GRA IN ACTION SERIES

Sustainable Mobility in South Africa: Gender and Mobility Assessment and Roadmap for Action

SUSTAINABLE mobility FOR ALL™

Internet: http://www.sum4all.org

Standard Disclaimer

This publication was produced by the Sustainable Mobility for All (SuM4All™) initiative. The findings, interpretations, and conclusions expressed in this paper do not necessarily reflect the views of the SuM4All member organizations or the governments they represent. SuM4All does not guarantee the accuracy, completeness, or currency of the data included in this work and does not assume responsibility for any errors, omissions, or discrepancies in the information, or liability with respect to the use of or failure to use the information, methods, processes, or conclusions set forth. The boundaries, colors, denominations, and other information shown on any map in this work do not imply any judgment on the part of SuM4All or its members concerning the legal status of any territory or the endorsement or acceptance of such boundaries.

Nothing herein shall constitute or be considered to be a limitation upon or waiver of the privileges and immunities of SuM4All, all of which are specifically reserved.

Rights and Permissions

ISBN:979-8-9860188-8-1.

SUSTAINABLE mobility FOR ALL

Sustainable Mobility in South Africa: Gender and Mobility Assessment and Roadmap for Action

UKaid from the British people

WORLD BANK GROUP

german cooperation DEUTSCHE ZUSAMMENARBEIT

MICHELIN CORPORATE FOUNDATION

Table of Contents

List of Abbreviations

ATAG	Air Transport Action Group
BBBEE	Broad-based Black Economic Empowerment
BMZ	German Federal Ministry for Economic Cooperation and Development
BRT	Bus Rapid Transit
CAF	CAF Development Bank of Latin America
CBO	Community-based Organization
CCT	City of Cape Town
CGE	Commission for Gender Equality
CSP	City Support Programme
COVID-19	Novel Coronavirus 2019
DBSA	Development Bank of Southern Africa
DFID	Department for International Development
DoT	Department of Transport
EIA	Environmental Impact Assessment
ECA	Environment Conservation Act
FCDO	UK Foreign Commonwealth and Development Office
GC	Gender Commission
GDP	Gross Domestic Product
GiZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GRA	Global Roadmap of Action toward Sustainable Mobility
GWG	Gender Working Group
GSMI	Global Sustainable Mobility Index
GTF	Global Tracking Framework for transport
ICAO	International Civil Aviation Organization
ILO	International Labour Organization
IMO	International Maritime Organization

IRF	International Road Federation
IsDB	Islamic Development Bank
ITDP	Institute for Transportation and Development Policy
ITF	International Transport Workers Federation
ITF-OECD	International Transport Forum
M&E	Monitoring and Evaluation
NATMAP	National Transport Master Plan (South Africa)
NDoT	National Department of Transport (South Africa)
NEMA	National Environmental Management Act (South Africa)
NGO	Non-Governmental Organization
NHTS	National Household Travel Survey
NLTA	National Land Transport Act (South Africa)
NMT	Non-Motorized Transport
OECD	Organization for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
PPP	Public Private Partnership
ReCAP	Research for Community Access Partnership
SABS	South Africa Bureau of Standards
SADC	South African Development Community
SALGA	South African Local Government Association
SDGs	Sustainable Development Goals
SEforALL	Sustainable Energy for All
SIA	Social Impact Assessment
SLOCAT	Partnership on Sustainable, Low-Carbon Transport
SuM4All	Sustainable Mobility for All
SMME	Small, Medium and Micro Enterprises
SP	Stated preference
StatsSA	Statistics South Africa
TAZ	Travel Analysis Zone
TETA	Transport Education Training Authority

TU	Trade Union
TUMI	Transformative Urban Mobility Initiative
ToD	Transit-oriented Development
UITP	Union Internationale des Transports Publics
UN	United Nations
UNECE	United Nations Economic Commission for Europe
UNESCO	United Nations Educational, Scientific and Cultural Organization
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WBG	World Bank Group
WBSCD	World Business Council for Sustainable Development
WHO	World Health Organization
WRI	World Resources Institute
4IR	Fourth Industrial Revolution

Definitions

GRA policy measures (best practice for sustainable mobility)	Thirty-one policy measures derived from the Catalogue of Policy Measures to achieve Sustainable Mobility[1] (contained in the Global Roadmap of Action toward Sustainable Mobility (GRA)[2] are considered in this document, comprising: (i) policies from South Africa's prototype action plan[3] with a non zero rating on the gender goal, and (ii) other measures from the GRA with a maximal rating on gender. The Catalog of Policy Measures Toward Sustainable Mobility (CPM) which was produced by the Sustainable Mobility for All (SuM4All), includes 194 policy measures that have been tried and tested around the world to support the endeavor towards sustainable mobility.
General best practice	The general best practice for sustainable mobility describes the ideal contribution of the SuM4All GRA policy measure in relation to transport.
Country measure or policy	Policy measure identified in the selected country at the national, regional, or local level.
Gender best practice	The SuM4All GRA policy measures selected for South Africa are described through the lens of gender equity and with the objective to enhance actionability for policy makers.

1 Sustainable Mobility for All. 2022. Catalogue of Policy Measures 2.0 Toward Sustainable Mobility. Washington DC, ISBN: 979-8- 9860188-1-2. License: Creative Commons Attribution CC BY 3.0 IGO. https://www.sum4all.org/data/files/cpm20041822v6web.pdf.

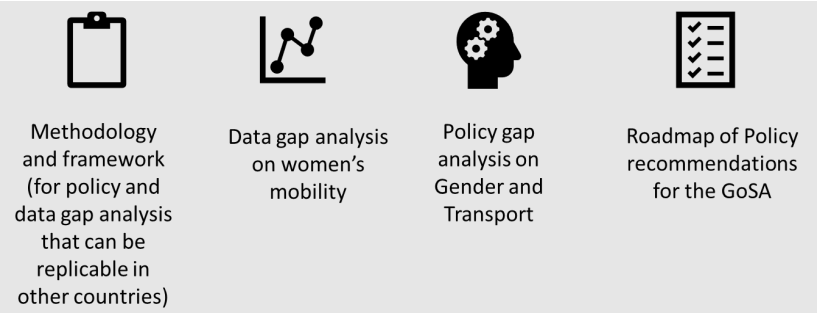
2 Sustainable Mobility for All. 2019. Global Roadmap of Action Toward Sustainable Mobility. Washington DC, License: Creative Commons Attribution CC BY 3.0. https://www.sum4all.org/data/files/gra-globalroadmapofaction-press.pdf.

3 Sustainable Mobility for All. 2022. South Africa's Roadmap of Action to Sustainable Mobility. Washington DC, ISBN: 979-8-9859982-4-5. License: Creative Commons Attribution CC BY 3.0 IGO.

Preface

This report provides a high-level assessment and concrete policy recommendations to close the most relevant gaps on gender and mobility policy and actions in the context of South Africa. For this, the report discusses the context of gender and transport in South Africa, and describes how the methodology and framework for policy analysis were applied. The report shares the results of a high-level data and policy assessment of a high-level data and a policy assessment for South Africa, and concludes with a recommended roadmap of policy actions for the Government of South Africa (GoSA) (figure P-1).

Figure P-1 Overview of the scope of this report.



Source: Authors' own derivation.

The report is structured as follows:

Chapter 1 provides an overview of the gender and mobility challenges in South Africa.

Chapter 2 summarizes the methodological approach to assist countries diagnose gaps in their gender and mobility data and policies, and how it was applied in the context of South Africa. The full methodological approach can be found in Appendix A.

Chapter 3 identifies the data gaps crucial to measure and implement any successful gender-informed mobility reform.

Chapter 4 includes the method designed for the gap analysis and offers its results for prevailing current frameworks on gender and transport in South Africa. The analysis followed the structure identified by the SuM4All GRA Gender Policy Paper through the lens of the three pillars: (i) women as transport users, (ii) transport workers, and (iii) decision makers.[1] The report itself has focused on women as transport users, yet it emerged as the weak link area wherein most of the gaps lie. For the purposes of this report, gender has been classified in a binary manner as two distinct forms, of masculine and feminine.

Chapter 5 proposes a roadmap of priority policy actions that South Africa can implement to maximize impact on the gender and transport agenda.

A desk review and targeted informational interviews further advanced the report with key stakeholders influencing the gender and mobility environment in South Africa.[2] It is important to acknowledge that this report does not intend to design the measures that are highlighted in the roadmap, as this effort should be a follow-on activity to be advanced by stakeholders—Government of South Africa, development partners or both entities together.

Notes

1. https://thedocs.worldbank.org/en/doc/229591571411011551-0090022019/original/GenderGlobalRoadmapofAction.pdf
2. Stakeholders include the National Department of Transport, (NDoT), the Development Bank of South Africa (DBSA), the SA Local Government Association (SALGA), the Commission for Gender Equality, Gauteng Provincial government, City of Joburg, City of Cape Town, Council for Scientific and Industrial Research (CSIR), National Treasury and City Support Programme (CSP), and the SA Institute for Civil Engineers (SAICE).

Acknowledgments

This paper was prepared by a World Bank team led by Shokraneh Minovi (partnership specialist) and Ramon Munoz-Raskin (senior transport specialist) with the support of Gail Jennings (external gender and mobility consultant), Lina Mosshammer (mobility consultant) and Fariba Siddiq (transport consultant). Marcela Silva (WBG), Karla Dominguez Gonzalez (WBG), and Edward Beukes (WBG) provided feedback and strategic guidance to frame and develop this report.

The Team acknowledges inputs and guidance received from several organizations coalesced under the Sustainable Mobility for All Partnership (gender working group), including Haldane Dodd (ATAG), Harvey Scorcia (CAF), Angie Palacios (CAF), Colin Gourley (FCDO), Marina Moscoso (Despacio), Daniel Moser (GIZ), Kristina Kebeck (GIZ), Leonie Guskowski (GIZ), Heather Thompson (ITDP), Thilly De Bodt (ICAO), Maha Mousavi (ICAO), Gyorgyi Gurban (IMO), Susanna Zammataro (IRF), Julia Funk (IRF), Mary Crass (ITF-OECD), Wei-Shiuen Ng (ITF-OECD), Magdalena Olczak-Rancitelli (ITF-OECD), Alana Dave (ITF), Claire Clarke (ITF), Jodi Evans (ITF), May Ali Babiker (IsDB), Garance Dubarry (Michelin), Marcus Baffoe-Bonnie (Michelin), Claire-Marie Bernard(Michelin), Itumeleng Makgobathe (Michelin), María Seguí-Gómez, Heather Allen, Karen Vancluysen (POLIS), Elizabeth Pollitzer (Portia), Annabel Bradbury (ReCAP), Elsa Marie D'Silva (Safe Cities), Kalpana Viswanath (Safetipin), Sam Clark(Transaid), Kim van der Weijde (Transaid), Lizzette Soria Sotelo (UN Women), Laura Capobianco (UN Women), Dioni González (UITP), Lindsey Mancini (UITP), Ayman Smadi (UITP), Bronwen Thornton (Walk 21), Saroj Ayush (WBG), Julie Babinard (WBG), Nato Kurshitashvili (WBG), Muneeza Alam (WBG), and Natalie Elwell (WRI).

The team also acknowledges valuable input received from key stakeholders in South Africa including the National Department of Transport (NDoT), the Development Bank of South Africa (DBSA), the SA Local Government Association (SALGA), the Department of Cooperative Governance and Traditional Affairs (COGTA), the National Treasury City Support Programme (CSP), the SA Institute for Civil Engineers (SAICE), Tshwane Women In Transport (TWIT), and Gauteng City-Region Observatory Gender research.

The team appreciates the guidance received from the Steering Committee of the SuM4all Partnership, consisting of Benjamin Jeromin (BMZ); Colin Gourley (DFID); Andrew Mckeller (FIA); Sheila Watson (FIA Foundation); Mohammed Alsayed (IsDB); Omar Mehyar (IsDB); Alana Dave (International Transport Workers Federation); Nicolas Beaumont (Michelin); Joseph Haule (ReCAP); Maruxa Cardama (SLOCAT); Daniel Moser (TUMI); Clotilde Rossi Di Schio (SEforALL); Ben Hartley (SEforALL); Jan Hoffmann (UNCTAD); Francesco Dionori (UNECE); Binyam Reja (World Bank); and Thomas Deloison (WBSCD). The report was prepared with support from the SuM4All Secretariat including Nancy Vandycke, Emiye Gebre Egziabher Deneke, Mary Ngaratoki Fabian, Gurpreet Singh Sehmi, Josphine Njoki Irungu, and Yoomin Lee. Chitra Arcot provided editorial guidance, and Duina Reyes designed the report.

This paper will be released under the "GRA in Action" series of the Sustainable Mobility for All Partnership, and was funded by the World Bank and the Michelin Foundation.

Executive Summary

Motivation for this project and scope of the report

Transport infrastructure and services are not gender neutral. Meaningfully addressing women's mobility needs will be very relevant for enhancing their accessibility to economic opportunities and services and boosting economic development in general in the country. We need to make sure that transport considers the views and needs of the 50% of the population that are women. South Africa is no exception: Transport-related poverty, inequity, and social exclusion matters for all South African residents, but it matters differently for women. In South Africa, lack of access to transport and mobility resources entrenches existing gender inequity and hinders women's development. While inadequate access to health, restricted social engagement, and poor education, are among other outcomes of transport poverty experienced by both men and women, women already start at lower levels in all these dimensions. This undermines policy direction to empower women and girls.

Motivation. The Sustainable Mobility for All (SuM4All) partnership is a global coalition comprising 56 international organizations, and private companies including multilateral development banks, bilateral agencies, private sector, civil society, and UN agencies. In 2018, the partnership developed a Global Roadmap of Action toward Sustainable Mobility (GRA)[2] to help countries on the "How" to achieve sustainable mobility. The GRA was also accompanied with several policy papers delving more deeply into specific topics, includes gender[3]. The GRA includes a list of 194 policy instruments to achieve sustainable mobility. This paper focuses on gender and transport, complementing two other papers produced by the Sustainable Mobility for All Partnership with the World Bank and the Development Bank of Southern Africa.

This report. The objective of this gender and mobility assessment is to use the SuM4All framework as applied to South Africa and do a deep dive into existing policies and data in the country relating to gender and mobility. The report includes a methodology that will be able to be replicated in other countries, a data gap assessment, a policy gap assessment, and a suggested roadmap of the five most impactful policies that South Africa can quickly implement to further the cause of gendered mobility. To ensure replicability, the assessment relies mostly on desk research, including existing literature and online data and information.

Method: Gender and Mobility Assessment

This methodological approach to a gender and mobility gap assessment, offers the following: i) a desk-based tool for an initial, systematic, and rapid assessment of existing data and policies within a country; ii) the potential or actual contribution of these existing policies to the gender agenda; and iii) an approach to closing the gaps in a country's gender and transport policy environment, that has been based on systematic desk-based assessment.[4]

An outcome of the application of this tool is a short-list of country-specific policy measures that have the highest potential to contribute to transport and gender equity. A report developed from the tool's findings can then be shared with stakeholders in the country under study, for discussion and refinement.

This systematic approach lists 194 policy measures on how to achieve sustainable mobility in a country. Of these 194 GRA policy measures, approximately 31 have particular relevance to gender and mobility in South Africa[5], and these therefore form the basis of the gap analysis process. The GRA includes a detailed description of each policy measure, in terms of general best practice, and gender-specific best practice[6].

To undertake the gap analysis, a country's mobility and related country measures are assessed according to the way in which they align or respond to the general and the gender best practice descriptors in the 31 SuM4All GRA policy measures. It is likely that there will be multiple national, provincial, or local measures that together respond to one GRA policy measure.

In a desk-top exercise, we assessed more than 200 relevant policy measures against the 31 SuM4All GRA best practice measures. The 31 measures were then grouped together into 10 topics, which emerged during the assessment process. These ten topics are: (1) Integrated transport planning and user needs, (2) Gender mainstreaming, (3) Personal security, (4) Road safety, (5) Knowledge sharing and co-ordination, (6) Data collection and analysis, (7) Women as transport workers, (8) Infrastructure and access, (9) Social and environmental impact, and (10) Stakeholder engagement and consultation.

The assessment tool enabled us to consider each of the 31 measures in terms of local relevance, potential for impact, and likelihood of sustainability. This led to a refinement of the various topics into a short list of themes, together with associated maximum-impact actions that a country (and in this case South Africa) may consider closing the gaps between the SuM4All best practice and the country's current responses. This short-list is presented as a Gender and Mobility action-based Roadmap.

In the case of South Africa, the five shortlisted action-based themes are:

1. Actively engage and consult women as stakeholders
2. Institutionalize gender in transport planning and transversal government coordination
3. Collect gender-response and disaggregated data
4. Develop gender-responsive infrastructure and operations
5. Develop gender and mobility indicators and knowledge-sharing protocols

The annex presents the detailed proposed roadmap actions.

Following the roughly sequential actions in the roadmap will mean that:

- Women's voices will be actively sought and heard. As an outcome, women's needs are more likely to be clearly understood rather than assumed.
- Data will be collected that reflects stakeholder values and insights, enables gender-sensitive response, and transformative planning.
- Frameworks will be installed to communicate these needs across agencies and tiers of government.
- Integrated planning will be established for action and audit.
- Mechanisms will be implemented to ensure that gender-sensitive, responsive, and transformative transport will become part of mainstream transport policy making, planning, and implementation.

Next steps for the Gender and Mobility assessment tool

In South Africa

A series of presentations with key stakeholders such as the National Department of Transport (NDoT), the Development Bank of South Africa (DBSA), the SA Local Government Association (SALGA), Cooperative Governance and Traditional Affairs (COGTA) and the National Treasury City Support Programme (CSP) have been undertaken. The draft roadmap has been further shared with additional stakeholders in South Africa including the Tshwane Women in Transport, Sonke Gender Justice, Unite Behind, Soul City Health and Development, and the Gauteng City-Region Observatory (GCRO) at the University of the Witwatersrand for input and feedback.

Our recommendation is that a key first step, in responding to the gaps in gender and mobility in South Africa, is to consider the proposal in the themes (i) stakeholder engagement and consultation; (ii) institutionalization of gender in transport planning; and (iii) transversal government coordination. Specifically, this proposal entails developing a gender and mobility working group to take this work forward. The Working Group could constitute the above stakeholders in addition to civil society and gender experts. This Working Group would be led by a gender and mobility champion—South African Government agency or directorate—and one who would be able to lead, build a case, convene, and support this work without substantial additional demands upon time and budget, but with potential transformative impact.

Globally

The team aims to build on the implementation of the method tested in South Africa to replicate it to support in assessing gender and mobility in other countries. We propose advancing the approach in at least three other countries and creating country specific roadmaps. The outcomes and the method itself will also be presented at international events and conferences as it is the first in the field. As South Africa was the first country to test the developed method, it may be the chief model to show the value and impact of this work.

Notes

1 Please be aware that definitions, abbreviations, acknowledgements and references can be found in the full report version.

2 Sustainable Mobility for All. 2019. Global Roadmap of Action Toward Sustainable Mobility. Washington DC, License: Creative Commons Attribution CC BY 3.0. https://www.sum4all.org/data/files/gra-globalroadmapofaction-press.pdf.

3 Sustainable Mobility for All. 2019. Global Roadmap of Action Toward Sustainable Mobility: Gender. Washington DC, License: Creative Commons Attribution CC BY 3.0. https://thedocs.worldbank.org/en/doc/229591571411011551-0090022019/original/GenderGlobalRoadmapofAction.pdf.

4 The methodological approach is described in full in a handbook on "Implementing Sustainable Mobility: a gender perspective" as part of the full report.

5 The selection was based on (i) the rating of SuM4All in consideration of gender relevance (1- relevance for gender, 2- high relevance for gender), and (ii) the importance of the policy for the country's specific challenges (assessed against South Africa's prototype action plan and local expert knowledge).

6 Catalogue of SuM4All GRA policy measures: https://www.sum4all.org/key-products/catalogue-policy-measures-cpm (gender specific information is part of the Gender report: https://thedocs.worldbank.org/en/doc/229591571411011551-0090022019/original/GenderGlobalRoadmapofAction.pdf)

1. South Africa's transport legacy and the gendered nature of the challenge

This chapter shares insight into the specific context of South Africa's developments regarding women and transport. It provides context that informs the assessment and roadmap proposed in this report.

Transport as a primary enabler: Transport is a primary enabler for all South Africans to access opportunities and achieve the equity and rights enshrined in the country's Constitution. At its most basic good practice, transportation in South Africa should be affordable, available, accessible, safe, frequent, and reliable for all users. Mobility should also be useful in that it transports people to where they need to go and to the services they need to access.

Policy measures: Since 1994, South Africa has set out to achieve the above goals with expansive policy measures. Transport policy was immediately framed in inclusivity and to redress apartheid era inequity (NDoT 2009; 2008; 2007; 1999; 1996). Transport services were to be provided for everyone. Priority concerns were safety, access to work, healthcare, and school, and that transport would improve social development and economic growth. Yet South Africa has been slower than expected in coming close to achieving its SDG targets. Its intentions to use quality public transportation to transform rural and urban development and alleviate poverty have been hindered by inherited challenges.

Land use influences: South African cities and transport patterns have been shaped almost irrevocably by apartheid land use planning. Apartheid aimed to impose segregation and limit movement within and into white urban areas to those able to provide labor. Therefore, workers were permitted to live only on the periphery of burgeoning cities, in settlements with few formal amenities and opportunities for livelihoods, and at significant distances from places of work. Poor quality peak services were provided by the state to ensure that labor could undertake the work commute.

Inherited limitations: The urban form and movement pattern that emerged from this ideology, and its devastating impact on socioeconomic development and environmental and life quality, have proven deeply intractable. In 2021, despite 27 years of post-apartheid planning, cities have continued to sprawl. The government has struggled to match the increasing backlog of universal service provision—whether of electricity, housing, healthcare, water and sanitation, or education—with its decreasing resources but increasing urgency. New developments largely follow the structural inequality inherited from the apartheid state in 1994. Government-subsidized housing is built on cheap available land. The majority of poor South Africans continue to live in peripheral urban areas, with poor access to social amenities, employment, and commercial centers.

Travel patterns: South African cities thus present an urban form that induces long origin and destination travel patterns, from the margins to the center, in inefficient, tidal movements. It is a difficult spatial environment within which to provide operationally efficient public transport systems. With few off-peak trips, the public transport service is costly and commuter-focused, with little

provision for trip purposes other than to and from the economic centers. Travel distances, journey times, and wait times thus remain lengthy. This is a burden for individual passengers and a viability challenge for transport service providers, and has a significant impact on traffic congestion, fuel consumption, and carbon emissions.

Quality of public transport: High quality, safe, reliable, and effective public transport is not available to the majority of South Africans—neither as publicly funded, scheduled services nor private sector minibus-taxi services. Although only 7.5 percent of poor households report no access to buses, trains, or minibus-taxis, the quality, cost, and reliability of the service available leaves much to be desired. Across South Africa, only 13 percent of the poor have access to a train service, about 50 percent to public buses, and more than 90 percent to minibus-taxis. Minibus-taxis are within 10 to 30 minutes' walking distance. This lack of strategic integration and coverage threatens the sustainability of cities and impairs social inclusion—UN's SDG 11 (SuM4All 2022). South Africa has progressed toward the attainment of the SDGs, but there remains a considerable distance to the attainment of the objectives, underlining the need for greater commitment to achieve the country's objectives in this respect.

The gender impacts: The consequent transport-related poverty, inequity, and social exclusion matters for all South African residents, but it matters differently for women. In South Africa, lack of access to transport and mobility resources entrenches existing gender inequity and hinders women's development. While inadequate access to health, restricted social engagement, and poor education, are among other outcomes of transport poverty experienced by both men and women, women already start at lower levels in all these dimensions. This undermines policy direction to empower women and girls (Porter, Abane, and Lucas 2020; Lucas 2019; Jennings and Arogundade 2021; Jennings, Allen, and Arogundade 2020). A number of the ways in which South Africa's transport challenges affect women differently are noted below.

Gender roles: In a country where gender roles are traditional and where almost 50 percent of households are headed by women—many of these as a single parent—travel-related time poverty has gendered impacts (Statista 2020). Journeys to work frequently begin well before dawn, and return trips end long after sunset. Women as primary caregivers are unable to meet their household and child-or eldercare commitments and rely on the availability of neighbors and family to fill the gap. These long days away from home often have tragic consequences for children, with high incidences of violence and school absenteeism (Jennings, Allen, and Arogundade 2020; Morilly and Behrens 2021). Time-poverty leaves little opportunity for healthcare, education, or leisure, among other needs.

Service operators: The sprawling nature of South African cities leads to public transport that is financially unviable to scheduled service operators without subsidies. The private-sector minibus-taxi services, which are unscheduled and unsubsidized, only find this lucrative if they play the profitable morning and evening peak times. This especially affects women's travel patterns, as women make more trips than men do, and for different purposes, and change mode or vehicle more often. Instead of peak-hour commutes, where transport services are more profitable to operators and thus more frequent, women tend to travel at any time of the day, doing household shopping and other chores, and accompanying children or elderly adults in their care to places of education and healthcare. (SuM4All 2019; Vanderschuren, Phayane, and Gwynne-Evans 2019; Porter, Abane, and Lucas 2020).

The survivalist minibus-taxi sector has little incentive or leeway to offer discounted fares for women who travel with others in their care, or for children who travel alone because their mothers or grandmothers might be working elsewhere. Minibus-taxis, which have a poor road safety record

and few safeguards for transport users, had emerged during the apartheid era to fill the transport provision gap. This sector remains the most dominant motorized travel mode in South Africa.

Income spend: Low-income households spend 27 percent and more of income on public transport, including minibus-taxis (CCT 2018). The benchmark for affordability is 10 percent of disposable income. Even when they are subsidized, transport fares are still distance based, and are not integrated across modes and services. This means that people who travel longer distances, and who change modes and services frequently in a single journey, pay more for transport. These are inevitably people, mainly women, who live in lower-income areas on the periphery of city centers (StatsSA 2021). Further, women are more likely to earn less than men and have fewer financial resources to spend on transport (Vanderschuren, Phayane, and Gwynne-Evans 2019; City of Joburg Social Development 2020; Statistics South Africa 2016). This leaves women with reduced access and limited ranges in which to seek employment, healthcare, affordable food and other goods, or access other opportunities.

