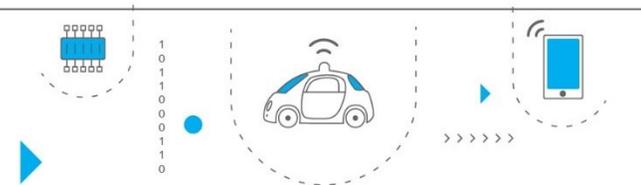


Promoting women's employment in the transport sector

ADB Conference: Gender in Urban
Governance and Transport

Nato Kurshitashvili
Gender Specialist
25 April, 2018

This is not an ADB material. The views expressed in this document are the views of the author/s and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material's contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.



AGENDA

- 
- World Bank Group's Gender Strategy 2016- 2023
 - Barriers to women's employment in the transport sector
 - What's in it for countries/companies?– case for gender equality
 - Operational lessons learned - what works and what does not
 - Georgia's Road Sector and PBC Contracts

World Bank Group's Gender
Strategy 2016- 2023

WORLD BANK GROUP'S GENDER STRATEGY 2016-2023

Four Strategic Objectives

Improving human endowments (health, education, social protection)

Removing constraints for more and better jobs

Removing barriers to women's ownership and control of assets

Enhancing women's voice and agency and engaging men & boys

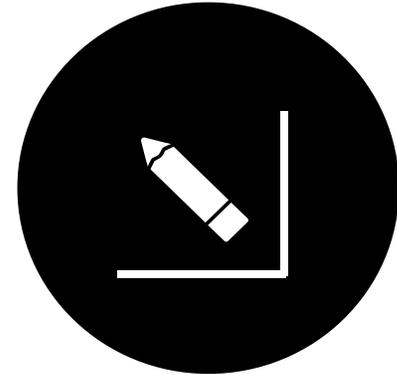
TRANSPORT AND DIGITAL DEVELOPMENT GLOBAL PRACTICE: APPROACH TO GENDER



Global Engagements
(e.g. Sustainable
Mobility for All
Initiative)



