INTERVENTIONS ON INCLUSIVE EMPLOYMENT
Mr. Shrinivas Rao, Azad Foundation

Driving the Wheels of Change

#WomenAndTransport
Khushi’s (Delhi) family migrated to Delhi from small town Jhansi in search of better work opportunities to pay off their debts.

She picked up small jobs as domestic worker and helper at a parlor, barely making ends meet.

When Khushi heard about professional driving for women, the idea appealed to her instantly.

She worked as a private driver for 2 years and then switched to commercial driving successfully contributing towards building a house for herself and family.

Presently Khushi now works as a Trainer at Azad Foundation.

#WomenAndTransport
“My parents feel proud of the work I have done and recognition I have received. It seems I have granted permission to myself to speak.

I no longer feel that marriage is essential. I want to adopt a daughter. I want to change a lot of things, on the roads, inside homes and more”
Shimla (Jaipur) married as a child at the age of 7, working as a domestic cook, all she wanted was to get out of the four walls of her house and her workplace.

She always wanted to learn driving as her husband was also a driver, but her in-laws opposed her and even cut all ties with her when she decided.

Shimla was the few of the first commercial female drivers in Jaipur and she received media coverage following which her in-laws apologized to her.

Shimla has been acknowledged for her contribution in the transportation sector as a commercial female driver by Minister of Transportation, Government of Rajasthan (right).

#WomenAndTransport
Every time I drive I feel like I have achieved my dreams. That gives me a sense of happiness that doesn’t compare to anything else.

I have learnt about my rights, as a woman and a female driver. I decide independently what I do with the money I earn.”

#WomenAndTransport
Rajkumari (Delhi) dropped out of school at class 9 to take care of her ailing mother.

As a sole bread-winner, she took care of her family of eight by working small jobs with a tailor and henna artist.

She wanted to contribute more while doing something she would enjoy.

She was determined to continue the training despite taunts from relatives and neighbours.

Rajkumari is working as a Sakha Cab driver, supporting her brothers to complete their studies, herself restarted education and is also learning to dance.

#WomenAndTransport
I am very content with my job and have no wish to get married until I find a husband who will give my career as much importance as I do. The same people who opposed my decision now respect me for it.

All I wish for now is to buy myself a house and travel as much as I can”
Shankari (Kolkata), forced to leave school at the age of ten to be married to a man twice her age

Bearing both physical and sexual violence at the hands of her husband, 7 months pregnant Shankari tried to commit suicide.

She survived and left her husband. While working as a domestic help she began her training as a driver.

She worked as a professional chauffeur and later became a proud cab owner and commercial driver under the Pink Cabs initiative by Government of West Bengal.

#WomenAndTransport
I face specific challenges because I am a female driver. Road rage is constant threat, parking spots are deliberately blocked by other cab drivers who also hurl abuses, even auto drivers, as I am seen as someone ‘threatening their livelihood’.

#WomenAndTransport
Azad trains resource poor women to become Professional Chauffer’s.

Sakha create sustainable livelihoods with dignity for resource poor women in transport to create a safe and equal world for all women.

#WomenAndTransport
Transformative Training Programme: Women on Wheels

- Started in 2008: An Non Idea to an Idea
- More than 2000 women become employable
- At least 90% women drivers have taken action against violence in their lives
- 100% drivers have enhanced their mobility
- Started with 1 centre in Delhi, now in 7 provinces in India of which 4 in partnership

#WomenAndTransport
• Provided employment opportunities to **1000+ WOMEN CHAUFFEURS**
• Provided **1.27 million SAFE RIDES**
• Operating country’s first all women cab service counter at Indore Airport.
• Business tie up with Global travel companies, Embassies, Multinational Companies and 5 Star Hotels.
• Generated a cumulative income of **USD 1,106,087 year**
Thank You
Dorah Mwenye: Mobility for Africa

Electric Ladies: Giving Rural Women in Sub-Saharan Africa a New Way to Travel - A Case Study from rural Zimbabwe

#WomenAndTransport
Rural women are left out of mainstream thinking on transport and employment.

Women in rural areas travel long distances to support their livelihoods and pursue employment opportunities — in rural Zimbabwe 15/35 km per week on foot or by taxi.

This is time-consuming, expensive and inconvenient.

It doesn’t have to be this way: green, affordable transport innovations can meet the transport and employment needs of rural women.

#WomenAndTransport
What is Mobility for Africa?

• Mobility for Africa is a social enterprise testing electric vehicles with rural women in eastern Zimbabwe.

• EV is a three wheeler (known locally as a ‘Hamba’ that can carry 400 kg – useful for taking goods to market, use as a local taxi, accessing growth points and services

• The three wheeler is battery charged, using off-grid solar power

• MFA is in pilot phase, with 90 women participating. Women pay a lease fee and a battery swapping charge. Women are organized in groups of three and encouraged to work together on an income generation project.

