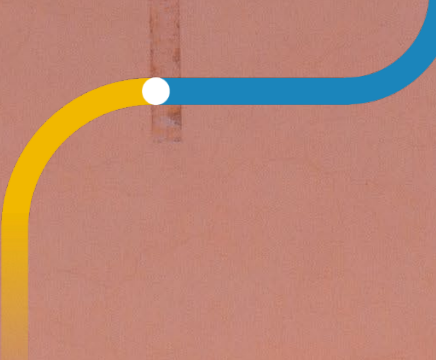




Mind the gap: Gender-responsive urban mobility planning

26 August 2025



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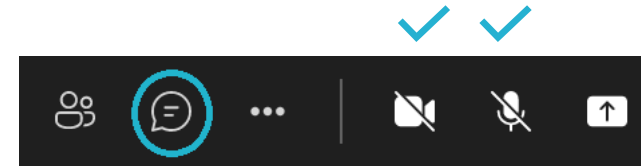
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Housekeeping and recommendations for this session



Make sure your mic is muted, and your camera is turned off



This session will be recorded. You will not appear in the recording if your camera is kept off



Include your questions in the chat, we will pose them in the Q&A at the end of the session

Outline

1. Welcome and housekeeping (5')
2. What is gender and why does it matter in mobility planning? (10')
3. MobiliseYourCity approach to sustainable urban mobility planning (10')
4. From gender-blind to gender responsive SUMP: overview of the new MobiliseYourCity-TUMI Topic Guide + Q&A (20'+10')
5. The Colombian National Strategy for Active Mobility with Gender and Differential Approach + Q&A (20'+10')
6. Wrap up and closing remarks + Q&A (5')

Speakers



Carine Assaf
Sustainable Mobility
Expert
MobiliseYourCity
Secretariat
Moderator



Keisha Mayuga
Urban Mobility
Specialist
GIZ – TUMI &
WomenMobilizeWomen



Gail Jennings
Gender Expert
HEAT GmbH



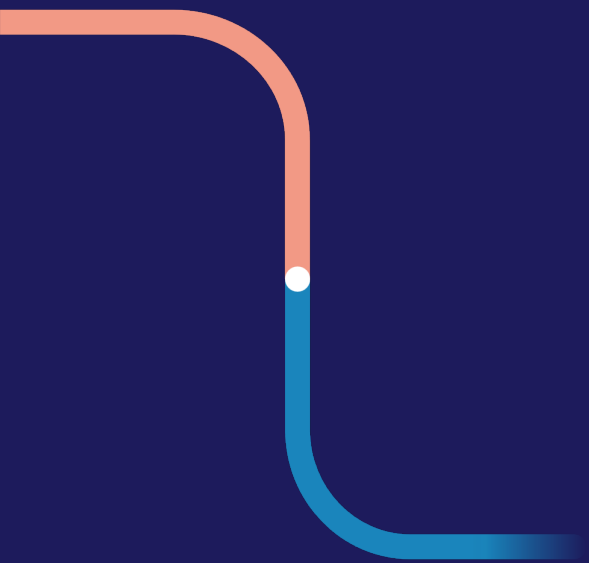
Paola Ramirez
Gender Expert
HEAT GmbH



Diana Ardila Luengas
Sustainable mobility
and gender Specialist

Learning objectives of this session

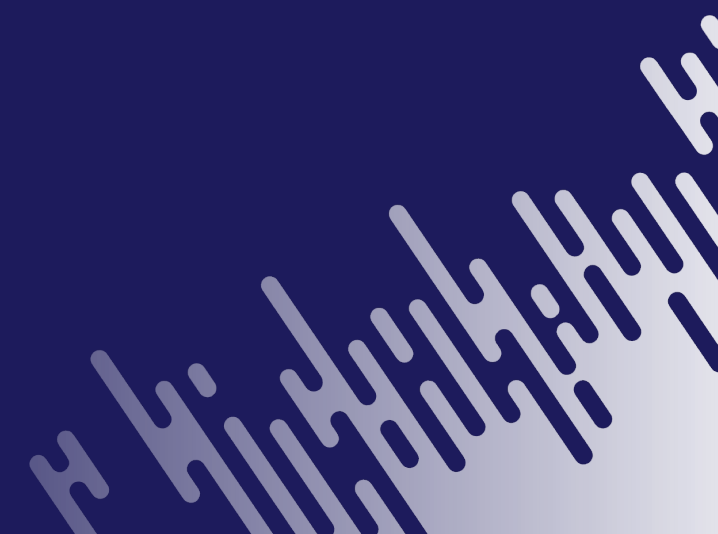
- Understand why gender matters in urban mobility planning
- Be introduced to the main principles and structure of gender-responsive SUMP
- Learn how to integrate gender at each stage of the SUMP process

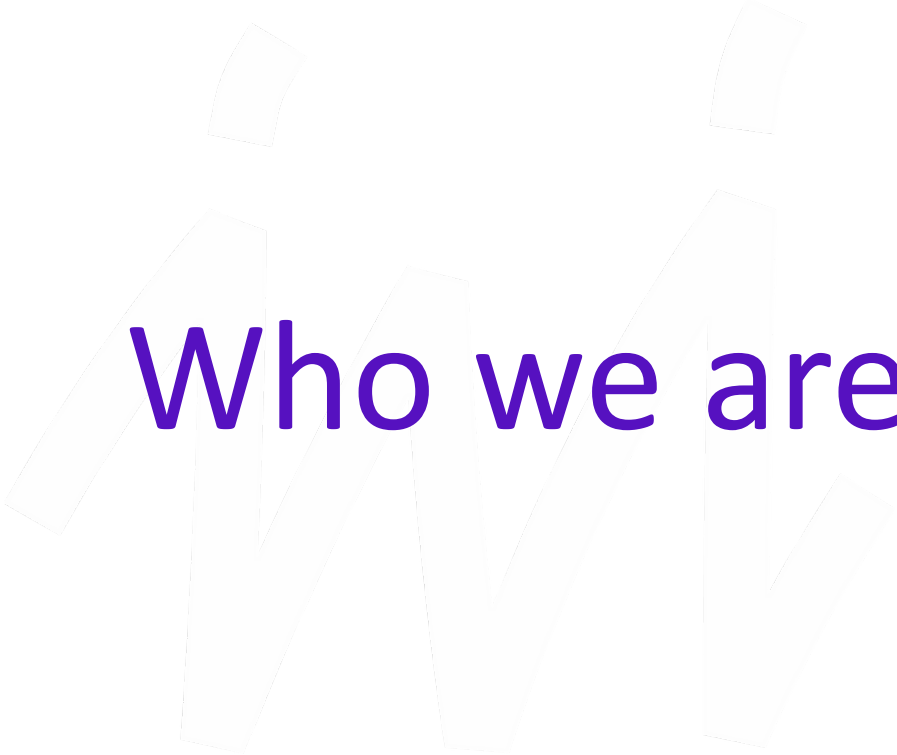


What is gender and why does it matter in mobility planning?



Keisha Mayuga – TUMI / Women Mobilize Women





Who we are

From Feminist Development Policy to Implementing Change in our Cities
Transport and Mobility Systems

Introduction to Women Mobilize Women | WMW 2024



Women Mobilize Women works towards building more feminist transport and mobility systems in our cities by empowering women as both workers and users; and is underpinned by a data-driven approach.



WMW is an integral part of the Transformative Urban Mobility Initiative (TUMI) at GIZ.



WMW is BMZ's flagship initiative on gender equity in transport.



WMW partners with local and regional organizations and hosts the Global Alliance for Feminist Transport.

Who do we empower?

- **Transport Workers**
 - By encouraging dignified working environments to attract and retain women in the transport workforce
- **Transport Users**
 - By working towards making transport more safe, reliable, accessible, and affordable for all
- **Decision-makers**
 - By providing them with allies, networks and tools to leverage their position and work towards transport systems that leave no one behind



Women are not homogeneous. Gender is not binary. WMW advocates for intersectional approaches that consider race, ethnicity, age, income, class, religion sexual orientation and ability.



