

SUMMARY RECORD

2025 ITF ANNUAL CONSULTATION ON GENDER AND TRANSPORT

Monday 27 January 2025

OECD Conference Centre Room CC7, 2 rue André Pascal, Paris and via Zoom

Since 2016, the ITF Annual Consultation on Gender and Transport has been a platform for the ITF and its stakeholders to exchange on how questions related to gender equality in transport can be integrated into the ITF Summit programme, as well as into other aspects of ITF work. The meeting also provides an opportunity for exchange of good practices and insights.

The 2025 Consultation focused on the theme *Transport Resilience to Global Shocks: A Gender Perspective*, gathering stakeholder input on integrating gender into the ITF 2025 Summit on *Transport Resilience to Global Shocks*¹ and ITF projects. It also enabled stakeholders to share policy priorities and initiatives, fostering collaboration and dialogue on this critical issue.

This summary note highlights key points of the discussions during the Consultation meeting.

Keynote Remarks

H.E. Sarquis J.B. Sarquis, Ambassador, Permanent Representative of Brazil to the OECD, emphasised gender equality as key to Brazil's development strategy. Gender-disaggregated data enables targeted policies focused on gender-responsive budgeting, fighting gender violence, tackling the gender pay gap and creating opportunities for economic participation through capacity-building programmes. Women experience greater mobility constraints due to safety concerns and caregiving roles. During global shocks such as pandemics, conflicts or climate-related disasters, women face unique vulnerabilities in accessing transport. Mainstreaming gender across policies and fostering cross-sector collaboration is essential for inclusive, resilient transport systems that meet the needs of all during times of crisis.

Chiara Corazza, CCC, G7 Gender Equality Advisory Council (GEAC), G20 EMPOWER, presented key recommendations from the 2024 GEAC report on *The World Needs Women's Leadership and Expertise*². Today, more than 614 million women and girls live in conflict zones, representing - a 50% increase since 2017. Yet, women remain underrepresented in peace, making only 9.6% of global peace negotiators in 2023.

Inclusion of women leads to more sustainable solutions rooted in justice and community trust. Conflict, climate, and gender equality are interconnected. Women and girls represent roughly 4 out of 5 people displaced by the impacts of climate change, and educated girls are more likely to contribute to sustainable development and resilience in climate-affected regions. Educational equity is not only a path to individual empowerment but a crucial element in building societies that are resilient to future crises. If all girls were to receive 12 years of quality education, global human

¹ <https://summit.itf-oecd.org/2025/>

² https://www.pariopportunita.gov.it/media/igsn3a34/report-geac-2024_eng.pdf

capital wealth could increase by 15–30 trillion USD, while one additional year of schooling can increase a woman’s earnings by 20%.

Closing the digital gender divide could save an estimated 500 USD billion over the next five years. There are 244 million fewer women than men using the Internet worldwide; 80% of Artificial Intelligence (AI) solutions are designed by men; and women’s share in ICT jobs has increased by only 1% in a decade (29% in OECD countries). Gender-balanced teams and collection of gender disaggregated data are critical for inclusive, unbiased AI.

Mainstreaming Gender in Public Policies for Resilient and Sustainable Societies: OECD’s Insights

The report on *Harnessing the Green and Digital Transitions for Gender Equality*³ gathers policy insights from the 2024 OECD Forum on Gender Equality. The shift towards a green and digital future offers opportunities for gender equality through new economic prospects and more diverse leadership. However, it also highlights gender disparities, such as wage gaps and limited participation in leadership roles, as well as digital gender-based violence.

To fully harness the opportunities presented by these global transitions, it is crucial to address labour market inequalities and ensure access to emerging job opportunities. Promoting the skills needed for success in the green, energy, and digital sectors, and integrating gender equality into policies and strategies, are essential steps. Enablers include strong leadership; comprehensive policy frameworks and data; gender mainstreaming; dedicated teams; independent oversight; and continuous learning.

Shared challenges include scarce gender-disaggregated data; incomplete use of Gender Impact Assessments; a disconnect between gender initiatives and routine policy processes; limited resources; and gaps in accountability and transparency.

In this broader context, the participants shared their perspectives, highlighting the following points:

- Integrating big data into gender research requires better access to relevant datasets, compliance with ethical standards, and strong public-private partnerships. An upcoming OECD study on tech-facilitated gender-based violence in Italy analyses social media data.
- EU legislation allows for gender data collection, as it can generally be anonymized.
- There is a gap in intersectional data, i.e. data disaggregated by gender as well as other attributes.
- DG MOVE’s *New Equality Mainstreaming Handbook*⁴ provides a systematic approach to integrating equality into every stage of the policymaking (i.e. preparation, implementation, monitoring and evaluation), across all policy areas. It includes 10 practical tools, based on transport legislation examples.

