

# Women Mobilize Women Anniversary Magazine



 Women  
Mobilize  
Women

**tumi**  
Transformative Urban  
Mobility Initiative





© Chang Hsien

Dear readers,



It's already been five years since we launched Women Mobilize Women at the TUMI Conference in Leipzig in 2018. Even though I was able to participate in many insightful events in the meantime, the Women Mobilize Women conference remained a special and lasting memory.

The launch of Women Mobilize Women was full of inspiration and enthusiasm. Over 150 participants – most of them women – from different fields and countries came together in Leipzig to share their experiences and ideas on how to transform our cities so that no-one is left behind. Out of this conference came the desire to sustain and develop the energy and cohesion of the participating women. Thus, the Women Mobilize Women initiative was born to connect and empower women worldwide who are committed to inclusive and sustainable mobility.

Over the years, Women Mobilize Women's goals have evolved: We have moved from being a simple network to a global initiative, built more strategically on existing partner initiatives and their amazing work, and currently aim to include more strongly non-binary

gender approaches within our activities. But something hasn't changed: We want to encourage women to play an active role in shaping and transforming the mobility sector and to use their voices.

With this WMW Anniversary Magazine, we look back at the special energy that carried the 2018 conference and the various WMW activities that were launched in the past 5 years. Furthermore, we take this opportunity to give a heartfelt "Thank you!" to all of you: To all the strong voices of the initiative who have supported us over the past years and helped us achieve our goals. We would not be here without your constant support. You are this network.

Here's to many more years together disrupting the mobility sector!

We hope you enjoy your reading.

Warm regards,

Insa Illgen

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# Looking Back: 5 Years Women Mobilize Women!

An anniversary is a good occasion to look back on what happened in the last five years: Ranging from the annual Remarkable Women publication to pilot projects and events.

2018	May	TUMI2018 Conference "Women Mobilize Women" / Event
	June	Launch of WMW Website / Outreach
	Nov	Sourcebook on "Approaches for Gender Responsive Urban Mobility" / Publication
	Nov	Workshop "Gender & Mobility" with Development Banks in Africa / Outreach
Dec	5 Principles Poster to "Empower Women in Transport" / Poster	
2019	March	Remarkable Women in Transport 2019 / Publication
	May	Luncheon on Diversity in Transport Sector in Leipzig / Event
	Nov	TUMI Challenge Bogotá "Prevention of Violence and Sexual Harrassment Against Women in Public Spaces" / Project
2020	Feb	WMW wins GIZ Gender Award 2020 / Event
	March	Remarkable Women in Transport 2020 / Publication
	Dec	Launch of WMW LinkedIn Page & Group / Outreach
2021	March	Remarkable Women in Transport 2021 / Publication
	Oct	Global Urban Leaders Training & Mentoring Program (with Mujeres en Movimiento) / Training
2022	March	Remarkable Women in Transport 2022 "Electric Women" / Publication
	July	Launch of WMW Twitter Account / Outreach
	Dec	WMW Bridging the Gender Data Gap in Transport / Study
Dec	6 Principles Poster to "Bridge the Gender Data Gap in Mobility" / Poster	
2023	Feb	WMW Study Tour "Feminist Voices in Transport 2023" / Event
	March	"Remarkable Feminist Voices in Transport 2023" Coffee Table Book / Publication
	March	WMW Award Ceremony "Remarkable Feminist Voices in Transport 2023" / Event
	May	TUMI2023 Conference "Feminist Voices in Transport" & 5th Anniversary of WMW / Event

# TUMI Conference 2018 – How it all began



Women Mobilize Women – Transforming Mobility through Female Empowerment: What started as a conference theme five years ago turned into a network and then into an initiative. A look back at how the conference became the starting point for WMW.

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The “Women Mobilize Women Conference” was organized by the Transformative Urban Mobility Initiative (TUMI) as part of the International Transport Forum Summit 2018 on Transport Safety & Security. Held in Leipzig, Germany, on May 22, 2018, the conference gathered around 200 transport experts from around the world to transform mobility through female empowerment.

Under the banner concept “When men plan transport, transport is planned for men,” this first global conference on Women in Transport, kickstarted a debate on the role and potential of women in the transport sector with a special focus on emerging economies. TUMI actively involved female changemakers from all over the world and allowed them to raise their voices. Every speaker and at least two-thirds of participants were women! The conference focused on both the challenges and the successes that women in the transport sector have experienced. It was quite literally a case study in how *Women Mobilize Women*.

## Reflections and revelations from the day

Sexual harassment and predominantly male violence against female transport users is one of the greatest challenges to address. No matter how accessible, cheap or convenient a transport system may be, fear influences travel choices every day.

It is difficult to shake the feeling that something in the way we talk about “Road Safety” is fundamentally wrong.

As abstract numbers in reports and statistics, this representation fails to acknowledge more real lived experiences: the pain of someone losing their life (and household income), the burden on affected members of society (e.g. emergency vehicle teams, doctors, police), and the cost to the system (e.g. medical system) that result from poor road safety. Combined with the knowledge that the expert community knows how to achieve “Vision Zero” (Speed kills!), it makes you wonder even more why we still record so many road accident fatalities and casualties.

Advocating for women to take an active role in the mobility transition strengthens the argument for a just mobility transition. A green, carbon-free transport sector is important, but ensuring that that all users can move in an affordable, accessible, and safe manner every day is equally important. Women, members of the LGBTQIA+ community, people with disabilities, and others who are impacted need to be at the planning and decision-making tables to ensure that diverse transport needs are heard and incorporated into plans.

“Inspiring speakers, empowering stories, so much encouragement to continue my work at home, one of the best conferences I’ve attended.”

WMW Conference Participant



Transformative Urban Mobility Initiative  
IMPLEMENTING THE NEW URBAN AGENDA



bmz.de

TUMI



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## Women Mobilize Women goes live

Fueled by the conference energy, the TUMI team decided to bring Women Mobilize Women to life, declaring it the “Women Mobilize Women Network & Initiative.” Initial baby steps included setting up a project website and social media outreach channels, organizing platforms for exchange and pilot projects, developing publications, and conducting trainings.

Though the approach might appear random due to the wide variety of activities Women Mobilize Women undertakes, there is always an overarching theme of gender mainstreaming the transport sector that has encompassed expert conversations, a growing network and pilot projects and studies leading to in-depth knowledge. We will continue asking questions but today, we are also able to give answers quite literally to how *Women Mobilize Women!*

## A movement that started spreading

It became clear throughout the course of the day that Women Mobilize Women should not remain simply a conference theme but give the momentum a louder voice. Insights gained and connections made during that day evolved into a loose network of individuals and partner organizations. Everyone who attended was determined to continue the dialogue on gender equity in transport.

The conference, as a place of exchange and inspiration, gave rise to individual participants continuing the momentum locally.

**Mujeres en Movimiento** is an initiative founded by eight (former) female transport ministers and vice ministers from Latin America who came together during the Women Mobilize Women Conference.