What do we mean by “Gender”?

- **Gender ≠ Sex** → Social roles, norms, and expectations that shape how women, men, and gender-diverse people experience the world.
- **Why it matters in cities:** Travel patterns, safety perceptions, and access needs differ based on gender.
- **Key point:** Urban mobility is not neutral. It reflects inequalities built into our societies.
- **The “Feminist” lens** doesn’t only look at women but challenges the social norms at which we look at for the benefit of those who are traditionally marginalized.

How Gender Shapes Mobility

- **Travel patterns:** Women walk, cycle, and use public transport more, often with shorter, multi-purpose trips.
- **Access barriers:** Safety concerns (harassment, lighting, station design), affordability, time poverty.
- **Intersectionality:** Gender interacts with age, disability, income, and caregiving roles.
- **Designing only for the “average male commuter”** leaves out large parts of the population.





Importance of Planning Transport with a Feminist Lens

- Feminist Transport is designing our transport and mobility systems around the widest sub-set of transport users. **If you design with women and girls in mind you design for everyone.**
- This requires **challenging the systemic gender gap** in the planning and design of our transport and mobility networks.

Everyone has the right to safe, affordable, and accessible mobility.

Join the Global Alliance for Feminist Transport



Now live!



The Team →



Cristal Stefania
Cedeno Tobanda



Keisha Mayuga



Hannah Behr



Viviane Weinmann



Let's keep in touch!

womenmobilize.org

X/Twitter

[@WomenMobilize](https://twitter.com/WomenMobilize)



LinkedIn

[Women Mobilize Women](https://www.linkedin.com/company/womenmobilizewomen)



Join WMW on LinkedIn

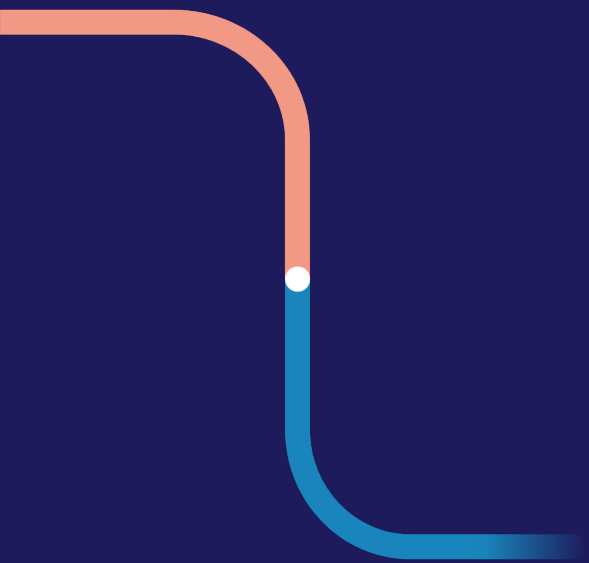
[WomenMobilizeWomen Community by TUMI](https://www.linkedin.com/company/womenmobilizewomen)



Email us at

women@transformative-mobility.org

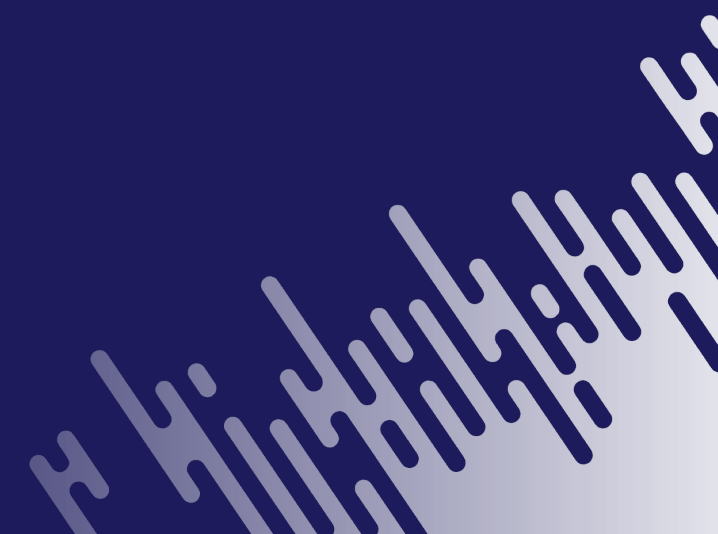




MobiliseYourCity approach to Sustainable Urban Mobility Planning



Carine Assaf – MobiliseYourCity Secretariat



Sustainable urban mobility and comparison with traditional approach

Table 1: The difference between traditional transport planning and Sustainable Mobility Planning

Traditional Transport Planning		Sustainable Urban Mobility Planning
Focus on traffic	→	Focus on people
Primary objectives: Traffic flow capacity and speed	→	Primary objectives: Accessibility and quality of life , including social equity, health and environmental quality, and economic viability
Mode-focussed	→	Integrated development of all transport modes and shift towards sustainable mobility
Infrastructure as the main topic	→	Combination of infrastructure, market, regulation, information and promotion
Sectoral planning document	→	Planning document consistent with related policy areas
Short and medium-term delivery plan	→	Short and medium-term delivery plan embedded in a long-term vision and strategy
Covering an administrative area	→	Covering a functional urban area based on travel-to-work flows
Domain of traffic engineers	→	Interdisciplinary planning teams
Planning by experts	→	Planning with the involvement of stakeholders and citizens using a transparent and participatory approach
Limited impact assessment	→	Systematic evaluation of impacts to facilitate learning and improvement

The MobiliseYourCity vision for sustainable mobility



Low carbon



+ Efficient



+ Safe and just



= Sustainable Mobility

- People are key
- All modes and all services contribute to the same goals
- At the scale of the Functional Urban Area



Working for equity

- Mobility is the key to jobs, services, education, health...
- Urban mobility can represent a high share of daily wages
- A car-oriented mobility policy is inequitable
- Public Transport and active modes for social equity

What is a Sustainable Urban Mobility Plan?

The SUMP Concept

A **SUMP** is a strategic plan developed in a participatory and integrated way to meet people's and businesses' mobility needs in cities and to harmonise and integrate existing planning approaches.



The 8 European SUMP Principles and implications for MobiliseYourCity context



- 1 Plan for sustainable mobility in the “functional urban area”

Rapid urbanisation



- 5 Define a long-term vision and a clear implementation plan

Legitimacy for planning



- 2 Cooperate across institutional boundaries

National government required



- 6 Develop all transport modes in an integrated manner

Focus on paratransit reform and walking



- 3 Involve citizens and stakeholders

Atomised paratransit sector



- 7 Arrange for monitoring and evaluation

Sustainable Mobility observatories



- 4 Assess current and future performance

Climate action through SUMPs



- 8 Assure quality

Partnership for development

What are the specific needs for MobiliseYourCity geographies?

- Need of increasing the technical capacities of local governments;
- Opportunity to establish governance and institutional frameworks compatible with sustainability principles;
- Chance to maintain low levels of private motorisation and a high modal share of walking;
- Urgency to transform/regulate paratransit services which are the main, if not the only, mode of public transport in many cities worldwide.



