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# **Gender inequality in the transport sector of Bangladesh**



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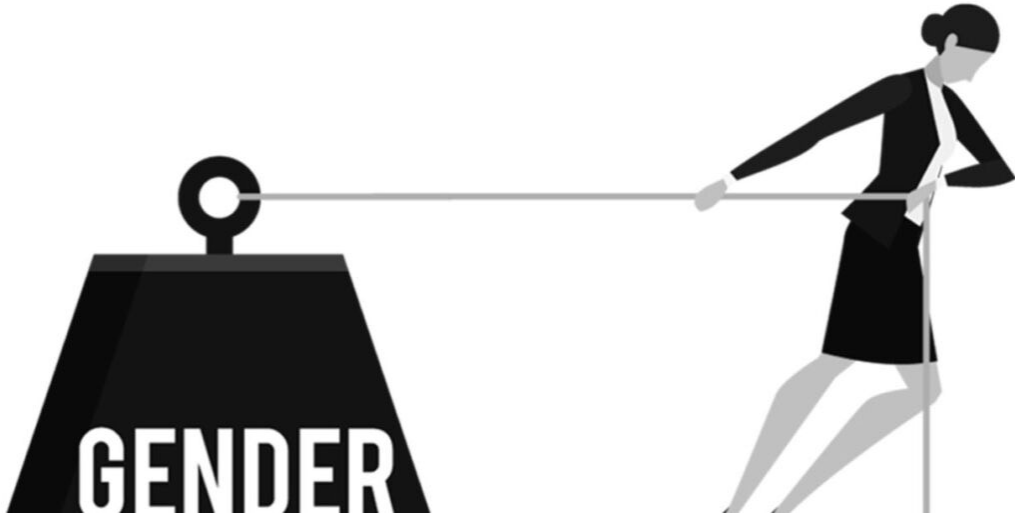
# Introduction

- ❑ **Transport sector is dominated by males traditionally.**
- ❑ It is often heard that there is no place for females in the transport sector in many countries of the globe.
- ❑ **Technical education opportunities and work environment for women are the possible 'whys' and 'wherefores' to increase the number and balance of gender inequality in the transport sector.**
- ❑ Not to mention the efforts of BRAC Driving School, which has trained female drivers since 2012. CARE, UN , World Bank, and Post Office preferred to recruit female drivers.
- ❑ **BRTA reported that less than 1% of females got a driving license boost-up by ride-sharing businesses.**
- ❑ This paper aims to investigate the reasons behind the less involvement of females in the transport sector (Mode based) of Bangladesh.
- ❑ **The implementation of female involvement in freight and passenger transportation will be a great leap forward towards gender parity.**

# Problem Statement

- **The transport sector is dominated by males in all modes.**
- Less than 1% of female drivers who took a driving license from the regulatory authority.
- **Minimal participation of females in rail, road, and sea transport.**
- No female involvement in the inland waterways.
- **Safe working environment and valuation of female participation in society are not respectable.**
- No government initiative to increase the share of females in the transport sector.

# Scope of the work



Approximately 60% of females are working in the ready-made garments sector due to the prevailing good environment in the factory premises and it is possible to divert them to the transport sector by ensuring good training, lucrative salary, and a conducive work environment.

- 🌹 **The foresight of gender equality in the transport sector will bring human rights to create a decent workplace for all irrespective of males or females.**
- 🌹 **Women empowerment will be ensured and transport risk, accidents, and reckless driving will be reduced significantly.**
- 🌹 **The practical impact of this study will help to encourage females in the transport sector to safe driving on the roads and highways and contribute to effective management in the transport sector of Bangladesh.**

# Research Methodology

This research applied the qualitative research method to know the current situation of the transport sector and female engagement in Bangladesh and added one case study on Australia's Transport Sector.



