

Mainstreaming Gender in Transport

Japan's Initiatives

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- 22nd ASEAN-Japan STOM Leaders Conference recognised the importance of integrating gender considerations into transport planning to enhance the inclusiveness of transport systems and welcomed the ASEAN Secretariat's suggestion to strengthen gender mainstreaming in ASEAN transport initiatives (26-27 June 2024, Nagasaki)



- MLIT have reported on Japan's initiatives in each of the ASEAN working groups

33rd LTWG (12 Sept. 2024 Siem Reap, Cambodia)

Creating a Market for Female-Friendly Services

- According to WILLER, they have implemented a variety of initiatives to enhance convenience and peace of mind for female passengers and thereby create a market for more female-friendly services.
- These initiatives include introducing seats and designs created based on feedback from female customers, and seating female passengers next to each other.

Unique bus color scheme

Catering to a broader range of passenger travel needs

Female-only seating areas: Female passengers seated next to each other

Diverse seating options reflecting customer feedback and needs

Canopies to conceal faces of sleeping passengers

Bus travel = rest & relaxation

Sense of privacy

Source: Prepared by MLIT based on content of Gender and Transport seminar (July 25, 2024, Tokyo)



47th MTWG (18 Sept. 2024 Bandar Seri Begawan, Brunei Darussalam)

Shine and Rise! "Fun-jo's"★

Project to support women working in the maritime industry!

- As a part of the work style reform, Japan is advancing initiatives efforts to create attractive workplaces that are comfortable for women, with the aim of empowering women in every field.
- Sea operations, shipbuilding, marine equipment manufacturing, etc. are industries in which women are less active than in other industries, perhaps due to the female employment image in such industries are "male-dominated workplaces" and "male-dominated workplaces".
- Recently, however, the number of female workers has been increasing gradually as a result of proactive initiatives by businesses, such as improving welfare facilities, working environment, and facilities.

Comparison of initiatives to promote women's participation in the maritime industry

Compared to other industries, these are industries that will exceed the general of women

Improving the ability of women to work in the maritime industry

Providing a safe and secure environment for women to work in the maritime industry

Source: Prepared by MLIT based on content of Gender and Transport seminar (July 25, 2024, Tokyo)



47th TFWG (23 Oct. 2024 Vientiane, Lao PDR)

About the Truck Girl Promotion Project in Japan

MLIT has been conveying beneficial information regarding women truck drivers (affectionately known as truck girls) and executives via its Truck Girl Promotion Project (website), which makes the activities of truck girls widely known to society.

The Truck Girl website was created in 2014 and was comprehensively revamped in 2022.

Key content examples

- Interviews with working truck girls**
 - The site features interview articles with 10 working truck girls from a diverse range of backgrounds, including different career histories, years of work experience and current work status.
 - The site also introduces working truck girls' own unique insights into what led them to become truck girls, their thoughts and so forth.
- Introducing settings where truck girls are performing active roles**
 - Key delivery scenarios, including loads and delivery destinations that correspond to the different categories of driver licenses.
 - Helping create a mental picture of personal career development.
- Introducing recruitment information**
 - The site is linked to a driver recruitment information website provided by the Japan Trucking Association.
 - The Truck Girl website is set up to provide those visiting the site with the streamlined delivery of recruitment information from companies featured in the interview that are actively recruiting.
- Interviews with company executives where truck girls are currently working**
 - The site features interview articles with executives at companies where large numbers of truck girls work.
 - The site introduces information beneficial to companies aiming for further active participation by women in the future, including techniques and things to note when it comes to promoting the active participation of women.

Website URL: <http://www.mlit.go.jp/girls/truckgirl/>



50th ATWG (30 Oct. 2024 Chiang Mai, Thailand)

"Aiming for highly diverse air transportation"

(from a presentation by Japan Airlines)

- According to Japan Airlines Co., Ltd. (JAL), the airline is undertaking initiatives aiming to understand the values of diverse passengers and create value with diverse employees.
- In terms of overall passenger numbers (of an annual 40 million), the ratio of males to females is 7:3 (in part due to the preponderance of men traveling for business). While providing a gender-neutral service, the airline incorporates the perspective of cabin attendants and other female employees.
- The gender balance of JAL employees is basically 5:5, with the airline putting in place mechanisms to ensure that life events do not cause employees to quit their jobs.

