



Webinar:

The impact of COVID-19 on Women in Transport

15 May 2020





Welcome

- Setting the scene:
 - What are the gender differences in how COVID-19 impacts on the transport sector?
 - How do we build equitable and inclusive transport sector in the COVID-19 recovery?
 - Who should be involved in the recovery and how?
- Webinar timing
- Housekeeping



Introduction to HVT Programme

- HVT Programme objective
- Recent activities and outlook
- Calling for a co-ordinated response





PIARC COVID-19 Response Team Efforts



Christos S. Xenophontos

TC 1.1 Chair

THE IMPACT OF COVID-19 ON WOMEN IN TRANSPORT

15 May 2020

Agenda

- **Brief Introduction to PIARC – What is PIARC**
- **PIARC COVID-19 Response**
 - **PIARC COVID-19 Response Team**
 - **Issues faced by Road Operators and Administrations**
 - **Developed Products and Approach**
 - **Synthesis Note**
- **Next Steps**
- **TC 1.1 WG 3 Presentation**

Introduction

What is PIARC?



What is PIARC?

- **PIARC** is the new name of the **World Road Association**
- We were founded in 1909 as a **non-profit, non-political** Association
- Our goal is to organize exchange of knowledge on all matters related to roads and road transport

PIARC's Four key missions

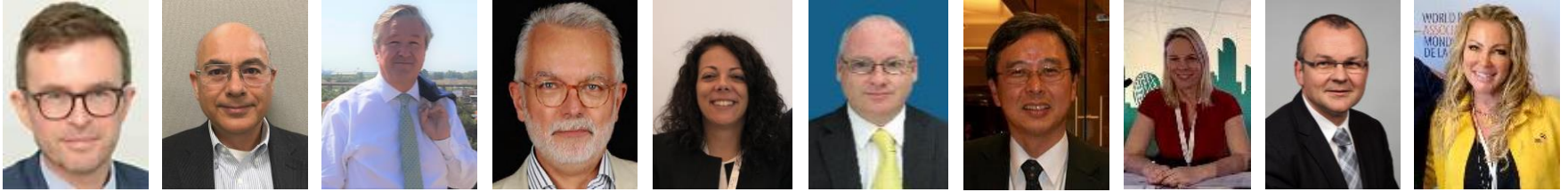
- Be a **leading international forum for analysis and discussion** of the full spectrum of transport issues related to roads and related transport;
- Identify, develop, and disseminate **best practice** and **give better access to international information**;
- Consider within its activities the needs of **developing countries and countries in transition** fully; and
- Design, produce, and promote **efficient tools for decision making** on matters related to roads and related transport.
- The Association mobilizes the expertise of its members
- Through operations guided by a **4-year Strategic Plan**

PIARC's COVID-19 Response

Issues faced by Road and Transport Administrations



PIARC COVID-19 Response Team



Summary Terms of Reference

- To explore rapid sharing of knowledge and practice between PIARC members in respect of COVID-19 & associated socio-economic crisis
- To propose and implement short-term actions to support PIARC members and transport professionals in mitigation and response
- To track the course of COVID-19 over time and advise on further actions to be taken by PIARC and others during the crisis and into the recovery
- To advise on medium- and long-term implications of COVID-19 on the roads and transport sector and how these should be tackled and studied

Current Membership

- Patrick Mallejacq, Secretary General, PIARC (Chair) (FR)
- Christos Xenophontos, Rhode Island DOT, TC 1.1 Chair (USA)
- José Manuel Blanco Segarra, Ministerio de Transportes, Movilidad Y Agenda Urbana, TC 1.1 Spanish Secretary (ES)
- Jonathan Spear, Atkins Acuity, TC 1.1 WG 2 Leader (UAE/UK)
- Valentina Galasso, Deloitte Consulting, TC 2.4 Chair (IT)
- Yukio Adachi, Hanshin Expressway Engineering Co, TC 1.5 Chair (JP)
- Saverio Palchetti, ANAS S.p.A., TF 3.1 Chair (IT)
- Caroline Evans, Arcadis Australia Pacific, TC 1.4 Chair (AU)
- Martin Ruesch, Rapp Trans Ltd., TC 2.3 Chair (CH)
- Andrea Peris, Paraguay National Committee (PY), Comm. Commission

Currently established to 1st December 2020, extendable ~~as required~~ For more information, contact info@piarc.org

Key Concept: Focus on the short-term.

The world is going through a crisis and every day counts.

- **Share knowledge and current practice between PIARC members urgently in order to support responses to the pandemic in near real-time.**
- Such knowledge and current practice are not yet confirmed as valid or effective, and what works in some parts of the world may not be relevant elsewhere.
- However, inspiration can be found anywhere, and a good idea now could save lives, improve business resilience and could minimize disruption of services.
- Note: In parallel, PIARC is planning medium- and long-term actions for when the pandemic is in a manageable state and substantially under control.

Early Issues Emerging From the COVID-19 Pandemic

- Issue 1: Ensuring employees' health and safety
 - Issue 2: Maintaining activity and business continuity
 - Issue 3: Impact on transportation
 - Issue 4: Business Relations
 - Issue 5: Customer and stakeholder relations and joint working
 - Issue 6: Security
-
- Presented in more detail during the first PIARC webinars

Developed Products and Approach

- Special COVID-19 Web Page (freely accessible)
 - <https://www.piarc.org/en/News-Agenda-PIARC/Coronavirus-PIARC-and-Covid-19>
- Identification of PIARC Reports of Relevance
- International Webinars
 - 13 Total (8 in English, 3 in Spanish and 2 in French)
 - More to come
 - Recordings and PDF of Presentations Accessible through Special COVID-19 Webpage
- Synthesis Note

Next steps

- We publish video recordings and presentations from our webinars
- Further PIARC webinars are planned, in English, Spanish and French
- We publish “Notes” with the findings from those webinars
- Collecting valuable information to plan for future offerings through two open polls
 - To identify issues of concern: <https://forms.gle/cgi8WCeQYykCeNFQA>
 - To identify stakeholders who wish to share their practices: <https://forms.gle/8sPYw3qhZoySQueJ9>

