



# GENDER MAINSTREAMING IN URBAN MOBILITY

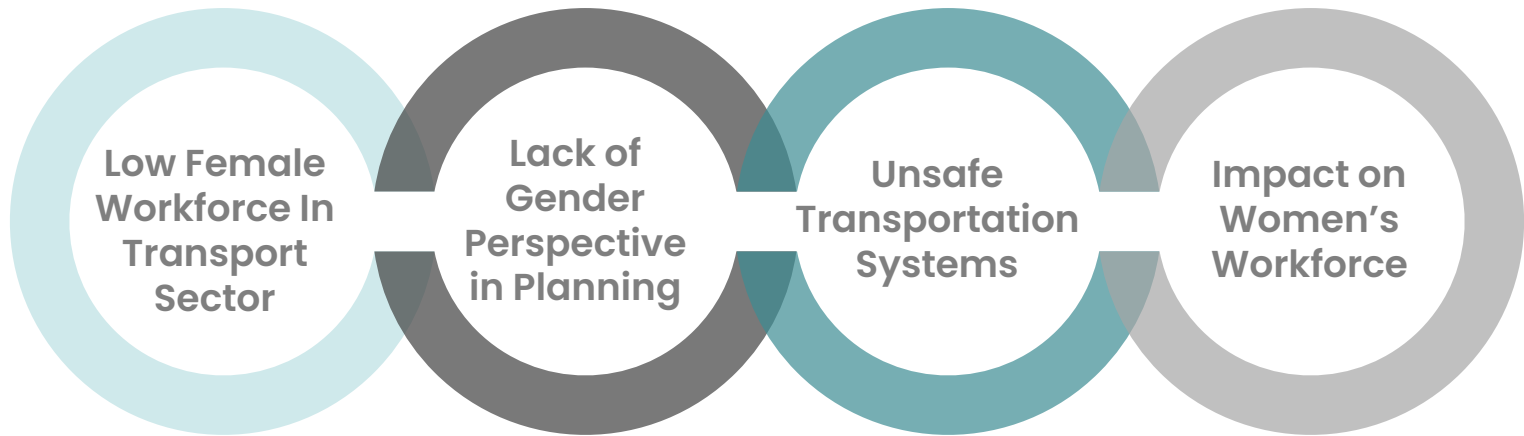
KRISHNA DESAI

TECHNICAL ADVISOR

GIZ



# Why Gender Mainstreaming?



3.5% women workforce

Infrastructure planning and design **lack inclusion**

4 out of 5 women **feel unsafe** using Public Transport\*

Unsafe and **restricted mobility** impacts women's work opportunities

Expected jump of GDP ~60% by 2025 with gender equality

\*2016 survey by charity ActionAid UK in India PLFS 2019-20

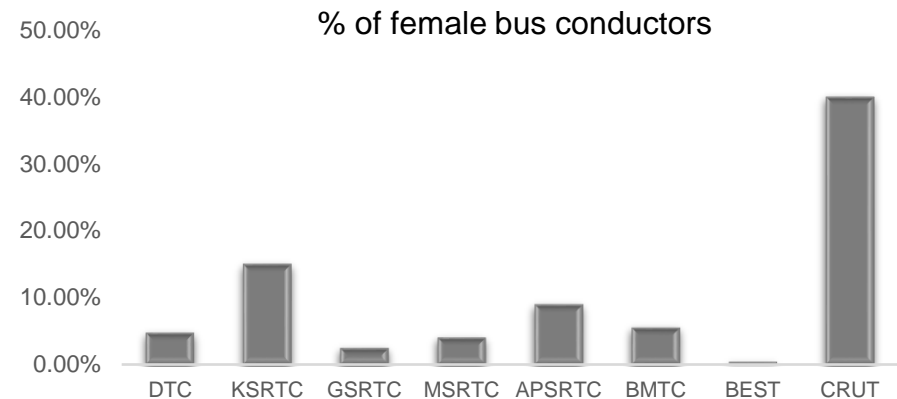
# Low Female Inclusion at all Levels

## Female in leadership positions



**Handful Indian transit with females in leadership roles**

## Female inclusion as bus crew



**Number of females as bus drivers remains abysmally low**

# Barriers to Female Employment in Transport Sector

## 01 WORKING CONDITIONS

- **Odd hour shifts**
- **Long distance travels**
- **Safety concerns - vulnerable work environment**
- **Lack of training opportunities**



