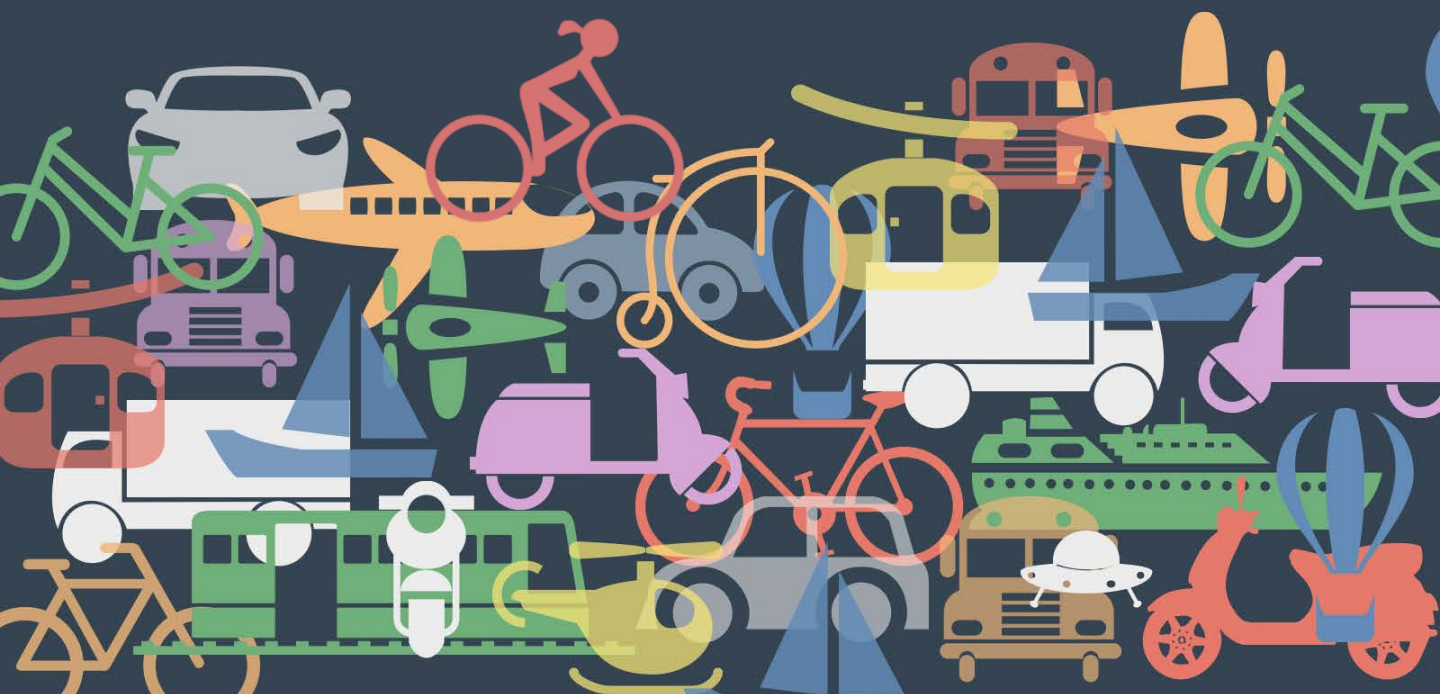


The Relationship Between Gender and Transport



Inter-American Development Bank - The Relationship Between Gender and Transport

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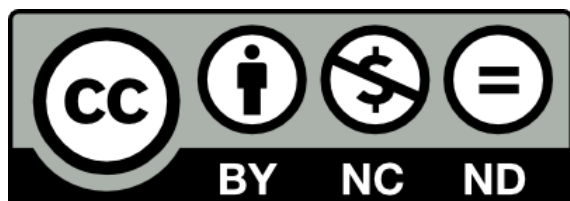
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INTRODUCTION

Why Gender and Transport?

In Latin America and the Caribbean over 50% of users of public transportation systems are women. However, not all of our systems are designed with the needs and perspectives of women in mind.

Let's start with the challenges that women have as users:

A woman gets on a bus to go to work, to run errands, or to accompany someone in her care, but often does not benefit from appropriate fares, routes and schedules. As a result of multiple transfers and/or little or no integration of transport systems, women often end up paying more, wasting time and limiting their physical and labor mobility compared to men.

And even when the bus is clean and on time, women are also concerned about their safety, and having street lighting, pedestrian crossings, surveillance systems and respect for their space against theft and harassment.

Besides being bus users, women in Latin America and the Caribbean should be able to be the drivers, engineers and managers of our transportation systems and to increase their share in this segment of non-traditional activities. Instead, although women are part of the sector and are qualified, they frequently find themselves in positions related

to signposting and cleaning, where the vast majority of time the wages are three times lower than other transportation system jobs.

Even more worrying it is that the participation of women in the construction and operation of transport systems does not exceed 15% of the total labor in the sector, even though they represent 50% of the labor force in the region.

In the last 10 years, this reality has hardly changed. Given current trends, it will take over a century until women in Latin American and can participate equally with men in the transportation.

Our goal is to create safe transport environments with equal opportunities of employment and use for both women and men, ultimately resulting in a better transportation system for all users.

Let's pave the way for greater gender equality!

Néstor Roa

Chief of the Division of Transport Sector of Infrastructure and Environment

**What can we do from the sector to contribute to such an essential goal as achieving gender equality?
¿Cómo puede esta perspectiva fortalecer nuestros proyectos?**

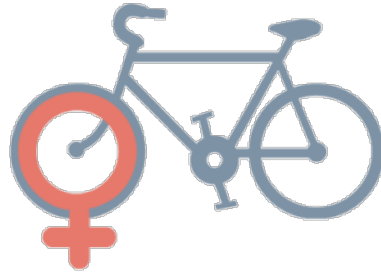
WE INVITE YOU TO CONTINUE THE DEBATE

WHAT IS GENDER?

"Performance characteristics and roles that are socially attributed to women and men in certain historical, cultural and socio-economic contexts, beyond their biological differences, which contribute to defining responsibilities, opportunities and barriers between women and men."

WHAT IS GENDER EQUALITY?

"It means that men and women enjoy the same conditions and opportunities to exercise their rights and achieve their social, economic, political and cultural potential."



GOALS

WHAT DO WE EXPECT FROM THIS SECTOR WEEK?

- Analyze two perspectives by which the relationship between **transport and gender** is a sector priority:
 - i. Women as users of transport systems
 - ii. Participation of women in the labor market of the infrastructure sector and transport operation
- Understand that by including a gender perspective in our projects, they will be more solid and sustainable.
- Learn firsthand, strategies and mechanisms to make the gender dimension in sector projects mainstream.

CONTENT

GENDER AND TRANSPORT



	Opening	The unconscious bias / Gender as a IDB priority
Session 1	Travel Behaviors	Is there really a difference?
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Session 4	International organizations and agencies	View and Experience
Session 5	Gender, transport and Labor Market	
Session 6	Practical evidence	Women operating transport systems
Session 7	Our projects	Gender and Transport Action Plan 2015 TSP
Session 8	The vision of the private sector	
Session 9	Users' Stories	
Session 10	Moving forward	Action Plan 2016



UNCONSCIOUS BIAS

Its effects on the discussion of how to contribute to greater gender equality

Unconscious bias or implied bias happens when our brain makes instant judgments and assessments - without giving account- about people and situations. These prejudices are influenced by our education, cultural background and personal experiences. Although these are usually not premeditated, they are our responsibility because they may be affecting the outcome of initiatives for greater gender equality, for example in the transport sector.

It has been shown that both women and men often attribute success of women to luck and success of men to capacity. Taking this example, the lesson learned is that the biases are not something to be judged, but the key is to admit, identify and mitigate.

Why is it necessary to break away from the unconscious bias?

Companies and organizations have made great strides in designing policies to support inclusive and diverse environments. However, the data indicate that both women and minorities (ethnic and / or racial, people with disabilities, etc.) are still under-represented and face barriers to leverage its full potential.

Unconscious bias limits our perception of the talent of others, often resulting in an undiversified workplace with implications for productivity, innovation, organizational development and competitiveness. This bias may also undermine the effectiveness of reforms and gender equality policies undertaken in an organization. For example, a training program for women in nontraditional jobs may be less effective if we ignore the possible

unconscious bias potential employers.

Addressing the unconscious biases is important for the development of the region

If we ignore the root causes of gender inequality, such as internalized prejudices and stereotypes, many policies and programs for gender equality will not be successful or will be less effective than expected. The identification of unconscious bias not only benefits women, in contrast it benefits all people, organizations, companies, families, communities and society in general.

In this Transport Week, the challenge (or invitation) is to look beyond the unconscious bias. That is, to recognize that the goal of generating opportunities for everyone in our industry - infrastructure- can be affected or not be achieved because of implicit bias.

Let's be part of the solution and take advantage of the technical agenda offered by this event. We have a great, but surmountable, challenge ahead of us.



GENDER AS AN IDB PRIORITY

The IDB is committed to promoting gender equality because investing in women and girls brings great benefits to the development process. This commitment began in 1987 when the IDB approved the Operational Policy on Women in Development (OP-761), which recognizes the progress of women as a priority in development goals.

Two decades later, the Operational Policy was updated and replaced by the Operational Policy on Gender Equality in Development to strengthen the response that the Bank gives to the objectives and commitments of its member countries to promote gender equality and empowerment of women. It also takes into account the guidelines of the Ninth Capital Increase and provides a basis for structuring the

Bank's Institutional Strategy (2010-2020) and sectoral frameworks for the various sectors of the Bank, including transport.



Photo [Plan for Equality](#), the IDB



JULIE T. KATZMAN, is the Executive Vice-President and Chief Operating Officer of the Inter-American Development Bank. Julie joined the IDB Group in 2009 as General Manager of the Multilateral Investment Fund (the "MIF"). Eighteen months later, Julie was appointed Executive Vice President of the IDB. Ms. Katzman is currently responsible for managing the overall operations of the IDB and is also championing progressive diversity and inclusion and women's economic empowerment agendas.



MERCEDES ARÁOZ, is an economist, teacher and political figure. During the second government of Alan García she held the positions of Minister of Foreign Trade and Tourism, Minister of Industry and Minister of Economy and Finance. She studied economics at the University of the Pacific. Later she obtained a Master of Arts in Economics and completed her PhD in Economics at the University of Miami (USA). She is now an IDB representative in Mexico.



NÉSTOR H. ROA has worked at the IDB since 2001 where he is currently the Chief of the Transport Division in the Infrastructure and Environment Department. Prior to this, he was involved with the coordination of the operational activity for the Transport Division for Mexico, Central America and the Caribbean. He holds a Master's Degree in Management of Technology from the Sloan Business School of the Massachusetts Institute of Technology (MIT), a Master's Degree in Transportation Engineering from Virginia Tech, and a BS in Civil Engineering from the Javeriana University of Bogotá Colombia.

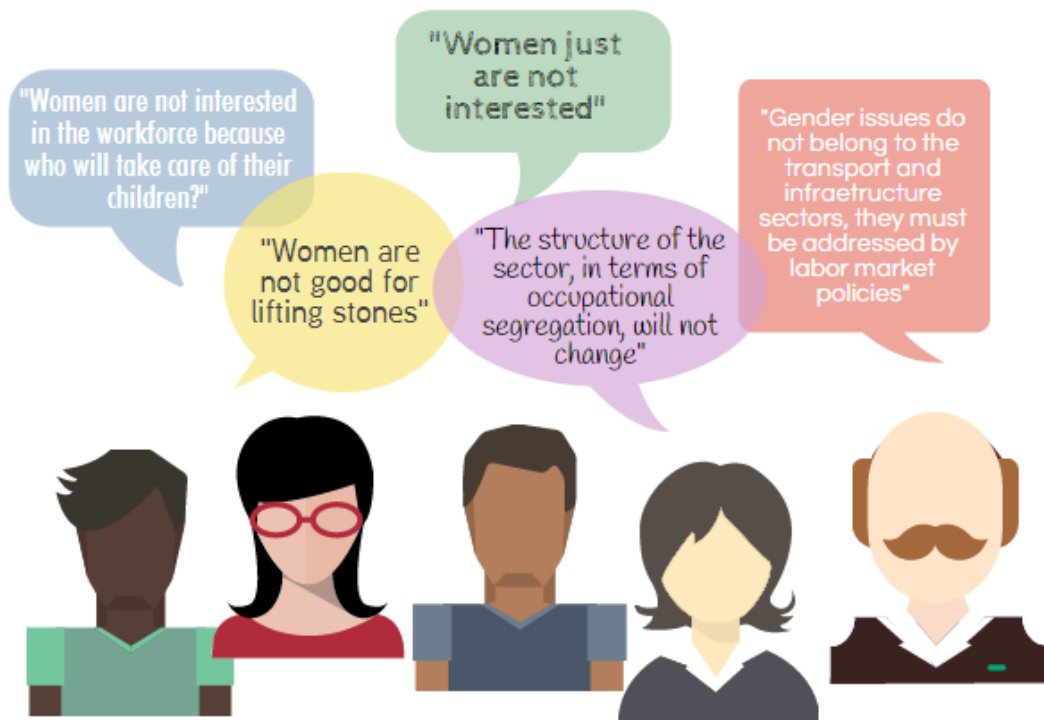


ANDREW MORRISON worked at the World Bank as Lead Economist in the Gender and Development Group and as Regional Gender Coordinator for Latin America and the Caribbean Prior to joining the IDB, where he is Chief of the Gender and Diversity Division (GDI). Andrew has written books and articles in the area of gender equality, international migration, labor markets and violence prevention. His Ph.D. in Economics is from Vanderbilt University (U.S.).

MECHANISMS TO PROMOTE GENDER EQUALITY IN THE IDB



... WHAT PEOPLE SAY





SESSION 1

Travel Behaviors

Is there really a difference?

