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An Assessment of the Challenges and
Opportunities for Integrating Gender into
South Africa's Public Transport Sector.

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Acknowledgements

This report builds on the previous publications of the Transformative Urban Mobility Initiative (TUMI e-bus Mission) on Gender Mainstreaming with a specific focus on South African C40 Cities. AfEMA was commissioned by C40 Cities to develop the report and it is a result of the C40 TUMI e-bus mission work in Africa. Our gratitude to our generous partners who made our important work possible.

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ABBREVIATION		MEANING		ABBREVIATION		MEANING	
AfEMA		Africa E-Mobility Alliance		OECD		Organisation for Economic Cooperation and Development	
B-BBE		Broad-Based Black Economic Empowerment		PCC		Presidential Climate Commission	
BRT		Bus Rapid Transit		PPTA		Private Public Transport Association	
C40		C40 Cities Climate Leadership Group Inc.		PTSAP		Public Transport Strategy and Action Plan	
CAP		Climate Action Plan		PUTCO		The Public Utility Transport Corporation	
DBSA		The Development Bank of South Africa		PWD		People with Disabilities	
DFFFE		Department of Forestry, Fisheries, and the Environment		RISDP		SADC Regional Indicative Sustainable Development Plan	
DSTI		Department of Science, Technology, and Innovation		SABOA		Southern African Bus Operators' Association	
DWYD		Department of Women, Youth and Persons with Disabilities		SABRATA		South African Bus Rapid Transit Association	
ECSA		Engineering Council of South Africa		SADC		Southern African Development Community	
EIB		European Investment Bank		SANEDI		South African National Energy Development Institute	
E-Mobility		Electric Mobility		SANTACO		South African National Taxi Council	
EV		Electric Vehicle		SAPS		South African Police Service.	
EWCD		Elderly, Women, Children, and Differently Abled Individuals		SOFIA		Organic, Functional, Integral and Articulated System for Protection of Women	
GABS		Golden Arrow Bus Services				Victims of Violence	
GEF		The Global Environment Facility		SITPF		Strategic Integrated Transport Plan Framework for the City of Johannesburg	
ICE		Internal Combustion Engine		TETA		Transport Education Training Authority	
IPES		Institute for Social Economy		TOD		Transit-Oriented Development	
IRPTN		Integrated Rapid Public Transit Network		TVET		Technical and Vocational Education and Training	
LGBTQI+		Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and more		UITP		International Association of Public Transport	
MBT		Minibus Taxis		UN		The United Nations	
NATMAP		National Transport Master Plan		UNEP		The United Nations Environment Programme	
NDP		National Development Plan		WWF South Africa		World Wide Fund for Nature South Africa	
NDoT		National Department of Transport					
NMT		Non-Motorised Transport					

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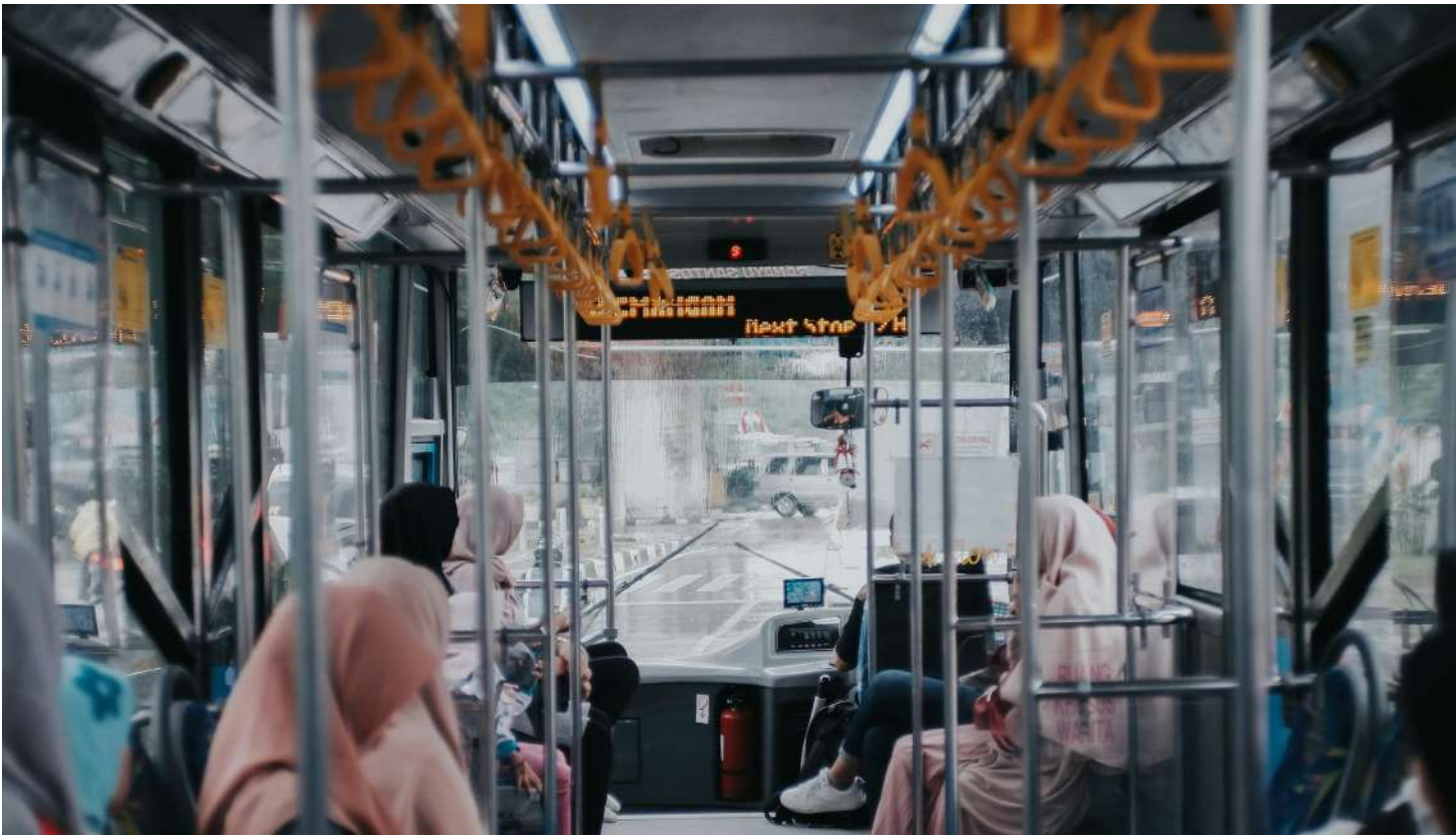
Executive Summary

This report, commissioned by the **C40 Cities Climate Leadership Group** and conducted by Africa E-Mobility Alliance (AfEMA), assesses the challenges and opportunities for integrating gender into South Africa’s public transport sector, particularly in the transition to electric mobility (e-mobility). It highlights the importance of gender mainstreaming as a strategic intervention to achieve a just and inclusive transition to electric public transport, including city buses and minibus taxis (MBTs).

While South Africa has made strides in gender equality and climate action, the intersection of these efforts remains underdeveloped. National policies like the National Development Plan (NDP) 2030 and Public Transport Subsidy Policy address inclusivity but lack specific gender-focused frameworks for e-mobility. This study focused on women as a key underrepresented group, acknowledging that many of the challenges they face are also shared by other marginalised communities, including the elderly, unemployed individuals, and persons with disabilities. While these groups were not a specific focus of this research, their experiences within public transport systems, both as users and workers, and their lack of representation in decision-making roles, are recognised as critical areas for future investigation.

This report reviews the international, regional, national, and city-specific policies of the following South African C40 city members: **Cape Town, Ekurhuleni, eThekweni (Durban), Johannesburg, and Tshwane.**

Key Barriers to Achieving Inclusivity, Affordability, and Security in South Africa’s Public Transport



- Gender Gap and Women’s Unique Needs in Transport Access.
- Personal Security and safety concerns, gender-based violence(GBV) and harassment on public transport.
- Lack of consideration of women's travel patterns.
- Limited women's participation in decision-making and low representation in the transport workforce
- Limited awareness and advocacy opportunities in e-mobility in public transport.
- Limited entrepreneurial and financial support for women in e-mobility.
- Limited access to empowerment and skills development in e-vehicle operation and maintenance.
- Slow Uptake of Minibus Taxi Electrification in a male-dominated industry.
- Information Silos and Lack of Coordination about gender and transport.

Best Practices

Bogotá’s TransMilenio BRT System

- Incorporates gender-responsive measures such as GBV awareness campaigns, universal design for accessibility, and targeted employment initiatives.
- The La Rolita e-bus initiative employs 45% women and includes welfare facilities like nurseries, showcasing the potential for gender-inclusive e-mobility.

SANTACO’s Women’s Help Desk in KwaZulu-Natal

- Supports women in the taxi industry through skills training, mentorship, and advocacy, addressing challenges faced by widows and female operators.
- The Safe Ride Campaign between SANTACO, Sonke Gender Justice, and Transaid has raised awareness of GBV in public transport through training, public campaigns, and reporting mechanisms.

“uYilo’s” Strategic Partnership on Innovation

- The “uYilo” initiative, a multi-stakeholder programme (created by South Africa’s Technology Innovation Agency’s initiative), highlighted the importance of collaboration between government, industry, and academia to work together to overcome challenges, accelerate innovation, and position South Africa as a leading player in the global EV market.
- It is supporting initiatives and training to get women to join the e-mobility sector, such as funding grants for Green Cab, a women-led EV cab services enterprise in South Africa.

Recommendations for Mainstreaming Gender in South African Public Transport

1. Recommended Policy Changes

- Align National and Regional Policies with International Commitments: The National Department of Transport (NDoT) should integrate international policies on gender equality, such as the African Union's Johannesburg Declaration, into national and local public transport policies. This includes linking policies on e-mobility and climate change to these international gender-related declarations.
- Ensure Equal Participation in Policy Planning: NDoT and municipal transport departments must make a conscious effort to include women's voices in all transport policy decisions. Use tools like citizens' forums, participatory budgeting, and digital platforms to facilitate a more inclusive planning process.
- Integrate Gender-Sensitive Language and Data in Policy: The NDoT together with the Presidential Climate Commission (PCC), the Department of Women, Youth and Persons with Disabilities (DWYPD), the Department of Science, Technology and Innovation, and the Department of Forestry, Fisheries and the Environment (DFFE) should design/amend public transport policies, especially those focused on low-carbon transitions, to explicitly include gender concerns. This ensures that gender representation becomes a standard part of the shift to clean mobility.