³ https://www.oecd.org/en/publications/harnessing-the-green-and-digital-transitions-for-gender-equality_860d0901-en.html

⁴ <https://op.europa.eu/en/publication-detail/-/publication/e8600d42-31e7-11ef-a61b-01aa75ed71a1/language-en>

ITF's Approach to Mainstreaming Gender in Transport Policies

The ITF Secretariat presented its approach to integrating gender into transport research and policy. This includes applying a 'light-touch' or 'in-depth' approach based on gender relevance and using the *ITF Gender Analysis Toolkit for Transport Policies*⁵ for relevant projects of the 2024-25 Programme of Work. Examples of this include the studies on *Improving the Quality of Walking and Cycling in Cities*⁶ and *Adapting to Automation*⁷.

The Ministry of Land, Infrastructure, Transport and Tourism (MLIT) of Japan outlined how the ITF Gender Toolkit informed the development of the MLIT Japan Gender and Transport Seminar, resource allocation for gender mainstreaming, meetings organised between women staff, and enhanced sector engagement, such as councils for female managers in transport companies. MLIT data shows that commuting patterns differ by gender and region, highlighting the need for place-based gender policies. Notably, high operating costs for public transport in rural areas drive greater car dependency, while higher cycling uptake by women is observed in urban areas.

In the discussion that followed, the participants highlighted the following comments:

- Gender equality should be seen as a prerequisite for sustainable mobility.
- Transport courses in technical universities have significant gender gaps, exceeding those in other technical courses. There is a misconception that transport is a purely technical field, overlooking essential non-technical skills for sustainable mobility.
- The Safetipin/TUMI's study *Women Behind the Wheels: Gender in On-Demand Transport-Based Gig Work in South Asia*⁸ identifies barriers women face in entering and thriving in the transport-based gig economy across five countries.
- ITF's new *Incorporating Informal Transport in Mobility Planning*⁹ publication examines the role of public authorities and worker conditions.
- European Investment Bank (EIB) highlighted that framing gender equality as an investment and not a cost will shift perspectives. A study on *Addressing Barriers to Women's Participation in Transport*¹⁰ was prepared jointly by the World Bank Group, ADB, GIZ, EIB and the ITF. It covers global trends and provides in-depth analysis of women's role in the transport sector in Europe and Central Asia (ECA) and Middle East and North Africa (MENA). The report informed the creation of the Women in Transport Network (WiT).
- The Urban Catalyst mentioned the *Welectric*¹¹ programme for gender-equitable electric mobility systems. Their research in two Indian cities, on barriers impacting women's use and uptake of electric 2-wheeleders, identifies gender-sensitivity of public charging infrastructure. Public transport ticketing systems can help address the gender-disaggregated data gap by providing insights into travel patterns, service accessibility, and mobility challenges.

⁵ <https://gendertoolkit.itf-oecd.org/>

⁶ <https://www.itf-oecd.org/improving-quality-walking-cycling-cities>

⁷ <https://www.itf-oecd.org/adapting-automation-transport-workforce-transition>

⁸ <https://feminist-transport.org/knowledge-hub/women-behind-the-wheels-gendered-nature-of-transport-based-gig-work-in-south-asia/>

⁹ <https://www.itf-oecd.org/incorporating-informal-transport-mobility-planning>

¹⁰ <https://www.eib.org/files/publications/general/reports/addressing-barriers-womens-participation-in-transport.pdf>

¹¹ <https://www.theurbancatalysts.org/action-oriented>

- The Commission on Business Environment and International Rankings of the Republic of Azerbaijan has driven the adoption of gender equality policies. International rankings have potential applications to ITF's gender workstreams. Measurement tools are critical for evaluating policy effectiveness.
- EASST co-leads the newly established Road Safety Observatory for the Eastern Partnership region, which provides training and capacity building for national stakeholders responsible for data collection and recording. Observatories can provide critical support for gender workstreams via the collection of disaggregated data.

Transport Resilience to Global Shocks: A Gender Perspective

Resilience — i.e. the capacity to plan for, absorb, recover from, and adapt to adverse events — is conditioned by several interacting parameters. The primary concern for users of transport systems is the means to access alternatives (or services that are still functioning) following disruption, and this in turn is affected by a set of intersecting characteristics, notably gender.

Resilience is one of ITF's thematic priorities. The ITF's Transport Network Resilience to Critical Events Working Group leads a project on this topic, building on the insights from the 2023 ITF Roundtable on Transport System Resilience. This work contributes to the development of the 2025-27 Summit Trilogy on Transport Resilience, notably the upcoming ITF 2025 Summit.

To set the scene for discussions, Alvina Erman, Economist, the World Bank's Independent Evaluation Group (IEG), presented the study on *Gender Dimensions of Disaster Risk and Resilience: Existing Evidence*¹², which offers a framework for integrating gender into disaster risk management.

Natural hazards, such as floods, droughts, and earthquakes, are gender neutral. However, gender inequality shapes how individuals experience and recover from disasters. Society roles influence socioeconomic status, preparedness, and coping capacity, leading to gender-differentiated impacts of disaster. These disparities can exacerbate gender inequality, undermining resilience to future disasters. Effective disaster risk management should account for gender dynamics to mitigate inequalities and maximize benefits for all. Investing in women's education has spillover effects for their communities. A study in Thailand found that disaster preparedness was correlated with women's education levels, a pattern not observed for men. There is a gender-differential in access to stable source of income and finance, which are the most important drivers of disaster recovery.