"Transportation is not 'gender neutral'. Men and women have different socio-economic roles and responsibilities, which are associated with different patterns of use, access and transport needs. However, there is little evidence about the travel needs differentiated between men and women, particularly in urban areas. Transport planning has not systematically addressed these differences."
(World Bank, 2011)

MOBILITY OF CARE

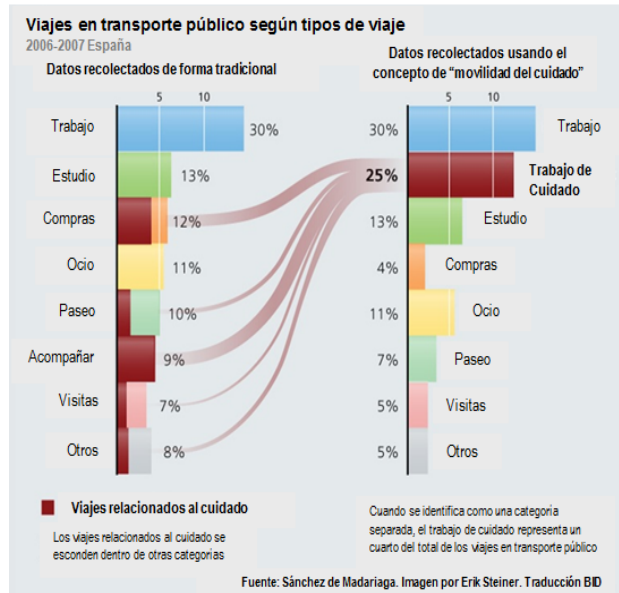
Introducing new concepts in urban transport



The categories used by mobility surveys, and therefore the way that data is collected and analyzed, often doesn't properly measure "care work", which is understood as unpaid work, linked to children and other dependents' care, and includes work related to home maintenance. Public transport systems are usually designed based on the needs of business trips (the home to the workplace). In that sense, the mobility associated with care work has not been typically integrated in the design of transport.

The innovative concept of mobility of care, introduced by Inés Sánchez de Madariaga, provides an outlook to "recognize and assess care work". Sanchez argues that incorporating this category in mobility surveys would not only identify the many number of trips that women and men perform for this purpose, but would also allow a better understanding of the travel patterns of men and

women, fostering the creation of a better system of public transport that responds to gender needs.





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PRIORITY SEATING
↓



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PRIORITY SEATING
↓

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if the description
doesn't fit.**





TRANSPORT FOR LONDON

Gender equality scheme

Transport for London (TfL) is the integrated body responsible for the transport system of the capital. Every day, it provides transportation services for over 10 million people. Under the leadership of the Mayor of London and as a key part of a strategic policy to support social and economic development, the organization has always strived to ensure an inclusive program that represents the needs of each and all users of the services and staff employed.

TfL is aware that women and men have different lifestyles that shape the way they use transport. The system chosen (car, bus, metro), the frequency of travel, destinations, distances, etc., are different between genders. Considering this context, TfL introduced a program of research on travel patterns of women, in order to get a better understanding of the problems affecting this group of users and identify strategies that help them to achieve their objectives of promoting equality and inclusion.

The research showed that the differences in male and female travel patterns, as well as barriers to travel, are driven by the fact that women have primary responsibility over children's activities. Furthermore, the findings revealed that women in London prefer to use private cars for reasons of

security, cost, time and ease of performing complex travel (like transporting their children to multiple locations); however, only 57% of London women possess a driver's license. Overall, both quantitative and qualitative research demonstrated that, in general, women face greater obstacles in transport than men.

This type of data and research provided useful insights for TfL labor in making transport services more accessible and inclusive for women. These findings have been crucial to the development of a gender plan, which legitimizes the goal of equality between men and women in the realm of transport and beyond.



Photo CC [pixabay](#)



FACTORS ON TRAVEL PATTERNS OF WOMEN

Having a young child in the house will add **23%** more trips for a woman

A woman takes children to school **3 TIMES** more often than a man

A woman with a child under the age of five is **87%** less likely to drive

A woman is **80%** more likely to make stops on their journeys (school, supermarket, etc.)

Trains and subways transport are mostly used by **women without children**

DIFFERENCES IN TRANSPORT SYSTEMS FOR MEN AND WOMEN



Just **57%** of women have a driver's license

Women perform on average **15%** more trips than men, mainly **walking and bus**. These trips are, however, shorter than those made by men.



25% of women's trips are made by bus

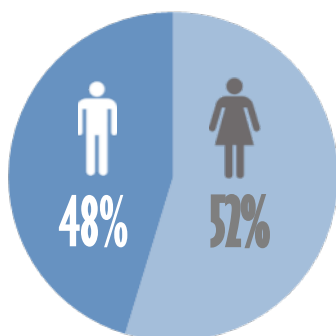


12%



18%

GENERAL CONTEXT OF LONDON WOMEN



London population

62% of women of working age have a job

Versus **76%** of the male population

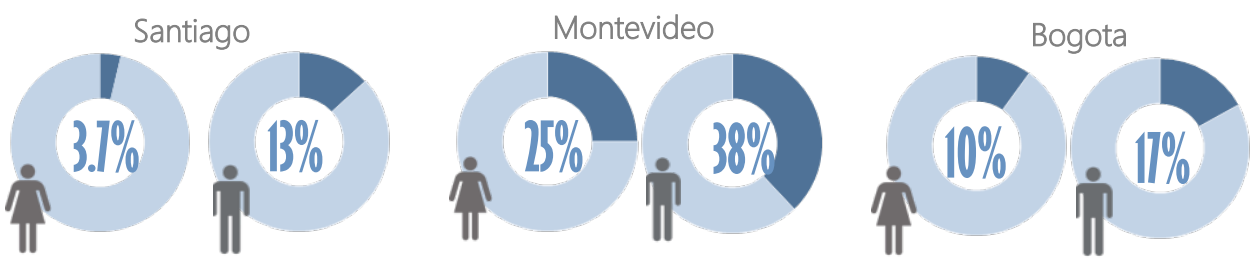
London women earn on average **25%** less than men in full-time jobs

Of people over 80, **68%** are women

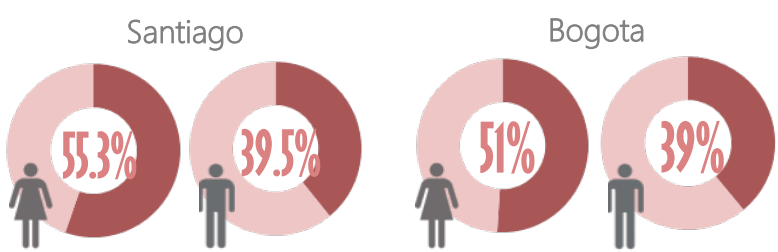
87% of people who apply DIAL-A-RIDE service (service for the disabled) are women

WHAT ABOUT TRENDS IN LATIN AMERICA AND THE CARIBBEAN?

USE OF PRIVATE CAR AND MOTORCYCLE BY GENDER



WALKING BY GENDER

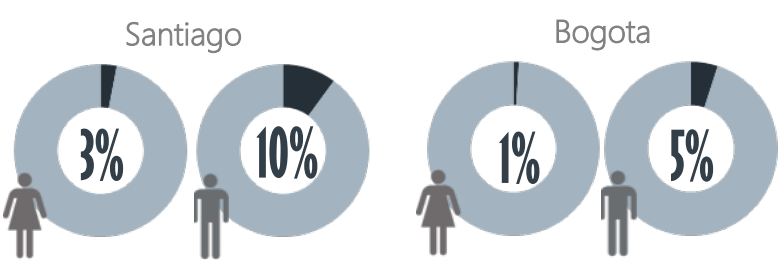


OTHER INTERESTING FACTS:



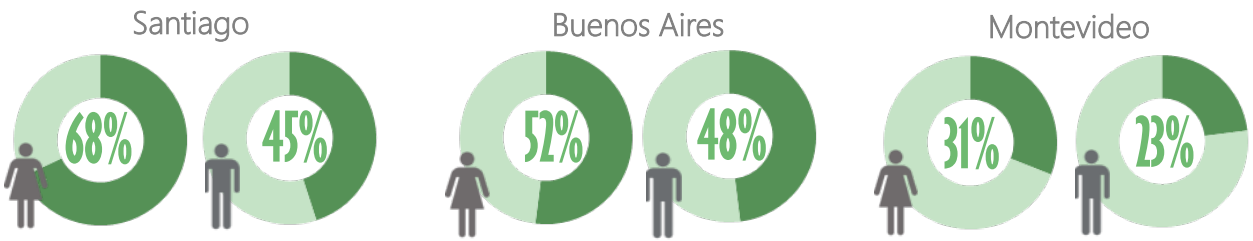
Buenos Aires
When a family decides to have children, the travel burden is assumed by women at home, from 1.57 to 1.78 trips per day. While men's travel remains a constant 1.73 with or without children.

CYCLING BY GENDER



Santiago
Travel for shopping, health and / or picking someone up, account for almost half of the trips made by women, while only a fifth of men's trips.
Traveling for work represents more than 35% of men's travels, and only 15% of women's.

USE OF PUBLIC TRANSPORTATION BY GENDER





SESION 2

Gender and security In transport

"The violence in public places, particularly on public transport systems, reduces the freedom of movement of women and girls. It reduces their ability to attend school or work and to participate fully in public life. It limits their access to essential services and to enjoy cultural and leisure opportunities. It also has a negative impact on their health and well-being. "(UN Women)



SIX PASSENGERS BY M²

"Effects of overcrowding in the offer of public transport :
operations and user welfare"

Passenger crowding on public transport systems can impact demand, supply and operations systems, including effects on velocity, waiting time, reliability of travel times, welfare of the passengers, value of waiting times, bus-vehicle selection, the optimal route, frequency levels, vehicle size and price. The disutility of overcrowded trains and buses has been estimated in several countries such as England, France, Australia, Japan, Singapore and Chile. Most studies estimate how much people are willing to pay in order to reduce travel time in overcrowded situations or vehicles.

More important than reflecting on potential operational impacts, we as transportation planners should reflect it is to reflect on our role in shaping travel conditions, especially those that contribute to situations that facilitate theft and harassment.

There is little empirical evidence on the negative effects of overcrowding in public transport. However, Lundberg (1976) found that the discomfort (measured by catecholamine excretion rate) in trains users in Sweden increases as more people enter in the train.

Cheng (2010) found that overcrowding causes

more anxiety among train users in Taiwan than other factors such as delays, accessibility to the station, the appropriate platform and train, the need for transfers. In Kuala Lumpur, Mohd Mahudin et al. (2011) found that users with higher levels of stress and fatigue, attributed to overcrowding, also showed more somatic symptoms such as headaches, muscle tension and difficulty sleeping.

Finally, it is worth noting that a recent study in Santiago, Chile, found that socioeconomic and personal characteristics explain varying levels of negative reactions to overcrowding.



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VIAJEMOS SEGURAS

Public Transportation Program - Mexico DF

Each day in Mexico City over 15.7 million residents, workers, and tourists move throughout the city. Of these, at least more than half are women. However, inequality between men and women routinely leads to situations of discrimination and violence against women, having an impact on their health, public life and issues of accessibility. This greatly impacts the country's development.

The Federal District Government recognizes this serious problem of violence against women in public spaces. That is why, in response to this problem in 2008, the city created *Viajemos Seguras*, a program designed to prevent, treat and punish sexual violence against women traveling in the public transport, and to do so in a timely and effective manner.

Viajemos Seguras centers upon prevention, care and access to justice, all geared to promote women's access to transport services free of violence. The program includes the following services:

- Help stands for assistance and to report cases of sexual abuse in the public transport system.
- The Athena program, providing exclusive services for women.
- Separation of men and women inside the Metrobus System.
- Separation of men and women in the Metro Ligero System.



Photo [Pradip J. Phanse](#)



*Director of the program Viajemos Seguras en el Transporte Público - Ciudad de México

WHAT ABOUT TRENDS IN LATIN AMERICA AND THE CARIBBEAN?

► Q3. Have you been groped or experienced any other form of physical harassment when using public transport?

Ranked from worst to best



- 01 MEXICO CITY
- 02 BOGOTA
- 03 LIMA
- 04 TOKYO
- 05 DELHI
- 06 JAKARTA
- 07 MANILA
- 08 MOSCOW
- 09 BUENOS AIRES
- 10 BEIJING
- 11 SEOUL
- 12 BANGKOK
- 13 KUALA LUMPUR
- 14 NEW YORK
- 15 LONDON
- 16 PARIS

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BOGOTA / LIMA / MEXICO CITY
have been classified as the 3 cities in the world with the
most dangerous transport systems
for women



* Survey in 14 world capitals and New York by Thomson Reuters Foundation, 2014



SESSION 3

Cutting-edge topics and new knowledge

The relationship between gender and transport has been a subject of analysis that (although recent) has been increasing. Once sex-disaggregated data becomes widespread, the possibilities of understanding the gaps in accessibility, occupation and salary between men, women and other population groups, will be expanded to other sectors. The following includes some examples of sectoral projects, and data derived from household surveys, through which it is possible to go deeper into the relationship between gender and transport.