2. Gender Mainstreaming Strategies and Expected Impact

Increase Representation in the Transport and EV Industry:

The NDoT should incentivise and support local governments and transport operators, including minibus taxi (MBT) associations, to actively include gender in their decisio-making and operations. Building strong relationships with the private EV sector, NGOs, and academia is crucial for knowledge transfer.

Connect Grant Funding to Gender Mainstreaming:

NDoT should require gender equality programs to be a mandatory component of national and regional grant funding for e-mobility projects. This provides a strong incentive for local governments to prioritise gender mainstreaming in transport.

Enhance Capacity Building and Training:

o **Education System Integration:** The National Departments of Education, Transport, and Science/Technology and the Transport Education Training Authority (TETA) should work together to integrate e-mobility education into primary, secondary, and tertiary curricula, with a specific focus on women. TETA already has training programmes designed for women, and its skills development and learning programmes address the unique challenges faced by women in transport, providing them with skills that enhance their competitiveness and leadership potential. The creation of a "compendium of e-mobility training programmes" is recommended. e.g. India's 'DIYguru,' - an e-mobility upskilling platform which offers a job-assured programme. This also includes creating apprenticeships and internships specifically for female trainees, which will create new job opportunities and help boost the economy.

o **Financial and Educational Support:** NDoT, working with financial institutions and universities and colleges in the cities, should provide targeted financial aid, business training, like saving schemes, loans, scholarships, and other support for women entering the public transport and e-mobility sector.

o**Targeted Hiring:** Build the capacity of women to become vehicle operators, maintenance workers, and technicians. An example is city transport departments to set a target of 30% female bus drivers for new e-bus pilots, to reach parity in 3–5 years.

-Implement Gender-Sensitive Infrastructure:

City planners should tailor transport infrastructure to women's specific needs, focusing on safety during first and last-mile trips. Requirements for this need to be stipulated by NDoT and development policies, but also incentivised at the local level by municipality officials. This includes:

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- o Equipping stations with safe, clean, and accessible facilities like **gender-inclusive and women-only bathrooms and breastfeeding areas**.
- o Creating designated '**safe areas**' and **providing emergency response systems like panic buttons**.
- o Implementing **women-only priority seating**.
- o Utilising **assistive technology** for the visually impaired, such as **tactile paving and audible announcements**.

- Combat Gender-Based Violence (GBV):

The national government and city officials must explicitly address GBV in transport policy. This requires:

- o The National Assembly and National Council of Provinces to establish specific legislation to tackle GBV in transportation.
- o Transport departments, police, and judiciary officials to work together to create a zero-tolerance approach with clear reporting mechanisms and support for victims.

- Establish Accountability Frameworks:

Deep change requires consistent monitoring. The NDoT should provide leadership and create simple frameworks and dashboards to track progress on gender inclusion. Organisations like the South African Network for Women in Transport (SANWIT) can assist municipalities with regular monitoring and reporting.

- Improve Sex-Disaggregated Data Collection:

The NDoT should ensure robust, country-wide data collection on gender in transport and e-mobility is centralised. This data will help inform policy, identify gaps, and enable research. International frameworks from organisations like the Organisation for Economic Co-operation and Development (OECD) International Transport Forum's list of gender indicators, the SheCan Tool, and the World Bank can serve as benchmarks for this process.

In South Africa, lack of access to transport and mobility resources entrenches existing gender inequity and hinders women's development. The transition to e-mobility presents a unique opportunity to address gender disparities in South Africa's public transport sector. By integrating gender-sensitive policies, building capacity, and leveraging international best practices, South Africa can create a more inclusive, equitable, and sustainable transport system.

Introduction

Integrating gender in public transport is a significant consideration for the C40 Cities Climate Leadership Group (hereinafter referred to as C40) in the just transition to e-mobility. C40 is a network of the world's megacities committed to addressing climate change. In South Africa, the following metropolitan municipalities (hereinafter known as metros) are members of C40:

- Three metropolitan governments of the Gauteng province:
 - Johannesburg
 - Ekurhuleni (including Germiston, Boksburg, Kempton Park, Benoni, Springs), and
 - Tshwane (including Pretoria).
- Cape Town, in the Western Cape, and
- eThekweni (including Durban), in KwaZulu-Natal

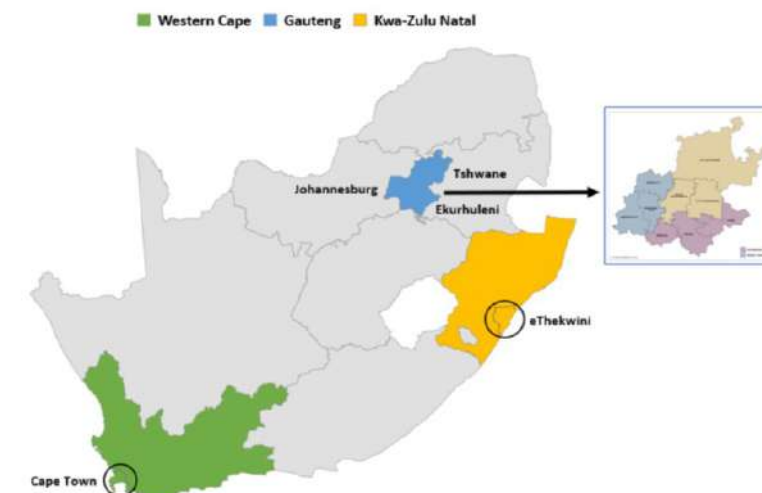


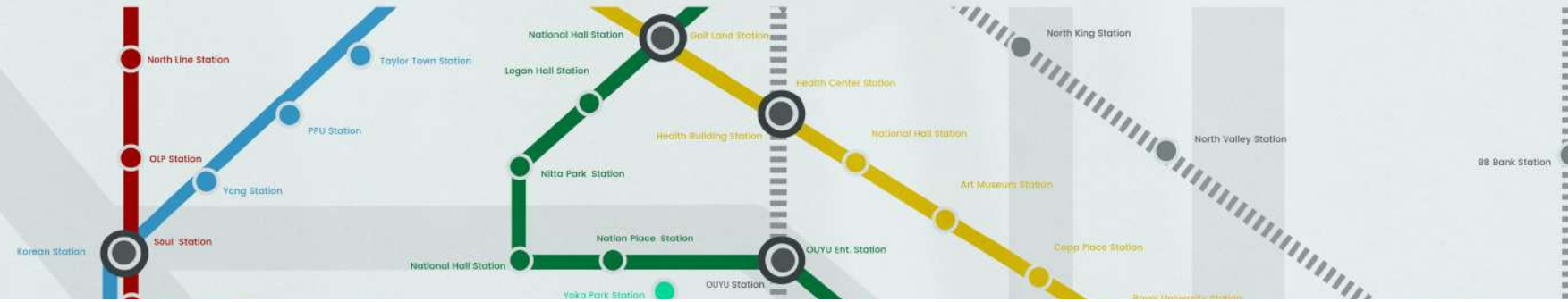
Figure 1. A map showing the 5 C40 Cities in South Africa, together with their provinces.

C40 initiatives in these metros include the 'Cities100: Johannesburg- Building Green Public Transport for Equality' and the Golden Arrow Bus Service (GABS) e-bus pilot in Cape Town.

Together with other African cities of Abidjan, Accra, Addis Ababa, Casablanca, Dakar, Dar es Salaam, Freetown, Lagos, and Nairobi, C40 has been supporting these 14 African cities to implement transformative low-carbon and climate-resilient actions. The cities have committed to developing ambitious, evidence-based climate action plans and to accelerating the implementation of transformative climate actions. As such, C40 seeks to not only assess the challenges and opportunities for integrating gender into SA's public transport through SA's public transport policy direction, but also how this can contribute to the just transition to e-buses and e-mobility in the public transport sector.

Internationally considered an upper-middle income country, South Africa is the largest economy in Africa bolstering a large middle class. Despite this, there has been slowed socio-economic growth, exacerbated by the 2020-2023 Coronavirus Disease 2019 (COVID-19) pandemic, weak structural growth and multiple pre-existing constraints, inequality and unemployment levels remain high. Equally, over 50% of South African households are headed by women.

TRANSPORTATION



South Africa's automotive industry is one of the country's largest manufacturing sectors, in the recent years, currently contributing to 5.3% of the national GDP . The automotive manufacturing and assembly capacity also provides an enabling environment for technology adoption and the manufacturing of electric vehicles (EVs) and e-buses for public transport. However, for this to shift to EV production and assembly, new skills will be needed in the workforce. Furthermore, SA's economic development is seriously constrained by energy inefficiencies and the ageing infrastructure of its energy sector . This will need to be addressed for the widespread e-mobility uptake, particularly in the public transport landscape, to meet SA's sustainability goals. It currently registers the highest CO₂ emissions in Africa, which is attributed to its large coal-fired power stations .

While navigating this shift to e-mobility, it is crucial for SA's public transport to take significant and measured considerations of gender, as it is one of the key socio-demographic variables that can influence travel behaviour . South African cities and transport patterns were shaped irrevocably by apartheid land use planning , coupled with other socio-economic challenges, which have led to consequent inequitable access to transport resources for South Africans, more so for women. This hinders women's economic empowerment and continues to widen existing gender gaps and inequities.

A study done in SA found that 65% of women reported feeling unsafe while using public transport which can influence their travel patterns, life choices and overall wellbeing. For instance, 'four out of five South African women change the way they dress because of harassment experiences, and 72% of them report having been followed by one or more men in the past' . Over half of the women who use public transport have witnessed and/or experienced violence while using trains, buses, and minibus-taxis . The minibus taxi industry accounts for over 80% of work trips in SA, yet its growth has been marred by increasing violence, with over 1,600 deaths recorded in key provinces between 2017 and 2022 .

Women and girls typically walk as a mode of transport, exposing them to potential personal security risks, especially after dark . Together with the constraints of unpaid care work, travel-time-related poverty has a significant negative impact on women. Women tend to travel at any time of the day as opposed to the on-peak times dedicated by the minibus-taxi sector timetable. This affects their travel patterns such as they will pay more fare at off-peak times or run the risk of late-wait time at bus stops at off-peak hours. With these disparities experienced by women while using public transport, South Africa has broadly considered transport users' needs to curb inequalities but has not directly targeted gender in their public transport policy direction.

