

2nd Regional Congress on Women's Empowerment in Tourism in Africa

29 April – 1 May 2026
Victoria Falls, Zimbabwe

Global Report on Women in Tourism Transport

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Shaikha Al Nuwais
Secretary General
UN Tourism

“Tourism transport is the backbone of our sector. It is what moves people, connects cultures and keeps economies alive, and within it sits real opportunity, across every role and every level.”



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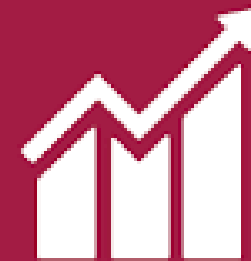
2030 Agenda for Sustainable Development



5 GENDER
EQUALITY



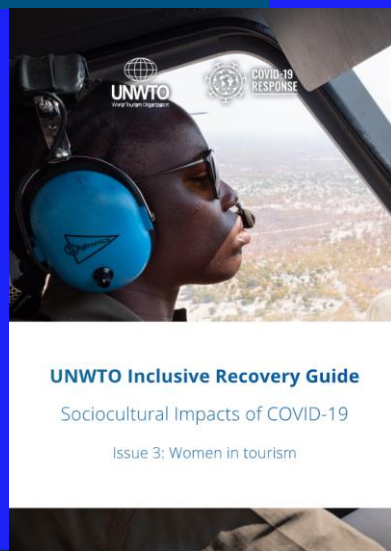
8 DECENT WORK AND
ECONOMIC GROWTH



Research Publications



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What is Tourism Transport?



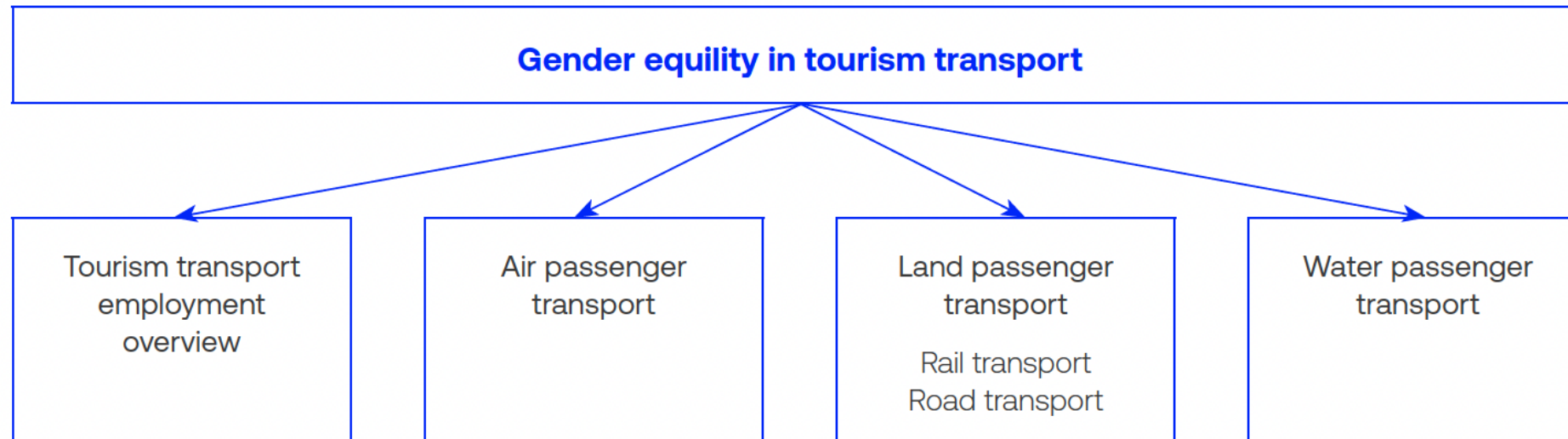
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Tourism Industries
Accommodation for visitors
Food and beverage serving activities
Railway passenger transport
Road passenger transport
Water passenger transport
Air passenger transport
Transport equipment rental
Travel agencies and other reservation services
Cultural activities
Sports and recreational activities
Retail trade of country-specific tourism characteristic goods
Other country-specific tourism characteristic activities

Global Report on Women in Tourism Transport: Thematic Areas



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Methodological process and data sources for the report



