



Regional Meeting on Enhancing Shift towards Sustainable Freight Transport in ESCAP region

17 August 22

UNITED NATIONS



NATIONS UNIES

ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC

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TD/TCLS/UNDA12

30 June 2022

Dear Sir/Madam,

**Regional Meeting on Enhancing Shift towards Sustainable Freight Transport
in the ESCAP region, Virtual, 17 August 2022**

As you may be aware that the Transport Division, ESCAP has been implementing a United Nations Development Account 12th tranche project on enhancing shift towards sustainable freight transport in ESCAP region with an overall objective to strengthen regional cooperation on deepening sustainability of freight transport operations.

In this regard, the Ministerial Conference on Transport held in December 2021 encouraged implementation of the regional approach on enhancing shift towards sustainable freight transport. To support its further implementation, general principles on enhancing shift towards sustainable freight transport, have been drafted for consideration of the Committee on Transport that will be convened in November 2022.

Accordingly, as a preparatory step, a Regional Meeting on Enhancing Shift towards Sustainable Freight Transport in the ESCAP region is to be organized in a VIRTUAL format on 17 August 2022 with objective to deliberate on the guiding principles on enhancing shift towards sustainable freight transport in the ESCAP region for the consideration of the Committee on Transport as appropriate.

The tentative meeting programme is attached as annex. I am pleased to invite your representatives to the meeting. The Meeting will be conducted in English and interpretation in Russian will be available. The nominated participants are requested to register online by using the link: <http://bit.ly/FreightTransp> as soon as possible and not later than **7 August 2022**.

Further information on the conduct of the forthcoming meeting, including meeting documents, technical guidance, and virtual meeting link will be communicated to the participants upon receipt of their registration. Should you require additional information, please do not hesitate to contact Mr. Sandeep Raj Jain, (E-mail: jain@un.org), Economic Affairs Officer, Transport Division.

Thank you for your kind cooperation and I look forward to constructive discussion at the meeting.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Weimin Ren'.

Weimin Ren
Director
Transport Division

Regional Meeting on Enhancing Shift towards Sustainable Freight Transport in ESCAP region

17 August 22

(1200 hrs. to 1700 hrs. Bangkok Time)

TENTATIVE PROGRAMME

1200-1215 hrs.	<p>Opening remarks</p> <ul style="list-style-type: none"> • <i>Mr. Weimin Ren, Director, Transport Division, ESCAP</i>
1215-1300 hrs.	<ul style="list-style-type: none"> • State of play of Sustainable Freight Transport in ESCAP region <i>Presentation by Mr. Sudhir Gota International Consultant</i> • General Principles on enhancing shift towards sustainable freight transport in ESCAP region <i>Presentation by ESCAP Secretariat</i>

1300-1400 hrs.	<ul style="list-style-type: none"> • Presentations as well as comments and suggestions from countries on proposed general principles...../Continued
1400-1420 hrs.	Break
1420-1520 hrs.	<ul style="list-style-type: none"> • Presentations as well as comments and suggestions from countries on proposed general principles
1520-1545 hrs.	<ul style="list-style-type: none"> • Empowering women in freight transport to enhance its sustainability- draft guidelines for ESCAP region <i>Presentation by Professor (Dr.) Lalith Edirisinghe CINEC Campus, Sri Lanka</i>
1545-1605 hrs.	<ul style="list-style-type: none"> • Overview of the implementation of United Nations development account project on enhancing shift towards sustainable freight transport in ESCAP region <i>Presentation by ESCAP secretariat</i>
1605-1615 hrs.	Break
1615-1645 hrs.	<ul style="list-style-type: none"> • Open discussion on general principles on enhancing shift towards sustainable freight transport in ESCAP region
1645- 1700 hrs.	<ul style="list-style-type: none"> • Conclusions, recommendations, and way forward

Empowering women in freight transport to enhance its sustainability: Draft guidelines for ESCAP region



Prof. (Dr.) Lalith Edirisinghe
Dean/ Head of Society Linkage Cell
Faculty of Management and Social Sciences
CINEC Campus
Sri Lanka