1. Study Design and Methodology



This report reviewed existing national policies and interviewed key players and stakeholders to develop recommendations that will assist local South African city transport authorities and other C40 member cities in the Global South to design and implement gender sensitive actions in the transition to electric public transport (city and minibus taxis). Gender mainstreaming is defined as the process of assessing the implications for women and men of any planned or designed action, implementation, monitoring, and evaluation of actions and initiatives. It is a vital strategic intervention to achieve a just and inclusive transition to electric public transport.

This report identifies the status of gender mainstreaming within the five SA cities with an in-depth look at published literature and transport and e-mobility policies, frameworks, and plans, noting to what extent gender equality, disability, and social inclusion (GEDSI) are included.

The policies, legislation and supporting literature that have been reviewed in this report have been categorised into international, regional (Africa and Southern Africa), national, and city specific. The report includes the main modes of public transport available in South Africa (excluding rail transport).

This report has broadly consulted a gender mainstreaming framework that is based on best practices utilised internationally and nationally by reputable agencies, governing and non-government bodies to evaluate the current gender mainstreaming status in the cities' public transport sector.

These principles were used to inform the development of the interview structure and the questionnaire to highlight the gaps and barriers faced in the five cities in integrating gender into SA transport policies and action plans. Several key players are already engaged with C40 on the transition to electric public transport, as indicated in the Zero Emission Bus Rapid-Deployment Accelerator (ZEBRA) report. These include Department of Transport (NDoT), the Development Bank of South Africa (DBSA), Golden Arrow Bus Services (GABS), PUTCO and the World Wide Fund for Nature (WWF) South Africa. Therefore, this report goes further by showcasing insights from the following stakeholders:

Moreover, a key component of this report was utilising these policies to identify mainstreaming gender components, opportunities, and gaps, particularly in SA's electric bus and electric minibus taxis transition. This report looks at best practice case studies that offer successful examples of integrating gender into public transport, particularly within e-buses. These can prove useful to SA C40 cities and potentially other C40 cities in Africa and can be used as references for city officials to help set indicators and/or milestones to best achieve gender, social, and equity mainstreaming in the public transport sector.

2. Gender Mainstreaming in Policies and Practices

TITLE	Profile
National Association of Automobile Manufacturers of South Africa- Gender Focal Point	Professional Association
Commissioner of the Presidential Climate Commission, WWF South Africa	Expert in Climate Change
eThekwinini Transport Authority (ETA) Manager: Transport Authority Coordination- Universal Access Office	Municipality - representative for Universal Design
City Con Africa	Transport advisory and project preparation consultancy firm
eThekwinini Transport Authority Senior Manager Public Transport Services and Kwazulu-Natal taxi & representative of Minibus Taxis	Municipality - responsible for public transport
GreenCab	Private sector

Table 1. Stakeholder Interview Table

2.1. International Policies

There are a few international policies and frameworks that South Africa is signatory to that stipulate certain aspects of gender mainstreaming. Specifically, Sustainable Development Goal 5, to “achieve gender equality and empower all women and girls” . South Africa is working to meet this and other SDGs, while addressing gender challenges and resolving gaps in transport, as it is critical to the SDG agenda. Additionally, the goals of SDG 1 (eradication of poverty), SDG 3 (sustainable health systems), SDG 4 (quality education, 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 . The World Bank’s 2024-2030 Gender Strategy on the other hand, outlines the urgent need for holistic policies that tackle gender and mobility issues. It mentions “sexual harassment in transport as a deterrent to women’s economic participation” and the urgent need to “expand access to and use of services that enable economic participation, such as transportation.” It stipulates that women’s role in climate action planning is essential by incorporating women’s voices, participation, and leadership in supporting net zero transition in energy, urban planning, and transport.

2.2. Regional Policies

As a Southern African Development Community (SADC) Member State, South Africa is committed to gender equality, and this is demonstrated through accession and ratification of frameworks that promote women’s human rights, such as **the Convention on the Elimination of All Forms of Discrimination Against Women**, which became a SADC ratified Convention in March 2004. SADC governments are also party to the Solemn Declaration on Gender Equality in Africa through which they have reaffirmed their commitment to gender equality as enshrined in the **Constitutive Act of the African Union Article 4, African Platform for Action (1994), Beijing Platform for Action (1995), United Nations Resolution 1325 (2000) on Women, Peace and Security, the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (2003), and the Sustainable Development Goals.**



The **SADC Gender Policy** preceded the **SADC Protocol on Gender and Development** which came into force in 2013. South Africa is party to this protocol, but to date has not signed on to the Agreement Amending the SADC Protocol on Gender and Development that occurred in 2018. Apart from establishing a Gender Mainstreaming Programme and Gender Mainstreaming Resource Kit in 2008, the SADC Gender Unit, established in June 1996, works to coordinate initiatives to mainstream gender perspectives and concerns in regional policies, plans, and programmes of SADC. Given this, the Gender Unit facilitates gender mainstreaming in all SADC institutions.

The **SADC Climate Change Strategy and Action Plan** has developed gender mainstreaming as one of its guiding principles until 2040. The strategy takes cognisance of the need for enhanced adaptation to the impacts of climate change, bearing in mind the diverse and gender differentiated levels of vulnerabilities that are more pressing for the region.

The transport sector is a key enabler for the transition to sustainable development, as indicated in the **SADC Regional Indicative Sustainable Development Plan (RISDP)**. One of the objectives indicated in the RISDP is the development of seamless, integrated, efficient, safe, cost-effective, and responsive transport systems. Another policy framework relevant to achieving the objective mentioned above is the **SADC Protocol on Transport, Communications and Meteorology**, which aims to ensure that the transport sector remains competitive and sensitive to emerging issues such as climate change. It points to the accessibility to public transport, but there is no direct reference to gender and e-mobility within public transport.

When it comes to the African Union, in which South Africa is part of, the **Women and Gender Advocacy Workshop on the African Union Free Movement Protocol** in 2024 concluded a 3-year initiative with the adoption of the Johannesburg Declaration. This culminated in the drafting of the Johannesburg Action Plan that will serve as a roadmap for integrating gender considerations into the Free Movement Protocol and advancing its implementation alongside the African Continental Free Trade Area (AfCFTA) objectives.

Although most of the above regional protocols and plans have been discussing gender and transport since the nineties, the intersection between e-mobility and gender is not found.

2.3. South African National Policies

One of the most notable policies for SA's public transport is the **National Transport Policy White Paper**, established in 1996 and later revised in 2021, recognising that the public transportation human resources 'lack of demographic representation in senior positions, gender equality, and of staff members with disabilities'. It calls for 'Affirmative Action in the transport infrastructure provision sphere' at all levels of government to 'promote diversity' and aid in overcoming barriers to entry and the successful operation of black and women-owned enterprises in transport. This, paired with the **National Land Transport Act**, mandates integrated transport planning and broadly considers user needs but narrowly frames around safety and security or as special needs passengers due to children, with little to redress existing inequities. Similarly, the **National Land Transport Strategic Framework (NLTS) for 2023-2028** refers to gender-based violence, sexual harassment, and crimes against women and girls in public transport should be addressed. It also sets an aspirational goal of reducing transport-related greenhouse gas emissions from 10% to 5% by 2050 relative to the baseline, with a modal shift to public transport and NMT, fuel economy improvements, and the adoption of electric and hybrid vehicles.

Furthermore, the **Roads Policy for South Africa** acknowledges that women have particular transport needs due to factors like children, pregnancy, risk of crime, and carrying loads. While the **National Public Transport Subsidy Policy** aims to contribute to the creation of a sustainable public transport system that aims to "achieve gender equality and empower all women and girls." It recognises the 'dire need to transform the country's public transport system and provide mobility options to previously marginalised citizens.

Social inclusivity is a recurring priority throughout the **National Transport Master Plan (NATMAP) 2050** report, with better access to safe, affordable transport for marginalised groups, which disproportionately affects women in rural and low-income urban areas. Accessible or universal transport is listed as a medium to long-term priority. It promotes mobility for people with diverse needs—including women travelling with children, pregnant women, and those facing safety concerns.

The transportation sector is viewed as critical to realising the **National Development Plan (NDP) 2030** which implicitly supports gender mainstreaming through the investment in safe, affordable, user-friendly, less environmentally damaging, and integrated public transport and enhances access for 'low-income households' as these are frequently female headed.

In reference to transport-related interventions, **the National Climate Change Response Policy White Paper** promotes transport modal shifts (private to public transport) and switches to alternative vehicles and lower-carbon fuels. It considers the special needs and circumstances of localities and those vulnerable to the adverse effects of climate change, e.g. poor and/or rural women, children, the aged, the sick, and the physically challenged.

SA's **National Policy Framework for Women's Empowerment and Gender Equality** does mention the need to facilitate adequate access to transport for rural women, while the **Integrated Urban Development Framework** on the other hand, identifies gender-based violence when using public transport as a policy concern, and calls for prioritising the 'safety and inclusivity of stations and surrounding public spaces' when planning public transport routes.

Considering public services like public transport is the **White Paper on Transforming Public Service Delivery** that mandates that citizens' views be considered in decision-making and that national and provincial departments develop service delivery training 'sensitive to issues of race, gender and disability.' While the **Department of Transport's Sub-Sector Broad-Based Black Economic Empowerment (B-BBEE) Charter** sets targets for Black women's representation in executive, senior, and top management positions within the transport sector, as well as economic interest, voting rights, and skills development beneficiaries. The **National Framework for Public Participation, Municipal Structures Act 1998 and 2000**, and **Development Facilitation Act** also mandate local governments to consider the special needs of disadvantaged groups, including women.

2.4. Public Transport in South Africa

2.4.1. Background on South African Transport System

The historical impact of land use planning and geographical segregation based on ethnicity has resulted in many townships being located outside the main city boundaries and therefore impacts transport behaviours. Most low-income families still live in townships and both men and women need to make long commutes to access jobs and services. In particular, women who may have family commitments requiring them to be close to home, associated with child rearing, are unable to access jobs and services outside of their neighbourhoods.

The country has some twenty major and intermediate metropolitan areas but the administrative landscape at city level is complex, as transport needs to connect rather than limit city boundaries.

South Africa has a well-developed transport system compared to other African countries. There is strong annual growth in private vehicle registrations. As the middle class expands, so does the private car fleet, leading to increasingly elevated levels of congestion. Actions made by one metropolitan authority may benefit or disadvantage a neighbouring one. The largest province is Gauteng where Johannesburg, the main commercial capital of South Africa, is located but it is difficult to see where it ends, and the municipalities of Ekurhuleni or Tshwane begin. Furthermore Johannesburg, has one of the greatest levels of inequality in the world with a Gini co-efficient of 0.62, (showing that the city has a significant gap between the wealthiest and poorest residents) with high rates of unemployment and poverty.