## 02 INFRASTRUCTURAL INEQUACY

- **Inadequate and unmaintained rest rooms**
- **Inadequate lighting in buses, terminals, depots**
- **Manual steering and seating-**



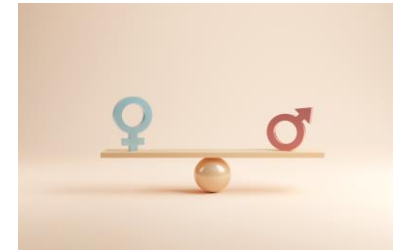
## 03 REGULATORY RESTRICTIONS

- Requirement of existing **HV driving license and years of experience-** difficult for women to enter as bus driver



## 04 STEREOTYPES

- **Patriarchal beliefs - females less suited for transport-specific tasks**
- **Societal notions - male-dominated sector**
- **Lack of female role models**



# Lack of gender perspective in infrastructure design

High floor buses



Lack of visibility



Unmaintained facilities at terminals



Absence of footpaths



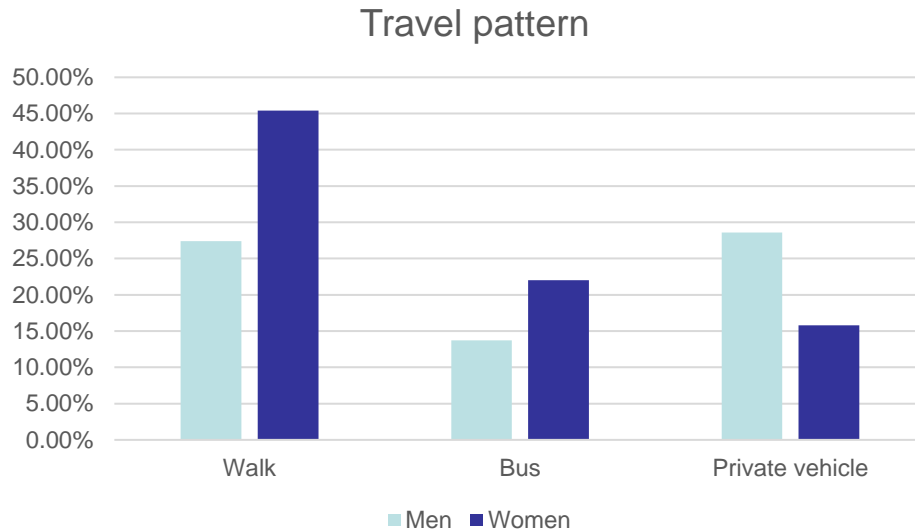
Ill-lit bus stop



Inadequate lighting



# Differing travel patterns of men and women



Source: Census 2011

Gender	Trip Chaining	Accompanying Travellers	Time of Travel





# GLZ's Support Towards Mainstreaming Gender in Transport

# Featured Initiative:

## Gender Inclusion In First & Last Mile Connectivity- CRUT, Bhubaneswar

**120** women and transgender were hired and trained to driving for Mo E-ride electric- rickshaws in Bhubaneswar







## Cycle Training for Women in Kochi

- **700+** high school girls and women from low-income families provided with cycle training, giving them an affordable green mobility option for independent commute
- **34%** of trained women have **shifted to cycles** for their commute
- **1 out of 4** unemployed women trained under the program have **found a job** after the training

## Gender sensitive training to first line staff

- 14 days training provided to the crew of CRUT and OSRTC with special module on gender sensitisation



- Under CRUT and SMART SUT's capacity building initiative of Bus Patshaala, 1200 members from the bus crew of CRUT and OSRTC were trained on passenger-friendly approaches, including gender-sensitive responsiveness by first line staff.