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Quantitative methods

Primary data

- National Questionnaire for Member States of the United Nations
- Questionnaire for businesses in the passenger transport industries
- Additional data provided by UN Member States, businesses and ITF

Secondary data

- UN Tourism databases
- ILOSTAT databases

Qualitative methods

Primary data

- National Questionnaire for Member States of the United Nations
- Questionnaire for businesses in the passenger transport industries
- Interviews conducted by UN Tourism
- Additional data and case studies provided by UN Member States, businesses and ITF

Secondary data

- World Bank Women Business and the Law
- UN Tourism publications
- UN Women publications
- ITF publications
- Academic and grey literature, including websites and blogs





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Key trends

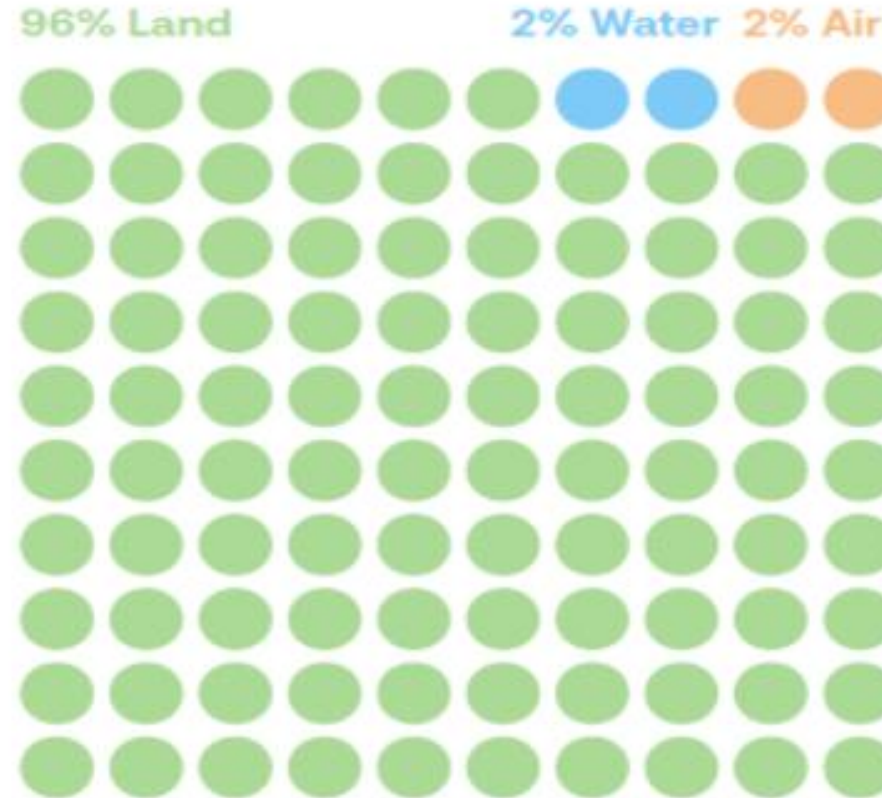
- Women are under-represented in all passenger transport industries, particularly in technical roles and leadership
- Women face critical legal and cultural barriers in passenger transport employment
- Harassment, gender-based violence and safe access to decent sanitation facilities are prevalent barriers
- Sex-disaggregated data on women in passenger transport is very limited



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Global trends of women in tourism transport, in countries and territories with available data

Employment



Note: Calculated figures are based on national data across 99 countries and territories, based on the most recent year available (2014–2025): 54 countries and territories (air), 54 countries and territories (road), 26 countries (railway) and 37 countries and territories (water).

Sources: World Tourism Organization (2026), 'Employed persons in the tourism industries (SDG indicator 8.9.2), 2008–2024, preliminary version in preparation for submission to the SDG Indicators Global Database', UN Tourism Statistics Database updated on 12 March 2026, UN Tourism, Madrid, available at: <https://www.untourism.int/tourism-statistics/tourism-data-employment> [18-03-2026].

World Tourism Organization (2025), National Questionnaire for Member States of the United Nations.