LITERATURE REVIEW

INTERVIEW OF FEMALE DRIVERS

VISITING FREIGHTTRANSPORT TERMINALS

PERCEPTIONS FROM THE INDUSTRY AND SOCIETY

VISITING DRIVING SCHOOL TO GET FEMALE LEARNERS

VISITING ALL MODE AND NODE AVAILABLE IN BANGLADESH

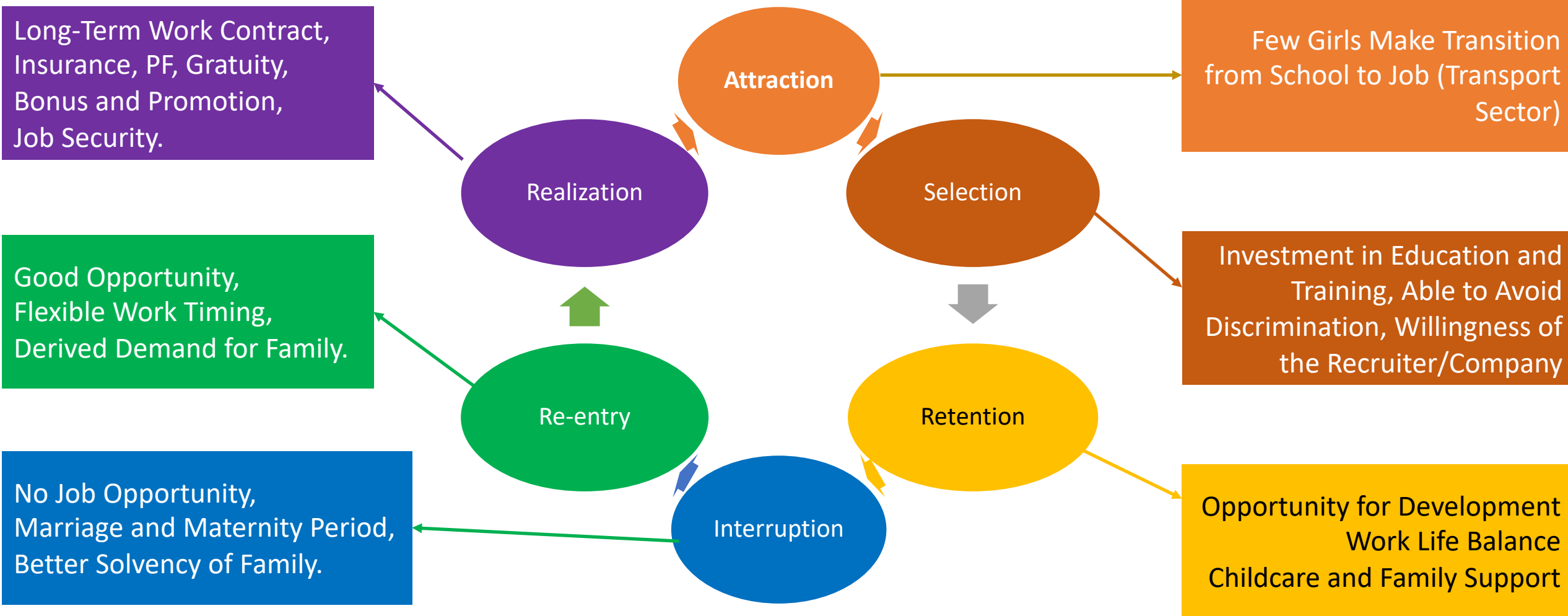
DATA AND INFORMATION COLLECTION FROM ELECTRONIC AND PRINT MEDIA



# The Power of Women in Social Change

- Personal preferences or desires are the key factors in determining whether she will earn for self/family/society/country/world.
- Above preference or desires are heavily influenced by inheritance/socio-economic constraints/pressures from family or society/derived demand.
- Conformation of traditional gender activity or new societal change of behaviors.
- Knowledge gained from education/natural learning/societal pressure/self-realization.
- To do attitude.