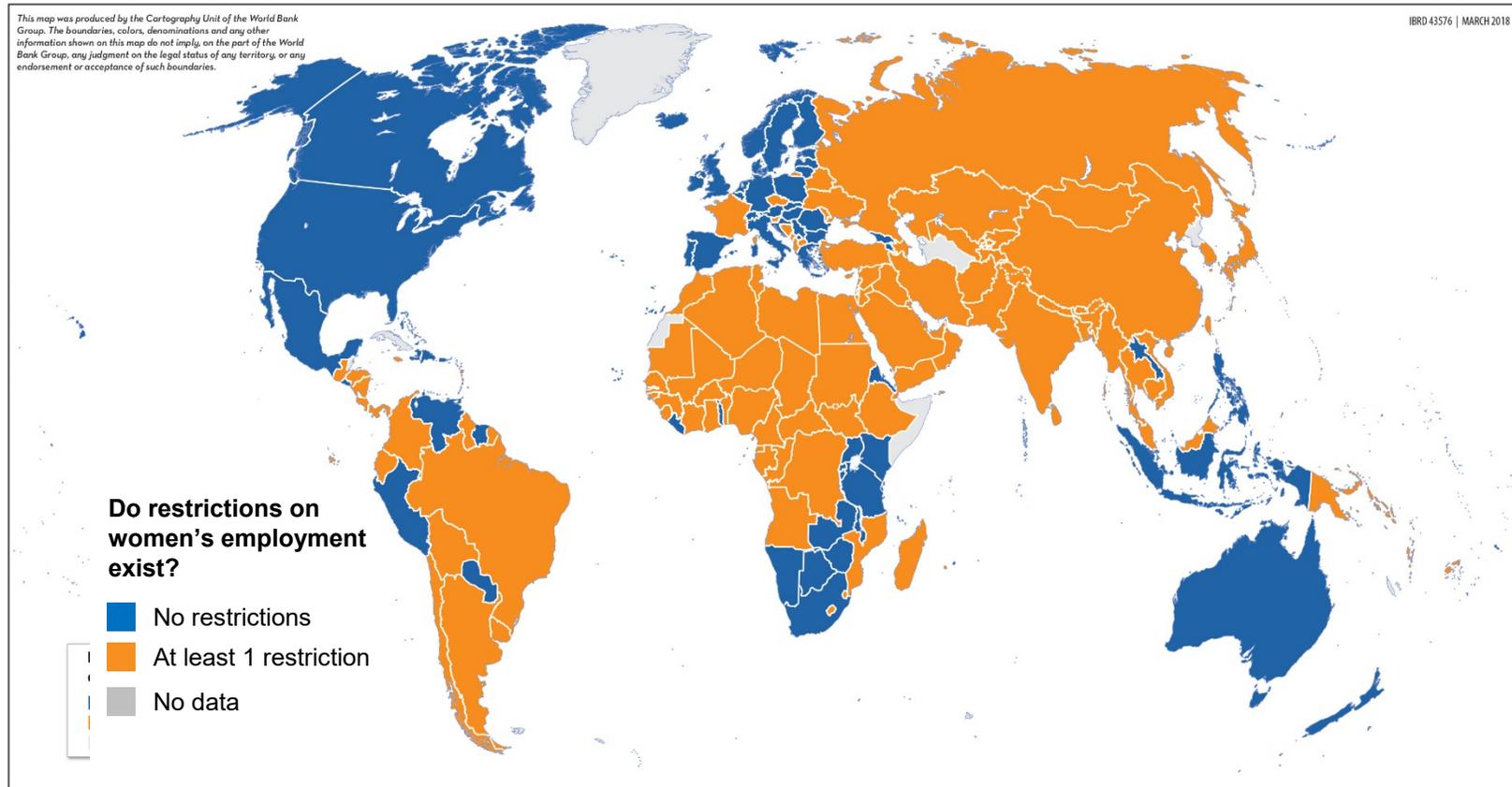
Partnerships (e.g.
MoU with the Union
Internationale des
Transports Publics
(UITP))



**Operational
Engagement:** (design
and implement projects
to foster gender
equality)

Barriers to women's employment in the transport sector

104 ECONOMIES BAR WOMEN FROM HAVING THEIR CHOICE OF JOBS



Source: *Women, Business and the Law* database

21 ECONOMIES IMPOSE RESTRICTIONS ON WOMEN'S EMPLOYMENT IN TRANSPORT



Source: *Women, Business and the Law* database

RESTRICTIONS ON WOMEN'S EMPLOYMENT IN THE TRANSPORTATION SECTOR

Economy	Barriers
Argentina	Women cannot be train operators.
Azerbaijan	Women cannot be train or locomotive operators.
Belarus	Women cannot drive buses with more than 14 passengers and trucks with a carrying capacity exceeding 5 tons (the limit for dump trucks is 2.5 tons).
Belize	Women cannot work at night in the transportation of goods or passengers by road and rail.
Dominica	Women cannot work at night in the transportation of goods or passengers by road and rail.
Kazakhstan	Women cannot be train, trolley or locomotive operators
Kyrgyz Republic	Women cannot drive excavators and electric locomotives
Lebanon	Women cannot drive large machine engines
Madagascar	Women cannot work at night in the transportation of goods or passengers by road and rail.
Malaysia	Women cannot work at night in the transportation of goods or passengers by road, rail, water or air.
Moldova	Women cannot drive buses with more than 14 seats and vehicles with a carrying capacity exceeding 2.5 tones. Women cannot be freight train conductors and motor- powered machine drivers.
Nigeria	Women cannot work at night in the transportation of goods or passengers.
Papua New Guinea	Women cannot work at night in the transportation of goods or passengers by road, rail or water.
Russian Federation	Women cannot be train, locomotive and traction unit operators.
Sierra Leone	Women cannot work at night in the transportation of passengers and goods by road or rail.
Tajikistan	Women cannot drive buses with more than 14 seats and vehicles with a carrying capacity exceeding 2.5 tones.
Ukraine	Women cannot drive trains, locomotives and trolleys. Women cannot drive a bus with more than 14 seats and a vehicle with a carrying capacity exceeding 2.5 tons (the country has recently abolished the restrictions).
Uzbekistan	Women cannot drive buses with more than 14 seats and vehicles with a carrying capacity exceeding 2.5 tons.

