

Overview of Women in Tourism transport in Asia and the Pacific

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ADB | Solving Complex Challenges Together

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Broad Outline of the Presentation



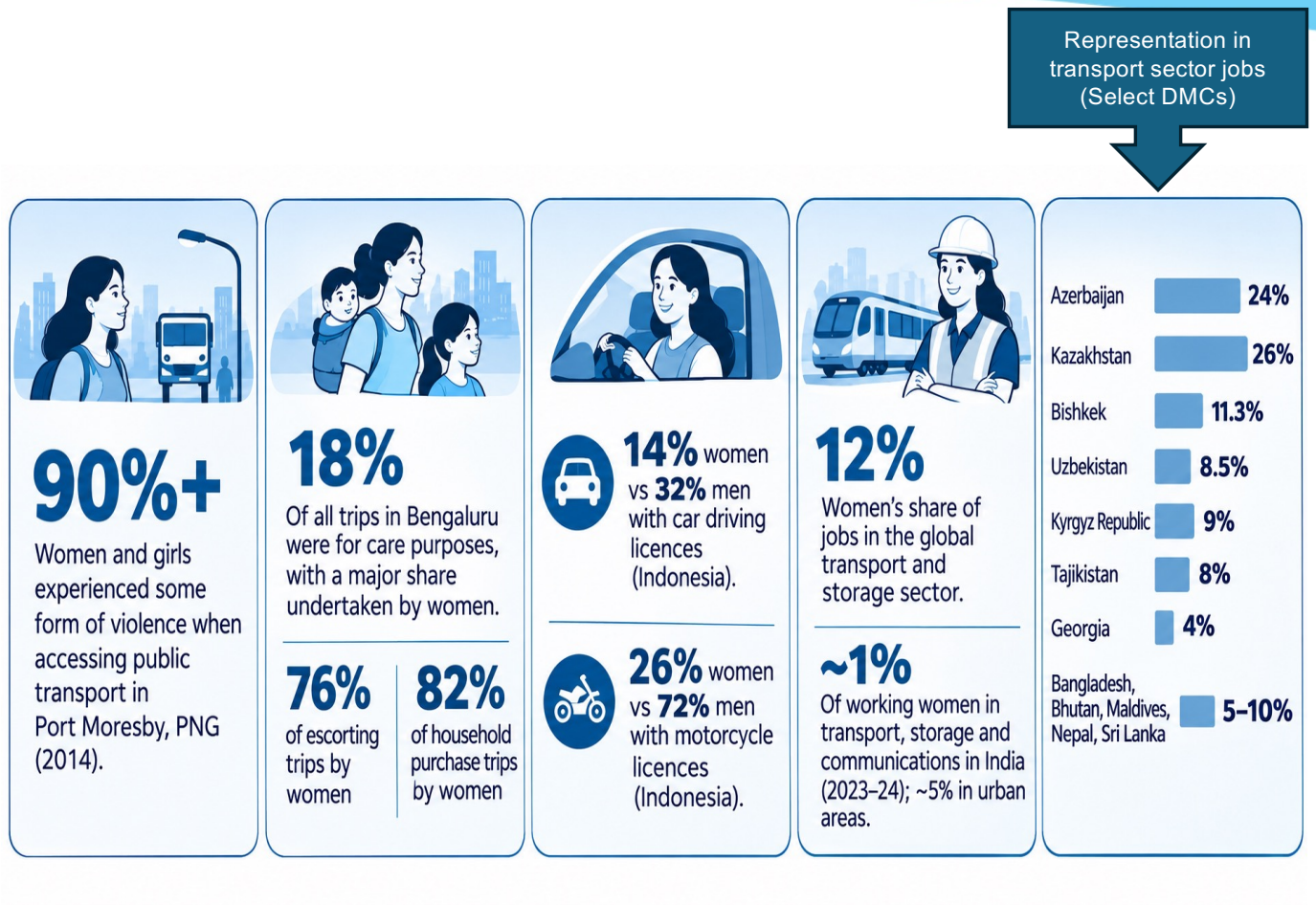
Gender Dimensions in Transportation

Women travel not only differently from men; bear disproportionate costs of poor quality of transport systems

- Mode of transport
- Road crash fatalities
- Ownership and use of personal vehicles
- Driving skills
- Licenses
- Distance
- Cost
- Per capita trip rate
- Purpose of trip, including mobility of care
- Time of travel

Understanding the Data

- **Safety is a fundamental mobility constraint.** Harassment and gender based violence can restrict women's access to public transport and public spaces.
- **Women's mobility is shaped by care responsibilities.** Trip chaining and household-related travel generate distinct mobility needs.
- **Women have unequal access to personal mobility.** Significant gaps in driving licences and vehicle access constrain independent travel.
- **Women's participation in transport employment remains limited.** Women are under-represented in technical, operational and other transport occupations including decision making.
- **Data gaps constrain planning.** Transport systems need sex-, age- and disability-disaggregated data to identify and address these inequalities.



ADB Project

Georgia: Georgian Railway Green Bond Project

The ADB-financed project leveraged the Georgian Railway's internship program established in partnership with the college to promote more opportunities for female students in this traditionally male-dominated sector. The set target, 15% women, was surpassed with 22% women in the internship program.



ADB Project



PNG: Sustainable Highlands Region Core Road Network Project

This ADB-financed project will improve five district roads totaling about 120 km and 19 bridges and support women's livelihoods through capacity building, establishing 15 women's cooperatives, and providing seed grants, resulting in 200 project-supported female beneficiaries reporting increased income and/or decision-making power.

ADB Project

India: Nagpur Metro Urban Mobility Project

Expecting to cater to 590,000 daily passengers by 2031, this ADB–financed 43.8 km route metro rail network plans to have two stations operated by women (80% of staff). It will also reduce travel time for education and employment of women and girls living in the metro catchment area by 10%.



Key Takeaways and Recommendations

Priority Area	What Needs to Be Achieved
Women's Employment & Leadership	Establish measurable targets for recruitment, retention, promotion, and leadership of women across technical, operational, engineering, and management roles.
Women's Entrepreneurship	Expand opportunities for women-led enterprises to participate as suppliers, vendors, service providers, and contractors throughout transport value chains.
Skills & Career Pathways	Invest in technical training, apprenticeships, mentoring, and non-traditional career pathways for women in transport occupations.
GBV Prevention & Safe Workplaces	Strengthen mechanisms for prevention, reporting, and response to sexual harassment and gender-based violence, supported by contractor accountability measures.
Women's Participation & Decision-Making	Increase women's representation in transport planning, governance, regulatory bodies, and project oversight structures.
Gender Equality Results & Evidence	Systematically monitor sex-disaggregated outcomes related to mobility, employment, wages, leadership, procurement, and women's safety.



Thank you.

https://www.adb.org/what-we-do/topics/gender

https://www.adb.org/publications/gender-equality-transport-tool-kit

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