COMFORT SYSTEMS BRT

Financial analysis vs. economic analysis

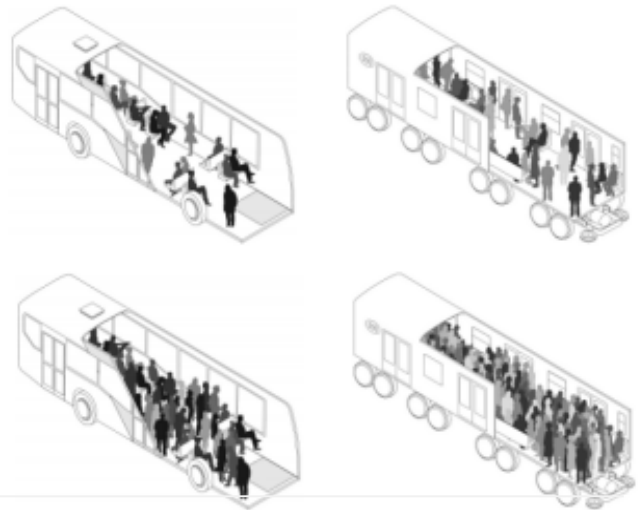
Fast growing transport needs are a common concern in many cities, both in the developed and developing world. To address this issue, more than 70 cities have already implemented a Bus Rapid Transit (BRT) system, and many more are planning to do so in the following years.

These systems' relatively low costs, coupled with their fast implementation times and good performance statistics, are some of the main reasons for their increasing popularity. However, most BRTs have been designed using an engineering standard of 6 or more passengers per square meter (which can be exceeded at peak times in some corridors), yet, according to Vuchic (2005), densities of 6.7 passengers per square meter result in "crashes, possible injuries, and forced movement". For these reasons, individuals are not willing to use the BRTs under such conditions and choose instead to travel by private transportation. This prevents the increase of BRTs' modal shift and the reduction of congestion and emissions.

This is especially important in developing countries,

where motorization is rapidly increasing and car emissions account for nearly half of the urban pollution. This situation highlights the need for more detailed analysis of crowding costs in mass transit systems, as well as the impact of such costs on travel decisions.

What is the actual cost of adapting the operation of such systems? How do we compare these costs through measures such as segregation by gender?



ROADS TO AGENCY

Effects of Enhancing Women's Participation in Rural Roads



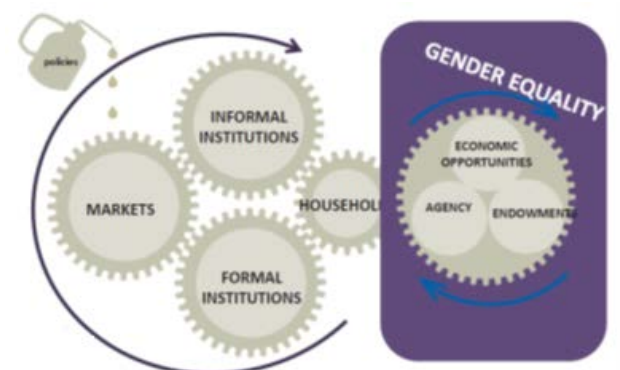
Building and rehabilitating rural roads has enormous economic and social benefits to the poor in terms of increased agricultural production, lower input and transport costs, increased school enrollment, increased access to health and other services. In addition, rural roads' construction, maintenance, and rehabilitation are an excellent employment and income-generating opportunity for the local population. A less studied, but potentially quite transformative benefit is the impact of employing women in roads work and ancillary productive activities connected to the newly rehabilitated roads.

Through semi-structured interviews with women working in rural road projects, their family, and key community interviews, this qualitative study sought to discover the impact of women's participation in the construction work and maintenance of roads, as well as "subsistence auxiliaries" in rural transport of Nicaragua, Argentina and Peru.

The study focuses mainly on the impact of the capacity for action and decision-making of these women. Here, agency is defined as 'the ability to make choices and transform these choices into desired outcomes' (World Bank 2012).

The overall conclusion of the study is that the integration of women in rural road projects increases their capacity for action and decision-making: the entry of women into labor market areas that are not traditionally occupied by them not only increased the esteem and aspirations of women, but also challenged social norms about the roles and capabilities of women, as well as their participation in public spheres. The projects also played a decisive role in the expansion of women's networks through their participation in the formal labor market.

Similarly, social networks give women greater access to their peers and greater social support and access to information. Moreover, women's control over their income had an impact on bargaining power within the household. The report proposes 16 specific lessons learned from the case studies of three projects, grouped in four areas: (i) those that address barriers to participation, (ii) those that address the challenges during participation in the program, (iii) those that enhance the capacity for action and decision-making of women on the program participation; and, (iv) those that increase the sustainability and expansion of gender approaches.





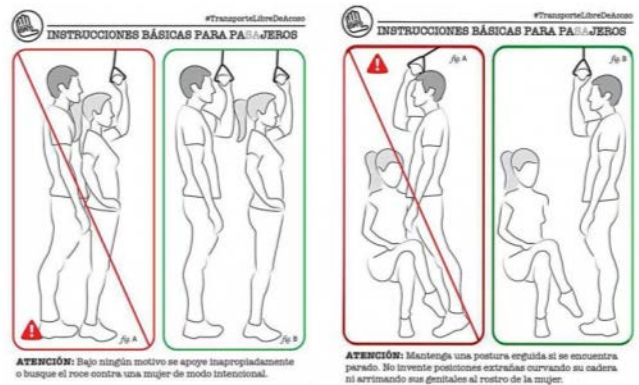
VIOLENCE

against women and girls in transport

Violence against women and girls in transport and public spaces related to transport, have a negative impact on their access to resources and provisions (employment, health and education). There is a worldwide recognition of the need to plan and design public spaces that are safe for women and girls, all this because insecurity has been identified as one of the main reasons why they avoid public places, including transportation systems.

This problem not only leads to an increase of gender inequalities, but also limits the success of infrastructure programs. Improving the welfare of women and ensuring the success of these infrastructure programs will depend on the creation of safe environments that take into account the concerns and needs of all users.

This technical note, prepared jointly by the IDB, the World Bank and the George Washington University, discusses violence against women and girls in the transport sector (both in urban and rural areas) and presents practices and promising interventions that try to address these problems.





GENDER AND LABOR MARKETS

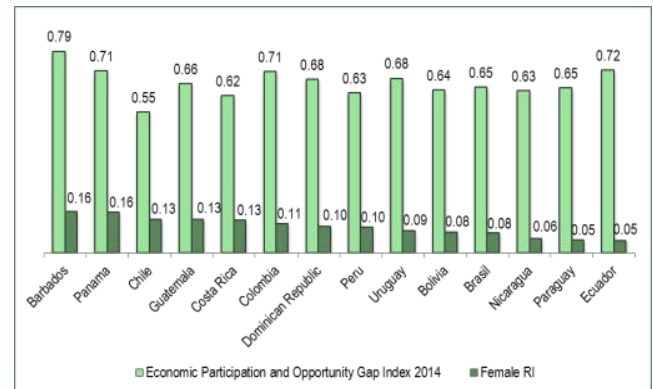
Participation of women in the construction sector *

Gender occupational segregation in the economies of Latin America and the Caribbean* (LAC) can be assessed from two complementary perspectives. First, a qualitative approach that reviews the chronological evolution in the scope and content of the legal and regulatory framework to promote gender equality. Second, a quantitative approach that analyzes employment related data from the household surveys.

The findings of the qualitative review show that LAC countries have achieved important progress in including principles of gender equality in their labor related regulations. However, it is relatively impossible to conclude from this information to what extent these legal instruments transcend into the economic sector's practices and influence woman's participation in labor markets.

In addition, the quantitative analysis suggest that low levels of female representativeness within the sector might be correlated with higher wage gaps for women. This preliminary conclusion is derived from two basic econometric models applied to household surveys, specifically using sex disaggregated data of hourly wages in the construction sector of the countries assessed.

Furthermore, the paper concludes that a more active approach might be required if women's participation is to be increased. The results obtained reveal the importance of using available data to monitor the effectiveness of gender equality plans and programs so these are mainstreamed in the strategies of key economic sectors. Even though the region shows progress in terms of gender equality that is reflected accordingly by international indexes, disaggregated information by economic sectors might be required to accelerate the pace in which women can access all sectors or find a situation of equal opportunities.



* Paper submitted and under review to TRB 2016.

1. Transport Specialist at IDB 2. Consultant of Transport Division 3. Consultant of Transport Division 4. Gender Consultant at IDB 5. Consultant of Transport Division

SESSION 4

International organizations

View and Experience

"Development agencies and multilateral and bilateral donors have strategies that specifically address the problems of women in development and gender equality. Initially these may have existed as discrete plans, but are increasingly being incorporated in the strategic plans of the whole organism. This reflects the evolution of different development approaches: from a focus on *the status of women*, to *women in development*, to *gender mainstreaming and gender equality*, to *gender and development*".

(USAID, 2004)



ASIAN DEVELOPMENT BANK

Why gender in transport?

Both the transport sector and gender equality are two operational priorities of the Asian Development Bank (ADB) under its long-term strategic framework, The Strategy 2020. The infrastructure (including transport) is one of the five main areas of operations, while gender equality is one of the five drivers of change to support and achieve inclusive growth.

To ensure that transport investments are sustainable and their benefits are distributed and shared more equitably, the Sustainable Transport Operational Plan (ITS-PO) was developed and adopted to guide and provide a roadmap for transportation investments in the ADB. The ITS-OP supports the development of safer transport systems that are environmentally friendly, socially inclusive and affordable in the region. Furthermore, the ITS-PO also identifies social sustainability as one of four new and enhanced operational areas that should be expanded. Social sustainability requires special attention to gender issues and greater social inclusion in the transport sector projects financed by the ADB, especially

through institutional capacity building to improve the design, implementation and monitoring of transport projects that meet issues of gender and social inclusion. Since transportation investments comprise a large proportion of the portfolio of the ADB, we simply cannot afford to lose the opportunity to mainstream gender issues in this sector.



Photo CC [ADB](#)



WORLD BANK

Why Gender and Transport?

Consideration of gender in the transport sector is essential to ensure that transport is equitable, accessible and allows access to resources and opportunities needed for development. Gender issues should be considered in the design and planning of infrastructure and transport services, because gender inequalities limit the progress of economic growth and poverty reduction in developing countries. Some of our successful transport projects have emphasized the mainstreaming of gender and social inclusion, and have enabled economic and social empowerment of women.

Particular efforts have been made in the road sub-sector to address gender issues in small-scale projects and independent projects. However, the systematic inclusion of gender issues at the policy level, as well as in the area of loans, has not yet been achieved, since a large number of transport projects still ignore gender issues and other social aspects. Successful gender mainstreaming in transport require removing institutional and physical barriers and improved incentives to increase women's accessibility to all opportunities within the sector.



Foto the IDB

GENDER MAINSTREAMING

Impact on management



In international surveys, Sweden is considered to be the *locus classicus* for gender mainstreaming. At a macro level the picture is clear, as government directives include specific goals for gender equality and the expectation that public agencies will mainstream gender into their core business. At a micro level, the situation is more complex. Formal governance meets with gendered norms and cultures that are equally strong, but informal, driving forces among civil servants. This PODCAST briefly examines how public administration reacts under the pressure of the objective of mainstreaming gender issues in this sector.

An analysis of the Swedish Road Administration and the National Rail Administration shows that while corporate levels are especially concerned with greater emphasis on meeting quantitative targets, this perpetuates a culture where reliability lies in measurability, with a detriment to qualitative results that are more significant in terms of gender equity within the systems of transport.

The percentages of men and women in an organization actually says little about the distribution of power. This may be of interest to understanding the distribution by sexes in the workplace, reinforcing the need for quotas over time, and revealing statistics that evidence the

permanence of glass ceilings. However, the statistics do not reveal what type of integration (assimilation, decoupling or transformation) is in process and how much women and men can effectively contribute to sector transformation with their expertise.

Quotas are frequently used as a mechanism to increase the presence of women in a given organization or sector, as well as to evidence a degree of equality. However, this strategy can overlook needs for more substantial revision and/or transformation of organizations and systems.

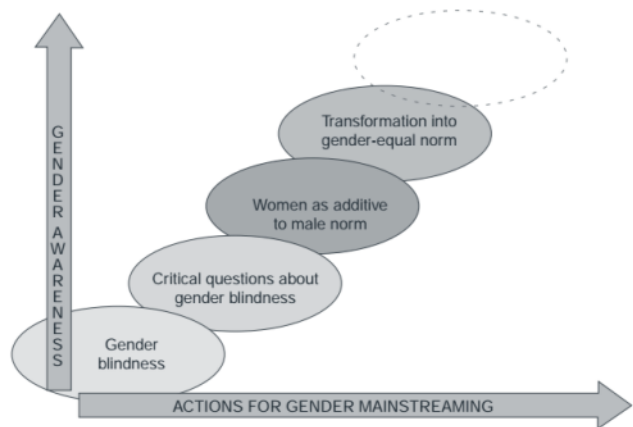


FIGURE 3 Breaking norms for gender equality.

SESSION 5

Gender, transport and Labor Market

"Economic growth is more robust and sustainable when women and men participate in the labor market alike. Also, companies that invest in hiring women gain a significant competitive advantage. However, despite compelling evidence that gender equality is a transformative effect on productivity and growth, the economic and productive potential of women remains limited in many parts of the world." (IFC, 2013)



GENDER GAPS

and labor markets in LAC

In 2012, the participation of women in the workforce in Latin America and the Caribbean reached 53.6%, while for men it was estimated at 79.5%. Similarly, unemployment rates were higher for women (9%) than for men (5.9%). A study by CEPAL (2012) estimated that the proportion of women in the region without income reached 31.6%, while for men in the same condition, it only reached 11.6%. In 2010 in rural areas, this disparity was 41.4% for women and only 14.9% for men. These factors explain the high rate of feminine poverty in the region. Similarly, the study estimates that in 2012 for every 100 men living in poor households, there were 117 women in similar situations.

Besides the differences in participation in the labor market, other regional analyses reflect a high concentration of women and men in different occupations. Occupancy rates disaggregated by sex and economic sectors confirm an under-representation of women in the areas of construction and transportation in the region. In contrast, women are overrepresented in areas such

as trade, social services and manufacturing, all sectors of lower productivity and lower incomes. Also, CEPAL (2013) indicates that women's participation in non-traditional sectors in the region (such as the construction sector) does not exceed 3%. This phenomenon, known as occupational segregation, is one of the most significant areas of gender inequality in the labor market and is closely related to wage inequality.



