



# Sustainable Transport & Mobility Research and Climate Change Challenge

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## Gender Equality in Transportation – issues and strategies

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# Gender Equality in Transportation

How is gender equality in transportation viewed in official policy in Sweden?

## 1) Official policy goal for Gender Equality in Transportation, Riksdagen 2001

- the transportation system should be designed to fulfill both men's and women's needs
- men and women should have equal opportunities to influence the planning, design and operation of the transportation system
- men's and women's values and perspectives should have equal importance

All actors in the transportation sector should work to achieve these goals!

## 2) Sweden has a new Anti-Discrimination Law from 1 January 2009

- Forbids discrimination on basis of sex, age, religion, ethnicity, disability, sexual preference or transsexual identity
- Requires organisational « equality plan » and other concrete measures on regular basis



# Gender equality in a transport organisation (VTI)

How is gender equality promoted  
in a transport organization?

- VTI - an internationally leading research organisation in transport sector
  - Leadership has endorsed principle of « Equal Opportunity » , fall 2008
    - All personnel have the right to non-discriminatory:
      - access to professional channels of influence
      - equitable setting of wages, salaries, etc
      - opportunities for professional development
      - right to equal terms for combining professional and private life

Awareness campaign (organisation-wide) carried out in fall 2008

- Equal opportunity is viewed as strategic part of organizational policy
- Strong efforts to recruit women to leadership positions



# Research findings

What research findings or « lessons learned » are important for the EU gender position?

1) Achieving a « gender balance » in women's/men's representation is not enough...

- Some key issues
  - How to insure equal access to leadership and decision-making positions in boards, committees, politics, research?
  - How to create equal opportunities for both women and men as user groups to actively participate in transport planning processes?
    - Careful planning of public consultations, hearings, new forums
    - Important to study (informal) mechanisms that include/exclude certain voices in these forums
  - How to « capture gender perspectives » in organisational planning?
- More gender-driven policies needed on all organisational and political levels



### 3) Demographic issues

Intersections of gender and age will have increasing importance in future

- Growing elderly population in Europe
- Few studies of mobility of older persons from a gender perspective
- Older persons are heterogeneous group
  - Many elderly women and men will be active, highly mobile
  - Changing gender dynamics in access to car, driving licenses etc

### 4) Gender and safety

- Strong linkages between masculinity and (risk-taking!) driving behaviour
  - Very clear in accident statistics...
  - ...but there is little research and few policies to address the problem
- Issues of « safe passage » and secure mobility for e.g. women in urban areas remain



**Thank you for listening!**

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