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TODAY'S DISCUSSION POINTS

1. Draft Report and Objectives

2. Challenges

3. Best Practices

4. Policies and Way Forward

DRAFT REPORT

“EMPOWERING WOMEN IN FREIGHT TRANSPORT TO ENHANCE ITS SUSTAINABILITY”

Reference documents:

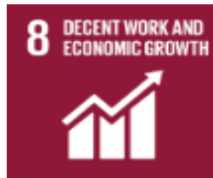
1. The SDG 5 : Achieving gender equality and empower all women and girls

Target 5.1 provides for ending discrimination against women and girls

Target 5.5 ensuring full participation on women in leadership and decision making.

2. Ten Guiding Principles for Sustainable Freight Transport in Asia and the Pacific

6. Enhance inclusiveness of the freight transport sector by promoting women’s participation



TRANSPORT & LOGISTICS IN THE ESCAP

Preamble to the significant of report

Nearly 60% of the world's population resides in Asia and the Pacific region.

The demand for transport and logistics services are derived to satisfy community needs and wants .

The transport and logistics business in the Asia and Pacific region encompasses all modes of road, rail, air, sea, pipeline, inter and bi-modal transport and related Logistics activities

Countries need to

- minimize unnecessary traffic congestion in the cities,
- recognize freight generators, value-adders, and end-consumers





TRANSPORT & LOGISTICS IN THE ESCAP

Preamble to the significant of report

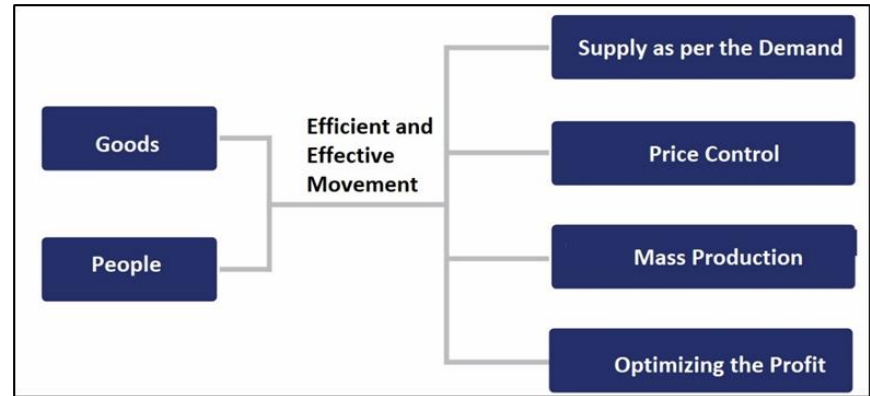
1. The lack of women participation in the work force has cost billions of dollars every year
2. The UNESCAP region countries continues to struggle with gender inequality
3. The progress there is much slower than in other areas.
4. Generally, policy has been used as an eye opener
 - To make decisions in creating new rules, processes, standers
 - To fine tune the existing ones in a way narrowing the gender gap in the country