Long wait times at bus stops, taxi ranks and train stations, together with travel during hours of darkness and overcrowded peak services increase women's exposure to both petty and violent crime. In both the Western Cape and Gauteng, 80–90 percent of women have reported feeling at risk of sexual harassment on crowded trains, buses, and minibus-taxis (CCT 2018). 56 percent of women have experienced violence while using public transport (Sonke Gender Justice 2017; Mabaso 2019).

Frequency: Delays and changes to train and bus schedules are a frequent occurrence in South Africa and have a particular impact on women. When trains do not arrive on time, or are canceled, women are at greater risk of being fired for late arrival at work, and girls miss school—this is because male commuters are generally able to find ways to continue their trips, but women are usually in more precarious financial situations and cannot afford premium alternatives or unplanned travel costs (Jennings, Allen, and Arogundade 2020; Morilly and Behrens 2021). They are also at physical risk when having to walk or ask for lifts after hours. Delays also disrupt women's roles as careers as women voice concerns at not being able to get home in time to prepare meals and tend to children's needs (Morilly and Behrens 2021).

Transport policy: South Africa's post-1994 transport policy direction commits the country to pay attention to transport users' needs, and to redress inequity. However, they do not specifically focus on gender. Early post-apartheid transport planning focused on inclusivity and the redress of apartheid policies more broadly rather than directly addressing specific gender vulnerabilities or disadvantages.

However, addressing gender challenges and resolving gaps in transport is critical for the sustainable development agenda. The goals of: SDG 1 eradication of poverty; SDG 3 sustainable health systems; SDG 4 quality education; SDG 5 gender equality; SDG 8 decent work and economic growth; and SDG 11 inclusive cities, all depend on women having unconstrained access to mobility resources and transport goods (UN Women 2017).

Evidence shows that globally women represent most public transport users (SuM4All 2019). Despite having a strong influence on key mobility decisions at the household level, they still lack agency and voice at the sectoral level. The share of women working in the transport sector in South Africa has risen over the past years to 20 percent, allowing a more diverse picture in the sector to slowly emerge (Wright 2018).

The team has developed a four-step methodological approach to tackle the issue of gender inequity in transport. This approach offers a tool for the rapid assessment of existing data and policies and their potential or actual contribution to the gender agenda. This method and approach are described in the following chapter.

References

CCT. 2018. 'Comprehensive Integrated Transport Plan 2018-2023, City of Cape Town'. Transport Plan. City of Cape Town.

City of Joburg Social Development. 2020. 'Gender Policy 2020'.

'Data2X I Partnering for Better Gender Data'. n.d. Data2X. Accessed 9 September 2021. https://data2x.org/.

Gauteng Province. 2019. 'Household Travel Survey Report, Gauteng Province'.

Government gazette 40174. 2016. Minimum Requirements for the Preparation of Integrated Transport Plans. Vol. Government gazette 40174.

'ILO Data Explorer'. n.d. Accessed 9 September 2021. https://www.ilo.org/shinyapps/bulkexplorer21/?lang=en&segment=indicator&id=EAP_2WAP_SEX_AGE_RT_A.

Jennings, Gail. 2017. 'Public Transport User Needs'. WWF Low Carbon Transport Frameworks.

Jennings, Gail, Heather Allen, and Emma Arogundade. 2020. 'Gaining or Losing Ground: Ensuring That Post-Covid-19

Transportation Serves the Needs of Women in Low Income in African Cities'. Covid-19 and Transport Response and Recovery.

High Volume Transport Applied Research.

Jennings, Gail, and Emma Arogundade. 2021. 'Women Were Put on the Back End: Covid-19 Mobility Constraints and Their

Lessons and Implications for Gender-Equity in Sub-Saharan Africa'. In Rural Mobility. CSIR, Pretoria.

Lancaster, Lizette, and Gareth Newham. 2020. 'The State of Crime and Safety in SA Cities Report 2020'. https://www.saferspaces.org.za/resources/entry/the-state-of-crime-and-safety-in-sa-cities-report-2020.

Lucas, Karen. 2019. 'Transport and Social Exclusion in Five African Cities'. Intalinc, VREF.

Mabaso, Zanele. 2019. 'Women and Girls' Experiences of Gender-Based Violence on Public Transport in Gauteng & The Western

Cape Province'. Sonke Gender Justice, South Africa.

Morilly, Carlyn, and Roger Behrens. 2021. 'Derailed Commuting: A Qualitative Exploration of the Travel Burden on Low-Income

Women in Cape Town'. https://doi.org/10.34915/ACJ.V2I1.80.

NDoT. 1996. White Paper on National Land Transport Policy.

NDoT. 1999. 'Moving South Africa'. Strategy. National Department of Transport, South Africa.

NDoT. 2007. 'Public Transport Strategy'. Strategy. National Department of Transport South Africa.

NDoT. 2008. 'Non-Motorised Transport Policy – Draft: National Department of Transport, South Africa'. National policy. National Department of Transport, South Africa.

NDoT. 2009. National Land Transport Act (NLTA).

Porter, Gina, Albert Abane, and Karen Lucas. 2020. 'User Diversity and Mobility Practices in Sub-Saharan African Cities:

Understanding the Needs of Vulnerable Populations'. VREF, Mobility and Access in African Cities.

SADC. 2016. 'Gender and Development Monitor 2016'.

Sonke Gender Justice. 2017. 'Safe Rides for Everyone: Why Safe Public Transport Is Essential for Women and Children in South Africa'.

Statista. 2020. 'South Africa: Female-Headed Households, by Province'. Statista. 2020. https://www.statista.com/statistics/1114301/distribution-of-female-headed-households-in-south-africa-by-province/

Statistics South Africa. 2016. Gender Series. Volume III: Gender Patterns in Transport. Report, no. 03-10-15. Pretoria: Statistics South Africa.

Stats SA. 2019. 'Labour Market Dynamics in South Africa, 2019'.

StatsSA. 2021. 'Five Facts about Poverty in South Africa | Statistics South Africa'. 2021. http://www.statssa.gov.za/?p=12075.

SuM4All. 2019. 'Global Roadmap of Action Toward Sustainable Mobility: Gender.' Sustainable Mobility for All. http://pubdocs.worldbank.org/en/229591571411011551/Gender-Global-Roadmap-of-Action.pdf.

SuM4All 2019. 'Global Roadmap of Action Toward Sustainable Mobility: Paper 1 – Universal Rural Access'.

Sustainable Mobility for all.2020. 'Catalogue of Policy Measures Toward Sustainable Mobility'.

Sustainable Mobility for All. 2022. South Africa's Mobility Report: Tracking Sector Performance. Washington DC, ISBN: 979-8-9859982-5-2. License: Creative Commons Attribution CC BY 3.0 IGO.

UN Women. 2017. 'Seven Economic Empowerment Drivers and Recommendations'. UN Women. 2017. https://hlp-wee.unwomen.org/en/about/seven-drivers.

Vanderschuren, Marianne, Sekadi Phayane, and Alison Gwynne-Evans. 2019. 'Perceptions of Gender, Mobility, and Personal

Safety: South Africa Moving Forward'. Transportation Research Record: Journal of the Transportation Research Board 2673 (11): 616–27.

WHO. 2018. 'Global Status Report on Road Safety'. World Health Organization.

Wright, Tessa. 2018. The impact of the future of work for women in public transport.

2. Assessing gender and mobility policy gaps in South Africa

Gender and transport challenges are significant globally. Yet systematic, desk-top, replicable approaches are unavailable to conduct a gender and mobility data and policy assessment that could reveal the gaps to inform decision making and policy actions.

In response to this challenge, the SuM4All Gender Working Group developed a methodological approach that would assist countries diagnose gaps in their gender and mobility data and policies.

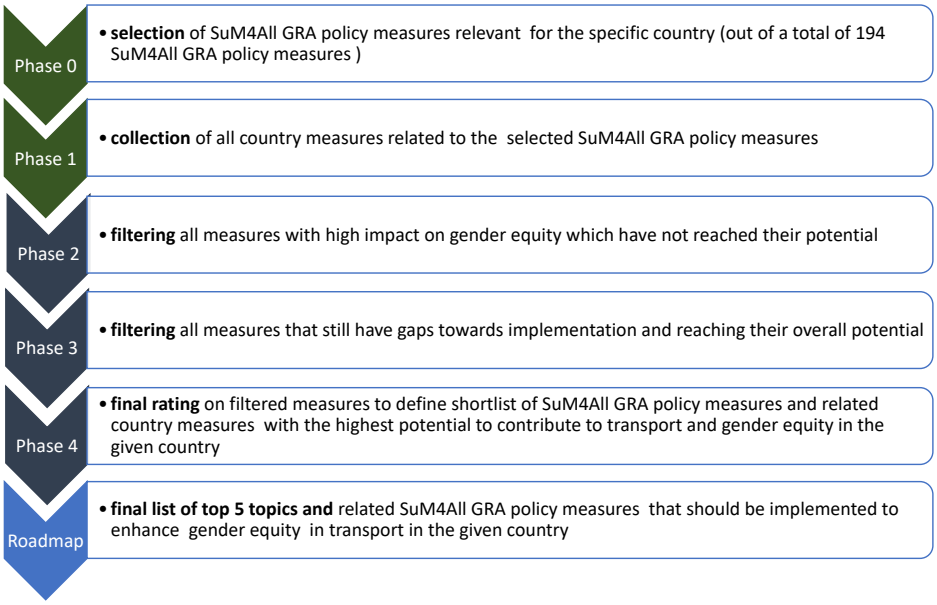
This novel approach is being tested and implemented in South Africa. This section summarizes the steps included in the method as a basis for further findings and the application in the national context. The full overview of the applied methodological approach can be found in Appendix A.

The method uses the SuM4All framework as the basis which comprises 194 SuM4All GRA policy measures[1] to achieve sustainable mobility as a foundation for benchmarking gender relevant policy measures. The assessment informs the development of a prioritized roadmap for action in gender and transport.

This approach also builds on a generic policy evaluation approach developed by the Organisation for Economic Co-operation and Development (OECD), which identifies criteria of relevance, effectiveness, impact, coherence, efficiency, and sustainability (OECD 2021).

An assessment of the gaps between policy outcomes and best practices in the country can reveal the way in which a gender-sensitive approach is able to improve women's participation in the transport sector and ensure that transport functions as the enabler it could be (figure 2-1).

Figure 2-1. Overview on filtering and final rating process for the gender-responsive roadmap.



Source: Authors' own derivation.

Notes

1 SuM4All's "Global Roadmap of Action toward Sustainable Mobility" (GRA) tackles the issue any country decision-makers face in transport by outlining 194 policy recommendations for countries and cities to consider in order to achieve sustainable mobility, including 68 policy measures that have potential to improve women's mobility can be further (formally) defined as policy measures with non-zero impact score on the gender subgoal.

References

OECD. 2021. "Evaluation Criteria." 2021. Organization for Economic Co-operation and Development.

3. Gender and Mobility: Data assessment and recommendations

This chapter provides an overview of the available gender and mobility-related data in South Africa, which was used to develop the desk-top assessment of data gaps and how to close them.

Data was sourced and screened based on the following three categories:

(ii) women as transport users

(iii) women as transport workers, and

(iv) women as transport decision makers.

For the purposes of this report, gender was classified in a binary manner as two distinct forms, of masculine and feminine.

I. Women as transport users

Reliable quantitative and qualitative data are crucial to understanding the needs of women in transport, identifying current gaps in transport planning, and monitoring development. SuM4All emphasizes the importance of collecting disaggregated data, as most prevailing transport systems are still biased in favor of men's transport patterns and requirements (SuM4All 2020). An analysis of gender and mobility data in South Africa is therefore an important step to inform a gender assessment in the transport sector.

National Household Travel Surveys

South Africa's national household travel survey (NHTS) offers the most comprehensive data on women as transport users. The regularity and content requirements of surveys are legislated in some detail (Government gazette 40174 2016). The Department of Transport conducted the first survey in collaboration with Statistics South Africa (StatsSA) in 2003, and subsequently, followed with a second one in 2013. StatsSA is the national statistical agency for the country and is overseen by the National Planning Commission. The NHTS was intended to repeat every five years, but financial constraints caused delays.

The primary purpose of the survey is to serve as the basis for the National Department of Transport (NDoT), to assist transport authorities to target subsidies effectively, and to serve as a data source for the definition and measurement of key performance indicators (KPIs) for land passenger transport. Among other objectives, the NHTS aims to identify disadvantaged regions and transport needs, the transport needs and behaviors of households, attitudes toward transport services, and travel choices. It also aims to determine the extent of accessibility to services and particularly among people with disabilities and older adults. Gender is not a primary variable.

The most recently published NHTS was executed in early 2020, before the onset of COVID-19 constrained mobility and changed travel behaviors. It was conducted in all nine provinces and covered land, air and water transport. StatsSA published the statistical release in 2021 using a two-stage stratified random sample of 65,000 dwelling units. The next NHTS is likely to be conducted in ten years. The suspension of all fieldwork owing to COVID-19 pandemic meant that non-response and out-of-scope verification could not be completed.

Provincial and City Household Travel Surveys

Provinces and city functional areas also conduct household travel surveys every five to ten years, to collect basic travel data for public transport operations planning. Although basic data is collected by gender, planners are usually concerned with disaggregating the data by income level, travel analysis zone, and mode. The data are used to make operational decisions, not decisions based on particular user needs. Stated preference (SP) surveys, which might deliver perceptions data, have also proven challenging, for example CCT's 2019 HTS and that of Gauteng, also in 2019. Both travel diaries and SP surveys have received poor response rates, possibly because of the extensive time required for survey completion, concerns with sharing personal information, complexity of the questionnaires, capabilities of fieldworkers, and difficulties with spatial literacy (Gauteng Province 2019).

Stated preference surveys in both Gauteng province and the Cape Town functional area have in recent years attempted to capture information about perceptions of comfort, safety and quality; however, these questions in particular have had very low response rates. Trip diary surveys have also proven time-consuming and challenging for both field workers and respondents, requiring more than an hour of response time. These types of surveys do nevertheless offer the opportunity to gather deep insight, particularly if a gender representative sample was sought in addition to a randomized sample.

Other local sources of travel data

Transport service providers also collect valuable information on women as transport workers, decision makers, and users, but do not always provide open data. For example, minibus-taxi associations, rail, and commuter bus companies collected data about who uses these modes, at what times of day, and what challenges they might experience. Further data through digitization of ticketing, for example, could be provided. The existing cash-based paper ticketing is one hindrance to the routine collection of such data, although services using electronic ticketing, such as the Gautrain rapid rail in Gauteng, and the BRT services, do not routinely collect user information. Such data are not publicly available and therefore cannot be used to analyze or monitor targets.

It would be useful if sectoral associations and entities collected detailed data about mode use. Collaboration between public entities and local transport service providers such as Gautrain Rapid Rail, and e-hailing services, could enable access to comprehensive data on women as transport workers, decision makers and users. A special focus on integrated and electronic ticketing would help ease its drawbacks. While these systems at first glance might offer solutions to women's multi leg travel, and enable data collection, they are unpopular with people with low incomes for a number of reasons. Women in particular have expressed concerns about the electronic payment systems in use in South Africa, as they cost the user more, and if stolen, the users' loss is more significant than the price of one day's ticket (Jennings 2017; Morilly and Behrens 2021). Therefore, these systems need to be more reliable and adapted according to the user's needs.

The Gauteng City-Region Observatory (GCRO) at the University of the Witwatersrand (Wits University) conducts a quality-of-life survey every two years. The survey findings for 2017/2018 were launched in 2021. The survey undertakes in-depth travel diaries of both men and women in Gauteng province. A report focusing on women's mobility was also produced, and the data is available at GCRO and the University of Cape Town's DataFirst.

International sources of data

Gallup data offers an international database including information on women as transport users, but access is restricted. On the international level, Gallup is the main data source including data on satisfaction, safety, and time efforts. The main barrier for this data source is the high fee to access the raw data. The satisfaction with public transportation is also included in the World Values Survey, but the latest data are from 2014.

Recommendations for improved data collection and analysis approaches

Much more can be done to enhance the capacity of all levels of government to collect and analyze gender-disaggregated mobility data to monitor implementation and allow for a greater impact in South Africa.

Disaggregate data by gender

Broadly, a first step is raising awareness among decision makers such as local, provincial, and national government transport data modelers as to why the collection and provision of gender-disaggregated user data are important. Such disaggregated data are foundational for evidence-based decisions ensuring efficient and effective change for women in transport.

The lack of isaggregated data in South Africa's various travel surveys means that the full value of South Africa's various travel surveys is not fully realized. The NHTS questions usually focus on general travel patterns, and those related to travel patterns in education, work, and business along with other travel patterns and information on the households. Care-travel patterns are not included, and questions only consider main reasons and main mode. Often women complete several tasks within one trip, leading to a more diverse choice of modes and reasons to travel.

South Africa has invested substantially in household travel surveys, both nationally and at provincial or city functional areas. However, while basic travel planning data—such as travel time, vehicle ownership, mode—are collected by gender (as respondents are asked to identify their gender), reporting and analysis are not necessarily disaggregated by gender. Consequent service delivery is therefore not informed by gender considerations. Variables to identify more nuanced gender differences in mobility or that incorporate gender perspective are limited; such variables could include different travel patterns, waiting times, non-business travel, or care trips. Disaggregated data and regular analyses are needed and must be included in evidence-based decisions regarding gender and transport. Further, there are inadequate protocols to ensure that the way in which data is collected is gender sensitive in itself—such protocols could include women interviewing women in a private setting and ensuring that female and male household members respond to the survey.

Make raw data more easily available

Within the household travel surveys, sex-disaggregated data are collected, which do allow for a detailed analysis using the raw data. However, the reports that are made available seldom publish such disaggregated data, nor do transport authorities always disaggregate the data for planning purposes. Origin and destination data, and mode use analyzed by travel analysis zone, income, and education level, are more commonly reported.

Reports on survey data such as the NHTS household travel surveys are easily accessible but raw data for disaggregation by gender are on request. The governmental web pages such as the one from the Statistic Agency South Africa (StatsSA) offer reports on their collected data. An additional service provided by a research unit of the University of Cape Town (UCT) called DataFirst has created a database comprising administrative microdata. Still, raw data are rarely available without further access or contact to the respective unit responsible for data collection. The 2013 NHTS for example is available on the StatsSA webpage as well as the mentioned database, detailed data must be requested. This is a valuable source needed for more disaggregated analysis and therefore access should not just be simpler, but data needs to be available early on.

Develop gender-specific indicators

Reliable baseline data are essential for regular monitoring. At the moment, available transport data rarely include explicit information on gender-specific indicators and lack diversification by mode, subsector, income, or travel analysis zones, among others. The household travel surveys conducted are the main source but are still not entirely comparable, due to changed verbiage among other issues. Furthermore, due to financial problems the collection of data did get delayed, and the 5-year target has not yet been achieved. Therefore, it is crucial to set standards for data collection and ensure resources for regular data gathering in all jurisdictions.

Set targets

The available data for gender in the transport sector in South Africa is scarce and consequently, the potential for robust analysis of gender and transport is limited.

The lack of monitoring mechanisms and regular gender data collection do not allow for a robust evidence-based evaluation of the status of gender and mobility in South Africa. The analyses of best practice measures about gender and mobility show that only 15 percent of the country measures rely on measurable targets. Furthermore, information on the target achievement is not available online. This suggests that 85 percent of the country measures do not have quantified targets and that in practice, achievement of targets is not monitored.

Additionally, stakeholders note that targets for implementation, employment, or procurement, are mostly neither monitored, reported, nor revised.

The Revised National White Paper on Transport (2017), for example, could offer a basis for regular data collection and monitoring of set targets and disaggregated data. The DORA grant allows restructuring and modernization plans for municipalities. This could be a useful framework as it demands quarterly reports measuring progress toward achieving agreed milestones. With improved resourcing and stronger support, organizations such as the South African Local Government Association (SALGA), which are mandated to develop capacity within local governments, could both advise on and enforce data collection.

Consider gender-sensitive data collection mechanisms

Data not only needs to be analyzed differently, but additional data needs to be collected, and in different ways. Gender-responsive planning requires insights into the way women can or cannot make trips, the desires and needs that are not met because travel is limited, in addition to knowing how women travel. Furthermore, the way by which women travel may not be the way they would prefer to travel, but they have no easy alternatives. The question is what women could do, if their transport needs were met and what is the impact of women's reduced mobility on communities, families, services, and local economies. Such data can enable gender-responsive decisions about more than transport provision alone, and include services, education, and employment.

Personal and digital limitations such as internet access need to be considered during data collection. Globally, there is a move to collect data digitally rather than by means of paper-based instruments. COVID-19 has spearheaded growth in remote data collection and other fourth industrial revolution (4IR) technology. All of this potentially excludes more women, because in South Africa, women are less likely than men to have access to or knowledge about computers, the internet, and 4IR technology. At the same time, concerns about gender-based violence mean that some women are less likely to respond to more traditional household face-to-face surveys. Hybrid approaches need to be developed with local contexts in mind.

II. Women as transport workers and decision makers

When it comes to women as transport workers and decision makers, data are collected both nationally and internationally. Statistics South Africa collects relevant data, mainly focusing on indicators on the labor market and education. As an example, the quarterly labor force study provides sex-disaggregated data and reports (Stats SA 2019) on the dynamics of the market. Specifically, available labor force data includes information on economic activities, unemployment, main work activities and earnings. It also comprises data on the informal sector. As for the transport sector, data on the numbers of workers are available but it combines transport with utilities.

Further initiatives have contributed to close the data gap but have so far considered the issues of gender empowerment and mobility separately. The South African Development Community (SADC) introduced a barometer in 2006 measuring indicators in different sectors to monitor defined targets for women (SADC 2016) in 2006, 2009 and 2016. The barometer does not focus on transport, but includes relevant chapters on education and training, employment, participation in governments, and sexual harassment. Additional international initiatives contribute to the gender- dialogue and collect related data. The global initiative Data2x ('Data2X I Partnering for Better Gender Data' n.d.) for example, aims to close the gender data gap through partnerships with UN agencies, governments, civil society, academics, and the private sector. A working group is also focused on data collection in South Africa but has not yet addressed the issue of transport. Other initiatives do not fixate on gender or transport but provide related data. One example is SaferSpaces (Lancaster and Newham 2020) that publishes reports on general safety in South African cities.

International databases are often valuable, but data in the area of gender and mobility are still lacking. While the existing data allow for analyses of the situation of women and the comparison of different countries and regions, the available data are often generalized and not specific to transport. The screening of available literature shows a wealth of mostly global level information, but country-specific knowledge is missing.

The International Labour Organization (ILO), World Bank Gender Data Portal, World Economic Forum, UN Women, UN SDG and UNESCO provide data on women and employment offering indicators such as time spent on paid work, ratio of wage, participation in education, and unemployment rate. They provide comprehensive data on women in the workforce, without any particular focus on the transport sector. Only related indicators, such as the number of women who studied in a technical field, are able to offer further insight. South Africa is included in all databases, but data are not available for all indicators. The ILO focuses on women as workers and does offer some indicators such as median age of labor or labor force participation by gender. When it comes to transport, they do offer categories that include differentiated figures on economic activity, but transport is always combined with other sectors such as trade, accommodation and food, administrative services, or storage. This makes it more difficult to get a clear picture on women in the transport sector.

The SuM4All's Global Tracking Framework (GTF)[1] gender indicator is based on data collected by the ILO on the share of workers in transport who are female. However, this ILO indicator on women in transport is only partly available in South Africa as data are aggregated in the category of women in transport, storage, and communication (ILO Data Explorer n.d.). The labor force study would be an alternative data source, but it combines transport with utilities. The evaluation of gender relevance within the SuM4All list of GRA policy measures is based on ILO's data. As this is not available for South Africa, the indicator could not be included for the country-specific evaluations.

Data on women as transport workers and decision makers need to be collected and disaggregated. For example, such data could include number of transport engineer graduates by sex, or the gender breakdown of organograms for transport organisations or government departments (in other words, the gender breakdown of transport policy and decision-makers).

National and international data do not currently provide sufficient insight for evidence-based decisions. It would therefore be important to enforce disaggregated data collection on transport and gender, and include overarching indicators combining both topics. Surveys such as the national labor force study need to provide data separately for transport, rather than combining the sector with others. Additionally, indicators could be extended to include the share of women in different occupations such as managing positions in transport, their share as workers in the different sub sectors of transport, informal transport, and details on wages and time, among others. Globally agreed-on indicators would be helpful benchmarks, as would global standards for the collection of these indicators. Cases such as South Africa would benefit from additional financial or capacity support in making the case for such data collection.

Government departments do not need to tackle these challenges alone. South Africa has a number of structures that support local and provincial governments where they are unable to deliver on all their mandates. Research institutions, tertiary education institutions, and the international knowledge community are able to partner with the government in a number of ways, through embedded university or government research posts, professional practice partnerships, and data sharing for postgraduate research, among other examples.

More depth and breadth of data will make it easier to make the case for women's needs as being different from those of men, or more nuanced than universal access, for example. Data will also provide the evidence for planning and infrastructure decisions and enable monitoring and evaluation against a baseline to track change. This can also allow comprehensive analyses such as labor force assessments. It is also important that data collection is understood to be about more than providing input to transport models, and planning for operational efficiencies. Both qualitative and quantitative data are needed to develop a gender-responsive transport system.

Notes

1 GTF tool collects more than 100 transport-related indicators to measure each country's progress on its way toward sustainable mobility. The data collected help monitor the transport sector's performance in a transparent and accountable manner. Building on the international Sustainable Development Goals (SDGs), a set of indicators was identified focusing on universal access, efficiency, safety, and green mobility of the transport sector. Additionally, gender issues were given particular attention.

References

CCT. 2018. 'Comprehensive Integrated Transport Plan 2018-2023, City of Cape Town'. Transport Plan. City of Cape Town.

City of Joburg Social Development. 2020. 'Gender Policy 2020'.

'Data2X I Partnering for Better Gender Data'. n.d. Data2X. Accessed 9 September 2021. https://data2x.org/.

Gauteng Province. 2019. 'Household Travel Survey Report, Gauteng Province'.

Government gazette 40174. 2016. Minimum Requirements for the Preparation of Integrated Transport Plans. Vol. Government gazette 40174.

'ILO Data Explorer'. n.d. Accessed 9 September 2021. https://www.ilo.org/shinyapps/bulkexplorer21/?lang=en&segment=indicator&id=EAP_2WAP_SEX_AGE_RT_A.

Jennings, Gail. 2017. 'Public Transport User Needs'. WWF Low Carbon Transport Frameworks.