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Proportion of workers who are women in each different passenger transport industry, in countries and territories with available data

Employment



36%



12%



3%

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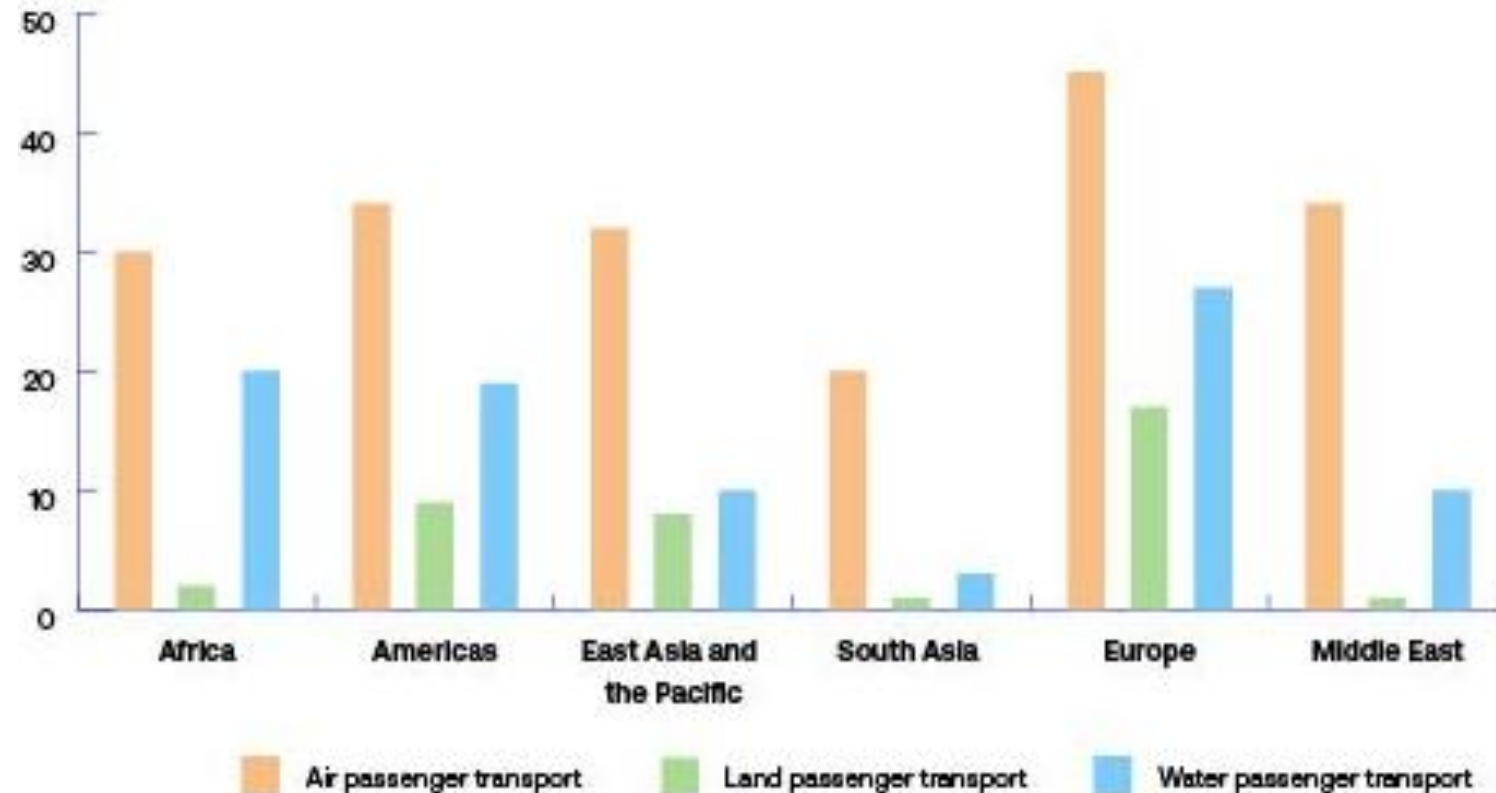
World Tourism Organization (2025), National Questionnaire for Member States of the United Nations.



