



# **INTEGRATING GENDER EQUALITY INTO TRANSPORT SECTOR OPERATIONS**

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## INTRODUCTION

This Technical Guidance Note (TGN) is part of a series of documents on integrating gender equality into the sector operations of Caribbean Development Bank (CDB). The Notes identify key issues which lead to, and reinforce gender inequality, and propose possible solutions for addressing them.

The TGNs fall within CDB's strategic objectives of supporting inclusive and sustainable growth and development and promoting good governance, both internally and among its Borrowing Member Countries (BMCs).

**This specific TGN Summary focuses on the Transport sector.** Safe and accessible transportation is a significant aspect of Caribbean development. Its importance is emphasised under Target 11.2 of the United Nations Sustainable Development Goals: to "provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons."

This TGN identifies a wide range of significant gender issues within the Region's transportation sector, both at the level of the consumer as well as the staff and contractors that work within the sector. The urgent inclusion of gender-responsive programming is required to ensure greater equity and safety for women, children and men across this region.

**The expectation is that the TGN will assist the relevant field officers, technical specialists and decision-makers in effectively infusing gender equality into the Region's transportation sector.**



# KEY GENDER EQUALITY ISSUES IN THE TRANSPORT SECTOR

**1**

**The high ratio of males involved in road accidents is a gender issue by itself and may lead to other financial and family issues.**

Traditional gender stereotyping promotes a greater propensity for risk-taking among men. This has led to a higher ratio of males being involved in road accidents, creating other challenges for households as women and children in particular, are affected both financially and emotionally by road fatalities or injuries.

**2**

**Public transportation can lead to higher transaction costs for women as well as pose greater personal safety risks for women and other minority groups than for men.**

Women and men use transportation services differently, with women making more stops to run errands and to collect children from school, etc. More women also use public transport or walk to their destinations; while more men have access to private transportation. As a result, women and other minority groups are more vulnerable to sexual harassment and other safety risks as they may have to wait in unsecure locations for transportation including buses or ferry terminals. They may also be harassed on board buses, ferries etc.

**3**

**The construction of new roadways or upgrade of existing roads, seaports or airports can have a negative impact on women and children.**

Relocation of communities to facilitate transportation projects can have a negative impact on small or home businesses. In the case of resettlement compensation, there are instances where the money is handed over to the man in the household (as the household head) and the women and children may not benefit from the funds. Also, excess dust caused by construction activity may cause health hazards such as skin rash and asthmatic attacks. This places a further burden on women who tend to be responsible for the health and care of their families.

**4**

**A lack of gender sensitivity in the provision of road, air and sea transportation can lead to inadequate facilities for women as well as other safety risks.**

At some airports and sea ports as well as bus terminals, gender differentials may not be considered in the provision of essential services, safety features or the design of the facilities. Also, though many Caribbean countries are classified as the source, transfer points and destinations for human trafficking, which tends to affect more women and children than men, this issue may not be seriously classified and considered in transportation projects.

**5**

**Female employees may encounter discriminatory hiring and promotion practices in the transportation sector due to a lack of gender-sensitive human resource policies.**

The planning, design, development and employment opportunities in the transportation infrastructure industry seem to be biased towards men in the public and private sectors. In fact, research suggests that women in the Caribbean rarely consider careers in this field. A factor related to this is that gender equality policies are sorely lacking in this sector.



# SOLUTIONS FOR INTEGRATING GENDER EQUALITY INTO THE TRANSPORT SECTOR OPERATIONS

**The high ratio of males involved in road accidents is a gender issue by itself and may lead to other financial and family challenges.**

Basic statistics related to transportation should be collated and used to inform policy dialogue in this sector. BMCs need to review and amend the relevant laws and Highway Codes in order to limit violations, such as drunk driving, speeding, seat belt usage, etc., which predispose men to accidents. Public education sessions on road safety should be held in collaboration with stakeholder groups including men's and women's groups, schools, insurance agencies, etc. Also, governments should implement gender-based multi-sector initiatives to support the United Nations' five road safety pillars which include Road Safety Management, Safer Roads and Mobility, Safer Vehicles, Safer Road Users and Post Crash Response.

**Public transportation can lead to higher transaction costs for women as well as poses greater personal safety risks for women and other minority groups than for men.**

There needs to be significant inclusion of gender equality issues in the review of laws, policies and industry training related to the transportation sector. A gender focal point system should be inserted in the relevant ministry to support the integration of gender into this sector. Stakeholder meetings are required to discuss the major issues associated with this sector including sexual harassment. BMCs will need to ensure that gender sensitive approaches are influencing cost recovery schemes, the design of facilities and safety infrastructure. Gender-sensitive features of transportation systems include frequent bus stops with appropriate lighting, schedules adapted to the needs of users, separate sanitary facilities in bus stations, conflict management and sexual harassment training for bus drivers etc.

**The construction of new roadways or upgrade of existing roads, ferry terminals or airports can have a negative impact on women and children.**

BMCs should ensure that sex-disaggregated data is collected by major transportation projects to identify which groups may be adversely affected by construction activity. All agencies involved in transportation planning and environmental management as well as vulnerable groups need to be engaged in the process to minimise any negative impacts of the project. As it relates to resettlement compensation, a gender analysis may be needed to understand how both men and women within a household can benefit from the financial package.

**A lack of gender sensitivity in the provision of road, air and sea transportation can lead to inadequate facilities for women as well as other safety risks.**

The relevant agencies need to conduct surveys to collate sex-disaggregated data identifying the needs of travellers, employees and small businesses at bus-terminals and sea/airports. This would inform the design of these facilities including support services and safety requirements; among them, safe parking, pedestrian security, separate toilet facilities, employment opportunities. Also, awareness sessions for security personnel at air and sea ports are needed to combat human trafficking.

**Female employees may encounter discriminatory hiring and promotion practices in the transportation sector due to a lack of gender-sensitive human resource policies.**

There is a need to devise strategies to encourage more women to choose careers in the transportation sector. For example, outreach by Technical Vocational Education and Training (TVET) institutions and universities to attract more women in non-traditional fields should be supported. In addition, more female transportation engineers or bus drivers etc. should be included in project planning and decision-making; and contractors could be encouraged or incentivised to hire under-represented groups of women.

BMCs must also ensure that contractors are conforming to equal hiring practices, sexual harassment policies and other gender equality practices such as public awareness activities about contraceptive use, HIV/Sexually transmitted diseases, separate changing and toilet facilities for men and women, etc.

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