Formal public transport in South Africa consists of commuter and high-speed rail, a Bus Rapid Transit (BRT) system, and municipal and privately-owned/operated bus companies. Only Cape Town and Gauteng benefit from commuter rail, and there are three major Bus Rapid Transit (BRT) systems operating in Johannesburg, Cape Town, and George. Only a few city bus services, such as the Golden Arrow, a privately operated bus service in Cape Town, exist, and most MBTs are privately owned/operated and are organised into associations.

Low-income households spend more of their disposable income on public transport, including minibus-taxis and this can be as much as 27 percent. The benchmark for affordability is 10 per cent of disposable income. Even when transport fares are subsidised, they remain distance-based and are not yet 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. A systematic review by Randall et al. on socioeconomic and gendered inequities in travel behaviour in Africa travel, highlights that travel is influenced by access to resources, cost and safety concerns, distance, and gendered social expectations. Those travelling with children also must pay for them and these are inevitably mainly women, who live in lower-income areas on the periphery of city centres.

The majority of public transport trips are made by Minibus taxis (MBT). The South African National Taxi Council (SANTACO) estimates that 16 million people use taxi services every day. Acknowledging the significance of MBTs in terms of the number of passengers and routes they serve, it is essential that they transition towards EVs.

Although there is an ambition to shift to e-mobility, the current high EV manufacturing costs, purchase prices, battery costs, and custom duties restrict their adoption. Currently e-buses are significantly more expensive than internal combustion engine (ICE) fuelled buses and electric MBT are not yet available. There are some prominent upcoming e-bus deployment projects both in Tshwane and eThekweni municipalities who are part of a Global Environment Facility (GEF) funded project titled 'Accelerating the Shift Towards Electric Mobility in South Africa', started in 2023, led by the United Nations Environment Programme (UNEP), looking to pilot e-buses. The Development Bank of Southern Africa and the South African National Energy Development Institute (SANEDI) are the implementing agencies. To be implemented in 2026, it expects to deploy around 20 e-buses and the required charging infrastructure in Tshwane and eThekweni in 2026.

2.5. City-Specific Transport Policies

2.5.1. eThekweni (Durban)

The eThekweni Metropolitan area is located on the east coast of South Africa in the Province of KwaZulu-Natal (KZN) and is the third largest metropolitan municipality in the country, following Johannesburg and Cape Town, characterised by a diversified economy, ranging from manufacturing, finance, to tourism, leisure, sports, arts and culture. With 3.9 million people, 42.14% of households in the municipality are headed by women.

Public transport is crucial to the city's developmental goals. The main transport policy for eThekweni (Durban) is the **Comprehensive Integrated Public Transport Network Plan** that uses the Transit-Oriented Development (TOD) where gender and social inclusion are integrated into the precinct prioritisation tool and planning to ensure equitable access to transportation in specific areas in the city. The plan emphasises safety and accessibility measures in public transport systems, including lighting, security guards, and universal accessibility standards to cater to vulnerable groups, like women. Inclusion in decision-making was seen in the plan's consultations with stakeholders, such as the KwaZulu-Natal Society for the Blind, who highlighted the need for transport systems that accommodate special needs, indirectly addressing gender-related accessibility concerns. The policy speaks on integrating EVs into shared mobility platforms, promoting sustainable and efficient public transport options.

Regulatory documents such as the **eThekweni Municipality: Public Transport By-Law, 2014**, makes no direct reference to gender but makes an effort toward inclusion in terms of socio-economic and racial considerations by giving preference to certain groups, including "black persons," unemployed applicants, new entrants, as part of the criteria for considering applications for public transport facility permits. The Non-Motorised Transport and Environmentally Friendly Vehicles By-Law, 2024 also does not touch on any gender and inclusion aspects, but defines environmentally friendly vehicles as e-pedal bikes.

Notably, the **Durban Strategic Roadmap for Renewable Energy (2019 – 2050)** does not explicitly address gender, women, or inclusion in its analysis or recommendations of the public transport sector but touches on EVs in general, including their impact on the electricity grid, charging infrastructure, and opportunities for EVs to send power back to the grid.

2.5.2. Cape Town

Known as the Mother City and legislative capital of South Africa, with over 4.7 million inhabitants, 39,8% of Cape Town's households are headed by females. By 2022, the transport uses and needs in the city varied, with 58% private car use, 22% minibus taxis, with over 300,000 passengers daily using the city's buses such as MyCiTi buses, and Golden Arrow Buses. Cape Town is actively engaged in both gender mainstreaming and public transport, recognising the intersection of e-mobility and gender for achieving a truly sustainable and equitable future.

In the public participation responses to the **Comprehensive Integrated Transport Plan 2023-2028**, mention that the plan fails in recognising that women and men have different mobility patterns and needs, with 'time-poverty and care-work' amongst women negatively impacting their access and use of public transport. The plan also touches on safety on public transport in general, but as noted by the public opinion responses, it fails to consider 'sexual harassment,' sexual and gender-based violence (SGBV), and the 'time-tax' women face trying to stay safe on public transport. Additionally, the City of **Cape Town Traffic By-Laws 2019** does not make any provisions for how to address sexual harassment or safety concerns experienced by women on public transport. Contrarily, the Women's Empowerment and Gender Equality suggests the development of specific interventions to meet the practical and strategic needs of women and emphasises how the local government has the critical role of delivering "efficient and appropriate" public transport to reduce the burden on women, who are often engaged in "reproductive work".

When it comes to the just transformational change to public transport e-mobility that is required to achieve a climate-resilient Cape Town, the **City of Cape Town Climate Change Action Plan 2020 (CCT)** implicitly calls for intentional gender impact assessments, inclusive decision-making, gender-responsive indicators, addressing gender-based violence, inclusive energy policies, and monitoring and evaluation.

2.5.3. Johannesburg

With over 6 million inhabitants Johannesburg, the provisional capital of Gauteng, has more than half of all households (58%) that spend more than 10% of their income on transport per month. These costs are mostly borne by, and disproportionately impact, poorer households. The city has had advances in public transport in Metrobus and Rea Vaya BRT, but private cars and minibuses are still the dominant mode of transport. With a low public transport uptake, the **2025/26 Integrated Development Plan (IDP) Review** states that the city strives to realise integrated, efficient, and affordable (low carbon) public transport systems. It also notes that the city aims to ensure inclusivity through gender-responsive budgeting, strategic investment and enhancement of high-impact interventions (such as transport and gender-based violence centres) to curb the rise in violence against women and children in areas like Kliptown (a complex urban area characterised by low income/affordability levels and densely populated informal areas).

By setting the city's objective to shift to integrated public transport, the **Strategic Integrated Transport Plan Framework for the City of Johannesburg (SITPF) 2013-2018**, aims to create new jobs and enterprises in the transport sector, with a breakdown by category, including youth, women, and people with disabilities. It addresses the unique transport needs of women through 'the introduction of variable working hours that can especially benefit women, who need more flexibility to attend to non-work-related obligations such as child-care and household management.' It also considers safety and security on public transport vehicles and infrastructure, such as 24-hour retail activity, excellent lighting, and closed-circuit television surveillance. On e-mobility, it touches on re-fleeting MBTs and buses to "greener" vehicles and fuel sources. Similarly, the **City of Johannesburg Public Transport Transformation and Empowerment Policy** sets out the principles and procedures to be followed when transforming and empowering public transport operators and services and touches on gender and inclusion in terms of fair employment opportunities but does not go beyond that.

A noteworthy policy that considers gender mainstreaming in public transport is the City of Johannesburg Gender Policy 2021 . It highlights ‘regulating and regular policing of taxi, bus stations and stopping points to ensure safe travel for women and children’; ‘evaluating access, cost-effectiveness, and routes using indicators specific to women’s needs; conducting needs assessments to identify and address those transport needs of women, domestic workers, and individuals with disabilities; ‘the promotion of skills development programs for women to participate in the transport sector’; holistic road safety awareness community campaigns with a focus on women and children; and finally ‘develop school education on the same with men as safety promoters’.

Regarding e-mobility and gender in public transport, the Environmental Sustainability Strategy and Action Plan for the City of Johannesburg 2020 and the City of Johannesburg Climate Action plan (CAP) proposes improving public transport, promoting NMT, and launching zero-emission bus pilot programs. and ensuring compliance with emissions standards emphasises equity, accessibility, and inclusivity of ‘vulnerable groups’ as guiding principles for environmental sustainability to ensure ‘participation in social, economic, and civic life irrespective of background, race, or gender.’ CAP goes further with its principles to guide its implementation, such as ‘intersectionality,’ ‘just transition’ and ‘inclusivity.’ It advocates for research, systemic change that actively incorporates gender, inclusivity and youth perspectives into policy planning and implementation. It also mentions partnering with the private sector to promote electric scooters and establish electric scooter share schemes.

2.5.4. Ekurhuleni

The City of Ekurhuleni, or the ‘Place of Peace’ covers an extensive area from Germiston in the west to Springs and Nigel in the east. It is one of the most densely populated areas in the province and the country, with over 4 million residents and is touted as the transportation hub of the country . This is largely due to the City of Ekurhuleni Integrated Rapid Public Transit Network (IRPTN) , which is responsible for the rollout of the City’s Bus Rapid Transit project known as Harambee BRT, as well as industry transition. The IRPTN is exploring the transition into e-buses but currently uses diesel buses. In addressing gender, the IRPTN focuses more on safety and surveillance systems to curb harassment and crime prevention. It also aims for 30% female representation in transport planning committees. Safety initiatives have already begun; for instance, lighting and surveillance have been upgraded at Germiston, Kempton Park, and Tembisa stations. Rea Vaya is expanding its BRT system in the city with a new Phase 1C , which will introduce 13 new stations and 141 low-entry buses that will include baby changing stations for mothers. The IRPTN also focuses on economic inclusion with skills programs for women in MBT cooperatives and subsidies for female-owned NMT businesses.

The **City of Ekurhuleni Green City Action Plan** highlights measures such as improving wheelchair accessibility on public transport and enhancing personal safety for passengers and drivers through cashless payment systems for MBTs. It also encourages EV uptake in the city, but does not explicitly mention gender.