37 ECONOMIES LIMIT WOMEN'S ABILITY TO WORK IN CONSTRUCTION



Source: *Women, Business and the Law* database

CAREER CHOICE



TRAIN DRIVER



CASHIER



PLUMBER



CONSTRUCTOR



TEACHER



NURSE



MINER



LINE COOK



FARMER

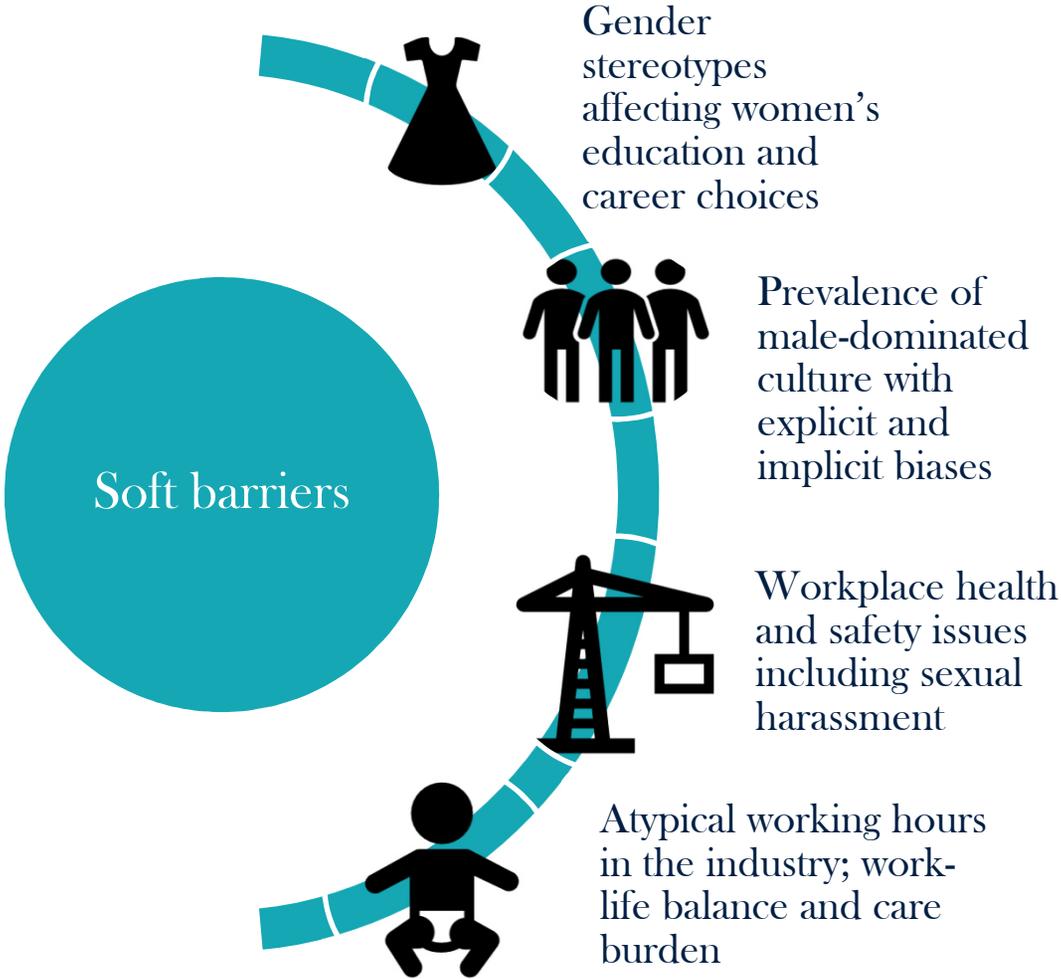


JANITOR

CAREER CHOICE



SOFT BARRIERS



Economic/business case: what's in it
for countries and individual
companies?