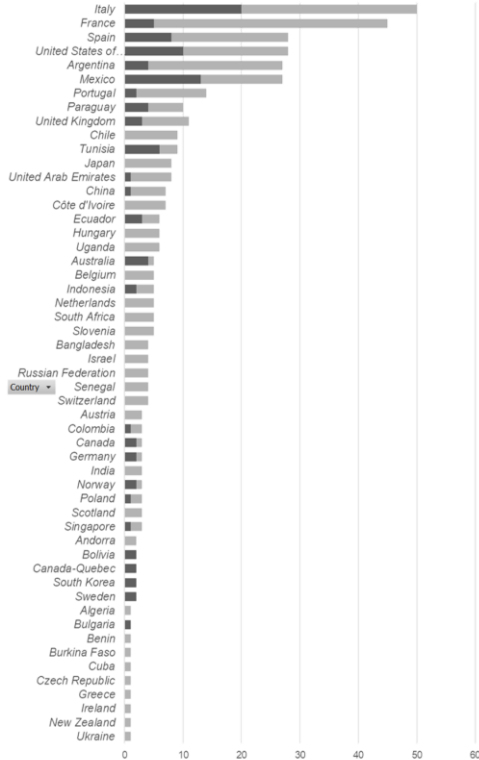
Disclaimer

Since time is of the essence, it is likely that knowledge and practice that is shared will not have been officially approved by each country's official authorities.

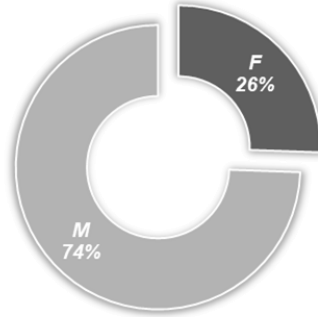
“The ideas and examples shared here are for illustration only. They do not necessarily represent official policy. Ideas presented will be subject to further evaluation and may be used in deriving recommendations on policy and practice in due course. While care has been taken in the preparation of this material, no responsibility is accepted for any damage that may be caused.”

Covered Countries from 25th of March to 30th April 2020

Participation distribution per gender and countries



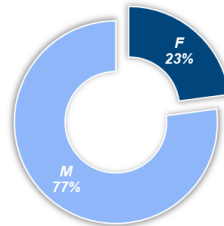
Participation distribution per gender



- Almost 1 participation out of 4 is from a woman in transport
- Among 197 total participants, only 54 are women
- Top 5 countries with a strong participation of women are: Italy, France, Spain, USA and Argentina.

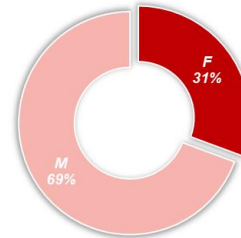
Total # 403

Participation distribution per gender - English Conferences



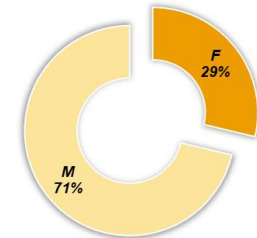
Total # 240

Participation distribution per gender - French Conferences



Total # 62

Participation distribution per gender - Spanish Conferences



Total # 101

Gender -
■ F ■ M

Thank you for your attention!



Christos S. Xenophontos

TC 1.1 Chair

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Working Group 3 - Organization of Staff and Human Resources

Anna Wildt-Persson

PIARC Technical Committee A 1. Performance of Transport Administrations (co-leader working group 3)

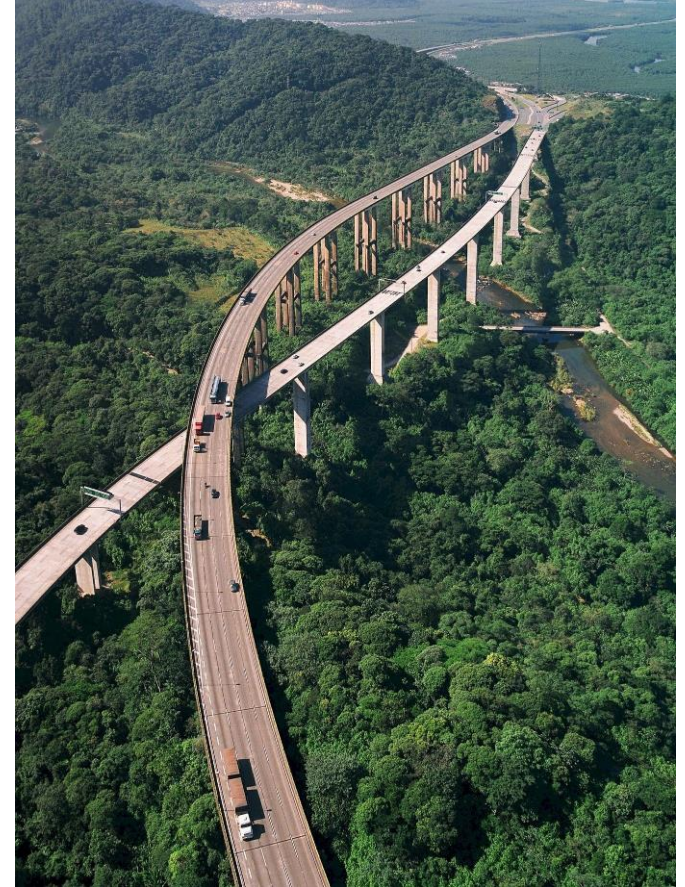
Sweden

May 2020



Key Points

- PIARC Technical Committee 1.1
Working Group 3: Organization of Staff
and Human Resources
- One example – Sweden: Gender
Equality Policy, KPIs to promote equality
in an organisation and Covid-19.
- Input for our work in Working Group 3 –
help us define key issues to address!