2.5.5. Tshwane

Known as the knowledge, research, and development capital of South Africa, the city of Tshwane has a population of over 4 million people . The city is strategic to the national transport and export landscape as ‘53% of transport equipment exported from South Africa originates in Tshwane’ . Like the other cities, Tshwane focuses on the rapid integration of rapid mass public transport systems with the overall public transport network and a Non-Motorised Transport Network Strategy, supplementing mass public transport service with its **Comprehensive Integrated Transport Plan** . It calls for mandatory gender impact assessments for new projects, for instance, a Re Yeng BRT expansion in Tshwane; gender-sensitive driver staff training; and it targets 50% female participation in public transport consultations. They have also partnered with the South African Police Service (SAPS) under the ‘Safe Transport Corridors,’ to patrol along BRT routes (e.g. Marabastad to Mamelodi) with mobile apps Tshwane Safety Tracker for reporting harassment.

Moreover, the **City of Tshwane Climate Action Plan (CAP)** demonstrates its commitment to gender within the transition to e-mobility by highlighting women and children, as key beneficiaries of climate-resilient initiatives, such as green jobs. The city plans to involve diverse women and youth community voices in planning. The CAP also aims that ‘by 2030, 30% of City-owned buses and the entire fleet will be electric’ and ‘100% of city-owned buses and vehicles will be electric by 2050’. It also emphasises affordable and efficient public transport systems, particularly for low-income residents.

3. Key Findings

Published literature confirms that in South Africa, women are predominantly absent from transport investment decisions, planning, management, and operations. Inadequate access to health, education and jobs are intricately linked to transport poverty that is experienced by both men and women, but women already start at lower levels in all these dimensions .

The South African Government has made several commitments toward promoting gender mainstreaming and advancing the empowerment of women at the national level. Nonetheless, implementing these policies beyond high-level strategies has proved challenging (as mentioned in the interviews). Key guiding policies include the National Development Plan (NDP) 2030 and the Framework and Strategy for Gender Mainstreaming in the Environmental Sector. The review did not find a Gender Mainstreaming Strategy for the Transport Sector, and this was also suggested in the interviews. The concept of gender mainstreaming into the municipal departments is widely accepted and understood but this does not yet extend to the planning, design, and investments in transport. Many local municipalities have made efforts to integrate more women into senior positions. Despite gender pay equity, there is still a lack of women in top transport decision-making positions. Linking funds and grants to municipal gender policies on transport with guidance from the central government on targets and indicators was seen by those interviewed as an interesting incentive to better integrate gender into local transport. They also noted that without some requirements from the national government for this, it was unlikely that actions and measures would be undertaken at the rate, depth or breadth that would make a deep transformational change in the sector. Capacity building and training on gender is certainly required, but without a clear framework of targets and programmatic areas, this was seen as being inadequate on its own. This was also mentioned in respect to disaggregated data collection. There is a need to build capacity on what data to collect for gender transformative actions, how to collect it and how to analyse it so it can be used to inform transport policies and assist decision makers in making the transition to e-mobility just and fair for all.

Furthermore, Vandershuren and Lane Visser found that, while South Africa has made some investments in the transport system with limited gains in user experience over the past two decades, there have also been losses. Increased economic hardship means more South Africans walk and so the affordability of public transport has a heightened importance as fares often increase with improved quality and the introduction of innovative technologies.

The 2020 Gender Patterns in Transport report by Statistics South Africa highlights significant gender disparities in transportation within the country. The report shows that women are more reliant on public transport, especially buses and MBT, and face challenges related to personal security, safety, and accessibility at transport hubs. Work and education are the main travel purposes for women. Based on the 2020 South African Household Travel Survey, women make more educational than work trips. It is likely that some education trips by women include some care trips taking children to school. Literature from many parts of the world shows that women make more personal trips than men. Typically, women's journeys have multiple stops, or "trip chain", using more than one mode, combining shopping, collecting and dropping off children, health visit, visiting family members and therefore they pay multiple fares and frequently travelling during off-peak hours when public transport services are less reliable and waiting areas less crowded. Women's daily mobility is intertwined with caregiving responsibilities, especially for young children, elderly adults, and those with disabilities and this is not recognised deeply enough in transport investments and planning. Efforts to ensure the daily realities of those that are currently underserved by transport requires more stakeholder engagement to ensure that all voices are heard. This was also confirmed in the interviews.

This is partly due to a lack of evidence about women's mobility behaviours that stems from few disaggregated data sets and low capacity for gender analysis in transport departments of local governments. This profile of travel was confirmed in the findings from our interviews, and the lack of disaggregated data was also highlighted in the interviews.

There is a stark gender imbalance in the current transport workforce, which is dominated by 77.6% male workers. This imbalance should also be viewed alongside the national unemployment rate, which the report found was significantly higher for women than for men. In occupations like bus drivers, train operators, mechanics, and truck drivers, female representation is exceptionally low. For example, women comprise just 1% of truck drivers in South Africa. The report reveals that women are less likely to hold driver's licenses, with only "21.8% of women possessing one in 2020 compared to 40.1% of men". This is reflected with fewer women entering driving occupations or can participate in the adoption of other e-mobility opportunities such as shared vehicle platforms, local urban deliveries, or electric taxis. Obtaining a commercial licence is both expensive and difficult. These general disparities will spill over into green mobility and the adoption of e-mobility.

This under-representation extends to technical fields. Although women earn roughly half of all South African engineering and STEM degrees, but they only account for only 15.8% of registered professional engineers (2023/24). Practically this means that fewer women are qualified for the higher paid technical jobs in engineering and vehicle-maintenance and few choose transport as a career. Although men are still dominant in this field, the number of female registered engineers has been steadily increasing but it remains a challenge in the transition to e-mobility. Upskilling the workforce and improving its gender balance as part of the transition to e-mobility is an opportunity to introduce gender mainstreaming.

The role of strategic partnerships was also found to be very promising for local governments to incorporate gender mainstreaming into initiatives. For example city planners could work together with the South African Police Service (SAPS), transportation associations (such as Southern African Bus Operators' Association (SABOA), SANTACO, South African Bus Rapid Transit Association (SABRATA), Private Public Transport Association (PPTA), Transport Education Training Authority (TETA)); gender-focused organisations, and community leaders to ensure the safety of their female commuters who daily experience sexual harassment and GBV while using public transport. Such safeguarding measures include: continuous CCTV surveillance and regular policing; safety public campaigns like Safe Ride mentioned earlier; clear communication on reporting for when abuse/harassment occurs; gender-sensitivity training, workshops and certification for drivers and station staff.

Women's sense of personal security varies depending on the environment, time of day and day of the week. Insecurity and the fear of physical or sexual violence in public spaces and when using public transportation are key factors that limit women's use of public transport. In some cases, women may feel safer in crowded places than in quiet ones, and vice versa and the same location on a weekday during daylight hours may feel safe but the opposite in the evening or at weekends. Feeling safe can also include features of the environment, such as the presence of a guard, clear sight lines, or the presence of dark corners, overhanging dense trees or bushes or some types of commerce such as bars. Another important aspect is street lighting and maintenance of roads and sidewalks. This makes women feel comfortable in the places where women interact with each other and creates a sense of security.

Recent research has highlighted the need to explore how specific urban contexts influence the feeling of safety, inclusion, and accessibility of different genders in cities. There are some key challenges that are crosscutting issues that apply to the current institutional architecture and public transport system, as well as to the efforts to shift to greener mobility options and the introduction of e-mobility. Inclusion and gender mainstreaming are seen as being important policy considerations. However, these are not yet well embedded into transport. However, there are several good practices that could be used to increase the awareness of the benefits and transformational aspects of including gender mainstreaming public transport. Nonetheless many of these policy actions were specific to the local conditions and need underpinning by national incentives for them to be replicated and scaled. Two metropolitan municipalities Tshwane Metropolitan City to the north and Ekurhuleni Metropolitan City to the east of Johannesburg have found that despite recent initiatives by the local government to innovate urban mobility, the dynamics of transportation and infrastructure remain significantly gendered and thus limit women's movements within the city.

3.1. Barriers to Achieving Inclusivity, Affordability, and Security in the Sector

Based on the interviews conducted for this report, the following aspects represent the key obstacles to achieving gender equality in public transport through gender mainstreaming and highlight specific challenges in the transition to e-mobility.

- A. Addressing the gender gap and women’s unique needs in transport access:** Recognising that women often have less access to private motorised transport and rely more heavily on public, shared, or NMT. The collection of sex-disaggregated data is currently poor at the local levels.

- B. Personal Security and safety concerns, gender-based violence (GBV) and harassment on public transport:** South African women face sexual harassment, petty crime, and gender-based violence (GBV) when travelling in public transport. This is often a daily occurrence for women passengers as well as workers. Additionally, the elderly, women, children, and differently abled (EWCD) individuals are more vulnerable to challenges faced when travelling in inclement weather such as heavy rains, high winds, and temperature extremes. Also noted in the interviews is how visually and auditorily impaired individuals of any gender have trouble hearing EVs approaching as they tend to be quieter than ICE vehicles.

- C. Lack of consideration of women's travel patterns:** Acknowledging that women often have different travel patterns, such as making more care related trips and travelling shorter distances. These aspects are not always considered in transport planning as disaggregated data is poor.

- D. Limited women's participation in all levels of decision-making and low representation in the transport workforce:** Despite high-level targets for gender mainstreaming in public institutions and gender parity in pay, there is no dedicated transport gender policy. The Strategic Integrated Transport Plan Framework for the City of Johannesburg (SITPF) and related policy frameworks, like the Public Transport Transformation and Empowerment Policy, which aim to empower and increase the voice of women in transport planning have helped to increase spatial transformation and inclusive access in the city. Working in transport is still very male dominated and is unattractive for women. Discrimination and GBV is widespread and there is also a lack of female facilities (especially safe rest areas and segregated bathrooms) at bus depots and taxi stages, which is a major barrier to women wanting to work in the sector.

- E. Limited awareness and advocacy opportunities in e-mobility in public transport:** E-mobility is not well understood by those consumers or those currently working in public transport sector. Battery and range anxiety are typical issues of concern, as well as a lack of charging infrastructure, lack of understanding of charging software platforms and electricity availability. Women are generally less knowledgeable and have greater knowledge gaps regarding EVs compared to men, which needs to be addressed with dedicated training and information campaigns

- F. Limited entrepreneurial and financial support for women in e-mobility:** E-mobility is a growing area of interest, but the financial service providers and lenders still view it as risky. This means that both men and women find it difficult to obtain attractive financial products to buy EVs. Women in particular find this a challenge as they typically have fewer assets to put up as collateral, but also often have less business experience. Less than 10% of African e-mobility businesses are women-led and only 1% of venture capital funding is directed toward women in transport start-ups .