Page 9



# Gender Reforms in Urban Transport- Kerala

## Setting up nodal agency for gender mainstreaming in transport sector

Coordination  
with various  
agencies

Annual gender  
statistics

Set targets for  
women  
employment

Monitoring and  
evaluation of data  
towards infra.  
planning

## Enhance Women Employment in Transport Sector

Women friendly  
work place  
policies

Collaborations  
with SHG

Relaxation of  
qualification  
criteria

Targeted  
advertisement,  
training

Development of  
basic amenities

## Developing gender responsive infrastructure

UBS-II  
compliant buses

Real time  
information of  
transit systems

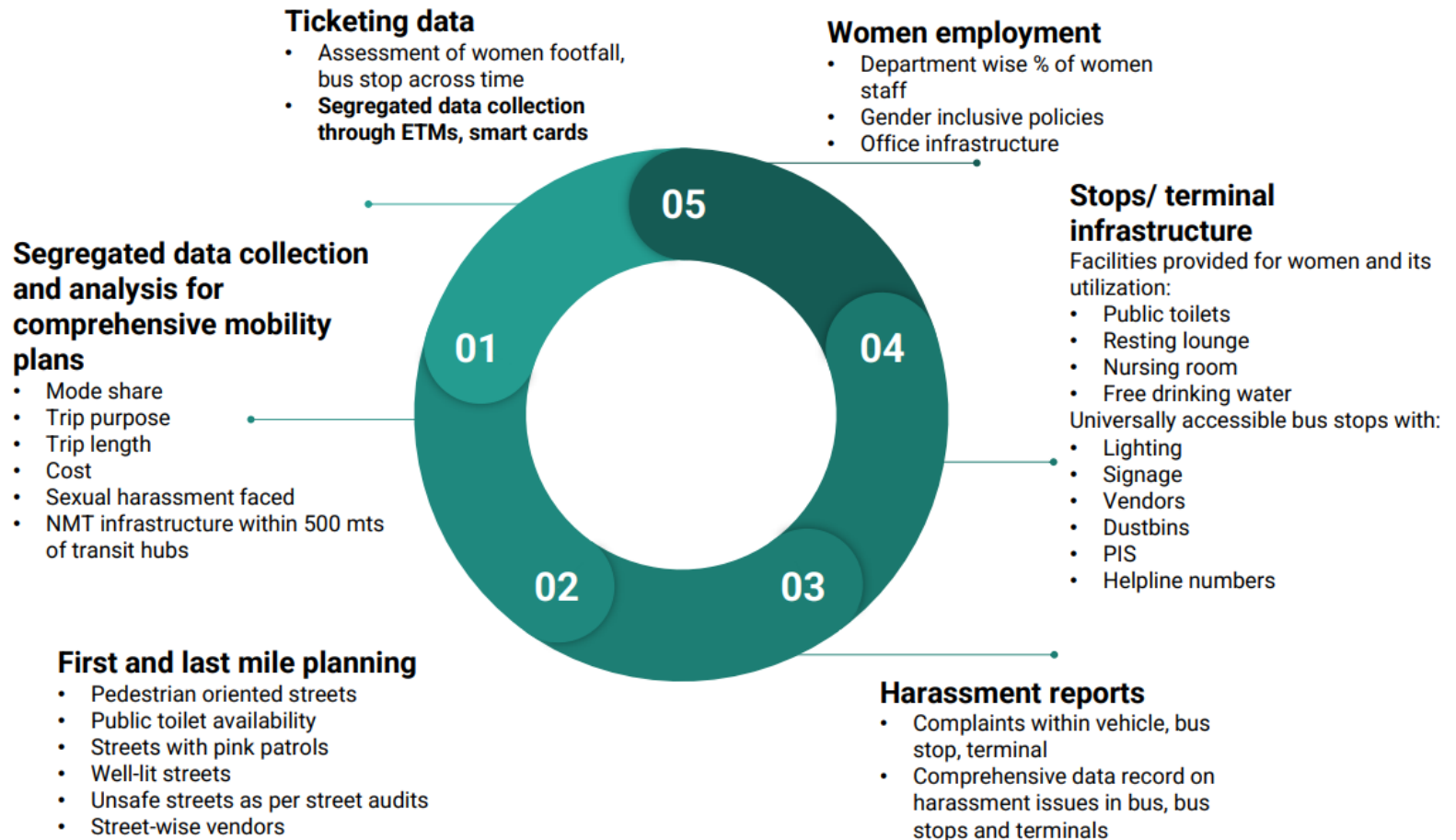
Easing of  
grievance  
redressal  
system

Street design  
guidelines

Bus stop/  
terminal-CCTV,  
helpline no.,  
vendors,



# Gender Disaggregated Data Framework





# Gender Disaggregated Data Collection

*Bhubaneswar is the first Indian city to collect gender disaggregated data through gendered ticketing with ETMs*

## Data from gendered ticketing:

1. Route wise female ridership
2. Hourly distribution of ridership
3. Stop wise boarding alighting

## Applications of gendered ticketing:

1. Service planning
2. Demand on different routes
3. Deploying female drivers/conductors/marshals
4. Scheduling early/ late service
5. Priority infrastructure development

*The Kerala State Road Transport Cooperation recently became the first State Transport Undertaking in India to initiate gendered ticketing.*

