

# Supporting women in the transport sector

Terms of reference (June 2022)

## Working Group Leads: FIA Foundation and Walk21

### Context and Objectives

As the SuM4All Global Roadmap of Action toward Sustainable Mobility ([GRA](#)) identified very clearly, the position of women as passengers, decision-makers, and workers in the sector is very far from ideal, and as a result, the impact of the policy measures and frameworks which are being put in place for sustainable mobility solutions is diminished. The SuM4All Gender Working Group (GWP) has also noted that this wider shortcoming goes beyond a failure to understand the current needs and views of women in the sector, but also includes a lack of receptiveness to the role that women can play in terms of a green and just recovery post-COVID.

As a result, the GWP has decided that a project which establishes practical resources for use in-country to support women to reverse these trends. Such a project would include evidence on best practices and practical changes in regulations, laws, and other structures to support women to:

- Take up decent and secure work opportunities that challenge occupational segregation.
- Identify employer, transport authority, and government responsibility to enable women to acquire the skills they need in order to secure those roles.
- Identify the scope for action and change locally, nationally, and globally.
- Successfully promote the objectives of sustainable mobility.

This concept note outlines a project which would be a useful addition to the work of SuM4All and could begin to address this issue by considering good practice in a small group of key countries, with a very specific focus on two key areas:

- The production of a practical guide to the essential regulatory and legal changes which need to be made to secure greater female participation in the sector, based on good-practice examples. Such a toolkit – which encompassed best practice in this regard – could also further elaborate on TUMI’s [5 principles to empower women in transport](#), and research was undertaken by FIA Foundation, ITF, and the GRA gender chapter ([link](#)). It could form a very practical support tool for the national and regional policymakers, regulators, and other key planners and decision-makers in the field.
- As part of this practical guide, it will also explore the role of existing local, regional, and national networks, which are supporting the transport sector in expanding women’s representation and their role in promoting women’s entry and career progression. The guide will provide good examples and advice for collaboration between the transport industry and such networks going forward.

The project would be based on some desk-based research and interviews. With a strong representation of women from the sector in the working group, this project would be well-informed by their experiences as well as by the work of groups such as ITF, Michelin, TUMI, and others particularly when it comes to engaging with the private sector, including around funding. It could also call on the 56 SuM4All member organizations/platforms to table any initiatives of which they are aware.

#### **Project outline:**

1. Desk-based research mapping existing policy, regulations, and laws as well as identifying networks and key stakeholders, and others for the interviews. (c. 1 month)
2. Interviews with experts and key players from across the sector (transport departments, operators, local authorities). (c. 1 month)
3. Targeted interviews with key practitioners in at least 10 countries. (c. 2 months)
4. Report-writing (final format TBC with researchers). (c. 2 months)

**Likely timescale:** 6 months – 8 months – elements of the project plan could overlap.

The project would be steered by a sub-group of the SuM4All gender working group which would ensure that the full working group was kept well-informed. Expressions of interest have been received from ITWF, Michelin, TUMI, and FIA Foundation. Other expressions of interest from working group members are welcomed.

Two presentations – one of interim findings and one of final findings – would be presented to the group through the course of the project.

**Funding:** commitment secured from FIA Foundation to consider projects for funding. Work to be undertaken by POLIS and Heather Allen.

#### **Working Group Members**

ATAG; CAF; FCDO; FIA Foundation; Despacio; GiZ; ITDP; ICAO; IMO; IRF; IRFNET; ITF; OECD; ISDB; Michelin; Mariase Guigomez; Heather Allen; Safetipin; Transaid; UNWomen; UITP; Walk21; World Bank; WRI.