Their goal is to create a movement bringing feminine power to the transport, energy, and sustainability agenda.

**Fione Initiative**, led by Kenyan women, organized the first conference on Women in Transport in Eastern Africa 2018 which focused on the empowerment of women in the informal matatu industry. By providing a stage to drivers and conductors from the Kenyan Matatu industry, Dala Dalas in Tanzania, and other informal transport operators from Uganda, Rwanda, and Ethiopia, the conference offered a multitude of perspectives from women on the ground.

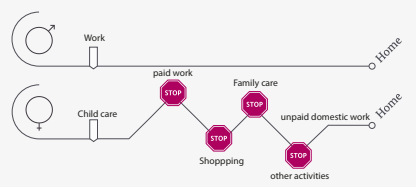
These are just two examples of many activities that advocate for the better representation of women workers and decision-makers in the transport sector as well as the improvement of everyday journeys for women transport users.



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# 5 PRINCIPLES FOR WOMEN AND TRANSPORT

Women and men have different travel patterns



## 1 Study and understand women's mobility

Collect sex-disaggregated data to understand female travel patterns

Take into account informal transport, walking and cycling data in transport surveys

Include specific questions on short, non-work-related trips and mobility of care in questionnaires

Conduct gender impact assessments: view the city 'through the eyes of women' by involving local women groups and organized civil society

Ensure the engagement of women all along the planning and policy process including consultation, monitoring and evaluation

Develop walking friendly street network with large sidewalks, sufficient crossings and street signals

Consider female travel patterns for route planning and last-mile connectivity in public transport and shared mobility

Make cycling attractive for women by providing safe infrastructure and promoting cultural acceptance

Adapt fare integration in public transport system to enable trip chaining

Ensure barrier-free access to public transport without steps and with level boarding

Provide clean toilets and nursing rooms in highly frequented public transport stations

## 2 Develop inclusive mobility services

Design open public areas with visibility, lighting and CCTV camera system at stations

Recognize sexual harassment and gender-based violence as criminal offences and develop reliable reporting mechanisms

Train public transport staff to deal with sexual harassment situations

Evaluate the need for women and children-only services in public transport and ride hailing services

Provide information on public transport schedules to avoid long waiting time

Roll-out « on demand bus stop » at night and early morning to reduce walking distances

Ensure a greater and gender-mixed staff presence at stations and in vehicles

Include security requirements in tendering documents and bonus-penalty clauses in contracts with operators

## 3 Ensure women's security in transport systems

UNIVERSITY

## 4 Empower women in the transport sector

Develop a gender-responsive work culture and combat gender clichés in the transport sector

Reduce entrance barriers to employment for women at all levels: drivers, planners, managers, entrepreneurs, decision-makers

Recruit female drivers and mechanics and ensure their retention through good working conditions and appropriate facilities

Adopt parity representation policies in participatory and decision-making bodies

Highlight women leaders in the transport sector as role models

## 5 Create awareness and stimulate behavioral change

Use campaigns and social media to encourage a "culture of zero tolerance" against harassment and misbehavior towards women

Conduct educational programs at schools on gender roles and safe mobility

Include gender and mobility in university curricula in transport planning and engineering

Train government officials to integrate gender issues within mobility planning

Partner with men to raise awareness

Use gender-balanced public signage and employ gender-sensitive language

Take the lead and ownership of gender-responsive actions in your surrounding!

Empowered  
Respected  
Safe and sound  
Understood  
Free to move



giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

TUMI Transformative Urban Mobility Initiative

On behalf of Federal Ministry for Economic Cooperation and Development

Women Mobilize Women  
Transforming Mobility through Female Empowerment



# TUMI Challenge Bogotá “Me Muevo Segura”

A People-First Approach to Urban Planning:  
The Success Story of Participatory Street Design

Over the past several years, Women Mobilize Women has implemented and supported a wide variety of projects in its partner countries. Have a look on some of our project highlights!

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Fear of violence and sexual harassment can be a significant barrier to mobility for women, especially at night. The city of Bogotá tackled this obstacle head-on through an initiative with TUMI and CAF known as the Me Muevo Segura project.

Taking a participatory approach, Me Muevo Segura involved collaboration between various actors across the government, civil society, and local communities. The innovative project mapped out Bogotá's entire street and cycle network and used holistic data collection to provide an empirical basis for the city to consult as they invested in and implemented programs that would improve the safety of women and children.

With the aim of transforming Bogotá's streets, the Me Muevo Segura project made empowering women to reclaim public spaces a central objective. The project's innovative approach and success provides a blueprint for cities worldwide that aim to combat violence and sexual harassment while creating safer and more inclusive public spaces for everyone.

Bogotá became the first city in the world to map its complete street and cycling network and conduct georeferenced perception interviews with women. The project collected data from 16,145 km of streets and 537 km of bike paths; officials conducted 14,311 interviews with women to understand their perception of security in the city.



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**Visible Change:** Painting the street for the “Nuestro Jardín Cultural” intervention (Me Muevo Segura, 2019)



© GIZ Transport / Flickr

**Qualitative Research:** Interview by Me Muevo Segura team member with local woman to evaluate the social dynamics in the area, the population profile and the way the people interact with the space (Me Muevo Segura, 2019)



© GIZ Transport / Flickr

**Tactical Urbanism:** Participants in the “Nuestro Jardín Cultural” (Our Cultural Garden) intervention (Me Muevo Segura, 2019)

In addition to collecting data, the Me Muevo Segura project consists of a range of activities:

The project began with the transmission of the mapping data to SafetiPin for analysis and development of a Safety Index based on eight variables.

Through the Safety Index, unsafe spaces were identified, and a participatory design methodology was implemented for each point. This included socialization and collaborative work meetings with neighborhood residents, social organizations, cycling and artist collectives in order to create and propose solutions to the problems identified in each location.

In addition to the participatory design process, the project also developed a Me Muevo Segura communications toolkit to raise awareness about sexual harassment in public spaces. The toolkit information was distributed through

neighborhood events, spots on the radio and social media, and banners in public transport as a means of empowering women to move safely in the city.

Finally, the project culminated in the redesign of four identified spaces, including an open-air cultural center, the redesign of a bridge that was perceived as dangerous and neglected, a participatory design workshop, and the Galería Me Muevo Segura intervention.

Overall, the project's innovative and sustainable approach was successful in reducing violence and sexual harassment in Bogotá. It required strong inter-institutional coordination, data management skills, and commitment. Still, the potential for scaling and replicability is significant.

## What about your city?

If you are a city official looking to make your city safer, more accessible, and more participatory, we invite you to consider implementing a project similar to Me Muevo Segura in your own community. Check out the project's Replicability Manual, which provides step-by-step guidance on how to adapt the project's methodology to other urban contexts. By prioritizing the safety and mobility needs of all city residents, particularly women and children, you can help create more inclusive and equitable cities for everyone.