• MFA provides support through microcredit, training in bike use, maintenance services, and advice on income generation.

• MFA is working with users to collect data on how bikes support inclusive employment and livelihoods. MFA is researching innovations in batteries, off-grid energy access, and value chain development in order to scale out sustainably.
1. Advances in renewable energy and lower costs mean energy can be available in rural areas

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Interventions on Inclusive Employment

2) Better storage, lower costs & more efficient batteries for electric tricycles means they can work and be affordable in Africa.

3) Expansion of digital data in rural areas provides an avenue for microfinance, access to markets & economic opportunities.

#WomenAndTransport
VOICES from WOMEN FARMERS

1. “I used to carry 1 bucket of maize to millers before the hamba, Now I can carry 3 buckets at an given time”
2. “Using the hamba has reduced cost of travel from Chipesa to Masikana from 20 RTGs to 3 RTGs (15%)”
3. “Selling avocado pears is now much easier I can carry 3 buckets using hamba up from 1 bucket by head”
4. “I can now fetch water in 4 buckets at any given time from 1 bucket carried by head”
5. “Using a hamba I can carry a bigger load of firewood at any one time for sale in the community”
6. “Previously I would go to church alone due to high transport costs but now we travel as a family.”
The lifestyle of Angeline Mutangadura, a teacher, a care giver and farmer.

“My field is some 7 km away I used to spend 30 dollars per week to travel to the field. The saved money is now used for purchasing agricultural inputs.”
Dorah Mwenye - MFA

Giving rural women in Sub Saharan Africa new way to travel; key messages

- Low-cost renewable energy, along with the huge investment in battery technology to drive vehicles, has the potential to transform rural areas considering the erratic availability of non-renewable energy.

- Like with the advent of digital technology, Africa can leapfrog its development to benefit from these new technological opportunities.

- Off-grid solutions would also enable employment creation, the launch of new businesses, especially in agriculture, and increase ability to mechanize transport, as well as other productive tools.

#WomenAndTransport
Battery Technology is Critical

- Electricity coverage in rural areas is low across most of Sub Saharan Africa. Electric Mobility is dependent on electricity. We know the battery charging requires more power than what is available at a household level.
- Batteries are most valuable component of a tricycle. The battery life is dependent on how it is maintained. It also needs to be recycled and not dumped.
- Exploring what is the best model for managing their life cycle will be needed for the second round of the pilot.

Renewable Energy Supply must be available

- We realize that for this to penetrate and be viable in rural areas we need to work with off grid energy suppliers to create viable and affordable off grid energy.
- We appreciate it is an expensive investment and will need to be subsidized in remote and poorer communities. Hence the need to explore partnership with development actors.

#WomenAndTransport
Community based engagement must be embedded.

- Community engagement is needed to help to train women in how to use the three-wheeler and address social norms/ gender.
- A flexible sliding payment system or shared transport solutions can demonstrate that women can increase impact and pay overtime.
- Local capacity to repair and maintains the tricycles critical.
- Additional investment in local agricultural productivity and income generating activities will generate greater economic impact for families.
- Need to continue to explore different ways mobility can boost rural social and economic activity.

#WomenAndTransport
Dorah Mwenye - MFA

Giving rural women in Sub Saharan Africa new way to travel: LESSONS LEARNT

We welcome collaboration and partnership in this journey to make sure every women in Africa benefits from the electric mobility revolution.

THANK YOU
Amiene van der Merwe

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“Seizing the Climate Crisis, the Rise in EVs and Gender-based Violence as driving forces to drive Women’s Participation in the Green Economy in South Africa”
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The Journey – A Road Less Travelled

Road to date

Driving Forces

- Climate Crises
- Gender-based Violence & under-representation in Cab Sector

Road Ahead

Women in the Driving Seat
Women’s Driving Academy

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Leading the Green Drive

INTRODUCTION

With the increasing urban growth rate, the demand for transportation services continues to rise. The green taxi, a mini cab, has a potential to minimize transport costs for commuters while promoting green technologies in the transport sector.