JAL Group diversity in numbers

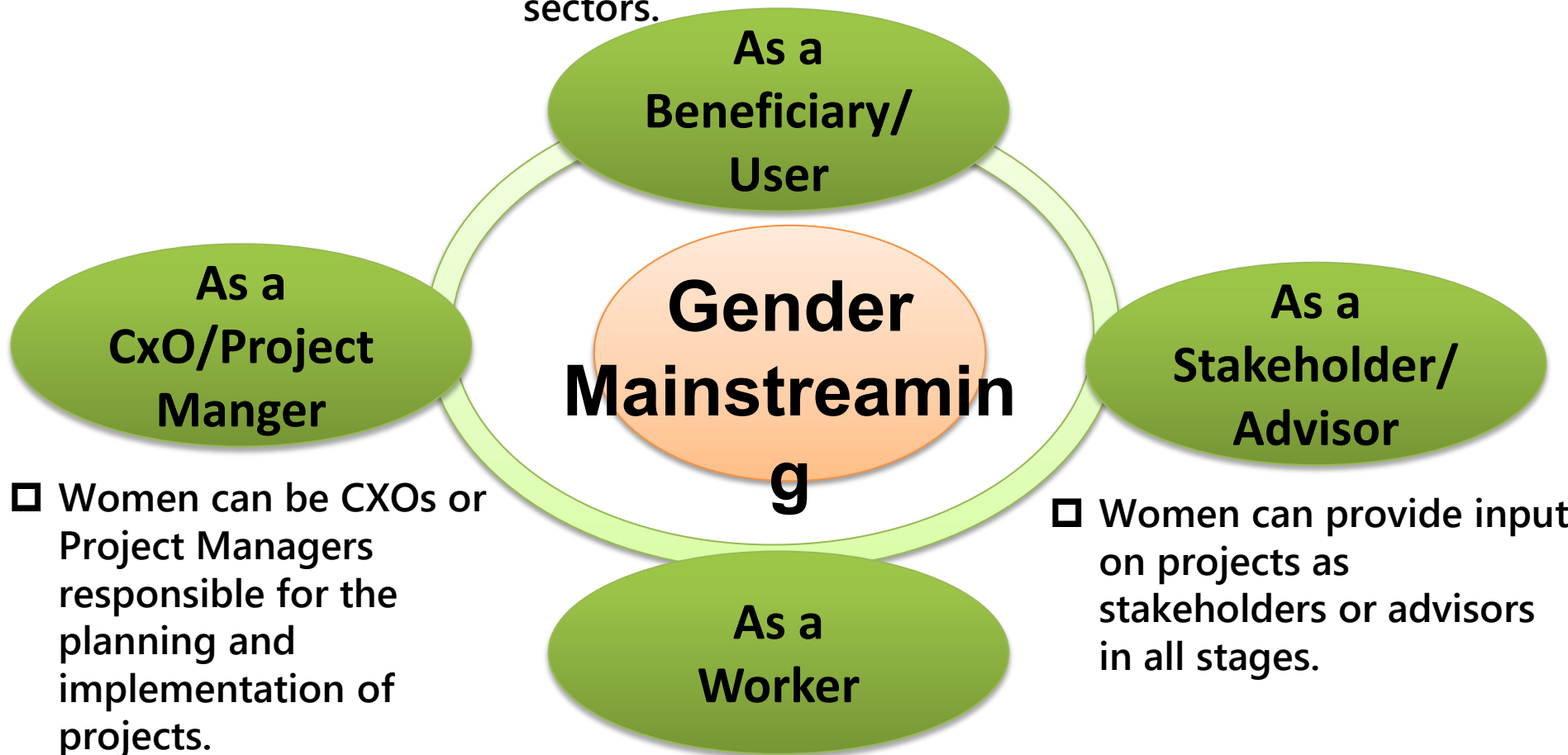
What the airline is doing now

Promoting human capital management to support diverse career aspirations

Source: Prepared by MLIT based on content of Gender and Transport seminar (July 25, 2024, Tokyo)

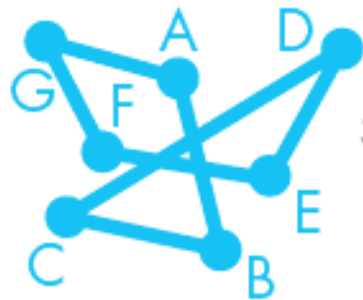


- ❑ Women can be the direct beneficiaries of services provided by projects in both economic and social sectors.



