

ADB Sustainable Development and Climate Change Department



# Women's Employment in The Transport Sector

CONFERENCE ON GENDER IN URBAN GOVERNANCE AND TRANSPORT

Tbilisi Georgia 25<sup>th</sup> 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<sup>PK</sup>

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 16<sup>th</sup> 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)





## 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



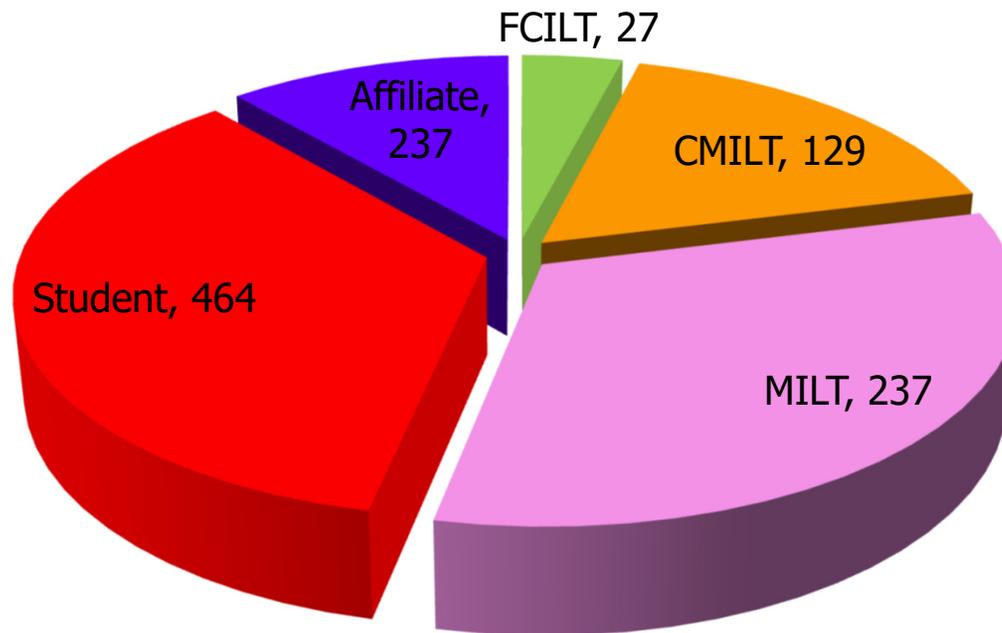
Formed in 1919, presently in 35 countries with over 35,000 members

## WILAT'S Global Presence



Formed in 2013 presently in 20 countries with 1800 members

# Women's Representation in CILT 17%



<b>FCILT</b>	<b>15%</b>
<b>CMILT</b>	<b>11%</b>
<b>MILT</b>	<b>26%</b>
<b>Graduate</b>	<b>1%</b>
<b>Student</b>	<b>10%</b>
<b>Affiliate</b>	<b>51%</b>

Wilat's Thrusts

**MENTORSHIP**

**EMPOWERMENT**

**LEADERSHIP**

**ENTREPRENEURSHIP**



Corporate  
Social Responsibility

Conserving Nature

Better Health Facilities

Ensuring Social Well Being

Providing Better Living Conditions

Improving Literacy

Sustainable Living Common Place

## Women Multi Taskers



# Gender Diversity



## Labor Force Survey

<b>Countries</b>	<b>Year</b>	<b>% tage of Women in Labor Market</b>	<b>% tage of Women in Transport, Storage and Communication</b>
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

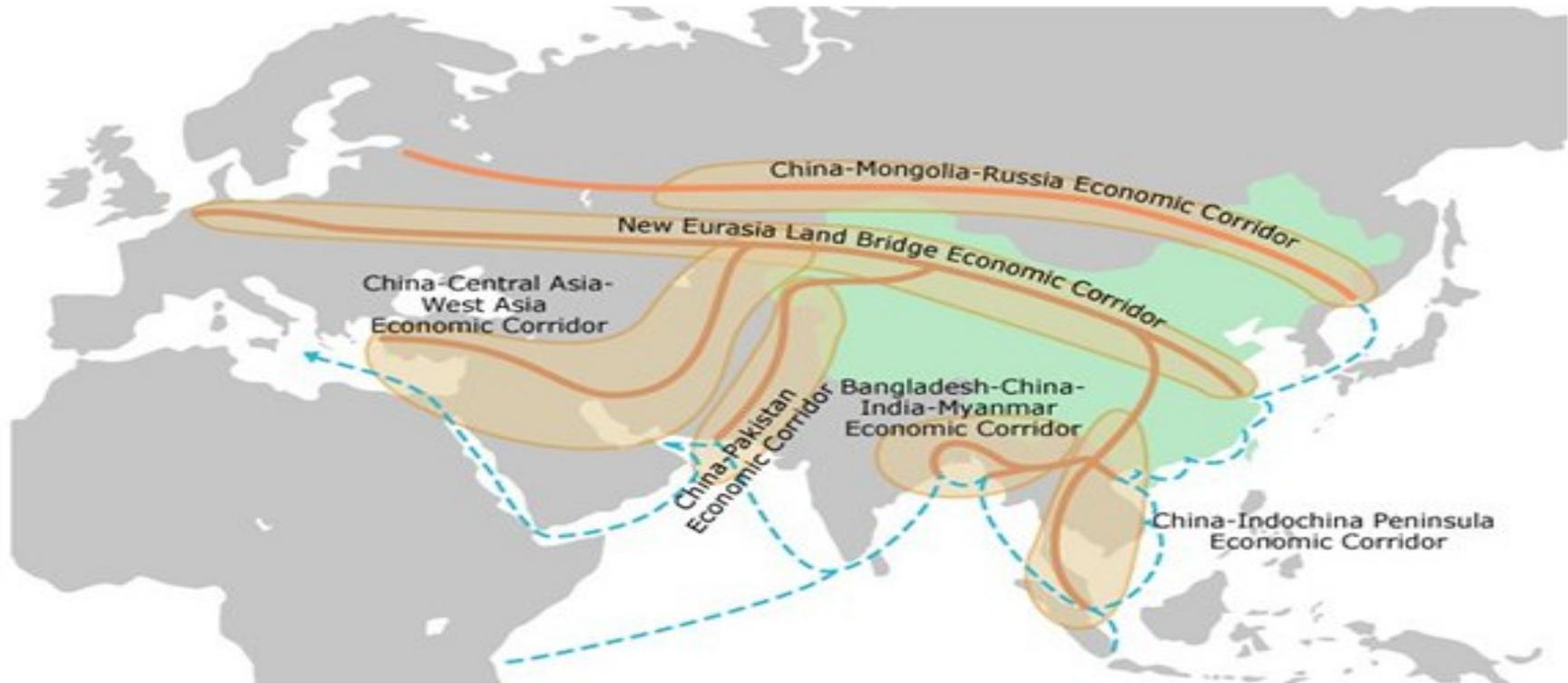


## Government of Pakistan's Initiatives for Women Empowerment (Continued)

- 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 CILT 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*