OUR SERVICES

TECHNOLOGY

The Green Taxi uses advanced technology to make driving more efficient and safer for passengers. The technology includes:

1. Liquid Petroleum Gas (LPG) Conversion
2. Blade

THE TEAM

LYNN MAGGOTT

ANCINE VAN DE BURG

VENETIA WHITE

THEOREA LEKAU

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Making inroad in the Events Industry

GreenCab – goes the extra ‘carbon neutral’ mile

GreenCabs is a carbon neutral taxi company operating in both South Africa and the United Kingdom. The company was established in 2009 with the mission to offer a sustainable urban transport option that is efficient, affordable, and accessible to all. The company has a fleet of electric vehicles, ensuring that all their operations are carbon neutral. GreenCabs is committed to reducing its impact on the environment and promoting sustainable practices in the taxi industry.
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Conferencing with a Conscience

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Driving Force 1: Climate Crises

Kenya
Mozambique
KwaZulu
Zoar

#WomenAndTransport
Driving Force 2: #GBV & Women’s Under-representation in the Cab Sector

Uynine Mrwetyana

Precious Ramabulana
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Women in The Driving Seat

#WomenAndTransport
Women’s Driving Academy and E-Mobility Hub

#WomenAndTransport
## Mission

To establish a Women’s Driving Academy to redress the under-representation of women in the cab sector & to demonstrate the future of E-Mobility.

### Academy & Hub Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women Driver Training &amp; Licensing</td>
<td>Free weekly training for 100 women drivers per year</td>
</tr>
<tr>
<td>Eco-Mobility Exhibition &amp; Training</td>
<td>Training in electric mobility; mobile technology &amp; interactive exhibition on electric mobility</td>
</tr>
<tr>
<td>Driver Ignition</td>
<td>Selection of top drivers to become GreenCab Drivers</td>
</tr>
<tr>
<td>“Women in the Driving Seat” High Tea Events</td>
<td>Business networking events with special guest speaker on a bi-monthly basis</td>
</tr>
<tr>
<td>“Green Garage Gals” Club</td>
<td>Vehicle savviness/maintenance &amp; streetwise practice</td>
</tr>
<tr>
<td>Special Eco-Mobility Events</td>
<td>Serve as venue for associated international- &amp; national green transport initiatives on an ad-hoc basis</td>
</tr>
<tr>
<td>Partner Driver Incubation</td>
<td>Monthly mentorship and on-going advice</td>
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</tbody>
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Amiene van der Merwe
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Plugging women into dignified & sustainable livelihood opportunities...one at a time...

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Anbessa Bus, Addis Ababa, Ethiopia

#WomenAndTransport
Sam Clark, Head of Programmes - Transaid

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“Freight Transport Drivers and the Gender Imbalance: Case Study – Professional Driver Training – Uganda Programme”
PDT-U Project Context

- Oil in Albertine Region of Western Uganda
- Challenges recruiting skilled Ugandan professional drivers
- Estimated 12,036 road traffic fatalities in 2016 (WHO)

#WomenAndTransport
PDT-U Project Background

EAC Curriculum developed by Transaid in 2015

PDT-U officially launched in 2017

#WomenAndTransport
PDT-U Aims & Objectives

The PDT-U project aims to build the capacity of Heavy Goods Vehicle (HGV) and Passenger Service Vehicle (PSV) driver training leading to increased employment of Ugandan drivers in the transport sector and to improved road safety in Uganda.

- 10-12 Ugandan trainers trained
- 500 drivers trained 10% of which should be women
- 3 existing driving schools supported
- New specialist training school
- Adoption of EAC Curriculum by Government of Uganda
16 Ugandan trainers (1 female, 15 male), trained to deliver HGV training to the standard defined by the EAC curriculum.
PDT-U Achievements

A NEW SPECIALIST TRAINING CENTRE
delivering training to drivers since
June 2018
PDT-U Project Achievements

MORE AND 160 DRIVERS trained to date by SWRW training centre with a commitment to support graduates into work

#WomenInTransport
PDT-U Project Achievements

PARTIAL ADOPTION OF THE EAC CURRICULUM as the standard for the oil and gas sector by the Petroleum Authority of Uganda
PDT-U Future Sustainability

- The training capacity now exists in Uganda.
- The training centre is now competing for and winning training contracts.
- The future full adoption of the FAC curriculum will increase driver demand.
- Training has been expanded to include bus driver training (PSV).
- The training centre continues to work in partnership with private sector and government agencies.
- Ongoing support from Transaid.
OUR TOUGHEST CHALLENGE
Meeting our targets in terms of female drivers

Less than 5% of drivers in our fleet are female.
The Business Case for Greater Women’s Participation

- 95% of passenger and freight transport is by road
- Anticipated future shortfall of >2000 drivers
- Transporter companies with up to 80% foreign driver workforce
- Statistically women are safer drivers than men
Challenges to Women’s Participation

- Legislation & regulation
- Private sector resistance
- Society attitudes and acceptance
- Concerns expressed by women

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What next?

- A repositioning of women in this profession
- What can women bring that men do not?
- Greater support in the donor community for women’s participation in the transport sector
- Legislation that gives new starters in the industry a hand up, instead of being an obstacle to progression.
Any Questions?

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