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Regional trends of women in tourism transport in countries and territories with available data

Employment



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Air Passenger Transport

- Women's participation **highest** amongst passenger transport industries, in countries and territories with available data

36%

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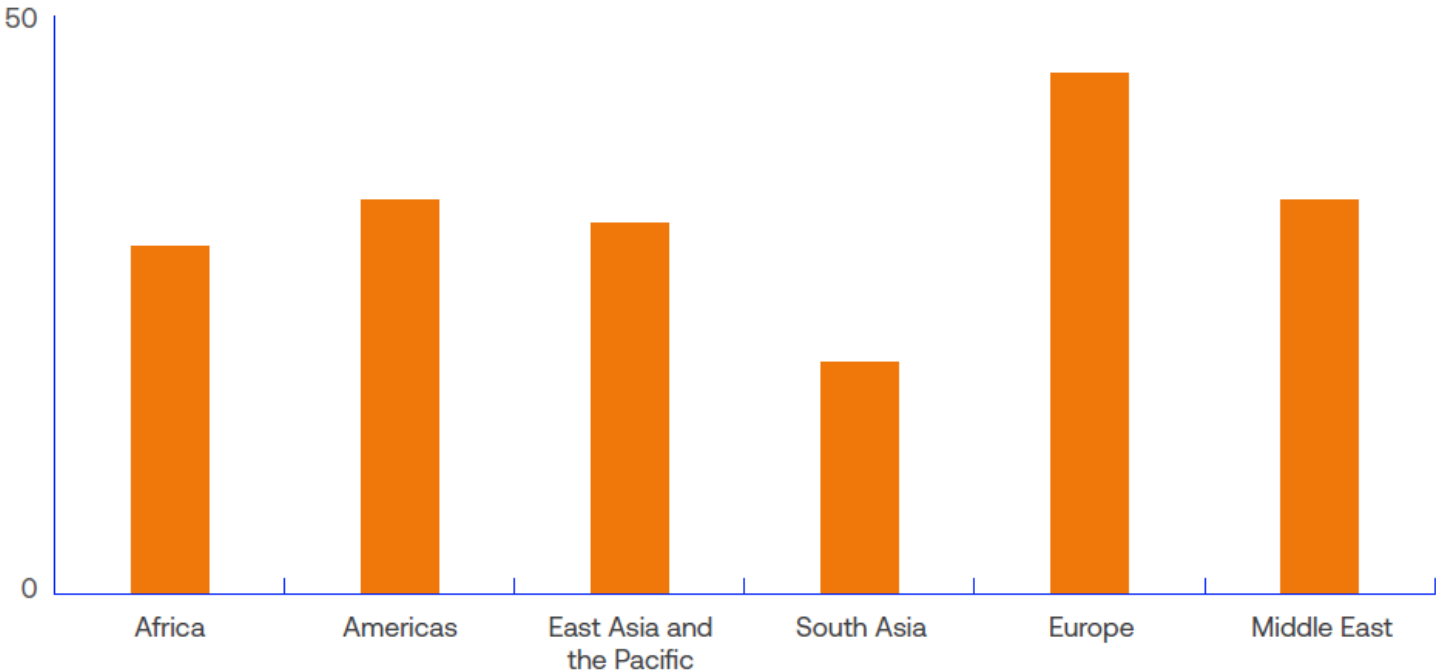


Regional trends: Proportion of people working in air passenger transport who are women, in countries and territories with available data



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Air Passenger transport



Note: Calculated figures are based on national data across 99 countries and territories, based on the most recent year available (2014–2025): 54 countries and territories (air), 54 countries and territories (road), 26 countries (railway) and 37 countries and territories (water).