Photo Alfonso Fernández

•Head of Unit Labor Markets and Social Security IDB

•** Specialist on Labor Markets IDB



INCLUSIVE MARKETS

and acquisitions

Promoting inclusive market access and fair competition for all suppliers, including women and women-owned companies, is one of the core principles of the IDB's project procurement.

To achieve such access, the Bank promotes this initiative at a variety of levels.

Public Policies: The Latin American and the Caribbean (LAC) Public Procurement Market is estimated to be at least US\$800 billion dollars; IDB finances approximately US\$10-12 billion dollars per year. Given these figures, influencing public policy and promoting inclusive market access (including for women and women-owned enterprises), represents a promising strategy for the IDB with potentially wide-reaching impact.

Dissemination and Promotion: Supporting awareness, information dissemination, and “match-making” events helps providers become acquainted with the opportunities in the region. It also helps borrowers learn the importance of proactive sourcing. These initiatives are a good opportunity to introduce new economic actors to the public procurement market segment and give borrowers the opportunity to gather greater knowledge, accountability and increased awareness of the potential market. The IDB, for example, is planning to organize a series of Procurement Fairs to encourage the involvement of market segments that are not used to participating in public procurement activities, such as small and medium enterprises, women-owned companies, and indigenous people associations.

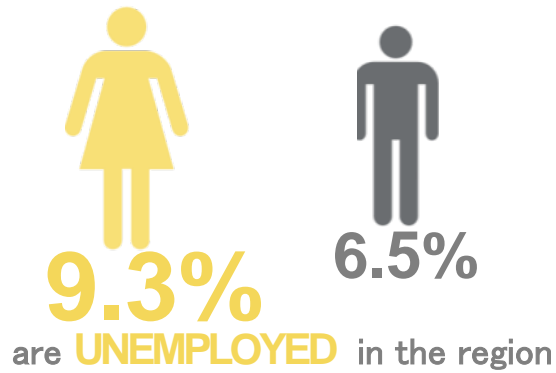
Bank-financed projects: The procurement policies reflect the interest of the IDB and its member

countries to ensure transparency, competition, and equal opportunities in the procurement of IDB-financed operations. To this end, the IDB Procurement Policies state that *“the Bank does not permit a Borrower to deny pre- or post-qualification to a firm for reasons unrelated to its capability and resources to successfully perform the contract; nor does it permit a Borrower to disqualify any bidder for such reasons”*.

Having said the above, this does not exclude a borrower from designing a project with the purposes of promoting a specific market segment or minority group. To the extent that the technical specifications of a process are clearly reflected in the loan contract, they can be included in the bidding documents and will be evaluated as such. It is a necessary condition that the borrower ensures that there is capacity in the market to cover the demand. It may be advisable to include training components aimed at strengthening the target groups in the design of the project. Equally important, the evaluation criteria would have to be as clear and precise as possible to ensure compliance without affecting competition and price.

Additionally, a borrower may want to include an option to pay an additional price/fee if certain pre-established conditions targeting a minority group are achieved, or combine evaluation of price and some points (between 1 to 5) to enforce this measure. This approach will require the establishment of appropriate monitoring mechanisms to ensure compliance with the criteria during contract execution, and may result in additional supervision and/or transaction costs.

WHAT ABOUT TRENDS IN LATIN AMERICA AND THE CARIBBEAN?



GENDER AND INFRASTRUCTURE IN LAC

Areas of high to low female labor representation



Source: IDB calculations based on National Household Surveys (years 2011 y 2014)

Source: World Bank



SESSION 6

Practical evidence Women operating transport systems

"Although the participation of women in the labor market has experienced significant growth in recent years, this is, without doubt, much slower and more complicated if we look at certain sectors where women are under-represented and that are more masculinized. That is, in areas traditionally considered male. Companies' reluctance to hire women in these sectors has been generally supported by the stereotype of their weaker physical strength to perform them. Justification that often conceals a clear discriminatory behavior towards them."

(Comisiones Obreras de Madrid, 2007)



KERRI ROGAN & JASMINE KERRY*

100 YEARS of Women in Transport

When the Bakerloo line extension opened at Maida Vale in 1915, history was made: it became the first underground station to be staffed entirely by women. As the First World War took hold and increasing numbers of men enlisted for military service, women stepped in to take over their home front roles and responsibilities. This prompted a huge shift that would alter lives and perceptions forever.

Alongside our industry partners Crossrail, DfT, Network Rail, WES, and WTS, we are using this anniversary to launch the 100 Years of Women in Transport program. The program will celebrate the role that women have played in the industry during the past 100 years and give us an opportunity to look at our industry today. By reflecting on our current diversity, we'll be able to identify the opportunities which will develop our workforce in the future.

This campaign is as much about celebrating the past as it is about the present and the future:

attracting and retaining talented staff, contributing to the wider economy, and making sure that we can respond to the operational and delivery challenges we now face.



WOMEN IN TRUCKING

Road Freight



Part of the mission of Women In Trucking is to address obstacles that might keep women from entering the industry. One of the first questions often asked is, "What are these obstacles?" While there are numerous things that might limit the number of women who consider careers in trucking, the most crucial one is about image. From the outside, we don't appear to be very female focused.

Not only does the trucking industry have a very male dominated culture, we haven't always reached out to women to invite them to join us. Look around you at any public event and then start asking the women there if they would like a job as a professional driver, mechanic, or safety director. The typical reaction is one of disbelief.

We've heard comments ranging from, "I'm not mechanically minded," to "I'm not strong enough," to "I can't drive a stick shift." While men might often have the same response, our goal is to tell

women that they CAN drive, fix, own, sell, or dispatch trucks and that the industry wants and needs them.

In addition to getting this message to the potential driver population, we need to show the non-trucking public that women are already doing these jobs – and have been for many years.



Foto [Trucking News](#)



GENDER EQUITY IN TRANSPORT

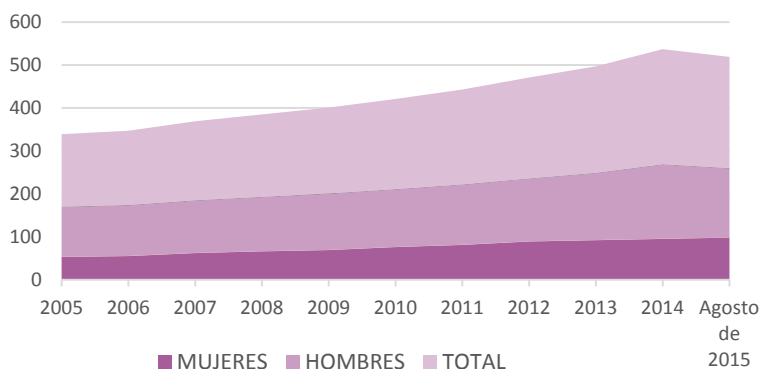
The way to gender equality in the transport system
Valley of Aburra - Colombia

Talking about gender equality is fashionable in Colombia. The national government has made efforts in this arena through the Office of Women's Equality, which depends directly on the President of the Republic. In this context, it is interesting to discover the path that the public transport system in the Aburra Valley has taken, as well as how it has impacted transport companies, since the subway started its commercial operation.

When this subway system opened in 1995, there was no clear policy of gender equity. Nevertheless the democratic vision of its initial directors allowed for the hiring of subway operations personnel irrespective of gender--the only condition for hiring was to meet the requirements of each position, be it station master, protection guard, "informer – seller" and train driver.

As shown in the graph below, the participation of women as Train Drivers has been significant, ranging between 31.4% and 37.9%. As for the underground maintenance staff, although there is not a significant number of women holding positions as technicians and maintenance professionals, there are particular cases in which the particular contribution of women is highlighted among male teams.

With the implementation of trunk routes through BTRs and its feeder basins, the operation dealerships are strengthening their programs of social inclusion and gender equality. These measures are really attractive in the transport sector of our country, where there has always been a historical legacy in which trades associated with transport correspond only to men—the exception being charges that are related to cleaning and feeding that are typically run by women.



PARTICIPATION BY GENDER - TRAIN DRIVERS

SESSION 7

OUR PROJECTS

Gender and Transport Action Plan 2015 TSP

In 2015, the Transport Division outlined a plan of action to identify actions to raise the impact of traditional operations in the field of gender. Disaggregated information and knowledge about each country's transport infrastructure construction market appears as an essential step in the definition of any initiative.



GENDER AND TRANSPORT PLAN OF ACTION IDB 2015

GOALS:

To raise the positive impacts of sectoral projects that focus on women, attending to their dimensions as users and/or beneficiaries of interventions; and, consider women as part of the workforce in the sector.

COMPONENTS:

- Discuss policy frameworks on gender equality issues.
- Raise the value chain of 10 countries and formulate a gender action plan.
- Total or partial financing of the action plans.
- Development of three pilot projects to promote the participation of women in non-traditional jobs, with emphasis on heavy machinery.

PILOT PROJECTS IN:

- BOLIVIA
- NICARAGUA
- PARAGUAY

BACKGROUND OR REFERENCE PROJECTS:

- HAITI
- *CAMINOS RURALES* PERÚ



HAITI

Program operation of heavy machinery

The program aims to contribute to the recovery of road infrastructure in Haiti, restoring proper operating conditions through a permanent, competitive and safe transport service. Overall, this will contribute to economic recovery and to improving the quality of life of the population in the Southern region. With the help of the Canadian International Development Agency (CIDA), gender equality criteria were considered in the project. In this context, they mobilized and formed groups of women able to perform activities such as road maintenance, driving heavy machinery and lead microenterprises—this is shown in the tables below.



Foto [Equality Plan th IDB in Haití](#), e El BID

Micro-Companies

Type of work	W	M	Total
Heavy Machinery	11	1	12
Routine Maintainance	30	8	38
	41	9	50

Training of heavy machinery conductors

Zona	W	M	Total
Grande-Anse	27	13	40
Camp-Perrin	59	16	75
Total	86	29	115

Training of road maintenance

Zona	W	M	Total
Cayes – Camp-Perrin	132	38	170
Grand-Anse	12	18	30
Borgne	32	18	50
Total	176	74	250



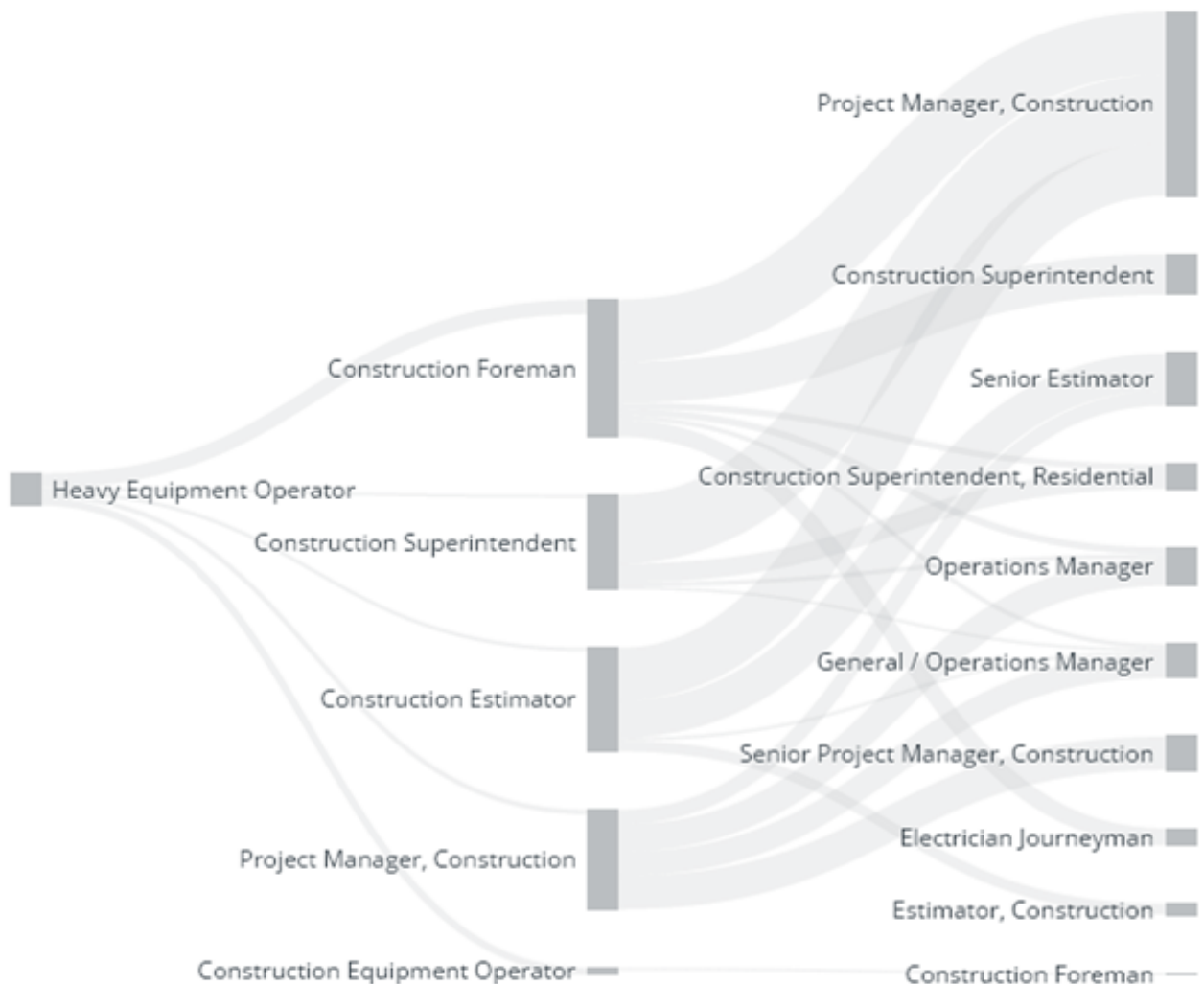
WHY HEAVY EQUIPMENT ? NON-TRADITIONAL ACTIVITIES FOR WOMEN

The new challenges in transportation have generated the need to cover new projects that achieve better operating performance. In this context, implementation of non-traditional activities appear as:

- A framework for new opportunities
- A demonstration effect
- Work that exceeds the use of force

One of those non-traditional activities is the incursion of women in the operation of heavy machinery, an activity that has historically been exclusively for men; however, it has gained a wide range of spaces of the workplace in which woman can operate.