- ❑ Women's mobility patterns differ from men's, such as stopping at multiple locations, travel with others etc. (according to the OECD/ITF).
- ❑ It is crucial to grasp gender differences when formulating transport policies and providing transport services.

■ Characteristics of Women's Mobility Patterns



scattered origins and destinations

outside rush hours



shorter travel distances



not alone

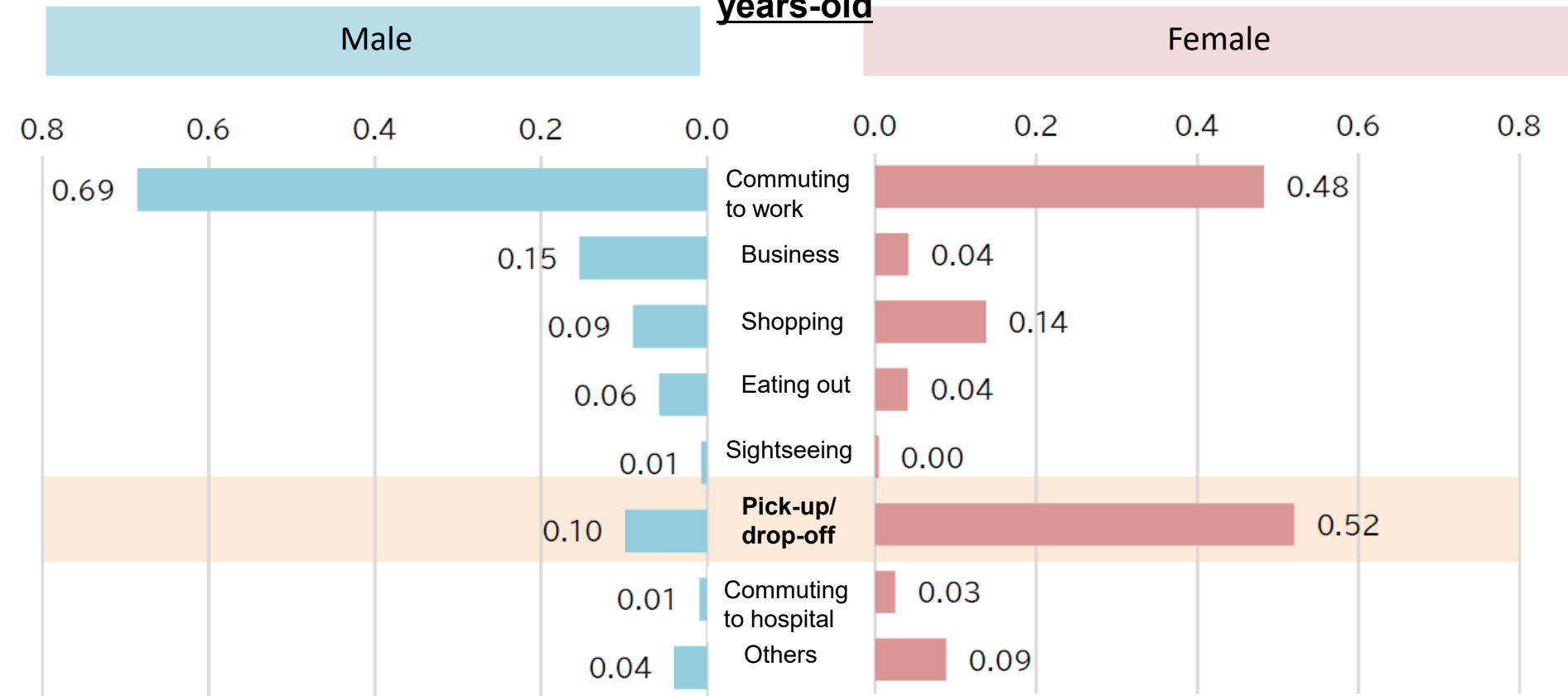


(Source) CIVITAS POLICY NOTE - Smart choices for cities
- Gender equality and mobility: mind the gap! (2020)

- ❑ For child pick-up and drop-off, survey indicates that
 - Women travel more frequently than men in Japan