Developing Sustainable Urban Mobility Plans

Guidelines for MobiliseYourCity geographies

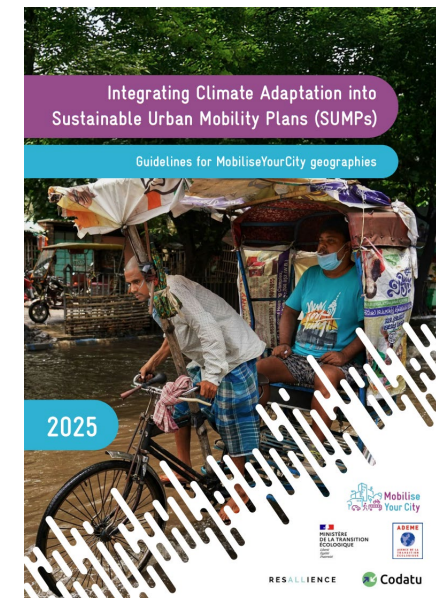
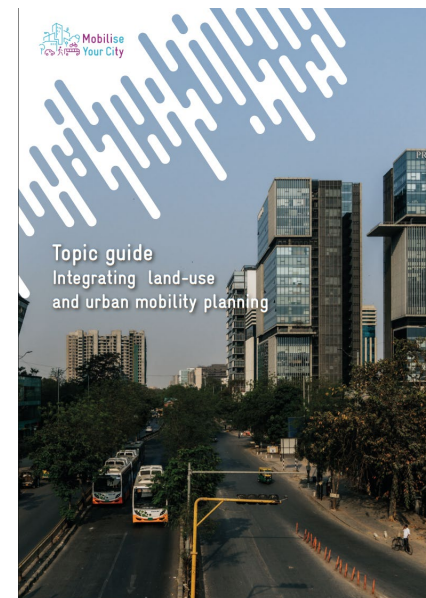
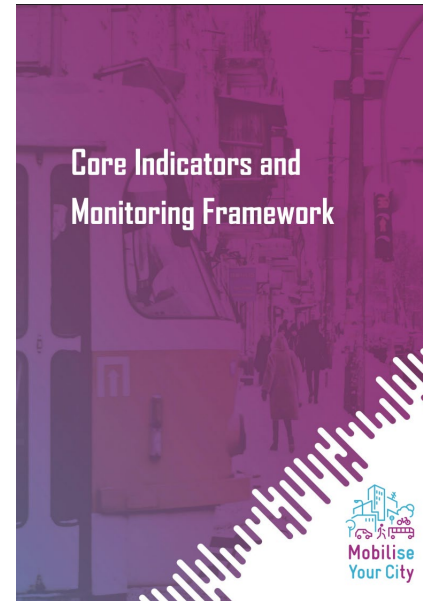


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The MobiliseYourCity SUMP Guidelines

To know more ☺

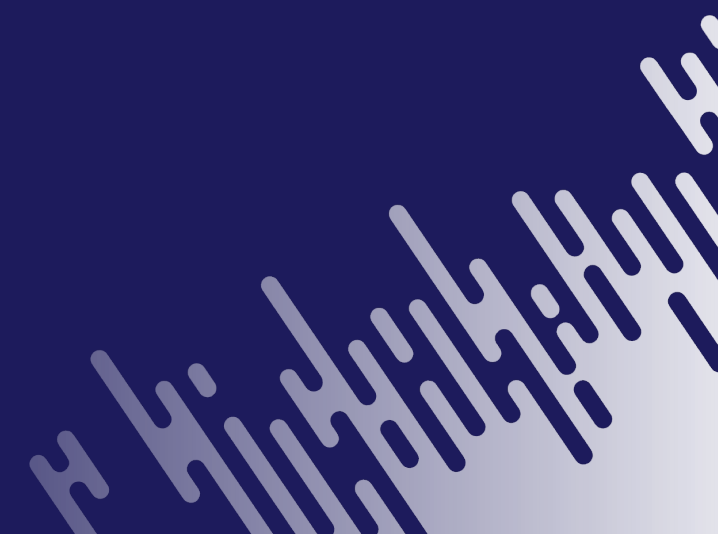
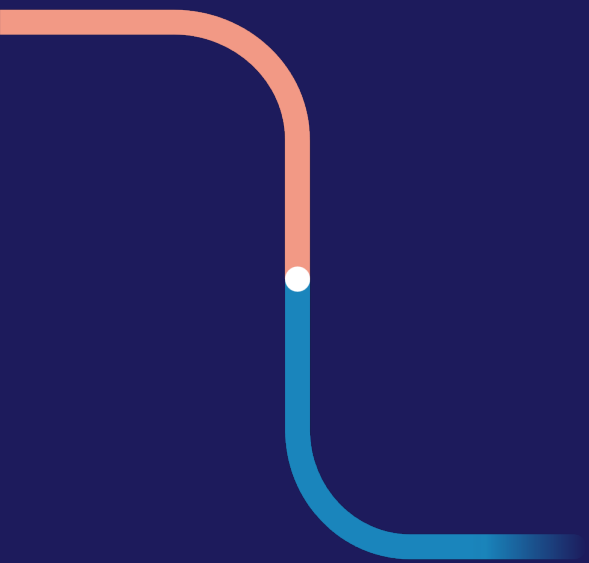


Mainstreaming Gender in SUMP

2025

Mainstreaming Gender in Sustainable Urban Mobility Plans

Topic Guide



From gender-blind to gender responsive SUMPs: overview of the new MobiliseYourCity-TUMI Topic Guide + Q&A

Paola Ramirez – HEAT GmbH

THEORETICAL FRAMEWORKS

SEXISM

Sexism is a system of inequity and oppression where men are privileged and women are oppressed.

FEMINISM

Feminism is a movement to end sexism, and sexist exploitation and oppression.

INTERSECTIONALITY

Intersectionality refers to the way in which some people experience compounded discrimination due to multiple marginalising and interlinked characteristics – in other words, discrimination and disadvantage based on multiple social identities (race, class, gender, age, sexual orientation, migratory status, disability status, location, religion, etc).

GENDER MAINSTREAMING

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.

Gender mainstreaming is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated.

The goal is to achieve gender equality.

GENDER EMPOWERMENT

Gender-empowering measures or interventions programmes build assets, capabilities, and opportunities for women and marginalised groups.

GENDER TRANSFORMATIVE

Gender-transformative measures or interventions address unequal power relations and seek institutional and societal change.

