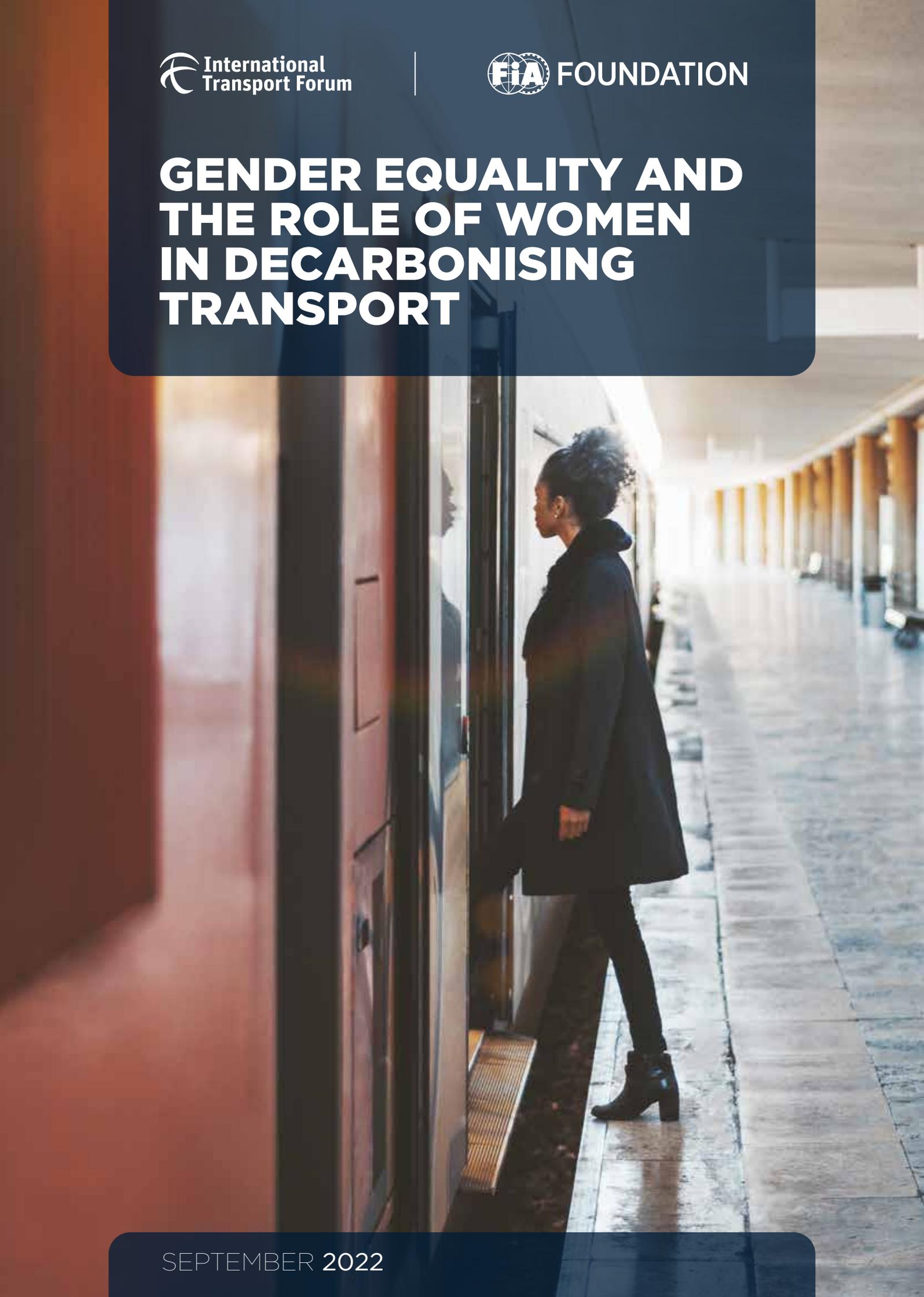


# GENDER EQUALITY AND THE ROLE OF WOMEN IN DECARBONISING TRANSPORT



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# EXECUTIVE SUMMARY

## What we did

The transport sector is currently not on track to reach its net zero carbon targets. Transport currently contributes almost a quarter of global carbon dioxide (CO<sub>2</sub>) emissions, which are projected to increase due to growing transport demand. This is a sector that has also not provided adequate gender inclusive services, infrastructure and systems, where policies have not reflected the differences in travel behaviour by gender. The unsustainable state of the transport sector could also be attributed to the lack of gender diversity in its workforce and leadership, which has traditionally been male dominated. As women in leadership positions show more consideration for the social and sustainable impacts of their decision-making, the inclusion of female executives can therefore improve decision-making processes on environmental sustainability initiatives. If applied in relation to transport policies, this could then accelerate the transition to a zero-carbon sector. This study examines the linkages between gender equality, transport and climate change to better understand the development of policies that can achieve both gender equality and decarbonising transport goals by 2050. Drawing on in-depth one-on-one interviews with individuals from four ITF member countries and two ITF Corporate Partnership Board (CPB) members, this report provides guiding principles with specific actions to help countries and companies align their gender equality and decarbonising transport goals and develop effective measures that will capture existing and potential synergies.

## What we found

The themes identified from the interview respondents' experiences working on gender and decarbonising transport policies showed that there are some good pockets of practice. However, more needs to be done to consistently incorporate a gender dimension into decarbonising transport policies for users and increase gender balance in the transport workforce. Major themes emerging from the interviews include the need for greater collaboration, knowledge exchange, gender analysis in decarbonising transport policies, training of transport workers and decision-makers, and financial support for gender analysis. In addition, more recognition has to be given to the role of pricing in transport, especially public transport, safety of active modes for women, and women in the transport workforce in order to improve gender equality while decarbonising transport. If implemented, policies that synergise both gender equality and decarbonising transport goals can help guide the transport sector to be on track to reach its net zero carbon targets.

## What we recommend

The guiding principles are categorised into four main groups: 1) capacity building, knowledge management and communication; 2) gender balance, participation and women's leadership; 3) implementation and 4) monitoring and reporting. Each category includes specific actions that could be adopted by countries and companies to improve gender equality and decarbonising transport measures simultaneously. Some can be implemented relatively quickly, while others will require structural changes over time.

### Capacity building, knowledge management and communication

- **Strengthen awareness of the gender, transport and climate change policy nexus**  
The development of research and knowledge on gender, transport and climate change is fundamental to the understanding of where and how they intersect and overlap. Linking these policy areas carries huge potential to reach climate change targets in transport but there is currently little awareness of their potential synergies.
- **Adopt gender-based analysis when considering decarbonising transport policies**  
Any policy that would affect behaviour will have a gender dimension that needs to be assessed. Training for anyone working on decarbonising transport and other relevant policies must make this clear and provide the tools to conduct gender-based analysis that begins at the problem definition or project conception stage.
- **Government has a role in lifting the skill of the whole sector through multistakeholder engagement and integrated policy making**  
While national governments can introduce training and templates to upskill their own staff, different levers will be required to encourage gender sensitive decarbonisation by other organisations in the transport sector. This is particularly pertinent in the private sector where companies who have found benefits in the nexus may be reluctant to share information as it represents a competitive edge.
- **Create a platform for knowledge sharing between ministries and stakeholder groups**  
The engagement of non-transport ministries through horizontal integration, which can be defined as the capacity of government departments in charge of different policy issues to

collaborate, is a critical requirement in the context of gender equality and decarbonising transport. The cross-cutting nature of both policy goals requires co-ordinated action across ministries and policy areas, which can be as diverse as energy, environment, health, labour, housing, finance, industry, enterprise and innovation, foreign affairs, and social affairs. This shows a move beyond the conventional responsibilities of transport ministries.