# Career Cycle of Women in the Transport Sector



Source. Turnbull, 2013

# Labor Force Engagement by Gender

- ❖ NGOs like BRAC, CARE and others took several initiatives to train female drivers and employ them in different organization of Bangladesh.
- ❖ Post Office recruited female drivers in their fleet is a very significant example in this regard.
- ❖ Comparing to male drivers, female drivers are more risk free, trustworthy and reliable in driving and they strictly adhere to the current Transport Policy of Bangladesh.



# Female Participation in Transport Sector of Bangladesh

Mode	Driving	Operation	Management
Road-Passenger and Freight	Yes	No	Yes
Rail-Passenger and Freight	Yes	No	Yes
River-Passenger and Freight	No	No	Yes
Air-Passenger and Freight	Yes	Yes	Yes
Sea-Freight	Yes	Yes	Yes



**First Train Master Salma Khatun in Bangladesh who joined in Bangladesh Railway in 2004 and promoted.**

**Photo: The Independent, 2019**

**Driving**> Vehicle/Vessel/Train/Ship/Plane/Others.

**Operation**> Ticket sales/signaling/cleaning/Others.

**Management**> Decision Makers/Distance Monitoring/Accounting/Others.

# Female in RMG Industry and Transport Sector

Key Issues	RMG Industry (More than 40%)	Transport Sector (Less than 1%)
Destination/Working Place	Fixed place. Maximum in a factory site.	Not fixed. Need to go anywhere in Bangladesh.
Physical connectivity with family	Regularly staying with family and being able to look after family members daily.	Need to take a leave and meet with the family members Occasionally
Time-table	Fixed time-table and will get overtime. Flexible shift opportunity	Not fixed and need to engage for full time to complete the trip successfully.
Working environment	Have at working place and exclusive facilities for women such as Toilet, Breastfeeding center, etc.	Critical environment to survive and accomplish daily necessary tasks and uncertainty in getting exclusive facilities that must need for female drivers.
Job Security	Available job in the market and secured for a long time	Uncertain and compete with the male.



# Mode wise Discussion-Road

Area and Drawbacks	Opportunities	Recommendations
Driving School for Female-Limited schools that operated by NGOs	BRTC Training center may increase seats for females and promote all over the country to make attention to young girls and others.	More openness by BRTC Training school and create good environment and facilities for female
Licensing and Vehicle Management-Complicated rules by BRTA and critical to get the license. Tough to manage male drivers by female	Recruiting of female staff in BRTA for management and training.	Set one-stop service for females in getting BRTA driving license and operate by the female staff of BRTA.
Freight Terminal Management, Vehicle Operations, Monitoring, Tracking, and Tracing	Engagement of females in cargo and vehicle tracking and tracing	To deploy female staff on behalf of Roads and Highways for monitoring and tracking

People's are thinking about how to develop exclusive female bus services, even engaged female contractors, but not thinking that a female can drive this bus instead of a male driver.



# Mode wise Discussion-Rail

Area and Drawbacks	Opportunities		Recommendations
Less Number of Female Locomotive Master	Engage more female locomotive masters and train them in the railway academy		Deploy female train drivers in the upcoming metro rail.
Train Operations, Signaling and Maintenance. Not found any female staff.	As above		As above.
Ticketing and Station Management –Less involvement	To operate by female staff only and bring to the management level		To make quota for female and upgrade them
Freight Transport Management	Work as locomotive master, operator and management staff		Develop a specific training academy for rail freight transport and recruit female employees for academic and on-job training

# Mode wise Discussion-River

Area and Drawbacks	Opportunities	Recommendations
Inland Ship Maneuvering and Operations-No Female Involvement	Female will decrease the scarcity of male Sukans and engineers.	To establish inland navigation and engineering academy for female cadet.
River Port Operations and Maintenance	New area to involve female staff.	Government must recruit female as priority tasks and train them for operating handling equipment properly.
River Port Management and Revenue Collection	New area to involve female staff.	Engage experienced official staff to the river port.