**THEORETICAL VIEW TO
TRANSPORT, LABOR, AND
WORKFORCE DIVERSITY**

EFFICIENT AND EFFECTIVE MOVEMENT OF CARGO AND PASSENGERS' TRANSPORT

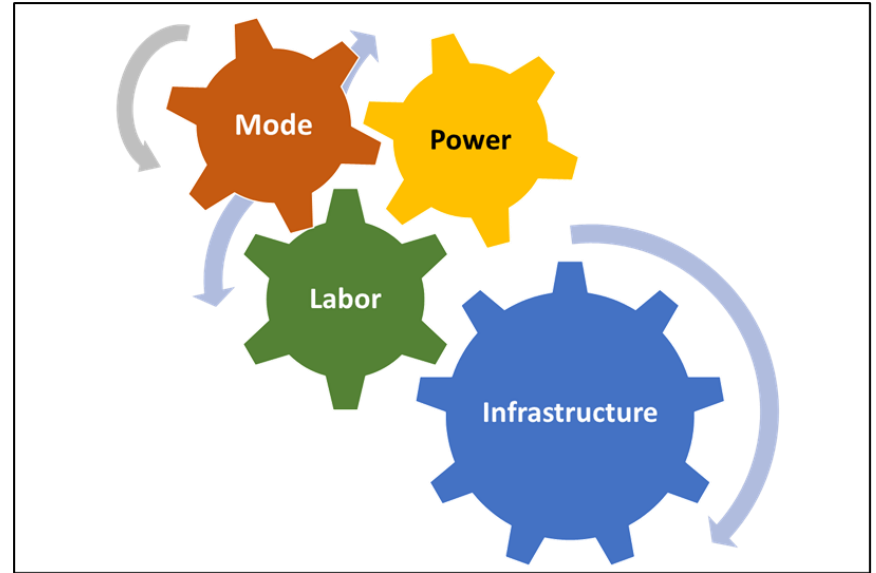
The social and economic impact



Edirisinghe, L. (2021). Logistics Sinhalaen: CINEC Campus, Sri Lanka.

THE LABOR COMPONENT IN TRANSPORT

The PLIM Model



Edirisinghe, L. (2021). Logistics Sinhalaen: CINEC Campus, Sri Lanka.

WORKFORCE DIVERSITY

The heterogeneous composition of employees of an organization in terms of age, gender, language, ethnic origin, education, marital status, etc.



Credit: Shutterstock

Gender plays a key role because workplace gender inequality leads to serious implications in any industry.

WOMEN PARTICIPATION IN THE WORKFORCE

in the global context

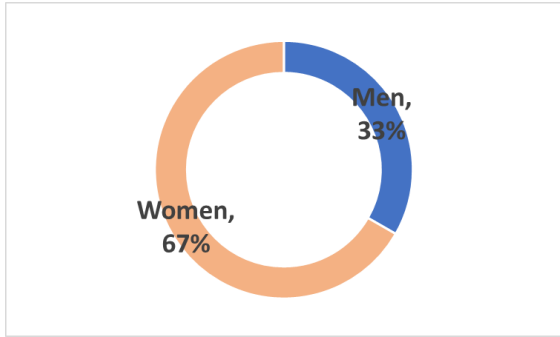
Only 52.6 percent of working-age women are involved in the workforce in all sectors

Male-dominated sectors (industries and occupations)

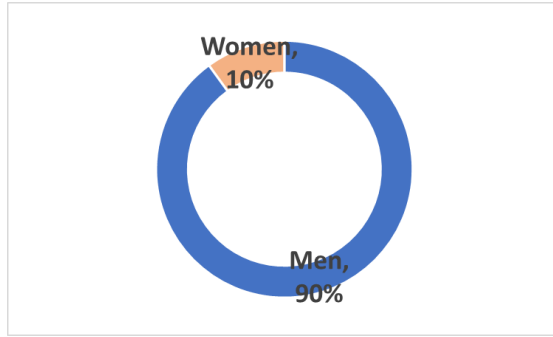
1. The women make up less than 25% of job incumbents
2. The transportation industry is largely handled by men
3. There are disparities in gender representation at all levels of the profession
4. The women have restricted access that to rights and assets

(EIGE, 2020). In a broader sense, (U.S. Department of Labor, 2017).