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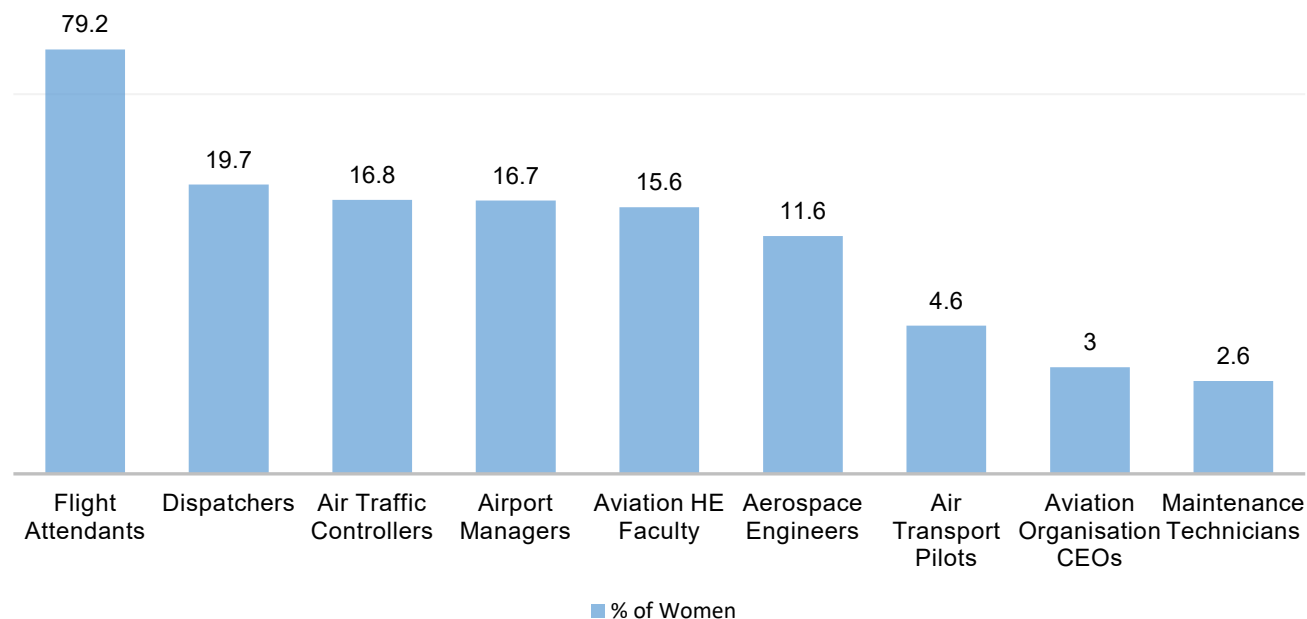


Distribution of women in the global aviation workforce (%)



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Air Passenger transport



- Roles are highly gendered
- Women are underrepresented in board and managerial positions
- Gender wage gaps

Source: Lutte, R.K. (2021), *Women in Aviation: A Workforce Report*, 2021 edition, Aviation Institute Faculty Publications, University of Nebraska at Omaha, available at: https://www.researchgate.net/publication/357032586_Women_in_Aviation_A_Workforce_Report_2021_Edition [12-02-2026].



Industry and civil society women's empowerment initiatives



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Air Passenger transport



**25 by
2025**





Land Passenger Transport

- Women's participation lowest amongst passenger transport industries
- Barriers include:
 - Gender stereotypes,
 - Insufficient STEM education
 - Inadequate sanitation facilities
 - Limited work-family provisions
 - Lack of role models and career progression





Railway Passenger Transport

- Women's participation **second lowest** amongst passenger transport industries, in countries and territories with available data