**Interested in implementing tactical urbanism strategies in your city?** Check out the Replicability Manual [here](#).



**Want to learn more?** Check out the project video [here](#).



# Bridging the Gender Data Gap in Transport



Two studies shining light on gender-sensitive data collection

© WIMT (2022)

## What is the Gender Data Gap?

Acknowledging the gender data gap in transport means acknowledging that for decades, transport planning has focused mostly on the number of people moving from A to B and their route choices. Planners have been limiting themselves by designing transport systems that organize networks with a more quantitative view. This fails to take into account that individual mobility choices are impacted by their experiences and expectations of certain transport modes as well as individual capabilities and resources such as age, income, and ability. Closing the gender data gap in transport means including an emphasis on qualitative dimensions in data collection to gain in-depth insights and understanding of mobility choices and transport system failures.

## Why address the Gap?

Addressing the gender data gap matters because women and girls experience mobility and movement in public space differently from men and boys in a number of crucial ways:

### 1 / Size Matters:

The physiological differences between men's and women's bodies means elements like height, width, and grade impact women's experiences of a public space.

### 2 / Mobilities of Care and Trip Chaining:

Women are still largely responsible for the mobilities of care. Trips undertaken in order to perform unpaid care work like transporting children and running errands are often accomplished through combining multiple short trips into one longer journey, also known as trip chaining.

### 3 / Moving with Children:

Women often move through their communities with small children, which means transport needs to take into consideration that some may be pushing a stroller or moving slower to accommodate a child's pace, while also noting the impact of traffic safety on route choice to minimize potential conflicts.

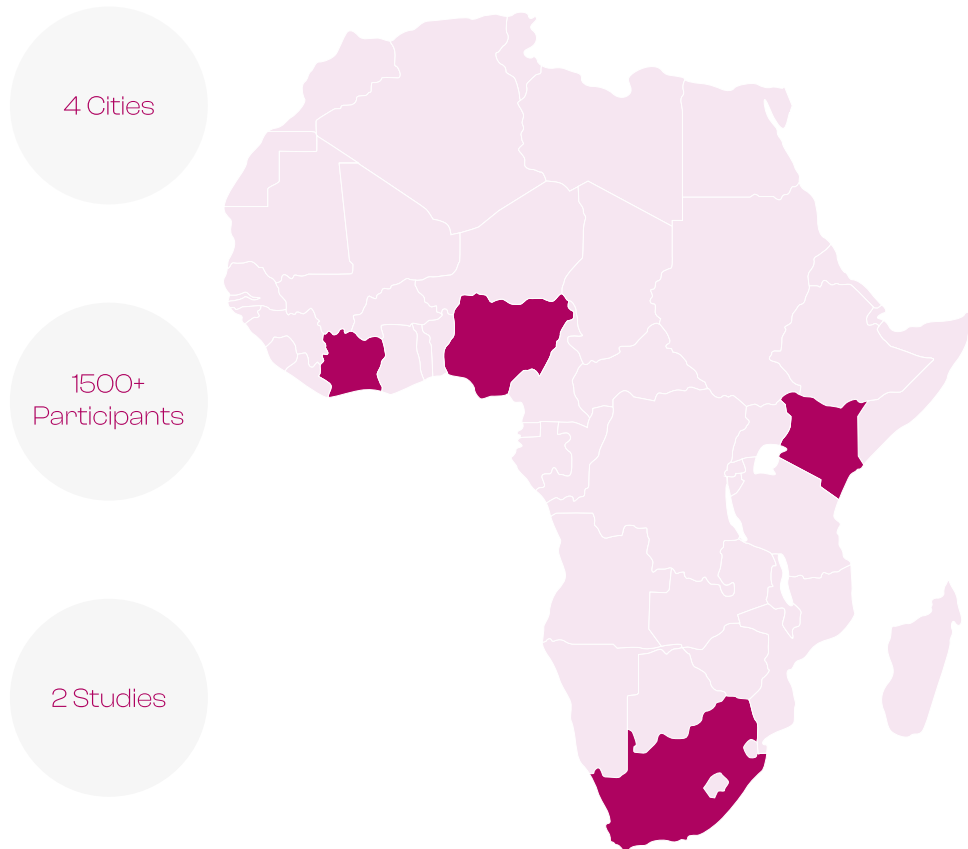
### 4 / Safety:

An IPSOS study conducted in 2021 found that 80% of women globally have experienced some form of harassment in public spaces. The fear of harassment has a direct impact on the mobility choices of women. If left unreported, safety remains unaddressed by transport authorities who have the power to make the necessary changes to improve infrastructure and implement other measures that could facilitate a safer experience for women.

In 2022, Women Mobilize Women facilitated two data research studies specifically on gender-focused data collection in African cities (Lagos, Abidjan, Gauteng, and Nairobi) to help improve the quality and availability of gender disaggregated data. The data and stories collected in each study — produced by Where’s My Transport (WIMT) and Groots — highlight

the relationship between quantitative and qualitative data. Together, they paint a more complete picture of how women experience transport.

### Extend of the Data Research Studies



© Groots (2022)



**Point-of-Purchase Survey:** Equipping shop owners located near high-traffic public transport stops and hubs with tablets allowed them to survey patrons with quick, closed questions about their journey and gather data such as trip purpose, length, mode of transport, and destination (Groots, 2022).

© WIMT (2022)



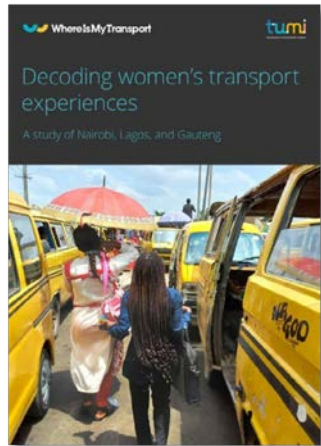
**Ride-Alongs:** Researchers accompanied women on their daily journeys, mapping their door-to-door travel and witnessing the obstacles they faced while using transport. These women were interviewed throughout their journeys to gain insight into their choices and researchers observed aspects of the trips that the participants themselves may not have been aware of, such as how they respond to safety or harassment fears (WIMT, 2022)

© WIMT (2022)



**Research Lab:** Interactive women-only group sessions were held in which participants discussed their transport experiences. Researchers created a safe space where women could speak openly about the barriers they encountered when using public transport to see if there were any patterns. The responses formed qualitative reports of transport user-experiences, including barriers and opportunities (WIMT, 2022).