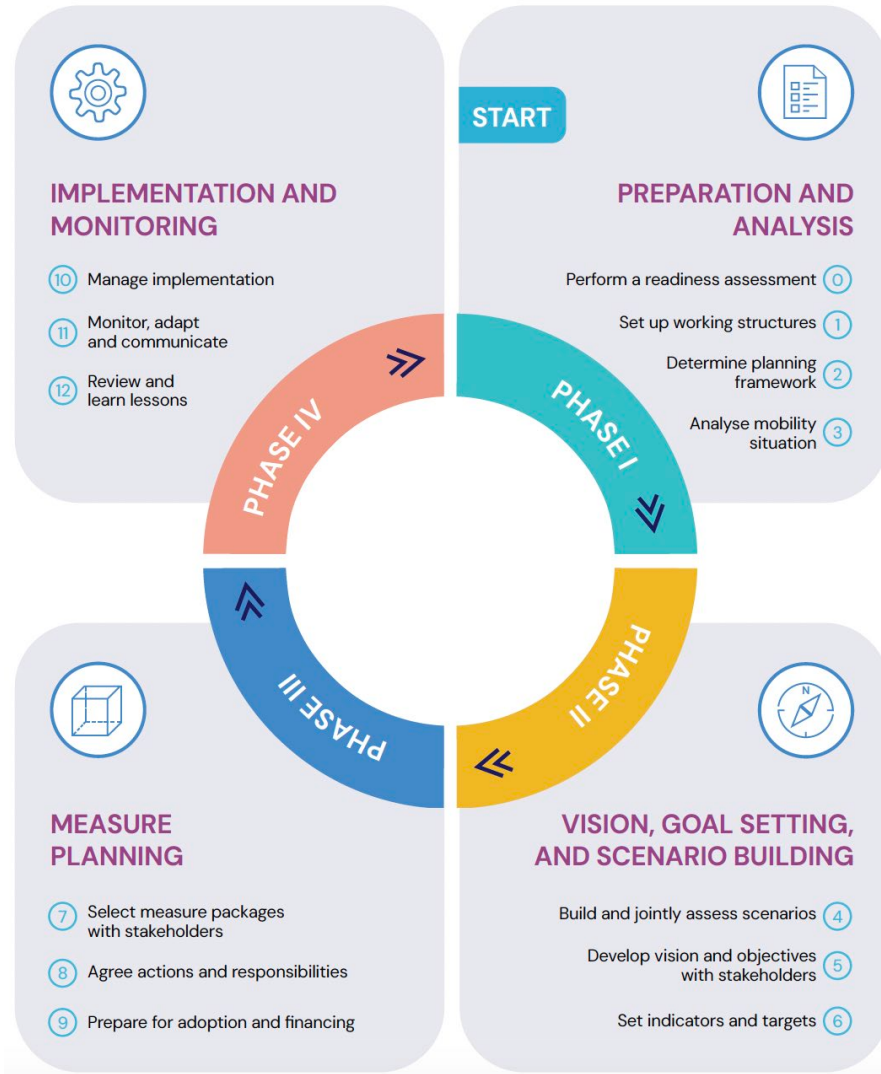
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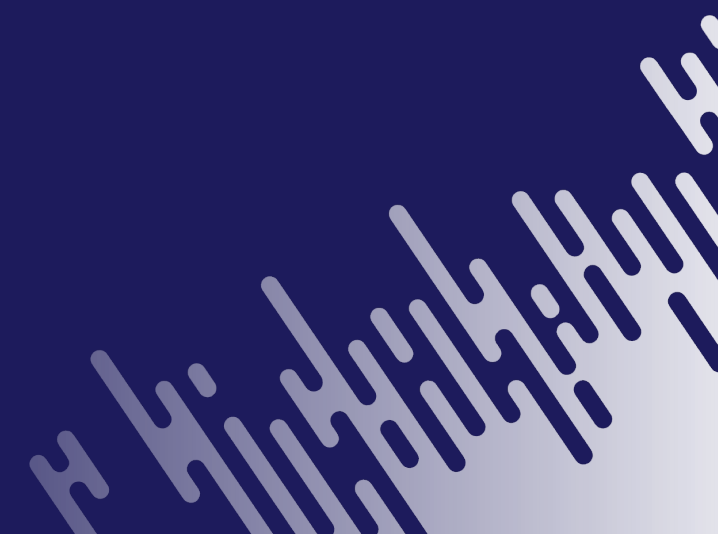
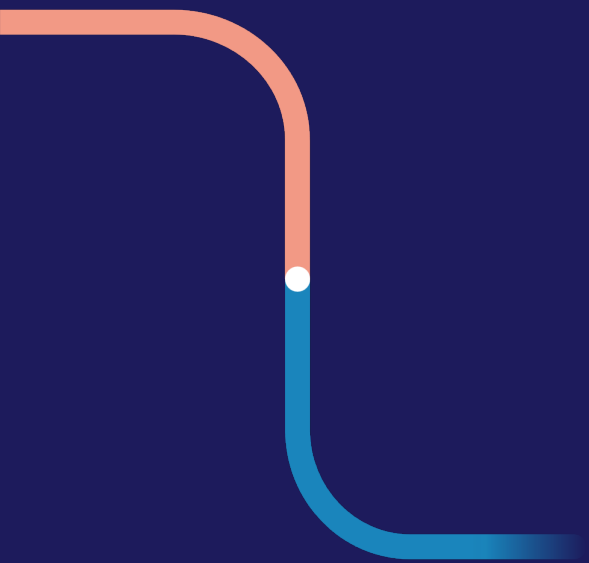
The goal is to achieve gender equality.

GENDER-RESPONSIVE SUMPS



A gender-responsive approach aims to design a mobility system that actively **addresses inequities, empowers all segments of society, and fosters sustainable urban development.**

A SUMP has a **clearly defined process, and gender can be incorporated at each stage.**



SUMP PHASE 1: **PREPARATION** **AND ANALYSIS**

STEP O: READINESS ASSESSMENT

ENSURE that the Scope of Work (SoW) and Terms of Reference (ToR) mandate the integration of **gender considerations into the SUMP**.

EVALUATE the extent of gender-sensitivity or gender-responsiveness of **existing transport plans and policies**.

REQUIRE **gender expertise** in the ToR and award contracts accordingly.

INCLUDE a requirement for **gender data and analysis in the ToR**.



STEP 1: SET UP WORKING STRUCTURES

- **FORM** a core planning team that includes designated **gender champions**—individuals experienced in gender issues who can advocate for inclusive planning.
- **CREATE** a dedicated **Gender Advisory Group** comprising local gender experts and women's organisations.
- **SCHEDULE** regular **capacity-building sessions** or workshops to ensure all team members understand how gender affects urban mobility and how to apply these insights in practical terms.

6

Kumasi SUMP benefits from gender champions

The SUMP team in Kumasi benefited from an internal gender champion, who served as the deputy director of the planning department. 'Without her pushing the process, we would not have had a gender-aware plan,' say stakeholders.

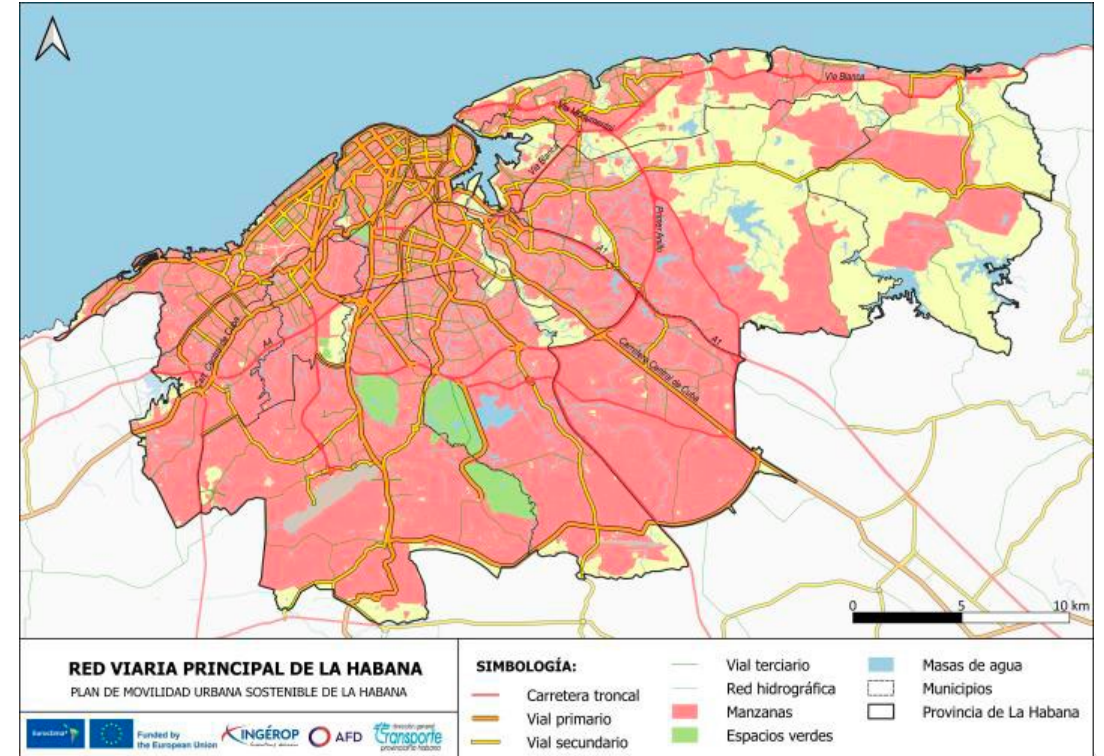
The project team also included a skilled and experienced gender consultant who conducted focus groups: 'When it came to the gender aspect, the whole room lit up. You could see the willingness to engage.'



STEP 2: DETERMINE THE PLANNING FRAMEWORK

DEFINE the geographic area, time frame, and key **objectives for the SUMP**

CONSIDER existing gender disparities in the city



STEP 3: ANALYSE THE MOBILITY SITUATION (GENDER DIAGNOSIS)

CONDUCT a comprehensive gender diagnosis of the **current mobility situation**. This involves collecting both quantitative and qualitative data to understand how different groups, including women and other marginalised communities, experience urban transport.