Jennings, Gail, Heather Allen, and Emma Arogundade. 2020. 'Gaining or Losing Ground: Ensuring That Post-Covid-19 Transportation Serves the Needs of Women in Low Income in African Cities'. Covid-19 and Transport Response and Recovery. High Volume Transport Applied Research.

Jennings, Gail, and Emma Arogundade. 2021. 'Women Were Put on the Back End: Covid-19 Mobility Constraints and Their

Lessons and Implications for Gender-Equity in Sub-Saharan Africa'. In Rural Mobility. CSIR, Pretoria.

Lancaster, Lizette, and Gareth Newham. 2020. 'The State of Crime and Safety in SA Cities Report 2020'. https://www.saferspaces.org.za/resources/entry/the-state-of-crime-and-safety-in-sa-cities-report-2020.

Lucas, Karen. 2019. 'Transport and Social Exclusion in Five African Cities'. Intalinc, VREF.

Mabaso, Zanele. 2019. 'Women and Girls' Experiences of Gender-Based Violence on Public Transport in Gauteng & The Western Cape Province'. Sonke Gender Justice, South Africa.

Morilly, Carlyn, and Roger Behrens. 2021. 'Derailed Commuting: A Qualitative Exploration of the Travel Burden on Low-Income Women in Cape Town'. https://doi.org/10.34915/ACJ.V2I1.80.

NDoT. 1996. White Paper on National Land Transport Policy.

NDoT. 1999. 'Moving South Africa'. Strategy. National Department of Transport, South Africa.

NDoT. 2007. 'Public Transport Strategy'. Strategy. National Department of Transport South Africa.

NDoT. 2008. 'Non-Motorised Transport Policy – Draft: National Department of Transport, South Africa'. National policy. National Department of Transport, South Africa.

NDoT. 2009. National Land Transport Act (NLTA).

Porter, Gina, Albert Abane, and Karen Lucas. 2020. 'User Diversity and Mobility Practices in Sub-Saharan African Cities: Understanding the Needs of Vulnerable Populations'. VREF, Mobility and Access in African Cities.

SADC. 2016. 'Gender and Development Monitor 2016'.

Sonke Gender Justice. 2017. 'Safe Rides for Everyone: Why Safe Public Transport Is Essential for Women and Children in South Africa'.

Statista. 2020. 'South Africa: Female-Headed Households, by Province'. Statista. 2020. https://www.statista.com/statistics/1114301/distribution-of-female-headed-households-in-south-africa-by-province/.

Statistics South Africa. 2016. Gender Series. Volume III: Gender Patterns in Transport. Report, no. 03-10-15. Pretoria: Statistics South Africa.

Stats SA. 2019. 'Labour Market Dynamics in South Africa, 2019'.

StatsSA. 2021. 'Five Facts about Poverty in South Africa | Statistics South Africa'. 2021. http://www.statssa.gov.za/?p=12075.

SuM4All. 2019. 'Global Roadmap of Action Toward Sustainable Mobility: Gender.' Sustainable Mobility for All. http://pubdocs.worldbank.org/en/229591571411011551/Gender-Global-Roadmap-of-Action.pdf.

SuM4All. 2019. 'Global Roadmap of Action Toward Sustainable Mobility: Paper 1 – Universal Rural Access'. Sustainable Mobility For All.

Sustainable Mobility for all. 2020. 'Catalogue of Policy Measures Toward Sustainable Mobility'.

UN Women. 2017. 'Seven Economic Empowerment Drivers and Recommendations'. UN Women. 2017. https://hlp-wee.unwomen.org/en/about/seven-drivers.

Vanderschuren, Marianne, Sekadi Phayane, and Alison Gwynne-Evans. 2019. 'Perceptions of Gender, Mobility, and Personal

Safety: South Africa Moving Forward'. Transportation Research Record: Journal of the Transportation Research Board 2673 (11): 616–27.

WHO. 2018. 'Global Status Report on Road Safety'. World Health Organisation.

4. Gender and Mobility: Assessment and Recommendations

South African mobility and related measures in this report were assessed according to the way in which they align or respond to the selected 31 SuM4All GRA policy measures that contribute to gender equity and mobility. These include SuM4All's 16 policy measures from South Africa's prototype action plan, which are relevant for gender and 15 policy measures top rated on gender in general.

The 31 SuM4All GRA policy measures are grouped together into 10 topics, I to X. These are topics that emerged during the country assessment process (for example, each Topic is by and large served by the same selection of South African policy response). The topics are also broadly based on the categories of policy intervention in the SuM4All Global Roadmap of Action toward Sustainable Mobility (SuM4All 2019).

This chapter presents a narrative summary of the policy assessment and high-level recommendations based on this assessment. Each topic in the chapter includes:

I. The name of the SuM4All GRA policy measure
II. Its general best practice
III. Its gender best practice
IV. A list of the key South African measures that respond to the general and gender best practices
V. A narrative summary of South Africa's policy response
VI. A narrative overview of primary gaps in the South Africa's policy response, and
VII. Possible high-level interventions to close the gap.

Five shortlisted themes are presented in chapter 5, with more detailed proposals for intervention to close the gaps. The findings of the gap analysis focus on considerations for women as transport users. Nevertheless, the needs of women transport workers and passengers are overlapping and interconnected.

I. Topic: Integrated transport planning and user needs

This topic addresses South Africa's response to the following two SuM4All GRA policy measures:

SuM4All GRA policy measure 11:[1] Develop an Integrated National Transport Plan

General best practice

The country has an integrated national transport plan that provides guidance for the entire transport sector. It incorporates: (i) a strategic framework and strategic goals; (ii) a discussion of the role of transport services, for all modes, nationally and subnationally, and (iii) a plan for the future of the transport system including physical network, revenue sources, and financing. It considers current and expected demand, the location of network and facilities, connectivity, crossborder transport, inter-city transport, trade-offs between modes, intermodal, multimodal, modal shift, terminal access, and the roles of the public sector and private sector. It explicitly references transport's alignment to environmental sustainability, including improving energy efficiency, sustainable land use policy, sustainable natural resource policy, the role of environmental taxes or subsidies, climate resilience of infrastructure, smart transport, active transport, and more.

Gender best practice

Develop and implement an integrated national transport plan to cover the four policy goals, all modes of transport, and passenger and freight traffic.

Key country measures or policies that respond to the best practice

- National Land Transport Act (2009)
- National Transport Policy White Paper (1996)
- Green Transport Policy (2017)

SuM4All GRA policy measure 1: Develop Mobility Plans at the SubNational Level

General best practice

Sub-national measures such as the local Comprehensive Integrated Transport Plan and the Provincial Land Transport Framework improve sustainable land use and transportation through travel demand management, walking and cycling, accessibility, transit-oriented development, etc. There is policy recognition of the gendered nature of travel, and policy direction to redress inequity in this regard.

Gender best practice

Develop a sustainable urban mobility plan and implement strategies at the subnational level that are consistent with the integrated national sustainable transport plan.

Key South African measures or policies that respond to the best practice

- Provincial Land Transport Strategic Framework (2012) and updated
- National Land Transport Act (2009)
- National Transport Policy White Paper (1996)

Summary of South Africa's policy response

South Africa has a strong policy direction in these areas. There are multiple policies, such as the National Transport Policy White Paper 1996 (revised 2017), National Land Transport Act (2009), and integrated provincial and metro frameworks and planning, which includes urban functional areas and informal settlements on the periphery. Integrated transport planning is mandated in South Africa.

Government encounters challenges in implementing these policies, however, and although on balance the policies align with the general best practice, gaps remain. For example, neither of the key overarching policies noted above has an explicit gender focus, nor is there any explicit policy recognition of the gendered nature of travel. All key transport policy measures note that user needs are to be considered, but user needs are only broadly understood. The principles of Universal Design are to be applied, and the policy should consider people with special categories of mobility. However, it is implicitly assumed within policies that attention to Universal Access—mandated but not necessarily applied—will meet the needs of women travelers.

Within these policies, women's needs are narrowly framed as safety and security, and even these are inadequately attended to. Across the majority of transport policies, the gendered nature of travel receives little attention beyond women as special needs passengers who are limited in their movements by children (NLTA 2009). Policy direction does little to redress inequity in this regard.

A deeper understanding of the gendered nature of user needs is necessary, and this roadmap proposes a way forward. The roadmap will move beyond enabling an understanding of gendered needs, to proposing required compliance with gender-specific data collection, and analyses of data from the gender perspective.

Primary gaps in the South Africa's policy response

Gender focus is not explicit in these policies. Also absent is any explicit policy recognition of the gendered nature of travel, or policy direction to redress inequity in this regard. However, an objective of the National Land Transport Act (2009) is to include satisfying user needs and give due consideration to the needs of users.

Nevertheless, the full implementation of these measures would have a substantial positive impact on women.

High-level proposed intervention to close the gaps

We recommend that across the board, a more explicit understanding of the nature of the relationship between women, transport, and SDGs or gender goals be facilitated, not only through a review of these measures but working through the Gender Commission for instance, and the review processes already mandated.

We recommend including gender and mobility as a chapter in the city and district's (Comprehensive) Integrated Transport Plans.

II. Topic: Gender mainstreaming

This topic addresses South Africa's response to the following SuM4All GRA policy measure:

SuM4All GRA policy measure 17: Mainstream Gender Aspects in Transport Plans

General best practice

Transport policy, planning, and practice address the gender-sensitive aspects of transport through an appropriate policy framework and the collection of information to enable understanding and meeting women's needs.

Gender best practice

Mainstream gender into national transport plans to establish and improve the decision-making process on gender-sensitive transport.

Key South African measures/policies that respond to the best practice

- South Africa's National Policy Framework for Women's Empowerment and Gender Equality (2000)

Summary of South Africa's policy response

South Africa's National Policy Framework for Women's Empowerment and Gender Equality—the Gender Policy Framework—reflects South Africa's vision for gender equality and how it intends to realize this ideal. The policy stipulates the overarching principles, practices, and programs that will be integrated by all sectors of the South African government into their policies. This policy also details a strategy for gender mainstreaming and provides guiding principles for its implementation.

Primary gaps in the South Africa's policy response

The Gender Policy Framework is entirely gender-focused, but not transport focused. It notes that it is not sector specific but gives guidance or principles for sectors. South Africa's transport policies are devoid of gender mainstreaming and implementation processes. Stakeholders report that, particularly within municipalities, systematic or institutionalized attention to gender is barely acknowledged, commitment and capacity varies by political leadership, individual officials, election cycle, or pressure during "Women's Month" in August every year. Gender mainstreaming rarely underpins policies and actions within government.

Stakeholders report that gender is considered a soft measure within the transport sector, and hard-core issues take priority when it comes to requests by local governments, for example, to develop capacity or to share knowledge.

High-level proposed intervention to close the gaps

A focus on data collection is highly recommended, where data are collected that enable planners to understand and meet women's needs. A draft set of Household Travel Survey (HTS) questions is a possible start.

Further, the Gender Policy Framework is explicitly related to gender but is not sector-specific. The framework could have significant impact if transport sector-specific guidance were developed. Transport planning largely views women's needs in the narrow perspective as safety and as a category of special needs passengers. Gender-responsive or sensitive planning is less frequent. Working through the Gender Commission as a possible champion, with the review processes that are already mandated, could go some way to closing this gap. Organizations tasked with local government oversight, such as SALGA, are underfunded and have marginal resources for programmatic or policy review, let alone the power to enforce gender-responsive interventions or commitments.

III. Topic: Personal security

This Topic addresses South Africa's response to the following four SuM4All GRA policy measures:

SuM4All GRA policy measure 19: Review Legal Framework for Women's Security in Transport

General best practice

The national legal, regulatory, and governance framework applies to personal security in public spaces and personal security while in a transport vehicle.

Gender best practice

Review the national framework for security and safety in public spaces used to access transport, and for in-vehicle protection from harassment.

Key South African measures or policies that respond to the best practice

- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- Integrated Urban Development Framework (IUDF) (2016)
- National Dialogues on Violence against Women (as part of the Beijing Commitment)

SuM4All GRA policy measure 24: Train Security and Transport Staff in Gender Aspects

General best practice

Transport staff receive training and understand the gendered aspects of security and safety in public and transport spaces, facilities, and services.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies that respond to the best practice

- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- Integrated Urban Development Framework (IUDF) (2016)
- National Dialogues on Violence against Women (as part of the Beijing Commitment)

SuM4All GRA policy measure 10: Implement Anti-Harassment Campaigns in Public Transport

General best practice

Laws and regulations protect and respect women's needs. Protocols are in place against sexual harassment. Transport planning data collection includes assessment of perceptions of safety and freedom from harassment.

Gender best practice

Implement anti-harassment awareness campaigns in public transport spaces.

Key South African measures or policies that respond to the best practice

- Constitution of South Africa (1996)
- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- Integrated Urban Development Framework (IUDF) (2016)
- National Dialogues on Violence against Women (as part of the Beijing Commitment)

SuM4All GRA policy measure 28: Comply with Gender-Based Violence Prevention Practices

General best practice

Preventative and mitigation measures are in place to ensure that transport projects do not compound or increase risks of gender-based violence. Workers are trained in codes of conduct and these codes are enforced. Response mechanisms are in place for gender-based violence incidents.

Gender best practice

Require contractors to commit to an agreed code of conduct that should be applied to employees and sub-contractors, ensuring compliance with gender-based-violence prevention and response practices.

Key South African measures or policies that respond to the best practice

- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- Integrated Urban Development Framework (IUDF) (2016)
- National Dialogues on Violence against Women (as part of the Beijing Commitment)

Summary of South Africa's policy response

Without safety and security in public spaces used to access transport, women's travel needs cannot be met. Thus, reviewing the legal framework for women's security in transport is a key measure that explicitly deals with gender and transport. Safety and security fall under South Africa's general criminal legislation, and enforcement of overall safety and security—not only in the transport sector—is a substantial concern in the country. South Africa's Integrated Urban Development Framework (2016) singles out gender-based violence in urban public spaces as a policy matter within this sphere.

The White Paper on Transforming Public Service Delivery (1997) mandates treating citizens as customers of public service delivery, and listening to and considering their views in making decisions about services. No particular mandate governs women's engagement but the White Paper does note that service delivery must redress imbalances particularly to rural women.

Primary gaps in the South Africa's policy response

Urban development and urban spaces have goals to prevent Gender Based Violence (GBV). Although these are not strictly related to transport, they address urban GBV as a stated objective. However, no frameworks apply to personal security in public spaces and personal security while in a transport vehicle.

No mandatory requirements require training for public transport and security staff in gender aspects, although civil society organizations have developed materials to train the minibus-taxi industry,

for example, in gender sensitivity, often in response to government requests. Stakeholders report, however, that in too many instances, when training is offered directly to government departments, gender is seen as a soft issue and relegated to relatively junior employees or officials.

A further challenge is that the primary public transport mode in South Africa—the private sector minibus-taxi service—functions according to an atomized business model. Although the industry is regulated by government in route licensing, and subject to the overarching laws of the country, the government cannot easily mandate gender sensitive or responsive requirements upon the sector. Nevertheless, increasing the number of female transport workers across the industry is likely to assist in addressing the safety fears of female transport users.

High-level proposed interventions to close the gaps

Limited framing opportunities exist within the policy discourse of what constitutes gender-sensitive transport and transport services.

A vehicle exists for the above training and campaigns in South Africa's White Paper on Transforming Public Service Delivery (1997), which calls to develop a culture of customer care and approach service delivery being sensitive to issues of race, gender, and disability.

South Africa's Commission for Gender Equality (CGE) envisions a society free from gender oppression and inequality. Its mission is to advance, promote and protect gender equality in South Africa through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation. Unlike entities such as SALGA, which has an interest in gender but only an advisory mandate, the CGE has significant power to monitor, evaluate, and review policy implementation. It would have a far-reaching impact if the Commission itself became acutely aware of the transformative possibilities of gender-responsive transport planning and data collection.

A further recommendation is that training programs are prepared and presented regarding the gendered nature of travel, gender-sensitive audits, and gender-responsive planning. An opportunity exists within the Department of Cooperative Governance and Traditional Affairs (COGTA) mandate, which is to improve cooperative governance across the three spheres of government in South Africa, and ensure that provinces and municipalities carry out their development functions.

The Integrated Urban Development Framework (IUDF) (COGTA 2016) could benefit from systematic, deliberate mainstreaming of gender responsiveness in infrastructure and public spaces. The framework could be expanded to focus more intensively on crime prevention through environmental design. The framework could include an explicit focus on security and safety in the public spaces used to access transport and for in-vehicle protection from harassment, although challenges on how to enforce preventive measures require a different policy and sectoral domain. Stakeholders report that in their view, only systematic, deliberate mainstreaming of gender concerns, and some measure of enforcement and penalty for ignoring gender requirements, is likely to see gender sensitivity gain traction in policy and action.

Two examples of city government may offer good local practice for guidance:

- The City of Cape Town's comprehensive integrated transport plan (CITP) proposes the establishment of a Transport Enforcement Unit together with the Safety and Security Directorate. Although lacking a specific concept of the gendered aspects of security, this is an approach that is worth exploring elsewhere.

- The City of Johannesburg's Strategic Integrated Transport Plan Framework (SITPF) 2013–2018 proposes that ward transport representatives and other local level stakeholders be able to address transport issues at a ward or sector level such as road safety, prevention of vandalism, mediation, negotiation, commuter activism and more. An evaluation of the success of this Framework could establish whether it is a potential local best practice to follow.
- At local level, City Improvement Districts, and Neighborhood Watches, are possible channels for training and implementation (and for sensitization) of public space safety and respect.

The challenge remains, however, that the primary 'public' transport service in South Africa is not publicly funded, and that it is not subject to the same compliance standards as state-provided services. With ongoing discussions about minibus-taxi subsidies, the opportunity exists to include gender responsivity as a requirement for subsidy.

IV. Topic: Road safety

This topic addresses South Africa's response to the following two SuM4All GRA policy measures.

SuM4All GRA policy measure 4: Define Laws for Key Safety Rules

General best practice

Speed limits, alcohol limits, and other safety regulations are in place, and have punitive measures attached to infringements. Road safety programs are in place.

Gender best practice

Define standards and compliance regimes for key safety rules, for example, the use of seat belts and crash helmets for drivers and passengers, child restraints, driving without alcohol or other drugs or fatigue, driving without distraction, restrict the use of mobile phones while driving, considering the needs of women and vulnerable groups.

Key South African measures or policies that respond to the best practice

- NDoT, Strategic Transport Plan (2020-2025)
- National Road Traffic Act (93 of 1996)
- National Land Transport Act (2009)
- Public Transport Strategy (2007)
- National Road Safety Strategy (2017)

SuM4All GRA policy measure 6: Improve the Quality and Safety of Public Transport

Gender best practice

Improve the quality and safety standards of public and private as well as formal and informal public transport operations, such as service frequency, reliability, cleanliness, and safe driving practices, and implement bus lanes and other bus priority measures.

General best practice

There are in place mode-specific regulations and regulatory bodies (rail, road, e-hailing, public transport, etc.). Associations and regulatory bodies monitor competition and allocate licenses and routes to paratransit services. Travel demand is modeled, and services provided according to regular travel surveys.

Key South African measures or policies that respond to the best practice

- NDoT, Strategic Transport Plan 2020–2025
- National Road Traffic Act 93 of 1996
- National Land Transport Act (2009)
- Public Transport Strategy (2007)

Summary of South Africa's policy response

South Africa does have best practice key safety rules that limit speed and alcohol, and mandate the use of seat belts and helmets. Punitive measures are attached to infringements. South Africa has a lead agency, the Road Traffic Management Corporation (RTMC), Department of Transport, which is funded in the national budget, and has a road safety strategy, which is partially funded. The functions of the agency include coordination, legislation, and monitoring and evaluation of road safety strategies. The country has a target to reduce fatalities by 50 percent with a timeline of 2010 to 2020 (SuM4All 2021).

Once again, however, enforcement and compliance are noteworthy concerns. Road traffic crashes are extraordinarily high in South Africa, with 25 fatalities per 100 000 population. South Africa ranks 159th of the 175 countries in the annual Global Status Report on Road Safety produced by the World Health Organization (WHO 2018).

Quality and safety in public transport, in the sense of vehicle or road safety rather than personal safety, are mandated in South Africa's overarching transport policies, and the Public Transport Strategy (2007). In line with the best practice, mode-specific regulations and regulatory bodies govern rail, road, e-hailing, and public transport. Associations and regulatory bodies monitor competition and allocate licenses and routes to paratransit services. Travel demand is modeled, and services are provided according to travel surveys.

Primary gaps in the South Africa's policy response

Although this bundle of policies has had no measurable impact on gender goals to date, and does not address gender-responsive travel, the primary purpose of the goals aligns with the general best practices and, if implemented, will impact gender goals, although these will still not be measurable unless indicators are developed.

The needs of women and vulnerable groups are not specifically attended to in road safety regulations. However, in South Africa, women are not necessarily more vulnerable than men. Fatal crashes in South Africa disproportionately affect men, where 76 percent of victims from fatal crashes are males. Children are a particularly vulnerable category of road users (SuM4All 2022). However, research undertaken by the Gauteng City-Region Observatory (GCRO) Quality of Life Surveys suggests that the fear of road accidents may be a major factor in the decisions women make around transport modes and particularly decisions for their children. Thus road safety should also be considered with regards to how women and children make decisions around transport.

- Alcohol regulations meet best practice requirements but are underenforced.
- Pedestrian and cycling infrastructure standards are guidelines not mandated requirements.
- Road safety programs have been initiated but have had marginal impact. A thorough review of practices and approaches on a broader societal approach are needed.

High-level proposed interventions to close the gaps

Continue to work across sectors to develop frameworks that are successful in alcohol-related driving and public spaces.

The NDoT's Strategic Transport Plan 2020–2025 has proposed a single entity to deal with safety and security: the mandatory engagement process around this proposal will offer an opportunity for input.

V. Topic: Knowledge sharing and coordination

This topic addresses South Africa's response to the following five SuM4All GRA policy measures.

SuM4All GRA policy measure 13: Coordinate Planning across Government Agencies

General best practice

National, provincial, and local/metro governments coordinate transportation-related policies and programs across and between sectors, and in partnership with NGOs, civil society, and businesses.

Coordinate across agencies to ensure integrated planning and shared responsibility for results across levels of government, jurisdictions, and agencies, including but not limited to the coordination of road safety responsibilities and the coordination of response to extreme weather events.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies or agencies that respond to the best practice

- National Transport Policy White Paper (1996)
- National Land Transport Act (2009)
- NATMAP Chapter 10
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality
- Integrated Urban Development Framework (IUDF) (2016)
- National Treasury Cities Support Programme

SuM4All GRA policy measure 18: Establish Joint Gender Programs Across Agencies

General best practice

There are mechanisms in place for joint exchanges between the transport sector and gender organizations, to ensure that there is two-directional knowledge exchange.

Gender best practice

Establish joint programs with ministries and agencies responsible for gender to include transport in their work program.

Key South African measures or policies or agencies that respond to the best practice

- National Transport Policy White Paper (1996)
- National Land Transport Act (2009)
- NATMAP Chapter 10
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality
- Integrated Urban Development Framework (IUDF) (2016)
- National Treasury Cities Support Programme

SuM4All GRA policy measure 16: Build Capacity Across Levels of Government

General best practice

The complex requirements of transport and its interactions with all sectors of the economy are coordinated across all tiers of government. There is minimal fragmentation of the legislative and regulatory framework. Transport planning impacts are considered and coordinated transversally (including land-use, spatial planning, enforcement). Local, provincial, national, and rural government

have collaborative mechanisms in place. Where sectors exhibit weak governance, there are mechanisms in place for support, assistance, oversight, and institutional strengthening. There are dedicated gender budget lines to collect and evaluate transport projects centrally and to increase the understanding of the gendered nature of travel. It is critical to include a required percentage of women as part of mobility and spatial planning policy—and legislation-making teams, together with a percentage requirement of women in city and urban governance structures, where they have an important role in operationalizing policy at local level.

Gender best practice

Build national and local capacity across levels of government, jurisdictions, organization, and modes, including providing training and information resources.

Key South African measures or policies or agencies that respond to the best practice

- Refer to SuM4All GRA policy measure 18.

SuM4All GRA policy measure 12: Facilitate Capacity Building at the International Level

General best practice

The country, province, or metro participates in sector-specific international initiatives, programs and knowledge-transfer opportunities.

Gender best practice

Facilitate sector specific capacity building at the international level.

Key South African measures or policies or agencies that respond to the best practice

- National Transport Policy White Paper (1996)
- National Land Transport Act (2009)
- NATMAP Chapter 10
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality
- Integrated Urban Development Framework (IUDF) (2016)
- National Treasury Cities Support Programme

SuM4All GRA policy measure 14: Share Knowledge on Successes and Best Practices

General best practice

Knowledge and good practice are shared across government, organizations, agencies, companies, civil society, and the education sector. Policies and regulations are regularly reviewed and amended. Monitoring and evaluation practices are a standard component of investment projects and of on-going operations. Lessons learned are disseminated and discussed.

Gender best practice

Share successes and best practices with other agencies at the local, national, and international levels, based on a well-designed knowledge transfer framework.

Key South African measures or policies or agencies that respond to the best practice

- Refer to SuM4All GRA policy measure 18.

Summary of South Africa's policy response

Exchanges, capacity development and knowledge sharing are already recommended by the National Land Transport Act (2009), particularly between provincial and local governments, where the latter might lack capacity or resources. The function of the Member of Executive Council (MEC) of the provincial government, for example, is to coordinate between the three spheres of government, promote intergovernmental relations, and coordinate transport initiatives within municipalities and other stakeholders. Planning is already mandated across agencies, which provides a platform for knowledge sharing and best practices regarding gender. Multidirectional knowledge exchange and integrated planning, and shared responsibility for gender-responsive results are available across levels of government, jurisdictions, and agencies.

Primary gaps in the South Africa's policy response

South Africa's transport governance is fragmented and contested, without adequate coordination transversally in land use, spatial planning, and enforcement. Although local, provincial, national, and rural governments have collaborative mechanisms in place in policy, these are not as functional as is necessary. Although mechanisms exist that support, assist, oversee, and strengthen institutionally, the absence of gender mainstreaming and sufficient gender-specific data and indicators, render gender and mobility not visible nor fully understood.

