

ADB Sustainable Development and Climate Change Department



Women's Employment in The Transport Sector

CONFERENCE ON GENDER IN URBAN GOVERNANCE AND TRANSPORT

Tbilisi Georgia 25th April 2018



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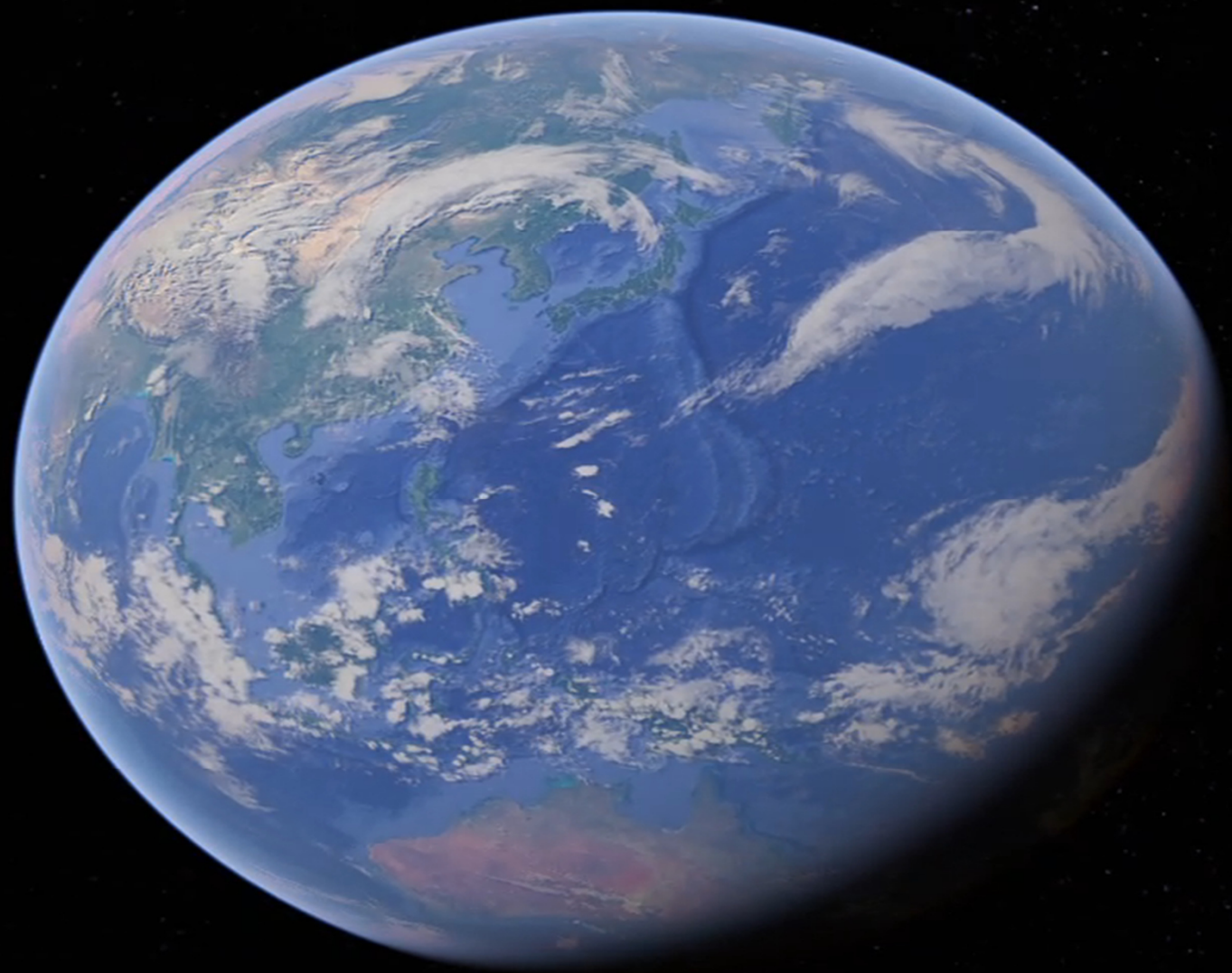
My Personal Leadership Journey



Chairperson Women in Logistics and Transport Pakistan
Vice President Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology
Former Principal Secretary to the President Islamic Republic of Pakistan
Former Chairperson Karachi Port Trust
Former Chief Operating Superintendent Pakistan Railways
Former Managing Director Karachi Urban Transport
Former Director General Export Promotion Bureau

CILT Experience

Member CILT 34 years from 1984
Fellow CILT 17 years since 2001



Google^{PK}

PGC/NASA Google IBCAO Landsat / Copernicus Data SIO, NOAA, U.S. Navy, NGA, GEBCO U.S. Geological S



Population of Pakistan
Total 207,774,520
Male 106,443,520 - 51%
Female 101,331,000 - 49%

Shaheed Mohtarma Benazir Bhutto

Prime Minister of Pakistan

First Female Elected Woman

Prime Minister of the Muslim World



1953 - 2007

- Women Police Stations
- Women Courts
- Women Development Bank
- Protection against Harassment of Women at the workplace Act
- Domestic Violence Act
- Protection of Women Act.
- Acid control and Acid Crime Prevention Act.
- Women in Distress and Detention Fund Act
- Criminalized primitive practices using women for settlement of disputes.