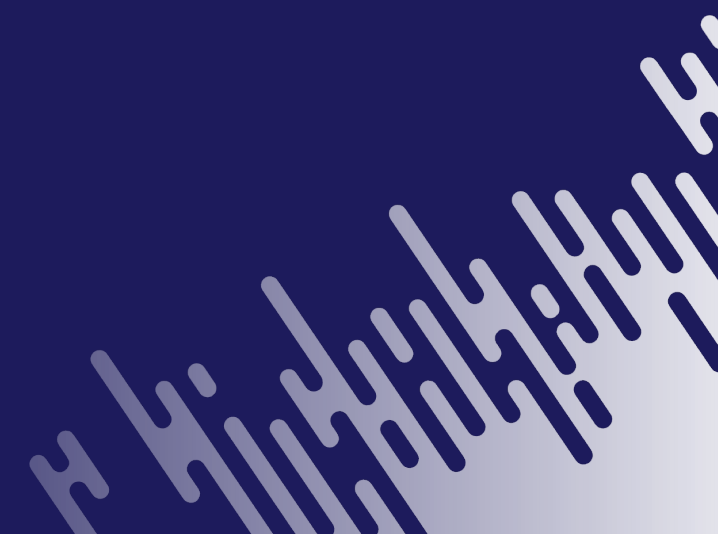
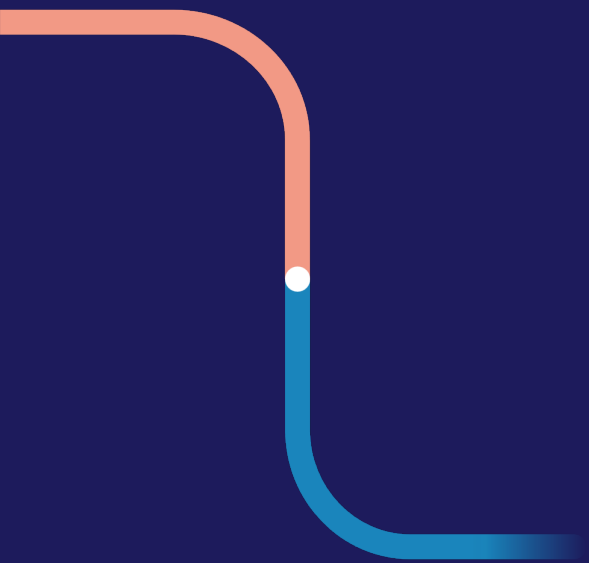
COLLECT gender-disaggregated data

COLLECT quantitative and qualitative data

ANALYSE data by gender

Historically and still today, urban public transport often serves the needs of a typical male 9 to 5 commuter.





SUMP PHASE 2: VISION, GOAL-SETTING, SCENARIO ANALYSIS

STEP 4: CREATE AND CO-CREATE SCENARIOS



ENSURE meaningful participation by women and other marginalised groups

COLLECT data taking women's constraints into account

CAPTURE diverse perspectives



STEP 4: CREATE AND CO-CREATE SCENARIOS

- **DEVELOP** scenarios for trip chaining and care-related mobility.
- **INCLUDE** diverse travel patterns, focusing on off-peak service requirements.
- **ADDRESS** safety concerns for women and vulnerable groups throughout the city.
- **EVALUATE** and compare scenarios based on their impact on different gender groups.
- **ENGAGE** stakeholders who represent women's interests in the scenario-building process.



STEP 5: INCLUDE GENDER IN A SUMP VISION

- Start with collaborative dialogue
- Develop an aspirational narrative
- Ground the vision in local realities
- Incorporate a commitment to inclusivity
- Refine the vision based on feedback
- Align the vision with broader urban goals

'The vision of Havana's SUMP is to achieve a sustainable, efficient, and high-quality mobility and transport model that responds to social needs and demands, promotes universal accessibility to transportation, contributes to environmental and public health improvements, fosters the city's sustainable development, and enhances territorial cohesion, with citizens as the fundamental pillar of the SUMP'.

STEP 6: INCLUDE GENDER IN INDICATORS AND TARGETS

Develop SMART Objectives.

An objective could be: 'Increase the proportion of female public transport users by 15% within five years by collecting disaggregated data on ridership at least once a year.'

Define Measurable Indicators:

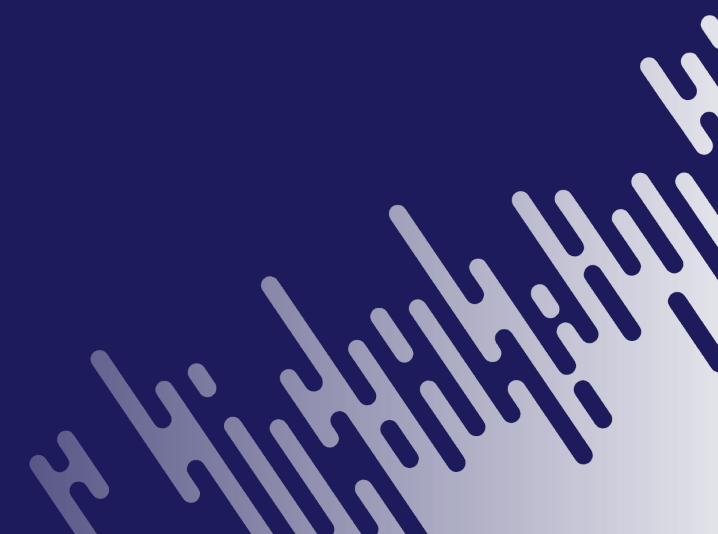
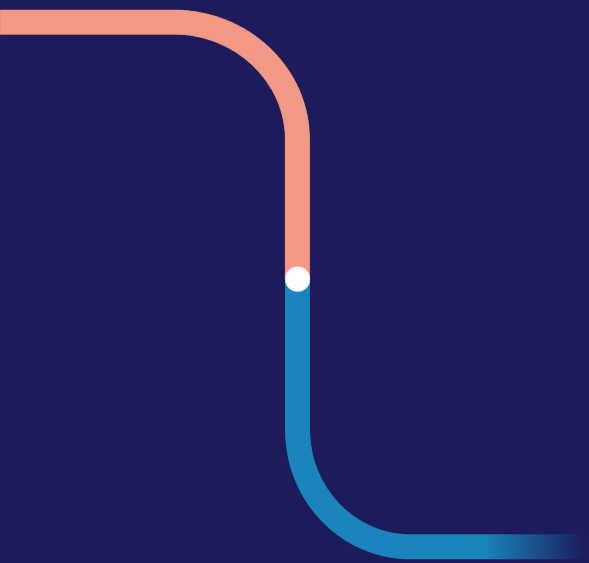
Eg. "Number of reported and resolved cases of sexual harassment on public transport"

Set clear targets for different timeframes:

Ambato tracks changes in travel behaviour among women

Key indicators include the percentage of trips made by women using different modes of transport, with a target of increasing women's use of public transport from 45% in 2021 to 60% by 2043, and the percentage of women with travel times over 45 minutes, reducing the time needed from 17% in 2021 to 10% in 2043.





SUMP PHASE 3: **MEASURE PLANNING**

STEP 7: SELECT MEASURES THAT ADDRESS WOMEN'S MOBILITY NEEDS

What is planned for vs. What is needed

SELECT measures that meet identified women's mobility needs

DEVELOP gender-sensitive as well as gender-responsive measures

Transport has been planned with only a certain group in mind for the longest time. In reality, there are improvements that can be made to make sure transport is inclusive and caters to all.



What is planned for



Storage space for larger luggage items.



Comfortable seating and space for children.

Access to restrooms and places to change babies.



Inclusive design facilities for children and elderly.

Ramps to allow access for all.