COMMON CAREERS IN HEAVY EQUIPMENT OPERATION





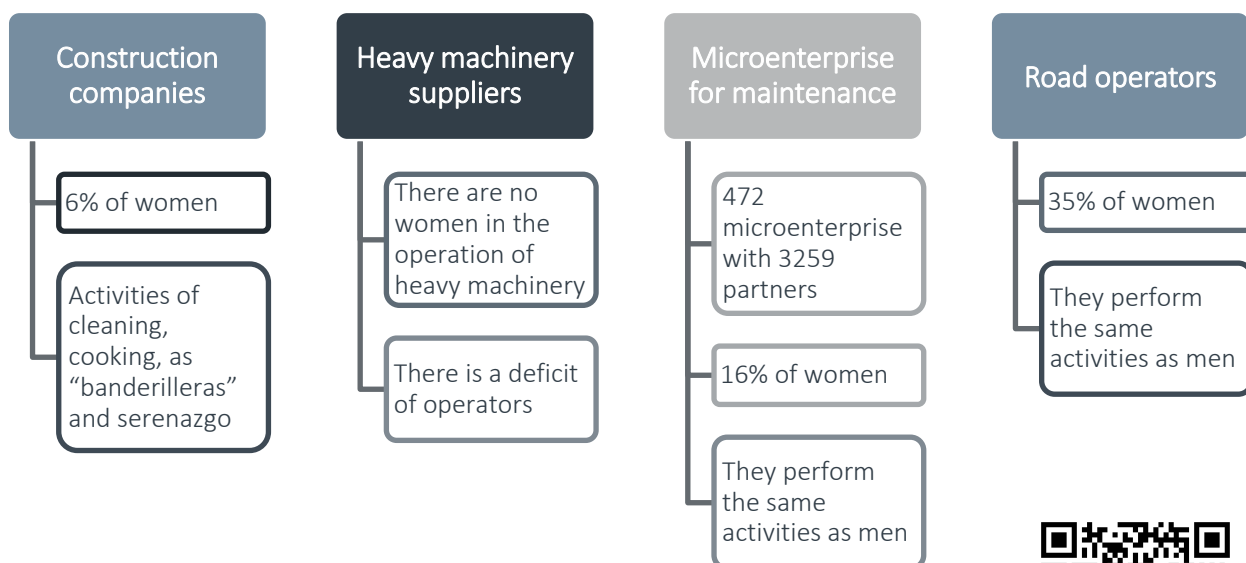
1. BOLIVIA: BO-L1102

Road Infrastructure Program for Development Support and Management of the Basic Road Network II

PROGRAM FACTS

Executor:	Bolivian Highway Administration
Amount and approval:	US \$ 178 million - Approval Date: September 30, 2015
Goals:	<ul style="list-style-type: none"> Improve quality and conditions of traffic, accessibility and security of the Basic Road Network (RVF) Improve efficiency in public sector spending by supporting the management of road assets
Components:	<ol style="list-style-type: none"> Civil works and road safety: construction, improvement, rehabilitation and / or maintenance of approximately 185 km of the RVF Engineering and social-environmental management Integral management of road assets: Development of an intelligent transportation system and collection management systems Support Road Maintenance Program, through Micro enterprises (PROVIAL)

Participation of women in the value chain of infrastructure construction



1. BOLIVIA: BO-L1102

Key sectoral findings: analysis of the value chain

Construction companies	Over 50% of companies outsource machinery--the rest use salaried operators.
	The number of machine operators on site varies from 15 to 25% relative to the total number of workers.
	Construction companies have agreed to the inclusion of women trained in handling heavy machinery.
	Advantage: They are more responsible and the operation could be more careful.
	Disadvantage: the physical effort and the remoteness of the works.
	Other possible non-traditional activities in which women can be linked: masonry, siding, carpentry, work control, topography, machine control and “apuntadoras”.
Companies providing heavy machinery	Average of 11 operators per companies. The average salary paid to the operator is 2,500 B / month vs 1,000 B / month that a “banderillera” earns.
	75% of the companies interviewed said that they will hire trained women for handling machinery.
	Disadvantage: The great effort possibly associated with the activity (to change tires, for example), working distances, the adaptation of installations and higher labor costs.
	Problems of the category: Low willingness of some operators to travel (44%) and lack of staff (19%).

1. BOLIVIA: BO-L1102

Key sectoral findings: analysis of the value chain

Construction supervision	Women work in cleaning and cooking. Special cases of women brigades developing gabions, cleaning sewers and gutters, signalling and light equipment operation.
	Civil construction is a male domain. Men are reluctant to take orders from women, for that reason female foreman have not been seen.
Routine maintenance microenterprises	81% of respondents are mothers.
	Both men and women would be willing to be trained in heavy machinery and other specialized activities of civil construction.
Operation of tracks	35% of women are employed as weighers and collectors.
	67% were single and 19% were married. 70% have children.
	Most have a bachelor's degree and received more than 1,800 B / month fee.
	74% of women should take on night shifts.
	95% of the tolls have accommodation facilities, but 79% do not have designated bathrooms and dressing rooms for men and women.

1. BOLIVIA: BO-L1102

STRATEGY IMPLEMENTATION

CONTEXT

TSP has pre-identified demand from importers of heavy machinery to have qualified operators

Bolivia has a National Program on Employment Access Platform (PEA) financed by an IDB loan with LMK

OPPORTUNITY

A two stages training program: technical training & practical training

HOW IT WORKS ...

Costs from theoretical training are assumed:
50% by the heavy machinery importers and 50% by beneficiaries who receive the stipend from the PEA Program

Practical training costs are covered by the PEA program (2 months) under a training contract with beneficiaries

EXPECTED RESULTS

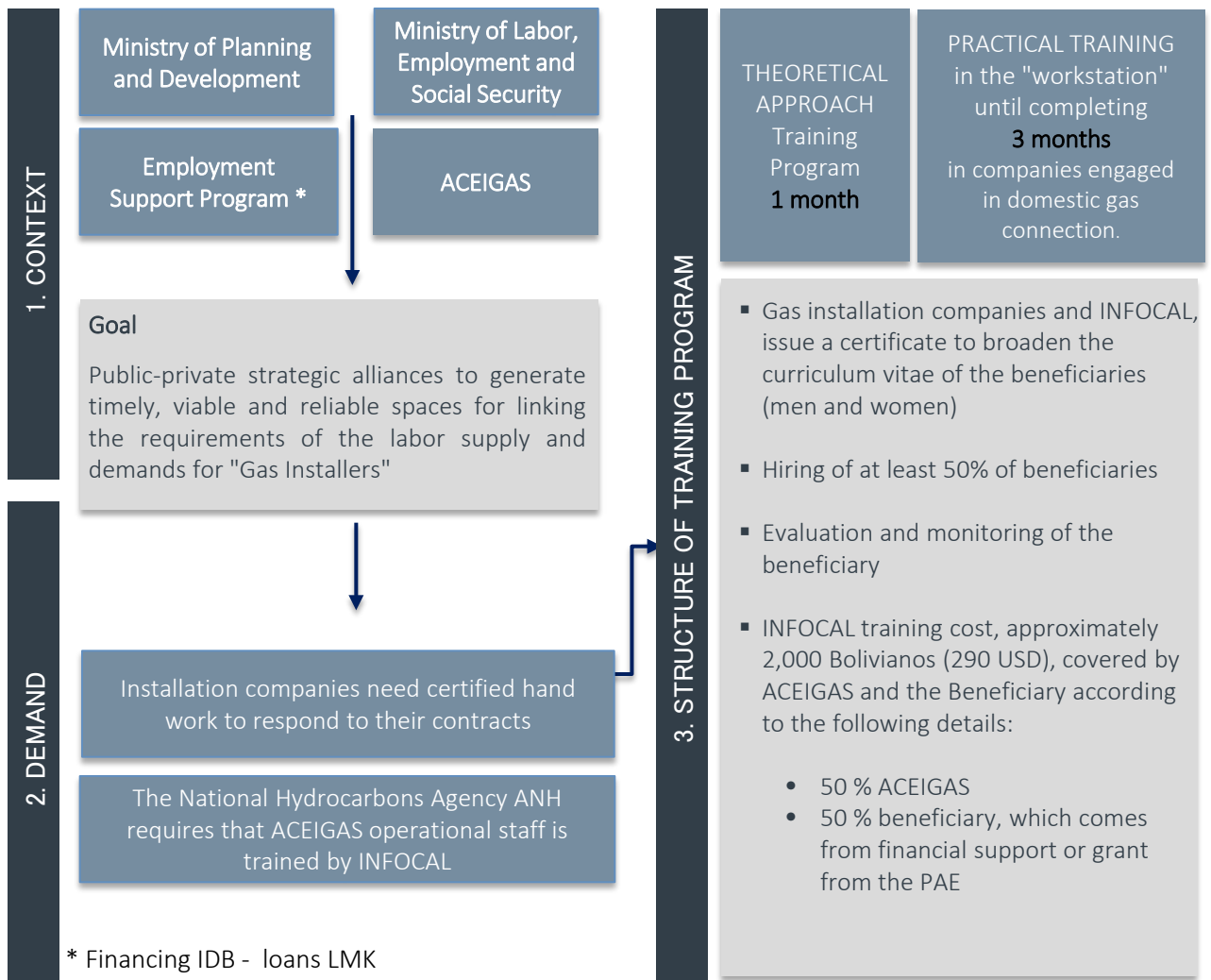
- Operation BO-L1095 as the first pilot project
- Rate of absorption of trained personnel by the market: 20%
- National reach of the program and the possibility to create a pool of trained HM operators

1. BOLIVIA: BO-L1102

PAE MODEL APPLIED TO OTHER SECTOR

INITIAL ALTERNATIVES AND / OR MODELS FOR HEAVY EQUIPMENT

Cochabamba association of gas installers ACEIGAS



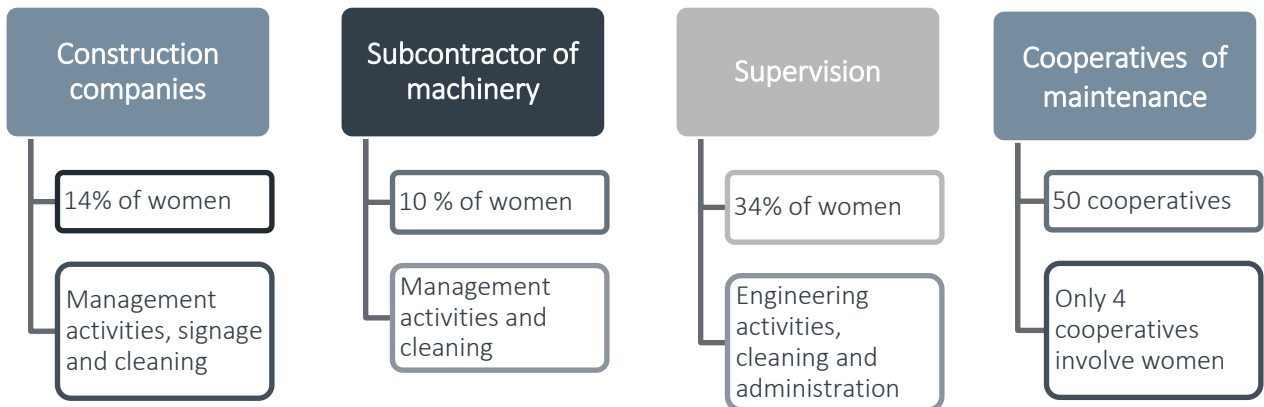


2. NICARAGUA: NI-L1092

Road integration program

ROAD INTEGRATION PROGRAM (NI-L1092)	
Executor:	Ministry of Transport and Infrastructure (MTI).
Amount and approval:	US \$ 90.7 million - Approval Date: November 25, 2015.
Goals:	Increase physical accessibility of rural zones of Nicaragua with high incidence of poverty, facilitating the integration of production to consumption areas, and population to public and social services.
Components:	<ol style="list-style-type: none"> 1. Improving rural roads. 2. Institutional strengthening of the MTI.

Participation of women in the value chain of infrastructure construction



2. NICARAGUA: NI-L1092

Key sectoral findings: analysis of the value chain in Nicaragua

Construction companies	Women's participation is equivalent to 14% (administration, signaling and cleaning).
	Heavy machinery activity is the activity that requires more staff (46%). This activity, along with engineering, is the activity that provides higher wages.
	Most companies have their own machinery.
	Outsourcing: Large construction companies outsource some heavy equipment. Small construction companies subcontract works, equipment and handling fees.
	Builders say they are willing to promote training and employment of women in heavy machinery, but they identify a limiting factor due to displacement.
Companies providing heavy machinery	10% of women work in administrative and cleaning activities.
	Shortage of well trained and efficient staff. The cost of allowances due to lack of staff in the area of labor is 17% of the total salary.
	Machinist salary is between 2 and 3 times higher than the flagman.
	Operators develop organically over time, starting as helpers they eventually advance in the chain of expertise.
	No state programs that train and promote the training in heavy machinery were identified.