South Africa's Local Government Association (SALGA) focuses on training and capacity building. SALGA often uses civil society or private sector trainers or organizations, and provides support and advice, representing local government at intergovernmental relations and knowledge sharing. SALGA's National Women's Commission aims to develop frameworks that support and strengthen corporations that in turn, support women in government. The SALGA Municipal Multi-Party Women's Caucus is supposed to drive a 50–50 representation in government. However, stakeholders report that by and large, a lack of financial and human resources hinders the capacity to run such programs,

interest levels are low, and little focus or understanding directed to particular gender and mobility concerns.

The purpose of the COGTA is to improve cooperative governance across the three spheres of government and to ensure that provinces and municipalities carry out their service delivery and development functions effectively. It publishes information on municipal support and capacity-building programs online, but little in the way of transport and gender integration.

Across all spheres of government, no dedicated gender budget lines support efforts to collect and evaluate transport projects centrally and to increase the understanding of the gendered nature of travel. Also, explicit gender focus is missing in these planning or capacity development processes and intergovernmental approaches.

High-level proposed interventions to close the gaps

The best practices in this topic are able to deepen such an understanding of transport. Together they could ensure multidirectional knowledge exchange, and integrated planning and shared responsibility for gender-responsive results across levels of government, jurisdictions, and agencies.

The Commission on Gender Equality is cross cutting, and it would be extraordinarily valuable if the Commission itself were acutely aware of the possibilities of transport legislation, planning, and data collection for gender equality and redress. The Commission could enable the sharing of practices through this lens.

Further, the Competition Commission (2021) has reiterated the need to operationalize the consolidation of transport planning and transport operations under a single, competent, resourced entity at preferably municipal level; this offers an opportunity to bring gender and mobility to the table.

VI. Topic: Data collection and analysis

This topic addresses South Africa's response to following best practice SuM4All policy:

SuM4All GRA policy measure 15: Develop Data Repositories and Data Collection Guidelines

General best practice

The country has a consistent and coordinated approach to collecting and processing transport-related data and metadata. The country also has a coordinated approach to data validation and editing. Indicators across provinces and cities are comparable and consistent. There are guidelines in place as to the type of data needed for transportation planning. Develop centralized data repositories and establish data collection guidelines at the national and metropolitan levels, and facilitate data access to different stakeholders (academics, private sector, etc.) while establishing a legislative framework defining the context and purpose of its use.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies that respond to the best practice

- Minimum Requirements for the Preparation of Integrated Transport Plans, 2016 Government Gazette 40174, section 3.2
- National Transport Policy White Paper (1996)
- National Land Transport Act (2009)
- Individual metro Comprehensive Integrated Transport Plans
- NATPMAP 2050 Chapter 10

Summary of South Africa's policy response

Although the National Land Transport Act (2009) mandates that cities and provinces collect data, data are largely required to model demand, not to engage with gender, accessibility, or social inclusion needs.

Primary gaps in the South Africa's policy response

One of the systematic challenges that need to be resolved in South Africa, for both general sustainable transport best practice, and gender-sensitive transport planning, is actual data over and above guidelines for the collection of data. Inadequate data, or a lack of up-to-date data, poor quality or unreliable data, or a lack of disaggregated, nuanced, or qualitative data, are routine complaints among planners and researchers. Data are a key ingredient that cuts across all attempts to close the gender and transport gap.

Although gender-specific data collection is not mandated, if it were collected, these measures would be able to address gender goals. However, such gender-specific data cannot be assumed to be collected, and rarely is collected.

High-level proposed interventions to close the gaps

- Review, revise, and amend the primary relevant policies to ensure that the gender data are both collected and disaggregated. Furthermore, develop guidance on designing gender-specific surveys. Gender-specific data should include boarding information, trip purpose, modes, perceptions, incident data, to name a few components. Additionally, it is important to collect new and appropriately disaggregated data within household travel surveys—apply international best practice for gender-sensitive surveying.
- Through gender and mobility mainstreaming approaches (see best practice policy 17), it is possible to enable data to be used to differently plan and provide transport services and facilities.

VII. Topic: Women as transport workers

This topic addresses South Africa's response to the following five SuM4All GRA policy measures.

SuM4All GRA policy measure 20: Integrate Gender in Public Procurement and PPPs

General best practice

Contracting and procurement practices are designed to help achieve quotas of women in the transport workforce, especially in construction, maintenance, and operations. Selection criteria and evaluation criteria in procurement are used to ensure that gender is considered in purchase decisions.

Gender best practice

Integrate gender in bidding documents for standard public procurement and public/private partnerships (PPPs), by setting gender-specific targets for women's employment and entrepreneurship, for example, quotas for contracts to be awarded to women-owned and managed businesses.

Key South African measures or policies that respond to the best practices

- NDoT Integrated and subsector B-BBEE Charter of Transport
- CoJ Draft Gender Policy, Chapter Transport, 2020
- Draft Roads Policy for South Africa (2017)

SuM4All GRA policy measure 21: Train more Women on Skills Needed in Transport

General best practice

The SuM4All GRA does not propose specific best practice for this policy measure.

Efficiency within the transport sector can be increased by filling known gaps in skill sets with more female and non-traditional candidates. Positions include engineers, drivers for heavy duty vehicles including buses, road haulage, logistics, off-road activities such as mining, and many areas in the rail sector. Women should be able to benefit from equivalent opportunities for training and career development to provide skills to women that can help change embedded preferences for male recruitment and fill existing and upcoming skill gaps.

Gender best practice

Create incentives for training more women with the skills needed in transport.

Key South African measures or policies that respond to the best practices

- NDoT Integrated and subsector B-BBEE Charter of Transport
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- CoJ Draft Gender Policy, Chapter Transport, 2020
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- City of Cape Town's Comprehensive Integrated Transport Plan (CITP), CCT, 2018-2023
- CoJ's Strategic Integrated Transport Plan Framework (SITPF) 2013–2018
- NDoT Strategic Transport Plan 2020–2025
- Integrated and subsector B-BEE Charter of Transport

SuM4All GRA policy measure 31: Run Campaigns to Attract Women to Transport Professions

General best practice

Legal and fiscal actions, and social conditions and protections work together to attract women to transport professions.

Gender best practice

Develop public awareness campaigns to attract women to transport sector professions. Such inclusion of women moves beyond an impact on women as individual professionals, but women's perspectives and influences as transport professionals have the potential to reshape the future of cities and multiple people's lives.

Key South African measures or policies that respond to the best practices

- NDoT Integrated and subsector B-BBEE Charter of Transport
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- CoJ Draft Gender Policy, Chapter Transport, 2020
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- City of Cape Town's Comprehensive Integrated Transport Plan (CITP), CCT, 2018–2023
- CoJ's Strategic Integrated Transport Plan Framework (SITPF) 2013–2018
- NDoT Strategic Transport Plan 2020–2025
- Integrated and sub sector B-BEE Charter of Transport

SuM4All GRA policy measure 23: Include Women in Recruitment and Foster Women's Leadership

General best practice

Public authorities and service providers actively include women in their recruitment processes. Talent and leadership are fostered, and a baseline of women decision-makers in transport is actively developed. Women are promoted to positions of power.

Gender best practice

Encourage public authorities and service providers to include women in their recruitment processes (gender-neutral job profiling). Foster talent and leadership to create a baseline of decision makers in transport, promoting candidates to positions of power.

Key South African measures or policies that respond to the best practices

- NDoT Integrated and subsector B-BBEE Charter of Transport
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- CoJ Draft Gender Policy, Chapter Transport, 2020
- PGWC Transport and Public Works, Annual Performance Plan, 2021–2022
- City of Cape Town's Comprehensive Integrated Transport Plan (CITP), CCT, 2018–2023
- CoJ's Strategic Integrated Transport Plan Framework (SITPF) 2013–2018
- NDoT Strategic Transport Plan 2020–2025
- Integrated and sub sector B-BEE Charter of Transport

SuM4All GRA policy measure 22: Ensure Legal Protection for Women in the Workplace

General best practice

Equal opportunities and pay in the workplace. Flexible working conditions ensure that the workplace is family—and female-friendly. Gender-sensitive training is provided to employees, gender units deal with complaints and grievances, and sexual harassment is legally prohibited.

Gender best practice

Ensure non-discrimination and enforcement of legal protection of women in workplaces, and the removal of barriers of entry to employment for women in the transport sector.

Key South African measures or policies that respond to the best practices

- Promotion of Equality and Prevention of Unfair Discrimination Act 4 (2000)
- Basic Conditions of Employment Act, 11 (2002)

- Draft Code of Good Practice on Equal Pay for Work of Equal Value (2015)
- Labour Relations Act, 66 (1995)

Summary of South Africa's policy response

South Africa is committed to gender parity in the workplace in all sectors of society by 2030. The country provides for equality courts and alternative forums. The state is committed to non-discrimination and enforcement of legal protection of women in workplaces. Sexual harassment is prohibited.

Women have been significant beneficiaries of South Africa's post-1994 attention to: (i) the development and protection of the rights of workers, and (ii) employment equity and broad-based black economic empowerment (B-BBEE). Thus, it is under these pillars of women as transport workers and decision makers that South Africa's response aligns strongly with the SuM4All best practices, in policy if not always in resourcing and action.

Women are recruited in transport professions, trained in relevant transport skills, and their leadership in the transport sector fostered, through a variety of country responses outlined below. Gender is integrated into public procurement and PPPs and contracting, and procurement practices are designed to help achieve quotas of women in the transport workforce in construction, maintenance, and operations.

For example, under the National Transport Policy White Paper (1996, revised 2017), affirmative action in the transport infrastructure provision sphere was accelerated and monitored at all levels of government. All levels of government were to be responsible to identify needs in establishing priorities and programs to build expertise on an ongoing basis. The government had to establish education and training facilities to meet training needs, particularly for transport provision, maintenance, and operation. The government had to identify, quantify, and match where applicable with skills provision. The government established the Transport Education Training Authority (TETA) in the Skills Development Act 97 of 1998 to provide capacity building to municipalities and operators in transport functions, particularly in public transport.

One of the strategic objectives of the National Transport Policy White Paper (2017 revised) is to understand better and help overcome barriers to entry and the successful operation of small, medium and micro enterprises (SMMEs), and black and women-owned enterprises in transport. The workplace skills plan of the Department of Transport's Strategic Transport Plan (2020–2025) outlines training needs.

Further, the guiding principle of Sub-Sector B-BBEE Charter developed by the Department of Transport (2014), for example, is to increase the participation of black people, and particularly women, on transport company boards and similar governing structures to create decision-making structures that truly represent the racial, ethnic and gender diversity of the country. This involves promoting their appointment to boards of directors, executive positions, and top management positions. Black women are to constitute 25 percent of executive directors within the transport sector, 22 percent of senior top management, 22 percent of top management, and 26 percent of senior management, within five years of the charter publication—which was by 2019. This Charter further aims to ensure the entry of women into the industry, to break the stranglehold of the industry by urban-based males. The Charter specifies that black women are to have at least 30 percent of economic interest and voting rights in multinationals within the transport sector, and that 12 percent of the ownership base of the transport sector is earmarked for black women by 2019.

The transport sector also aimed that at least one percent of the transport workforce—including construction work—constitute black women living with disabilities. Fifty percent of beneficiaries of skills development initiatives were to be black women by 2019. The Charter mandated that these data be published and targets were to be monitored and published as an annual scorecard.

The highlighted strategies make an explicit commitment to further the empowerment of women and women-owned enterprises, people with special needs, black people, and small business. These strategies will be implemented through, among others, improving working conditions and providing ongoing training. It empowers maximizing the opportunities for entities that are women-owned, black-owned, special needs-owned and small business, and by committing particular percentages of procurement spend to be allocated to black women. One of the strategic objectives of the Charter is to understand and help overcome barriers to entry better and to facilitate the successful operation of SMMEs, black and women-owned enterprises in transport, in a manner that is grounded in the realities of the marketplace.

Primary gaps in the South Africa's policy response

South Africa's policy responses are ambitious and in line with international best practice, although it is not a straightforward matter to find publicly accessible monitoring and evaluation data that report on the achievement and impact of these targets. Stakeholders report of overall marginal accountability and consequence management, particularly within municipalities. Gender targets are not necessarily taken seriously, and monitoring and keeping track of target achievement is almost impossible.

High-level proposed interventions to close the gaps

Develop mechanisms for reporting and assessment of targets, such as dashboards or routine reporting tools. Such evaluation would benefit from qualitative work to understand the impact of such procurement practices on women in economic empowerment, education, and skills.

Reporting on the numbers of women in transport is crucial, in addition to the nature of their jobs in transport, and whether women stay in the role, and if not, why. Also highly valuable would be reporting on shifts or trends in employment—within different transport modes, different job roles—as well as qualitative research on the reasons behind changes in employment patterns for example, impacts from the introduction of new technology such as automation and digitalization, new modes of public transport, and the role of gig work.

- The City of Joburg, for example, has ambitious proposals to close the gaps in women's skills and opportunities within the transport sector. An evaluation of the outcome and impact of this program may offer local best practice or learnings:
- The City of Joburg's Draft Gender Policy, Chapter Transport, 2020, proposes the introduction of skills development programs for women to participate in the transport sector. The City of Joburg proposes a quality staff training and development program. It will cover statutory requirements such as the hiring of interns, mentoring of young professionals, financial support for postgraduate study, and local and international partnerships with institutions of higher education.
- Review, revise, and develop gaps in academic and technical curricula in the training of transport professionals. The City is working to ensure that user design, and gender-responsive data collection and analyses, receive teaching and evaluation focus.

- The International Labor Organization (ILO) Convention 190 (C190), adopted in 2019 and effective in 2021, is an international treaty that recognizes the right of everyone to a work free from violence and harassment, including gender-based violence and harassment. Governments that ratify C190 will be required to implement the necessary laws and policy measures to prevent and address violence and harassment in the world of work. This provides a useful framework for preventing and addressing violence and harassment for women who work in the transport, and any other, sector.

VII. Topic: Infrastructure and access

This Topic addresses South Africa's response to the following five SuM4All GRA policy measures.

SuM4All GRA policy measure 2: Set Design Standards for Sidewalks and Bicycle Paths

General best practice

Pedestrian and bicycle design standards include international and local best practice in terms of street design, with attention to the needs of women, people travelling with children, and people with mobility impairments.

Gender best practice

Set high quality design standards for sidewalks and bicycle paths, for example, safe and convenient pedestrian crossing and adequate street lighting, ensuring accessibility to persons with disabilities and considering gender sensitive aspects (for example, dropped kerbs at crossings, size of refuge islands, and timing of traffic signals).

Key South African measures or policies that respond to the best practice

- NMT Facility Guidelines: Policy and Legislation, Planning, Design and Operations (2014)
- Draft Roads Policy for South Africa (2017)

SuM4All GRA policy measure 25: Ensure Transport Project Design Includes Gender Aspects

General best practice

The planning and design of transport infrastructure (corridors, networks, facilities, hubs, etc.) includes considerations for women and for people with disabilities.

Gender best practice

Include considerations for women and for people with disabilities in transport infrastructure project design and planning.

Key South African measures or policies that respond to the best practice

- NMT Facility Guidelines: Policy and Legislation, Planning, Design and Operations (2014)
- Draft Roads Policy for South Africa (2017)

SuM4All GRA policy measure 8: Expand Public Transport Infrastructure

General best practice

Public transport infrastructure development is prioritized above private motorized traffic. Investments include walking and cycling infrastructure. Compact and mixed land-use development is prioritized. Expand the public transport network adjusted to demand requirements, with an emphasis on equitable access and considering the most appropriate modes in each context, including bus, rail, demand-responsive service, cable-propelled transport and ferry transport.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies that respond to the best practice

- National Transport Policy White Paper (1996)
- Public Transport Strategy (2007)
- National Transport Act (2009)
- NATMAP 2050, Chapter 13, 8
- NDoT Strategic Transport Plan 2020–2025
- Competition Commission (2021)

SuM4All GRA policy measure 9: Ensure Access to Transport Services in Underserved Areas

General best practice

A minimum standard of public transport is available for everyone. Fares are subsidized. There are concessions for off-peak travel, and for those who cannot afford travel. Services and physical access are provided for people who have mobility impairments. Universal access is a key country policy and commitment. Ensure complete transport services by extending services to underserved areas and populations.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies that respond to the best practice

- National Transport Policy White Paper (1996)
- Public Transport Strategy (2007)
- National Transport Act (2009)
- NATMAP 2050, Chapter 13, 8
- NDoT Strategic Transport Plan 2020–2025
- Competition Commission (2021)

SuM4All GRA policy measure 5: Make Public Transport Fares Affordable for the Poor

General best practice

Public transport fares are subsidized. Offer concessions for off-peak travel, scholar travel, job-seeking, for instance. Make public transport fares affordable for the poor using means tests approaches to ensure cost-recovering mechanisms.

Gender best practice

The SuM4All GRA does not propose specific gender best practice for this policy measure.

Key South African measures or policies that respond to the best practice

- National Transport Policy White Paper (1996)
- Public Transport Strategy (2007)
- National Transport Act (2009)
- NATMAP 2050, Chapter 13, 8
- NDoT Strategic Transport Plan 2020–2025
- Competition Commission (2021)

Summary of South Africa's policy response

South Africa's scheduled public transport services are subsidized by public bus and rail, and off-peak travel concessions are in effect. However, the substantial majority of public transport comprises private, minibus-taxi services, which are unsubsidized. A subsidy policy for the latter is on the table for discussion.

Policy statement 14 of the Roads Policy for South Africa (2017) notes that women have particular transport needs in being limited by children, pregnancy, at risk of crime and abuse, or carrying loads. All key transport policy measures note that user needs are to be considered, that the principles of Universal Design are to be applied, and that people with special categories of mobility needs should not be ignored. In reality, however, resource and other constraints mean that this ideal has not been widely translated in practice.

South Africa's Public Transport Strategy (2007) had envisioned car competitive public transport that was user friendly and high quality, affordable and accessible to all. The intent was that this would be achieved by developing a trunk-and-feeder rapid transit system that included off-peak services and late-night travel. The core network had been envisioned to be 100 percent accessible to people with special needs. Resource constraints, among other challenges, have seen these plans truncated and called into question, and the 2020 goal of delivery of a broad and universally accessible BRT network has not been attained.

Since 1983, South Africa has had guidelines for walking and cycling infrastructure, and these guidelines were updated in 2014. The country's neighborhood planning and design guide was also updated in 2019. The updates applied to focus on pedestrians—people with prams, pregnant women, children, people accompanying children, those walking in groups, elderly people, people with disabilities and people carrying or moving loads—cyclists, and animal-drawn vehicles.

South Africa's Transport Policy White Paper (1996) and Public Transport Strategy (2007) directs the attention of provinces and metros to transit-oriented development (ToD) and spatial restructuring that prioritize public transport over private motorized traffic.

Primary gaps in the South Africa's policy response

Women's transport infrastructure needs are often narrowly interpreted as being a need for lighting and security, facilities for prams, and wheelchair access. Without consultation with all users, including women, the understanding of what constitutes considerations for women will remain narrow. Policies implicitly assume that attention to Universal Access mandated but not necessarily applied, will meet the needs of women travelers, but this is not sufficient to address all users' needs.

Extending access to underserved users in South Africa is largely understood in geography or distance, rather than in the intersectionality of disadvantage and vulnerability. This is possibly because of the country's history of extreme spatial inequity. Little explicit recognition is given in policy statements, for example, of how ToD and spatial redress interventions could contribute to serving the access and mobility needs of women and vulnerable groups. In line with many of the other gaps identified, there remains a shallow understanding of the intersections of gender, transport, and other national goals. Gender interventions are mostly of minimum standard, and rarely empowering or transformational. Access is too often understood simplistically in distance to public transport stops.

The pedestrian and bicycle design standards are essentially guidelines and are not mandated. Thus, while high quality standards exist, these do not necessarily impact a motorized vehicle-centric planning paradigm. Without consulting women (see stakeholder engagement), understanding what constitutes considerations for women will remain narrow.

Underserved areas and populations are narrowly understood in geographic, spatial, and income terms. The intersectionality of marginalization and the multiplicitous nature of under-served populations and vulnerabilities are not a focus in transport planning. Minimum standards of public transport are not identified beyond a concept of distance for instance, 800 meters to a public transport stop. Therefore, progress in the direction of a South African specific concept of minimum standard and access would be a valuable target.

High-level proposed interventions to close the gaps

Work toward a South African specific concept of a minimum standard, access, and accessibility. Introduce the concept of accessibility and add to mobility in transport planning approaches within urban and rural areas.

Update or review design standards for best practice people-centered access and transport infrastructure, to include gender standards.

- Review and adapt good practice examples.
- Consider best practice for each mode and vehicle type—walking, cycling, minibus-taxi, rail carriage, bus, public transport interchange, bus shelter, and street furniture.
- Develop baseline concept drawings and specifications.
- Consult broadly and deeply with all users, including women, to ensure that this picture resonates with both women who do and who do not use the transport system.

Conduct impact evaluation studies to improve the evidence base available to policy makers. Consider the impact of transport infrastructure projects on economic growth and employment, the differentiated impacts on women, and the impact on employment for women and labor conditions.

Pay particular attention to rural roads and feeder roads. Establish a set of selection criteria for feeder road projects and disseminate these widely among rural communities to attract their participation in the process.

Take the opportunity presented by the prevailing policy engagement about minibus-taxi subsidization to engage with meeting affordability needs for public transport.

IX. Topic: Social and environmental impact

This topic addresses South Africa's response to the following two best SuM4All GRA policy measures.

SuM4All GRA policy measure 27: Ensure Women are not Marginalized during Resettlements

General best practice

Safeguards are in place to ensure that resettlement and development do not create new barriers to access, that affect women, children, and vulnerable groups more than they affect men.

Gender best practice

Ensure that women and their centers of interest are not marginalized in resettled because of transport projects.

Key South African measures or policies that respond to the best practices

- The Environment Conservation Act (ECA) (1989)
- National Land Transport Act (2009)
- National Environmental Management Act (NEMA) (1998)
- NATMAP 2050; Chapter 4, 9
- Revised National White Paper on Transport (2017)

SuM4All GRA policy measure 29: Mitigate the impact of transport on ecosystems and biodiversity

General best practice

The environmental and social risks of transport projects are understood and mitigated.

Gender best practice

Manage potentially adverse environmental impacts of transport projects on ecosystems and biodiversity.

Key South African measures or policies that respond to the best practices

- The Environment Conservation Act (ECA) (1989)
- National Land Transport Act (2009)
- National Environmental Management Act (NEMA) (1998)
- NATMAP 2050; Chapter 4, 9
- Revised National White Paper on Transport (2017)

Summary of South Africa's policy response

Although the detail of sustainability is a more recent policy focus in the transport domain, the mitigation of transport impact on ecosystems and biodiversity is a longer-standing concern in South Africa's policy landscape. The Environment Conservation Act (ECA) of 1989, which mandates Environmental Impact Assessments (EIA), was amended and strengthened with the National Environmental Management Act (NEMA) of 1998. The National Land Transport Act (2009) mandates the efficient use of energy resources, and that adverse environmental impacts are limited in relation to land transport. Social impact Assessments (SIAs) are incorporated into EIAs as part of the definition of the environment—human surroundings, human health, and wellbeing—and go some way to safeguard women and ensure that women are not marginalized during any transport projects that require resettlement and displacement.

Primary gaps in the South Africa's policy response

South Africa's policy response has no explicit gender focus.

High-level proposed interventions to close the gaps

The way in which EIAs and SIAs are conducted by and large align with international practice. An opportunity is available to extend the concept of SIAs and EIAs to include gender equity impact assessments.

X. Topic: Stakeholder engagement and consultation

This topic addresses South Africa's response to the following three SuM4All GRA policy measures.

SuM4All best practice measure 7: Consult with Stakeholders during the Full Project Cycle

General best practice

A framework is in place for stakeholder consultation at every stage of a project cycle (including women and people in vulnerable circumstances) and the assessment of user needs. Authorities communicate regularly with stakeholders through meetings, electronic communication and other relevant forms, and invite feedback.

Gender best practice

Consult extensively with stakeholders during project formulation and establish a framework for continuous consultation during project implementation.

Key South African measures or policies that respond to the best practices

- National Transport Policy White Paper (1996)
- Provincial Government Western Cape: Transport, Provincial Strategic Plan, 2020–25
- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Development Facilitation Act (DFA, No. 67 of 1995) (sections of which have been repealed)
- Draft National Framework for Public Participation (2005)
- Municipal Structures Act (1998)
- Municipal Systems Act (2000)

SuM4All GRA policy measure 30: Ensure Women's Participation in Consultation Processes

General best practice

Frameworks exist for continuous stakeholder consultation, including women, for assessing needs, formulating transport policy and programs, and implementation. Participatory planning methods are used to help communities propose interventions that include the views /voices of local women.

Gender best practice

Ensure that voices of women are upheld during pre- and post-project consultation.

Key South African measures or policies that respond to the best practices

- National Transport Policy White Paper (1996)
- Provincial Government Western Cape: Transport, Provincial Strategic Plan, 2020–25
- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)
- Development Facilitation Act (DFA, No. 67 of 1995) (sections of which have been repealed)
- Draft National Framework for Public Participation (2005)
- Municipal Structures Act (1998)
- Municipal Systems Act (2000)

SuM4All GRA policy measure 26: Audit the Usability and Safety of Public Transport for Women

General best practice

The SuM4All GRA does not propose specific general best practice for this policy measure.

Gender best practice

Conduct systematic participatory audits to ensure that public transport infrastructure remain usable, safe and secure for women.

Key South African measures or policies that respond to the best practices

- See SuM4All GRA policy measure 30.

Summary of South Africa's policy response

In South Africa, public participation in decision making on important transport issues, including the formulation of policy and the planning of major projects, will be encouraged (National Transport Policy White Paper 1996). Further, the National Framework for Public Participation (2005) mandates local governments to consider the special needs of people who cannot read or write, people with disabilities, women, and other disadvantaged groups. The Municipal Structures Act (1998), Municipal Systems Act (2000) and Development Facilitation Act (1995) also aim to facilitate active participation and engagement.

It is politically required that, for example, at local government level in South Africa, ward committees comprise a diversity of interests in the ward, with women equitably represented. Every political party is encouraged, but not required, to ensure that fifty percent of the candidates on the party list are women, and that women and men candidates are evenly distributed through the list. Stakeholders report, however, that patriarchy remains a burning issue that presents a very real barrier to ensuring 50–50 representation in government lists.