What is needed

STEP 8: AGREE ON ACTIONS AND RESPONSIBILITIES

ESTABLISH clear roles and accountability.

INTEGRATE cross-sector collaboration.

FORMALISE stakeholder engagement.

DEVELOP monitoring protocols.



STEP 9: PREPARE FOR ADOPTION AND FINANCING



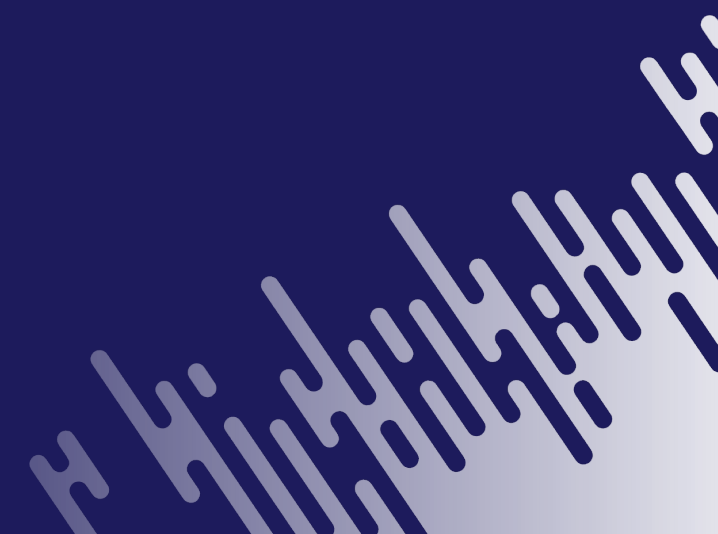
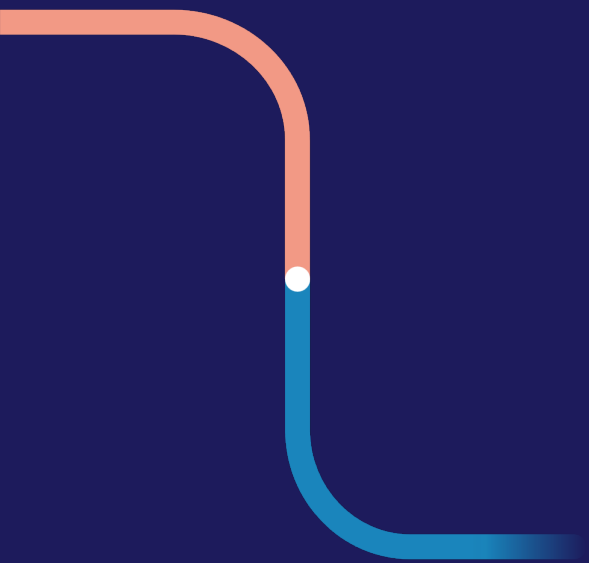
INTRODUCE gender-specific budgeting.

CREATE distinct budget lines within the overall SUMP budget earmarked explicitly for gender initiatives.

DEVELOP financial plans with phased targets.

ESTABLISH clear financial milestones for gender-responsive actions by setting short-term, medium-term, and long-term targets. These phased targets allow for regular assessments and necessary adjustments.

ASSIGN funding responsibilities.



SUMP PHASE 4: IMPLEMENTATION AND MONITORING

STEP 10: MANAGE IMPLEMENTATION



ESTABLISH and **SECURE** funding for a dedicated gender implementation unit.

BUILD capacity and **INVEST** in training.

PROVIDE regular training sessions and refresher courses to all staff involved in implementing the SUMP, focusing on gender sensitisation and the latest tools and best practices.

ESTABLISH regular coordination and reporting structures. Form a cross-departmental implementation committee that includes representatives from technical, financial, and gender sectors. This committee should meet regularly to review progress, address challenges, and realign measures as necessary.

STEP 11: MONITOR, ADAPT, AND COMMUNICATE

CREATE dedicated channels for user feedback.

Establish clear methods, such as online portals, suggestion boxes at public transport stops, or regular surveys, so that citizens, especially women, can directly share their experiences and provide input.

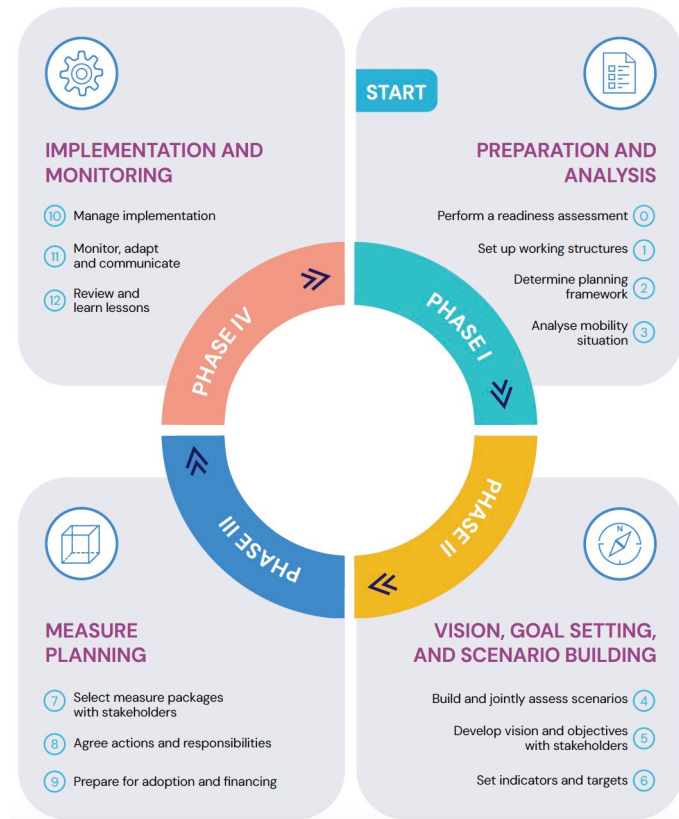
ESTABLISH regular consultations with women's groups.

Conduct regular gender impact assessments.

UPDATE measures based on emerging needs.



STEP 12: REVIEW AND LESSONS LEARNED



Reflect, share, and strategise:

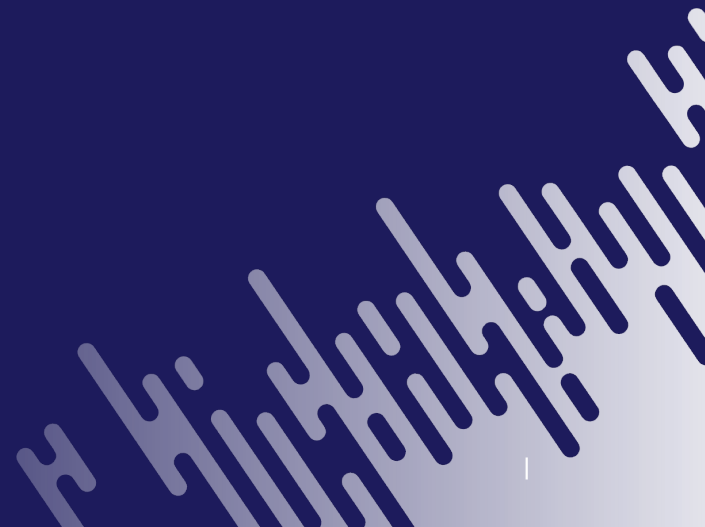
EVALUATE achievements and **IDENTIFY** gaps in advancing gender equity throughout the planning and implementation process.