CASE FOR GENDER EQUALITY

The Human Rights Case:

- Women's rights are human rights. Gender Equality matters in its own right.

The Economic Case:

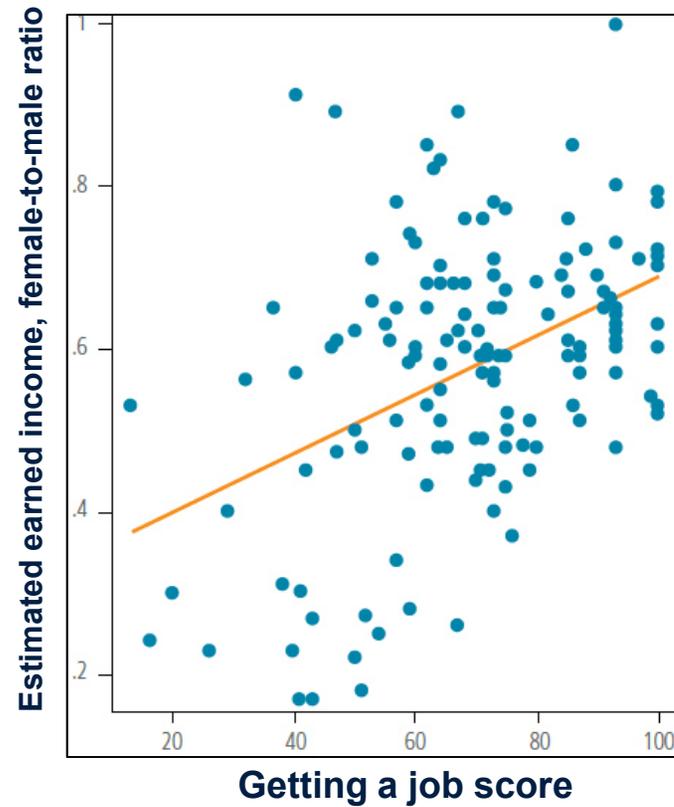
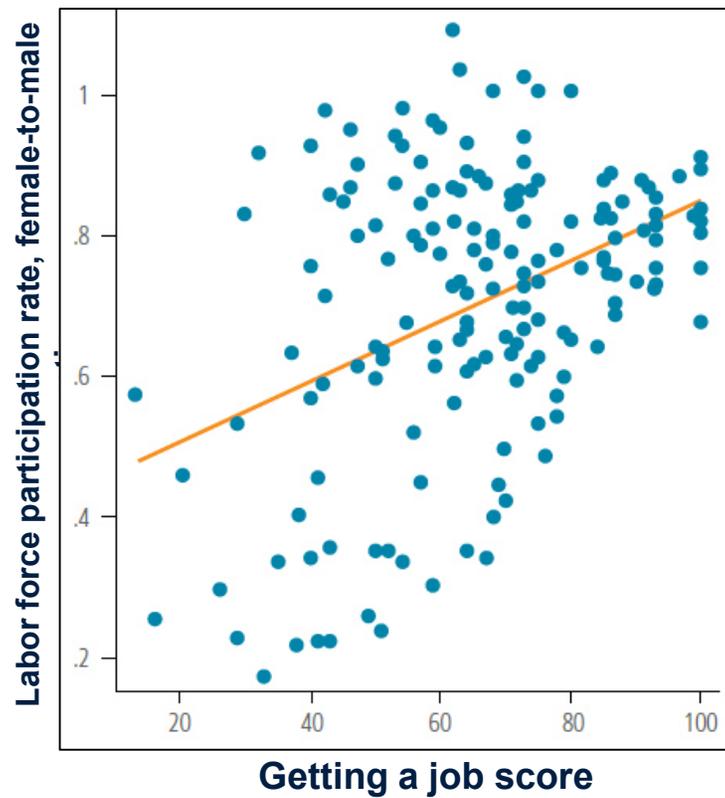
- Reducing gender inequality can contribute to generating growth and advancing transition.