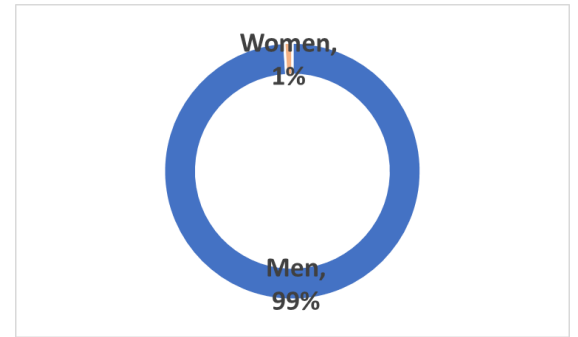




Work



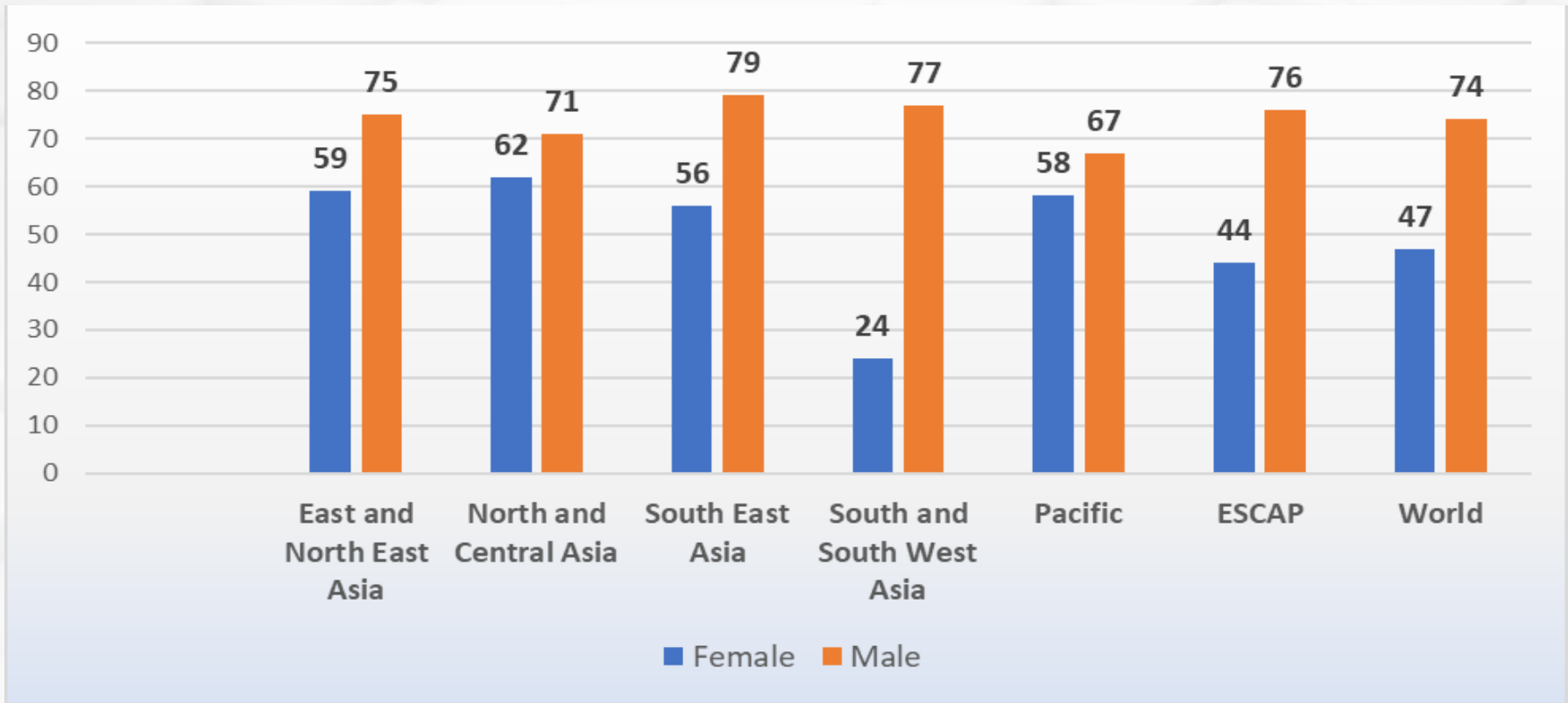
Income



Ownership

GLOBAL WOMEN WORKFORCE

Reality



Labor Force Participation Rate by Gender (%) -2020

Source: ESCAP online database, based on ILO STAT (<https://dataexplorer.unescap.org>)