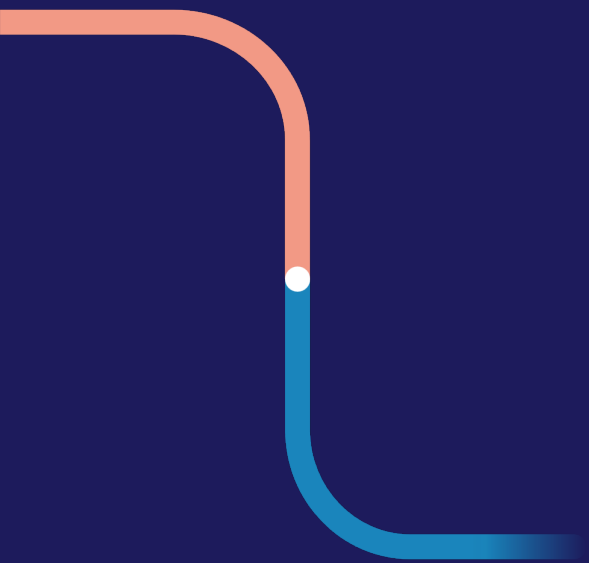
ENGAGE stakeholders—especially women and marginalised groups—to share their experiences, provide feedback, and ensure their voices influence future actions.

IDENTIFY emerging challenges and **CO-CREATE** innovative, inclusive mobility solutions.

ANALYSE strengths and weaknesses in addressing gender-specific needs and reflecting on any unmet gender-related objectives to inform the next planning cycle.

Questions & Answers

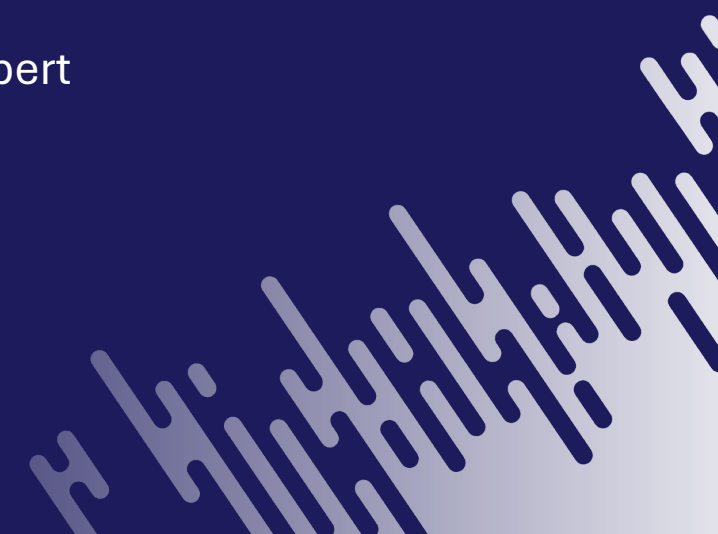




The National Strategy for Active Mobility with Gender and Differential Approach



Diana Ardila Luengas – Sustainable Mobility and Gender Expert



Agenda

- Introduction
- Why a national active mobility strategy with gender & differential approach?
- What is the Strategy?
- Benefits
- How was it designed?
- What does the Strategy propose to do?

Introduction



Key challenges:

- inequality
- safety
- accessibility
- climate change.

Great diversity:

- social
- cultural
- geographic

Requiring differentiated approaches.



ESTRATEGIA NACIONAL
DE MOVILIDAD ACTIVA

CON ENFOQUE DE GÉNERO Y DIFERENCIAL

ENMA



Mobilise
Your City

tumi

Why a National Strategy for Active Mobility with gender & differential approach?

Active mobility is key for access to opportunities and must respond to the needs of all population groups.

What is ENMA?



The National Strategy for Active Mobility with Gender and Differential Approach is one of Colombia's **high climate-relevance actions**. It aims to **develop instruments, guidelines, and interventions to promote active mobility** across the national territory and to foster the green recovery of Colombian cities, in line with the commitments of the Nationally Determined Contributions (NDCs).

What is Active Mobility?



- Trips of people and goods
- Powered by one's own energy, or using a mechanical/assisted device to support a disability.
- Can take place in urban and/or rural areas.
- May consist of a single stage or be combined with public or private transport.
- Serve different purposes such as work, caregiving, study, tourism, or leisure.
- May also include activities where the trip itself is a sporting action.

Gender and Differential Approach



- Recognizes that people have different characteristics, conditions, experiences, and needs when moving through public space.
- For women, caregiving trips are the **third most common reason for travel**, after work and study, which leads to a concept of *mobility of care*.
- Women are the **main users of public transport**, whose first stage is usually carried out on foot.
- It is essential to analyze the **experiences of women and people with reduced mobility**, since a patriarchal vision has predominated in the design and planning of cities, creating barriers and gaps for the most vulnerable groups.

Benefits of Active Mobility from a Gender Perspective

- By integrating women into the different work activities of active mobility—through training and employment—they benefit from **greater economic autonomy and labor inclusion in non-traditional jobs**.
- According to Colombia's National Time Use Survey, unpaid domestic and care work represents **20% of the country's GDP**. Of all people performing care work, **78% are women**.
- It is crucial to recognize and value unpaid care and domestic work through public services, infrastructure provision for active mobility, and the design of social protection policies.



Benefits of Active Mobility from a Differential Perspective

- Public spaces can help create more inclusive environments that reduce, at least partially, the gaps between people with and without disabilities.
- A key benefit is the use of **universal design**, ensuring that all people can access and enjoy spaces without restrictions.
- Mobility must improve access for people with disabilities, as this is essential to reducing inequality gaps and alleviating poverty in Latin America.



Guiding Principles

Prioritizes life and public space through environments designed for all stages of life.

Promotes an equitable distribution of space, creating complete streets with calm traffic where active mode users are the priority

Establishes a true prioritization of people over motorized vehicles, creating safe streets for active travel to reduce road traffic deaths and injuries



Ensures that all people can overcome social, economic, political, and physical barriers associated with mobility

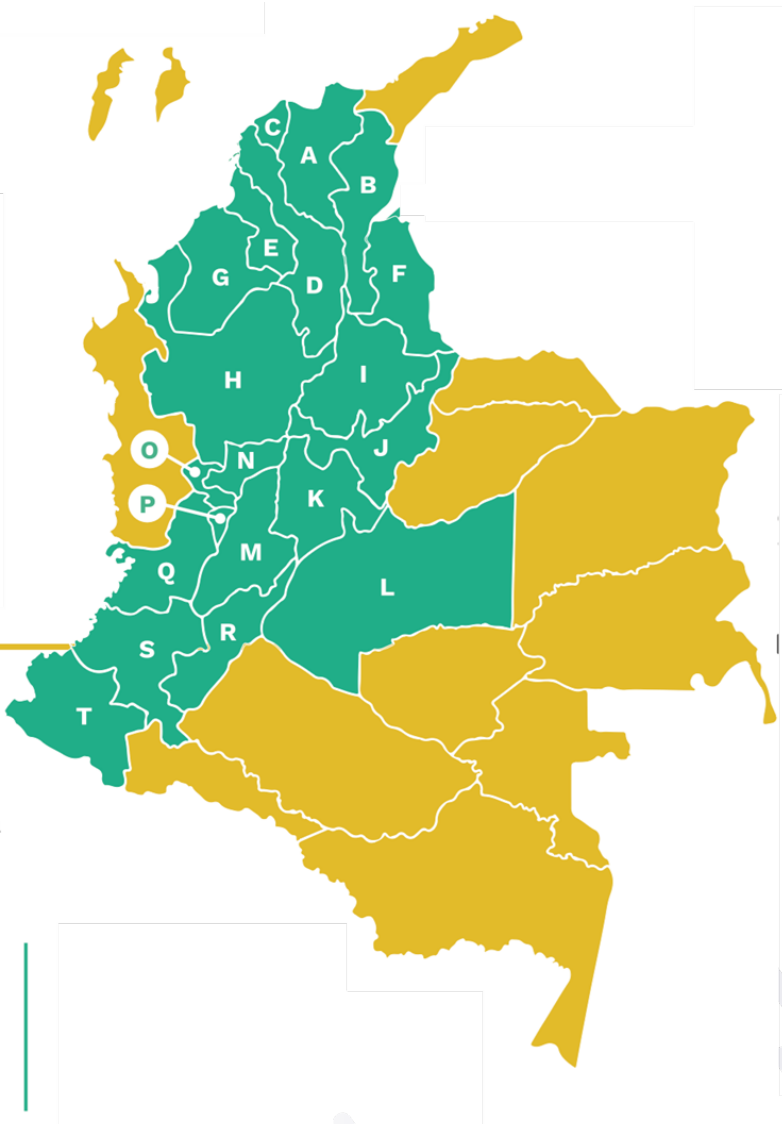
The planning, design, and implementation of active mobility projects must guarantee a positive experience for everyone when accessing city services.