The report provides policy recommendations for before, during, and after disaster across three areas: exposure and vulnerability, preparedness, and coping capacity. It provides country-specific assessments and sectoral guidance. It also highlights that geospatial data collection should complement, not replace, traditional methods such as household surveys.

In the presentation that followed, Sonal Shah, Founder, The Urban Catalysts, outlined the *Moving Toward Gender-Equitable Transportation in Post-COVID-19 Urban South Asia* report. It examines the impacts of COVID-19 on the mobility of resource-poor women, its linkage with livelihoods in urban South Asia, and how gender-responsive transport measures could be adopted. Focusing on Delhi, with insights applicable to South Asian cities including Dhaka, Lahore, Karachi, and Kathmandu, the study highlighted both continuities in public transport services and new vulnerabilities created by

¹² <https://openknowledge.worldbank.org/entities/publication/88d46d58-c4ca-53bf-82ea-4f3cc423b67e>

the pandemic. The findings provide guidance for improving gender-responsive transport policies in similar urban contexts.

In the discussion that followed, the participants shared their comments, including:

- Avoiding duplication of tools, as well as measuring and evaluating utility to drive concrete action and increase the robustness of toolkits.
- UNDESA emphasized the importance of transport data and sustainable transport solutions in achieving the 2030 Agenda for Sustainable Development. It features as a priority at the High-level Political Forum on Sustainable Development (HLPF)¹³.
- Through storytelling, the TUMI/ GIZ initiative *Remarkable Women Who Move the World*¹⁴ highlights challenges faced by women in urban transport. Women in the transport sector must be involved in all stages of development, implementation and evaluation of gender-responsive and resilience strategies. Data must track the number and types of transport roles held by women, as well as career retention.
- Existing research could be consolidated into a briefing paper to inform responses to future pandemics, noting intersection of gender with other attributes such as age and parenthood.
- The Electric Vehicle (EV) transition is an opportunity to increase women's participation across the value chain through upskilling programmes, financial investments, targets for workforce participation, gender-flexible workplace policies, and promoting female entrepreneurship.
- Policies should prioritise women most vulnerable to global shocks, notably those working in the informal and gig economy.
- Young people should be involved in discussions about the future of gender-responsive, resilient mobility.

¹³ <https://hlpf.un.org/>

¹⁴ <https://www.remarkable-women.org/about/>

ANNEX 1

List of Participants

ITF Member Countries and Observers

Allemagne
Autriche
Azerbaïdjan
Bresil
Canada
Croatie
Espagne
Etats-Unis
France
Hongrie
Irlande
Italie
Japon
Kazakhstan
Lituanie
Mexique
Moldova
Pays-Bas
Pologne
Portugal
Royaume-Uni
European Commission
United Nations Economic Commission for Europe (UNECE)
UN Economic and Social Commission for Asia and the Pacific (UNESCAP)

Other Participants

African Civil Aviation Commission (AFCAC CAFAC)
Airports Council International (ACI World)
Black Sea Economic Cooperation (BSEC)
C40 Cities
Community of European Railway and Infrastructure Companies (CER)
Eastern Alliance for Safe and Sustainable Transport (EASST)
ERTICO-ITS Europe
Europe's Rail Joint Undertaking (EU-RAIL)
European Association for Forwarding, Transport, Logistics and Customs Services (CLECAT)
European Automobile Manufacturers Association (ACEA)
European Bank for Reconstruction and Development (EBRD)

European Cyclists' Federation (ECF)
European Investment Bank (EIB)
European Union Agency for Railways (ERA)
Fédération Internationale de l'Automobile (FIA)
Fédération Internationale de Motocyclisme (FIM)
Federation of European Private Port Companies and Terminals (FEPORT)
Femmes en Mouvement
FIA Foundation
G20 EMPOWER / G7 GEAC
Heather Allen, Independent Consultant on Gender and Urban Transport
ICLEI - Local Governments for Sustainability World Secretariat (ICLEI World Secretariat)
Institute for Transportation and Development Policy (ITDP)
Intergovernmental Commission (IGC) TRACECA
International Association of Public Transport (UITP)
International Civil Aviation Organization (ICAO)
International Road Assessment Programme (iRAP)
International Road Federation (IRF)
International Transport Workers' Federation (ITF)
International Union of Railways (UIC)
Makerere University, Uganda
OMI Foundation
Organisation for Economic Co-operation and Development (OECD)
Polis Network (POLIS)
Road to 50%
Safe Way Right Way
Safetipin
Tallinn University of Technology
The Urban Catalysts
Transformative Urban Mobility Initiative by the Deutsche Gesellschaft für Internationale Zusammenarbeit (TUMI GIZ)
Union for the Mediterranean (UfM)
United Nations Department of Economic and Social Affairs (UNDESA)
United Nations Road Safety Fund
Universal Postal Union (UPU)
Walk21 Foundation
Women's Forum
World Bank
World Business Council for Sustainable Development (WBCSD)
World Road Association (PIARC)