# More on the Gender Data Gap



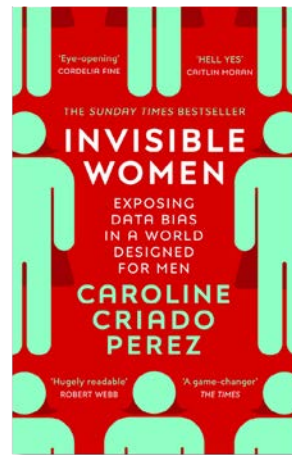
- Project Report
- Methodology, Questionnaire and Raw Data
- For more check out:  
[www.genderdata.womenmobilize.org](http://www.genderdata.womenmobilize.org)



## Bookstore Bestseller

A holistic read on the various dimensions of the Gender Data Gap (including but not only transport)

*"When it comes to the lives of [women], there is often nothing but silence. ... The gender data gap isn't just about silence. These silences, the gaps, have consequences. They impact women's lives every day."*



## Bridging the gender data gap in mobility

### 6 PRINCIPLES

- #### 1 SENSITIZE

to the importance of gender-sensitive data

  - Demonstrate the importance and potential of gender-disaggregated data
  - Clearly define what data disaggregation means
  - Disaggregate by gender and socio-economic dimensions
  - Highlight the risks of gender-blind interventions
  - Sensitize for the need for context-specific data collection methods

*In a 2020 study 93% of respondents found current data collection methods inadequate to make gender-inclusive transport decisions (FIA Foundation, 2020)*
- #### 2 COLLECT

gender-disaggregated data

  - Develop systematic, standardized and harmonized data collection and analysis methodologies
  - Ensure periodic data collection with modernized and updated collection methods
  - Ensure data collected is representative and inclusive of all vulnerable groups, as well as non-users
  - Ensure adequate resources and funding are available for data collection and analysis
  - Guarantee that the scope of data collected is supportive of objectives (qualitative and quantitative)

*Sub Saharan Africa and South Asia have a noticeably high gender gap in mobile internet at 37% and 36% (GSMA, 2021)*
- #### 3 BUILD CAPACITY

on gender data collection, analysis & monitoring

  - Build capacity in transport ministries at national and local level
  - Ensure knowledge transfer between national, regional, and city level
  - Secure accessible and comprehensive capacity building offers
- #### 4 ENSURE WOMEN

are at the table

  - Improve gender balance at national and local levels in transport ministries and transport authorities
  - Encourage and support female graduates in engineering, transport planning, and related topics
  - Design projects and working conditions to accommodate caregivers e.g. by considering appropriate timing and locations for meetings

*In the EU, women account for 22% of the transport workforce. (European Commission, 2019)*
- #### 5 CHAMPION

open-access data

  - Establish viable partnerships
  - Make data more accessible to those in the public domain
  - Make data more accessible to those in the research / academic domain
  - Ensure data privacy is considered
- #### 6 MAINSTREAM DATA

into gender-responsive design

  - Develop and standardize gender indicators for projects and interventions
  - Ensure gender-sensitive data is collected from beginning to end
  - Conduct gender assessments
  - Introduce inclusive monitoring and evaluation standards

*Women oversee 75% of unpaid care work - impacting their daily mobility substantially (Oxfam, 2020)*

On behalf of

Implemented by

Transformative Urban Mobility Initiative

Download [here](#).

# Remarkable Women in Transport 2018-2023

Since its inception in 2018, Women Mobilize Women has been on a mission to shake things up and raise awareness about the important issue of gender and transportation. WMW recognizes the invaluable contributions women make to the field of transportation, and is determined to ensure their voices are heard. Here's how!



An estimated 210 million people work in the transport sector worldwide, most informally.

Fewer than 20% of employees in the transport sector are women, a proportion significantly lower at management level.

With transport systems used every day by a variety of people, can we really justify these systems being planned and provided for by such a homogenous group?

Women Mobilize Women gives awards to women that have rendered outstanding services in the mobility sector each year as a means of promoting diversity and the impact of women changemakers in the mobility sector. The award-recipients are individuals from many areas: they work for civil society organizations or international initiatives as well as start-ups, at the policy-level, in the private sector and conducting research.

In addition to the awards, Women Mobilize Women features all women in their annual publication series, "Remarkable Women in Transport," which showcases the diversity and impact of these role models while honoring their achievements. Since 2019, when Remarkable Women was first published, 165 women from 47 different countries have been featured!

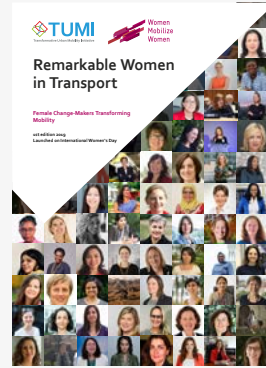
The publication gives awardees a forum to share their perspectives on their work, visions and inclusive, sustainable transport to inspire a truly diverse generation of changemakers.

Have a look!



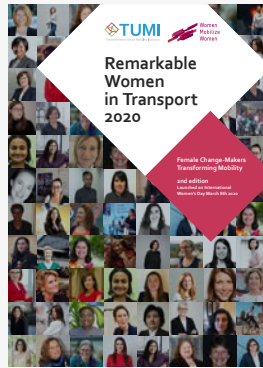
2019

Focal Topic:  
**Women working  
in transport**  
61 women featured,  
from 29 different  
countries



Focal Topic:  
**Electric Women  
in Transport**  
15 women featured,  
from 12 different  
countries

2022

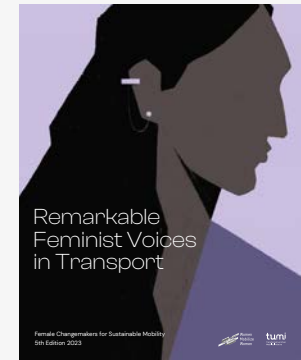


Focal Topic:  
**Acknowledge  
women's  
contributions  
in the transport  
sector**  
53 women  
featured,  
from 29 different  
countries

2020

2023

Focal Topic:  
**Feminist Voices  
in Transport**  
30 women featured  
(+12 spotlight  
organizations), from  
22 different countries



2021

Focal Topic:  
**By Women –  
For Everyone**  
20 women  
featured,  
from 16 different  
countries



**What should the next Remarkable Women  
in Transport 2024 publication focus on?**

Let us know and send an e-mail with  
"Remarkable Women 2024" as reference to:  
women@transformative-mobility.org

2024

# Feminist Voices in Transport



Feminism and transport? Feminism can be complex, highly subjective, and sometimes even messy. Quite the contrary to a sector that is associated with technological advancements like electric mobility or the everyday struggle to reduce congestion, emissions, and road accidents.

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The campaign “Feminist Voices in Transport” was initiated by Women Mobilize Women to unpack the dialogue on feminist approaches in the transport sector. A feminist lens allows one to recognize, make visible and account for the diverse mobility experiences associated with gender, societal role, physical abilities, race and so on. To better understand the complexities of distinct local challenges and intersectional stories we called upon our global network of change makers in the transport sector.

WMW’s Feminist Voices in Transport 2023 Campaign:

Identified and listened to 30 awardees from across the world on their take on feminism in transport, which informed the **“Remarkable Feminist Voices in Transport 2023” Coffee Table Book**

Brought 20 awardees to Berlin to engage and discuss on gender transformative approaches in transport during the **„Feminist Voices in Transport 2023” Study Tour**

Celebrated their achievements during a **High-Level Award Ceremony**

Will bring awardees to Leipzig to elevate their voice to a global stage – **TUMI Conference 2023 “Feminist Voices in Transport”** and the **International Transport Forum by the OECD**



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# Remarkable Feminist Voices in Transport 2023



AWARD 2023  
2nd of March  
Remarkable  
Feminist  
Voices in  
Transport  
2023

# The “Remarkable Women in Transport 2023” Publication

With the “Remarkable Women in Transport” award, Women Mobilize Women empowers women in transport to be seen, heard, and recognized for their value in ensuring more equitable, safe and sustainable transport systems. On the occasion of the 5th anniversary of Women Mobilize Women, the 2023 edition was labelled “Remarkable Feminist Voices in Transport” and was published under the same title as a coffee table book. This 2023 edition aims to showcase the power of its approach. A public call for “Feminist Voices in Transport” that was open to all genders and marginalized groups in their diversity. It resulted in over 80 nominations from over 20 countries.

