpaid care work)
- Often are accompanied by children or other family members and/or carry bags and groceries
- Travel more during off-peak hours (services are less frequent)
- Infrastructure & services not adapted (tall steps, high grab bars, little space for packages, strollers etc.)



## Safety and Security

**Women worldwide feel unsafe when moving about their city.** 87.5% of Nairobi commuters have witnessed harassment. 88% of South African women report fear of assault or rape while on their daily commute. 61% of female students in Lagos report 'always' feeling unsafe on their way to school.

- Overcrowding
- Poor lighting
- Empty streets
- Unsafe crossings, narrow walkways, irregular parking
- Reckless driving
- Weak enforcement of laws

Women and girls adopt 'survival strategies; to mitigate risk

# Gender- Responsive Mobility Planning & Inclusive Transit Oriented Development

- 1 Plan for women & Empower women in the sector
- 2 Diversify & integrate transport services
- 3 Develop complete streets & communities
- 4 Ensure women's security & Promote comfort in transport services, infrastructure & systems
- 5 Create awareness and stimulate behavioral change

# 5 PRINCIPLES FOR WOMEN AND TRANSPORT

Women and men have different travel patterns



## 1 Study and understand women's mobility

Collect sex-disaggregated data to understand female travel patterns

Take into account informal transport, walking and cycling data in transport surveys

Include specific questions on short, non-work-related trips and mobility of care in questionnaires

Conduct gender impact assessments: view the city 'through the eyes of women' by involving local women groups and organized civil society

Ensure the engagement of women all along the planning and policy process including consultation, monitoring and evaluation

Develop walking friendly street network with large sidewalks, sufficient crossings and street signals

Consider female travel patterns for route planning and last-mile connectivity in public transport and shared mobility

Make cycling attractive for women by providing safe infrastructure and promoting cultural acceptance

Adapt fare integration in public transport system to enable trip chaining

Ensure barrier-free access to public transport without steps and with level boarding

Provide clean toilets and nursing rooms in highly frequented public transport stations

## 2 Develop inclusive mobility services

Design open public areas with visibility, lighting and CCTV camera system at stations

Recognize sexual harassment and gender-based violence as criminal offences and develop reliable reporting mechanisms

Train public transport staff to deal with sexual harassment situations

Evaluate the need for women and children-only services in public transport and ride hailing services

Provide information on public transport schedules to avoid long waiting time

Roll-out « on demand bus stop » at night and early morning to reduce walking distances

## 3 Ensure women's security in transport systems

Ensure a greater and gender-mixed staff presence at stations and in vehicles

Include security requirements in tendering documents and bonus-penalty clauses in contracts with operators

## 4 Empower women in the transport sector

Develop a gender-responsive work culture and combat gender clichés in the transport sector

Reduce entrance barriers to employment for women at all levels: drivers, planners, managers, entrepreneurs, decision-makers

Recruit female drivers and mechanics and ensure their retention through good working conditions and appropriate facilities

Adopt parity representation policies in participatory and decision-making bodies

Highlight women leaders in the transport sector as role models

## 5 Create awareness and stimulate behavioral change

Use campaigns and social media to encourage a "culture of zero tolerance" against harassment and misbehavior towards women

Conduct educational programs at schools on gender roles and safe mobility

Include gender and mobility in university curricula in transport planning and engineering

Train government officials to integrate gender issues within mobility planning

Use gender-balanced public signage and employ gender-sensitive language

Partner with men to raise awareness

Take the lead and ownership of gender-responsive actions in your surrounding

- Empowered
- Safe and sound
- Respected
- Understood
- Free to move

Women Mobilize Women

Transforming Mobility through Female Empowerment



On behalf of



# 1

## Plan for Women

**Explicitly include women in planning, data , goal setting, targets, staffing and policy frameworks**

- Collect data disaggregated by gender (qualitative & quantitative)
- Identify inequalities and causes
- Set goals and targets for meeting transportation needs of women
- Ensure women participate meaningfully all along the planning and policy process including consultation, monitoring and evaluation.
- Cultivate women in staff and leadership roles within the transport sector – only 17% of the global transport workforce is female.
- Consider female travel patterns for route planning and last-mile connectivity in PT and shared mobility.
- Ensure inclusive policy frameworks, especially climate change plans and policies include women and gender perspectives from the beginning



Female bus driver Accra,  
Ghana  
Picture source: GIZ Ghana





## Women as Transport Workers

- Women can be powerful agents of change for transport and climate action by introducing different norms, knowledge and experiences to transport strategies and policies
- A broader gender perspective and a more diverse workforce can help design transport for all users, not just women.
- An increase in gender equality in the transport workforce can accelerate climate action as gender is linked to transport mode choice, travel distance, vehicle choice, time of travel etc.

*“A lack of women in the room only perpetuates a further lack of women” – Tina Fey*

# Summary

- Leverage the transition to create a more inclusive workforce with adequate representation of women and marginalized communities ( as users, workers, planners, financiers and decision makers).
- Explicitly include women in planning, data, goal setting, targets, staffing and policy frameworks
- Map and measure the employment impacts at the organizational, regional, and national levels.
- Train women on niche and scalable jobs in the e-mob sector (R&D, repair & maintenance, battery recycling etc).
- Create awareness to establish e-mob as a career option
- Ensure women are behind e-mob products and systems so that they are responsive to the needs of all
- Ensure women are behind policy and regulatory environments (Policy makers are change drivers)



Women  
Mobilize  
Women

Women Empowerment by:



# Women Mobilize Women – Get Involved !

**Thank you!**



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