# Mode wise Discussion-Air

Area and Drawbacks	Opportunities	Recommendations
Air Operations-Plane- Less female Pilot.	To recruit in Bangladesh Biman and international marketing for engaging female pilot	Government should take the necessary initiative to open a female training institute and arrange an international standard flying academy in Bangladesh.
Air Operations-Plane- marginal female Crews.	To scatter Bangladeshi female cabin crews globally.	Establish Female Crew Training Center.
Freight or cargo village Operations	To involve female operating staff and management staff	Government must recruit female in as priority tasks and train them for operating handling equipment properly.
Airport Operations- Less involvement of female	Do	Do

# Mode wise Discussion-Sea Freight

Area and Drawbacks	Opportunities	Recommendations
Sea Operations-Vessels- Less female seafarers (Officers )	Upsurge the percentage by increasing seats for female cadet and international marketing for female cadets	Recruit more female cadets in the Maritime Training Institute.
<b>Sea Operations-Vessels- Less female seafarers (Crews )</b>	<b>Do</b>	<b>Establish Female Crew Training Center.</b>
Shore Operations at Port and Terminal- No presence of female workers	To get female staff in the port and terminal operations where port equipment such as gantry crane may be operated by them	Create job opportunity for female and establish on job training by employer.
<b>Port and Shipping Office Management: Less involvement of female</b>	<b>Best safe working environment for female and manage office activities softly and timely.</b>	<b>Recruit female and arrange training. Port authority should allow female as priority.</b>

# Case Study-Australia

Area	Australia	Bangladesh	Remarks
Female Participation	Maximum 20% of female drivers are available in Australia (Financial Review, 2022) to support the transport sector. NTC(2022) reported that Women make up around 27.4% of Australia's transport workforce	No data for the female drivers' engagement in Bangladesh	Bangladesh needs to collect and archive data of transport sector for male and female of all modes.
Pay Gap	The gender pay gap in the transport sector is higher than the national average – 15.9% as against 13.9% (NTC, 2022)	No discrimination as they worked in the international standard organization like CARE, BRAC and UN	During recruitment of Post Office did not make any discrimination for salary and benefits and allowed same pay scale for male and female.
Transport Sector Strategy for Women	Some state government such as Victoria has "WOMEN IN TRANSPORT STRATEGY" that inspired to bring more female to the transport sector. This strategy will help community and activate economy functions as well as develop a diverse and dynamic workforce for infrastructure upgrades, planning, reform, and operational changes to transform transport network now and for future generations.	Bangladesh is trying to achieve the official motto of SDG 5 (Gender Equality) is "Achieve gender equality and empower all women and girls". There is no exclusive document for female participation in the transport sector.	To follow the RMG example and percentage of Female in the population, government may take initiative to develop a strategy as like Australia.



# Key Challenges-1

Denied “Access” to men’s work



Traditional and Confined to “Feminized roles”

Just after marriage, unable to manage all including husband in a new place for accomplishing household tasks

Best practices and advent females are few role models/mentors to inspire others

No facilities to put children with others or in childcare. Not yet popularized childcare system in Bangladesh

# Key Challenges-2

Realize the potentiality of females in the transport sector



To stop the harassment, bullying, and violence by male even by female

Unsuitability to adjust in the rough working condition

Mismatch of work style and family decision to set in an organization

Not favored by female colleagues or supervisors, sometimes behave crucially

# Way Forward

- ✓ Promote females in all modes of transport and create a brand like " Female seafarers of Bangladesh"
- ✓ Arrange training for females, set up training academies, and develop a career path by ensuring jobs.
- ✓ Networking and social capital development. Introduce transport sector at school/college/university level to attract girls.
- ✓ Work family balancing and inspiration to be given to husband/family members by the government/NGOs.
- ✓ Bring diversity and raise female voice at work, local body, and national body.
- ✓ Cultivate cultural activities and ensure the safety and protection of females at home, work, and passage.



# Conclusion



Road



Rail



Sea



River



Air

Explored the presence of female in the all modes of transport sector except river mode (inland).

Female is interested but the shortage of safe working environments are not allowing to join and involve in the transport sector professionally.

Direct involvement of the government will increase the share of female in the transport sector that will reduce gender inequality.



Thanks a lot