The publication features 30 nominees  
and 12 spotlight organizations and is available for download [here](#).



## Study Tour "Feminist Voices in Transport 2023"

In addition to the „Remarkable Feminist Voices in Transport“ award, selected nominees were given the opportunity to participate in the WMW Study Tour “Feminist Voices in Transport” from February, 27 to March 3, 2023 in Berlin. The aim of the trip was to discuss challenges, approaches and best-practice solutions in the area of mobility justice and gender under the momentum of Germany’s feminist development policy. A total of 20 women from over 15 countries in the Global South took part in the study tour. The participants shared their experiences, visions and successes in the mobility sector and connected with politicians and gender and transport experts from Germany, such as Elke Ferner (UN Women Germany) or Eva Kreienkamp (CEO Berliner Verkehrsbetriebe).



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## High-Level Award Ceremony

The launch of the book and the award ceremony took place on March 2, 2023 with about 80 guests at GIZ’s Berlin Representative Office, where the women received their awards by Parliamentary State Secretary Bärbel Kofler (BMZ) and GIZ Executive Board Member Ingrid-Gabriela Hoven.



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# Remarkable Feminist



Maimunah Mohd Sharif    Claudia López Hernández    Andrea San Gil León    Anuela Ristani    Charlène Kouassi



Dr. Sri Haryati    Julie Anne Genter    Dr. Kalpana Viswanath    Dr. Kay Inckle    Keisha Mayuga



Paola Tapia Salas    Manjula Vinjamuri    Claudina de Gyves Mendoza    Dr. Sigrid Evelyn Nikutta    Dr. Patricia Nzolantima

# Voices in Transport 2023



Leslie Kern    Cyprine Odada    Danawiryya Silaksanti    Eva Kail    Dr. Eveline Prado Trevisan



Laura Ballesteros Mancilla    Abimbola Akinajo    Dr. Ma. Sheilah Gaabucayan-Napalang    Naomi Mwaura    Olesia Kholopik



Rehana Moosajee    Robin Chase    Sonal Shah    Yasmine Al Moghrabi    Zoleka Mandela



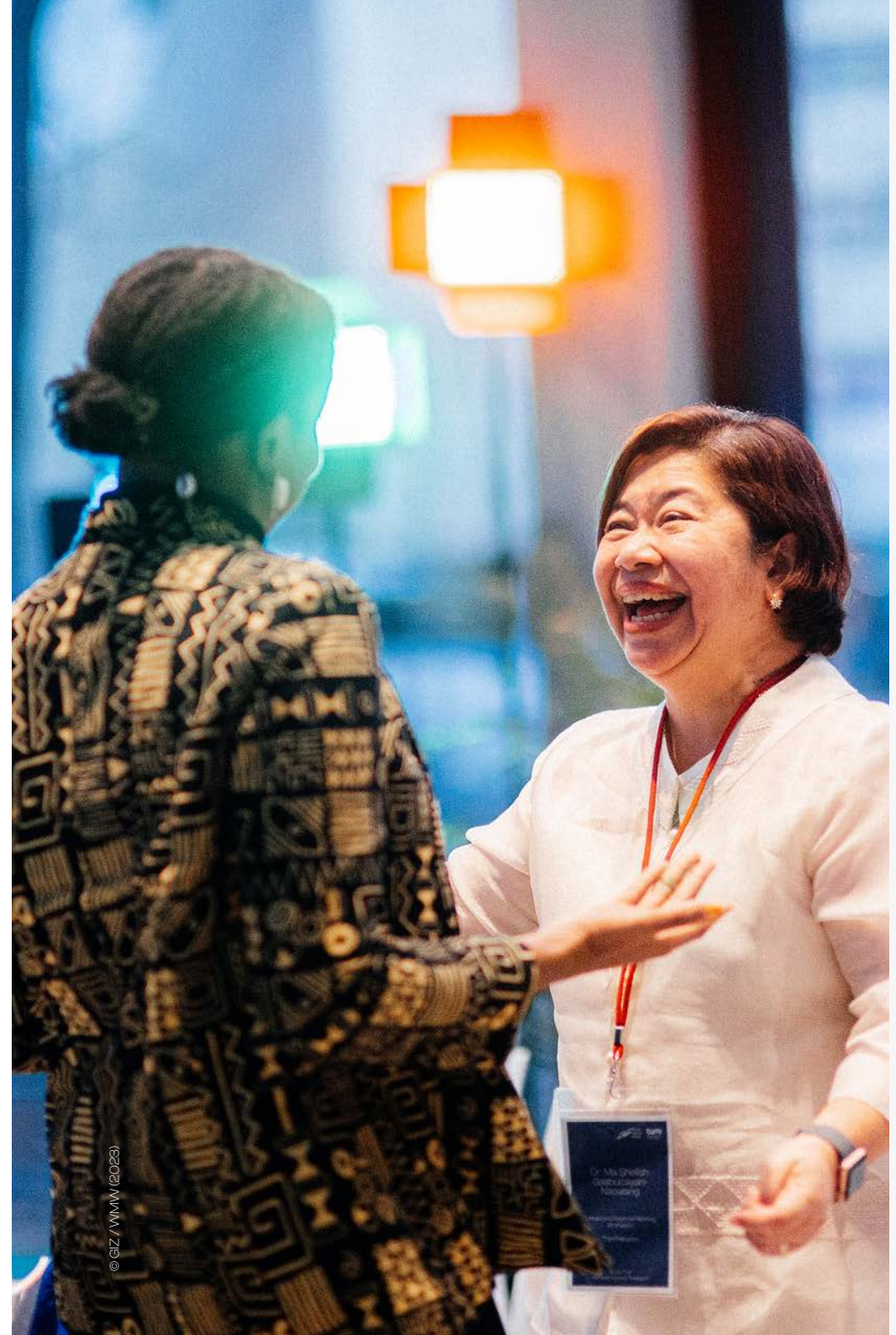
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Sharing a vision,  
sharing the  
strength

Truly energetic, the memorable award ceremony showed once again the value, strength, and vision of the diverse feminist voices in the mobility sector.

## TUMI Conference 2023 "Feminist Voices in Transport"

Under the topic "Feminist Voices in Transport", the TUMI Conference 2023 as part of the ITF Summit 2023 in May will also focus on feminist approaches that contribute to sustainable mobility solutions focusing on the needs of women and marginalized groups. Five years after launching Women Mobilize Women, the TUMI conference is symbolically returning to Leipzig, the place where the initiative was founded.