2. NICARAGUA: NI-L1092

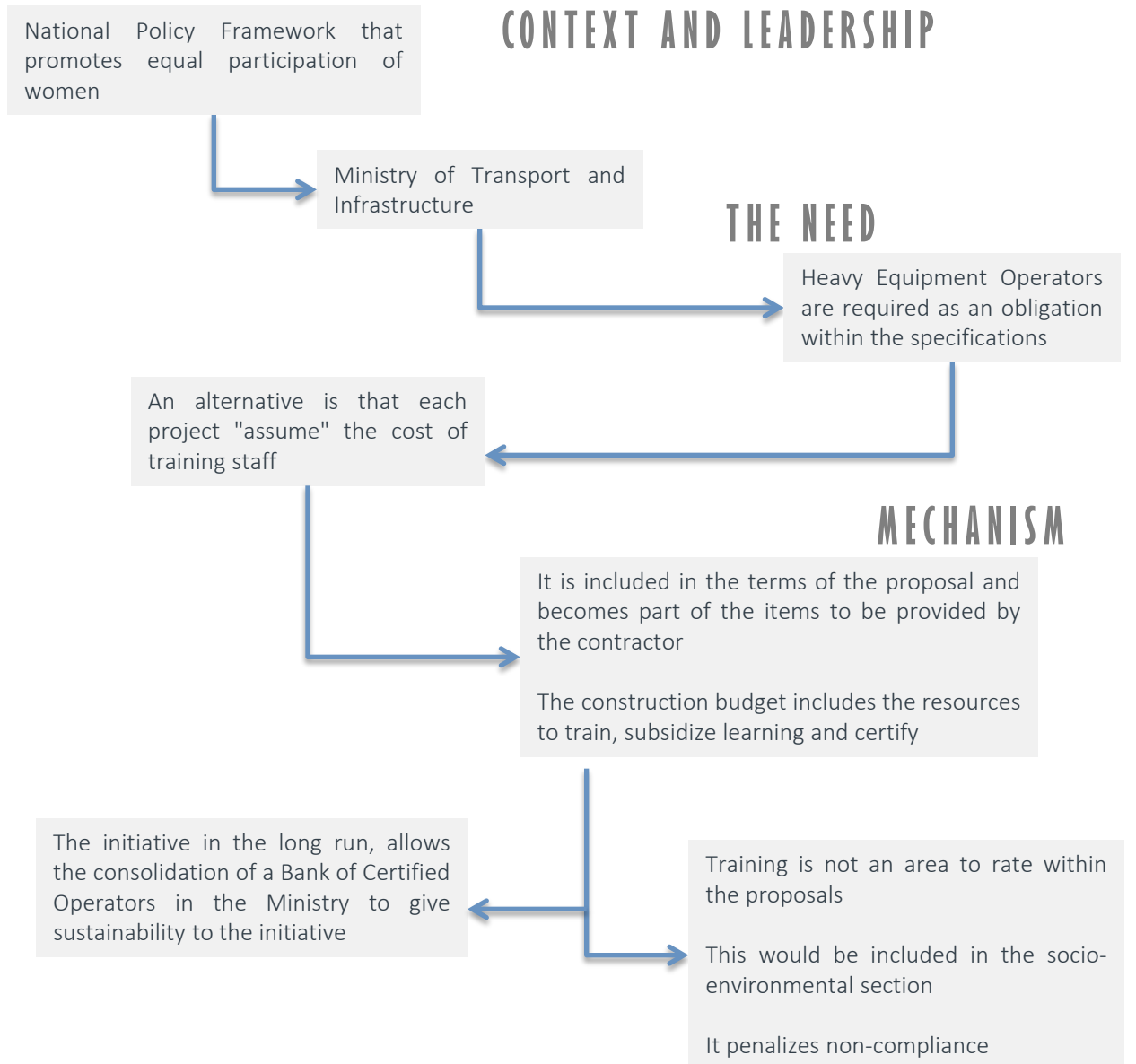
Key sectoral findings: analysis of the value chain in Nicaragua

Construction supervision	34% of women (engineering, cleaning and administration).
	The idea of promoting greater involvement of women in engineering activities, supervision and administration is perceived as positive.
	Women leaving the economic activity for marriage and motherhood is considered a limitation.
Maintenance cooperatives	Low participation of women (only 4 of 50 cooperatives involve women).
	Most jobs do not involve machinery.
	Just a few women's cooperatives say they are willing to be trained in heavy machinery.
Women in the sector	Most women are mothers. A high percentage are single mothers.
	They don't see in maternity or displacement as factors that limit working in the sector.
	Lack of opportunities in rural areas. Their priority is child support.

2. NICARAGUA: NI-L1092

IMPLEMENTATION STRATEGY

CONTEXT AND LEADERSHIP





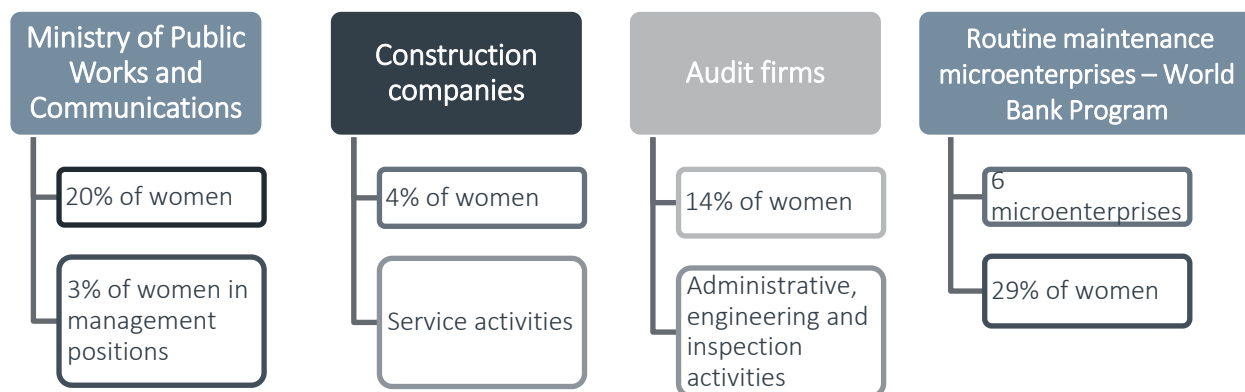
3. PARAGUAY: PR-L1092

Improvement program for local roads

IMPROVEMENT PROGRAM FOR LOCAL ROADS (PR-L1092)

Executor:	Ministry of Public Works and Communications (MOPC)
Amount and approval:	US \$ 62 million - Approval Date: November 25, 2015
Goals:	Improving connectivity in rural areas of the Eastern Region of the country, providing better access from the production areas to the points of consumption, and better public access to goods and social services, including transportation
Components:	<p>It provides:</p> <ol style="list-style-type: none"> 1. Improvement of approximately 165 km of local roads 2. Routine maintenance of approximately 500 km 3. Replacement of 600 meters small bridges 4. Technical and environmental control and management of environmental and social programs

Participation of women in the value chain of infrastructure construction



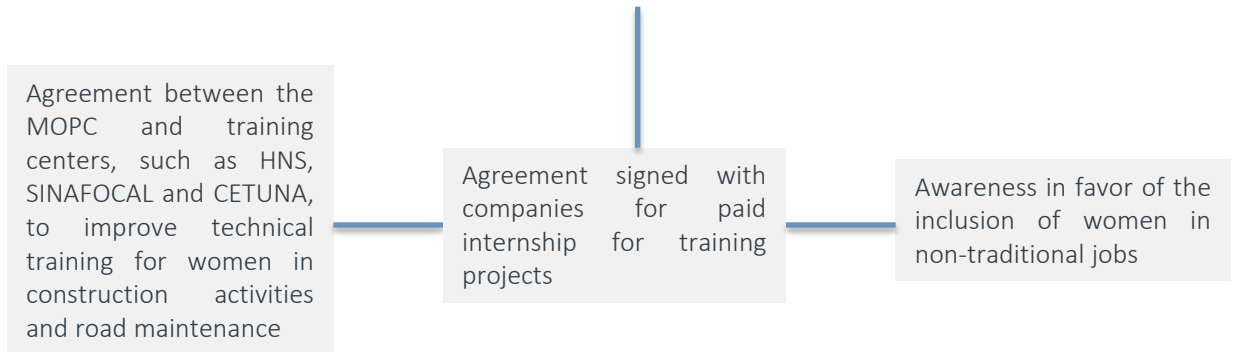
3. PARAGUAY: PR-L1092

Key sectoral findings: analysis of the value chain in Paraguay

Construction companies	Participation of 4% of women (service activities).
	Shortage of labor to address sectoral projects. During 2015-2017 the country plans to auction 47 projects which will require 5,275 heavy equipment operators.
	There is a willingness to hire women in nontraditional jobs, if they have the required skills and do not represent extra expenses.
	Advantages: responsibility, commitment, dedication, honesty and resource care.
	Disadvantage: increased physical stress, problem of living in camps and displacement. However, there is evidence of internal migration of women in search of job opportunities.
	40% of the machinery is rented (in some cases with workers and in others without them). In agriculture, you can see women driving machinery.
	Other possible non-traditional activities in which women can be linked: Truck drivers, operators compactor, laboratory, topography, masonry, carpentry work, welding and assembly, vehicle maintenance, placement of stones, signaling assistants.
Construction supervision	14% of women (in administrative, engineering and supervision activities).
	Women overseers working directly in the field have been very successful.
	The position a woman holds influences the relationship with other workers.
Women in the sector	Analysis of one toll: 41% employed women.
	Interest in working in non-traditional activities that generate higher wages.
	There are problems of collective living in camps.

3. PARAGUAY PR-L1092 IMPLEMENTATION STRATEGY

DEVELOPMENT OF CAPACITY



LABOR INTEGRATION



SESSION 7

The vision of the Private Sector

One of the main challenges in the fight against gender inequality is to achieve effective dialogue and establish strategic alliances between the private sector, civil society and the public sector. There is an absolute consensus on the importance of the private sector in creating economic opportunities for women. The benefits of gender equality extend well beyond its impact on labor markets and poverty. Private sector development and its impact in terms of innovation and productivity are favored by a diversity of the workforce. "Incorporating principles of gender equality in business is a smart business decision." (World Bank, 2011)

OPEN DIALOGUE WITH GENDER THE PRIVATE SECTOR

GENDER MAINSTREAMING AND THE PRIVATE SECTOR

Regarding decision making, how involved are female workers?



What is the current status of gender equality in your company?

How can we promote female participation and close gender gaps in our sector?



Does the organization promote equality in terms of work opportunities?

What should be the main result of mainstreaming gender equality in a private company?



What are the main barriers for a woman in order to work in the sector?



In the company's experience, has there ever been a mechanism that managed to achieve some level of equality among male and female workers?

Is there a special program that benefits women with children?

Does the company have any Certifications for Gender Equality?



What are some of the advantages and disadvantages that may arise from increasing female participation?

challenges to promote more female participation?

What opportunities could the sector offer in order to close gender gaps and boost female empowerment?



SESSION 8

Users'

Testimonials

WOMEN AS USERS

Access suitable solutions for women

I live in the state of Virginia and each day commute 64 km one way to Washington, DC, and 64 km back from work, or 3,200 km per month. When one lives so far away it is necessary to devise a strategic plan to travel as quickly, efficiently, and safely as possible or else, **choose to find a closer job ... but today I want to share my story.**

Do you all know what "slugging" is? In the Greater Washington Metropolitan Area it is a commuting system that began in 1973 after the oil crisis, following the decision of the Organization of Arab Petroleum Exporting Countries not to export oil to countries that had supported Israel during the Yom Kippur War. The United States, in efforts to alleviate this situation and reduce fuel consumption, created the HOV (High Occupancy Vehicle Lane), or an express lane with three or more passengers per vehicle along Interstate-395. The "slugging" system's implementation 38 years ago produced a transportation alternative created by users, regulated by users, and defined by a code of conduct. Today there are over 25 collection sites and more than 10,000 users.

"Slugging" is an example of a shared economy, long before Uber, Tappsi, and other modes of transportation adapted to a need/interest. In order to work, the driver needs other passengers, which allows her to travel more quickly in the less congested HOV lane. Passengers benefit as well, saving time... and time is money. It is impossible to forget a third party beneficiary of this measure:



Illustration by Marc Rosenthal

the environment--fewer cars mean less gasoline consumption.

Well, how does it really work? Any day at 5:30 am I park my car at Mine Road in Stafford. I approach the line; there are usually some 20 to 30 passengers. The "sluggers" wait patiently, expecting the arrival of consecutive cars to get to Washington. The first car comes, and the driver opens the window and announces its destination to the first in line, "New York Avenue and 14." If the first slugger is interested, he or she gets in the car and shares the destination with the next passenger and so on until the driver gets a second passenger.

Yes! I'm interested, I get in: "Good morning!" I say. As a woman, if possible, I sit in the back—one of the protocol rules is never to leave a woman alone in the line, and inside of the car one cannot put on makeup, or talk on the phone. One hour later we arrive, "Thank you!" and that is all I say.

Driving my car not only can take almost two hours, which is double the regular travel time, but I would have also spent \$20 getting to work and \$20 getting back home in gasoline costs. It is likely that without this commuting system, which is safe and free, today I would not be here in Mexico, telling my story.

A study in Argentina indicated that women travel shorter distances than men. In particular, women with children spend, on average, the same amount of time traveling as men, and 20% work in places nearby. In other words, mothers who are part of the workforce find jobs in an area with a distance radius 20% closer compared to men. World Bank 2014 (Gender, Transport and Labor Market: Evidence of Buenos Aires).