11%

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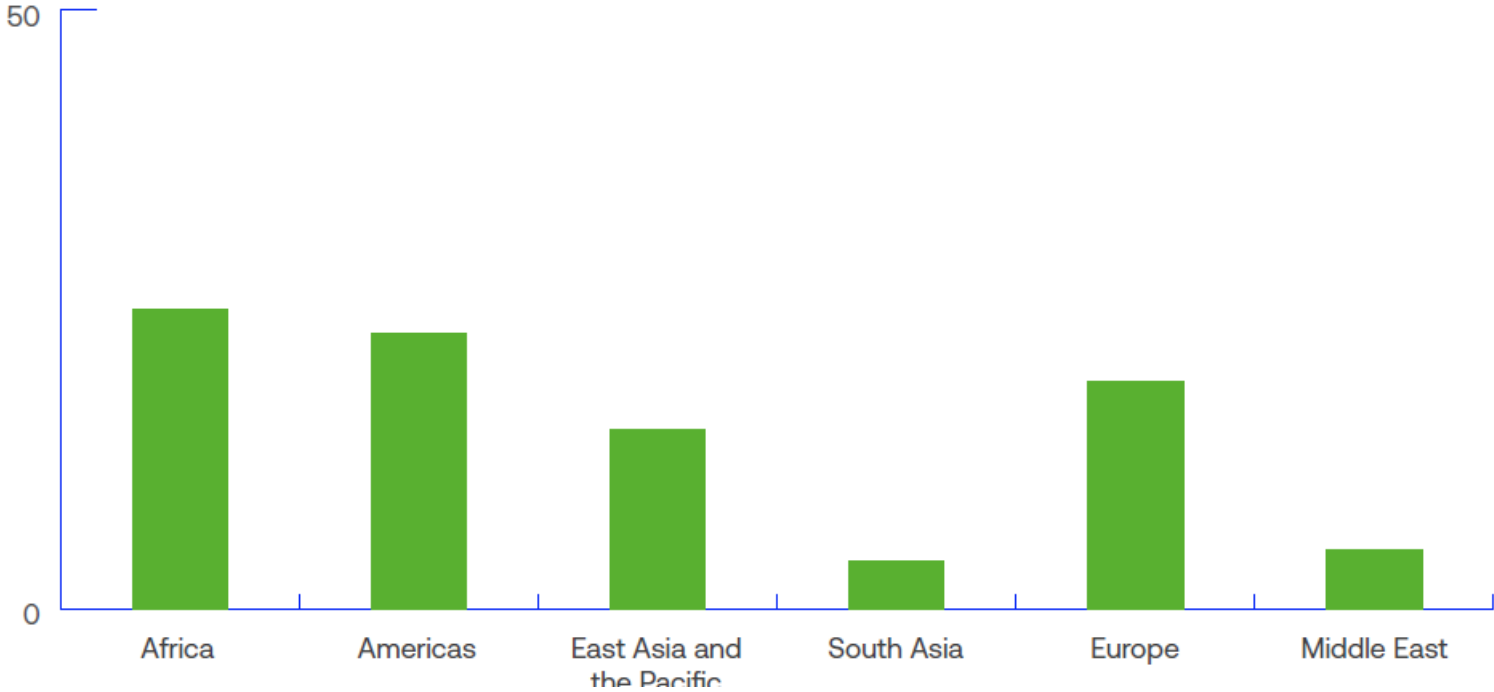


Regional trends: Proportion of people working in railway passenger transport who are women, in countries and territories with available data



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Railway Passenger transport



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FKi Diversity for Success Initiative (Germany) – Deutsche Bahn AG



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Railway Passenger transport

Deutsche Bahn reached its previous target of 30% women in leadership and is now targeting two new ambitious goals by 31 December 2035:

- 40% women in leadership positions
- Increasing the share of women in the overall workforce to 28%.





Road Passenger Transport

- Women's participation **lowest** amongst passenger transport industries, in countries and territories with available data

3%

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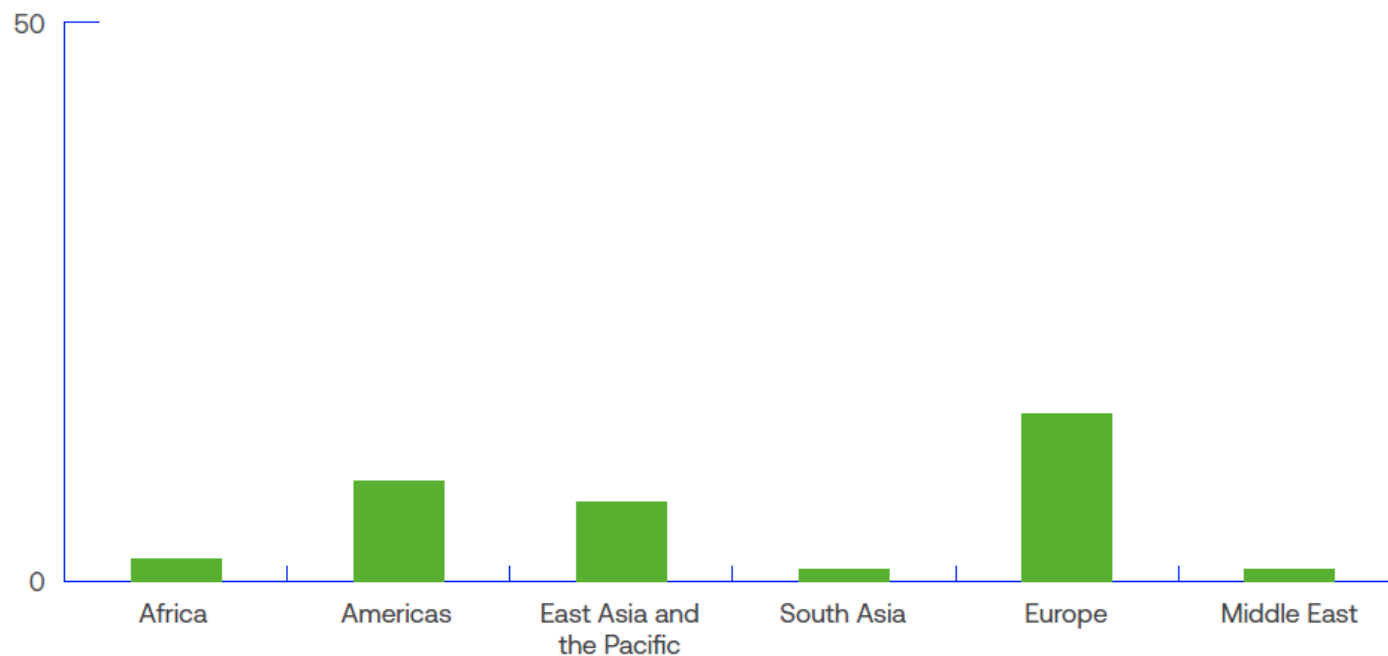