© GIZ / WMW (2023)



# The Future of Feminist Development Policy and Gender-Equitable Transport



**By Melissa Bruntlett,**  
WMW Ambassador and Communications  
and Engagement Advisor at Mobycon

The following is an  
excerpt of a larger  
impulse paper which  
can be found in full [here](#).



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The last decades have brought about a growing recognition of how important addressing gender disparities around the world is. National governments in some countries are aiming for cabinets with gender. High-profile public and private organizations are increasing representation of women at senior levels, like Bogotá, Colombia where women hold a high number of leadership positions. These steps, among others, provide opportunities for women to enjoy greater access, comfort, and safety in their daily lives. As these conversations increase, so do the number of governments and global organisations prioritizing gender – specifically feminist – related policies. Still, this can go further, with just eight countries having enacted dedicated Feminist Foreign Policies (FFP) as of July 2022.

Defining feminism depends a lot on our individual experiences, influenced by factors such as geographic location, age, income, race, and level of education, and, in many parts of the world, is also shaped by anti-racist and anti-colonialist thinking, particularly in countries with a history of colonialism, slavery, and race-based policies. Regardless of the definition, with more nations developing FFPs and Feminist Development Policies (FDPs) a positive impact on the implementation of these policies is being seen. FDPs can help move more nations toward greater gender equity by providing funding and commitment, which when combined, can potentially help serve as a force for good.

## Germany's commitment to Feminist Development Policy

Implementing an FDP can offer potential funding mechanisms to states with fewer resources to enact impactful policies sometimes difficult to achieve on their own. Germany has been leading the way in this area. In March 2023, the Federal Ministry for Economic Cooperation and Development (BMZ) announced a commitment to a more strategic approach. Along with commitments focused on the 3 R's of FFP (Rights, Representation, Resources), the strategy states the following:

*The BMZ will double the share of newly committed project funds for measures with the primary goal of gender equity to 8% by 2025, and increase the share of funds by 85% for those projects where it is the secondary objective. The expansion of focused projects is to take place across all regions and sectors – in close coordination with partners and taking into account the country context.*

These commitments are linked to the fact that globally, women do not enjoy the same level of advantages as their male counterparts. The question we need to ask going forward is: How can FDP funding help apply feminist perspectives to the transport sector, and ultimately have a lasting positive effect on equity and the climate?



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## Feminism and the climate change nexus

FDP funding for gender-equitable transport projects can have a positive effect on climate because women's transport behaviour and choices are often more sustainable than their male counterparts, whether by choice or by necessity. Over a century of relying on fossil fuel-powered transport to move people and goods has had damaging effects on our climate and the quality of life in our cities. As of 2018, the transport sector contributes 24% of global CO2 emissions, with road transport being the largest contributor (about 75%). In surveys and data collection efforts, walking, cycling, or public transport are consistently shown to be the more popular transport choice for women. Additionally, women are more likely to choose a more climate-friendly transport option.

As a non-homogenous group, women experience the world differently. The intersectionality of age, race, level of education, employment, family and relationships, sexual orientation, etc., impacts transport behaviours.

Understanding this and enabling greater mobility equity is a key to achieving a sustainable future that benefits everyone. FDPs play an important role, but it is vital that they address these varied perspectives and acknowledge the influence of existing power structures. They can make a meaningful impact on programming, policies and budgeting, but must be approached from a place of open-mindedness and a desire to exchange knowledge. Assuming what works for one group – in this case, men – will work for everyone has got us to this critically dangerous point in history. This must change if we are ever to realize a more equitable and sustainable future. FDPs are one step in the right direction.

## Addressing the root causes of inequity through understanding

To impact positive change, organisations working through FDPs must be focused on empowering change on the ground with the people who live there. Dr. Kalpana Viswanath, co-founder of Safetipin, notes, "If we truly want transformation in our cities, we have to move beyond

a piecemeal approach to change." She goes on to say that at a policy level, feminist policy, especially in terms of urban and transport policy, is grounded in two important principles:

**(1) The work of care:** Feminist policy recognizes the work of care, and that the care economy, although often invisible, enables the entire urban structure to function as it does. When that thinking is unpacked it may lead to new ideas for how to make cities – and transport – more equitable.

**(2) The impact of gender-based violence:** Feminist policy recognizes how much gender-based violence impacts the lives of women and other marginalized groups in their ability to access opportunities, including their transport choices.

According to Dr. Viswanath, nowadays there is more acknowledgement that learning and development are not one way, where donors and bilaterals can play a stronger role. "Change is complex, and you must recognize social change is also complex. It's not a simple A to B – recognizing that complexity is what is needed."



© Carlos Pardo

We are not alone:  
Partners,  
networks,  
team

tumi 

Petit-Déjeuner

The 15-Minute City:  
A Feminist Utopia?

Hélène Kravtsov

Over the years Women Mobilize Women became a part of an informal global community of likeminded professionals and organizations. Discussions, exchanges and collaboration ensure that all of us keep questioning the status-quo and seeking gendertransformative solutions for the transport sector.

# Female Mobility Networks in Action

A network is an ideal platform to offer its members the space to discuss, exchange ideas, learn from each other, ask questions, or gather information from like-minded peers. Luckily, there are multiple networks for women in the transport sector – take a look and join one!



## Women Mobilize Women

**Active in**  
Globally with a focus on  
Emerging Economies

**Number of Members**  
1,200+

[womenmobilize.org](http://womenmobilize.org)



## Mujeres en Movimiento

**Active in**  
Mexico, Costa Rica, Ecuador, Colombia, Brazil, Chile, Argentina, Spain, Perú, Cuba, United States of America

**Number of Members**  
250+

[mujeresenmovimiento.net](http://mujeresenmovimiento.net)



## Women in Mobility

**Active in**  
Switzerland, Germany, United Kingdom, Austria

**Number of Members**  
4,700+

[womeninmobility.org](http://womeninmobility.org)