### **Gender balance, participation and women's leadership**

- **Build diverse teams**  
Diverse teams need to be promoted, with a culture where it is safe for women to speak about their transport experiences and not have them dismissed. For every project or team, this may not be immediately possible. In these instances, it is even more important to make sure that the views of female stakeholders have been gathered and taken into account in initial problem definition and option design.
- **Enhance women's participation and leadership in the transport workforce**  
Employers will need to ensure that they have the structures in place to attract diverse employees. From a gender perspective, this can include parental leave policies with considerate return to work planning, ongoing support to work flexible hours around caring responsibilities, equal pay, appropriate workplace facilities and uniforms, as well as efforts to ensure a welcoming and unbiased culture.

### **Implementation**

- **Ensure budget processes provide incentives for gender-based decarbonising transport policies**  
Changes to budget processes will be needed to realise the synergies between gender and decarbonising transport where lack of resource or administrative restrictions can too often be a

barrier. This includes explicitly providing funding for gender-based analysis and enabling joint projects between departments involved in both gender and decarbonisation.

- **Identify synergies between policy goals to quickly and efficiently transition to a zero-carbon transport system**

Specific synergies between gender equality and decarbonising transport can be found in the areas of transport mode choice, travel distance, vehicle purchase choices, and time of travel. Hence, measures that can increase mode shares of low and zero-carbon transport, including public transport, walking, cycling, and micromobility among other emerging mobility services, will reduce CO<sub>2</sub> emissions. If these measures can also improve the access to and safety of such modes, they will improve gender equality at the same time.

### **Monitoring and reporting**

- **Establish evaluation, monitoring and reporting systems for countries and companies**  
Proper evaluations can confirm whether gender and climate change mainstreaming has been a success. These require gender-disaggregated, and gender-relevant indicators to be identified at the beginning of the project so that they can be collected then followed by mandatory reporting and evaluation to ensure projects or policies have met their aim.
- **Identify and implement appropriate gender analysis tools in decarbonising transport policies**  
Gender analysis tools can help guide policy makers and project makers in creating more linkages between gender equality and decarbonising transport action. There are many existing tools that include relevant guidelines for governments, decision makers, and project designers to boost gender equality and ensure that a gender-wide approach is adopted within their organisations.



# INTRODUCTION AND BACKGROUND

Gender equality, transport and climate change have for far too long been treated as separate problems that need to be addressed with different approaches. In the transport sector, there is an increasing need to synergise policies that can be effective in achieving both gender equality and decarbonising transport goals by 2050. Policy synergy refers to the coordination of policies that will achieve different objectives. Hence, when policies are synergised, the achievement of one goal will ultimately lead to the progress of others (Eliasson and Gronlund, 2021). Strong interconnections between gender equality, economic development and environmental sustainability have been made (UNDP, 2012), where co-benefits of different objectives could be identified and addressed simultaneously. Synergising policies requires cross-sectoral and multi-level governance, which will not only support and accelerate decarbonising transport, but will also lead to cost-effective and socially inclusive (including gender equal) actions (EU, 2021). Such integrations of policy objectives are critical to the transformative responses to the Covid-19 pandemic that have affected women disproportionately (ITF, 2021a; Revelo, 2021).

The transport sector is currently not on track to reach its net zero carbon targets. Transport currently contributes almost a quarter of global carbon dioxide (CO<sub>2</sub>) emissions, and the demand for passenger travel and movement of goods is expected to more than double from 2015 to 2050 with a 16% growth in CO<sub>2</sub> emissions by 2050 (ITF, 2021b). Ambitious policies could reduce transport CO<sub>2</sub> emissions by 70% but such policies also need to revive the economy post-Covid-19, focus on accessibility, and support innovation to accelerate the availability of technological breakthroughs, while keeping equity at the centre of their development (ITF, 2021b). Integrating gender analysis in decarbonising transport policies and increasing women's participation in the transport sector will change the unsustainable state of the sector by better serving segments of the population for whom many transport systems were not originally designed.

As any policies that will affect behaviour will have a gender dimension, the most prominent ways in which gender is relevant to decarbonising transport policies are through transport mode choice, travel distance, vehicle choice, and in some instances the time of travel (i.e. departure time) when congestion significantly increases total travel time and emissions subsequently. These are all areas of travel behaviour where women and men have shown great differences (Ng and Acker, 2018; Best and Lanzendorf, 2005; Boarnet and Sarmiento, 1998; Moriarty and Honnery, 2005). The differences in travel behaviour by gender are mostly due to the gendered division of work in households, as

women often have multiple tasks and activities such as employment, household and caregiving responsibilities, which are also evolving over time.

As a result, gender has been shown to be a more robust determinant of transport mode choice than age or income in many cities regardless of their level of development (Bhat and Srinivasan, 2005; Ng and Acker, 2018). Several studies have shown that public transport modes are more common for women (Olmo and Maeso, 2016; Goel et al., 2022). It has been found that in cities with lower motorisation rates, women tend to prefer using public transport modes, such as bus or train, over driving a car and prefer riding in a taxi over using a private vehicle (Ng and Acker, 2018). In addition, gender difference in the use of public transport is highest among older adults (> 60 years old), where women on average are 26% more likely to use public transport than men (Goel et al., 2022).

Women travel shorter distances in both developing and developed cities across all modes and tend to have more non-work-related trips in all cities around the world and travel more during off-peak hours (Ng and Acker, 2018; Olmo and Maeso, 2014; Rosenbloom and Burns, 1993).

Differences in behaviour by gender also apply to vehicle purchase choice. Studies have shown that women tend to make most of the decisions when purchasing a family car, more than 80% of auto purchases in some cases across the world (Cunningham, 2018; Chandra, 2014; Qualey, 2014). Women also tend to choose smaller, more fuel-efficient cars. However, when purchasing a family car, this preference may be overruled by safety concerns, as heavier cars are often promoted as being safer (Sustainable Mobility for All, 2019). Although private vehicle use should be discouraged, when affordable, safe and emissions-free public transport and other alternative modes are available, trips that cannot be made by such modes would still need to be covered by private vehicles. Hence, it is crucial to incorporate gender analysis in decarbonising transport measures to understand behaviours and preferences as countries transition to zero carbon transport. Such information can inform the design of new vehicle technologies, such as electric vehicles and emerging mobility services as they are integrated into existing transport networks.

Transport and climate action cannot be advanced without the full participation of women. The unsustainable state of the transport sector could be attributed to the lack of gender diversity in its workforce and leadership (Hiselius et al., 2019). Women can be powerful agents of change for transport

and climate action, not just as transport users but as transport workers and decision-makers in both the public and private sectors, by introducing different norms, knowledge and experiences to transport strategies and policies (Kronsell et al., 2016). Effective decarbonising transport strategies would need to incorporate a broader gender perspective and involve a more diverse workforce to ensure that they are designed for all users, not just women. Furthermore, an increase in women's participation in the transport sector, where women only constitute 17% of the global transport workforce (Ng and Acker, 2020), can accelerate climate action, as women often put a strong focus on addressing climate change and ensuring environmental sustainability (Rosqvist, 2019; Desrochers et al., 2019; Stevens, 2010). In public policy decisions, women leaders tend to pay more attention to social issues, welfare, health and education, where their impacts will benefit the entire society (Profeta, 2017; Cowper-Coles, 2020).

In the private sector, women have also demonstrated higher levels of individual social responsibility and believe that organisations should be more beneficial to society and hence have a higher quality of corporate social responsibility (Hatch and Stephen, 2015). The inclusion of female executives can therefore improve decision-making processes, especially those pertaining to corporate sustainability, as well as environmental sustainability initiatives (Kassinis et al., 2016; Hatch and Stephen, 2015).