ENMA views the promotion of active mobility, in all its dimensions, as a coherent strategy to address climate change challenges

How was it designed?

Nearly one-third of the trips made in the analyzed cities are carried out through active modes.

43% of the surveyed municipalities have a department responsible for addressing the gender gap.



A. Magdalena 1. Santa Marta	G. Córdoba 8. Montería	J. Boyacá 22. Tunja	P. Quindío 30. Armenia
B. Cesar 2. Valledupar	H. Antioquia 9. Barbosa 10. Bello 11. Caldas	K. Cundinamarca 23. Bogotá D.C. 24. Soacha	Q. Valle del Cauca 31. Cali 32. Candelaria 33. Jamundí 34. Palmira 35. Yumbo
C. Atlántico 3. Barranquilla 4. Soledad	I. Santander 19. Bucaramanga 20. Floridablanca 21. Girón	L. Meta 25. Villavicencio	R. Huila 36. Neiva
D. Bolívar 5. Cartagena	N. Caldas 27. Manizales	M. Tolima 26. Ibagué	S. Cauca 37. Popayán
E. Sucre 6. Sincelejo	O. Risaralda 28. Dosquebradas 29. Pereira	T. Nariño 38. Pasto	

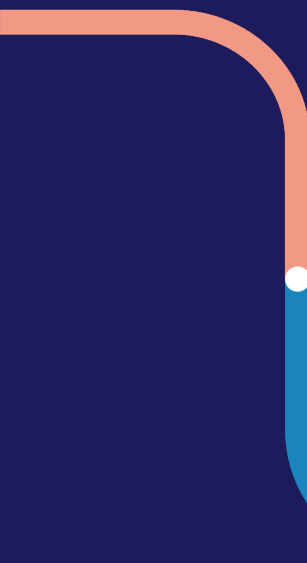
General Objective

To establish actions that **promote and strengthen active mobility with a gender and differential approach at the national level**, aligned with the challenges of climate change management and air quality. The goal is to achieve the development and consolidation of healthy and safe cities that prioritize **care for life, accessibility, and inclusion of all people**, through public spaces that foster encounter, coexistence, and citizen safety.

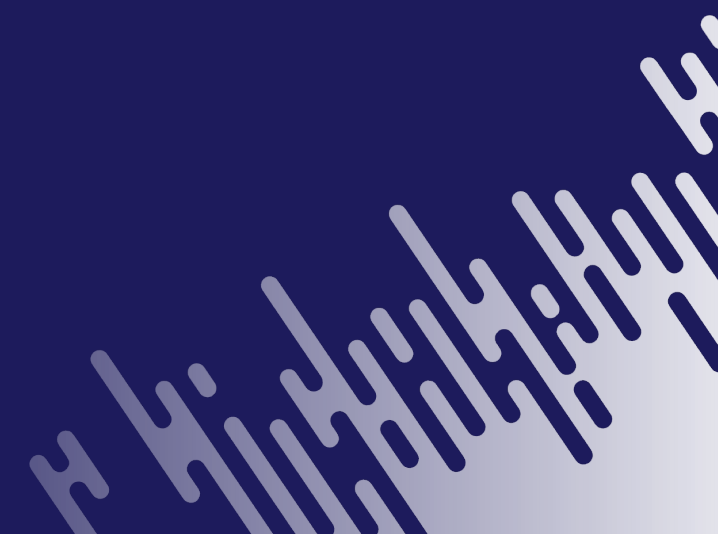
Actions

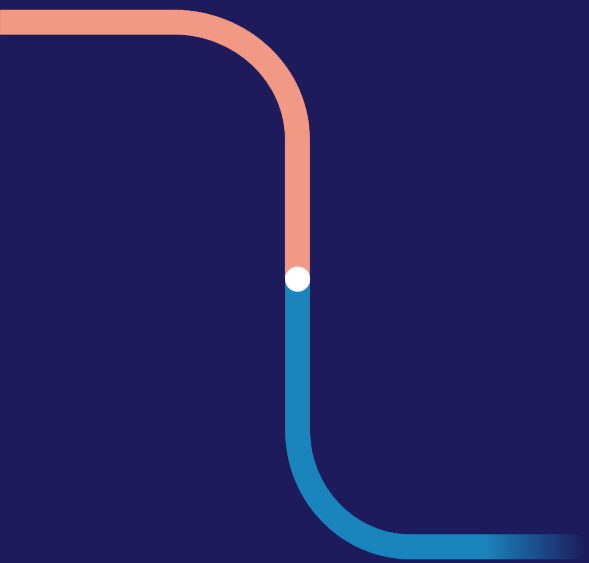
ENMA puts forward **16 strategic actions** recommended to promote active mobility nationwide:

- 1 Create conditions for coordination of regulatory, financial, and institutional aspects
- 2 Align capacities across different levels and actors.
- 3 Facilitate citizen participation processes.
- 4 Strengthen road safety, as well as the gender and differential approach, within public mobility policies.
- 5 Improve infrastructure design manuals to address both care-related mobility and active mobility.
- 6 Foster a vision that prioritizes active mobility in infrastructure planning and implementation.
- 7 Promote the integration of active modes into public transport.
- 8 Encourage the adoption of the *Safe System* approach.
- 9 Provide tools for the appropriation of active mobility plans, programs, projects, and strategies.
- 10 Promote the evaluation of the relevance of bike-sharing systems.
- 11 Foster the vision of compact cities within planning instruments.
- 12 Ensure that Safe and Sustainable Mobility Plans include criteria for active mobility.
- 13 Encourage Municipal Development Plans to incorporate active mobility projects.
- 14 Develop an information system for active mobility.
- 15 Design public policies integrating the Safe System approach and active mobility with a gender and differential lens, considering emerging micromobility dynamics.
- 16 Promote financing mechanisms for active mobility.



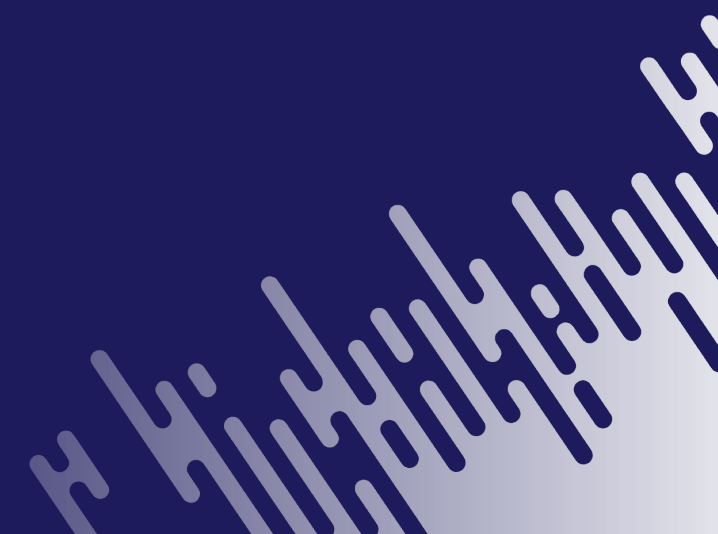
The ENMA showed that it is possible to embed gender and differential perspectives from the beginning.





Thanks

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/publication/76af22a5-031c-11ed-acce-
01aa75ed71a1/language-es](https://op.europa.eu/es/publication-detail/-/publication/76af22a5-031c-11ed-acce-01aa75ed71a1/language-es)



Check out the Topic Guide