Regional trends: Proportion of people working in road passenger transport who are women, in countries and territories with available data



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Road passenger transport



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World Tourism Organization (2025), National Questionnaire for Member States of the United Nations.



ITF/Uber Global Courier Charter on Safety and Health



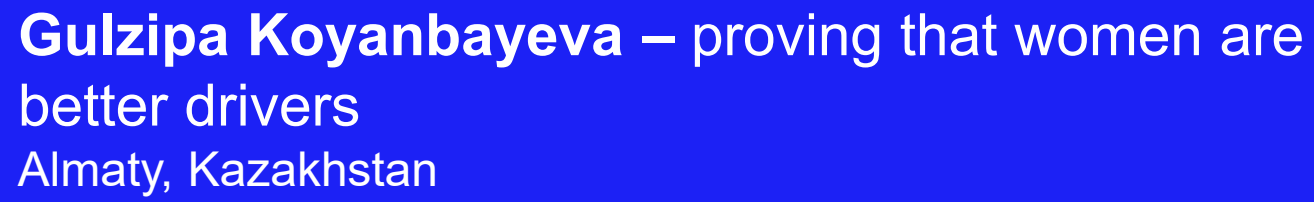
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Road passenger transport

Core principles:

- Reducing risks;
- Listening to couriers;
- Partnering with experts;
- Promoting safe riding and driving;
- Mitigating fatigue;
- Interpersonal safety and well-being, including working free of unacceptable behaviours and practices such as discrimination, threats of physical harm, and gender-based violence and harassment;
- Post-incident support; and
- Recognition of industry standards.







Water Passenger Transport



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- Women's participation in water passenger transport employment, in countries and territories with available data