As the transport sector continues to evolve due to changes in technology, the transport workforce will also need to transform to prepare for a future that is diverse, heavily digitalised and under increased climate change pressure. Labour shortages in some transport sub-sectors will make it necessary to focus recruitment on 100% of the labour market and to create equal opportunities for women to enter, and advance in, the transport workforce. Hence, it would also be critical for companies to integrate gender equality in their hiring, training and retention plans, while developing decarbonising transport actions. Specific measures that have been undertaken by various companies include minimising unconscious bias through training; awareness building; setting ambitions in the recruitment process; implementing innovative work practices for employee retention; encouraging cross-sectoral transition and acknowledging the transferability of skills; collecting data to assess, benchmark and track progress; and providing role models and mentorship (ITF, 2019a). In addition, the transport sector can encourage more women to specialise in science, technology, engineering and mathematics (STEM) academic disciplines and

in transport-specific professions through different educational programmes, where internships and apprenticeship training programmes offered by educational institutions could be aligned and tailored to meet the recruitment needs of the transport sector and be made equitably accessible to both men and women (Baruah, 2019). Early outreach is also important with schools, universities, networks and associations as a means of engaging with girls and women from a young age (ITF, 2019a). More female students could be provided with entry points into the transport sector if internships in fields such as, urban planning, environmental science, public policy and administration, law and business were better aligned with the transport sector (Baruah, 2019).

Achieving gender equality and climate change goals requires understanding and addressing synergies and trade-offs that emerge in the implementation of diverse policy goals (Nilsson et al., 2018). The interactions of different policy goals would therefore need to be better captured, leading to more systematic thinking-based decision making (Bennich et al., 2020). This contrasts with traditionally siloed decision-making, where solutions are only designed to solve one policy problem. The first step would be to advance knowledge uptake and capacity building (Parsons, 2004; Jasanoff, 2012). Capacity building involves increasing decision-makers' ability to map and navigate the complexities of interconnected problems, multi-level governance, multi-organisational settings, cross-cutting issues, policy networks, inter-dependencies, and linkages. In addition, it includes the ability to integrate competing and opposing forms of knowledge and co-ordinate the multiplicity of interests to form a coherent policy framework (Parsons, 2004). Approaches that support the capture of synergies between policy goals, such as those relevant to gender equality, transport and climate change, encourage decision-making to shift away from one-way sectoral discussions towards a more systemic approach to decision-making (Barquet et al., 2021).

Governments at the national and local level have a leading role in taking on systematic thinking that brings together policy goals. They set the legal, regulatory, tax and policy parameters for transport. This will impact both state and non-state plans to decarbonise transport. This means governments have the ability and responsibility to enable and ensure consideration of gender in decarbonising transport, not only in the evidence base underpinning their decisions, but also in the diversity of teams and decision-makers involved. This will be essential to meet commitments national governments have made in multilateral initiatives to reduce carbon emissions, while achieving gender equality.

Following the momentum built at the 26th session of the Conference of the Parties (COP26) to the UN Framework Convention on Climate Change (UNFCCC) for gender action, countries and non-state actors have made ambitious gender and climate commitments (UNFCCC, 2021). There is now a greater awareness of the urgent need to place gender equality at the heart of climate change action. For example, the Gender Action Plan, agreed at COP25, promotes gender equality and women's empowerment in the UNFCCC process and encourages Parties to advance its implementation. It includes five priority areas (UNFCCC, 2019):

- 1) capacity-building, knowledge management and communication;
- 2) gender balance, participation and women's leadership;
- 3) coherence within the work of UNFCCC bodies, the secretariat and other UN entities and stakeholders for consistent implementation of gender-related approaches;
- 4) gender-responsive implementation and means of implementation, and
- 5) monitoring and reporting.

Although the UNFCCC Gender Action Plan is not sector-specific, many of its priority areas will be relevant to linking gender and climate change in the transport sector and achieving gender equality while ensuring effective transport and climate action at the

same time, which is still an area that is neither well developed nor well understood.

Using the UNFCCC Gender Action Plan's priority areas as a reference, this study seeks to examine the linkages between gender equality, transport and climate change, and to identify policies that can trigger systematic changes that will address these challenges simultaneously. Through in-depth interviews with six ITF member countries and Corporate Partnership Board (CPB) members, this study highlights the correlation between gender equality and effective transport decarbonisation processes. It provides a better understanding of the role of women in developing transport and climate change action and examines if more gender balanced transport policies could hold the key for more rapid decarbonisation in the sector. The ultimate objective of this study is to develop guiding principles that will help countries and companies review their transport decision-making processes, including measures to support women's leadership in transport and climate change policies, as well as to contribute to the implementation of the UNFCCC Gender Action Plan.

Looking forward, it is inevitable that gender equality will need to be mainstreamed into all policy-making decisions across all sectors as part of sustainable development, just as environmental sustainability has entered the political mainstream. The sooner countries and companies can do so, the sooner they will meet their climate action goals and decarbonising transport targets at the same time.



# GENDER MAINSTREAMING

Gender mainstreaming can be defined as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated” (UN, 1997). The European Institute for Gender Equality (EIGE) highlights specifically that this should also include the preparation of all policies and programmes as well as regulatory and spending measures, with the aim being to promote gender equality and combat discrimination (EIGE, 2022).

Gender mainstreaming has been shown to be an effective approach to ensure that all policies consider their impact on different genders. It is often listed as an ultimate goal in policy making in order to achieve gender equality (OECD, 2019). It is also a strategy that has to be implemented with specific actions and not just a collection of methods (UN, 1997).

Examples of gender mainstreaming in practice include Canada’s Federal Plan for Gender Equality, which outlines their approach to gender mainstreaming, including the requirement to apply gender-based

analysis (Status of Women Canada, 1995). Transport Canada publishes highlights of its Gender Based Analysis plus (GBA+) online (Transport Canada, 2021). For 2021-22 this includes the analysis for Clean Growth and Climate Change transportation proposals. The analysis had mixed results, reporting that generally the initiatives would not have a gendered impact though the predominantly male workforce may indirectly benefit from some policies, and that some programmes could not be monitored as insufficient data are collected.

Sweden’s gender mainstreaming policy started in 1994 (Ministry of Employment, 2020). But in 2020, the government recognised that transport was still a sector that “must become more equal” (Ministry of Labour and Ministry of Infrastructure, 2020). This implies that the tools and policies underlying the gender mainstreaming approach had not yet permeated all areas. In 2020, the Swedish Transport Administration and the Swedish Transport Agency were added to the Government’s development programme so they could receive additional support in bringing gender into transport policies (Ministry of Labour and Ministry of Infrastructure, 2020).

These examples show that even countries with a strong history of gender-based analysis may still not have fully explored the nexus between gender equality and decarbonising transport.



# HOW GOVERNMENTS ARE MAKING PROGRESS

National governments have specific gender and climate change goals and initiatives, such as those reflected in the Paris Agreement (UN, 2015), Nationally Determined Contributions (NDCs) and the UNFCCC Gender Action Plan. However, they are usually made in isolation without considering the positive impact of capturing any synergies between gender equality and decarbonising transport goals.

There is therefore a specific role to be played at state-level to progress these goals together and set the tone and conditions required for individuals, businesses and other organisations to play their part. While many non-governmental organisations may be progressing in this area, this section of the study focuses on publicly available information on governments and their policies.

While “climate change”, “women”, “safety”, and “public transport” all appeared as key priorities identified by many ITF member countries in a recent survey (ITF, 2021b), there is still a gap on joint projects on decarbonisation between transport ministries and other ministries, such as ministries of environment and ministries of women or women’s affairs, or specific policies that explicitly highlight the role women can play in moving society towards a more environmentally sustainable transport sector.

