



### **Getting women on board**

Hall 3, Level +1

Wednesday, 31 May 2017

07:30 - 08:45

The session on women in transport focused on how better governance can help attract women to the transport sector and increase women's access to better transport services.

The debate started with a panel of four speakers, who shared examples of how to get women on board in the transport sector, followed by a presentation on an overview of the differences in travel behaviour by gender and roundtable discussions among the participants.

Lydia Chikunga, the National Deputy Minister of Transport in South Africa stated that women's rights are human rights and the question we need to ask is how to attract women into the transport sector. In South Africa, there are many transport campaigns focused on bringing more women into the transport sector, as well as training for women to empower and train them to be in management positions. There is also a women's network of transport to advocate policy measures. The challenge for South Africa is finding qualified women with specific skills in the sector. Hence, there is a need to focus on training. It is also important to appoint women in strategic and upper management positions and to leave a legacy for a prosperous future, since empowering women is empowering nations.

Paulius Martinkus, the Vice-Minister of Transport and Communications of Lithunia, listed a few solutions to solve the gender unbalance challenge. The options include letting the market fix the problem, setting guidelines for companies and governments, or more radically, to impose quotas. Alternatively, the government could lead by example. Leadership positions in public institutions and state owned enterprises should be gender balanced. The government needs to make a commitment to have a better gender balance in the public sector, so as to lead the private sector. For example, in Lithuania, there was a reform of state owned enterprises in 2011, where professional boards were created based on merit. Vice-Minister Martinkus also emphasized on the role of NGOs and how they can influence others based on what their work is focused on. The government should lead by example through leadership and commitment and not necessarily through financial support. In general, gender balance will lead to more opportunities for business growth.

Chiara Corazza, the Managing Director of the Women's Forum for the Economy and Society, shared some successful examples of women being in high level transport positions in France, e.g. Elisabeth Borne, who was the first women to be the CEO of the RATP and now the Minister of Transport. It is an economic necessity to get women on board, who will bring added value and such opportunities did not happen by chance. It is also important to understand how women use public transport and their perception of safety. Studies show







that women prefer using public transport but it is unclear why. Do women prefer to share and use more flexible modes?

Doerte Stiller, the Head of Center of Expertise Talent Management at Bombardier Transportation, stated that Bombardier transports half of the people in Paris and gender balance is key to increasing their company's effectiveness. They have 38 000 employees, and the majority of them work in engineering fields or operations, and only 16% of their employees are female, out of which most of them are in finance, human resources and procurement. They have set a target to increase the share of women employees to 20% this year and 25% next year in departments that are currently significantly gender unbalanced. Bombardier has also started introducing key performance indicators on women's leadership and to establish an internal network that is just as important as having an external women's network.

Wei-Shiuen Ng, an Analyst and Modeller at the International Transport Forum presented original results of a new study on travel behaviour by gender. Preliminary results of this study showed that more commute trips are made by men than women in most cities and men dominate the use of cars as their primary mode choice by as much as 50% more than women in developing Asian cities but there is no significant difference in developed cities. Women tend to choose bus services more than men in both developing and developed cities but more men use the train as their primary mode choice in developing cities only. Women also choose to use three-wheeler (in developing cities) and taxi services more than men (both developing and developed cities). The average distance men travel is significantly higher than women's (40% higher in developing Asian cities on average; less than 10% in developed cities) and more women than men travel during off-peak hours. A better understanding of the differences between women and men's travel behaviour will allow for the implementation of equitable transport policies and improve existing transport services for women.

### **Related Information:**

ITF 2016 Summit Lunchtime sesison: Women in transport: The road to diversity

ITF 2015 Summit Breakfast session: Women shaping mobility for a connected world

OECD insights: Women in transport

OECD work on gender

OECD Key data on gender equality

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### **Speaker**



Lydia Sindisiwe Chikunga National Deputy Minister of Transport South Africa

Ms Sindisiwe Chikunga, MP and the Deputy Minister of Transport in South Africa, is a member of the African National Congress, In 2004 she was deployed to serve as a member of parliament in the National Assembly. Her diligent deportment, prominent sharp astuteness, hardworking and political responsiveness have been expressive in the various positions she was appointed to serve in parliament. As a member of parliament for over 10 years, she has been a chairperson of the portfolio committee on police, a whip, and a member of various portfolio committees. Deputy Minister Chikunga was appointed in June 2012 to serve as Deputy Minister at the National Department of Transport. Her priority areas of responsibilities broadly involve Transport Safety and Security in the Aviation, Maritime, Rail and Road Safety disciplines, transformation and women empowerment. She has championed many Women and Youth Empowerment Initiatives within the Transport Sector.