TC 1.1 Performance of Transport Administrations

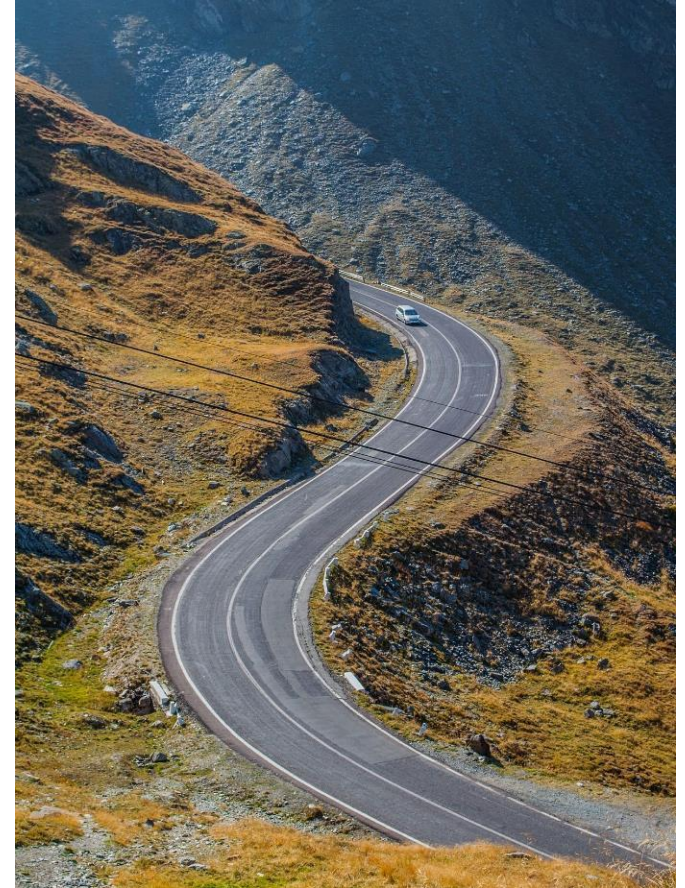


Workgroups and Issues:

- WG 1: Understanding how Road and Transport Administrations are measuring the efficiency and effectiveness of Customer Experience and Public Value Creation
- WG 2: The Role of Transport Agencies in Shaping Disruptive Technology and Service Models
- **WG 3: Organization of Staff and Human Resources**

Working Group 3: Objectives

- Organizational issues of staff and **effective approaches for defining and promoting diversity and equity in opportunity of Human Resources within Transport Administrations**
- Effective approaches for recruiting and retaining new talent in Transport Administrations



PIARC World Road Congress in Abu Dhabi October 2019

Foresight Session 7

Transport is not Gender Neutral: From Increasing Mobility to Enhancing Employment

Women's Employment in the Road Sector: the Importance of Diversity



Working Group 3: Strategies

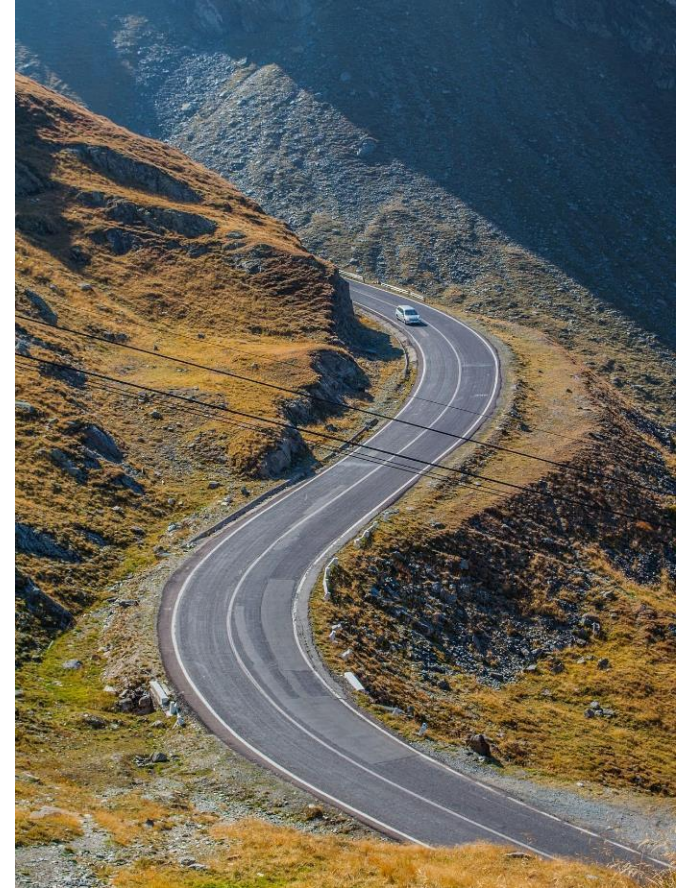


Investigate how Transport Administrations:

- define key competence, and how to recruit and retain it
- define challenges regarding skills supply in Transport Administrations (e.g. lack of equality, equity and diversity, unattractive sector, deficiencies in the education system etc.)
- promote diversity and equity (e.g. gender, age, race/ethnicity, religion and physical & mental disabilities etc.) with effective approaches and strategies

Methods and deliverables

- Roundtable discussions (2020) 2021-2022
- Survey 2020
- Report 2022



Sweden's Gender equality policy translated into the transport sector

- ✓ **Equal division of power and influence** – equal opportunities to influence decision making in transport planning and implementation
- ✓ **Economic equality and equal education** – equal opportunities to study options and paid work, giving economic independence
- ✓ **Equal distribution of unpaid housework and provision of care** – contribution to equal opportunities to travel to work, study and health care, and to equal conditions to share unpaid housework
- ✓ **Men's violence against women must stop** - safe and secure transport system

KPI as a strategy to promote equality in the Swedish Transport Administration

KPI	Health check Swedish Transport Administration
✓	Top management teams are gender equal
✓	Steering Groups Investments
●	Steering Groups Maintenance
●	Steering Groups Traffic management
●	Steering Groups Transport Planning
✓	Chairman of Steering Groups
●	Other Advisory Groups
●	Professions
●	Portfolio boards R&I
●	Total Recruitment 2018