### National governments

To set the importance of linking gender and decarbonising transport, national transport and climate strategies would need to include a gender dimension, including the use of gender analysis or gender impact assessment and training as a key tool to support climate adaptation and mitigation actions. However, only 15 of 25 respondent countries to the ITF survey on “Integrating Gender Perspectives in Transport Policies” include gender aspects in impact or risk assessments used in transport policy (ITF, 2021b). In addition, not all of the transport ministries in countries with a national gender strategy contribute to the implementation of the strategy, implying that there are still countries with national gender strategies that were developed without considering the implications for transport.

However, some countries make an explicit link between gender, transport and climate change in their action plans and strategies. Within surveyed ITF member countries, 15 out of 25 include gender equality as part of their sustainable transport development plans (ITF, 2021b). For example, Moldova’s 2017-2021 action plan for ensuring equality between women and men required policy documents for transport and road infrastructure related to the

field of climate change to reflect the gender dimension. The action plan includes elements such as increasing female representation in policy decision-making roles, training for civil servants on the gender aspects of climate change and providing career advice to combat stereotypes of technical occupations (Ministry of Justice, 2017).

The Czech Republic’s Gender Equality Strategy 2021-2030 highlights specific actions to incorporate the perspective of gender equality into the agenda of environmental protection and transport policy (OGCR, 2021). Actions under this headline include increasing expert knowledge of the impact of climate change connected to gender equality by supporting research projects on this topic. It also includes providing training to local authorities to support implementation of sustainable and gender-based urban planning.

The Colombian Ministry of Transport has also sought to increase awareness of this topic. It worked with the Ministry of the Environment and Sustainable Development to produce a gender and climate change guide, which outlines a vision for including the gender perspective in climate change management in the transport sector (ITF, 2021b). Colombia is also working with Germany to explore apprenticeships in low emissions public transport with a focus on gender equity (ITF, 2021b).

These examples show gender inequalities in the transport system are being recognised and addressed. However, this may be with the aim of achieving the sustainable development goal on gender equality, rather than to tap into the role women could play in accelerating decarbonisation of the sector. The role women can play in accelerating transport emissions reductions is still not consistently recognised or part of common parlance at the national level in all countries.

### City interventions

At the city level, the link between gender and decarbonising transport is often more visible. Some cities conduct their own research on the issue and actively design their public and active transport policies with gender in mind. The extent to which this is in response to national initiatives (e.g. training for local authorities such as that offered in the Czech Republic) is unclear.

Vienna has a long history of gender mainstreaming. An example of this in practice began with a local survey in 1999 that revealed that women chain trips and make more use of public and active transport

than men. Urban planning actions have responded by increasing the accessibility and safety of these modes. This has included additional lighting to make walking at night safer, wider sidewalks for greater accessibility, and ramps for accessibility rather than just stairs (Bloomberg, 2013).

The city of Malmö in Sweden previously looked at two new tramline proposals through a gender lens. It saw that men used cars for 48% of their transport needs, and women only used cars for 34% of their transport needs. Its hypothesis was that designing new public transport to be more accessible and user-friendly could encourage more men to travel like women, i.e. reduce their car usage. Modelling results suggested such a change could reduce CO<sub>2</sub> emissions by 31%. Research into female participation in transport planning consultation also found that decision-making and planning meetings do not always have good female representation, and when women are present, they talk less (Swedish Gender Equality Agency, 2014). This points to a need for a gender lens to be applied at every step of the process from problem definition through to consultation and final decision making.

The city of Bogotá in Colombia found that gender inequality is limiting uptake of sustainable transport modes such as cycling. The city has committed to reaching gender parity in cycling, as only 24% of cyclists in the city are female (Climate Chance, 2021). The risk of harassment, lack of parking or insufficient knowledge about riding were cited by local women as to why they were not riding more, so the city is trialling targeted ways to combat these such as educational classes and guides in trickier to navigate parts of the city (Majcher, 2022).

The German Federal Ministry for Economic Cooperation and Development (BMZ) has funded training to help developing cities implement gender responsive transport. The Ministry recognises women as “agents of change” (BMZ, 2021), including in decarbonising the transport sector as they are the main users of public transport. The

work acknowledges that “the connection of gender and sustainable transport and the opportunities for mitigation actions from this community has not been researched to date in any depth” (Allen, 2018). The training explains that gender responsive planning is needed to retain users of public transport, currently predominantly female. The service offered must meet their needs so that they do not turn to personal vehicles and work against decarbonisation goals.

## Moving forward

The impact of decarbonising transport policies, including the development of new technologies, will have different impacts on women and men, as they relate to and experience transport infrastructure and services differently because of different social roles, occupational patterns and preferences. Improvements in the gender equality of the transport sector can therefore help improve the overall sustainability of the sector by ensuring sustainable modes are attractive to all. Despite the importance of understanding the gender impact of decarbonising transport technologies and policies, they have yet to be consistently assessed with a gender dimension and there is still limited integration of the gender-transport-climate nexus in policy and business decisions in the transport sector across the world.

Kronsell, Rosqvist and Hiselius (2016) concluded that there were insufficient incentives to apply tools that would increase the role of women in decarbonising transport, and more research and knowledge-spreading were needed. However, if gender equality could be integrated into decarbonising transport policy analysis in a more systematic manner, the incentives would be clear – sustainable transport designed for women will likely be more attractive and accessible for everyone, making them more likely to switch their cars for more sustainable modes. The alternative is that transport systems continue to be designed based on male travel patterns and cannot attract the number of people out of their cars that is required to reduce greenhouse gas emissions.



# INTERVIEWS AND DATA

This study uses one-on-one interviews as its core methodology. In total, four ITF member countries, namely, Canada, Chile, New Zealand, and Sweden and two ITF Corporate Partnership Board (CPB) members, Voi Technology and Michelin were interviewed. Interviews were conducted to understand valuable lived experience and actions of a small sample of ITF member countries and CPB members to gain a clearer perception of their work and perspectives on gender equality and the role of women in decarbonising transport.

Interviewees were from different levels within their organisations and had varying tenure (up to 18 years) within their organisation. All interviewees worked on gender or decarbonising transport related fields, representing a mix of disciplines including electric mobility policy and Human Resources. All government officials interviewed were from their national Ministry of Transport but were interviewed as individuals with experience in the sector. Each country or company was represented by one interview respondent except New Zealand and Voi Technology, where there were two respondents each.

The goal of the interviews conducted for this study was to better understand the linkages among gender, transport and climate change, which will then contribute to the development of guiding principles that will help countries and companies review their transport decision-making processes, including measures to support women's leadership in transport and climate change policies. Each interview lasted between 45 and 60 minutes.

An interview guide (see Appendix) was created with a set of specific and focused questions pertaining to each respondent's 1) background and experience working on decarbonising transport or gender-equality projects and policies (Experience), 2) opinions on the scope of the guiding principles that would be developed as part of this study (Guiding Principles) and 3) best practices or lessons learned that could be shared with others (Best Practice). These three main groups of questions consisted of main questions, follow-up questions and probes that were modified at each interview based on different responses to ensure depth and clarity when different themes, concepts, ideas or even events were described by the respondents. Therefore, the interviews also enabled the collection of a rich source of qualitative data on respondents' opinions and knowledge of what is required for their country or company to develop relevant policies that will improve gender equality and decarbonise transport at the same time.

The process of analysing the interview data collected involved classifying, comparing, weighing, and combining material from the interviews to derive patterns. It also included the extraction of main concepts, themes and events relayed in the interview. Common and different concepts and themes were then identified across all interviews through thematic coding. Coding is the process of labelling and organising qualitative data to identify themes. All the codes were derived directly from the interview responses to provide a complete and unbiased perspective of the themes identified.