The Business Case:

- Transport operators benefit when addressing gender equality into their operations.



GENDER EQUALITY IN LABOR LAW IS ASSOCIATED WITH MORE WOMEN WORKING & EARNING MORE RELATIVE TO MEN



WHY GENDER EQUALITY MATTERS FOR TRANSPORT OPERATORS?

**What's in
it for
transport
operators?**

“Access to
wider talent
pool”

“Improved
customer
service”

“Increasing
employee
productivity
and retention”

“Better
teamwork”

“Better
reflection of
the consumer
preferences”

“Improving
corporate
image and
reputation”

Operational lessons learned

LESSONS LEARNED

Economic/business rationale - a good entry point to initiate a discussion

Allocation of counterparts' staff time - their buy in is key to success

Time needed to achieve results- changes do not happen overnight.

Small changes can make a big difference (e.g. infrastructure improvements in the workplace)

Messaging about the changes is key - both internally and externally

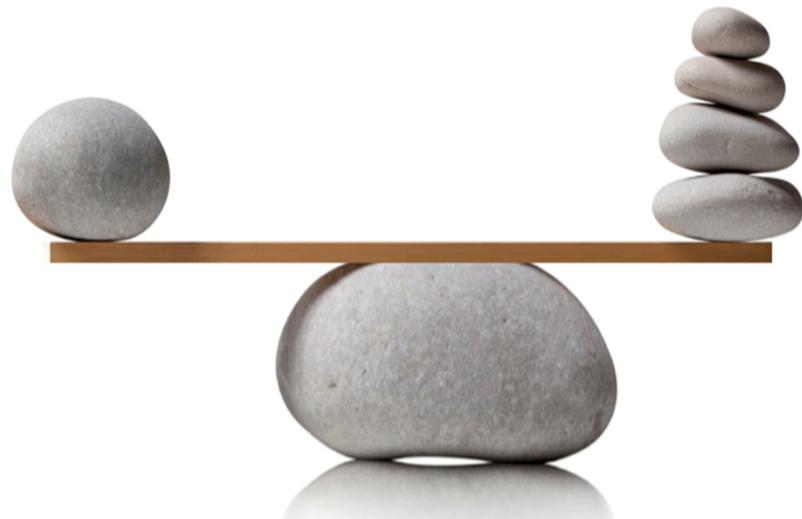
Engaging with policy-makers to address legal barriers to employment in the sector

**World Bank's Technical Assistance (TA)
to promote Women's Employment in
Georgia's Road Sector and PBC
Contracts (May 2018-January 2019)**

SOME FACTS AND FIGURES: GEORGIA

All Construction | 7%
Transport Sector | 9 %
are women

It is not only the quantity of jobs that matters but also the quality



What are the reasons for the lack of women in the sectors?



Early observations and potential entry points from the Output and Performance Based-Road Contracts in Roads Rehabilitation and Maintenance, Kakheti region

Some women engaged in road maintenance works but not in rehabilitation

Recruitment currently takes place through informal 'word of mouth' networks

Lack of separate sanitary facilities for women and men on the work sites

Lack of female role models at all levels (both in workforce and in management)

Training of women to take up more 'masculine' jobs in rehabilitation - potential entry