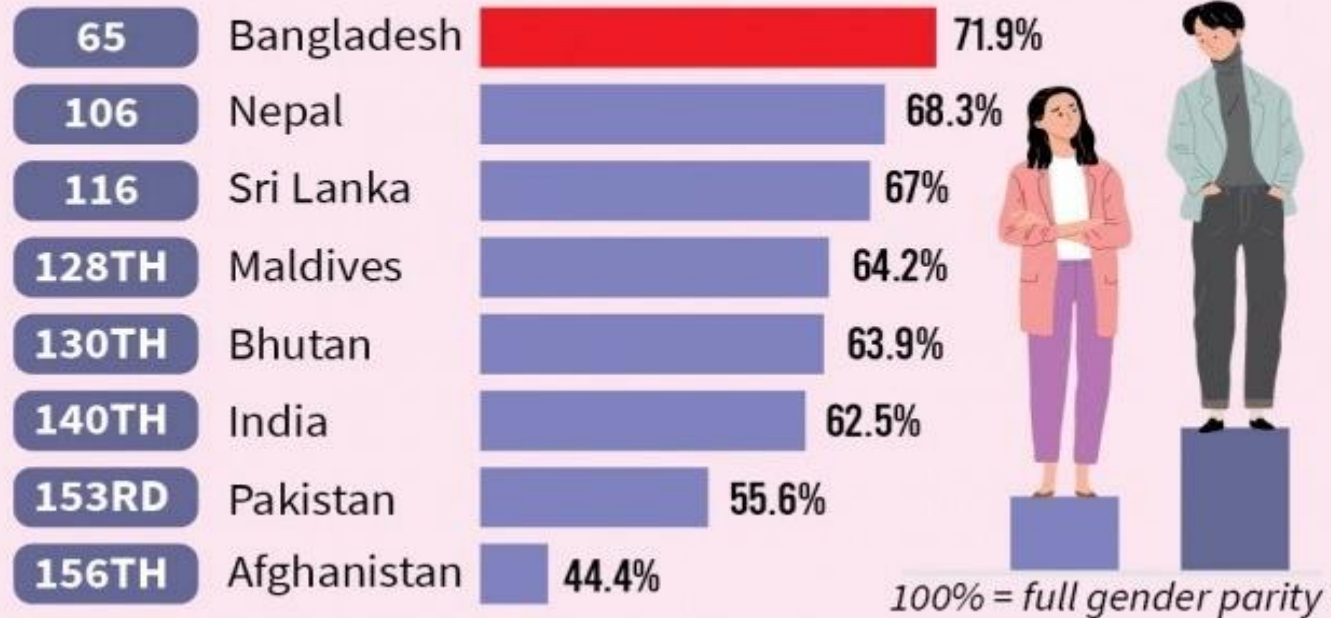
GLOBAL GENDER GAP - 2021

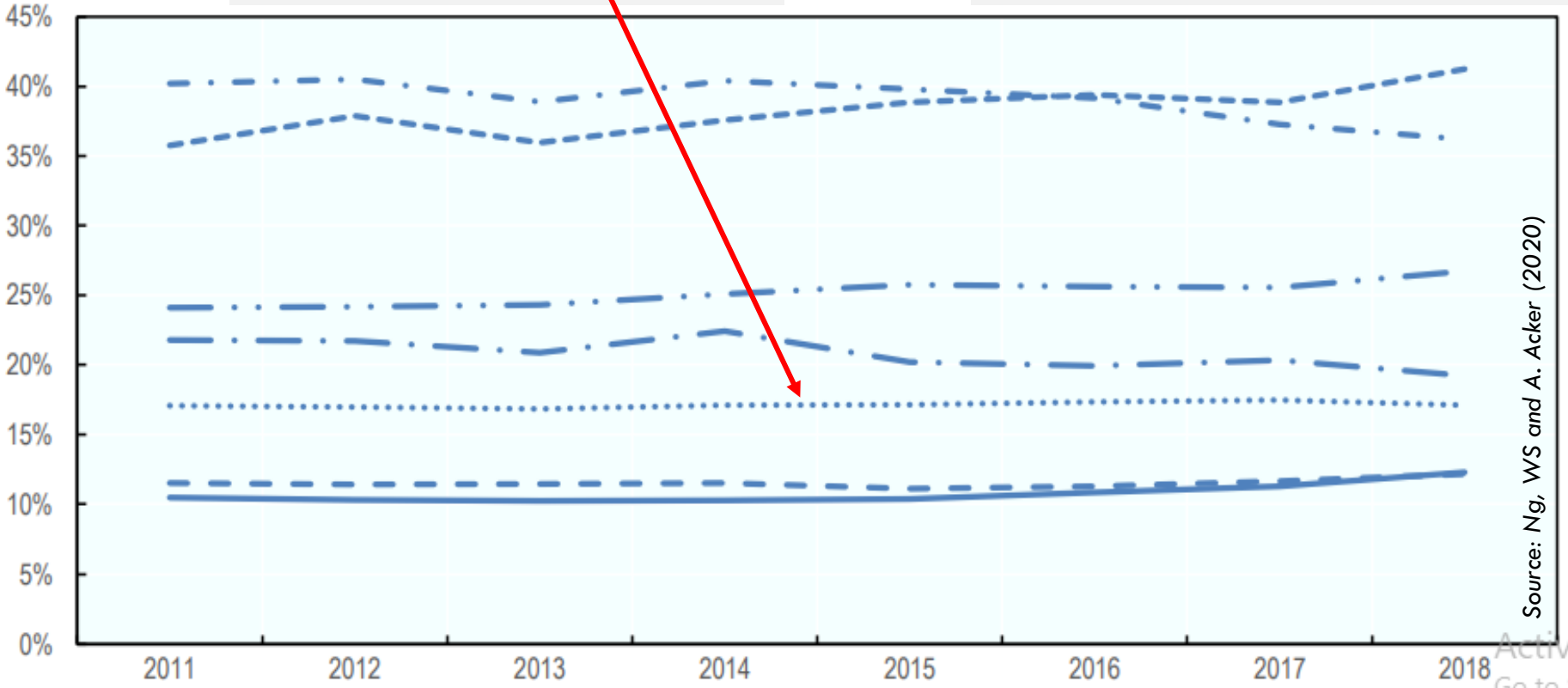
GLOBAL RANK

(Out of 156 countries)

GENDER PARITY IN SOUTH ASIA

(% of gender gap closed)





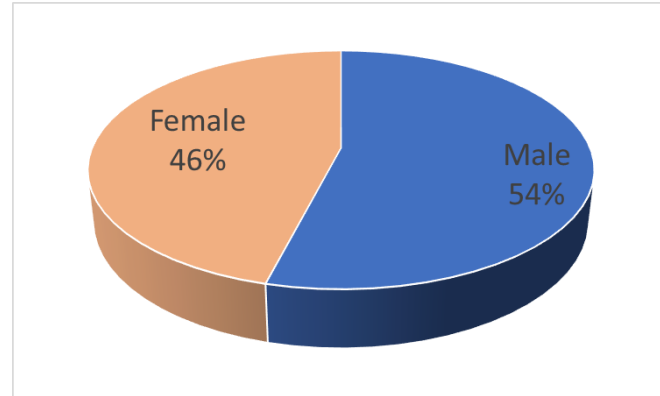
Source: Ng, WS and A. Acker (2020)

Global Average Female Participation Rates (%) 2011-18

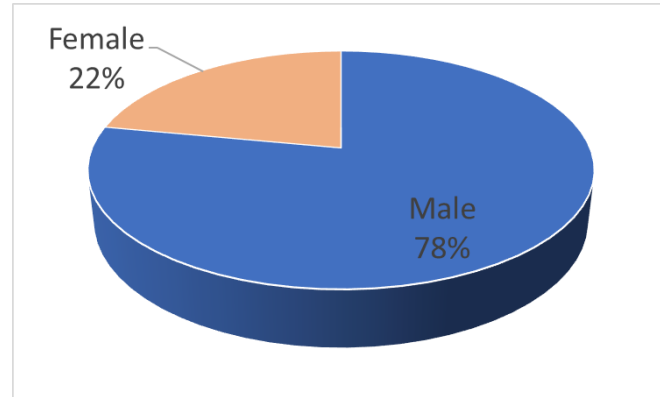
WOMEN PARTICIPATION IN THE TRANSPORT SECTOR

European Union (EU)

(EC, 2018)



Total workforce



Transport-related workforce

A TRANSPORT & LOGISTICS WORKPLACE

The general reflection as male-dominated

It has been traditionally established, maintained, and controlled by men since its origin

The gender inequalities are being closed at a slower rate.