12%

- The cruise industry has the highest proportion of women in maritime industries

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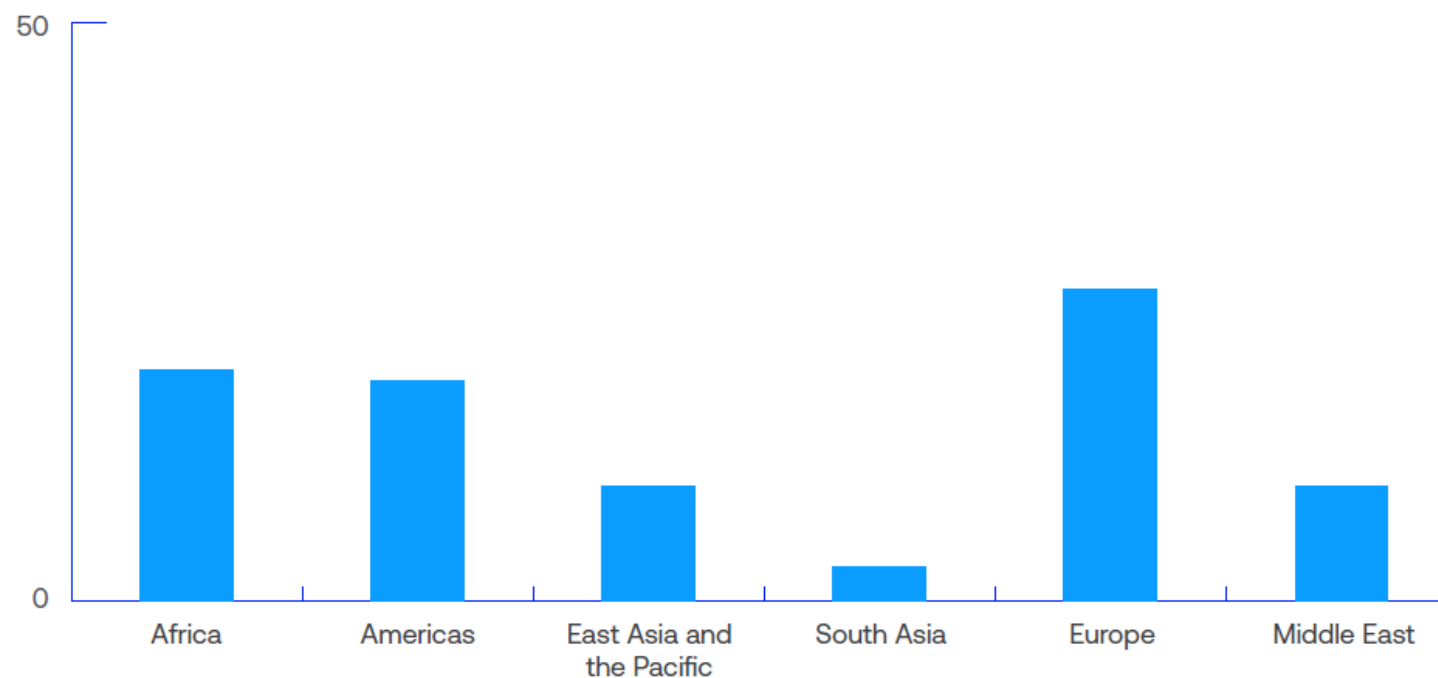




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Regional trends: Proportion of people working in water passenger transport who are women, in countries and territories with available data

Water passenger transport



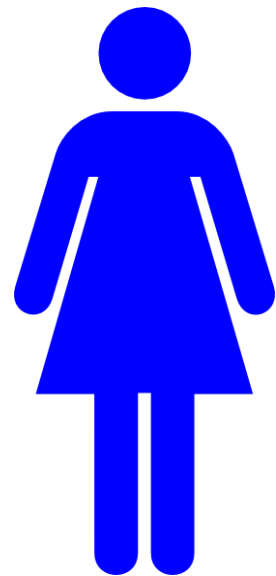
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World Tourism Organization (2025), National Questionnaire for Member States of the United Nations.



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Key challenges



3x

Time women spend on
unpaid domestic work
compared to men in sub-
Saharan Africa



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Key challenges

19 economies (10%) where women cannot get a job the same way as a man.

28 countries (15%) have not introduced legal protections that prohibit discrimination against women in employment based on gender.

92 out of 190 economies (48%) lack provisions for equal pay for work of equal value.

20 (11%) countries prohibit night work for women.

45 countries (24%) prohibit women from working in jobs deemed dangerous.

Women have only about a third of the legal protections they require in regard to domestic violence, and sexual harassment.

39 economies (21%) have no legal protection against sexual harassment in the workplace.

According to the latest data from 190 countries published in the World Bank's Women, Business and the Law



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Key challenges

1-2%

Cost of Gender Based Violence
to countries of their anual GDP

A large, light blue circular icon with a diagonal slash through it, resembling a prohibition sign, positioned behind the text.

**Gender
Based
Violence**

Next steps

- Gender-responsive laws, corporate policies and social protection
- Health, safety and working environments
- Education, training, career progression and leadership
- Measuring, monitoring and reporting
- Collaboration and partnerships



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**Women
in Tourism
Transport**
ACTION PLAN

2nd Regional Congress on Women's Empowerment in Tourism in Africa

29 April – 1 May 2026
Victoria Falls, Zimbabwe

Tatenda!

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The Global Report on Women in Tourism Transport will be
available soon on the UN Tourism e-library: www.e-unwto.org



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