# ANALYSIS OF GENDER EQUALITY IN DECARBONISING TRANSPORT POLICIES

This section presents the analysis of the qualitative data collected through interviews and key findings, with a focus on the linkages between gender equality and decarbonising transport measures. Nine major codes (or themes) that were raised by most of the respondents (more than 60%) were derived from the interview responses (Table 1) in all three main

groups of questions. All nine codes were identified by the interview respondents to be relevant to gender equality or decarbonising transport. In cases where there were two interview respondents representing a country or company, their responses were combined and counted as one set of responses.

**Table 1: Major Themes Derived from the Interviews with Countries and Companies**

Code	Description	Question Group	Percentage of Respondents (%)
Collaboration	Collaboration between ministries or companies, countries and sectors (e.g. public and private sectors) and international cooperation, can encourage greater levels of information and knowledge exchange specific to both gender equality and decarbonising transport policies	Experience, Best Practice	100
Knowledge	Creation of critical knowledge and sharing of best practice knowledge that will be relevant to better understand the linkages between gender equality and decarbonising transport	Experience, Best Practice	83
Pricing	Pricing as a barrier or the need to get pricing right for equity reasons in the transport sector	Experience, Guiding Principles	83
Workforce	Includes equal pay, training, breaking the barriers, diversity of teams, maternity leave, and data available to track progress of gender equality in the workforce	Experience, Guiding Principles, Best Practice	83
Active Modes	Active modes, such as walking and cycling, are a key area where women’s needs must be considered, especially safety concerns	Experience, Best Practice	67
Analysis	Gender-based analysis or equality impact assessments are or should be carried out before policies or regulations are implemented	Experience, Guiding Principles, Best Practice	67
Finance	Financing for joint work is required or existing lack of budget for gender analysis in decarbonising transport or transport projects in general	Experience, Guiding Principles, Best Practice	67
Public Transport	Public transport is a key area where women’s needs must be considered, especially the improvement of accessibility and safety for women public transport users	Experience, Guiding Principles,	67
Training	Training provided to policy makers or staff to raise awareness of gender linkages between gender equality and decarbonising transport policies	Experience, Best Practice	67

## Collaboration

Collaboration is a theme that arose from all interviews, including both countries and companies. It was mentioned by all interview respondents that their jobs require them to work closely with different ministries or departments. Transport ministries collaborate with other sectors and ministries, such as energy, environment and natural resources, labour, housing, finance, industry, enterprise and innovation, foreign affairs, social affairs, and women's affairs (where available). Examples of collaboration range from training sessions and the creation of task forces on specific topics to joint financing and policy development. Specific topics of collaboration between ministries include electric mobility (infrastructure and energy sources), improving working conditions for women bus drivers, violence in transport for all genders, and equal pay. For companies, sustainability and gender units work with all other departments and business units to ensure that their measures are implemented, as well as with non-governmental organisations and international organisations to engage with the wider community. The need for greater collaboration between ministries was also emphasised through the exchange of staff in order to improve expertise, experience and capacity within transport ministries, especially on increasing awareness of the importance of integrating gender analysis in transport policies. Collaboration between stakeholder groups, such as the public and private sectors, was also emphasised by the respondents. Governments are expected to lead the shift in gender equality in transport and to influence companies to change their behaviour and operations such as hiring more women in transport companies, from drivers to CEOs. International collaboration and co-operation on gender equality and decarbonising transport would also be necessary for both countries and companies, especially in the exchange of best practice knowledge.

## Knowledge

Following collaboration, knowledge, pricing and workforce are three major themes that were raised by 83% of the interview respondents as key areas that require further attention and improvement. Knowledge refers to the creation of critical knowledge, such as the rationale, relevance and importance of gender analysis in decarbonising transport and the sharing of best practice knowledge among ministries and between stakeholder groups. There is still a lack of general awareness and knowledge on how different transport policies or services will impact men and women differently,

especially new decarbonising transport measures. Most current decarbonising transport initiatives undertaken by countries and companies still exclude gender assessments. Once knowledge on the relevance of gender in decarbonising transport policies, success stories of how countries or companies have overcome barriers while addressing cultural differences, and benefits of improving gender equality for transport workers and users has been created, it should then be shared to allow different ministries and stakeholder groups to benefit from it.

## Pricing

Pricing was raised as a barrier for women transport users and as a solution to address gender equality and equity due to different travel patterns and behaviour. For example, the affordability of transport services could be enhanced through the implementation of different pricing schemes to different user groups, including discounts and bundling of pricing of different transport services. Differentiated pricing schemes can also be extended to the cost of new and cleaner vehicles, in addition to transport services. With equity pricing in place, all user groups, not just women, will be able to access transport services equally.

## Workforce

Changes in the transport workforce are required to hire, train and retain women across all job categories. Some examples mentioned by the respondents included equal pay, training, breaking the barriers, increasing the diversity of teams, maternity leave, and collecting relevant gender-disaggregated data. A strong female presence in a team has been found to enable more gender discussion, as women tend to be more socially conscious and consider the impact of different policies on all social groups.

“Women need a space that they feel comfortable raising issues. They should be able to voice their concerns and be heard.”  
(Interview Respondent, ITF Member Country)

The workforce theme was raised in all three groups of questions (Experience, Guiding Principles and Best Practice), implying its importance in improving gender equality in the transport workforce and in shaping a more robust link between gender equality and decarbonising transport, as well as the need to share more best practice knowledge in this area.

**Case Study 1: Inclusive design of micromobility**

Shared micromobility increases car-free access in cities, as it increasingly becomes part of an integrated public transport system. In doing so, it has the potential to help reinvent urban planning and mobility to create more sustainable cities. However, as positive as these trends are, micromobility ridership, like the wider transport industry, continues to be designed for and dominated by men.

In developing the latest generation of e-scooter, the **Voiager 5**, micromobility company Voi purposefully set out to engage with people whose needs are often ignored. For Voi, making their vehicles more accessible could help attract new riders and increase the number of people picking sustainable travel options as their first mode of transport. Taking Voi closer to achieving its vision to create **'Cities Made for Living'**.

As part of the inclusive design process, Voi undertook roundtables, interviews, hackathons and surveys with women, people with disabilities, older people and those caring for young children to hear about any issues they face when using micromobility. In total, Voi engaged with over 1000 people in designing the Voiager 5 - this level of engagement is unprecedented in the micromobility industry. The flexible and different formats through which people were able to participate helped ensure a wide range of views could be captured.

A number of new design features emerged from this engagement. One such feature is the smaller, more ergonomic handlebars that are closer to the indicator switch. The thinking behind the design is this: women, who typically have smaller hands, are able to grip the handlebars and reach the indicators more safely and easily - they can then feel assured that the product was designed for them, not just for men. That's what inclusive design is about.

Universal design is a process of intent. With each new iteration, Voi works to improve on the last making it more sustainable, safe, and inclusive. It's why seemingly small changes like the handlebars can be meaningful to so many. **Voi's research** adds to the growing body of evidence that shows women use and experience transport differently to men. Voi's response shows that understanding user perceptions and needs can lead to simple changes to enable the behaviour change needed to reduce private car use and create more sustainable cities.



Voi's latest e-scooter model is updated with a more ergonomic handlebar whereby the brakes, indicator switch and bell are easier to reach, even for those with smaller hands.



In developing V5, Voi sought input from groups whose mobility needs are often not taken into account, including women, people with disabilities and older people.