Some examples of short term impacts of Covid-19 (with regard to gender and women in the workforce) in Sweden

- Sharply recuded demand for passenger transport -> Traffic growth temporarily halted. Heavy impact on public transport in cities, passenger traffic by rail, private car, taxi, bus etc.
- Large short term impact on travel patterns – commuting, business trips/missions, leasure travel, other trips (shopping, service etc) by car, bus, public transport, passenger traffic by sea and air
- Increased work from home/teleworking for office professions in the service sector -> impact on commuting, maybe primarily in cities and regional centers?
- Sharply increased unemployment in some sectors (hotel and restaurant business, tourism, personal service, durables), despite stimulus measures.
- Signes of slower innovation rate due to cut in budget for R&I, layoff of labour etc.

What are the impacts in the long term and lasting effects?

Input for PIARC Working Group 3 *Organization of Staff and Human Resources* on gender and Covid-19

Help us define which key topics to address!

- How are women as employees in the transport sector and in transport administrations effected (long term effects)?
- How does “the new normal” working situation (teleworking, digital meetings etc.) influence gender equality?
- Have the challenges facing Transport Administrations to attract female employees changed due to Covid-19? If yes, how?
- Which new strategies can Transport Administrations adopt to face these challenges?
- ?.....



Thank you for your attention!



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PIARC Technical Committee 1.1.
Performance of Transport Administrations

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Women's mobility and transport in three African cities since the onset of COVID-19

Gina Porter – University of Durham



Transport, women and COVID-19

‘Transport is at the heart of the COVID-19 crisis’ [HVT Call for Action]

‘Transport is a key enabler for women to access opportunities such as health services, education facilities, jobs or for participation in politics and social activities. Hence, safe, reliable and sustainable transport interventions can make a big difference in increasing women’s education, productivity, health and promote gender....Basic mobility needs of women and men are different.....’ UNHabitat 2015 [Transport relevance of each SDG]

‘

Our research: women and transport in 3 African cities

Multi-disciplinary action research study: Abuja, Tunis, Cape Town

Research Context: Africa's highly gendered transport and travel arena

Objective: To help *disadvantaged young women living in urban peripheries* improve their transport-related skills and thus improve their employment opportunities:

- As transport *Users*
- As transport *Workers*

Collaborative approach key:

Community peer researchers trained at outset

Informal partnerships: Country Consultative Groups

<https://transportandyouthemploymentinafrica.com>



Study locations, Cape Town



Study locations, Abuja



Study locations, Tunis



Lockdown halts fieldwork, mid-March 2020



Women in low-income areas, pre-lockdown

- Patriarchal cultures + transport deficiencies prevail – all cities
- Transport employment dominated by male operators
- Women concentrated in lowest paid transport work - ticket sellers, porters, cleaners – few taxi drivers, mechanics etc.
- Male operation/attitudes to women shape travel ‘atmosphere’
- Pushing, stealing, verbal + sexual harassment widespread on public transport/at stations
- Poorest neighbourhoods poorly served, especially at night
- Women strong fears of attack/mugging + poor night lighting.
If walk, groups for safety

Some key research questions now arising

1. **How is COVID-19 impacting on women as Transport Users + as Transport Workers?**
2. **What knock-on impacts on women's well-being [access to food, health services, livelihoods etc.]?**
3. How do women's experiences vary by social class, occupation, residential location, gender norms?
4. How do they vary from men's?
5. How has women's *virtual* mobility substituted or complemented *physical* mobility [and compared with men]?
6. What knock-on impacts on future, post-COVID lives?
7. What key policy lessons for future pandemic scenarios?

Women's mobility and well-being in lockdown

Diverse city contexts but some common themes in low-income, high density areas:

- Increased domestic Gender-Based Violence
- Many women still forced to undertake travel [increasingly on foot due to rising transport fares and/or capacity reductions] – for food, water, income, healthcare, caring
- Some women moving outside fear fines, monitoring and arrest + vulnerability to police violence [Abuja, Cape Town]
- Increasing emphasis on virtual mobility [phones for practical and emotional support]?



Food and water supply in lock-down

Women commonly main household provisioners, all 3 cities:

- **Food:** Mobility constraints (+rising cost) affect supply:
 - Wholesale and retail supplies into cities from rural areas delayed/reduced by regulations on transport movements
 - Women householders have to search daily for food – shortages so must travel further than normal
- **Water:** Where pipe-borne water supply poor, women queue for water – high density around public taps and water shortage increases disease risk



Livelihoods outside the transport sector

- The **informal sector** – where most women operate - badly hit through mobility constraints and economic slow-down
- Lockdown restrictions/social-distancing have greatly reduced petty trade incomes e.g. vendors at Cape Town taxi ranks and bus terminals [expanded mobile hawking?]
- Livelihood desperation so poor women walk long distances to seek income opportunities
- **Emotional and economic stress/fear** reduces health and work potential



Reflections from a Cape Town township

- City inequalities reinforced in COVID times. Food and water have to be sourced daily by women despite infection dangers.
- Pre-COVID-19 Fear of violence significantly shaped women's routes and transport choice: current exigencies have increased fear
- Women travel even earlier to malls to avoid food queues – danger of attack increases when streets quiet
- Women far more commonly wear masks than men on public transport + more keen to observe public transport travel rules
- Dependence on informal taxis [amaphela] continues - Amaphela drivers in particular reportedly often ignore the 70%passenger rule – women observe this but **are afraid to voice their concerns**

Early reflections from Tunis

~I was scared of the virus particularly when I took bus [to work]. I used to be feeling bad because of harassment, but now the virus is more threatening than harassment. When someone slightly touched my hand, I felt myself dead and cried for no reason. I started using collective taxi or private taxi because they are safer than bus...”