Primary gaps in the South Africa's policy response

Unless the needs of women and other disadvantaged groups are deeply understood, they cannot be taken into account. But although frameworks exist in South Africa to consult stakeholders, stakeholder engagement can often be regarded as time consuming, costly, and a hindrance. Little deliberate and concerted effort is made to ensure that women and other vulnerable groups are able to participate, and that their voices are heard. Participatory planning methods are rarely used outside of civil society programs. Overall, no explicit focus exists to obtain participation from women, although an overall policy intends to ensure that different interest groups including women, the disabled, and youth groups are part of relative governance structures. Stakeholders note that women are not always enabled to stand firm and speak about their issues. It is important that women raise their points on the agenda and make sure that these issues become just as relevant (PMG 2016).

High-level proposed interventions to close the gaps

International practice suggests that gender and transport-specific stakeholder engagement guidance is a key intervention to inform, for example, pedestrian and cycling network design and infrastructure; primary concerns around current transport provision; route planning, ticketing, concessions; and best-practice guidelines. Such guidance would ensure that stakeholder practitioners develop engagement strategies that seek out women and facilitate an environment in which women are able to participate meaningfully.

Methodologically, participatory processes should include gender perspective and follow ethical considerations, such as safe spaces for women, meetings conducted at times that are suitable for women, with transportation provided and compensation, if necessary, facilitators who are properly trained, and so forth.

Political organizations report that many women have been raised to see men as leaders, and thus fail to see themselves as leaders. There is value in developing programs and policies that allow understudying, where women are given the opportunity to shadow their seniors and then step into the senior management position. In that case, positions would need to be filled based on both qualifications and experience (PMG 2016).

1. Each SuM4All GRA policy measure is given the same number, in brackets, as its number in the SuM4All Gender Roadmap for Action (see also Appendix A)

References

City of Cape Town's Comprehensive Integrated Transport Plan (CITP), CCT, 2018–2023

CoJ Draft Gender Policy, Chapter Transport, 2020

CoJ's Strategic Integrated Transport Plan Framework (SITPF) 2013–2018

Competition Commission (2021)

Development Facilitation Act (DFA, No. 67 of 1995)

Draft National Framework for Public Participation (2005)

Draft Roads Policy for South Africa (2017)

Environment Conservation Act (ECA) (1989)

Individual metro Comprehensive Integrated Transport Plans

Integrated and subsector BBBEE Charter of Transport

Minimum Requirements for the Preparation of Integrated Transport Plans, 2016 Government Gazette 40174, section 3.2

Municipal Structures Act (1998)

Municipal Systems Act (2000)

National Environmental Management Act (NEMA) (1998)

National Framework for Public Participation (2005)

National Land Transport Act (2009)

National Transport Act (2009)

National Transport Policy White Paper (1996)

NATMAP 2050, Chapter 13, 8

NATMAP 2050; Chapter 4, 9

NATPMAP 2050 Chapter 10

NDoT Integrated and subsector BBBEE Charter of Transport

NDoT Strategic Transport Plan 2020–2025

NMT Facility Guidelines: Policy and Legislation, Planning, Design and Operations (2014)

PGWC Transport and Public Works, Annual Performance Plan, 2021–2022

PMG 2016. Municipal Multi-Party Women's Caucus launch and upcoming elections: SALGA Women Commission briefing'. https://pmg.org.za/committee-meeting/22420/.

Provincial Government Western Cape: Transport, Provincial Strategic Plan, 2020–25

Public Transport Strategy (2007)

Revised National White Paper on Transport (2017)

Sustainable Mobility for All (SuM4All) 2022. South Africa's Mobility Report: Tracking Sector Performance. Washington DC, ISBN: 979-8-9859982-5-2. License: Creative Commons Attribution CC BY 3.0 IGO.

White Paper on Transforming Public Service Delivery (Batho Pele White Paper) (1997)

5. South Africa Gender and Mobility Roadmap

This section comprises a roadmap of action to close the most important gaps identified through the policy and data assessment described in Chapters 1 to 4. The roadmap aligns with chapter 4, where SuM4All GRA policy measures are categorized as topics. It identifies five of these topics and proposes steps to close the gaps between South Africa's response and the gender best practice, cut across jurisdictions, departments, and actor networks. Although this chapter focuses on five key Topics, the recommendations to close the gaps in all aspects discussed in previous chapters will help South Africa develop a better gender response to the mobility needs of women.

Because gender and mobility are not yet a priority in South Africa's transport policy enabling environment, and gender is yet to be entrenched in its transport policies and plans, the interventions proposed are broad, minimum, or baseline activities. With the proposed structures and data in place, South Africa will be able to move forward systematically, from a sound evidence base to meet the needs of women in transport. Overall, paying attention to these steps will lead to an approach that covers the broad base in gaps, and sets the stage for refinement and mainstreaming.

The interventions outlined are either low or medium cost—either within an authority's existing capacity, resources, and capability, or requiring minimal external or transversal resourcing. None of the interventions require access to significant additional funding, external resources, infrastructure development, or capital investment (figure 5-1).

Figure 5-1. Prioritized themes for the South Africa gender and mobility roadmap.

Source: Authors' own derivation.

Following the roughly sequential actions in the roadmap will mean that:

I. Women's voices will be actively sought and heard. As an outcome, women's needs are more likely to be clearly understood rather than assumed.

II. Data will be collected that reflects stakeholder values and insights, enables gender-sensitive response, and transformative planning.

III. Frameworks will be installed to communicate these needs across agencies and tiers of government.

IV. Integrated planning will be established for action and audit.

V. Mechanisms will be implemented to ensure that gender-sensitive, responsive, and transformative transport will become part of mainstream transport policy making, planning, and implementation.

Ultimately, these interventions will lead to a comprehensive review of women's needs in transport in South Africa, and a plan of action for responding to these needs.

Proposed roadmap of actions to close the gaps in providing gender-sensitive mobility

Roadmap boxes 5-1 to 5-5 per topic give an in-depth insight on selected policies, gaps in the prevailing policy response and recommended steps. The recommendations are kept generic, with the understanding that details of the gaps have been described in the policy assessment of the previous chapter.

All SuM4All GRA policy measures number from 1 to 16, and marked with (SA) are part of the prototype roadmap for South Africa (SA) provided by SuM4All.

Box: 5-1.

Theme: Actively engage and consult women as stakeholders

SuM4All GRA policy measures encapsulated in this theme:

- SuM4All GRA policy measure 7: Consult with Stakeholders during the Full Project Cycle (SA)
- SuM4All GRA policy measure 30: Ensure Women's Participation in Consultation Processes
- SuM4All GRA policy measure 26: Audit the Usability and Safety of Public Transport for Women
- SuM4All GRA policy measure 27: Ensure Women are not Marginalized during Resettlements

Gender pillar: Women as transport users, women as decision makers
Modes: All modes

Summary of SuM4All gender best practices

Transport policy, planning, and practice must address the gender sensitive aspects of transport. Making transport policy more responsive to the needs of women requires a structured approach to understanding their needs, identifying instruments to address the needs, analyzing the costs and benefits of those instruments, and establishing an appropriate policy framework.

From the earliest stages, stakeholder involvement plays a critical role in the development and implementation of transport policy and investment programs. The relevant authority consults extensively with stakeholders when assessing needs (including using participatory audits), formulating transport

policy and programs, and assessing the usability and safety of public transport in terms of specific needs. The relevant authority should also establish an overall framework for continuous shareholder consultation during implementation. This will help to ensure that policies and programs address the main concerns of stakeholders; that stakeholders will have a sense of ownership over the plans, commitments, and assets being created; and will provide channels of communication for stakeholders to inform the central and local government of issues arising during implementation women and regarding the importance of safety and security of mobility.

Closing the gaps

Few public participation or stakeholder engagement practitioners are specifically trained in gender-sensitive engagement processes, although guidance encourages the seeking out of diverse voices. Methodologically, participatory processes need to have a gender-informed approach and follow ethical considerations: safe spaces for women, stakeholder consultation at times that are suitable for women, transportation must be provided, and trained facilitators.

The interventions proposed below will work toward training for facilitating and institutionalizing gender-sensitive and gender-responsive approaches to stakeholder engagement, consultation, and pre- and post-works' auditing and evaluation of transport and mobility projects. Such guidance could ensure that stakeholder practitioners develop engagement strategies that seek out women and facilitate an environment in which women are able to participate meaningfully. These formats need to consider women as transport users as well as women as transport workers.

Next steps for South Africa

1. Work with an appropriate Gender and Mobility champion (see theme: Institutionalize gender in transport planning and transversal government coordination) to develop inclusive, gender-responsive stakeholder engagement guidance and protocols. These would also address how to seek women's voices (user as well as transport worker) at each stage of a project cycle, including the development and sustainable support of civil-society led women's transport forums. Engagement protocols could inform, for example, the way in which engagement is conducted around pedestrian and cycling network design and infrastructure; existing and future transport provision; route planning, ticketing, concessions; travel information; and vehicle procurement.
2. Investigate the way forward to amend the relevant Acts and Plans that guide stakeholder engagement and project evaluation to expand the mandated consultation targets with gender-specific requirements (for example, mandate that at least 50% of stakeholder input must be from women).
3. Amend project impact assessment criteria. This could include developing guidelines to include labor and gender impact assessment and analysis within environmental, social, and heritage impact assessments, relocation impact, access to project benefits, representation within project phases, access to and control of resources and benefits, and unintended consequences. Propose relevant policy amendments in line with protocols.

Who should be responsible?			Style of government interaction
Lead	**Key partners**	**Key Stakeholders**	Champion – Build a case for change and retain alliances for action
National Department of Transport (NDoT)	DoT, (local/ provincial), SALGA, COGTA, Gender Commission, public engagement practitioners (PRISA), professional bodies	NGOs, CBOs, TUs, procurement, public engagement practitioners, professional bodies, PRISA (public relations Institute)	Educate and inform – ensure stakeholders and practitioners sufficiently understand regulations and requirements Green or white papers – publish proposals for discussion with stakeholders and the public, for consultation and pre-legislative scrutiny

Impact[a]	Timeline[b]	Cost[c]	Jurisdiction of lead agency	Data
★★★★☆	■■□	✚✜✜		
High potential impact	Two years (to develop frameworks for policy revision, and to develop guidance protocols)	low cost (within own resources and/or budget cycles	National	Data required: Data regarding participation levels among women, and barriers to participation Data or project output: Stakeholder engagement guidance/training materials; proposed policy amendments

Legend common to all boxes in this chapter:

a. 5 stars. Very High. Closing the measure gap will create a measurable and sizeable transformational impact; 4 stars. High. Closing the measure gap will create a measurable impact but will not be considered a sizeable transformation; 3 stars. Medium. Closing the measure gap will create a transformational impact but will not be measurable; 2 stars. Low. Closing the measure will create an impact but will not be considered transformational and will not be measurable; 1 star. Not relevant. Closing the measure will not create an impact.

b. 1 block. One year (short term). Activities to close the gap can be implemented in the short term (within 1 calendar year). Closing the gap cannot start right away as commencement of gap closing depends on actions that can be plausibly sorted out in time to allow a short-term gap closure; 2 blocks. Medium term. Activities to close the gap can be implemented in the medium term (within 2-3 calendar years) with or without the need for prior actions on which they are dependent.; 3 blocks. Long term. Activities to close the gap can be implemented in the long term (4-5 calendar years) with or without the need for prior actions on which they are dependent.

c. 1 cross. Low cost. Own resources and/or budget cycles can be used; 2 crosses. Medium cost. This will require external or transversal partnerships; 3 crosses. High cost. This needs extra budget and likely a decision by the finance ministry.

Box 5-2.

Theme: Institutionalize gender in transport planning and transversal government coordination

SuM4All GRA policy measures encapsulated in this theme

- SuM4All GRA policy measure 11: Develop an Integrated National Transport Plan (SA)
- SuM4All GRA policy measure 1: Develop Mobility Plans at the Sub-National Level (SA)
- SuM4All GRA policy measure 13: Coordinate Planning across Government Agencies (SA)
- SuM4All GRA policy measure 18: Establish Joint Gender Programs Across Agencies
- SuM4All GRA policy measure 17: Mainstream Gender Aspects in Transport Plans

Gender pillar: Women as transport users, women as decision makers, women as transport workers
Modes: All modes

Summary of SuM4All gender best practices

Achieving mobility-related gender-equity requires the exchange of knowledge, best practices and successes, awareness, and action in two directions. The institutions and practices concerned with gender policy, regulatory change, and gender programs must take into account the context, situation, and requirements of the transport system, and vice-versa. Such a two-directional exchange must be supported

by joint programs between transport system institutions and spheres of government (such as Provincial Government and Local Government, Ministries of Transport, industry associations, and governance or regulatory bodies of transport service providers) and gender responsible institutions (such as Ministries of Education, the Gender Commission, the administration of justice, or NGOs). Dedicated gender budget lines enable the collation and evaluation of transport projects centrally and increase the understanding of the gendered nature of travel among planners and implementers.

Closing the gaps

The interventions proposed below will facilitate and institutionalize knowledge-sharing and coordination across agencies and spheres of government. It provides insights and inputs based on sound, sector-specific evidence and is led by a gender and mobility champion. Together these interventions could ensure consolidation and curation of knowledge, multidirectional knowledge exchange, and integrated planning and shared responsibility for gender-responsive results across spheres of government, jurisdictions, and agencies.

Next steps for South Africa

4) Identify a gender and mobility champion (from which department or directorate in the NDoT will gender and transport be championed and led)
    i. Identify key supporting stakeholders, institutions, or entities to work with the gender and transport champion (department or directorate).
    ii. Develop the mechanism by which this champion will function. This could constitute a joint working group on gender and mobility, which could include civil society representatives, trade unions, individuals, and government agencies. This could form the governance structure from which knowledge can be generated, collated, and shared.
    iii. Collaboratively develop the terms of reference, scope, host and resourcing for the gender and mobility working group, with clear responsibilities for all the parties involved.
5) Develop an appropriate gender and mobility framework or strategy for South Africa.
    i. Draft a timeframe and budget for development and approval of a gender and mobility framework or strategy
    ii. Collaboratively determine the goals of the framework or strategy
    iii. Ensure that the framework or strategy includes associated budgets, resources, targets, and monitoring or evaluation protocols.
    iv. Consider whether an appropriate outcome could be a gender and mobility policy (see Mainstream Gender Aspects in Transport Plans), and implement the process by which to achieve this.

Who should be responsible?			Style of government interaction
Lead	**Key partners**	**Key Stakeholders**	Champion – Build a case for change and retain alliances for action
Department of Transport in coordination with the Gender Commission (GC)	SALGA, CSP, DBSA, DoT, (local/provincial), COGTA	NGOs, CBOs, TUs, practitioners	Convene – Draw together expertise from across systems (see also, 'Share Knowledge and Best Practices') Agenda-setting – Build awareness and provide thought-leadership

Impact	Timeline	Cost	Jurisdiction of lead agency	Data
★★★★☆	■□□	✚✜✜		
High potential impact	One year (to set up a working group and develop a draft framework)	low cost (within own resources or budget cycles or both).	national	Data required: evidence to support the gendered nature of travel and potential impact of meeting women's travel needs. Data output: (to be determined by the working group)

Box 5-3.

Theme: Collect gender-responsive and disaggregated data

SuM4All GRA policy measures encapsulated in this theme:

- SuM4All GRA policy measure 15: Develop Data Repositories and Data Collection Guidelines (SA)
- SuM4All GRA policy measure 11: Develop an Integrated National Transport Plan (SA)
- SuM4All GRA policy measure 1: Develop Mobility Plans at the Sub-National Level (SA)
- SuM4All GRA policy measure 17: Mainstream Gender Aspects in Transport Plans

Gender pillar: Women as transport users, women as decision makers, women as transport workers
Modes: All modes

Summary of SuM4All gender best practices

Reliable quantitative and qualitative data are crucial to understanding the needs of women in transport, to identify existing gaps in transport planning, and to monitor development. SuM4All emphasizes the importance of the collection of disaggregated data in its Sustainable Mobility guidance, as most current transport systems are still biased in favor of men's transport patterns and requirements

South Africa has invested substantially in household travel surveys, both nationally and at provincial or city functional areas. While the regularity and content requirements of surveys is legislated in quite some detail, these do not incorporate variables to identify gender differences in mobility or that incorporate a gender perspective from the outset. Disaggregated data and its regular analysis are needed and must be included in evidence-based decisions regarding gender and transport. Further, there need to be protocols in place to ensure that the methods to collect the data is gender sensitive in itself.

Closing the gaps

The lack of monitoring mechanisms and regular gender-specific data collection do not allow for a robust evidence-based planning process and evaluation of the status of gender and transport in South Africa. The steps outlined below represent a start, for developing this evidence base.

Next steps for South Africa

1) Develop the framework and requirements for gender-specific data requirements, collection methods, and application opportunities. Develop practical guidance on what gender-specific data are needed to deliver gender-responsive transport. Ensure that this guidance is based on stakeholder engagement and knowledge sharing from relevant best practice (regionally and internationally).
2) Develop a framework, timeframe to action, and draft table of contents for a gender and mobility chapter in metro and district Integrated Transport Plans (ITPs). Consider the revision and update of the minimum requirements for the preparation of integrated transport plans, 2016" Government gazette 40174.
3) Draft a projected timeframe of national and local project and budget cycles that will require transport data within the next ten years—for example, the household travel survey cycle, and the ITP cycle. Develop a roadmap toward planning, collecting, and analyzing gender-specific data in line with these project cycles. Gender-specific data might affect decisions regarding service provision, network design, facilities provision, bus stop design, and route lighting requirements.

Who should be responsible?

Lead	**Key partners**	**Key Stakeholders**
National Department of Transport (NDoT) in coordination with the Gender Commission (GC)	StatsSA, CSP, DBSA, GC, DoT, (local/provincial), academic institutions, Departments of social development, health, education and other service providers, SALGA, COGTA	CBOs, NGOs, TUs

Style of government interaction

Champion – Build a case for change and retain alliances for action

Convene – Draw together expertise from across systems (see also, 'Share Knowledge and Best Practices')

Green or white papers—publish proposals for discussion with stakeholders and the public, for consultation and pre-legislative scrutiny

Impact	**Timeline**	**Cost**	**Jurisdiction**	**Data**
★★★★☆	■■■	✚✚✚	Local, provincial, national	Data and/or project output: Vision of best-practice gender-responsive transport and associated facilities; Revised standard household travel and other survey questionnaires; datasets of disaggregated data; Gender and Transport Framework or Strategy, and implementation plan.
High potential impact	Three years to longer-term, depending on budget and planning cycles	Medium cost (will require external or transversal partnerships)		

Box 5-4.

Theme: Develop gender-responsive infrastructure and operations

SuM4All GRA policy measures encapsulated in this theme:

- SuM4All GRA policy measure 2: Set Design Standards for Sidewalks and Bicycle Paths (SA)
- SuM4All GRA policy measure 25: Ensure Transport Project Design Includes Gender Aspects
- SuM4All GRA policy measure 8: Expand Public Transport Infrastructure (SA)
- SuM4All GRA policy measure 9: Ensure Access to Transport Services in Underserved Areas (SA)
- SuM4All GRA policy measure 19: Review Legal Framework for Women's Security in Transport
- SuM4All GRA policy measure 24: Train Security and Transport Staff in Gender Aspects
- SuM4All GRA policy measure 10: Implement Anti-Harassment Campaigns in Public Transport (SA)

SuM4All GRA policy measure 28: Comply with Gender-Based Violence Prevention Practices

Gender pillar: Women as transport users, women as decision makers, women as transport workers
Modes: All modes

Summary of SuM4All gender best practices

Major differences are evident in the way in which women and men interpret and experience safety, convenience, accessibility and access—while planning travel, and traveling to and from transport stops, and on the journey itself. Thus, the planning and design of transport infrastructure and associated public spaces (including corridors, networks, facilities, hubs and suchlike) must include considerations for women. In service provision, infrastructure maintenance funding for women and for accessibility must be considered equal to other maintenance.

Closing the gaps

Without consulting all users, including women (see Stakeholder engagement, above), understanding of what constitutes considerations for women will remain narrow. Policies implicitly assume that attention to universal access (mandated but not necessarily applied) will meet the needs of women travelers, but this is not sufficient to address all user needs.

The steps proposed below, in conjunction with stakeholder engagement (above) will lead to a clear, user-led vision of gender-responsive infrastructure and operations, and a framework to deliver such interventions and operations.

Next steps for South Africa

1) Establish a vision for best practice gender-responsive transport (working with the Gender and Mobility Working Group, see "Institutionalize gender in transport planning and transversal government coordination").
    i. Establish a baseline vision and objectives that encapsulate what best practice gender-responsive transport would look like in urban and rural South Africa.
    ii. Include off-peak and multi-trip affordability, commuter trips for piecemeal, non-routine work and shift work, safety and security, subsidies for children, women's loads, and trips for care purposes transport.
    iii. Consult broadly and deeply with women to ensure that this vision resonates with women who do as well as who do not use the public transport system.

iv. Understand why women perceive or experience mobility constraints differently to the way in which men do.

2) Update or review design standards for best practice people-centered access and transport infrastructure to include gender standards. Review and adapt good practice examples.

3) Consider best practice for each mode and vehicle type (walking, cycling, minibus–taxi, rail carriage, bus, public transport interchange, bus shelter, street furniture). Develop baseline concept drawings and specifications.

4) Develop the necessary support for women to report crime or violence associated with public transport services or facilities. This could include implementing complaints offices and mobile units.

5) Amend policy definitions of special categories of need.

   i. Develop and propose amendments to relevant transport acts or policies (such as the NLTA) to expand the definition of people with special categories of need to include the broader needs of women.

Who should be responsible?			**Style of government interaction**	
Lead	**Key partners**	**Key Stakeholders**	Champion – Build a case for change and retain alliances for action Convene – Draw together expertise from across systems (see also, Share Knowledge and Best Practices) Green or white papers – publish proposals for discussion with stakeholders and the public, for consultation and pre-legislative scrutiny Standards setting – develop standards for data collection and presentation, or procurement specifications	
National Department of Transport in cooperation with the Gender Commission (GC)	DBSA, GC, DoT, (local/provincial, SA Bureau of Standards (SABS), Procurement, Urban design, Facilities management, Legal, SALGA, COGTA	CBOs, NGOs, TUs, Disability organizations, OEMs, SA Institute of Architects, Neighborhood Watch and City Improvement Districts		
Impact	**Timeline**	**Cost**	**Jurisdiction of lead agency**	**Data**
★★★★☆	■■□	✚✚✚	National	Data or project output: Revised infrastructure standards and guidelines; special needs amendment
High potential impact	Two years	Low cost ((within own resources and/or budget cycles)		

Box 5-5.

Theme: Develop gender and mobility indicators and knowledge-sharing protocols

SuM4All GRA policy measures encapsulated in this theme:

- SuM4All GRA policy measure 16: Build Capacity Across Levels of Government (SA)
- SuM4All GRA policy measure 12: Facilitate Capacity Building at the International Level (SA)
- SuM4All GRA policy measure 14: Share Knowledge on Successes and Best Practices (SA)

Gender pillar: Women as transport users, women as decision makers, women as transport workers
Modes: All modes

Summary of SuM4All gender best practices

An efficient, responsive, and innovative transport system is built on sharing knowledge and best practices among all parts of the system. Participants should support information sharing and the diffusion of innovation across government, organizations, agencies, companies, civil society, and the education sector.

Comprehensive targets and indicators that monitor and evaluate transport programs and interventions can lead to a dossier of context-appropriate best practices. It is essential that these are shared, communicated, and road-mapped for broader implementation.

Closing the gaps

The steps outlined below would enable South Africa to monitor, evaluate, revise, and report on gender and mobility progress, and to replicate appropriate good practice from the region and internationally.

Next steps for South Africa

1) Develop and publish criteria that define success and best practice.
    i. Develop comprehensive targets and indicators to monitor and evaluate transport programs and interventions.
    ii. Include indicators for the three key pillars of women and transport: women as transport users; women as transport workers; and women as transport decision makers.
    iii. Develop a framework for publication of indicators and targets, as a South African standard.
2) Communicate successes and best practices.
    i. Develop a communication framework and action plan, with targets, timeframes, and budgets, for routine sharing of successes and best practices in line with indicators and targets. This could include conferences, technical notes, publications and workshops.

Who should be responsible?			Style of government interaction
Lead	**Key partners**	**Key Stakeholders**	
Independent research entity possibly coordinated through Gender and Mobility working group	DoT, Cities, Provinces, e.g., SATC, Transport, Social Development, SALGA, COGTA	NGOs, CBOs, TUs, procurement, public engagement practitioners, relevant professional bodies	Champion – Build a case for change and retain alliances for action Set the agenda – Build awareness by providing thought-leadership Convene – draw together expertise from across systems Educate and inform – ensure regulations and requirements are understood

Impact	Timeline	Cost	Jurisdiction	Data
★★★★☆	■■□	✚✜✜	Local, provincial, national	Data output: gender and mobility targets and indicators; best-practice standards for South Africa; communication plan
High potential impact	Two years	Low cost (within own resources and/or budget cycles for external agency)		

a. Next steps for South Africa

A series of stakeholder engagement sessions took place with key stakeholders such as the National Department of Transport (NDoT), the Development Bank of South Africa (DBSA), and the SA Local Government Association (SALGA). The roadmap was reviewed with guidance and input from these stakeholders and will be further refined during consultations with these and additional stakeholders, where identified. This is an interim report and may be revised.