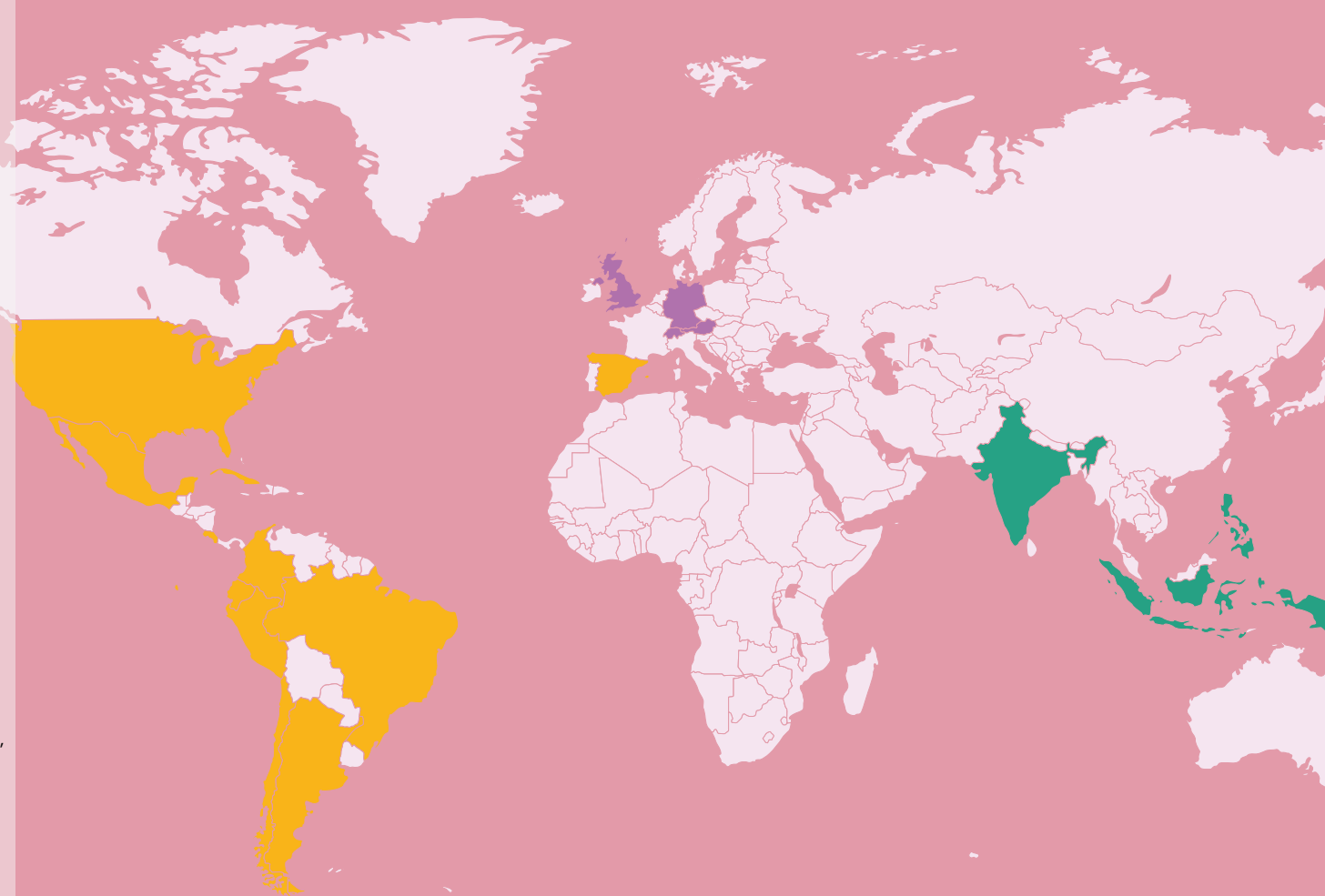


## Women on the Move

**Active in**  
mainly Indonesia, India, Philippines, generally open to all Asian countries

**Number of Members**  
160+

[linkedin.com/groups/9067438/](https://www.linkedin.com/groups/9067438/)



# Reflections from the WMW Community



Many women in the Women Mobilize Women community have been with us for years — some even since the initiative was founded! Here, we let some of our long-time companions have their say. We asked: How has Women Mobilize Women influenced your work? And why will WMW's work still be relevant in the years to come?

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Laura  
Ballesteros Mancilla

*A public policy and regulation expert, and a local congresswoman in the Local Congress of Mexico City, Laura Ballesteros Mancilla led the enactment of the Mobility Law, working alongside civil society organizations and the former Head of Government, Miguel Angel Mancera. As Sub-Minister of Planning in the Secretariat, Laura Ballesteros Mancilla introduced the road safety policy known as Visión Cero. She is also one of the founding members of the Mujeres en Movimiento (Women in Motion).*

## **What role did Women Mobilize Women play in the story of Mujeres en Movimiento?**

In 2017, Women in Motion developed out of the Women Mobilize Women Initiative. Our main goal was to build a strong and safe network of emerging women leaders working in transport, cities, and sustainable energy from different sectors such as government, civil society, and academia in order to improve our leadership with technical capacities and create a permanent learning process through mentorship circles. As a result of the Women Mobilize Women Congress, we realized the importance of working together and building our agendas with a gender perspective lens. The first network of the WiM Initiative started with women from Mexico (Laura Ballesteros), Costa Rica (Liza Castillo), Ecuador (Daniela Chacón), Chile (Paola Tapia), Brazil (Marina Moscoso), Argentina (Paula Bisiau), Germany (Verena Flues), and Colombia (Andrea María Navarrete).

## **Why do we need female networks in the transport sector?**

Cities are not gender neutral. Each time we realize that public space (and yes, I include transport here) is violent and unsafe because people in government or planning are not including women's needs or a comprehensive approach for care mobility, we also find out that women are not included inside those decision-making processes, neither as ministers, directors, experts, nor even as users. That is why it is so important to not only build networks of women in the transport sector in order to support each other in our daily challenges and improve our capacities, but also to strengthen teams with our presence. We are stronger together.

## **What are your plans, wishes and ideas for the next five years of WMW and Mujeres en Movimiento?**

We have been dreaming together since our conception and we plan to keep it this way in the years ahead. The Women in Motion Initiative consolidated a Latin American presence over the last five years and in the next five, we want to go global, branching out into Asia, Europe, and Africa, in order to build a strong community of practice based in our Global Leadership Program. We now consist of more than 200 women connected in this learning and support network.

## Dr. Kalpana Viswanath

*Co-Founder of Safetipin, Board member at SLOCAT, and member of the Advisory Group on Gender Issues at UN Habitat, Dr. Kalpana Viswanath is Chairperson of Jagori and Board member of the International Centre for the Prevention of Crime.*

### **What role did Women Mobilize Women play in the story of Safetipin? How has WMW impacted your story?**

Being part of the first WMW cohort, we received exposure to so many amazing women which whom we could exchange and collaborate. It was also very significant that the city of Bogota in partnership with Safetipin won the grant at the first WMW to do a safety audit in the city with our tools. I have also participated in the WMW events at ITF and that has given us many opportunities to have global conversations about safety and gender inclusive mobility.

### **Why do we need a feminist transport system? How can feminist networks support that change?**

Current data shows that women make up fewer than 25% of those in the transport sector. At the same time, women globally face sexual harassment. And thirdly, the care work which is essential to our cities, is largely done by women. A feminist transport system and policies will ensure that all of these issues are addressed; that is critical to bring about change.