[Fatma, woman in her 20s, Tunis, 27.3.20]



Livelihoods in the transport sector

- Few women employed, mostly in low-paid insecure jobs – even greater job insecurity now
- Women still working where they can for family support, but now constrained by massively expanded household demands on their time [obtaining food, caring for the sick, childcare etc.]
- Fear of contracting disease – high emotional stress
- Constraints of COVID-19 transport regulations and increased costs of operation – social distancing requires reduced passenger nos, bribes to authorities, concerns re spare parts imports from China...

Reflections from a Cape Town township

- **School transport driving** is a key niche for some women – closure of schools has had a big impact on their minibus taxi businesses – and no certainty as to when schools will resume
- A **bus conductor** talked of the death of some of her colleagues from COVID-19: ‘She is afraid to go to work but she doesn’t have a choice because she is an “essential worker” and she needs the money’



Post-COVID scenarios in low-income neighbourhoods

- Reduced incomes + higher transport fares will hit women hardest – further reduced motor transport usage?
- Knock-on constraints on women's job search, access to education/training, jobs, healthcare, food intake?
- Decline in women's informal transport sector job security as competition intensifies [+difficulties of effective government financial support]? Better prospects in the formal sector?
- Could digital/drone surveillance become a standard element of mobility control?
- Concerted effort to grow women's participation essential, e.g. microfinance support/financial management training?

Our research teams

6 Young women Community Peer Researchers per city

Nigeria: Fatima Adamu, Plangsat Bitrus Dayil, Hadiza Ahmed, Mshelia Joseph Yahaya [Universities of Sokoto, Jos, Abuja]

Tunisia: Hichem Mansour, Hamza Zaghdoud, Hanen Keskes, Saerom Han [Independent researchers]

South Africa: Ariane de Lannoy, Nwabisa Gunguluza, Bulelani Maskiti, Luntu Quntana [University of Cape Town]

UK: Gina Porter, Emma Murphy, Claire Dungey [Durham University]

Transaid: Sam Clark, Kim van der Weijde

+ support from **Country Consultative Groups**

Thank you



COVID-19 Response, Public Transport Policy and Prospect for Women Post-COVID19 in Nigeria

Fatima Adamu

Usman Danfodiyo University Sokoto & Nana Girls and Women Empowerment, Sokoto, Nigeria



Introduction

The presentation is an attempt to make a gendered analysis of the measures by government to regulate the transport sector and implication for future role of women post COVID-19.

What new normal do women want?



Drawn from “Youth engagement and skills acquisition within Africa’s transport sector: promoting a gender agenda towards transition into meaningful work”, funded as part of the Global Challenges Research Fund [GCRF], UK Economic and Social Research Council [ESRC].

FINDINGS – Women in Transport

Women's engagement

- Women as transport Users
- Women as workers/employed in the sector
- Women as employers in the sector

Challenges

- Safety and security in/ on the bus/ taxi/ Okada, in the terminals and bus stops.
- Favouring men: Discrimination and marginalisation against women
- Challenges transporting good and services to and from market for business and family due bad roads, rough driving, driving under drugs.

What do Women do?

- Majority mention prayers; “everything is in the hands of God. We pray before we leave the house. Going and coming back. When we are on the okada too.... Let him guard us. Say God take care of me. I am in your hand. Before you enter okada or enter motor”.

Quotes

- “My daughter went to university of Abuja and she was robbed and stabbed on the neck in a taxi on her way back. The men in the taxi collected her money. I have to remove her from the university for my own peace of mind”.
- “Sometimes we women, they charge us more than they charge the men, the okada.
- “Men don’t want to board a car where women are the majority... Some will tell you that it is against their religion to sit near a woman. So there is no way you can sit near them so you either wait for vehicle that carry only women or you wait and see another way of transporting yourself”.
- “most times we face *agberos*, they are always on every junction. They will not load your vehicle because you are a woman, even if it’s your turn they will want to ‘chance you’ saying madam shift small lets the men come in. Most times we say we don’t agree. We always agree, our mouth is sharper than razor, so we always have that as our defense so they will say I beg you come, load and go”
- “We back baby, we carry big load ... women are suffering when they have load”.
- “I have to do business and without going out I cannot do it. I went out, on my way back the Okada man threw me on top of a stone. The Okada man left me. I was rushed to the hospital”.

Transport and COVID-19

Transport is a transmitter of COVID and yet it is needed to keep the supply of goods and services going. In view of this dual role, Nigerian government has issued public transport guidelines to operators and passengers.

- Transporting supply of goods and services allowed and passenger travel severely restricted.
- All Transport Operators are to sanitize their parks and garages regularly and continuously, provide hand washing equipment and sanitizers to drivers, conductors and passengers.





- All transport operators and passengers must observe social distancing rules by carrying 50-60% bus/ taxi/ tricycle capacity, no standing in the bus and no overloading
- All public transport operators must have a temperature reader to test each passenger before boarding the bus.
- All drivers and conductors should always wear gloves and nose guides while in transit
- Operators and passengers are expected to report any suspected case of COVID-19 to the Ministry of Transportation or call 08000CORONA
- Passengers are also expected to report any Operator that does not comply with these guidelines
- Suspension of all inter-State operations and movements
- Operating time reduced to 8am to 4pm

Gender analysis

- To appreciate the impact of the travel restriction to curb the spread of the pandemic one needs to look at the roles of women and men play in the society.
- The transport restrictions compounded the challenges women face in transporting their goods and services. A woman engaged in cloth business argued that men always find a way to sneak and secure the goods they need. Men have made contingency plans, stocking their goods to continue trading through their networks. Women's capital was expended for the family.
- By the time the restriction was eased, there was over 100% increase in the cost of transportation in order to make up for the passenger number cuts and other expenses the guidelines demand. Passengers in Abuja buses were cut from 70 to 25 and fare raised from 100 to 200 Naira for example. Many women reported lacking capital to go back to business. Not even transport fare. A woman said, **“I didn't go anywhere. I don't have money to go anywhere. No money. Nothing, nothing. Nothing is moving here. Nothing, nothing.**

Gender analysis cont.