Our recommendation is that a key first step, in responding to the gaps in gender and mobility in South Africa, is to consider the proposal in the themes (i) stakeholder engagement and consultation; (ii) institutionalization of gender in transport planning; and (iii) transversal government coordination. Specifically, this proposal entails developing a gender and mobility working group to take this work forward. The working group could constitute the above stakeholders in addition to civil society and appropriate individuals. This Working Group would be led by a gender and mobility champion—South African Government agency or directorate—and one who would be able to lead, build a case, convene, and support this work without substantial additional demands upon time and budget, but with potential transformative impact.

b. Next steps for Gender and Mobility

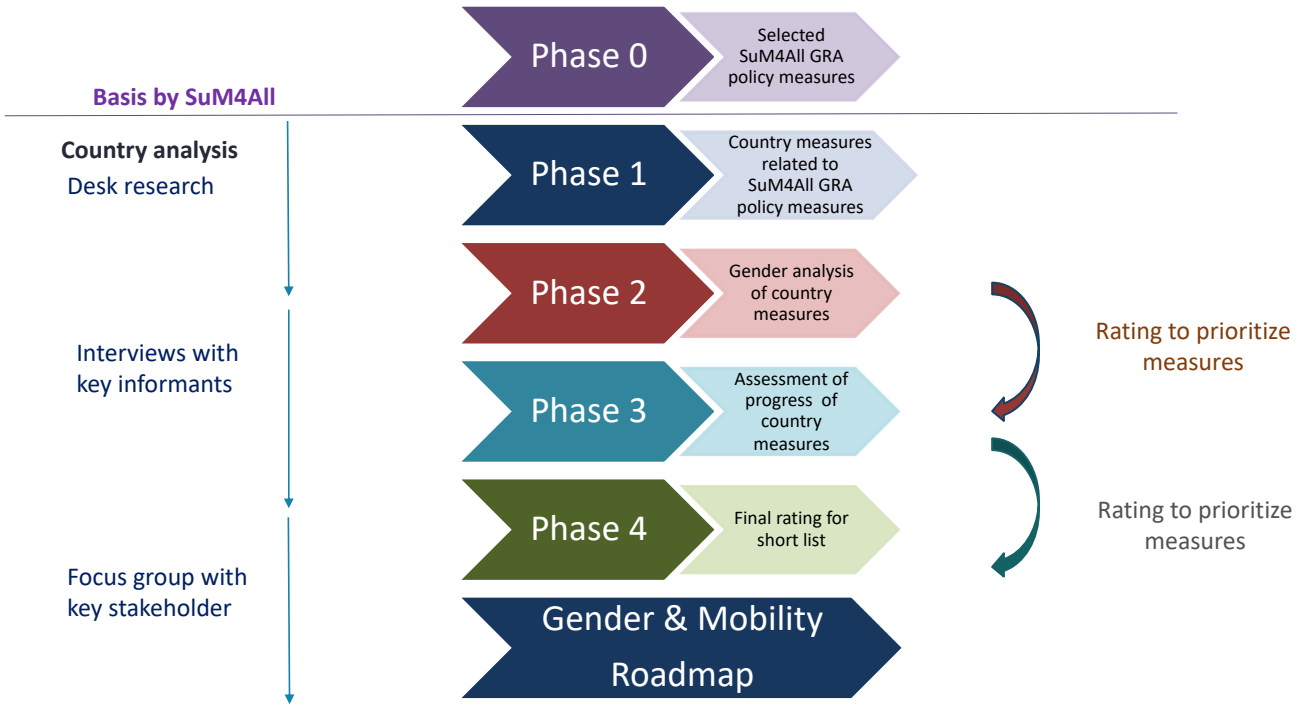
The team aims to build on the work in South Africa and to replicate the presented method to assess gender and mobility in additional countries. The proposal entails providing training in at least three other countries and creating country specific roadmaps. The outcomes and the method itself will also be presented at international events and conferences as it is the first in the field. As South Africa was the first country to test the developed method, it will be the chief model to show the value and impact of this work.

Appendixes

Appendix A: Methodological Approach

Prior to the identification of the SuM4All GRA policy measures for the work in South Africa, we conducted a data assessment to create a comprehensive picture of the situation in South Africa and the data availability in general. International, national, and local databases and further relevant documents were screened and findings systematically documented. The collection was enhanced during the process in accordance with the relevant data for the selected policy measures (figure A-1).

Figure A-1: Gendered policy assessment: step by step process.

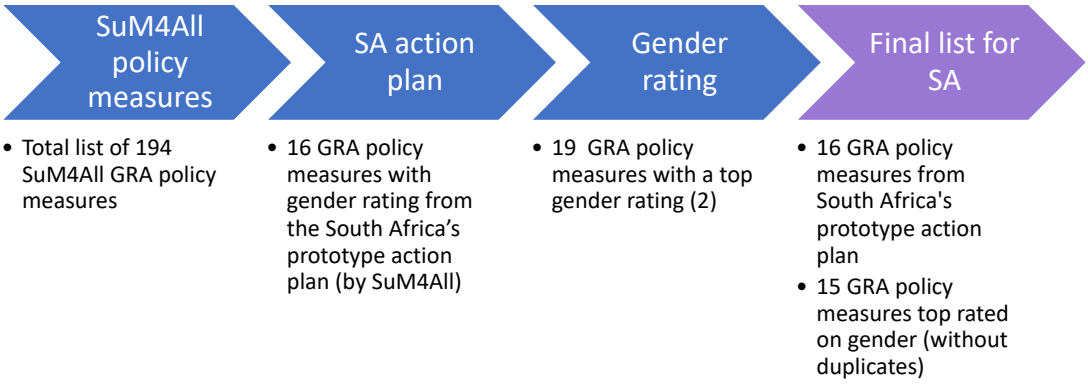


Source: Authors' own derivation, 2021.

Phase 0: Identification of SuM4All GRA policy measures as best practice for South Africa based on the SuM4All framework

SuM4All offers a comprehensive list of 194 SuM4All GRA policy measures to achieve sustainable mobility. For the assessment, policy measures within this list that make a clear contribution to gender equity and are relevant to the country are considered. Figure A-2 illustrates the process.

Figure A-2: Overview on selection process of SuM4All GRA policy measures as basis for the assessment.



Source: Authors' own derivation, 2021.

The selection was based on:

- The rating of SuM4All in consideration of gender relevance (1- relevance for gender, 2- high relevance for gender)
- The importance of the policy for the country's specific challenges (assessed against South Africa's prototype action plan and local expert knowledge)

In total 31 SuM4All GRA policy measures were identified and used for further assessment in South Africa. Each best SuM4All GRA policy measure includes a general description and a gender specific best practice1 against which the contribution to the gender dialogue can be assessed (see Figure A-3).

Figure A-3: An example of a SuM4All GRA policy measure, with its general best practice and gender best practice.

Best practice policy	General best practice	Gender best practice
• **Expand Public Transport Infrastructure**	• Public transport infrastructure development is prioritised above private motorised traffic. Investments include walking and cycling infrastructure. Compact and mixed land-use development is prioritised.	• Expand the public transport network adjusted to demand requirements, with an emphasis on equitable access and considering the most appropriate modes in each context, including bus, rail, demand-responsive service, cable-propelled transport and ferry transport.

Source: Authors' own derivation, 2021.

Phase 1: Identification of country measures contributing to gender equity in the transport sector

Based on the previously identified list of 31 SuM4All GRA policy measures for South Africa, measures implemented at the country level—national, provincial, and local—that responded to the policy measures are collated and used as a basis for further assessment. Therefore, policy documents were systematically screened for measures of the selected list. This process is calculated by the contribution to the selected SuM4All GRA policy measures and their respective gender best practice.

The exercise comprises identification, characterization, and documentation of one or more country measures per SuM4All best practice. These measures have plausibly contributed to closing the gender gap associated with each respective SuM4All policy measure to date. For this, relevant policy measures in all jurisdictions are screened. In the case of South Africa, national, provincial (Western Cape) and city level (Johannesburg and Cape Town) were included as representative proxies for these jurisdictions.

The output of this phase is an inventory of the relevant country measures in the country and all relevant supporting information. The country measures that contribute to a given SuM4All best practice are characterized based on their gender focus, mode of transport they apply to, jurisdiction where the measures are to be implemented, implementing agency, cost of implementation, and timeline of implementation.

Additionally, gender-relevant data and literature available were screened and collected to support the subsequent assessment steps.

Phase 2: Contribution of the country measures to closing gender gaps in mobility

This phase assesses the potential of each identified country measures to improve the situation of (i) women as transport users; (ii) women as transport workers; and (iii) women as transport decision makers in South Africa. SuM4All's gender best practice is used to evaluate the achievement of objectives.

The assessment looks at the prevailing impact of the country measures as well as their potential when fully implemented. It factors relevance to South Africa and its specific challenges (see chapter 1). Figure A-4 gives an overview of main areas of emphasis of the assessment.

Figure A-4: Focal points of the gender assessment (phase 2).

Source: Authors' own derivation, 2021.

For the purpose of this assessment, we analyzed measures rigorously against the gender best practices, which often do not include implementation or success criteria.

Country measures that are broadly aligned with the gender best practice or are on track for implementation and achievement of impact are filtered out and not considered for the roadmap. This is because the roadmap is intended to identify high-impact opportunities to close the gaps in policy measures and approaches. Where country measures are already on-track to close the gaps, further action is not needed.

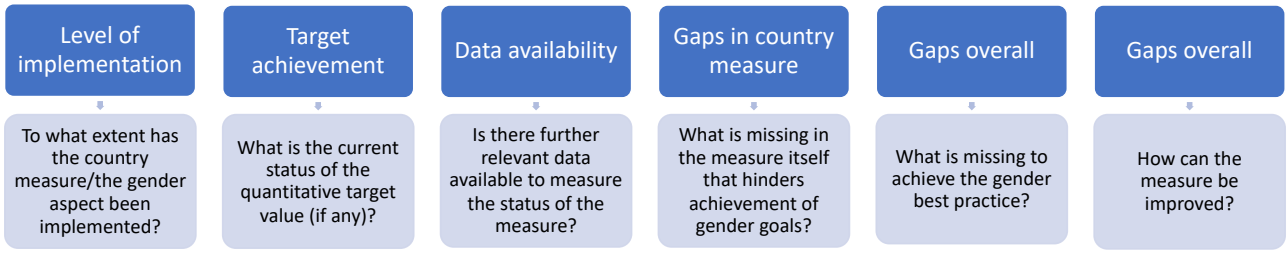
Phase 3: Filling the gaps towards gender equity in transport

This phase allows assessing progress between the SuM4All GRA policy measures and the country measures taken in South Africa. The phase is to identify interventions that have high potential to contribute to the gender and transport agenda in South Africa. The list of measures carried forward from phase 2, gender assessment, includes those that have not yet reached their full potential— owing to lack of budget, weak or unspecific targets, missing enforcement—but are likely to significantly impact gender equity if enhanced or improved.

In this phase, measures are assessed on their level of implementation, their gaps in the gender best practice and their potential to overcome these gaps. This preliminary assessment (Figure A-5) is the basis for the evaluation of the measures and prioritization of measures for the subsequent roadmap.

To get an in-depth insight on the progress of each country's measures and to further inform the ongoing process, targeted informational interviews were conducted with relevant stakeholders from the private as well as the public sector in South Africa. The selection of interviewees was based on local expert judgement.

Figure A-5: Overview of progress assessment (phase 3).

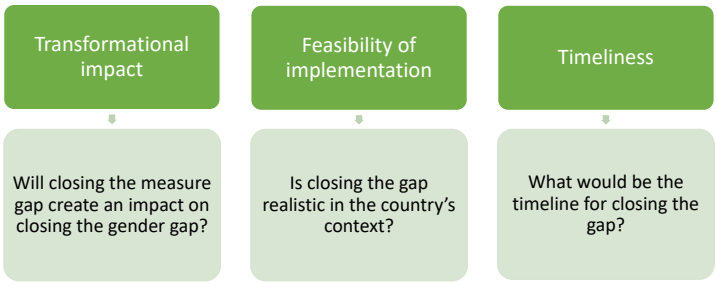


Source: Authors' own derivation, 2021.

Phase 4: Final rating of country measures towards a prioritized gender roadmap

This phase results in a shortlist of SuM4All GRA policy measures through an assessment of the high-potential country measures identified in the previous phases. A rating (Figure A-6) provides the feasibility, timeliness, and transformational impact of closing the gap on the SuM4All GRA policy measures. The selection of the final list of measures informs the gender and mobility roadmap.

Figure A-6: Rating for the final short list of measures.



Source: Authors' own derivation, 2021.

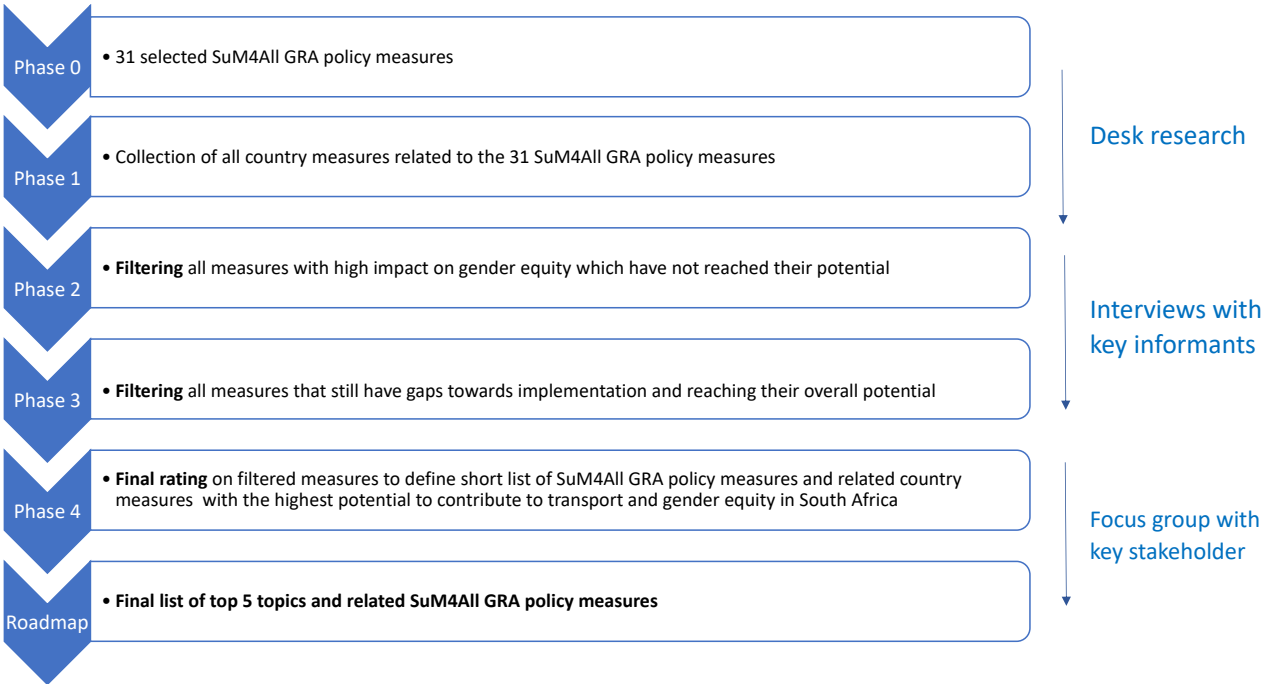
The prioritization factors several aspects through a holistic assessment. For example, while filling a specific gap might be urgent, critical, or highly relevant, it may be less feasible or realistic because of preconditions that need to be resolved in advance and thus make this measure less comparatively relevant in the context of the country.

Gender and Mobility Roadmap: Top measures for a gender-responsive roadmap to close the gap in the respective country

This final step provides an illustrative roadmap for action to close gender mobility gaps in South Africa. The roadmap for action recommends measures with the highest potential to contribute to transport and gender equity in the country.

This is based on previous phases of the assessment (Figure A-7). In sum this included the selection of SuM4All GRA policy measures which are relevant for South Africa. The identification of South Africa's response to those and its assessment in terms of gender and current gaps. Figure 8 also shows in detail the filtering of measures through the phases to get to the top 5 priorities. As many policy measures are thematically related and country measures do target several policies overall five top themes are defined for the roadmap.

Figure A-7: Overview on filtering and final rating process for the gender-responsive roadmap.



Source: Authors' own derivation, 2021.

Focus groups aim to challenge the outcome of the rapid assessment and to discuss the roadmap and its implementation in more detail to ensure a tailored roadmap for South Africa. Hence, this step also provides valuable input on local requirements and specifics for the necessary steps for the measures on country level.

The roadmap provides the Government of South Africa with recommended measures and provides comprehensive high-level guidance on the implementation of recommendations to overcome existing challenges. Hence, the roadmap offers an overview on the next steps for implementation, cost and timeline estimations, and a proposal for the responsible implementing agency.

Notes

1 The gender best practice describes the contribution (ideal picture) of the best practice measure in relation to gender equity in transport.

Appendix B: Thirty-one SuM4All GRA policy measures list

Final list of 31 selected SuM4All GRA policy measures which were used in the gender assessment for South Africa. Measures marked with (SA) are part of South Africa's prototype action plan (provided by SuM4All); bold measures are top rated on gender (rating of 2).

1. Develop Mobility Plans at the Sub-National Level (SA)
2. **Set Design Standards for Sidewalks and Bicycle Paths (SA)**
3. Adopt sanitary protocols and reduce crowding in passenger transport (SA)
4. **Define Laws for Key Safety Rules (SA)**
5. Make Public Transport Fares Affordable for the Poor (SA)
6. Improve the Quality and Safety of Public Transport (SA)
7. **Consult with Stakeholders during the Full Project Cycle (SA)**
8. Expand Public Transport Infrastructure (SA)
9. Ensure Access to Transport Services in Underserved Areas (SA)
10. **Implement Anti-Harassment Campaigns in Public Transport (SA)**
11. Develop an Integrated National Transport Plan (SA)
12. Facilitate Capacity Building at the International Level (SA)
13. Coordinate Planning across Government Agencies (SA)
14. Share Knowledge on Successes and Best Practices (SA)
15. Develop Data Repositories and Data Collection Guidelines (SA)
16. Build Capacity Across Levels of Government (SA)
17. **Mainstream Gender Aspects in Transport Plans**
18. **Establish Joint Gender Programs Across Agencies**
19. **Review Legal Framework for Women's Security in Transport**
20. **Integrate Gender in Public Procurement and PPPs**
21. **Train more Women on Skills Needed in Transport**
22. **Ensure Legal Protection for Women in the Workplace**
23. **Include Women in Recruitment and Foster Women's Leadership**
24. **Train Security and Transport Staff in Gender Aspects**
25. **Ensure Transport Project Design Includes Gender Aspects**
26. **Audit the Usability and Safety of Public Transport for Women**

27. **Ensure Women are not Marginalized during Resettlements**
28. **Comply with Gender-Based Violence Prevention Practices**
29. **Mitigate the Impact of Transport on Ecosystems and Biodiversity**
30. **Ensure Women's Participation in Consultation Processes**
31. **Run Campaigns to Attract Women to Transport Professions**

Based on the country's analysis of measures and expert judgement policy (3) "Adopt sanitary protocols and reduce crowding in passenger transport" was not included in the further assessment.

The following tabulation includes the 31 selected SuM4All GRA policy measures selected and their general best practice statement and gender best practice statement. Gender best practice statements are collected from the Gender Global Roadmap by SuM4All, and further statements were added for those not included due to their lower gender rating. A revision of the gender statements for all policy measures for further work is advised.

#	Title	Gender statement	General statement
1	Develop Mobility Plans at the SubNational Level (SA)	Develop a sustainable urban mobility plan (SUMP) and implement strategies at the subnational level that are consistent with the integrated national sustainable transport plan.	Sustainable mobility plans and strategies are essential at the sub-national level. Plans at the subnational level should ensure an adequate city-level or sub-national level regulatory framework and should encourage the use of new technologies and data analysis tools to improve public service delivery. For example, a Sustainable Urban Mobility Plan (SUMP) considers the urban area and is based on the cooperation across different levels of government and administration. Specific themes that must be considered in the urban mobility plan are efficient road and parking pricing, high-occupancy vehicle priority lanes and traffic control systems, travel demand management programs, and use of real time information and innovative technology solutions (ITS) to optimize the use of the road network. A shift from car use to more space-efficient travel is one of the long-term solutions to road congestion challenges. Reliable deliveries and servicing, and easy access to markets, workplaces, and key locations are dependent on increasingly efficient transport networks. Roads will continue to play a vital role in this, and greater priority needs to be given to making them more efficient for those activities that depend on them the most. See also the Universal Urban Access and Efficiency Policy Papers.
2	**Set Design Standards for Sidewalks and Bicycle Paths** (SA)	Set high quality design standards for sidewalks and bicycle paths, for example, safe and convenient pedestrian crossing and adequate street lighting, ensuring accessibility to persons with	Standards for sidewalks and bicycle paths are important to ensure the safety of pedestrians and cyclists, and also to enhance their travel experience and encourage a shift to active modes of transport. In order to do so, agencies must implement high quality design standards for sidewalks and bicycle paths, for example, safe and convenient pedestrian crossing and adequate street lighting, ensuring accessibility to persons with disabilities and considering gender sensitive aspects. Gender considerations would include, for example, dropped curbs at crossings, size of refuge islands, and timing of traffic signals. All of these elements are considered in a complete street design

		disabilities and considering gender sensitive aspects (for example, dropped kerbs at crossings, size of refuge islands, and timing of traffic signals).	standard, which is a transportation policy and design approach that requires streets to be planned, designed, operated, and maintained to enable safe, convenient and comfortable travel and access for users of all ages and abilities regardless of their mode of transportation. More information: https://nacto.org/publication/urban-street-design-guide/ See also the Safety and Universal Urban Access Policy Papers.
3	Adopt sanitary protocols and reduce crowding in passenger transport (SA)	No gender statement	In the event of pandemics, special protocols should be adopted to safeguard health and security of transport services. These include disinfection and distancing measures for passenger transit, as well as screening and quarantining measures for international travel. If goods become scarce, import facilities may need protection. Passenger transport, including public transport and civil aviation, implies proximity and therefore risk of contagion. It also provides essential mobility. In public transport, measures should aim to dissuade nonessential travel while ensuring safe use and maximum support for health and other essential workers. Examples of these solutions include: (i) install graphics and signs to represent the minimum preventive distance of 1.5 meters between each person, (ii) provide sanitation gel or hand sanitizer with dispensers, (iii) enhance cleaning and sanitizing schedule for all types of transport, (iv) develop the capability to inform passengers about bus occupancy levels, (v) limit the number of standing passengers, (vi) replace smaller vehicles with larger vehicles whenever possible, (vii) make masks mandatory on all public transport, among others.
4	**Define Laws for Key Safety Rules** (SA)	Define standards and compliance regimes for key safety rules, for example, the use of seat belts and crash helmets for drivers and passengers, child restraints, driving without alcohol or other drugs or fatigue, driving without distraction, restricting the use of mobile phones while driving, considering the needs of women and vulnerable groups.	Safe Road Use is a component of the Safe System intervention strategy. It involves standards and compliance regimes for the licensing and disqualification of drivers and riders and key safety rules (compliance with speed limits, use of seat belts, child restraints, crash helmets; driving without alcohol or other drugs or fatigue; driving without distraction), education and compliance regimes designed to prevent and reduce fatal and serious injury risk. The aim is for road users to have the knowledge, capability, capacity, willingness and assistance to use roads and vehicles safely such that if crashes occur, they do not lead to death and serious injury. For more material refer to the United Nations Road Safety Collaboration (UNRSC) and partner manuals: https://www.who.int/roadsafety/en/ -mobile phone use: a growing problem of driver distraction (2011) -powered two and three-wheeler safety (2016); -seatbelts and child restraints (2009); -speed (2008, 2017); -drinking and driving (2007); -helmet use (2006) www.who.int/roadsafety/publications/en Safe Vehicles concerns the planning, design, operation and use of vehicles through regulation, consumer information and industry initiatives to provide driver assistance to avoid crashes, crash protective designs to prevent and reduce against fatal and serious injuries as well as fast access to emergency medical

			help. The aim is to support correct in-vehicle use and to protect drivers and passengers as well as road users outside the vehicle such that if crashes occur, they do not lead to death and serious injury. Global New Car Assessment Programme (Global NCAP) and regional NCAPs, www.globalncap.org/ Further information on road safety may be found at: World Road Association Road Safety Manual, https://roadsafety.piarc.org/en iRAP toolkit and safety ratings www.irap.org/; https://toolkit.irap.org; https://vida.irap.org Global Forum for Road Traffic Safety: https://www.unece.org/trans/main/welcwp1.html Road Safety Decade of Action: https://www.who.int/roadsafety/decade_of_action/plan/plan_english.pdf See also the Safety Policy Paper.
5	Make Public Transport Fares Affordable for the Poor (SA)	Make public transport fares affordable for the poor using means testes approaches to ensure cost-recovering mechanisms.	Transport services are vital to the economy, and interact with people and businesses every day. Because transport is needed by everyone, every day, it must be available to everyone, every day. This requires an understanding of the minimum standard level of transport service that must be provided to everyone, including poor or vulnerable users. Service provision thus has two dimensions: a minimum standard of service and a level of service relevant to demand. Efficient minimum services (such as a minimum social standard of access) should be evaluated on the basis of cost effectiveness. Governments must develop support for access for low-income or vulnerable users of transport services. This includes concessionary fares, other fare discounts, and integration of fares into the broader social welfare framework. It may also include issues such as tailored service delivery and physical access to vulnerable users, and training of operators/drivers. In urban areas, these supports will include cooperation with city-level implementing authorities. In coordination with local governments, senior levels of government (with greater financial resources) should develop a “local perspective” policy on passenger pricing, subsidy, and finance policy. The national strategic policy perspective on finance, pricing, and subsidy policy provide an overall framework for pricing, including the role of the public sector, the private sector, and of PPPs. Passenger service provision is the part of the transport system where local governments are most likely to be involved; in planning, operation, or finance. This measure is concerned with location and market-specific user fees, including local government relations, fiscal capacity, and local social conditions. Local knowledge of conditions could be used to fine-tune the national policy where warranted. See also the Access and Efficiency Policy Papers.

6	Improve the Quality and Safety of Public Transport (SA)	Improve the quality and safety standards of public and private as well as formal and informal public transport operations, such as service frequency, reliability, cleanliness, and safe driving practices, and implement bus lanes and other bus priority measures.	There are several pre-requisites to have well-functioning public transport services. There must be a good plan, there must be good standards of service, the means of service delivery must be well-organized, and finally these three elements must come together in an optimal service using infrastructure assets in an optimal way. Plan levels of service to optimize supply, demand, and service (availability, reliability, and access) and provide the optimal level of service along routes and to hubs. Plan services to maximize the match between transport demand and supply, and ensure alignment with other transport and non-transport activities. Services will use the network infrastructure provided by infrastructure managers. Transport services are vital to the economy, and interact with people, business, land use, and other sectors daily. Because transport is needed by everyone, every day, it must be available to everyone, every day. This requires an understanding of the minimum standard level of transport service that must be provided to everyone, including poor or vulnerable users. Service provision thus has two dimensions: a minimum standard of service and a level of service relevant to demand. Transport services will be delivered by service providers and day-to-day service provision will direct operational plans. Service planning as conceived here will take into account the needs of vulnerable users and human resources development in transport. Create transport service standards. Provide services using accepted, up to date, and harmonized standards for service provision—mode-specific management, business, operating, and maintenance standards. Using such standards and regulations will encourage efficiencies such as lower cost and faster and more reliable travel time. Transfer or transpose international regulations into local text. Service standards are implemented through the engineering toolbox and by service providers. Organize transport service delivery and ensure legal clarity for services by adopting mode-specific enabling legislation and regulatory law, including mode-specific agencies and their governance. Use mode-specific regulatory bodies to monitor competition, access, service quality, tariffs, and safety among service providers. Establish service quality practices, using mode- appropriate standards. Provide complete transport services that optimize supply, demand, and service availability and reliability, and ensure efficient operational use of linear facilities and hubs. Use standard service arrangements as the starting point for tailoring operations to the specific needs of each service in each location. Service providers and service standards are created through the regulatory toolbox. Service plans are created through the economics toolbox to ensure alignment with other transport, including active transport and non-transport activities. Easily accessible information of the services available—timetables, points of access and egress, and prices— is essential for users to make efficient use of the services on offer See also the Access and Efficiency Policy Papers.