- G. Limited access to empowerment and skills development in e-vehicle operation and maintenance:** There are a few recognised qualifications specifically designed for entry into the e-mobility workforce. For instance, TETA and Empowawomen’s (Empowaworx) strategic partnership is working to create opportunities for women and youth to gain essential skills, access mentorship, and funding to bridge current gaps and foster sustainable, inclusive growth in the transport sector . However, there is a clear need for vocational and short-term (< 1 year) training programmes to be developed to upskill the existing workforce and attract new workers.

- H. Slow Uptake of Minibus Taxi Electrification in a male-dominated industry:** This is hampered on two fronts - firstly, a lack of type approval and safety standards for all types of EVs, so many vehicles are not yet able to be put into mainstream service. Secondly, there are a few options available for testing. City buses are being tested by private operators such as GABs in Cape Town, with some relative success, but there are few options for electric MBT. Some tentative projects are being piloted, such as trialling the eKamva, an electric MBT, as part of a multi-disciplinary pilot project in conjunction with Stellenbosch University. Initial research shows that ICE MBT routes and service schedules will need to be adapted in order to transfer to electric. This is a major challenge for the sector that is already under financial pressure and women who own MBT are at a greater disadvantage to be left behind in this transition .

- I. Existence of Information Silos and Lack of Coordination about gender and transport:** The interviewees mentioned that there was relatively good coordination between large municipalities generally about transport using shared knowledge platforms, but issues such as inclusion, gender, and GBV or information on how to integrate gender into e-mobility was missing in these exchanges.

4. Best-Case Practices and Policies

To best incorporate gender and inclusion into public transport and in respect to the e-mobility transition within South Africa’s public landscape, the following few case studies can be used as guidance for local governments to design their own measures and actions.

4.1. The TransMilenio Bus Rapid Transit (BRT) system in Bogotá, Colombia-An example of gender mainstreaming in public transport

Key measures that Bogota has implemented in the TransMilenio BRT system.

- Gender Equality Initiatives** like drawing up a Gender Equity Plan; GBV awareness campaigns; increased security surveillance and patrolling; establishing SOFIA (Organic, Functional, Integral and Articulated System for the protection of Women who have been Victims of Violence); and staff training on gender equity and anti-discrimination.
- Using the **Universal Design** to increase accessibility for people with disabilities.
- Supporting elderly and disabled informal vendors** at the station.
- Relocating homeless individuals** using TransMilenio facilities to shelters
- Media and social campaigns** like "I move with Braille" to educate the public about inclusivity tools and promote empathy.
- Workshops for operators** on services for passengers with disabilities.
- Lower fares** for the elderly, people with disabilities,



Cities can learn from the gender mainstreaming efforts by TransMilenio BRT in Bogotá , Colombia. Together with the Bogotá local legislative and administrative institutions, social and gender inclusivity is promoted through various initiatives and practices aimed at addressing the needs of vulnerable groups, including people with disabilities, women, homeless individuals, and informal vendors. The Plan Sectorial de Transversalidad de Género en el Sector Movilidad (Sectoral Plan for Gender Mainstreaming in the Mobility Sector) provides guidelines for the inclusion of gender equality in the actions by entities that make up the transportation sector in the city, such as the Department of Mobility (Secretaría de Movilidad) and the District Department of Women of Bogotá (Secretaría Distrital de la Mujer de Bogotá.).

The city also launched a new public/private transportation company in 2022 called La Rolita to operate e-buses and improve transportation in underprivileged areas. This was done in partnership with ENEL and operates 195 electric buses serving 11 new routes, bringing public transport to some 700,000 residents where TransMilenio was not running. Below are some of the notable gender aspects of La Rolita:

- Created 502 green jobs, with more than 50% held by women.
- It has 45% female employees in its administrative structure, and 14% in vehicle maintenance and assistance.
- The company’s infrastructure incorporates a nursery and other welfare areas.
- The buses were also assembled locally, employing more than 1,400 individuals, including 165 females.
- Public awareness campaign showcasing women’s integral role in transforming Bogotá’s transportation landscape and informs La Rolita’s local audience about the project’s achievements like winning a Bronze Award in the "Equalities" category at the C40 Cities Polaris Awards in 2024 .
- Documents the satisfaction and appreciation of women employees, e.g. obtaining new skills (such as bus driving), the benefits of stable work and salaries as the sole breadwinner for the family.

These efforts are supported by strong governance, inter-agency collaboration, and a dedicated communications team focused on inclusivity.

4.2. South African National Taxi Council (SANTACO)’s Gender Initiatives in KZN

SANTACO is the ‘unified voice of South Africa’s taxi industry,’ that is focused on ‘a professional, sustainable, and digitally empowered transport sector that serves all South Africans’ . It has made deliberate efforts to consider and implement gender, inclusivity together with greening and increasing sustainability in the SA taxi industry. In its efforts to increase the quality of MBT transport services, SANTACO created the Women’s Help Desk for KwaZulu-Natal (KZN) province. Established in 2008, the desk works to address the unique issues faced by women, whether as operators, workers, or commuters, within the taxi industry. For instance, it assists the challenges facing widows who may have been left a MBT vehicle or taxi business by their spouse and struggle to manage and operate it . Spouses often inherit their husband’s MBT business but have no business experience in the field. The Women’s Help Desk has provided skills training, mentorship and support as measures and may provide some basic financial and management advice to empower these widows to continue rather than giving the asset to a male family member.

Building on a Durham University and Transaid study assessing young women's travel safety and their journey to work, Transaid has partnered with SANTACO and Sonke Gender Justice in 2025 to implement a Safe Taxi Charter, a code of conduct designed to raise awareness of sexual and gender-based violence (SGBV) and strengthen reporting mechanisms. This mandates that taxi drivers complete training on gender-based violence, and once completed, the Safe Taxi Charter will be prominently displayed in their vehicles, serving as a public commitment to passenger safety.

This is not the first time SANTACO has worked with Sonke to address women’s safety on MBTs. Launched in August 2016, with support from the Danish embassy, they launched the ‘Safe Ride campaign’, which aimed at preventing and responding to the abuse of women and girls at the hands of taxi personnel, including drivers and queue marshals. The one-year campaign worked to educate the taxi community country-wide on how to prevent and stop GBV and harassment against women and children using public transport.

Safe Ride Campaign Activities

- Peer educators training by Sonke within the taxi industry on issues of gender equality and sexual violence.
- Decals designed by local artists and produced for a number of flagship taxis.
- Stickers with positive messaging and information on what to do if raped or threatened were produced and displayed in taxis.
- Murals were created at the busiest taxi ranks.
- Public awareness campaigns on television screens at taxi ranks, in pamphlets, and on community radio.
- Community dialogues and public education events.



These efforts are supported by strong governance, inter-agency collaboration, and a dedicated communications team focused on inclusivity.

4.3. “uYilo’s” Strategic Partnership on Innovation

The Technology Innovation Agency’s (a public entity of the SA national Department of Science and Innovation) initiative, created “uYilo” a multi-stakeholder programme working to develop the national electric mobility programme. The fund was established to support electric mobility (e-mobility)-related products or services development, by providing an agile mechanism to fund applied research. Grants for applied research look to accelerate Technology Readiness Levels (TRL) and lead to the creation of products, processes or services that can be commercialised to advance South Africa’s e-mobility industry. Priority will be given to projects that are aligned to uYilo’s strategic focus areas:

- Energy Storage Technologies
- Electric Vehicle Systems
- Charging Infrastructure within Smart-Grids

Activities include government lobbying (policies, regulations, and standards), industry engagement (from multi-national Original Equipment Manufacturers (OEMs) to start-ups), pilot projects, capacity development, enterprise development and thought leadership across the ecosystem. It has highlighted the importance of collaboration between government, industry, and academia to work together to overcome challenges, accelerate innovation, and position South Africa as a leading player in the global EV market. The programme is funded by the UK's Overseas Development Assistance UK PACT programme and supports development objectives to alleviate poverty by accelerating climate mitigation in line with the COP 21 Paris Agreement. uYilo is working to promote jobs and training for women to join the e-mobility sector with specific multistakeholder actions such as webinars and conference sessions. It has also provided financial grants to women-led enterprises such as Green Cab, a women-led social enterprise that offers green and electric transportation services in South Africa.

5. Recommendations for Mainstreaming Gender in SA Public Transport

5.1. Recommended Policy Changes

- Integration of National and Regional Policies with International Policies** - The national government needs to work to integrate international policies like the African Union’s Johannesburg Declaration that target gender equality with national public transport policies. National and local policies focused on e-mobility, such as the National Development Plan and local and national climate change plans, should be linked to such international gender-related declarations, even though they are not directly connected to climate change policy efforts.
- Equal Participation and Decision Making in Policy Planning** - There must be commitment and conscious efforts made by both NDoT and municipality departments of transport to include gender and women’s voices into all aspects of transport policy and actions at the municipality level. There are many tools now available that can be used to inspire internal programmes and public awareness campaigns, especially if tied to the development of women-in-e-mobility-focused associations and groups. Such tools to ensure a more inclusive decision-making process in policy planning and implementation include citizens’ forums and dialogue processes; participatory visioning and scenario development; participatory budgeting; citizen juries and consensus conferences; digital participatory platforms, together with policy monitoring and accountability.
- Integrate Gender-Sensitive Language and Data into National and Regional Policies** - Most climate and clean transportation policies, frameworks, and plans, regardless of the government level, do not specifically incorporate gender concerns, frameworks and plans apart from the SADC Climate Change Strategy and Action Plan. There is a clear link between gender and climate change, but this is not yet included into low carbon transport policies and frameworks. The NDoT together with the Presidential Climate Commission (PCC), the Department of Women, Youth and Persons with Disabilities (DWYPD), the Department of Science, Technology and Innovation, and the Department of Forestry, Fisheries and the Environment (DFFE) should ensure that gender-focused programs and policies should intersect clean transport transition policies. Fully integrating gender concerns and awareness into all policies and plans will ensure gender representation becomes a natural part of the transition to clean mobility.

