WOMEN WORKING IN TRANSPORT: ISSUES AND OPPORTUNITIES
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Women working in transport: Issues & Opportunities

ITF RESEARCH
The impact of the future of work for women in public transport

#WomenAndTransport
5 cities: Bangkok, Bogota, Cape Town, Mexico City, Nairobi

- Women’s work in public transport
- New developments in public transport
- Introduction of new technology
- Platform work in urban transport
- Union strategies

12 recommendations
WOMEN WORKERS IN PUBLIC TRANSPORT

Illustrations: Merlin Strangeway
IMPACTS OF AUTOMATION & DIGITALISATION
IMPACTS OF PLATFORM WORKING

Although there are issues with equal access to...

Vehicle ownership

Technology

Decent work

And risks of violence and sexual harassment
1) Campaign to ensure **unions are key stakeholders in consultations on all new public transport infrastructure** and extensions of existing systems ...

2) ... that **unions are key stakeholders in consultations on all new technological developments** in public transport – including platform work ...

... and that **gender impact assessments** are provided and corresponding action is taken

3) Negotiate **terms in contracts** between BRT management organisations and operating companies **that address decent work and labour rights**, and include gender equality measures
RECOMMENDATIONS …

4) Campaign for public transport infrastructure to include adequate facilities for workers, passengers

5) Ensure relocation agreements and policy guidelines on job restructuring also cover jobs mostly done by women

6) Highlight evidence that passengers prefer human interaction over machines

7) Negotiate promotion, training and retraining opportunities to support women of all ages into higher paid work
RECOMMENDATIONS...

8) Negotiate **working hours and shift patterns** that accommodate family responsibilities and address safety risks of early and late shifts.

9) Introduce policies and procedures to **address sexual harassment by union members**.

10) Develop **campaigns with employers to tackle passenger violence** and build coalitions with NGOs.

11) Build **women’s leadership in trade unions**.

12) Campaign for **policies to help address technology and gender inequality** – at the workplace level, government level and regulation.
PEOPLE’S PUBLIC TRANSPORT POLICY

www.OPTpolicy.org
Susan Goodwillie
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Gender Sensitive Mini-Bus Services & Transport Infrastructure for African Cities: A Practical Toolkit

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Developed from two Nairobi-based case studies: **Mobility of Care** (travel patterns as they relate to “care” trips) & **Gender Equity Assessment** (gender considerations for women public transport workers)

**RESEARCH FINDINGS**

The two case studies revealed unfortunate results such as:

- **76%** of female operators (drivers and conductors) have either experienced or witnessed sexual harassment
- **25%** of those cases go unreported because victims and witnesses feel that perpetrators will not be held accountable
- **18%** of women declared they did not travel for fear of sexual assault, with not one man saying yes to this question

#WomenAndTransport
CHALLENGES:
Recruitment, retention and promotion of women in the transportation industry

- Hiring Bias
- Sexual Harassment
- Hostility Towards Women Workers
- Unfavourable Schedules
- Insecure Employment Status
- Lack of Clear Promotion Criteria
- Low Representation of Women in Management

SAMPLING
Study focused on three Nairobi-based SACCOs and conducted in-depth interviews with:

• 35 Female Drivers & Conductors
• 60 Male Drivers & Conductors
• 3 SACCO Managers

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2019 WOMEN and TRANSPORT AFRICA CONFERENCE

Recommendations & Implementation

01 Develop customer feedback tools that align with the organization's customer service charter which provide commuters with clear reporting mechanisms.

02 Develop and implement policies of zero-tolerance to sexual harassment that address the concerns of both workers and commuters.

03 Make modifications to minibuses that support specific needs of commuters traveling with children, those carrying large packages and those living with both visible and invisible disabilities.

04 Adopt family-friendly organizational human resource policies such as maternity and paternity leave.
Working with SACCOs to develop Sexual Harassment Policies & Customer Service Charters
Sarah’s Story: Toolkit Successes and Challenges

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Susan Goodwillie

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Next Steps: Toolkit Implementation & Testing in Mombasa, Dar es Salam & Kampala

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Thank you so much!

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