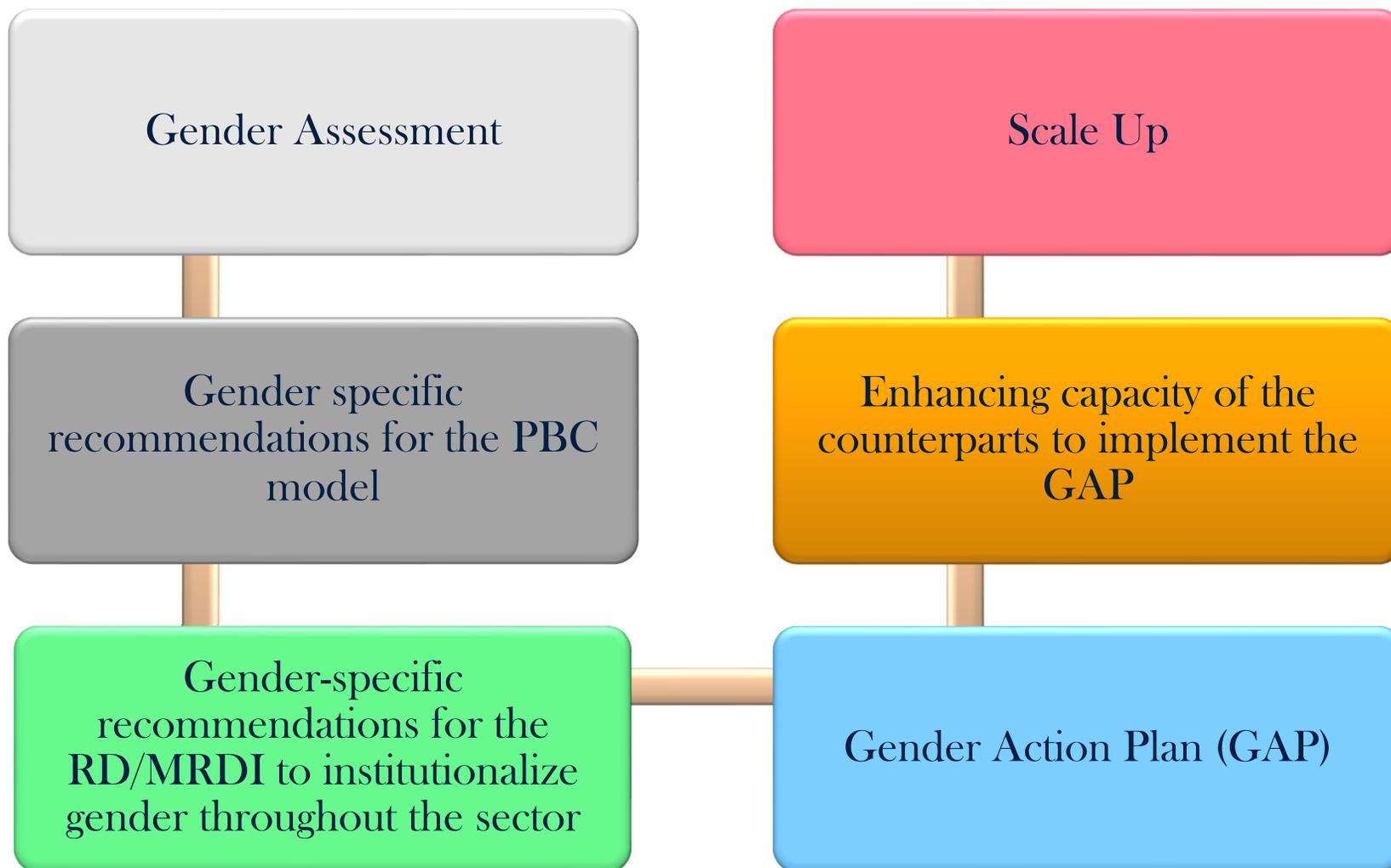


Photo credit: Eptisa and Temelsu, Kakheti OPRC Monitoring Consultant



Photo credit: Eptisa and Temelsu, Kakheti OPRC Monitoring Consultant

TA COMPONENTS



THANK YOU