5.2. Gender Mainstreaming Strategies and Expected Impact

-Integration and Representation in the Public Transport and EV Industry - Building greater awareness of the benefits of gender mainstreaming helps to create and empower champions who can take actions to the next level. Acknowledging the significance of MBTs in terms of the number of passengers and routes they serve, it is essential that the NDoT incentivises and supports local government together with the public transport operators and EV industry leaders to actively include gender in their decision-making structures and operations. Furthermore, as they transition towards EVs, this will include MBT associations being sensitised and incentivised especially by city officials to work on improving gender balance within the sector. Connecting through regional or national organisations may be helpful to advance this initially, and to provide ongoing momentum towards greater gender equality. Building strong relationships with different players, including the private EV sector, non-governmental organisations and academia, is seen as crucial to accelerate the knowledge transfer on how to establish gender equity in transport. National primary stakeholders and city officials can look to SANTACO's partnership with Sonke Gender Justice and Transaid.

-Connect Grant Funding and Gender Mainstreaming for Public Transport Improvements and in the Transition to E-mobility - Local governments have been successful in integrating gender mainstreaming in other sectors but need greater incentives to do it in transport. The NDoT needs to take the lead to create an enabling environment that can be implemented by regional and local governments. Gender equality programs need to be a mandatory component of national and regional grant funding to metros for e-mobility programs. This is the case for grant funding on Universal Design , where a policy must be in place and public transport designed to be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability, or disability

-Capacity Building, Training and Incorporating Technical and Theoretical Education of E-mobility in Mainstream Education Systems. - The National Department of Basic Education and Department of Higher Education and Training should work together with the Transport Education Training Authority (TETA) and the National Department of Science, Technology and Innovation (DSTI) to ensure strategic efforts within primary, secondary and tertiary curricula that improves understanding and qualifications in e-mobility, especially for women. TETA already has training programmes designed for women (such as the TETA International Executive Development Programme for Women (IEDP_W) at the University of Pretoria) and its skills development and learning programmes address the unique challenges faced by women in transport, providing them with skills that enhance their competitiveness and leadership potential. To achieve widespread adoption of e-mobility, it is essential to move beyond short-termcertification courses and integrate a comprehensive approach into the country's educational system. The creation of a "compendium of e-mobility training programmes " highlights the need for a structured and organised educational framework especially in the country's TVET (Technical and Vocational Education and Training). This can be further incentivised by offering apprenticeships and internships targeted to female trainees by national EV manufacturing companies and the operating BRT and MBTs within the cities. By consolidating information on available training resources, stakeholders, educators, and students can more effectively identify pathways for skill development, ensuring a coordinated and strategic approach to building the national capacity required for a successful and just transition to e-mobility.

India offers a good example of this with the Ministry of Education creating a partnership in 2021 with the All India Council for Technical Education (AICTE) and launching the National Educational Alliance for Technology (NEAT 2.0) . This included 'DIYguru,' an e-mobility upskilling platform which offers a job-assured Electric Vehicle Nanodegree program for engineering students and professionals. It is especially designed to help youth and women to enter the e-mobility workforce. The Delhi Government Training Programme for women metered taxi drivers, for instance, ensures 1000 women drivers will be trained and employed in the next year and a certification programme to train 60 women from lower-income groups - 30 women as electric vehicle service technicians and 30 as charging station attendants.

Financial institutions and universities and colleges in the cities working together with NDoT should provide financial and educational aid (through savings schemes, loans, scholarships) for women in public transport specifically for those in the transition to e-mobility, including business training and other efforts. Equally important is building the capacity of women to enter and continue in public transport as vehicle operators, maintenance workers, manufacturing assembly technicians, or battery maintenance workers. An example could be for the city transport departments to set a target for male and female trained bus drivers for all new BRTs and/or e-bus pilots. It is suggested that this may be 70% male to 30% female initially but moving to parity within 3-5 years.

This will encourage and support the training of women in e-mobility in South Africa by creating new job opportunities for women (lowering the unemployment rate), increasing citizen spending power and boosting the automotive industry. Mainstreaming gender in public transport will help to encourage more women to join the formal workforce boosting local and national economies. Affordable, reliable, safe, green clean public transport systems will help address these challenges.

-Strategic Considerations and Implementation of Gender-Sensitive and Inclusive Public Transport - This necessitates tailoring transport infrastructure and services by city planners to meet women's specific needs, and especially such as safety on the first and last mile trips, interchanges, stations infrastructure and bus stop locations, significantly increasing the attractiveness of public transport. By taking a gender mainstreaming approach, city government transport officials and private mobility planners should create urban mobility strategies that are inclusive and that help build equitable, resilient, and sustainable transport systems for everyone. Equipping stations with safe, clean, and universally accessible sender-inclusive bathrooms, women-only bathrooms and changing and breastfeeding areas for mothers at bus/rail stations; designated 'safe areas' for waiting; emergency response systems like panic buttons; and women-only priority seating. For the visually impaired, it is crucial to utilise assistive technology, such as tactile paving, accessible pedestrian signals, smartphone apps and announcements to identify bus stops and provide auditory feedback especially on the arrival of quieter e-buses or e-MBTs. Quotas and requirements to meet such gender-inclusive infrastructure and resources need to be stipulated by the national government in transport and development policies, but also incentivised at the local level by municipality officials. Welfare aspects and childcare facilities are defining and important (both for men and women), and this also builds service loyalty and pride in jobs (see La Rolita example).

-Safeguarding and Security Measures to Combat GBV in Public Transportation - The safety of women and children is a continuous scourge to public transportation in SA and needs to be explicitly addressed specially as SA transitions to e-mobility. National government and city officials should ensure measures are incorporated clearly into policy, city plans, and climate action plans at all levels. Implement measures to prevent and respond to gender-based violence such as raising awareness, providing support services, and ensuring that perpetrators are held accountable. This involves the National Assembly and the National Council of Provinces establishing specific legislation that tackles GBV in transportation. National and provincial transport departments should work together with the South African Police Service (SAPS) and judiciary officials to create a zero-tolerance approach to harassment and violence in public transport requiring clear reporting mechanisms, swift action against perpetrators, and support for victims which can be achieved with strong partnerships with local security agencies, location-based mobile application developers and transport operators/ associations.

Conclusion

This report discusses ways to increase gender balance and integrate gender considerations into South Africa’s public transport sector, particularly in the transition to e-mobility. While South Africa has made progress in gender equality and climate action, the intersection of these efforts remains underdeveloped. Yet South Africa remains one of the least equitable countries in the world, according to the World Bank, and this injustice is present in the transport system. Availability, access, safety, security, affordability, inclusion, sustainability, human rights, and equity are fundamental concepts of socially just transport. People in lower socio-economic status experience greater travel inequity and rely primarily on walking and informal or paratransit services, as they are unable to afford formal transport. This results in them travelling less overall, as well as travelling in hazardous, unsafe conditions.

Gender mainstreaming is not only a moral imperative as women represent at least half of the global population, but also a strategic necessity to ensure that women are able to contribute fully to South Africa’s economic development and at the same time profit from the transformational benefits of electric public transport, which is inclusive, equitable, and transformative.

Several Institutional capacity needs and gaps also impact the integration of gender into public transport services. Urgent steps are required to resolve the uncertainty regarding the future of the contracted, subsidised buses, including resolving challenges relating to the assignment of legacy bus contracts. Bus operators will be reluctant to commit to either inclusion requirements or long-term obligations that arise from electric bus deployment unless such uncertainties are resolved. Both city buses and MBT associations are seen as being crucial partners for municipal transport departments to work with to manage the transition to e-mobility, but also to ensure that it is just and inclusive.

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There are many possible openings for including women in the new e-mobility ecosystem, such as charging attendants, maintenance and battery life cycle management, battery disposal, the development of business models and finance schemes designed specifically for women. However, this will also need support mechanisms and platforms that may include mentoring, business, and technical support as well as role models at municipal and operating companies. Capacity building is essential, with vocational training programs designed to upskill women for roles in e-mobility, such as EV maintenance and driving.

The study's findings reveal several challenges that hinder gender mainstreaming in the transport sector. Despite these challenges, there are opportunities to create a more inclusive transport system. International case studies, such as Bogotá's TransMilenio BRT system, demonstrate the potential of gender-responsive infrastructure, targeted training programs, and inclusive employment strategies. Local initiatives, like the KwaZulu-Natal taxi association's women's desk, show that gender-sensitive interventions can be scaled and replicated across South Africa.

To achieve a just transition to e-mobility, South Africa must take deliberate steps to integrate gender into transport policies and programs. This includes mandating gender mainstreaming in national and regional e-mobility initiatives, promoting women to senior positions in all government agencies responsible for e-mobility, linking funding incentives to gender equality targets, and establishing centralised systems for gender-disaggregated data collection. Furthermore, efforts to address personal security and safety concerns on all public transport modes are seen as crucial through robust measures and public awareness campaigns to ensure women's safe access to all types of public transport.

- **Establishing Gender Accountability Frameworks and Mechanisms.** - Deep transformational change can only be achieved if progress is consistently monitored and measured. Simple frameworks and dashboards for monitoring progress against ambition are not difficult or expensive to implement, but they require leadership and high-level commitment from the National Department of Transport who can provide a benchmark for effectively achieving these actions. The South African Network for Women in Transport (SANWIT) can work with municipalities' transport departments to provide regular monitoring and reporting on gender diversity and outcomes of gender inclusion initiatives, thus motivating stakeholders within the public transport landscape to improve their gender mainstreaming efforts.
- **Improving Sex Disaggregated Data Collection in the SA Public Transport.** - Data is used to inform, implement policy and regulatory reform. If the data that is collected already has an inbuilt bias excluding women's mobility needs and patterns, it is difficult to utilise it for gender mainstreaming purposes, both at the policy and implementation levels. Improving capacity on data collection and analysis would help to better understand women's transport needs and behaviours and identify gaps in the current system. The NDoT should look to the numerous international frameworks to ensure that disaggregated data collection on gender in transport and in e-mobility is robust, gathered across the country and made available on a central database. This will permit necessary accountability monitoring of gender equality efforts and make research on effective strategies, both by in-country and out-of-country experts, much easier. Such a database would also assist in breaking down information silos and promoting cross-metro communication for best practices, by making comparisons and analyses much easier to conduct.

These data collection tools and frameworks include the Organisation for Economic Co-operation and Development (OECD) International Transport Forum's list of gender indicators like household travel surveys that can be used by distinct levels of government by mapping the full list against key policy priorities.