Women's mobility patterns- a Japanese example

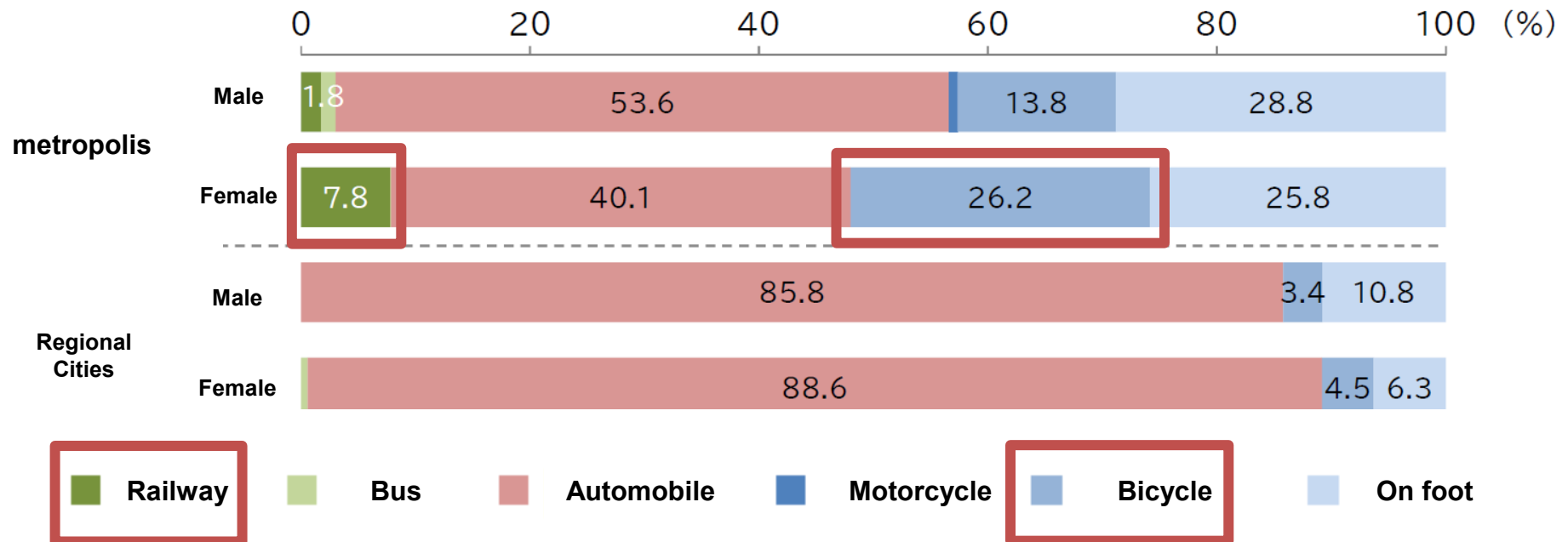
Number of trips per day for households with children under nine-years-old



- ❑ For child pick-up and drop-off, survey indicates that
 - Women in metropolis travel more by trains than men
 - Women in metropolis travel more by bicycle/on foot than women in regional cities
 - Implication for a place-based approach to gender policies

A Japanese example of women's mobility patterns

Modal split of child pick-up and drop-off



□ Bicycle

- Cycling with children requires special infrastructure design.

(sources: Lagadic, 2022, 2023).

A Japanese example of diverse needs for infrastructure



(sources: Lagadic, 2022, 2023)

From presentation materials of the ITF at the seminar on gender and transport (2024)

□ Railway

- Train rides with children require designated services

A Japanese example of Public-Private collaboration



From presentation materials of the JR-EAST at the seminar on gender and transport (2024)

- Allocating particular space for wheelchair and stroller users in Japan through collaboration with operators (railway companies etc.)

- ❑ There is a need to welcome more women(as decision-makers) into the transport sector and formulate inclusive policies and services that bring gender perspectives into the mainstream in the sector.

- Taxi services for pregnant women with labor pain (initiated by a female manager in Hiroshima pref.)



<https://www.tsubame.co.jp/service/assist-2>



- ❑ In aging societies, it is also crucial for industries to secure labor forces (including women as workers)

- Project to support women working in the maritime industry-Shine and Rise! "Fune-jo"s★-

- Increasing the numbers of female pilots and mechanics in the aviation sector



the roundtable discussion



A business displaying the Female Empowerment Mark



the percentage of women is lower for roles such as pilot, mechanic and ramp handling personnel

- ❑ MLIT hosted the seminar on gender and transport with ITF (25 July 2024, Tokyo)
- ❑ MLIT is incorporating international discussions to Japan's context
 - Integrating gender into policy making
 - Work towards allocating resources for gender mainstreaming
 - Set up a task force composed of female staff
 - Enhancing private sector engagements
 - Set up councils composed of female managers from transport companies

Seminar on gender and transport



Set up task force to report to Minister





Thank you for your attention.