### **What are your plans, wishes and ideas for the next five years of WMW and Safetipin?**

Safetipin is celebrating its tenth year this year. Over the next few years, we will be focusing on our new knowledge framework She RISES, designing infrastructure and services for a caring city. We would like to offer to build a network in India for organizations working on gender and mobility to spread the message of the Women Mobilize Women initiative.



able Feminist  
n Transport 2



## Naomi Mwaura

*Founder of the Flone Initiative, an organization at the forefront of creating a safe and professional public transport industry in Kenya, Naomi Mwaura was also one of the lead organizers of the #MyDressMyChoice campaign that saw thousands of women protest gender-based violence in Kenyan public transport. She has been featured in Forbes Women and was named one of the BBC's 100 Inspirational and Influential Women.*

### **What role did Women Mobilize Women play in the Flone Initiative story?**

Women Mobilize Women were the first supporters of Flone's signature event, the Women in Transport Africa Conference. The conference enabled and inspired other partners to come on board as sponsors.

### **How has WMW impacted your story?**

The Women Mobilize Women partnership has contributed to Flone's growth, showcased Flone's work to other partners around the globe, and increased our collaboration with other like-minded organizations.

### **Why do we need female networks in the transport sector?**

Firstly, to promote diversity and inclusion: Historically, the transport sector has been male-dominated and women have been underrepresented in the industry. By establishing female networks, we can promote diversity and inclusion in the

sector and create a more equitable and welcoming work environment. Secondly, to improve impact outcomes: We've realized that there are cross-cutting solutions to the issue that all of us are working to solve. Collaborations and learning from each other can bring fresh perspectives and innovative solutions to the industry's challenges.

### **What are your plans, wishes, and ideas for the next five years of WMW and Flone Initiative?**

I feel optimistic about the possibilities that lie ahead between WMW and Flone. I hope we can have intergenerational mentoring between older and younger feminists. My objective is for Flone to extend its reach and grow globally. I believe there are several potential means for us to do so, whether through new collaborations, strategic acquisitions, or innovative solutions. I had a fantastic time in Berlin at the WMW Study Tour in March 2023 and I am hopeful that it will lead to greater collaboration among the people and organizations that were brought together.

# Wishes for the Future

"What is your wish to guide any work & thinking on gender transformative mobility in the next 5 years to come?"

"The feminine is rising ... with it will come societies that value the natural environment, see the care work of women and place value on it. May women change makers be the stewards of resources that affect societal transformation!"

Rehana Moosajee, South Africa

"To finally put feminist perspectives at the centre of our work and no longer on the sidelines."

Insa Illgen, Germany

"Gender transformative mobility demands a rethinking of power dynamics in transport planning and a recognition of the role mobility plays in shaping and reinforcing gender norms."

Armin Wagner, Germany

"We must serve vulnerable groups in public transportation as an effort to ensure that no one is left behind. This will improve gender equality."

Danawiryya Silaksanti, Indonesia

"My wish is that the current transport system and its structural inequalities are no longer accepted as a default. We recognize its flaws and put all our efforts into catering to the needs of those that have been historically marginalized."

Andrea San Gil Leon, Costa Rica

"Mobility is not just merely moving from point A to point B, but the assurance of safety and dignity as you travel."

Cyprine Odada, Kenya

"We need an intersectional understanding of transport inequities that acknowledges multiple systems of oppression: race, gender, disabilities, etc."

Ariadne Baskin, Germany

"Mobility must be planned for the diversity of people in our cities, to help people live and move with dignity. Women's lived reality must be kept at the centre."

Dr. Kalpana Viswanath, India

"Lack of mobility shouldn't be the reason we have to choose between a career and care work. We need to reshape our world to make it possible for us to have time for all aspects of life - family, work, community, and ourselves."

Keisha Mayuga, The Philippines

"SuM4All states that an additional 20 million women would work in transport if the sector achieved gender parity in employment - Let's get onto that."

Viviane Weinmann, Germany

"Gender transformative mobility becomes a core principle of mobility planning, with a focus on designing safe, accessible, and affordable transport systems that benefit everyone, regardless of gender or identity."

Lena Plikat, Germany

"We wish to transform cities so that a wide group of womxn have - what is structurally denied to us - the equality of opportunity and of leisure."

Sonal Shah, India

"There is no sustainable mobility without inclusivity and no inclusivity without the major part of the world's population feeling safe and comfortable while commuting. Let's focus more on local mobility experiences to address cities and people's needs and care less about technology and innovation growth."

Charlene Kouassi, Côte d'Ivoire



# The WMW Team Over the Years

Hosted by the Transport and Urban Mobility Initiative, Women Mobilize Women has seen numerous individuals of the TUMI team dedicate part of their time and passion to growing WMW. They paved the way for the future by vigorously discussing the nuances of gender equality in mobility, exploring activities, and setting up pilot projects and studies to gain insight into unjust mobility practices.

The WMW Team through the years has included:

- Armin Wagner
- Leonie Guskowski
- Kristina Kebeck
- Viviane Weinmann
- Sophia Sünder
- Ariadne Baskin
- Insa Illgen
- Verena Flues
- Daniel Moser
- Laura Menzel
- Lena Plikat
- Julia Remmers

Special thanks to all our TUMI and WMW interns over the years!



# A shoutout to our partners

To transform the mobility sector into a more gender-inclusive and diverse can only be successful when we join forces and spread our message across different channels!

Women Mobilize Women has been amazed by the valuable contributions, research, and knowledge hubs put forth by so many organizations, institutions, and individuals. We are proud to be able to call some these global pioneers aiming for positive change our partners and friends. Thank you for sharing the load in making the mobility sector more inclusive!

- Women in Mobility
- The Urban Catalysts
- Saftetipin
- Women on the Move
- Mujeres en Movimiento
- FIA Foundation
- Flone Initiative
- SuM4All
- UNEP
- And many more...

The work of Women Mobilize Women would also not be possible without our mother initiative – the Transformative Urban Mobility Initiative (TUMI) and its 11 partners:



# Looking Ahead



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Women Mobilize Women, since its inception in 2018, has been dedicated to empowering women in transport to be seen, heard, and recognized and works through networks and dedicated assistance to support cities move towards more gender-responsive transport.

Moving forward, WMW will continue to elevate feminist voices and shine a spotlight on the necessity to plan mobility projects and measures that account for the intersectional realities of all members of society through our work with partners on the ground and our ever-growing global network of changemakers.

We will bring forward diverse stories that portray local challenges and speak about the unsolicited and profound obstacles that many face due to patriarchy and structural racism in the policy, planning, design, infrastructure, and law enforcement of our transport systems through our online platform of blogs, articles, videos and podcasts.

We will work to raise and steer the global conversation on gender equity, transport, and climate change. So that they are no longer tackled as separate problems but

are approached with holistic and synergized policies that can be effective in achieving both gender equity and the decarbonization of transport.

We will work to close the gender data gap through conducting varying gender-sensitive methodologies to data collection and work to integrate it into evidence-based decision making for transport systems that are accessible, safe and enriching for all including babies, toddlers and caregivers.

And we will work to encourage more women to step into the transport field, become leaders as well as make it a more desirable sector to work in. From close engagement with local, national and regional transport bodies to increase gender parity in their workforce and develop appropriate sexual harassment policies, trainings and reporting & accounting mechanisms; to establishing mentorship programs and conducting skill development trainings from the boardroom floor to electric mobility and BRT operations.

**We look forward to expanding our network and taking this next step with you!**



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