7	**Consult with Stakeholders during the Full Project Cycle** (SA)	Consult extensively with stakeholders during project formulation and establish a framework for continuous consultation during project implementation.	From the earliest stages, stakeholder involvement plays a critical role in the development and implementation of a transport policy and investment program. The government should consult extensively with stakeholders when assessing needs and formulating transport policy and programs, and should establish an overall framework for continuous shareholder consultation during implementation. This will help to ensure that the policy and program will address the main concerns of stakeholders; that stakeholders will have a sense of ownership over the plans, commitments, and assets being created; and will provide channels of communication for stakeholders to inform the central and local government of issues arising during implementation. Politicians and decision makers need to be consulted at all stages of transport programs, as their continuing support is vital. Other key stakeholders are local communities, including poor and vulnerable groups, other transport users (such as wholesalers), transport service providers, the police, institutional stakeholders in the public and private sectors (including national government, local government, transport agencies, funding institutions, transport services regulators, and training organizations), vehicle suppliers (freight and passenger, large and small scale, formal and informal) and suppliers of vehicle support services (manufacturers, importers and retailers, mechanics, fuel suppliers), civil works contractors, and engineering consulting firms, professional associations, unions, and NGOs. The central ministry or agency responsible for the program should develop a program website to disseminate information, report progress, and support e-procurement. Initially, this can make information available on the objective and scope of the program, eligibility, implementation guidelines, and supporting documents. Once implementation is underway, it can be used for e procurement and continuous reporting implementation progress. Good public understanding and acceptance of transportation plans and investment strategies is a necessary condition for broad social license and political support. This acceptance needs to be long lived and durable, to support the long duration of asset creation and lengthy asset management arrangements. Governments and transport project proponents need to implement marketing, public awareness campaigns, and gender training to ensure safe and secure transport. There is a need to develop public awareness about the different mobility needs of women and regarding the importance of safety and security of mobility. Provide capacity building programs to assist stakeholders to include gender in transport. Continuous consultation to ensure that that voices of women are upheld pre- and post- project. Public consultations, especially those involving infrastructure projects, must allow

			women to 'meaningfully' participate and physically attend consultations. Careful management of the stakeholder engagement should take into account how best to ensure that women are able to properly engage and be heard in the process. Build general public support for investments, infrastructure management arrangements, and transport services by describing the role of the transport system and its supporting policies. Topics could include: the scope and importance of transport; the roles of the public sector and private sector; desired outcomes at individual and government levels; and trade-offs to achieve sustainability. Publish transport pricing and subsidy policies, outlining the role of user fees and public financial support. Support public discussions and understanding for specific projects. Provide the basis for informed discussion by publishing the policy background behind a specific project, such as: mode-specific legislation and regulatory laws, infrastructure construction standards, infrastructure asset management standards, procurement methods, and related educational materials. Include gender specifically in project design and planning and use participatory planning methods to help communities propose interventions that include the views /voices of local women. Regularly report to civil society to demonstrate that desired construction, asset management, and service provision outcomes have been achieved. Communication of information about services must address: price to the shipper or user; service availability and quality; travel time and reliability, personal safety for travelers; industrial safety for freight; local environmental impacts; local input into service planning; and local input into policy, including pricing. See also the Rural and Gender sections of the Access Policy Paper and Efficiency Policy Paper.
8	Expand Public Transport Infrastructure (SA)	Expand the public transport network adjusted to demand requirements, with an emphasis on equitable access and considering the most appropriate modes in each context, including bus, rail, demand-responsive service, cable-propelled transport and ferry transport.	The mainstream approach in urban planning for many cities across the globe continues to give greater emphasis to low-density and sprawled urban areas, greater investment and street space for individual motorized traffic and lower investments (and institutional care/consideration) for public transport, cycling and walking. In order to reverse this trend, an expansion of public transport networks is one solution which provides reduced air pollution, reduced traffic congestion, increased fuel efficiency, more safety on the roads, encourages healthier habits and benefits communities financially. Expanding the public transport network must be done considering demand requirements, with an emphasis on equitable access and focusing on the most appropriate modes in each context, including bus, rail, demand-responsive service, cable-propelled transport and ferry transport. Provision of public transport should be enhanced with compact and mixed land use urban development that favors use of sustainable transport modes. In various cities around the world, active modes, such as cycling and walking, have had a great impact on the way to developing sustainable transport. Often public transport as well supports the mobility of the poorest and the most vulnerable populations. See also the Universal Urban Access Policy Paper.

9	Ensure Access to Transport Services in Underserved Areas (SA)	Ensure complete transport services by extending services to underserved areas and populations.	Transport services are vital to the economy, and interact with people, business, land use, and other sectors daily. Because transport is needed by everyone, every day, it must be available to everyone, every day. This requires an understanding of the minimum standard level of transport service that must be provided to everyone, including poor or vulnerable users. Service provision thus has two dimensions: a minimum standard of service and a level of service relevant to demand. Physical provision of transport services is the first part of having access. In addition, low- income or vulnerable users of transport services must be able to afford the service. Financial support for access can include concessionary fares, other fare discounts, and integration of fares into the broader social welfare framework. It may also include issues such as tailored service delivery and physical access to vulnerable users, and training of operators/drivers. See also the Access Policy Paper.
10	**Implement Anti-Harassment Campaigns in Public Transport** (SA)	Implement anti-harassment awareness campaigns in public transport spaces.	Female mobility patterns are known to be different from men's. In both high- and low-income countries, women walk more than men, tend to have shorter commuting distances, trip chain more and make more non-work-related trips. They also use and rely on public transport and taxi services more than men. Additionally, they also tend to travel by bus more than rail once they have a family. Indeed, gender can be considered to be one of the key socio-demographic variables that influences travel behavior and mode choice, regardless of socio-economic status. Furthermore, sexual harassment toward women, whether they are walking on the streets, taking buses, or riding trains, is a major problem in both developed and developing countries. The fear of harassment in public spaces not only limits women's and girls' mobility but consequently limits their access to other services especially jobs, health care facilities, and education. A recent study by the International Labor Organization showed that "limited access to and safety of transportation is estimated to be the greatest obstacle to women's participation in the labor market in developing countries, reducing their participation probability by 16.5 percentage points." Currently there is no single indicator at the global level to measure female use of transport. Using personal safety and security as a proxy for indicating women's freedom of movement is considered to be the best global data available and linking this to whether the country has legislation on harassment in public spaces (World Bank). At present 177 economies do not prohibit sexual harassment in public places (which includes public transport). Develop an evidence-based strategy for gender-sensitive, sustainable transport, to better address the differing mobility needs of women (and create disaggregated national mobility data sets) to set solid baselines. The data collection may be collected as part of a census, and the dataset should be publicly accessible. At the policy level, ensuring that laws and regulations include, protect and respect women's needs

			are combined with protocols against sexual harassment References include: Asian Development Bank Gender Tool kit https://www.adb.org/sites/default/files/institutional-document/33901/files/gender-tool-kit-transport.pdf, Making Transport Work for Women and Men, World Bank Allen H et al Ella se mueve segura 2018, FIA Foundation & CAF; CIVITAS 2020 (2014) Smart choices for cities: gender equality and mobility: Mind the Gap! Policy note, , http://civitas.eu/content/civitas-policy-note-gender-equality-and-mobility-mind-gap Sonal S, Viswanath K, Vyas S, Gadepalli S (2017) Women and Transport in Indian Cities, Policy Paper, ITDP and Safetipin, New Delhi IFSTTAR & WIT (2014) on behalf of the European Commission Directorate for Mobility and Transport (DG MOVE). Report She Moves: Women's issues in Transportation http://www.itdp.in/wp-content/uploads/2017/12/171215_Women-and-Transport-in-Indian-Cities_Final.pdf World Bank (2018), Women, Business and the Law See also the Gender section of the Access Policy Paper.
11	Develop an Integrated National Transport Plan (SA)	Develop and implement an integrated national transport plan to cover the four policy goals, all modes of transport, and passenger and freight traffic.	An integrated national transport plan provides guidance for the entire transport sector and incorporates: (1) a strategic framework and strategic goals, (2) a discussion of the role of transport services, for all modes, nationally and sub-nationally, and (3) a plan for the future of the transport system including physical network, revenue sources, and financing. It considers current and expected demand, the location of network and facilities, connectivity, cross-border transport, inter-city transport, trade-offs between modes, intermodal, multimodal, modal shift, terminal access, and the roles of the public sector and private sector. It explicitly references transport's to environmental sustainability, including: improving energy efficiency, sustainable land use policy, sustainable natural resource policy, the role of environmental taxes or subsidies, climate resilience of infrastructure, smart transport, active transport, and more. The plan will evaluate and encourage innovation in the transport system through the application of new technologies. It will address secure access to and from the sea by all means of transport, reduction of costs, and improvements to service to provide connectivity, accessibility, and competitiveness of trade. It enables the identification of issues of specific importance, such as urban transport or landlocked transit, as well as the identification of issues of global importance, such as motorization and climate change. Mainstreaming gender into national transport plans, policies, and investments helps to bring gender formally into planning and transport provision and establishes and improves the decision-making process on gender-sensitive transport. See also the Efficiency Policy Paper.

12	Facilitate Capacity Building at the International Level (SA)	Facilitate sector specific capacity building at the international level.	Support sector specific (passenger or freight traffic, by mode) international capacity building by actively participating in international initiatives, by adopting and implementing international initiatives, and by taking lessons learned from country experience forward for international consideration. Many international organizations have well developed programs of work (such as ICAO State Action Plans) that can provide guidance and support for national implementation as well as an opportunity for country participation in shaping the programs. See also the Efficiency Policy Paper.
13	Coordinate Planning across Government Agencies (SA)	Coordinate across agencies to ensure integrated planning and shared responsibility for results across levels of government, jurisdictions, and agencies, including but not limited to the coordination of road safety responsibilities and the coordination of response to extreme weather events.	Coordination to ensure meaningful shared responsibility for results must be addressed globally, regionally, nationally, locally; across and between sectors and levels of government; in delivery partnerships with government, non-government and business. Among others, coordination is required for improving road safety outcomes, with best practices detailed in the GRSF Road safety management guidance (2009, 2013), and the United Nations Road Safety Collaboration (UNRSC). Another example of the importance of coordination across all transport agencies is for the response to extreme weather events, in the case of disruption in transport networks. See also the Safety and Green Mobility Policy Papers.
14	Share Knowledge on Successes and Best Practices (SA)	Share successes and best practices with other agencies at the local, national and international levels, based on a well-designed knowledge transfer framework.	An efficient, responsive, and innovative transport system is built on sharing of knowledge and best practices among all parts of the system. Participants should support information sharing and the diffusion of innovation across government, organizations, agencies, companies, civil society, and the education sector. An open attitude toward improvement should be encouraged. Local practices should be compared (benchmarked) against international standards. Promotion of innovation will encourage: (i) resource-efficient standards; (ii) standards able to meet new challenges, including climate change; and (iii) linkages and synergies with technical developments in other areas which could lead to reductions in costs, and extend asset life cycles. All actors in the transport system should foster a culture of learning from experience. Review the outcomes of the components of the transport system (asset creation, management, and services) periodically or at appropriate milestones. Review the outcome of policy decisions and regulatory practices and adjust accordingly. Monitoring and evaluation practices should be a standard component of investment projects and of on-going operations. Lessons learned should be disseminated and discussed. Obtain management and organizational support for continuous improvement. Encourage "bottom-up" innovation from operational and front-line staff. Encourage

			the use of new commercial off-the shelf technologies (COTS) and new concepts of freight and passenger transport operation and logistics, including integration with suppliers and customers throughout the logistics chain. Support and promote in-the-field improvements, including technical innovation in transport vehicles, or in transport facilities, such as depots or stations. Require computerization, digitization, and regional harmonization of transport documents for freight and passengers. See also the Efficiency Policy Paper.
15	Develop Data Repositories and Data Collection Guidelines (SA)	Develop centralized data repositories and establish data collection guidelines at the national and metropolitan levels, and facilitate data access to different stakeholders (academics, private sector, etc.) while establishing a legislative framework defining the context and purpose of its use.	Data and data sets in isolation or that are difficult to access or manipulate are much less valuable as a resource that data which are accessible and easy to use. Unlocking the full potential of data requires common standards on data collection, data storage, and retrieval. In order to do so, it is important to establish international standards for collecting and holding transport data and transport databases, but a variety of approaches depending on mode and use of the data. Within a given country however it should be possible to develop such standards to allow consistent access and use of the data. Data collection guidelines are also relevant to allow comparison of indicators between cities and countries (differences may be caused by different methodologies or definitions, adjustments, estimates, missing values, invalid or inconsistent entries, potential errors or other methodological as well as conceptual issues). No guidelines can result in major discrepancies between organisations. Therefore the focus should be on a consistent and coordinated approach for processing data and metadata particularly with regards to validation and editing. See also the Efficiency Policy Paper.
16	Build Capacity Across Levels of Government (SA)	Build national and local capacity across levels of government, jurisdictions, organization, and modes, including providing training and information resources.	The transport system is complex and reaches across all parts of a country. Aside from a very small number of city-states, no one level or order of government can completely deal with the complexity and requirements of transport and its interactions with other sectors of the economy. Countries must ensure that coordination across all levels or orders of government is included in their national capacity. This includes coordinating across the whole national government to ensure broad and multi-sector issues are well considered between transport and other sectors. Countries should minimize fragmentation of the legislative framework and ensure legal certainty for transport asset creation, maintenance, and operation. The following paragraphs provide additional advice. Ensure good intergovernmental relations with local government (municipal, rural, and remote). Improve planning and administration among different jurisdictions, organizations, and modes; for the public sector and private sectors. Adopt government budget processes that provide adequate financial resources for all transport expenditures or supports, at all levels of government. Ensure availability of information and data to support policy making. Ensure coordination of land use and transport planning processes. For example, freight

			transport network planning helps align land-use plans with the movement of goods through and within countries and regions, to support the economic performance of industries, ensure connectivity, and reduce the potential for negative impacts (pollution, congestion, accidents) associated with the movement of freight. The requirement to build coordination also applies to infrastructure asset management and to transport service provision. Build local capacity and coordination. Provide institutional strengthening for local actors to help ensure the appropriate management of contracts, oversight of operations, and successful integration of local systems and services. Promote the exchange of ideas between different actors in the transport and logistics systems—including suppliers and customers throughout the logistics chain. Promote digital connectivity across the transport and logistics systems. Build capacity and skills on gender and transport at national, regional, local, and community levels. There is currently little capacity especially at local levels even if higher-level decision makers request actions and can provide resources. Dedicated gender budget lines for the collection of data and evaluation of transport projects and use can help monitor progress at national and city levels, to build a better understanding of mobility differences, travel needs, and behaviors between men and women, and to increase capacity and knowledge on gendered travel patterns and the impacts and benefits of current systems. The majority of institutions lack the framework and mechanisms that equip them to promote gender equality and mainstreaming in an effective manner, either within transport or with other associated ministries. For material related to public governance see: http://www.oecd.org/gov/ See also the Efficiency Policy Paper.
17	**Mainstream Gender Aspects in Transport Plans**	Mainstream gender into national transport plans to establish and improve the decision-making process on gender-sensitive transport.	Transport policy, planning, and practice must address the gender sensitive aspects of transport. Making transport policy more responsive to the needs of women requires a structured approach to understanding their needs, identifying instruments to address the needs, analyzing the costs and benefits of those instruments, and establishing an appropriate policy framework. The planning tools currently available for transport do not currently address gender aspects. See also the Gender Policy Paper.
18	**Establish Joint Gender Programs Across Agencies**	Establish joint programs with ministries and agencies responsible for gender to include transport in their work program.	Achieving the Gender Policy Goal requires the exchange of knowledge, awareness, and action in two directions. First, institutions and practices within the transport system must take into account the requirements of advancing the Gender Policy Goal. Second, in a mirror-image way, the institutions and practices concerned with gender policy, regulatory change, and gender programs must take into account the context, situation, and requirements of the transport system. This two-direction exchange will be supported by joint

			programs between transport system institutions (such as Ministries of Transport, industry associations, and governance or regulatory bodies of transport service providers) and gender responsible institutions (such as Ministries of Education, the administration of justice, or NGOs). These programs will assist in areas of building diversity, addressing legal and social barriers, and building capacity. For example, the International Transport Workers Federation has a program to help build a pipeline of high potential female trade union leaders. See: https://www.itfglobal.org/en/focus/women/developing-women-trade-union-leaders. See also the Gender Policy Paper.
19	**Review Legal Framework for Women's Security in Transport**	Review the national framework for security and safety in public spaces used to access transport, and for in-vehicle protection from harassment.	Improvements to women's personal security while getting to and using transport services requires a review of the national legal, regulatory, and governance frameworks that apply to personal security in public spaces and personal security while in a transport vehicle. A recent study by the International Labor Organization showed that, "limited access to and safety of transportation is estimated to be the greatest obstacle to women's participation in the labor market in developing countries, reducing their participation probability by 16.5 percentage points." Further information can be found as: (1) Loukaitou A et al (2009) How to Ease Women's Fear of Transportation Environments: Case Studies and Best Practices, Mineta Transportation Institute MTI Report 09-01, FHWA-CA-MTI-09-2611 and (2) IFSTTAR & WIT (2014) on behalf of the European Commission Directorate for Mobility and Transport (DG MOVE). Report She Moves: Women's issues in Transportation http://www.itdp.in/wp-content/uploads/2017/12/171215_Women-and-Transport-in-Indian-Cities_Final.pdf See also the Gender Policy Paper.
20	**Integrate Gender in Public Procurement and PPPs**	Integrate gender in bidding documents for standard public procurement and public-private partnerships (PPPs) by requesting bidders to demonstrate gender experience, by setting gender-specific targets for women's employment and entrepreneurship, for example, quotas for contracts to be awarded to women-owned and managed businesses.	Procurement policies and practices can support changes in personal and industry behaviour. Contracting and procurement practices can be used where appropriate to help achieve quotas of females in the workforce - especially in construction, maintenance, and operations. There are already some examples of preferential contracting rights for female-owned providers which help to stimulate women entrepreneurs especially in engineering and construction Selection criteria and evaluation criteria in procurement can help ensure that gender is considered in purchase decisions. Setting targets and recognition programs have already helped in occupations such as train, tram and bus driving where there are already a growing number of women workers. The OECD provides advice on procurement: https://www.oecd.org/governance/procurement/toolbox/ and on specific topics. Using the search term "gender" produces a useful set of documents, https://www.oecd.org/governance/procurement/toolbox/search/?hf=10&b=0&q=gender See also the Gender Policy Paper.

21	Train more Women on Skills Needed in Transport	Create incentives for training more women with the skills needed in transport, for example, operating heavy duty vehicles.	Efficiency within the transport sector can be increased by filling known gaps in skill sets with more female and non-traditional candidates. Positions include engineers, drivers for heavy duty vehicles including buses, road haulage, logistics, off-road activities such as mining, and many areas in the rail sector. According to India's National Skill Development Organization, the transportation and logistics sector employed around 7.3 million people in 2011. But the number is expected to increase to about 25 million by 2022 meaning that transportation and logistics companies will need to find more than 17 million more workers over the next 10 years. New skills may be required, but gaps in the market are also created by ageing within the sector; this can be eased with the injection of suitable female and male candidates. An example from the mining industry, shows that women are now the preferred drivers of large heavy-duty construction vehicles as they tend to be more careful and follow operating directives more carefully, resulting in lower operational costs. To train more women in those skills also requires to (i) support development of human resources in transport, (ii) to coordinate transport sector requirements with broader government human resources policy, (iii) to provide sufficient funding for technical training for the current and future transport workforce, and (iv) to provide funding for workforce transition where shifting requirements have made workers redundant. In addition, it is important to promote role models for all jobs that women are able to do, but may be traditionally seen as masculine, including operating heavy machinery, engineering, technical positions, and driving - planes, ships, trains and road-based transport. Women should be able to benefit from equivalent opportunities for training and career development. Targeted awareness proactive programs and campaigns to influence decisions made at key life stage points such as working with schools (at all levels and both boys and girls) and learning academies, dedicated programs to teach women skills in areas such as Heavy Goods Driving certification, for buses trucks, trains, trams etc., can help to change embedded preferences for male recruitment and fill existing and upcoming skill gaps See also the Gender Policy Paper.
22	**Ensure Legal Protection for Women in the Workplace**	Ensure non-discrimination and enforcement of legal protection of women in workplaces, and the removal of barriers of entry to employment for women in the transport sector.	Laws and regulatory rules can influence behaviour in pervasive and sometimes unintended ways. Laws and rules must be reviewed to ensure that gender issues are being taken into account. The main areas for action include removing legal and social barriers and addressing the gender pay gap. Improve working conditions and contractual rights to be more family friendly and overcome perceived and real barriers that make working in transport incompatible with a quality work–life balance. This includes part-time work and flexible hours, without the need to be a full-time employee, offering maternal protection, health arrangements, improving options for re-entering the workforce after a career break,

			and the legal requirement for female-friendly facilities (restrooms, etc.). Other measures that help make transport jobs attractive to women include ensuring that the social conditions and protections (health insurance and pension rights), and contractual rights to paternity and maternity leave include female needs which may include career breaks for family reasons Some specific recommendations include: Make provision for gender-sensitive training for security agencies, transport operators, and the creation of gender units to deal with complaints and grievances. Ensure that women face no legal barriers in working in transport- related jobs. Ensure that legally both men and women are entitled to equal pay for equal work. Make gender discrimination in recruitment illegal. Ensure that women are offered legal protections against sexual harassment at work. Develop protocols for legal recourse to protect female workers (equal pay, employment discrimination, and sexual harassment in the workplace). Set minimum employment quotas for women. Mandate binding maternity and paternity leave policies Develop streamlined and fast legal recourse options for worker protections offered by law (equal pay, employment, discrimination, and sexual harassment in the workplace) See also the Gender Policy Paper.
23	**Include Women in Recruitment and Foster Women's Leadership**	Encourage public authorities and service providers to include women in their recruitment processes (gender-neutral job profiling), such as in the maintenance works for rural roads. Foster talent and leadership to create a baseline of decision makers in transport, promoting candidates to positions of power.	Public authorities and service providers should be encouraged to include women in their recruitment processes (gender-neutral job profiling), including for maintenance works for rural roads, and foster talent and leadership to create a baseline of decision-makers in transport, promoting candidates to positions of power. Not all transport jobs are attractive to women, nor should they be. Positions requiring long periods of time away from family, or those requiring physical strength, do not suit everyone but women themselves should be free to choose if they wish to follow these careers. For example, many infrastructure-related, construction, driving and maintenance jobs that were previously not able to be taken on by women can be equally shared between men and women. Nonetheless, there are some administrative barriers that hamper women, and especially the LGBT community, when applying for positions. Recruitment procedures should be 'blind' i.e., a resume or job application is presented without name or gender. The way personal details such as sex is requested on documentation may need to be reviewed to ensure that it does not have a bias for only male and female (excluding those who may consider themselves transgender). This can be troublesome for some transport providers/ operators/drivers, in license provisions, but it helps to ensure equality in employment in transport and promotes non-discriminating practices. Gendered attention to health and safety in the workplace, especially with respect to violence against women (cited today as being one of the main constraints to women looking for employment in the sector) needs to be mainstreamed. Legal protection for women in the

			workplace and in public spaces is a prerequisite for addressing this. Vigilance and enforcement are needed at all levels to ensure a zero level of tolerance. Protocols and binding clauses in contracts help to address discrimination and male-dominated habitual health and safety practices. Trade unions have a key role to play in this—on the one hand, working with their members and employers to ensure that workers know their rights and that gender sensitive training is available, and on the other to promote women into their ranks to ensure that there is greater equity and understanding in developing joint protocols and that women's needs are not overlooked in collective bargaining and employment negotiations. The need for capacity building and training to motivate more women to take on positions in trade unions is clear. Build capacity and skills on gender and transport at national, regional, local, and community levels. There is currently little capacity especially at local levels even if higher-level decision makers request actions and can provide resources. See also the Gender Policy Paper.
24	**Train Security and Transport Staff in Gender Aspects**	Train security and transport stakeholders in gendered aspects of transport, especially security.	The safety and security of transport users depends on physical design and services offered but more importantly it depends on the practices and attitudes of the people involved in providing the transport service, transport staff need to understand the gendered aspects of security and use safe practices. While men and women both worry about personal security, especially theft, sexual harassment on (public) transport is a hazard faced principally by women and young girls. This reality reduces women's and girls' freedom of movement and their ability to participate in school, work, and public life, and limits their overall enjoyment of cultural and recreational opportunities. Safety and security strongly influence the mobility of women and girls. The lack of provision of safe travelling environments is crucial for women, transgender and girls, constraining their access to opportunities, goods, and services. Examples include a lack of safe walking and public spaces, unencumbered footpaths, and safe road and rail crossings. There are some specific security needs for women that may require special attention such as those associated with women who wear a veil. Examples include security screenings and searches at major transport hubs, especially airports, ports, and border crossings, and the wearing of safety helmets. Long-distance travel also presents particular challenges related to segregated bathroom facilities, and the provision of private space for women who need to breastfeed while travelling. Make provision for gender-sensitive training for security agencies, transport operators, and the creation of gender units to deal with complaints and grievances. See also the Gender Policy Paper.