Women in Pakistan



Dr. Azra Fazal Pechuho
Member of
National Assembly of Pakistan
Chancellor, SZABIST University



Shahnaz Wazir Ali
Former Member of
National Assembly of Pakistan
President, SZABIST University



Asma Jahangir
Former Head of Human Rights
Commission of Pakistan



Shehla Raza
Deputy Speaker of
Sindh Assembly,
Pakistan



Hina Rabbani Khar
Ex Foreign Minister of Pakistan



Sherry Rehman
Member & Leader of the
Opposition in the Senate
of Pakistan



Fehmida Mirza
Former Speaker of
National Assembly of Pakistan



Maryam Aurangzeb
Minister of State for
Information and Broadcasting
Pakistan



Maleeha Lodhi
Pakistan's Representative
to the United Nations



Rahila Durrani
Speaker of the Provincial
Assembly of Balochistan,
Pakistan



Malala Yousufzai
Pakistani activist for female
education and youngest
Nobel Prize laureate



Sharmeen Obaid - Chinoy
Pakistani Journalist,
Film Maker & Activist

Women Successfully Participating in Transport Ventures



Parveen Agha
Chairperson
Pakistan Railways



Ava Ardeshir Cowasjee
Chairperson Pakistan Ships Agents
Association
Member Board of Trustee PNSC



Farkhunda Shamim
Partner
Wilhelmsen Shipping



Pakistani Women in Roles Dominated by Men



Woman Dumper Truck Drivers



Thar Coal Mine



- Thar coal field located in Thar desert has 16th largest coal reserves in the world
- Women dumper truck drivers drive into this 120 meters deep coal pit.

Personal Experience- Pakistan Railway



**Conducting Inspection
at a Railway Station**

**Inspecting
the Railway Track**



Women in Pakistan Railway



Personal Experience – Karachi Port



At the KPT Container Terminal---PICT



At Construction Site of KPT Berth



Explaining Working of Port

136 Years of Karachi Port – Chairmen History (1887–2018)

 Rear Admiral Jamil Akhtar Chairman (2013-2014)	 Vice Admiral (R) Shafqat Jawed (2014-2017)	 R/Admiral Azhar Hayat (2013-2014)	 Mr. Jawed Hanif Khan (2012-2013)	 Mr. Muhammad Aslam Hayat (2011-2012)	 Mrs. Nasreen Haque (2008-2011)	 Vice Admiral (Retd) Ahmad Hayat (2001-2008)	 Vice Admiral (Retd) Khalid Mir (1996-2001)	 Rear Admiral Akbar H Khan (1994-1996)
 Vice Admiral Ahmad Tasnim (1992-1994)	 Rear Admiral S R Hussain (1990-1992)	 Mr Aleem Akhtar Shah (1989-1990)	 Mr Aftab Alam (1986-1989)	 Rear Admiral M I Arshad (1978-1986)	 Cdre R A Muntaz (1976-1978)	 Rear Admiral S Z Hasnain (1972-1976)	 Cdre Anwar Saeed (1971-1972)	 Cdre Mahmudul Hasan (1966-1970)
 Mr I A Abbasi (1959-1966)	 Mr M Karamatullah (1956-1959)	 Mr Khan F M Khan (1953-1956)	 Mr Z H Khan (1950-1953)	 Mr Mian Aminuddin (1947-1949)	 Mr D B Brow (1945-1947)	 Mr W E Bushby (1942-1945)	 Mr D S Johnston (1934-1942)	 Mr E M Duggan (1931-1934)
 Mr T S Downie (1922-1929)	 Mr J B S Thubron (1919-1931)	 Sir Charles Mules (1905-1920)	 Mr R P Barrow (1900-1905)	 Mr R Giles (1895-1900)	 Mr R I Crawford (1887-1895)			

WiLAT International Vision Statement

Women in Logistics and Transport is the Women's forum of the Chartered Institute of Logistics and Transport that promotes Logistic and Transport industry to females, encourages and supports their career development and cultivates a spirit of togetherness to thrive in a male dominated industry



CILT International Vision Statement

The Chartered Institute of Logistics and Transport is the leading professional body for individuals and organisations involved directly and indirectly in transport, logistics and supply chain management