The data2x has a useful brief on Gender Gaps in Mobility that highlights how women's mobility is different to men's through mobile phone user records. These insights, taken from large volumes of passively generated, inexpensive data streaming in real time, can help policymakers design more gender inclusive urban transit systems.

The SheCan Tool has useful guidance on data collection, stakeholder mapping and focus group discussion organisation and management to assist African cities to address sexual harassment on public transport.

The World Bank and the International Association of Public Transport (UITP), have collected ten international case studies on integrating gender into public transport policies and operations. Furthermore, the European Investment Bank (EIB) and UITP have published a knowledge brief on gender best practices in public transport.

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The incorporation of such data collection tools that prioritise sex-disaggregated data is fundamental in integrating gender into SA cities' public transport and can be used to serve as a benchmark for other C40 cities.

Representation and decision-making must be prioritised, with conscious efforts to include women in leadership roles and transport planning processes. Financial and entrepreneurial support for women entering the e-mobility sector can further empower them to participate in and benefit from the transition. Collaboration across stakeholders, including government, private sector, NGOs, and academia, is vital to accelerate knowledge transfer and innovation.

In conclusion, the transition to e-mobility presents a unique opportunity to address gender disparities in South Africa's public transport sector. By implementing gender-sensitive policies, fostering inclusivity, and leveraging international best practices, South Africa can create a transport system that is not only sustainable but also equitable and transformative. This approach will ensure that the benefits of e-mobility are shared by all, setting a global example for inclusive and sustainable urban mobility.

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Glossary

Disability results from the interaction between individuals with a health condition, including physical, sensory, and psychological, with personal and environmental factors such as negative perceptions, inaccessible transportation, and public buildings, and limited social support.

E-mobility, or electromobility, refers to the use of electric power to operate various vehicle types, including cars, buses, trucks, and includes e-bikes and e-scooters.

Empowerment comprises strategies and measures which raise the level of independence and self-determination in the lives of people or communities, and which aim to enable them to represent their own interests by (re)gaining personal agency, responsibility, and autonomy.

Gender refers to the social attributes and opportunities associated with being male and female, girls and boys, and non-binary persons. These attributes, opportunities, and relationships are socially constructed and are learned through socialisation processes.

Gender Equality, Disability, and Social Inclusion (GEDSI) refers to efforts to ensure that people from all backgrounds, including women and gender diverse people, people with a disability, and people facing different forms of marginalisation, can equitably and safely access, contribute to, influence and benefit from the planning, governance, and implementation of development initiatives.

Gender Equality is the concept that all human beings (women, men, non-binary, and LGBTQI+ persons) are of equal value and are free to develop their abilities and make choices in all sectors (political, social, legal, economic) without the limitations set by stereotypes, rigid gender roles, and prejudices.

Gender Mainstreaming is a process of (re)organisation, improvement, development and evaluation of political and non-political activities and processes at all levels to ensure that the experiences and needs of all genders are integral elements in the design, implementation, and evaluation of all policies and programmes. Gender mainstreaming is a supplementary strategy and not intended as a substitute for policies, programmes, projects, legal provisions, institutional mechanisms, or interventions which are specifically aimed at gender equality.

Gender Responsive refers to the consideration of gender norms, roles, and relations to actively tackle the associated gender-based disadvantages, inequalities, and discrimination, as well as potentials. Gender-responsive approaches identify and highlight existing gender related needs, priorities, and power dynamics and integrate the findings into the design, implementation, and evaluation of strategies and measures.

Gender Transformative goes beyond the impacts of gender-based inequalities to transform the gender roles, imbalances in power relations and structures, social norms and rules which lead to inequality, discrimination, and exclusion. The goal of gender justice can only be achieved by analysing the root causes which reinforce and proliferate gender-based inequalities and discrimination, and by changing them accordingly.

Intersectionality refers to how various aspects of a person's social and political identity can expose them to overlapping forms of discrimination and, on the other hand, privilege. Various aspects of identity can be both empowering and oppressive. An intersectional approach captures the layers of power and vulnerability among women, men, and LGBTQ+, leading to vulnerability or advantage as demonstrated in the Wheel of Power and Privilege by Sylvia Duckworth.

LGBTQI+ is an umbrella term that represents Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), and Intersex individuals. The "+" sign indicates that the acronym encompasses a broader spectrum of sexual orientations and gender identities beyond the explicitly listed terms. It is commonly used to refer to people who are attracted to the same gender, people with gender identities that differ from the sex assigned to them at birth, and people with nonbinary identities.

Sex disaggregated data refers to data that is categorised by sex (male and female) and potentially other gender identities.

Social Inclusion describes the process of making considerations for certain groups that are systematically disadvantaged because they are discriminated against based on factors such as disability, gender, ethnicity, race, religion, sexual orient

ation, caste, descent, age, human immunodeficiency virus status, economic status, migrant status or where they live.

Universal Design focuses on the key accessibility dimensions such as physical, social, communication and information. This definition is based on Article 2 of the United Nations Convention on the Rights of Persons with Disabilities. In its application, it is important to consider the cultural, economic, environmental, gender and social contexts.

Unpaid Care Work: refers to the activities people undertake to care for others and maintain a household, without receiving direct monetary compensation. This includes tasks like childcare, eldercare, cooking, cleaning, and other domestic responsibilities. It is often undervalued and invisible, disproportionately affecting women and girls, and has significant implications for gender equality and economic well-being.

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Annex 1: Outline of Interview Questions

1. South Africa now has a number of transport policies that look to make the sector greener and more inclusive. In terms of overall transport policy at national level – do you feel that the current framework provides the entry points for local municipalities to enhance their efforts to make local public transport more inclusive? (Yes / No/ How? – gaps / barriers/ suggestions)
2. In your view, what are the main challenges for a just transition to e-mobility? (Institutional/Cultural / Financial/Technical)
3. Based on your work and experience - where do you see entry points and /or opportunities to improve gender balance in terms of institutional capacity needs and/or gaps? (Policy or regulation can also be discussed.)
4. Do you see entry points in terms of operational capacity or technical challenges?
5. Are you aware of any recent training for staff when gender aspects have been included in the technical, operational, and/or management of the city bus operating companies? Can you cite the companies / are you aware of how successful they have been?
6. To what extent do you see opportunities for inclusion in the wider transport eco system as we shift to e-mobility (such battery life cycle management, the development of business models and finance schemes) so others who are not currently working in transport could be involved?
7. Does your municipality have any specific policies or initiatives on inclusive public transport and/or e-mobility that you might like to mention? (Successes / challenges/ unforeseen barriers?)
8. Are you aware of any other initiatives (either in Africa or other parts of the world) which could provide examples that could be adopted in your work?
9. Do you have suggestions for policy enhancement to scale up e-mobility adoption with a gender lens or other suggestions on how to include gender and inclusiveness in public transport (MBT, city buses, BRT) working with the public and private sector?
10. If you have suggestions, we would be happy to hear them.

Annex 2: Recommendations Long Term and Quick Wins for Gender Mainstreaming Public Transport

	Strategy	Policy	Measures	Expected outcome
Long Term Wins	<ul style="list-style-type: none"> • Increase the representation on women in decision making positions. • Develop a long-term strategy for 50:50 gender balance in all transport related municipal departments 	<ul style="list-style-type: none"> • Develop internal policy for gender balance. • Set targets for transfers and new positions (considering if there is a moratorium on outside recruitment). • These can be short, medium, and long term. 	<ul style="list-style-type: none"> • Review and document current gender balance within transport departments. • Work with human resources to review recruitment processes to ensure that women can apply. • Review recruitment advertisements (internal and external) for gender sensitive language. • Ensure that women are on the panel for selection. • Set a minimum gender balance for the short list. • Ensure that there is gender balance in internships. 	Build a competent pipeline of women with transport experience that over time can take up senior and decision-making positions
	Mainstream gender into transport policy, planning, and practice to address the gender sensitive.	<ul style="list-style-type: none"> • Develop protocols, policies, and initiatives to provide information to better understand and meet women's needs. • Allocate resource and budget lines to gender mainstreaming in transport. 	<ul style="list-style-type: none"> • Improve the evidence base for gender mainstreaming in public transport by regularly collecting disaggregated quantitative and qualitative data and information. • Train all levels of staff to ensure that the links between gender and mobility is well understood this should include gendered aspects of security and safety in public and transport spaces, facilities, and services and economic aspects (women not able to take up jobs). Attendance should be linked to performance reviews as a motivation to attend. Short, medium, and long-term targets can be set to ensure that inexperienced staff are trained and refresher courses in place. 	<ul style="list-style-type: none"> • Make public transport more inclusive and responsive to the currently underserved including but not exclusively women. Increase the representation and voice of women in the transport sector as passengers and workers. Passenger councils and groups can be useful mechanisms for gathering longitudinal changes in the system and evaluating what is working and what may need adjusting. The example of a women's desk in the provincial executive MBT council could be rolled out to other provinces and the findings shared annually between them. This could also be linked to any new grievance mechanism.
Quick Wins	Improve the safety of public transport and make it more gender friendly	<ul style="list-style-type: none"> • Develop and publish a local policy on anti-harassment for formal and informal transport operators. • Include in the policy the allocation of resources for public awareness campaigns on a regular and pre-defined basis (e.g. annually or 2 x year). • Include in the policy, the reporting modalities to senior officials on improvements and challenges. 	<ul style="list-style-type: none"> • Develop strategic partnerships with other municipal departments such as those responsible for safety and security to co-create and strengthen gender knowledge and capacity. • Establish a transport safety enforcement unit or task force to enforce who could work with the MBT, communities and local NGOs to enforce the anti-harassment policy and maintain the effectiveness of the grievance mechanism. • Training for local players (transport operators, women's groups, and local community leaders) to co-create local solutions and provide feedback. • Public awareness anti-harassment campaigns, grievance mechanisms, positive masculinity trainings for students (all genders), training for MBT owners and operators etc • Communicate actions and initiatives with the public to build trust. 	Make public transport more attractive and allow more people to benefit from opportunities, education, jobs, and services leading to an equitable, climate friendly society and support dynamic local and national economies.
	Improve equitable access to and service levels of public transport.	Improve the quality and safety standards of public and private (formal and informal) public transport operations, with improved service frequency, reliability, cleanliness, and safe driving practices, and implement bus lanes and other bus priority measures	<ul style="list-style-type: none"> • Increase community engagement on sustainable safe public transport (as a prerequisite for the introduction of electric mobility) • Address local issues including affordability, access, violence, personal security issues for women (and other communities such as youth, the elderly and PWD) 	