## Active modes

There are five other themes that were identified by 67% of the respondents, including active modes, analysis, finance, public transport, and training (Table 1). "Active Modes", which include cycling and walking, were often mentioned within the context of safety, as women need to feel safe and that they are part of the city, to have their voices heard and know that their mobility is important to the government. With infrastructure and design that could enable a safer environment for active modes, more women and men could then choose such transport modes

## Analysis

Not all interview respondents conduct gender-based analysis or equality impact assessments before transport or decarbonising transport policies or regulations are implemented, but 67% of them mentioned that they have used gender analysis tools for transport policies, though not necessarily for decarbonising transport policies. The analysis theme was mentioned in all three groups of questions, which highlighted its significance in current and future work. One way to integrate gender analysis is to also ensure that gender balance is achieved in



**Case Study 2: Inclusive public transport design in Chile**

New buses in Santiago de Chile are being designed with the trip needs of their 51% female users in mind, who are also often responsible for completing housework and care-related activities, which may see them travelling with children or the elderly. The new buses include more comfortable and wider seats, anti-slip floors and grab rails at different heights. These changes will benefit all users who do not fit the average profile that bus design may have originally been planned for.

There has also been a series of improvements to address safety – a key concern for women when using public transport. Online top-ups for payment mean there is no need to take money out whilst waiting for a bus, there are also now emergency buttons and safer night routes.

Finally, the introduction of one contactless payment card system across buses, subways and commuter trains will make travel smoother for women whose travel patterns are more likely to involve trip chaining and use of different modes.

Source: ITF, 2019b

the participation of decision-making processes. It was mentioned by a respondent that once a gender analysis framework is in place, it does not take any extra effort to conduct gender analysis and it would eventually become integrated into a regular process and be accepted by all. However, challenges still exist in gender analysis, as the impact of transport policies on gender is often not evaluated quantitatively, such as how CO<sub>2</sub> emission reductions can be measured.

**Finance**

Finance was recognised as a critical factor in enabling better linkages between gender equality and decarbonising transport policies in all three groups of interview questions. The development of research studies, creation of platforms for knowledge sharing, collaboration between different ministries and stakeholder groups, including joint work and training, and conducting gender analysis in transport policies will all require resources and funding. A few interview respondents remarked on how little resource they receive on gender analysis or how small their gender teams are. There is clearly a need for more funding commitments and creative funding mechanisms, including co-financing, that can support gender equality goals.

**Public Transport**

Public transport is also another area that would require more financing support in order to start addressing and reflecting women’s transport needs in infrastructure design, operations and the services

provided. This theme was often mentioned in conjunction with the improvement of accessibility for women public transport users, as well as safety. Although public transport was mentioned as a link between gender equality and decarbonising transport by 67% of the respondents it is certainly not the only link, and measures that would improve the accessibility to and safety of public transport will benefit all users, regardless of their gender.

**Training**

Training was recognised by 67% of the respondents, who believe that more relevant training for government officials in different ministries or departments and for company employees on gender equality and its linkages to decarbonising transport, on bias and stereotypes, and on ways for women to advance in their careers are all required to raise awareness, promote gender diversity and retain women in the workforce respectively. Training is also required on the various tools that are used to conduct gender analysis or impact assessment of decarbonising transport action on gender equality. This is also an area that will benefit from the sharing of best practice knowledge.

“There are many policies on zero emission vehicles, but gender is still not integrated. Maybe there is a lack of knowledge on how gender would make a difference.” (Interview Respondent, ITF Member Country)

# GUIDING PRINCIPLES FOR LINKING GENDER EQUALITY AND DECARBONISING TRANSPORT ACTION

This section presents key principles derived from the interview responses. Despite the small sample size, common themes were identified across all six interviews. In addition, respondents were selected from a mix of ITF member countries with different maturity of gender equality and decarbonising transport policies, which provided rich insights.

In general, it was found that current governance structure and institutional capacity still hinder the integration of gender equality and decarbonising transport policies, along with the lack of capacity within ministries of transport and insufficient budget allocation. This lack of integration and inadequate resources have been found in both developing and developed countries. As women already demonstrate more sustainable transport behaviour as transport users and make more sustainable decisions that are responsive to the needs of different user groups as workers and decision makers in the sector, gender equality and decarbonising transport measures are already very much connected. One way in which governments and companies can align gender equality and decarbonising transport goals is to better understand and capture synergies between them that will trigger systematic changes in how transport policies are designed. A second way is to assess the impact of transport policies on women, especially the differences in the adoption of new and emerging transport technologies by gender. Such assessments will also provide further insights on the role of women in advancing decarbonising transport goals and how the transition to zero carbon could be accelerated by women and men. A set of guiding principles, as shown in the following sections, is developed to support these two main ways to link gender equality and decarbonising transport action.

The guiding principles are derived from analysis of the interview data. These guiding principles can help countries and companies to align their gender equality and decarbonising transport goals and to develop effective measures that will capture existing and potential synergies. The guiding principles can be categorised into four main groups: namely, 1) capacity building, knowledge management and communication; 2) gender balance, participation and women's leadership; 3) implementation and 4) monitoring and reporting, which follow the priority areas included in the UNFCCC Gender Action Plan. Each category includes specific actions that could be adopted by countries and companies to improve gender equality and decarbonising transport measures simultaneously.

## Capacity building, knowledge management and communication

### Strengthen awareness of the gender, transport and climate change policy nexus

The development of research and knowledge on gender, transport and climate change is fundamental to the understanding of where and how they intersect and overlap. Linking these policy areas carries huge potential to reach climate change targets in transport but there is currently little awareness of their potential synergies. Increasing knowledge of the benefits of integrating gender analysis to decarbonising transport policies will build the case for change. The benefits of doing so include the identification of existing gender gaps, systematic or unconscious gender biases, and allowing a better understanding of how different policies affect women and men due to the discrepancies in social roles, travel patterns, transport preferences and behaviour. In addition, gender analysis identifies constraints, opportunities, and entry points by first identifying, then narrowing, gender gaps and creating effective and equitable policies and interventions that will result in social and economic benefits for women and men (ITF, 2022).

At the highest level this should be reflected in national climate plans and national gender strategies. This sets the tone for government ambitions that will impact local government, businesses and personal choice. On a day-to-day level, awareness raising could be through research development and training sessions for staff to better understand the linkages among gender, transport and decarbonisation, reflecting the links as examples in policy templates, or seeking best practice from countries who have made progress in this area. A specific budget line for all decarbonising transport projects should also be made available to ensure the funding of such research and training sessions, with the goal of developing measures that will address gender equality and decarbonising transport at the same time. For example, knowing that women prefer more sustainable modes and that they are the main decision-makers for family cars can ensure that policies and marketing strategies for electric vehicles are designed with women in mind to encourage an accelerated shift away from internal combustion engine vehicles. Another example would be to increase the safety, useability and attractiveness of cycling to encourage the uptake of this low emission mode of transport, especially in cities where the percentage of female users is low and thus has potential to grow.

## Adopt gender-based analysis when considering decarbonising transport policies

Any policy that would affect behaviour will have a gender dimension that needs to be assessed. There will be a small set of decarbonising transport policies where gender may not be relevant, such as fuel standards, where standards are based on fuel efficiency rather than vehicle users. If policymakers continue to believe that transport policies are gender-neutral, which is currently not the case, it is likely that policy and infrastructure design will continue in the same manner and not address gender inequalities. Training for anyone working on decarbonising transport and other relevant policies must make this clear and provide the tools to conduct gender-based analysis that begins at the problem definition or project conception stage.

Senior decision-makers have a reinforcing role to play by requesting to see the outputs of such analysis and ensuring its rigour, and not progressing work where the analysis has not been conducted. Behaviours will not change without the clear expectation that properly conducted, evidence-based analysis will be noted and impact decisions. For example, transport ministries can implement detailed gender analysis questionnaires that would need to be filled in by project managers.

To avoid a tick-box approach to gender analysis, consider experts or teams within ministries who are held accountable for ensuring ministry advice adequately considers the gender lens. Policy teams often work under pressure, seeking to satisfy multiple objectives. They will need help in working gender into their policy practice,

and they will need to be held accountable so that their gender-based analysis or impact assessment does not default to the traditional view that transport policies do not impact genders differently.