- **Disproportionate share of household expenditure.** Men were not able to go out to earn money, women were left to fend for the family, selling their asset.
 - A bus conductor who was furloughed said “we need food, you know children do not know the meaning of hunger and when they are hungry, they do not go to the father, it is to the mother they go”.
 - Another woman said, the lockdown has tested the “management skills of women beyond what people think. The man is the head of the family, but I am the manager, I will not lie to you, it is extremely tough”.
- **Increased household burden:** It is widely reported that the presence of men at home all the time is an added burden for the mother/wife and daughter. A woman said, “like my children, he always wants me to bring him something for him to eat. Cooking and cleaning work has increased”. The problem of women’s domestic burden is compounded by the absence of water vendors who supply water to families.
- **Home schooling** is another burden that shifted to women due COVID-19 lockdown.

- Increased destitution amongst women cut off from their husbands due to the lockdown. A mother of 6 children in that visited Hisbah office in Sokoto said:
 - "My husband is a trader in Lagos. Usually, he sends money to me through the commercial vehicle operators for the upkeep of the family. We had exhausted the last one he sent and were expecting money from him when the government imposed a lockdown on Lagos,".
 - "I don't know how to get in touch with my husband. The only way we communicated was through the transporters and they have stopped coming because of the movement restriction".
 - The hisbah commandant reported a case of a woman who has developed psychological problems when she could not communicate with her husband and being referred to Federal Neuro-Psychiatric Hospital.

Reported cases of GBV in Sokoto to Hisbah

Increased Gender-Based Violence: COVID-19 slogan *stay at home, stay safe* does not apply to women and girls. Home is unsafe for 80 million women and girls that were victims of gender-based violence (GBV) who are locked down with their abusers according to Coalition of Nigerian Women's Right Groups without access to external support.

Months	Domestic Violence	Sexual abuse related to minor girls
January	316	NA
February	423	18
March	511	23
First two weeks April	379	31

CONCLUSION: Future of the Road Transport for Women

- Although women play critical role in the transport sector, they are often discriminated against and marginalised. Women expect and demand a reset of the transport sector in Nigeria and Africa in general.
- The efforts by government under COVID-19 to regulate the activities of transport operators in Nigeria, for the first time, even though with limited success, has given the government the opportunity to reset towards a new normal. Road transport is too important to leave it largely in the hands of Unions.
- Women are demanding basic rules and regulations to be set up by the government to govern the operation of road transport.
- A woman said: “let the transport be back, but let the government put rules and regulations so that people will know what we is expected of them, people will know what they are supposed to do, this is what we are not supposed to do. I think in that way it will ease women’s transportation challenges”.

Basic rules and regulation will help to minimize the challenges of:



- Extortion and discrimination
- Arbitrary and unregulated fare hikes
- Insecurity, overloading, speeding, drug abuse etc.
- Minimal infrastructures conducive for women in the motor garage/ park.

Provide support to women in transport business to formalise their business. This is something our research is looking into. More support is needed to ensure women are not left behind.

Integrate women in the rebirth and reset of Nigeria road transport operation

Thank you



Women transport workers' rights and Covid-19

Claire Clarke, ITF Deputy Women's Officer



“MY WORK IS ESSENTIAL TO THE COMMUNITY DURING COVID-19 BECAUSE PEOPLE NEED TO MOVE FROM ONE PLACE TO ANOTHER, ESPECIALLY HEALTH WORKERS.”

NJERI
ONLINE DIGITAL DRIVER
TRANSPORT WORKERS UNION
KENYA

#ITFWomen #GenderEqualNewNormal



women
transporting the world

**“BEING A BUS DRIVER
WAS SUPPOSED TO
BE MY PROFESSION.
I LIKE IT AND I DO IT
FOR LOVE.”**

**CHERLA
BUS DRIVER
SINTROPAB
BRAZIL**

#ITFWomen #GenderEqualNewNormal



“WE ARE LACKING PPE KITS AND FEAR CARRYING THE VIRUS HOME, SO WE TRY TO KEEP OUR CHILDREN AWAY FROM US. EVEN WITH THESE CHALLENGES, **WE FEEL PROUD TO PLAY AN IMPORTANT ROLE MAINTAINING CLEANLINESS FOR EVERYONE.**”

SEEMA
RAILWAY HOSPITAL CLEANER
URMU
NFIR INDIA

#ITFWomen #GenderEqualNewNormal



women
transporting the world



Gendered nature of transport = specific and additional impacts for women

Customer-facing roles

Cleaners on transport systems

Precarious and informal work

Migrant workers

Unpaid care responsibilities



Our narrative and response must not exclude women transport workers

ILO Recommendation 205

ITF key areas for action
- by employers, governments
and investors

Negotiated with unions

With women's participation

KEEP PUBLIC TRANSPORT WORKERS SAFE FROM COVID-19

#WEAREITF #OURPUBLICTRANSPORT

 <p>1. Adequate and appropriate personal protective equipment</p>	 <p>2. Working conditions that minimise transmission and facilitate social distancing</p>	 <p>3. Access to health measures that protect the vulnerable and sick</p>
 <p>4. Recognition of the key role of public transport workers</p>	 <p>5. Regular information and reporting on workplace risks and workforce health</p>	 <p>6. Trade union rights</p>

Public transport workers must be adequately protected to enable them to carry out their critical work. No worker should have to take excessive risk or die on the job. These demands must apply to public transport workers regardless of their job, employment status, gender, ethnicity and race or migration status.



Health and safety measures

ITF global charter of demands

For women transport workers:

- Gender appropriate and responsive measures
- PPE that is made for women's bodies



#COVID19:

**DEMAND SAFE
ACCESS TO SANITATION
FOR TRANSPORT
WORKERS**

#WeAreITF #COVID19




Sanitation facilities

ITF guidance for trade union negotiators

Safe access to appropriate sanitation facilities and breaks

Strict and regular cleaning and sanitation procedures

Inclusive process, taking account of specific needs - e.g. pregnancy, menstruation, disability, menopause, pre-existing health conditions



"I WILL GIVE
YOU A BIGGER
PERCENTAGE IF
YOU SLEEP WITH
ME, THE DRIVER
TOLD ME."