**Supply
Chain**

**Transport
Planning**

Rail

**Active
Travel & Travel
Planning**

**Bus &
Coach**

**Ports
Maritime
Waterways**

**Freight
Forwarding**

Aviation

CILT Representation Globally



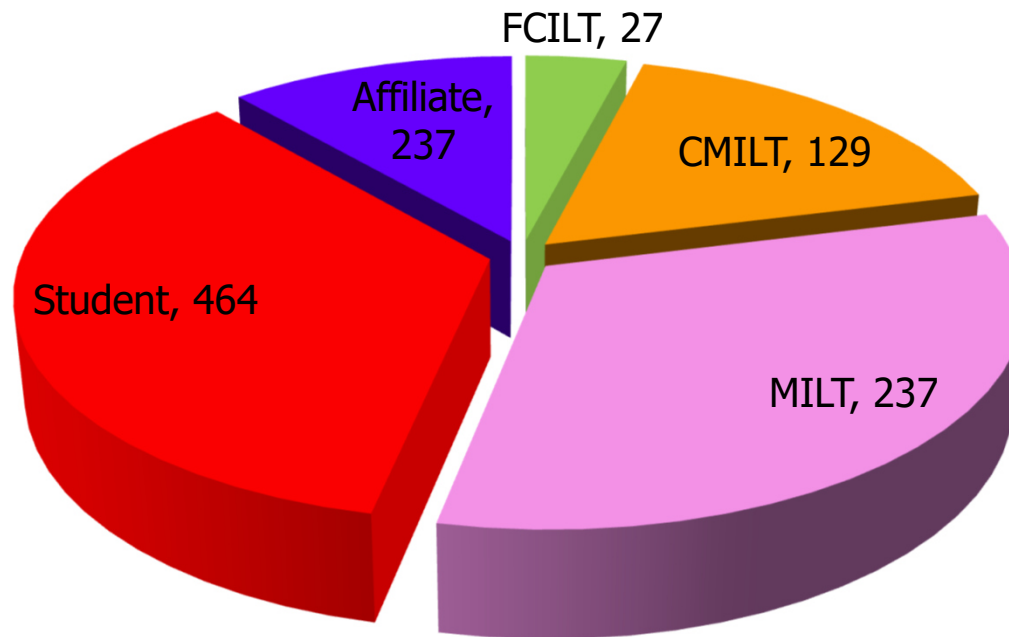
Formed in 1919, presently in 35 countries with over 35,000 members

WILAT'S Global Presence



Formed in 2013 presently in 20 countries with 1800 members

Women's Representation in CILT 17%



FCILT	15%
CMILT	11%
MILT	26%
Graduate	1%
Student	10%
Affiliate	51%

Wilat's Thrusts

MENTORSHIP

EMPOWERMENT

LEADERSHIP

ENTREPRENEURSHIP



Women Multi Taskers



Gender Diversity



Labor Force Survey

Countries	Year	% tage of Women in Labor Market	% tage of Women in Transport, Storage and Communication
Hong Kong	2008	48.6	37.4
Singapore	2008	45.7	34.5
Malaysia	2008	37.8	18.9
Philippines	2008	37.8	9.5
Georgia	2005	47.7	23.9
Azerbaijan	2008	43.5	20.2
Armenia	2007	41.1	17.7
UAE	2008	19.3	10.9
Sri Lanka	2007	33.1	6.5
Iraq	2008	15.2	5.1
Pakistan	2017	13.4	1.4

Source: Professor Peter Turnbull. (2013)



Government of Pakistan's Initiatives for Women Empowerment

- 15% quota in Punjab and 25% in Sindh kept for women's employment.
- 25,000 posts created for women at different tiers.
- 33% representation of women agreed on boards of statutory organizations,
- 50% of loans reserved for women in Prime Ministers Youth loan schemes.
- National Institute of Human Rights established.
- Free Vocational and Technical Training imparted with monthly stipend of \$600.
- Families encouraged to send children to school and given \$20 /child/month.
- Women entrepreneurs promoted with cooperation of US Government.
- Subsidized health care and life insurance given to one million women