Robust gender disaggregated data and indicators that will integrate a gender perspective in the collection, analysis and presentation of statistical data provide a starting point for gender analysis in transport (ITF, 2022b). Data and indicators form the foundation for the development of policies based on the differential needs and behaviour of women and men, and they are an integral part of gender analysis throughout the policy-making process. The identification of what gender disaggregated or gender relevant data to collect and the ability to collect such data will therefore be critical for countries and companies. The ITF Gender Analysis Toolkit for Transport suggests a list of transport and gender indicators that can help guide data collection (ITF, 2022b).

## Government has a role in lifting the skill of the whole sector through multistakeholder engagement and integrated policy making

While national governments can introduce training and templates to upskill their own staff, different levers will be required to encourage gender sensitive decarbonisation by other organisations in the transport sector. This is particularly pertinent in the private sector where companies who have found benefits in the nexus may be reluctant to share information as it represents a competitive edge. For example, changing scooter design to accommodate women's handbags could attract more



female users where this was previously a barrier to uptake of micromobility modes over car travel. Where there is reluctance to share, government could play a role in sharing best practice gathered from outside the domestic market, or anonymised best practice gathered from its own engagement with industry stakeholders. It may be useful to create specific industry task force groups to work on the issue together, or to pair with specific companies on pilot studies that could demonstrate the benefits for business of a gendered approach to decarbonising transport.

In addition, vertical coordination within countries to enable further collaboration between national and sub-national governments, as an example of integrated policy making, will be increasingly critical in the development of effective gender equality and decarbonising transport action. Sub-national governments play an essential role in delivering sustainable and inclusive transport. Stronger coordination across levels of government will ensure coherence in the development of measures and support local sustainable and inclusive transport systems. Lack of vertical coordination can cause disruptions and delays in achieving national gender and decarbonising transport goals, especially when responsibilities are unclear, leading to confusion on measures to implement and strategies to follow. Vertical coordination can be encouraged through coordination mechanisms, which can be created for different levels, including the creation of thematic task forces and committees with representatives from relevant government agencies and different levels of governments.

**Create a platform for knowledge sharing between ministries and stakeholder groups**

The engagement of non-transport ministries through horizontal integration, which can be defined as the capacity of government departments in charge of different policy issues to collaborate, is a critical requirement in the context of gender equality and decarbonising transport. The cross-cutting nature of both policy goals requires coordinated action across ministries and policy areas, which can be as diverse as energy, environment, health, labour, housing, finance, industry, enterprise and innovation, foreign affairs, and social affairs. This shows a move beyond the conventional responsibilities of transport ministries. Given the diverse group of ministries and policy areas that would need to be involved, collaboration mechanisms, including the sharing of information, knowledge and data should be in place to accelerate the adoption of gender analysis in decarbonising transport action. Creating a sharing platform between ministries could not only support transport ministries but other ministries in achieving their own gender

and climate change goals, as many of the approaches could be applicable across sectors. It would also help expand the thinking of policymakers who may not have experience in gender analysis. This may also encourage joint funding and work between ministries to identify more linkages between gender, transport and decarbonisation, and to ultimately develop effective measures that will meet multiple goals simultaneously.

**Gender balance, participation and women's leadership**

**Build diverse teams**

Diverse teams need to be promoted, with a culture where it is safe for women to speak about their transport experiences and not have them dismissed. For every project or team, this may not be immediately possible. In these instances, it is even more important to make sure that the views of female stakeholders have been gathered and taken into account in initial problem definition and option design.

For governments, building greater linkages, formally or informally, with women or women's affairs ministries (if available), energy and environment ministries will lead to better transport policies that can help countries reach their emissions reduction targets. This should happen from the beginning of the project, not simply at the end as part of the write-round process for Cabinet approval.

**Enhance women's participation and leadership in the transport workforce**

Employers will need to ensure that they have the structures in place to attract diverse employees. From a gender perspective, this can include parental leave policies with considerate return to work planning, ongoing support to work flexible hours around caring responsibilities, equal pay, appropriate workplace facilities and uniforms, as well as efforts to ensure a welcoming and unbiased culture. Some organisations adopt publicly reported quotas for female representation and report on their gender pay gaps. While applicable to many sectors, these actions are particularly important for the male-dominated transport sector where female perspectives can lead to more sustainable decisions for all.

**Implementation**

**Ensure budget processes provide incentives for gender-based decarbonising transport policies**

Changes to budget processes will be needed to realise the synergies between gender and decarbonising transport where lack of resource or administrative

restrictions can too often be a barrier. This includes the following principles:

- Explicitly provide funding for gender-based analysis, which may require relevant training, data collection, extra staff time and other resources to comply with analysis requirements. As well as enabling activities, it sends a clear signal that an organisation is prioritising gender analysis.
- Enable joint projects between departments involved in both gender and decarbonisation, as siloed budgets can often be a barrier to joint projects in central government. However, options for pooling budget or joint projects could also be useful between local and central government, and the private and public sector.

### **Identify synergies between policy goals to quickly and efficiently transition to a zero-carbon transport system**

Specific synergies between gender equality and decarbonising transport can be found in the areas of transport mode choice, travel distance, vehicle purchase choices, and time of travel. Hence, measures that can increase mode shares of low and zero-carbon transport, including public transport, walking, cycling, and micromobility among other emerging mobility services, will reduce CO<sub>2</sub> emissions and if these measures can also improve the accessibility to and safety of such modes, they will improve gender equality at the same time. In addition, for trips that would still require the use of private vehicles, the speed of the adoption of electric vehicles will need to be accelerated in order to meet zero carbon targets. This will ultimately depend on both women and men's vehicle purchasing behaviour and preferences, which may differ in various ways leading to changes in vehicle design and safety, infrastructure, pricing schemes, sales strategy and the creation of advertising messaging. A focus on these linkages will eventually lead to more sustainable and inclusive transport, which will benefit all user groups.

## **Monitoring and reporting**

### **Establish evaluation, monitoring and reporting systems for countries and companies**

Proper evaluations can confirm whether gender and climate change mainstreaming has been a success. These require gender-disaggregated, and gender-relevant indicators to be identified at the beginning of the project so they can be collected then followed by mandatory reporting and evaluation to ensure projects or policies have met their aim. The ITF Roundtable on Broadening Transport Appraisal discusses how countries who have implemented consistent ex-post evaluations in transport have realised the benefit and made use of these findings to inform future projects (ITF, 2022a).

Evaluation, monitoring and reporting systems can include:

- mandating household travel surveys with gender indicators so that trends can be monitored over time;
- requiring in transport procurement contracts that data on gender and emissions is recorded and reported on;
- requiring reporting on gender balance and gender pay gaps in the workforce and from educational institutes in subjects relevant to decarbonising transport;
- publishing results of gender-based analysis of decarbonising transport policies;
- ensuring transport policies seeking to increase uptake of sustainable modes are included in the NDCs, and
- requiring ex-post evaluation of decarbonising transport policies, with particular attention to the gender dimension.

### **Identify and implement appropriate gender analysis tools in decarbonising transport policies**

Gender analysis tools can also help guide policy makers and project makers in creating more linkages between gender equality and decarbonising transport action. There are many existing tools that include relevant guidelines for governments, decision-makers, and project designers to boost gender equality and ensure that a gender-wide approach is adopted within their organisations. For the transport sector, most gender toolkits provide insights on the importance of gender for the sector, while providing guidance on how to conduct gender analysis and integrate gender into programmes, projects and monitoring frameworks. Due to the cross-cutting characteristics of transport, gender analysis that is not specific to transport may also be relevant to transport. Hence, governments and decision-makers can draw upon toolkits from different sectors to develop appropriate gender analysis tools tailored to their own needs, which could range from the identification of gender-disaggregated and gender-relevant data to collect to setting targets for gender-based analysis in decarbonising transport projects or policies. Existing gender analysis tools that can be implemented usually include a checklist of questions that will help raise awareness and evaluate projects, specific indicators to support gender analysis for transport policy, and questionnaires that can help assess the level of existing data and policies on gender, transport and climate change (ITF, 2022b).