**ANON, TAXI CONDUCTOR,
UGANDA**

Violence in the world of work

Increased risk of violence at work
(including sexual coercion)

Increased domestic violence

Safety measures (including safe
commuting measures)

Ratification of ILO Violence and
Harassment Convention 190



Gender-responsive strategies

- Gender-disaggregated data
- Gender impact assessments
- Gender-responsive planning
- Representation in decision-making
- Existing women's rights reinforced
- Unions included as key stakeholders in consultations on technology

Transport workers together for a gender equal new normal

#ITFWomen

#GenderEqualNewNormal

#OurPublicTransport

www.itfglobal.org



**OUR
PUBLIC
TRANSPORT**



UKaid
from the British people



Impact of COVID-19 on women professionals working in the public transport industry in Nairobi, Kenya

Naomi Mwaura – Flone Initiative





Introduction

- Flone Initiative is a pan-African women-led non-profit organization.
- Flone generates Knowledge, convenes inclusive Dialogues, Supports women in transportation, and builds Capacity of key stakeholders to contribute to the realization of an equitable and socially just mass transportation ecosystem in Africa.
- For the past two years Flone has been establishing Women in Transport chapters in Nairobi and Mombasa aimed at attracting, retaining, and advancing women professionals working in the public transport industry.

Impact of COVID-19 on Women in Transport

Surveyed women professionals working in the public transport in Nairobi, Kenya

PROFILE OF THE WOMEN IN TRANSPORTATION



Impact of COVID-19 on Women in Transport

Surveyed women professionals working in the public transport in Nairobi, Kenya



LOSS OF JOBS

52% are no longer in employment since the owners of the vehicles they were employed in closed down.

They currently rely on the goodwill of their former colleagues.

They end up taking home 100- 200 Kshs per day whereas as conductors they would take 600-1200 Kshs per day.



FEAR OF CONTRACTING COVID-19

They would feel safer if they stayed indoors since their job entails interacting with customers and handling money.

This is not an option since they are relying on the money they make daily to buy food supplies.

They expressed concern regarding contracting the virus and passing it to their family members.



PRESENCE OF CHILDREN AT HOME

Some are leaving their children at their neighbors houses since they have to go look for work

There's an extra burden on them to purchase data bundles for internet access since learning materials are currently sent on WhatsApp.

They also have to spare time to assist the children with their studies

Impact of COVID-19 on Women in Transport



Impact of COVID-19 on Women in Transport



FOOD INSECURITY

Food is expensive because of the supply chain disruption. 97% of the women cited lack of food as the main concern.



RENT

It was reported that landlords still expect rent to be paid by the due date. 30% of the women stated that they had defaulted on rent.



FEAR OF BEING CAUGHT OUTSIDE AFTER CURFEW:

There was a general fear of police brutality after the curfew hours.

Women in Transport Wishlist

1 FINANCIAL SUPPORT

Support 30 (priority list of 11) women in need with a weekly stipend of Kes. 1000-2000 (\$10-20) per household.

Our operating core principal is to trust the women to know best how to address their individual family needs and respond to this unexpected crisis.

2 SAFETY GEAR

Provide safety gear for all the women and especially those still in employment.

This includes 50pcs of surgical masks and 10 bottles of portable (pocket size) hand sanitizers.

3 ONLINE CAMPAIGN

Development and dissemination of online campaign that:

Highlights the impact of COVID-19 on the lives of women professionals working in public transport

Recognizes women public transport professionals as the unsung heroes and essential workers.

Offers mental health best practices that can be shared via WhatsApp and establishing ways to provide mental health services.

Provides clear and practical productive communication on how to prevent COVID infection targeted at operators and commuters.



Way Forward

- Currently working on a Policy brief in partnership with the Socially Just Public transport working group
- Weekly stipend to 11 Women in Transport households. Monitoring and Evaluation
- Exploring Technology to mitigate impact of COVID
- Mapping out post-COVID interventions

Thank you

Open discussion

Please type your questions into the chat box.



Jeff Turner:

Summary and actions

Thank you.

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www.piarc.org

HVT/ PIARC WEBINAR – SUMMARY NOTES

The Impact of COVID-19 on Women in Transport in Low-Income Countries

15th May 2020

Topic

The impact of social distancing policies on the transport sector in low-income countries presents different challenges to those faced in developed economies; the differences in impact of such policies on men and women is also challenging. As economies close in response to COVID-19, women face significant risks to their health and livelihoods. In the transport sector, where women are already significantly under-represented, they face precarious and vulnerable employment situations that any COVID-19-related economic crisis will accentuate, in a differentiated way to that facing men in the sector.

Any post-COVID-19 response must recognise these gender differences, involve both men and women in its development and be equitable and inclusive in its impact. This webinar draws on current experiences from experts around the world working in this field and will draw together thoughts on key issues and useful initiatives in place or planned to address them.

Summary

Jeff Turner, Moderator

It is clear that we may have to consider that the effect of COVID-19 on the transport sector may last considerably longer than we first imagined.

In the UK, the Transport Minister suggests that it is citizen's "civic duty" to avoid using public transport as the "stay at home" measures are eased, in order to maintain physical distancing and reduce resurgence of the virus. This message and the impact on attitudes to using public transport may have negative consequences for a long time.

As a result, we need to look at economic measures to support workers and operators providing public transport services, in order that there are public transport services to come back to. **Prof. Gina Porter** highlighted the very serious negative impact that loss of income from restrictions on public transport operations is having on households and workers across the whole of the informal sector, including those engaged in informal trading as part of the urban food supply and those working in transport. Whilst many low-income countries are providing food aid to the most vulnerable, a substantial percentage of women make their livelihoods in the informal sector, and they are not being served by such emergency aid. Consideration needs to be given to the design and delivery of financial social protection measures for these large percentages of the population, so that their livelihoods can be maintained, and they can continue to be users or workers in the transport system.