25	**Ensure Transport Project Design Includes Gender Aspects**	Include considerations for women and for people with disabilities in transport infrastructure project design and planning.	The planning and design of transport infrastructure (corridors, networks, facilities, hubs, etc.) must include considerations for women and for people with disabilities. For example: bus/train crowding levels, height of steps, location of grab rails/hanging straps, reserved seating, sight lines and visibility, lighting, separated facilities when needed (bathrooms, rest areas), safe access points, waiting areas, etc. In service provision, infrastructure maintenance funding for women and for accessibility must receive equal consideration to other maintenance. See also the Gender Policy Paper.
26	**Audit the Usability and Safety of Public Transport for Women**	Conduct systematic participatory audits to ensure that public transport infrastructure remain usable, safe and secure for women.	There are often unintended safety and security consequences of transport projects on women and girls. The development and operations of large transport infrastructure projects can alter the economic and social fabric of the communities surrounding these investments in a way that creates negative consequences for women and girls. Large transport projects often bring men, attracted by the work, into a community, and this presents negative behaviors that degrade the role of women and put girls in particular at risk from sexual harassment and human trafficking. Engage the local community throughout the lifecycle of the project: To effectively handle such risks, it is important to build a strong and dynamic partnership with local community actors. Such community actors can also be used to create awareness about Gender Based Violence (GBV) risks, as well as information about preventative actions and response and support mechanisms. Safetipin App for Bogotá (www.transformative-mobility.org/campaigns/safetipin-app-for-bogot%C3%A1) In Bogotá, the risk of gender-based violence such as sexual harassment affects the use of public spaces by women and girls. With the safetipin app, the challenge will be addressed by providing aid in the collection of geo-referenced data on seven variables that influence the perception of personal safety for women and girls. The collected data from the safetipin app, that shows where women feel unsafe, will be used to design and implement interventions in mass public transport and public spaces. This project sets its focus primarily on women and girls in the City of Bogotá. Yet, in the end, all citizens will benefit from a safer environment in public spaces. See also the Gender section of the Access Policy Paper.
27	**Ensure Women are not Marginalized during Resettlements**	Ensure that women and their centers of interest are not marginalized in resettled because of transport projects.	Large transport projects can sever existing communities, creating new barriers to access that affect women and children more than men. Resettlement may result in preferred markets, jobs, or employment opportunities, children's schools or sports facilities may now be less accessible, exacerbating female time-poverty. For example, access now may entail a longer walk or a climb up or down stairs via a passenger overhead bridge—daunting prospects to a time-poor, low-income woman travelling with shopping and young children. Thus, there is an impact due to the project itself, but also those due to the design and implementation of the project. Women should be able to access the employment

			opportunities equally during the construction period as well as benefit from the final results. Some recent commentary on resettlement is found here: "Development-induced displacement and resettlement: theoretical frameworks and current challenges. Terminski B., & India Migration Report 2017 Urban Development Smart cities and Displacement". https://dlc.dlib.indiana.edu/dlc/bitstream/handle/10535/8833/Bogumil%20Terminski,%20development-Induced%20Displacement%20and%20Resettlement.%20Theoretical%20frameworks%20and%20current%20challenges.pdf https://www.taylorfrancis.com/books/e/9781351188746/chapters/10.4324%2F9781351188753-6 The World Bank considers resettlement issues under the general framework of Environmental and Social Standards (ESS). A reference for this is: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards The International Finance Corporation (IFC) has prepared a Handbook for Preparing a Resettlement Action Plan, which can be accessed at: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_rap__wci__1319577659424 As well as a performance standard for Land Acquisition and Involuntary Resettlement: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps5 The Asian Development Bank (ADB) describes common objectives of ADB's safeguards, lays out policy principles, and outlines the delivery process for ADB's safeguard policy in a Safeguard Policy Statement (SPS). The SPS builds upon earlier safeguard policies on the environment, involuntary resettlement and indigenous peoples, and brings them into one single policy that enhances consistency and coherence, and more comprehensively addresses environmental and social impacts and risks. The SPS aims to promote sustainability of project outcomes by protecting the environment and people from projects' potential adverse impacts by avoiding adverse impacts of projects on the environment and affected people, where possible; minimizing, mitigating, and/or compensating for adverse project impacts on the environment and affected people when avoidance is not possible; and helping borrowers/clients to strengthen their safeguard systems and develop the capacity to manage environmental and social risks. https://www.adb.org/sites/default/files/institutional-document/32056/safeguard-policy-statement-june2009.pdf The Asian Development Bank also provides an example of a resettlement plan, "Jiangxi Ji'an Sustainable Urban Transport Project: Resettlement Plan", https://www.adb.org/projects/documents/jiangxi-jian-sustainable-urban-transport-project-rp See also the Gender section of the Access Policy Paper.

28	**Comply with Gender-Based Violence Prevention Practices**	Require contractors to commit to an agreed code of conduct that should be applied to employees and sub-contractors, ensuring compliance with gender-based-violence prevention and response practices.	There are often unintended safety and security consequences of transport projects on women and girls. The development and operations of large transport infrastructure projects can alter the economic and social fabric of the communities surrounding these investments in a way that creates negative consequences for women and girls. Large transport projects often bring men, attracted by the work, into a community, and this presents negative behaviors that degrade the role of women and put girls in particular at risk from sexual harassment and human trafficking. Key strategic transport routes are now recognized as pathways for sexually transmitted disease (STD) transmission and the expansion of sex work on such routes increases the exposure of sex workers and their clients to STDs, with significant impact on (usually female) caregivers. Thus, in some instances, transport projects will also increase the risk of, or compound risk factors that contribute to Gender Based Violence (GBV). It is therefore critical to take preventative and mitigation measures. Below are some actions that can be taken in this regard: Assessing risk: A GBV risk assessment should be performed before development. This assessment should be used to determine where risks may be particularly high and identify actors in the local community who can be engaged to minimize and mitigate such risks, such as women's groups, and groups that advocate for women, children, and adolescent rights. Training Workers: Construction companies and contractors hired for the construction of the project should be required to institute sexual harassment policies and workers' codes of conduct, with specific prohibitions against GBV (including prohibition of sexual activities with underage partners). Continuous training for workers on codes of conduct should be conducted throughout the lifecycle of the project, in order to ensure that all workers are aware of the risks of such behaviour. Engage the local community throughout the lifecycle of the project: To effectively handle such risks, it is important to build a strong and dynamic partnership with local community actors. Such community actors can also be used to create awareness about GBV risks, as well as information about preventative actions and response and support mechanisms. Response mechanisms: Response mechanisms in case of a GBV incident caused by the project should be developed, on the side of the perpetrator(s) and the victim(s). These should not only include the security agencies, but also victim support can successfully be implemented by local independent organizations (often NGOs) with relevant experience and structures. The focus of the responses should be support to the victim, corrective action against the perpetrator, and a re-evaluation of the contractor's policies, worker training, and response mechanisms (if needed). Development agencies and funders should be informed about incidents and the responses and actions taken See also the Gender section of the Access Policy Paper.

29	**Mitigate the Impact of Transport on Ecosystems and Biodiversity**	Manage potentially adverse environmental impacts of transport projects on ecosystems and biodiversity.	The potential for adverse impacts on the environment from building and operating the transport system has long been recognized. The ways of dealing with this issue have evolved over the last few decades as our understanding of the complexity of ecological issues has improved. The World Bank considers environmental issues under the general framework of Environmental and Social Standards (ESS). This was launched in October 2018 and is the most recent World Bank policy on this issue. A reference for this is: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards The Asian Development Bank (ADB) describes common objectives of ADB's safeguards, lays out policy principles, and outlines the delivery process for ADB's safeguard policy in a Safeguard Policy Statement (SPS). The SPS builds upon earlier safeguard policies on the environment, involuntary resettlement and indigenous peoples, and brings them into one single policy that enhances consistency and coherence, and more comprehensively addresses environmental and social impacts and risks. The SPS aims to promote sustainability of project outcomes by protecting the environment and people from projects' potential adverse impacts by avoiding adverse impacts of projects on the environment and affected people, where possible; minimizing, mitigating, and/or compensating for adverse project impacts on the environment and affected people when avoidance is not possible; and helping borrowers/clients to strengthen their safeguard systems and develop the capacity to manage environmental and social risks. https://www.adb.org/sites/default/files/institutional-document/32056/safeguard-policy-statement-june2009.pdf See also the Gender section of the Access Policy Paper.
30	**Ensure Women's Participation in Consultation Processes**	Ensure that voices of women are upheld during pre- and post-project consultation.	Women make up half of the global population, yet transport is often biased toward the needs of adult men in how it is planned, implemented, and managed. Female mobility patterns are known to be different from men's: women tend to have shorter commuting distances; make more non -work related trips; use public transport and taxi services more often than men; and frequently travel accompanied by children or elderly relatives. Men of equivalent socio-economic levels tend to travel individually, have more access to private transport, and are more frequently vehicle owners and drive more. Thus, how walking and public transport are integrated into national and local transport systems strongly influences women's mobility, their quality of life and their welfare To promote a more balanced and equitable transport system women need to be more involved in public consultation and decision making. Understanding and acceptance of transportation plans and investment strategies is a necessary condition for broad social license and political support. This acceptance needs to be long lived and durable, to support the long duration of asset creation and lengthy asset management arrangements. Making transport more responsive to the

			needs of women requires developing a structured approach to better understand their needs, identifying the most effective and cost-effective instruments to address those needs, better analyzing the benefits of projects, and establishing a robust, equitable policy framework. It also requires that women's voices—and those of similar groups, such as transgender persons— are also represented at each step of the cycle of planning, design and implementation. There are numerous roles for women to participate at all levels; but this requires leadership and commitment by governments and institutions, the private sector, NGOs, and Civil Society. From the earliest stages, stakeholder involvement plays a critical role in the development and implementation of a transport policy and investment program. The government should consult extensively with stakeholders when assessing needs and formulating transport policy and programs, and should establish an overall framework for continuous shareholder consultation during implementation. Develop public awareness about the different mobility needs of women and regarding the importance of safety and security of mobility. Develop from within civil society both male and female champions for mobility of women. Include gender specifically in project design and planning and use participatory planning methods to help communities propose interventions that include the views /voices of local women See also the Gender and Rural sections of the Access Policy Paper.
31	**Run Campaigns to Attract Women to Transport Professions**	Develop public awareness campaigns to attract women to transport sector professions by promoting that they can be as good (and sometimes better) at traditional male jobs.	To make the transport industry a more attractive workplace for women, and to eliminate the risk of gender inequality at work, attention needs to be devoted to three main areas of action: Legal and fiscal actions The main areas for action include removing legal and social barriers and addressing the gender pay gap. Improve working conditions and contractual rights to be more family friendly and overcome perceived and real barriers that make working in transport incompatible with a quality work–life balance. This includes part-time work and flexible hours, without the need to be a full-time employee, offering maternal protection, health arrangements, improving options for re-entering the workforce after a career break, and the legal requirement for female-friendly facilities (restrooms, etc.). Other measures that help make transport jobs attractive to women include ensuring that the social conditions and protections (health insurance and pension rights), and contractual rights to paternity and maternity leave include female needs which may include career breaks for family reasons. Awareness raising and the breaking down of stereotyping Promote role models for all jobs that women are able to do, but may be traditionally seen as masculine, including operating heavy machinery, engineering, technical positions, and driving—planes, ships, trains and road-based transport. Women should be able to benefit from equivalent opportunities for training and career development. Targeted

			awareness proactive programs and campaigns to influence decisions made at key life stage points such as working with schools (at all levels and both boys and girls) and learning academies, dedicated programs to teach women skills in areas such as Heavy Goods Driving certification, for buses trucks, trains, trams etc., can help to change embedded preferences for male recruitment and fill existing and upcoming skill gaps. Greater attention to health, safety, and violence. Gendered attention to health and safety in the workplace, especially with respect to violence against women (cited today as being one of the main constraints to women looking for employment in the sector) needs to be mainstreamed. Legal protection for women in the workplace and in public spaces is a prerequisite for addressing this. Vigilance and enforcement are needed at all levels to ensure a zero level of tolerance. Protocols and binding clauses in contracts help to address discrimination and male- dominated habitual health and safety practices. Trade unions have a key role to play in this—on the one hand, working with their members and employers to ensure that workers know their rights and that gender sensitive training is available, and on the other to promote women into their ranks to ensure that there is greater equity and understanding in developing joint protocols and that women's needs are not overlooked in collective bargaining and employment negotiations. The need for capacity building and training to motivate more women to take on positions in trade unions is clear. Women as transport workers. Aspire to achieve a 30 percent representation of women in employment across all sectors (with a stretch goal of 50 percent) supported by actions to attract, recruit, and maintain more women in the sector. Making this a requirement of reporting for public and private entities over 100 employees would also be a good start. Women as decision makers in the transport sector. Setting quotas and targets for public and private sector decision-making positions, and initiate programs with incentives to stimulate change to help build the pipeline of high-caliber candidates for middle and senior positions at the national and local levels. A stretch target of 30 percent female decision makers in transport by 2030 for more developed countries is possible. National monitoring can be done by gender-focused and transport institutions See also the Gender section of the Access Policy Paper.

Table of documents/ local measures identified

This report identified documents including local measures in South Africa on national, provincial, and city levels. Several additional sources were screened, but did not include measures related to the SuM4All gender relevant best practice measures.

National measures

- National Land Transport Act (2009)
- National Transport Policy White Paper 1996 (revised 2017)
- Draft National Non-Motorized Transport Policy (2008)
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality (2000)
- National Land Transport Act (2009) Amendment bill 2016
- NATMAP 2050; Chapter 9
- Integrated Urban Development Framework (IUDF) (2016)
- National Road Traffic Act (1996)
- NATMAP 2050, Chapter 8/13
- NATMAP 2050, Chapter 10
- Revised National White Paper on Transport (2017)
- Public Transport Strategy (2007)
- Sub-Sector B-BBEE Charter developed by the Department of Transport (2014)
- DoT, Strategic Transport Plan 2020-2025
- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) 1997
- Employment Equity Act 55 of 1998
- TDM Strategies on flexible work issues (several strategies included)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- NMT Facility Guidelines: Policy and Legislation, Planning, Design and Operations (RSA, 2014)
- Draft Roads Policy for South Africa (2017)
- NATMAP Chapter 13
- Environment Conservation Act (ECA) of 1989
- National Environmental Management Act (NEMA) of 1998, amended 2010
- NATMAP 2050, Chapter 4
- NATMAP 2050, Chapter 13
- The Development Facilitation Act (DFA, No. 67 of 1995) (sections of which have been repealed)
- Draft National Framework for Public Participation of 2005
- Municipal Structures Act (117 of 1998)
- Municipal Systems Act of 2000

- South African Women in Transport (SANWIT) Moving Women Empowerment and Transformation Forward (2015) Resolutions
- Commission for Gender Equality (CGE) - Chapter nine institution, South Africa (Commission for Gender Equality Act, 1996)
- South Africa's Constitution (1996) Bill of Rights
- National Development Plan (NDP) 2030 (Department of Planning, Monitoring, and Evaluation)

Provincial Measures

- Provincial Land Transport Strategic Framework (2012)
- DTPW's Provincial Sustainable Transport Programme mentioned in Western Cape, Transport, Strategic Plan 2020-2025
- MOVE TO MEASURE 8 Western Cape Province Spatial Development Framework
- NMT in the Western Cape Draft Strategy (2009)
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality (2000)
- Provincial Land Transport Strategic Framework (2012)
- Provincial Roads Maintenance Grant in Transport and Public Works, Annual Performance Plan, 2021/2022
- Western Cape, Transport, Strategic Plan 2020-2025
- Western Cape Government, Environmental Affairs and Development Planning
- Preferential Procurement Policy Framework Act, 2000 (Act 5 of 2000)
- National Land Transport Act (2009)
- White Paper on Transforming Public Service Delivery (Batho Pele White Paper) 1997
- Transport, Provincial Strategic Plan, 2020-25
- Transport and Public Works, Annual Performance Plan, 2021/2022
- National Land Transport Act (2009)
- Provincial Land Transport Framework, 2011-2016
- Transport, Provincial Strategic Plan, 2020-25
- Environment Conservation Act (ECA) of 1989
- National Environmental Management Act (NEMA) of 1998, amended 2010.
- Spatial Planning and Land-Use Management Act (16 of 2013)
- Employment Equity Act, 1998 (amended code of good practice on handling of sexual harassment cases in the workplace)
- Western Cape Government, Environmental Affairs, Strategic Plan for 2020 -2025

Local measures (Johannesburg measures)

- CoJ NMT Framework (2009)
- Johannesburg, Gender Policy 2020

- Johannesburg City Safety Strategy
- Gender Policy, Chapter Transport, 2020
- Strategic integrated transport plan, 2013-2018
- Public Transport Transformation and Empowerment Policy, 2019
- Johannesburg 2040 Growth and Development Strategy
- Final Draft Guidelines, Transport Assessment Guidelines, City of Johannesburg
- Gender Policy, Chapter Transport, 2020
- Johannesburg Spatial Development Framework 2040

Local measures (Cape Town measures)

- CCT CITP (2018-2023)
- Integrated public transport network plan, 2032
- CCT Travel Demand Management (TDM)
- CCT ToD docs
- CCT NMT Policy/Strategy
- CCT Cycling Strategy
- CCT Transport Development Index
- Western Cape, Women's empowerment and gender equality
- Five year integrated development plan, 2017-2022
- Cape Town, Universal access policy, 2014
- Transport Register, in the CITP (2017-2022)
- Comprehensive Integrated Transport Plan (CITP), CCT, 2018-2023
- Cape Town Development Plan 2017-2022
- Development of Universal Design Access Plan (UDAP) for the City of Cape Town in CITP (2017-2022)
- Cape Town, Operating Licence Strategy, 2013 based on Provincial Land Transport Framework (Draft, January 2013)
- Universal Access Policy March (CCT, 2014) in CITP (2018-2023)
- Western Cape Safety Plan
- Municipal Land Transport Fund
- City's Enterprise Resource Planning (ER P) Programme in IDP 2017-2022

List of relevant data for list of local measures

List of data sources identified in the process.

Year	Author	Title	Data	Link
2003-2013	Statistics SA	Transport household survey data	Links to household travel surveys in SA from 2003 and 2013	http://www.statssa.gov.za/?p=12888 South Africa - National Household Travel Survey 2013 https://www.datafirst.uct.ac.za/dataportal/index.php/catalog/501 South Africa - National Household Travel Survey 2003 https://www.datafirst.uct.ac.za/dataportal/index.php/catalog/569
2003–2013	Statistics SA	Statistics South Africa Questionnaire	Questionnaire of the household survey	Not applicable
2013	Statistics SA	Statistics South Africa, Gender patterns in Transport	Report on gender patterns in transport, based on the HH survey 2013	Not applicable
2018	Statistics SA	General Household Survey	Report on gender patterns in transport, based on the HH survey 2018	Not applicable
2019	Statistics SA	General Household Survey	Report on gender patterns in transport, based on the HH survey 2019	http://www.statssa.gov.za/?page_id=1854&PPN=P0318
2010	ILO	ILO Stat data catalogue	Various data on sex and main activity (work) including ISIC-Rev.3.1: I. Transport, storage and communications	https://www.ilo.org/shinyapps/bulkexplorer36/?lang=en&segment=indicator& https://ilostat.ilo.org/data/ https://ilostat.ilo.org/topics/sdg/#elementor-toc__heading-anchor-1
2020	ILO	ILO indicators	Overview on indicators for ILO database	https://www.ilo.org/global/statistics-and-databases/lang--en/index.htm
2020	World Bank	Job diagnostic SA	Figures on jobs diagnostic in SA, not transport related	https://datatopics.worldbank.org/JobsDiagnostics/
2020	World Bank	Gender Data Portal	Figures on men/women: - economic opportunities - health - education - public life & decision making - agency	https://www.worldbank.org/en/data/datatopics/gender/country/South%20Africa
2020	OECD	OECD data	General data on SA	https://data.oecd.org/south-africa.htm
2021	Statistics SA	Land Transport Surveys	Monthly data on land transport	http://www.statssa.gov.za/?page_id=1866&PPN=P7162&SCH=72675
2019	Statistics SA	Inequality Trends in South Africa	Labor market trend by sex, inequality based on sex of household head, electricity supply by sex of household head, access to internet by sex of household head	http://www.statssa.gov.za/?page_id=1854&PPN=Report-03-10-19&SCH=7680

2018	Statistics SA	Gender Series Volume 5	Gendered education data	http://www.statssa.gov.za/?page_id=1854&PPN=03-10-20&SCH=7919
2017	Statistics SA	Vulnerable Groups Indicator	Household characteristics, income, health, vulnerability to hunger, education, housing, violence	http://www.statssa.gov.za/?page_id=1854&PPN=Report-03-19-02&SCH=7656
2020	ITF-OECD	ITF-OECD, gender-dimension in transport-workforce	Data on female participation in transport workforce 46 countries including Africa in 2018	Not applicable
2020	NALEDI	SA Transport Symposium v2	Transport sector employment data, page 2- data sources	Not applicable
2018	ITF- OECD	ITF-OECD, urban-travel-behavior-gender	Comparison of mobility behavior in 8 cities	Not applicable
209	TRR, Vanderschuren et al.	Gender, Mobility, and Personal Safety	Travel patterns men or women in SA, gender data travel household survey data + statistic SA+ field work/focus groups + 285 interviews	Not applicable
2020	iMC	Post COVID-19 transport for women in low-income Sub-Saharan African cities	Country impact of COVID-19, quantitative and qualitative data, gendered data	Not applicable
2020	OECD	South Africa road safety	Data on road safety, not gender related	Not applicable
2021	OECD	Africa's development dynamics, digital transformation for quality jobs	Data on digitalization opportunities, not gender related	Not applicable
2020	FiA	G_2020_FiA_transport data and gender	Qualitative data on transport workers, gender data qualitative findings, 142 interviews (102 women)	Not applicable
2020	IMO	2030 Agenda For Sustainable Development (Secretariat)	/	Not applicable
2018	BRT	Labor impact Report	Data on working situation and BRT impact, incl. gender data matatu crew, stage workers, service provider	Not applicable
2018	ILO	ILO, SDG Indicators	Indicators on EU set SDGs	Not applicable

2018	ITF	Future of work, women in transport	Data on women in (public transport), gender data - gender segregation - working conditions - new technology (from BRT to IRT)	Not applicable
2019	OECD	COVID19 and gender	General data on COVID impact, gender data	Not applicable
2016	Cape Town	Community Survey Cape Town	Population and households, demographic profile, dwelling profile household service profile	https://www.capetown.gov.za/Family%20and%20home/education-and-research-materials/data-statistics-and-research/cape-town-census
2011	Cape Town	Census data Cape Town	Demographic profile, economic profile, household services profile,	https://www.capetown.gov.za/Family%20and%20home/education-and-research-materials/data-statistics-and-research/cape-town-census
2016	Statistics SA	Community Survey Western Cape	General household data	http://cs2016.statssa.gov.za/?portfolio_page=community-survey-2016-provincial-profile-western-cape-2016
2016	Statistics SA	Community statistics	General household data	http://cs2016.statssa.gov.za/?portfolio_page=census-2011-fact-sheet
2021	Goal tracker SA	SDG Goal tracking South Africa	Gender parity index, Women's proportional representation in two distinct areas of government: 1) national parliaments and 2) local government.,	https://www.goaltracker.org/countries/south-africa/
2019	Statistics SA	SDG country report	SDG indicator data	http://www.statssa.gov.za/?page_id=739&id=5&paged=3
2019	statistics SA	Labor market report SA	Gender related: employment industry by sex, employment age, employment shares by industry, occupation, manager, volume by hours, underemployment, formal and informal sectors, earnings	http://www.statssa.gov.za/?page_id=1854&PPN=Report-02-11-02
2018	Statistics SA	Gender Series Volume 5	Gendered education data	http://www.statssa.gov.za/?page_id=1854&PPN=03-10-20&SCH=7919
2016	Statistics SA	Transport storage industry	Data on transport storage industry	
2019	Statistics SA	Labour Market Dynamics in South Africa, 2019	Labour market indicator	http://www.statssa.gov.za/?page_id=1854&PPN=Report-02-11-02
2020	Jennings	Travel survey needs and gap analysis report	Analysis of gaps of the household survey	Not applicable
2019	dat2x	South-Africa-Country-Profile	Raw data in additional file	Not applicable
2019	dat2x	Mapping gender data gaps in human security	Links to sources for gendered human security data	Not applicable

2018	dat2x	Safety First, Perceived Risk of Street Harassment and educational choices of women	Figures on safety & education	https://data2x.org/resource-center/safety-first-perceived-risk-of-street-harassment-and-educational-choices-of-women/
2019	dat2x	Bridging the gap analysis South Africa data	Raw gender data on SA and links	Not applicable
2020	SuM4All	Raw country performance data	Raw data on indicators including women as transport worker	Not applicable
2020	Hyland et al.	Gendered Laws and Women in the Workforce	Data on women in the transport workforce, and laws	https://wbl.worldbank.org/en/wbl?cid=dec_tt_research_en_ext_womenbusinesslaw+
2011	SADC	Gender Barometer	Data on women in policy	https://www.sadc.int/documents-publications/show/SADCGenderBarometer_2011.pdf
2016	DC	Gender and Development Monitor	e.g. women in parliament, cabinet, court	https://www.sadc.int/issues/gender/sadc-gender-and-development-monitor-2016/
2020	CT	Household Travel Survey (Sample), Cape Town	/	Not applicable
2013	CT	Household Travel Survey, Cape Town	/	Not applicable
2019	Gauteng	Household Travel Survey, Gauteng	/	Not applicable
2017	Gauteng	Gauteng Quality of Life survey questionnaire (GCRO)	/	Not applicable
2009-2018	Gauteng	Gauteng Quality of Life survey Indicators and Dimensions (GCRO)	/	Not applicable
	National	Annexure 1 Minimum Requirements of the Preparation of Integration Transport Plans (2016) Government Notice 40174)	Stipulates the information required by each city in its CITP	Not applicable
	National	Gender Series Volume III: Gender patterns in Transport, 2013	Summary of Gender and Transport analysis focused on modal split and women's path to work/education.	https://www.gov.za/speeches/statistics-south-africa-gender-patterns-transport-2013-report-23-nov-2016-0000
2021	World Bank	Women, Business and Law	Equity score for women on e.g. in workplace, pay (only based on laws)	https://wbl.worldbank.org/en/data/exploreeconomies/south-africa/2021


SUSTAINABLE
mobility
FOR ALL