WOMEN AS USERS

The motorbike, a predominantly male mode that became my mode

Montevideo has an area of 530 km² where about a million and a half people (40% of the country's population) live. Many Uruguayans study and work at the same time, and I was no exception. Like many, I had to arrange my schedule to optimize my time and accomplish all my daily obligations. The distance between from my home to the University is 11km, and if I choose to go by bus it will take more than an hour, not counting 15 minutes of waiting at the bus station. Too much wasted time!

Why did I exchange the bus for a motorbike? Actually, it was an easy decision. The initial investment is not much--maintenance and other costs are really low (I have to change the oil every 2,000 km and the motorbike gets 27 km to every liter of gasoline (\$44 ~ US\$1.5 per liter). Using this mode of transport has improved my life and saved me not only time but also money. Now I travel those 11 km in 20 minutes and it my travel costs are much cheaper.

Well, despite the fact that my motorbike gave me many advantages and improved my mobility, it had some disadvantages worth noting...

Let's begin with the clothes. When I went to buy some accessories, such as gloves, a helmet and raining coats, I was really surprised that all the models I found were made for men. I had no choice but to dress like a boy on rainy days and during cold weather. It was clear that the market was not ready to serve women as motorists. On the one hand, the clothes were not appropriate and on the other hand, regarding the size of the helmet (bigger than needed), the protective function was lost.

In addition to this and no less important is the issue of road safety. In 2013 and 2014, an average of 500 people died in traffic accidents and more than a half of those victims were on a motorcycle. Besides, it is said that the increase of motorcycle accidents in Montevideo is caused by the growth in the numbers of cars on the roads, which

increased 4 times over in the last decade, with over and additional 100,000 cars and 50,000 motorcycles added to the roads each year.

Regarding road safety, as a result of the poor conditions of the roads--holes, lighting, traffic signals--and the recklessness of people, especially drivers from the public transport, I have had three accidents, thankfully with no serious injuries.

However, even though I still think that the motorbike is a versatile means of transport that is cost efficient, it is clear that Uruguay needs urgent help in terms of road safety, starting with the enforcement of severe fines, promotion of safety for users through "example" and not through the "More big Law", and the improvement of road security and training.

Finally, it is important and necessary to appeal to motorcycle manufacturers to anticipate and adapt their products to the female segment of the market, which is clearly not being treated and protected as well as it deserves to be.



WOMEN AS USERS

They lost me as user of transport

In my student years, my schedule and routine required me to move between different locations quickly and independently. The problem was, I was unable to afford an exclusive transport system, thus I explored different modes of transportation in Lima, Peru.

Analyzing the average daily distance that I traveled (approximately 2–3 miles from my home to my workplace to campus), it seemed that a bike would be most efficient, but the risk of an accident was high because Lima did not (and still does not) have exclusive biked lanes and lacks a civic culture of respect for cycling. Also some of my classes were in the evening--night bicycling would be more dangerous than cycling during the day. A motorcycle seemed like another good option, but the risk of an accident was still there and, in addition, a motorcycle would make me a target at gas stations, traffic lights and on poorly lit roads.

Public city transport, specifically buses, was my only alternative, and unfortunately it was where I spent and suffered a lot as Lima is a “collapsed” metropolis, overcrowded with buses, vans and unregistered taxis (in addition to many other challenges). In Lima, 60% of the transport fleet is 20 years old or older and 99% of the fleet runs on diesel without any care for the environment, air quality and noise.

I can say that I experienced it all during this period--each trip had unique complications of its own. For example, sometimes I was not allowed to get on the bus because, as students only pay half fares (they are subsidized), many drivers were uninterested in picking up a ‘half-user’. Moreover, there were no structured stops; you can get off the bus at each corner or in the middle of the block. Additionally, the tendency to overfill vehicles beyond capacity and the extremely loud music drivers typically play meant that sometimes drivers didn’t realize when I wanted to get off the bus. Furthermore, on more than one occasion I was touched by strangers. I felt violated and I was outraged to see that other women (like my sisters and friends) were also harassed while riding the bus. Finally, as I’m slightly larger than the average Peruvian, much of the time I spent riding the bus was quite uncomfortable as I found myself having to “fold up” in order to fit.

It was such a frustrating and unpleasant experience that I decided to switch to another mode of transport as soon as it was possible for me. I first switched to taxi services that are safe, but more expensive, and soon after that I bought my own car. I often think on how much money I could have saved if there were more viable public transport options. Instead, I have ended up contributing to the overcrowding and traffic Lima suffers.



Between 2007-2012 the number of cars in Lima grew around 40%, reaching 2.1 million active vehicles. Furthermore, there are now an estimated 240 vehicles per 1000 inhabitants.

WOMEN AS USERS

My life on a bicycle

The bicycle was invented in Germany in 1876. At that time, in response to the freedom and emancipation that the bicycle represented, a fictitious disease supposedly afflicting only women who used bicycles and causing them to have a “bicycle face”, appeared in popular culture. Of course, this “disease” was intended to counteract the level of unrecognized freedom bicycles could afford women.

Although “bicycle face” was debunked shortly thereafter, studies show that women still use bicycles at much lower rates than men. This happens everywhere, except in Denmark and the Netherlands.

Women are more risk averse. In the area of cycling, this translates to an increased demand for high-quality, reliable infrastructure as a prerequisite to bike riding. Women also tend to be responsible for family care, work, shopping and getting kids to school. Therefore, they have often travel complex urban routes that do not have bike lanes. Cities need more and better cycling infrastructure that incorporates an understanding of different patterns of movement and that promotes intermodal transport.

In Barcelona we welcomed, with much excitement, the arrival of a public bicycle system, Bicing, with 600 bikes available for use for US\$50 a year. The initiative changed mobility and anticipated what we now call the shared economy. The city's appearance evolved, becoming more friendly, green and sustainable. Bicing claims to be the best bike sharing program in the world. Latin America has begun to copy this example and, today, 12 cities have public bicycle systems with almost 13,000 bicycles and over 2,500 km of bikeways.

And the numbers are growing exponentially.

In the cities of Latin America, people spend, on average, an hour and a half commuting. Cities are growing, and it is estimated that by 2050 only one in ten people will live in the countryside. To address these megacities, growth trends suggest the need to build compact, more efficient and less congested cities.

A measure that may ease congestion while promoting sustainable transport is cycling, as an alternative and complement to travel by car and public transport. Considering women's perspective in order to generate an increase in their use of cycling is very important.

Urban mobility policymakers will have to go beyond what they see on the street itself and look to the future. This would, hopefully, get more cities to climb on the pedals.

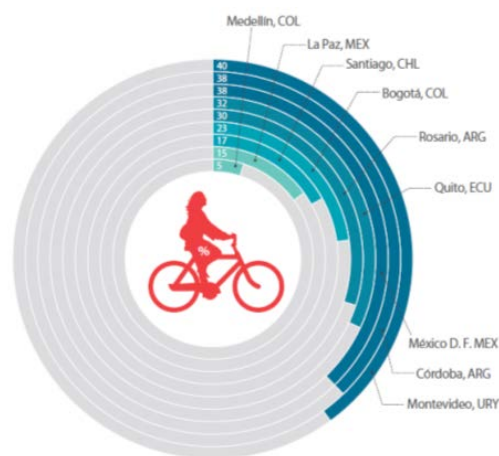


Gráfico 5. Porcentaje de viajes realizados en bicicleta por el género femenino.
Fuente: Investigación BID.

HOW TO USE A QR CODE?

1

Download the mobile application to read QR Codes

QR Code Reader
QR & Barcode Scanner
QR BARCODE SCANNER Code Reader



2



Focus or take a picture of the code

3

Wait for the program to decode it automatically



4



Access and navigate the link

SPEAKER BIOGRAPHIES

YASSMIN ABDEL-MAGIED is on a mission to promote diversity throughout society, however and wherever she can. Born in Sudan, she moved to Australia when she was two years old, and trained as a mechanical engineer. She now spends her time both working as an engineering specialist on oil and gas rigs -- and heading up Youth Without Borders, the organization she founded to enable young people to work for positive change in their communities. Named the 2015 Queensland Young Australian of the Year, Yassmin advocates for the empowerment of youth, women and those from culturally and linguistically diverse backgrounds. In 2007, she was named Young Australian Muslim of the Year.

INÉS SÁNCHEZ DE MADARIAGA is the Delegate of the Principal for Gender Affairs. Professor of Urban Planning and former Director of the Women and Science Unit in the Cabinet of the Spanish Minister for Science and Innovation. Ines was a visiting professor at the Columbia University in New York, the London School of Economics and the Bauhaus-Universität Weimar. For five years, she was the Spanish representative in front of the Helsinki Group, Advisory Committee of the European Commission on Gender Research and Innovation. She is co-director of the initiative of the European Commission and the University of Stanford "Gendered Innovations in Science, Medicine, Engineering and Environment Project". Ines was and is the principal investigator or member of the scientific advisory bodies of a number of European research projects on gender. In 2015, Ines became part of the Expert Group on the integration of gender equality in research institutions in the European Institute for Gender Equality (EIGE). She currently chairs the committee in charge of drafting the first Plan for Gender Equality of the Polytechnic University of Madrid.

KERRI ROGAN joined Transport for London (TfL) in 2010 on the transport planning graduate scheme, developing experience in transport modeling and project delivery on a range of projects. She then went on to become a principal planner for surface transport on the 2012 Olympic and Paralympic Games. Following this Kerri undertook a role advising the Managing Director of Surface Transport on matters of transport policy and strategy, business management and financial performance. During this time Kerri established TfL's Surface Strategic Command, which functioned as the nerve centre for strategic decision making across TfL during the 2012 Olympic and Paralympic Games. From here Kerri went on to become a senior advisor to the Senior Traffic Commissioner of Great Britain. Alongside this, she gained an MSc in Transport and Business Management from Imperial College London and was awarded the 2015 Voorhees Large prize for the best dissertation (on gender, risk and cycling) submitted by a UK student. Kerri was then appointed to her current post as Head of Corporate Affairs at TfL, where she is responsible for supporting London's Transport Commissioner (Mike Brown MVO) and London's Mayor (Boris Johnson) to deliver transport in London. As part of this role she has established and is the sponsor of the 100 Years of Women in Transport campaign.

JASMINE KERRY Program Manager, 100 Years of Women in Transport For London. Jasmine joined Transport for London in 2010 as a graduate project manager and spent two years working on a range of projects including, the London 2012 Olympic and Paralympic Games, London's Cycle Hire scheme (now known as Santander Cycles) and large scale infrastructure projects in London, such as the Hammersmith Flyover. Following this Jasmine went on to manage critical highway infrastructure projects in north London before taking on the role of Program Manager for the 100 Years of Women in Transport (YOWIT) campaign. As part of the campaign, Jasmine has spear-headed the delivery of a highly ambitious and successful program on transport industry-wide and UK-wide. As part of the campaign she has delivered a wide range of activities including industry insight sessions, debates, panel discussions, speed mentoring, a Teacher Industry Placement scheme. She has also profiled staff across the industry, engaged with schools and set a Guinness World Record as part of the campaign. The campaign has been hugely successful in building and mobilizing an impressive network of over 8,000 individuals from across the UK and further afield, spread over 260 different organizations.

ALEJANDRO TIRACHINI is an academic researcher in the Department of Civil Engineering at the University of Chile. Alejandro is a Civil Engineer, with a Master's in Transportation Engineering (Universidad de Chile) and PhD (University of Sydney). He has worked on transport research projects in Chile, Australia, Singapore and Germany, as well as a consultant and analyst of public transport services in Chile and Australia. He is author and co-author of a dozen articles in transportation economics, traffic engineering and design of public transport services, published in international scientific journals.

TERESA INCHÁUSTEGUI was appointed as the new director of the Women's Institute of Mexico City. Teresa was founding director of the Center of Studies for the Advancement of Women and Gender Equality of the House of Representatives; she was in charge of the Directorate General of Evaluation, the Statistical Development National Women's Institute of Mexico and the Directorate General of Operation and Monitoring of the institution. Teresa was the adviser for the National System for Integral Family Development (DIF). She was general director of the National Institute of Women from 2001 to 2002. From 2002 to 2006 she was the Area Director in the Federal Ministry of Public Security. In 2009 she became federal deputy for the principle of proportional representation under the PRD. As a legislator, she chaired the Special Commission to follow up the femicide in Mexico and, at the time, was president of the Committee of Public Safety. She holds a PhD in political science, with a specialization in social policy from the Latin American Faculty of Social Sciences (FLACSO-Mexico). She also conducted postdoctoral research on family policies and personal welfare services at the Center of Latin American Studies at Georgetown University in Washington, DC.

MARCO BATARCE teaches at the School of Industrial Engineering, University Diego Portales in Santiago, Chile. He is a civil engineer and has a PhD in Economics from the University of Toulouse. His research interests include the economics of transport, empirical industrial organization and assessment of the benefits of transport policies. He has participated in projects of urban and intercity transportation planning, demand models, and evaluation of transport projects for Chilean public institutions such as the Society of the State Railways, the National Planning Agency of Transportation and the Ministry of Social Development.

MIRIAM MULLER is a research analyst in the Global Practice of Poverty and Equality at the World Bank, where she leads qualitative research on gender equality in Latin America and the Caribbean. Before joining the World Bank, she worked for the GTZ (German Agency for International Cooperation) in Asia and Latin America and the Caribbean promoting gender equality. She is currently finishing her PhD in Sociology at the Humboldt University of Berlin.

ANDREA MONJE SILVA is a consultant of the Gender and Diversity Division of the IDB, where she supports the integration of gender issues with infrastructure projects (water and sanitation, energy and transport). Prior to this position, she worked on issues of political participation and empowerment of women in the Support Program for Leadership and Representation of Women (PROLEAD) of the IDB, as well in the inclusion of gender issues in the Transport Unit for Latin America and the Caribbean at the World Bank. Andrea holds a BA in Political Science, a Master's Degree in International Development from the Institute of Political Studies in Paris (Sciences Po), France, and a Master's Degree of Public Policy from the University of Maryland (USA).