# CONCLUSION

While more gender-disaggregated and gender-sensitive data will be required to be collected to truly analyse the gendered nature of decarbonising transport and other transport policies put forward, there is already sufficient guidance available to enable such analysis, and much more can be done through existing initiatives and institutional structures. Additional gender and transport data and analysis can also strengthen the linkages between decarbonising transport and gender policies, as well as capture any potential synergies.

This report urges the transport sector to align transport policies with gender goals with more collaborative approaches and platforms to enhance capacity building, and exchange information and knowledge across all sectors. It also calls for the consistent application of gender analysis and sharing the results of such analysis through regular monitoring and reporting, to grow the body of evidence to demonstrate that a transport system that is not designed for or with women will not achieve its decarbonising transport targets.



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# APPENDIX: INTERVIEW GUIDE ON THE GENDER EQUALITY AND THE ROLE OF WOMEN IN TRANSPORT AND CLIMATE CHANGE ACTION

A similar Interview Guide was used for interview respondents from ITF member countries and CPB members. The questions included in the Interview Guide were asked to all respondents, but in certain cases, some questions were modified according to the responses received and the background or experience of each respondent.

## Introductory Protocol

Thank you for agreeing to be interviewed. This interview will last no more than 60 minutes. All responses collected are confidential and will only be used for research purposes by the ITF. There will be no audio or video recording, though the interviewer will be taking notes.

## Introduction

As part of a new project on “Gender Equality and the Role of Women in Transport and Climate Change Action,” a series of interviews will be conducted with a selected group of ITF member countries and Corporate Partnership Board (CPB) members to better understanding between the linkages among gender, transport and climate change, which will then contribute to the development of guiding principles that will help countries and businesses review their transport decision-making processes, including measures to support women’s leadership in transport and climate change policies. The purpose of this interview is to collect a rich source of information on

your opinion and knowledge of what is required for your country to develop relevant policies that will improve gender equality and to decarbonise transport at the same time.

The transport sector is currently not on track to reach its net zero targets and its unsustainable state could be attributed to the lack of gender diversity in its workforce and leadership. Transport currently contributes almost a quarter of global carbon dioxide (CO<sub>2</sub>) emissions and the demand for passenger travel and movement of goods is expected to more than double from 2015 to 2050 with a 16 percent growth in CO<sub>2</sub> emissions by 2050 (ITF, 2021). Ambitious policies could reduce transport CO<sub>2</sub> emissions by 70 percent but such policies also need to revive the economy post-Covid-19, combat climate change and strengthen equity, focus on accessibility, and support innovation to accelerate the availability of technological breakthroughs, while keeping equity at its centre of development (ITF, 2021).

Despite the importance of understanding the gender impact of decarbonising transport technologies and policies, they have yet been assessed with a gender dimension and there is still limited integration of the gender-transport-climate nexus in policy and business decisions in the transport sector across the world. This project proposes to examine the correlation between gender equality and effective transport decarbonisation processes, and to seek a better understanding on the role of women in developing transport and climate change action.

## INTERVIEW QUESTIONS

### Part One: Interviewee's Background and Experiences

**1. How long have you been ...**

\_\_\_\_\_ in your present position?

\_\_\_\_\_ at your Ministry?

**2. Could you give me a brief overview of what you do in your work?**

\_\_\_\_\_  
\_\_\_\_\_

Probes: Is your work focused on passenger or freight transport? Do you focus on a specific mode? Have you been involved in the development of gender related policies? If yes, how so? How has gender equality been integrated in transport policies in your country?

**3. What are some sustainable transport policies that have been implemented in your country?**

\_\_\_\_\_  
\_\_\_\_\_

Probes: Are there any measures focusing on the environmental sustainability of transport? For example, fuel efficiency of existing vehicle fleet, fuel quality and standards, use of alternative fuel, standards on local air pollution and carbon dioxide emissions? Has the impact of climate change on freight transport infrastructure, services and operations been evaluated?

**4. Could you describe some of the decarbonising transport challenges that your Ministry has experienced or is currently still experiencing?**

\_\_\_\_\_  
\_\_\_\_\_

Probes: Some common challenges that have been identified include investment for infrastructure development, the lack of mainstreaming environmental sustainability in transport policies, changes in transport behaviour, and insufficient collaboration between the public and private sectors. Do you think these challenges still exist? How have they been addressed in your country?

**5. Could you tell me if (and if so, how) the concept of gender equality has been applied to sustainable transport initiatives or transport policies in general in your country?**

\_\_\_\_\_  
\_\_\_\_\_

Probes: Are there measures to improve gender equality in the transport sector? Or are other social aspects of transport considered as part of its sustainable development?

**6. Does your job require you to work closely with other Ministries or agencies? If so, which other Ministries?**

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Probes: For example, the Ministries of Tourism, Trade, Urban Development, Environment, or Public Health. Are there existing platforms for coordination and the sharing of knowledge and information across ministries (e.g. regular meetings, common digital storage of data and information, regular updates of policy changes)? Who are the key stakeholders involved in the development and implementation of sustainable transport policies (including gender equality)? What is the role of the private sector?

**Part Two: Scope of the Guidelines**

One of the key objectives of the project on “Gender Equality and the Role of Women in Transport and Climate Change Action” is to develop guiding principles that will help countries and businesses review their transport decision-making processes to improve gender equality and decarbonise transport simultaneously. Responses collected in this section will contribute to the development of some guiding principles.

**7. What are some priority areas that should be included in the guiding principles?**

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Probes: For example, topics that can highlight the synergies between gender equality and decarbonising transport policies, a gender action plan for the transport sector or support a green and resilient Covid-19 recovery.

**8. The successful implementation of the guidelines will depend on the structure of the governance of transport policies. Is there capacity within your Ministry to implement relevant guidelines on gender equality and decarbonising transport?**

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Probes: For example, is there an existing task force within your government that is consisted of multiple ministries? How are existing sustainable transport policies being implemented? What additional governance capacity is required?

**Part Three: Best Practices (or Lessons Learned)**

**9. What are some of the policies that have been successful in ensuring gender equality and decarbonising transport in your country? And how about in other countries in the region?**

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Probes: These could also be relevant to the sustainability or resiliency of the transport sector as a whole. Have there been new measures in place to increase the resilience of transport through gender diversity or equality?

**10. What do you think your government should be doing differently to improve gender equality and to decarbonise transport?**

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Probes: What are some of your lessons learned? Are there measures in place to integrate gender analysis into transport policies? Collection of gender segregated or relevant data? Or to conduct gender assessment for new transport policies?

**11. In what areas would international and cross-sectoral cooperation be most helpful for your government in ensuring the success of gender equality and decarbonising transport policies?**

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Probes: International cooperation or cross-sectoral (e.g. public and private sectors) could be beneficial when countries develop sustainable and resilient transport policies to respond to disruptions, including pandemics, emerging (e.g. digitalisation, extreme weather conditions, climate change) or temporary (e.g. congestion) disruptions. Or to address the social impact of transport activities concerning working conditions and gender inequality in the transport workforce.

**12. What kind of technical assistance and capacity building will be most relevant for your government?**

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Probes: For example, setting up a centralised source of information or the application of sustainability and resilience concepts on the development of transport policies including Covid-19 recovery pathway for transport.





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