The example from **Naomi Mwaura** at Flone Initiative of the innovative pilot they are implementing providing cash transfers to women transport workers engaged in the informal transport sector highlights the need for experiments, at least, that could be developed to move forward in this direction.

The evidence from **Dr Fatima Adamu**, of the efforts by government agencies, at enforcing regulations and developing some formalisation of the informal transport operators in Nigeria pointed to an interesting future direction. She reported that authorities were developing an interest in doing something that they historically been uninterested in, i.e. maintaining some

form of order by policing urban public transport. She also reported that such enforcement was seen to enhance women's perception of safety of the system. Maybe this points to a positive direction for a future where there may be greater efforts and engagement with formalising informal public transport in many low-income countries. This could provide substantial benefits to all users, especially women, by improving perceptions of safety and quality and by rebuilding confidence in public transport.

Finally, **Anna Wildt-Persson** and **Christos Xenophontos** highlighted the need to think about who is developing and implementing any future direction. They highlighted the importance of transport institutions that will be at the forefront of the recovery phase, and their need to incorporate gender mainstreaming in their practice. Women and men need to be equally involved in the development of the future. **Claire Clarke** referenced ILO Resolution 205, which called on all agencies across the world, when responding to an emergency and its recovery, to ensure that planning and implementation includes:

- Gender-disaggregated data;
- Gender impact assessments;
- Gender-responsive planning;
- Representation in decision-making;
- Existing women's rights reinforced; and
- Unions included as key stakeholders.

This may be a reasonable objective to focus on, in order to develop a more inclusive and gender-equitable transport system for the future.

Other questions arising for consideration/ research:

Can we use space offered by post-COVID recovery as an opportunity to formalise employment in passenger transport? What would formalisation mean for achieving gender equality, overcoming gender occupational segregation, and increasing the number of women employed?

Are there any specific strategies for job creation within the transport sector with a gender perspective?

Making transport gender neutral needs to be addressed through the design rather than being an afterthought.

Will COVID-19 continue to impact the behaviour of both passengers and transport operators post-COVID, or is it possible that such behaviour will slow or cease once COVID is past? What can be done to seize this opportunity to make changes to stop the slip back to the 'business as usual' approach?

Are there any parallels, lessons and solutions to draw on from past experiences dealing with HIV, Zika, Ebola?

Some Latin American cities (Colombia, Panamá) have put gender segregation measures in place, such as assigning specific days when men can go out for essential activities, and days when women can go out (i.e. on odd-numbered days, men can leave the house to seek out essentials, on even-numbered days, it's the women's turn). It would be interesting to study the risks and results of such measures.

SPEAKER BIOGRAPHIES



Jeff Turner is an Economist with over 30 years' experience of consultancy and research on transport policy and planning in developing countries. This has focused particularly on developing capacity and providing policy advice on the sustainable urban transport planning and development in Africa. He has played leading roles in various donor funded projects to support development partners and national governments across Africa and Asia in providing high-quality research and analysis, capacity development, guideline development, policy dialogue and project implementation in sustainable urban and multi-modal transport planning and development.



Christos S. Xenophontos Assistant Director for RIDOT, has over 33 years of experience in the Transportation field as an Engineer, Project Manager and Administrator. He is currently one of RIDOT's leaders in the areas of Connected and Autonomous Vehicles and is actively involved in Research and Innovation. Among other Committee assignments, he is currently the Chair of the World Road Association's (PIARC) Technical Committee 1.1, Performance of Transport Administrations, the Vice-Chair of AASHTO's Committee on Performance Based Management, and the co-chair of TRB's A0020C Council on International Cooperation.



Anna Wildt-Persson is a Chief Strategist and Deputy Executive Director at the Swedish Transport Administration, Strategic Development. She works in areas such as long-term infrastructure planning, strategic management, urban and regional planning. She also represents Sweden in PIARC Technical Committee A1 "Performance of Transport Administrations". She has served as Head of Unit for Investigation as well as Head of Department of Societal Needs in the Southern Region of the Swedish Transport Administration.



Claire Clarke is the Deputy Women Transport Workers and Gender Equality Officer at the International Transport Workers Federation (ITF). She leads on the gender work within the ITF 'Our Public Transport' priority programme. Claire has worked at the ITF for 20 years and previously worked in the ITF Inland Transport Sections. In that role she delivered several activities for women road transport and railway workers, including playing a leading role in the first ever ITF action forum on violence against women in public transport in 2016.



Gina Porter is based at Durham University. She has undertaken field research in many countries in Africa and Asia but considers herself primarily an Africanist. Her research combines ethnographic approaches with a strong interest in spatial perspectives. She has undertaken advisory work for diverse organisations, including international NGOs, the British Council, UNHabitat, DFID, and the African Development Bank. Her current research focuses primarily on mobility, transport, and the use of mobile phones in sub-Saharan Africa. Uneven power relationships and associated issues of exclusion are linking themes through her work, much of which has a strong gender component.



Naomi Mwaura is the founder of Flone Initiative, an organization working to create a safe and professional public transport industry in Kenya. She was one of the lead organizers of MyDressMyChoice campaign that saw thousands of women protest gender-based violence in the Kenyan public transport. She has been involved in the development of the Cairo BRT Gender plan and study on expanding access to cycling for women in Cairo. She is also a co-founder of Mama Afrika Festival, an organization that highlights and celebrates women in the arts.



Fatima Adamu is a sociologist with expertise in gender, poverty, and equity issues in northern Nigeria. Fatima is also an expert in qualitative research and co-ordinated many qualitative studies. She has worked extensively in Nigeria, most recently with the Women for Health programme, which aims to train 6,000 new female health workers in five northern states. As the National Programme Manager for Women for Health since 2012, she has led advocacy work to ensure the promotion of women's empowerment issues.