# **Session** Summary

### **Speaker**



Chiara Corazza

Managing Director

Women's Forum for the
Economy and Society

Chiara Corazza is the Managing Director of the Women's Forum for the Economy and Society. She was the Managing Director of the Greater Paris Investment Agency (GPIA) from 2002 to 2016. Prior to joining the GPIA, Chiara Corazza was chosen as Special Counselor for International Affairs to the President of the Greater Paris Region upon her arrival in France in 1985. In this position she created the Metropolis, the first world association of large metropolitan areas. She also planned and implemented the Paris region international policy, specializing in government affairs and urban management. In 1992, Chiara Corazza created the Department of International Affairs and was promoted to Director for International Affairs in the Greater Paris Region. In 1994, she created the first Greater Paris Region representative in Brussels and initiated a network uniting Europe's capital regions. She holds a degree in Political Science and a Ph.D. in Public law from the University of Rome and is currently an independent member of the Board of Directors of APRIL and of the AIWF (Arab International Women's Forum) as well as a Board member of the RATP.

### **Speaker**



### **Greg Marsden**

Professor of Transport Governance, Institute for Transport Studies

University of Leeds, UK

Greg is Professor of Transport Governance at the Institute for Transport Studies at the University of Leeds. He has researched issues surrounding the design and implementation of new policies for over 15 years covering a range of issues. Between 2011 and 2016 he was Director of the Institute for Transport Studies and leader of the Faculty of Environment Equality and Inclusion strategy. He is the Secretary General of the World Conference on Transport Research Society and the Chair of the Special Interest Group on Governance. He has served as an advisor to the House of Commons Transport Select Committee and regularly advises national and international governments.





## **Session** Summary

### **Speaker**



Paulius Martinkus
Vice-Minister of Transport
and Communications

Lithuania

Mr. Paulius Martinkus is Vice-Minister of Transport and Communications of the Republic of Lithuania since 29 December 2016. Paulius is responsible for aviation, road, rail and maritime policy departments within the ministry. After graduating from Stockholm School of Economics in Riga (BSc in Economics and Business) he worked as Project Manager at GILD Bankers (Tallinn, Estonia, 2006-2009) and Group Finance Controller at JSC "the Book" (2009-2011). Later he was Head of Governance Coordination Centre for State-Owned Enterprises (2011–2013), President of Baltic Institute of Corporate Governance (2014–2016). Since 2008 he has served as professional member of Boards of Directors in private and state-owned enterprises. Currently Paulius holds board member position in state owned enterprises JSC "Lithuanian Railways", SE "Klaipeda State Sea Port Authority" and JSC "Smiltynės perkėla".

### **Speaker**



**Doerte Stiller** 

Head of Center of Expertise Talent Management

Bombardier Transportation Doerte Stiller, Head of Center of Expertise Talent Management at Bombardier Transportation is responsible for global company-wide products and processes in the area of Talent Management / Acquisition and Leadership, Learning & Development. Prior to that, she hold various roles in Human Resources (HR), but also in Change Management outside HR. She joined Bombardier Transportation in 2001 from Automotive Industry. She studied business administration in Germany.







### **Opening Remarks**

### Wei-Shiuen Ng

Analyst and Modeller

International Transport Forum

Wei-Shiuen Ng is an analyst and modeller at the International Transport Forum (ITF), Organisation for Economic Co-operation and Development (OECD). Her expertise includes travel behavioural modelling, transport emissions and energy modelling, policy scenarios building, and sustainable urban transport development in Asia. Prior to joining the ITF, Wei-Shiuen was a postdoctoral scholar at Stanford University and a research associate at the World Resources Institute in Washington DC. She holds a Ph.D. in City and Regional Planning from the University of California, Berkeley, a Masters in Environmental Science from Yale University and a Bachelor of Science in Environmental Economics and Management from the University of York. Wei-Shiuen currently serves on three United States Transportation Research Board (TRB) of the National Academies committees, on Transportation in the Developing Countries, Transportation and Energy, and Transportation Demand Management. She also serves on the Scientific Committee of the World Conference on Transport Research Society (WCTRS) and co-chairs the special interest group on Transport and Climate Change.

#### **Moderator**

### **Mary Crass**

Head Institutional Relations and Summit

International Transport Forum

Mary Crass is Head Institutional Relations and Summit at the International Transport Forum. She is responsible for the development of the programme and overall preparation of the annual International Transport Forum Summit. She has also been in charge of the organisation's work on sustainable urban travel, accessible transport and social inclusion, and crime and terrorism in transport. Prior to joining the OECD, Crass worked as a private consultant focusing on transport and environment issues for, among others, the UN Environment Programme, the European Commission and OECD, as well as private enterprise. She was previously with a US-based environmental consulting firm specialising in environmental technical assistance work in developing countries and economies in transition.