ISABEL GRANADA is a Specialist of the Transport Division. During 2014 she was a member of the Infrastructure Group for the Integration of the Department of Infrastructure into the Inter-American Development Bank. She has worked in the preparation, monitoring and evaluation of transport projects in LAC and currently supports the knowledge management of the Transport Division in cross-cutting issues such as gender. She received a degree in Civil Engineering from the University of Los Andes in 2005 (Colombia) and has a Master's degree in Transport and Management from the Imperial College London (2008). Before joining the IDB, Isabel worked at the National Planning Department of Colombia, Transmilenio and private companies such as IBM and ARUP. She has been an instructor in transportation engineering at the University of Los Andes and has taught Transport Economics at the Pontificia Universidad Javeriana in Bogotá.

DANIEL PÉREZ JARAMILLO is a consultant for the Transport Division of the IDB, where he started as junior summer intern in 2015. Inside the Division, he has supported gender equity issues and infrastructure, knowledge management and road safety. Daniel has a degree in Civil Engineering from the School of Engineering of Antioquia, Medellin and is currently in his last year of a second undergraduate program in Economics at the University EAFIT. Before joining the team at the IDB, Daniel was an econometrics teaching assistant and worked on research projects related to infrastructure, energy and sustainability. Among his interests are: projects of transport infrastructure and energy, econometric modeling, and statistics and applied economics.

LAUREEN MONTES is a consultant for the Transport Division of the IDB, where she started as a summer intern in supporting gender equality issues and infrastructure, knowledge management and regional integration. Laureen has a degree in Economics from the Central University of Nicaragua and currently is a candidate for the Master's Degree in Globalization and Development at the University of Antwerp, Belgium. Before joining the team at the IDB, Laureen was working in integration and trade policy at the Ministry of Development, Industry and Trade of Nicaragua. Among her areas of interest are mainstreaming gender in development projects, infrastructure initiatives and logistics services that contribute to regional integration in LAC, economic applied research, and impact evaluation of development projects.

ALEJANDRA A. CALDO is a consultant for the Transport Division of the IDB since 2012. In this time she has supported the preparation of transport projects in the region, the knowledge management of the Division and the inclusion of a gender perspective in transport operations. Before joining the Bank, she worked for 10 years in the government of the Province of Cordoba, Argentina, in the implementation of projects financed by Multilateral Credit Agencies in the areas of transport, health and municipal development. Alejandra has a Public Accounting degree from the National University of Cordoba and holds a Master's in Business Management from the same university.

SAMANTHA HUNG Samantha Hung is the Senior Advisor to the Vice President for Administration and Corporate Management (VPAC) , who is responsible for the oversight of six institutional departments. Samantha is also an active member of the ADB Gender Equity Community of Practice. She has over 15 years of professional experience working on gender issues at policy, institutional and program/project levels, including as a Senior Gender Specialist in the Regional and Sustainable Development Department (RSDD) of ADB. Before joining ADB, Samantha was the Gender Advisor for the New Zealand Agency for International Development (NZAID), responsible for providing leadership for implementation of the NZAID Policy for Gender Equality and the Empowerment of Women. Her earlier posts include Gender Advisor for the Pacific Islands Forum Secretariat, where she provided support for advancing gender equality across Pacific Island Countries. She has also worked with the Australian Government Office on the Status of Women, UNICEF Vietnam, and BRIDGE (briefings on gender-development) at the Institute of Development Studies (IDS) affiliated with the University of Sussex, UK. Samantha originally commenced her international development career as an Australian volunteer in Vietnam. Samantha is of Hong Kong-Eurasian heritage and is a dual national of Australia and United Kingdom. She holds a Master's in International Development from the Royal Melbourne Institute of Technology and Honors Law and Commerce degrees from the University of Melbourne in Australia.

JULIE BABINARD is a Senior Transport Specialist in the Transport Unit of the Transport, Water and Information and Communication Technology Department of the World Bank. Her research, publications and operational experience focus on inclusion, employment, health and environmental aspects of transport operations. She also coordinates the Transport for Social Responsibility Thematic Group, which aims to develop guidance and good practice for optimizing the social and environmental benefits of the sector's policies and investments. Ms. Babinard holds a Master's in International Policy Studies from Stanford University with a background in environmental and natural resource economics. She has published a number of papers, chapters and strategy notes on international development economics topics, including transport and access issues. Prior to joining the Bank in 2001, she worked as a researcher for the Freeman Spogli Institute for International Studies at Stanford University, California, and at the International Food Policy Research Institute (IFPRI) in Washington, DC.

RENÉ CORTÉS is a Senior Specialist in Transport at the IDB. He holds a Civil Engineering degree with a Finance specialty from the University of Los Andes, Colombia, and a Master's in Financial Mathematics from the University of Toronto, Canada. His areas of expertise are planning, design, implementation and management of infrastructure projects. Before joining the IDB he held various positions in the public sector in Colombia, becoming Head of the Planning Office of the Colombian Company of Railways and the Director of Infrastructure and Energy of the National Planning Department. In the private sector he worked at the Bank of Montreal, Canada, as Senior Analyst of Risk.

CARMEN PAGÉS-SERRÁ is the Chief of the Labor Markets and Social Security Unit of the Inter-American Development Bank (IDB). Previously, she was a principal research economist at the IDB's Research Department and led key publications such as "The Age of Productivity: Transforming Economies from the Bottom Up" and the latest editions of the Bank's annual flagship publication, *Development in the Americas* (DIA). She is also coauthor of the book *Law and Employment: Lessons from Latin America and the Caribbean*, jointly with the Nobel Laureate Prof. James Heckman. She has also authored two additional books, *Good Jobs Wanted: Labor Markets in Latin America and the Caribbean* and *Job Creation in Latin America and the Caribbean: Recent Trends and Policy Challenges*. She has published extensively in leading academic and policy journals in the areas of labor markets, social security and productivity. Prior to joining the IDB, she worked as a senior labor economist at the World Bank from 2004 to 2006. She holds an M.A. in Economics from the Universidad Autónoma de Barcelona and a Ph. D. in Economics from Boston University.

MANUEL URQUIDI is a senior specialist in the Labor Markets and Social Security Unit of the Inter-American Development Bank (IDB). Since joining the IDB in 2011, Manuel has been contributing from the Country Office in Bolivia. Prior to joining the Bank, he worked as an advisor to important agencies within the Bolivian government. He also coordinated academic activities for the Community Economic Development Specialization Program in the Universidad Andina Simón Bolívar. Manuel holds a Master's degree in Development Projects Management from the Universidad Andina Simón Bolívar, along with specialized studies in High Education, Government and Public Management.

FELIX PRIETO joined the Inter-American Development Bank in 2009 as project procurement Technical Coordinator for the Operations Financial Management and Procurement Services Office. Between 2006 and 2008 he was a Senior Procurement Specialist with the World Bank overseeing operations in Mexico and Colombia. Mr. Prieto has vast experience in both the public and private sector. Prior to joining the World Bank, He served as general secretary of Emcali, the public utilities company for the city of Cali, Colombia, Legal Director to the Lloreda Caicedo organization, and Associate at Abogados Caicedos Holguines S.A. (Cali, Colombia) where he acted as legal adviser to both local and foreign firms. He has ample experience in international development institutions with specific expertise on procurement related policies and national regulations. He holds a Master's degree in International Legal Studies from American University in Washington D.C., a Master's degree in Corporate and Commercial Law from the Pontificia Universidad Javeriana in Bogotá, Colombia, and a law degree from the Universidad Libre de Colombia.

ELLEN VOIE founded the Women In Trucking Association in 2007 and serves as the nonprofit's President/CEO. Women In Trucking was formed to promote the employment of women in the trucking industry, remove obstacles that might keep them from succeeding, and to celebrate the successes of its members. Ellen was previously the Manager of Retention and Recruiting Programs at Schneider National, Inc. Ellen earned a diploma in Traffic and Transportation Management while employed as Traffic Manager for a steel fabricating plant in 1979. She is a Certified Association Executive (CAE) with an MA in Communication from UW-Stevens Point, where she completed her research on the complex identities of women married to professional drivers. She holds a Class A CDL. In 2012 Ellen was honored by the White House as a Transportation Innovator Champion of Change.

MARÍA ELENA RESTREPO has a degree in Education, a BA in Spanish and Literature, is a Management Specialist, Master in Human Resources and Knowledge Management, and Certified Coach. She has 29 years of professional experience and strengths in administrative management and corporate development. She is currently the General Manager and Founding Partner of the firm Néos 360 Integral Sustainable Development. She was a member of the Advisory Committee of the Mayor of Medellín for the revision of the Land Use Plan between 2013 and 2014. For 10 years she was the Director of Planning in Mass Transport Company of the Valley of Aburrá Ltda. - Metro de Medellín. In the same company, she held other management positions: Chief of Operation Infrastructure, Head of Stations Department, and Coordinator on Training Users. María was Dean of the Faculty of Education, Head of Research at the Faculty of Education and Head of the Degree Programme in Early Childhood Education at the University of San Buenaventura, Medellín.

ALEJANDRO FROS is a Lead Specialist on Transport at the IDB since 2014. Prior to joining the Division, Alexander worked at the IDB as Chief Operations Specialist in Guatemala and as specialist on Regional Infrastructure; he was also a Technical Manager of the Roads Corporation in Uruguay. Alejandro received his degree in civil engineering from the University of the Republic in Uruguay and has the same title at the Federal University of Santa Maria. He also has a Master in Public Policy from the External University of Colombia and a postgraduate in the National School of bridges and walkways at the Paris Tech.

PABLO GUERRERO is a Transport Specialist at the Inter-American Development Bank (IDB). He is involved in the evaluation, preparation and management of the investment portfolio of loan and technical assistance in Central America, Brazil, Colombia, Ecuador, Mexico, Paraguay, Dominican Republic, Suriname and Uruguay; and, in public sector operations nationwide, sub-national and municipal. He is also involved in the preparation of financial and non-financial projects on the logistics and freight transport, transport infrastructure, railway infrastructure, urban development and sustainable transport policies.

ALFONSO SALAZAR GALEANO is a Senior Specialist on Transport in Nicaragua, a position he also held in El Salvador. Prior to joining the IDB he was Director of Implementation of the Millennium Challenge Account in El Salvador, Specialist in Road Infrastructure for the Technical Secretariat of the Presidency, and he also held positions in the Ministry of Public Works, Transportation, Housing and Urban Development, the Fund Social Investment in addition to working in the private sector. He holds an MBA and a degree in civil engineering.

RAFAEL ACEVEDO is a Transport Lead Specialist at the Transport Division of the Bank, where he is joint coordinator of the Sustainable Transport Action Plan. He joined the IDB in 2001 and has been involved in the preparation of loan operations for infrastructure, energy and transport projects in most of Latin America. His combined expertise in environmental and climate change issues, as well as transport, energy and other fields, has allowed him to participate actively in different initiatives including those related to climate change and the new Emerging Sustainable Cities Platform. Before working at the IDB he worked for more than twenty years as a consultant in environmental engineering in Colombia, Canada, Panama, Bolivia, Dominican Republic and other countries, both as an independent consultant and as a partner at two successful consulting firms in Colombia and Canada. He also worked as a public official at the Ministry of Health in Colombia in the development of environmental regulations for the country and as part-time professor at the Universidad de los Andes in Bogotá.

LAURA MASON is Bechtel's Business Development Manager for Transportation covering the US and Canada, responsible for strategy and development of prospective projects. Laura joined Bechtel in 2004, and has worked exclusively on public sector projects in the US, UK and Gabon. Her experience includes roles in Engineering, Project Controls, Performance Management and Project Management in both office and field environments. In addition to her professional duties, Laura has served on multiple boards for Bechtel employee groups focusing on gender and diversity issues (Women@Bechtel) and the integration of recent college graduates (NextGen). While in Gabon, she also co-founded a local Engineers Without Borders group, getting heavily involved with the local community, particularly focused on inspiring volunteerism within the community and developing locally-adapted solutions. Laura holds a Master's of Business Administration (MBA) from the Graduate School of Business at Stanford University and Bachelor of Science in Electrical and Biomedical Engineering from Duke University.

ROBERTO CALVET is the Managing Director of Advance Mexico, one of the leading construction companies in Mexico and Latin America. Roberto holds a degree of Civil Engineering from the Universidad Iberoamericana, where he also was elected President of the Civil Engineering Student Society. He has also completed programs in Corporate Finance and Business Administration at Universidad Iberoamericana. In 2012 he completed the Executive Officers Management Program AD-2 at IPADE Business School in Mexico City.

VERA VICENTINI Principal Transport Specialist at the Inter-American Development Bank. Is a civil engineer with a Master's Degree in Economics and Environment. She worked for over 15 years in one of the largest private groups of civil infrastructure construction where she was responsible for the management of major road projects, hydroelectric generation and gas pipelines. In the last 15 years, Vera Lucia has acted as a specialist of transport infrastructure at the Inter-American Development Bank, supporting the countries of Latin America and the Caribbean in conceptualizing and designing major transport projects and financial and institutional mechanisms for implementation. Vera Lucia worked in the financing of major road projects such as the beltway (ring road) of São Paulo, Line 5 of the São Paulo metro and is currently involved with the financing and supervision of improvement and electrification of the Railroad Roca – Tramo La Plata - Plaza Constitución.

EVA WITTBOM is a researcher at The Academy for Performance Management in Central Government at Stockholm Business School, Sweden. Her research examines management control aspects in state agencies with a focus on effectiveness with a gender perspective. Eva also teaches management control and gender. Eva Wittbom is elected Inspector of the SBS Student's Association.

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Photo [Odeta Grigaite](#)