Source: Economic Survey of Pakistan 2016-2017

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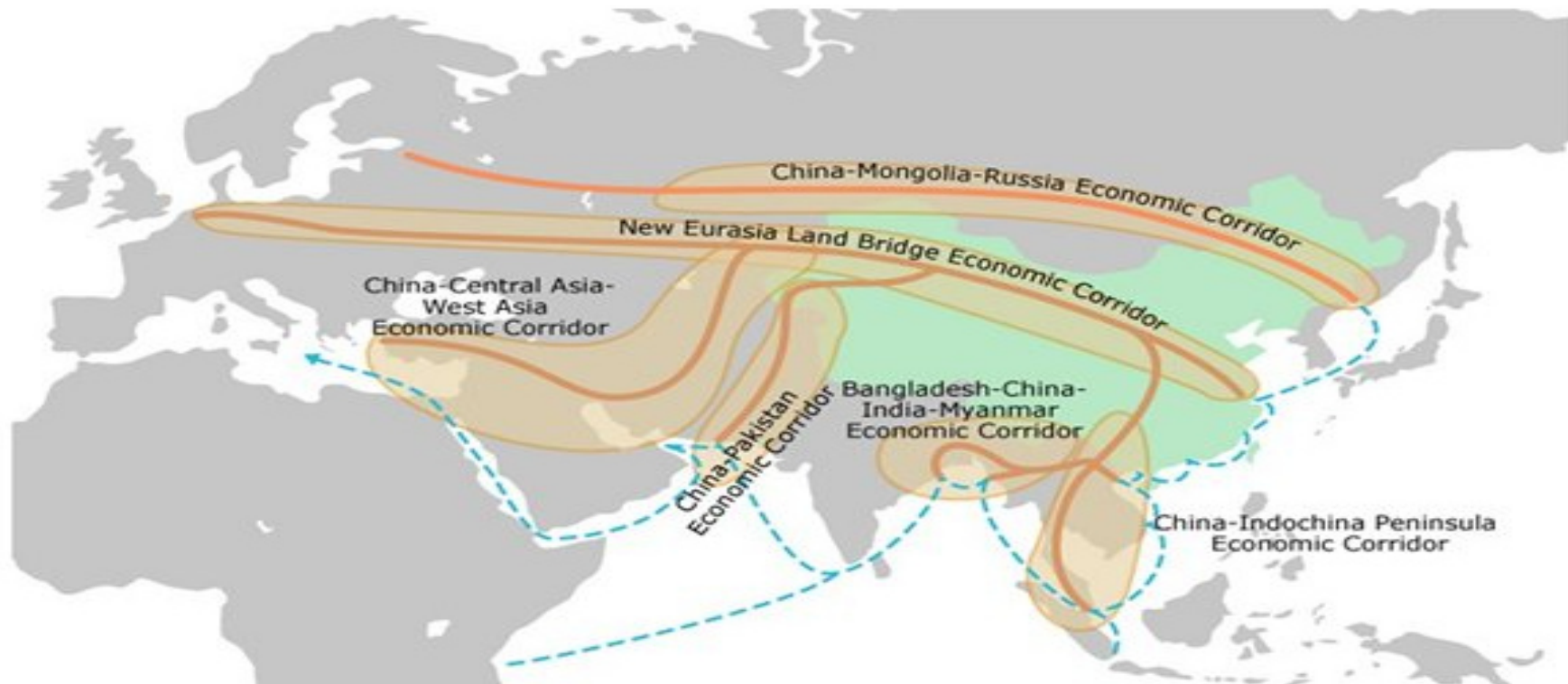
Government of Pakistan's Initiatives for Women Empowerment (Continued)



- Centre for Social Entrepreneurship established.
- Gender cell established in Election Commission of Pakistan.
- National Commission on status of women established to promote social, economic, political and legal rights of women as guaranteed in the constitution
- Women officers recruited in Pakistan Army.
- Women fighter pilots recruited in Pakistan Air Force
- Legislation enacted to address women's issues to safeguard their rights
 - The Criminal Law (Amendment) (Offences in the name or pretext of Honor) Act.
 - Criminal Law (Amendment) (Offences Relating to Rape)
- Women rights as envisaged in the Convention on Elimination of All Forms of Discrimination against Women (CEDAW)

Source: Economic Survey of Pakistan 2016-2017

China's Economic Corridors



Connectivity and Employment Opportunities



**According to Mckinsey Global Institute
“if women were to play an equal role in Labor
markets as much as US\$ 28 trillion could be
added to the economy”.**

The writing on the wall is clear that women's empowerment is fundamental and their leadership is inevitable.

It is hard to imagine a constructive and sustainable democratic change, unless women are included in the decision making processes at all levels of governance

WiLAT – The Ideal Forum

Women in Logistic and Transport is the international body which can help play an important role in empowering women. Its parent leading professional body CLT can provide world class education and knowledge needed to take forward the skills required for the transport industry.

We Are WILAT
We Are Women For Women

We Inspire

We Empower

We Advise

We Educate

We Aspire

We Impact

**Women in Logistics and Transport
Advice to get going**

Clarify Your Purpose

Be Curious

Stay Passionate

Ignore the Naysayers

Keep your Hand up

Bring Empathy

Banish Perfection

Stretch Yourself

Work Together

Support Others

Implementing
change is a
challenge we need to
combine our efforts
and
Stronger Together
we will be able to
make the difference



*Thank
you*



Women In Logistics
and Transport