There are disparities between men and women when it comes to

1. employment rates,
2. the availability of part-time jobs,
3. unpaid caregiving and other family duties,
4. professions, and decision-making positions,
5. working conditions,
6. pay, and the likelihood of achieving economic autonomy

(ILO, 2019a) (Jandeska and Kraimer, 2005). (EIGE, 2020).

KEY CHALLENGES FOR WOMEN PARTICIPACTION IN THE TRANSPORT SECTOR

Specific concerns for UNECAP Region)

Social and cultural barriers

Male dominated home environment in family decision making

Perceived limitation in physical strength

Having to work in male environment and potential sexual harassment.

Working in the transport and logistics sector often requires long business trips, participating in various networking events in male-dominated environments.

These “outside-the-office activities” are cited as the main inconvenience for women.



A grayscale photograph of a business networking event. In the foreground, a man in a suit is talking to a woman in a light-colored blazer who is holding a coffee cup. To her right, another woman in a dark blazer is also smiling and holding a coffee cup. In the background, other people are visible, some wearing name tags. The overall scene is a professional social gathering.

KEY CHALLENGES

Having to network and socialize with business clients after working hours

GUIDING PRINCIPLES FOR SUSTAINABLE FREIGHT TRANSPORT IN ASIA AND THE PACIFIC

6th Principle : Enhance inclusiveness of the freight transport sector by promoting women's participation

- (a) FRAME and implement proactive strategies and policies to widen women's role in the freight transport sector across the region
- (b) INVOLVE academia and the private sector to play an active role in imparting required knowledge and skills to women
- (c) ENCOURAGE hybrid occupational models such as working from home and other innovative solutions to motivate women to increase their participation in the freight transport sector



(A) FRAME AND IMPLEMENT PROACTIVE STRATEGIES AND POLICIES

A paradigm shift from “Myopic” to “Visionary”

Mapping the Employee preference and employer preference

Employers perceived that women are less retained, and men are comparatively retained in the freight transportation.

Policies concerning

1. working conditions,
2. training and development,
3. Harassments and
4. incompatibility of work and family life balance

May shift this current unfavorable conditions to a newer paradigm



STRATEGIC APPROACH TO GENDER

Myopic View

1. Take female characteristics as Threats
2. Focus on Economic Factors
3. Do it my way attitude

Visionary (Strategic view)

- Take female characteristics as Opportunities
- Focus on Social Factors
- Promote two-way communication

NATIONAL LEVEL STRATEGIES

1. Improve Sector diversity to counter the societal stereotype
2. Awareness through participation
3. Increase women's share of employment
4. Create forums for gender equality issues
5. Encourage synergy and discourage combat
6. Promote female role models

“WOMEN IN LOGISTICS IS AN INTEGRAL CONTRIBUTOR TO THE ECONOMY AND THE SOCIETY”

Asst. Vice President (Business Development)
Aitken Spence Maritime Freight Logistics Cluster, Sri Lanka



IDENTIFYING FEMALE TALENT AND PROMOTING DIVERSE CAREER PATHWAYS



Women Gantry Operators

2020 Change Makers for Women Award by the international organization Women in Management

Gold Prize at the National Union of Seafarers Sri Lanka (NUSS) Awards

OPPORTUNITIES FOR EMPLOYER

1. Conduct Organizational Socialization Programs focus on women exclusivity
2. Be a Visionary at Employee Recruitment Level
3. Be ready to offer unique solutions through two-way communication
4. Set inspiring female progression path
5. Promote female role models within

FOCUS FOR INTEGRATED NATIONAL POLICIES

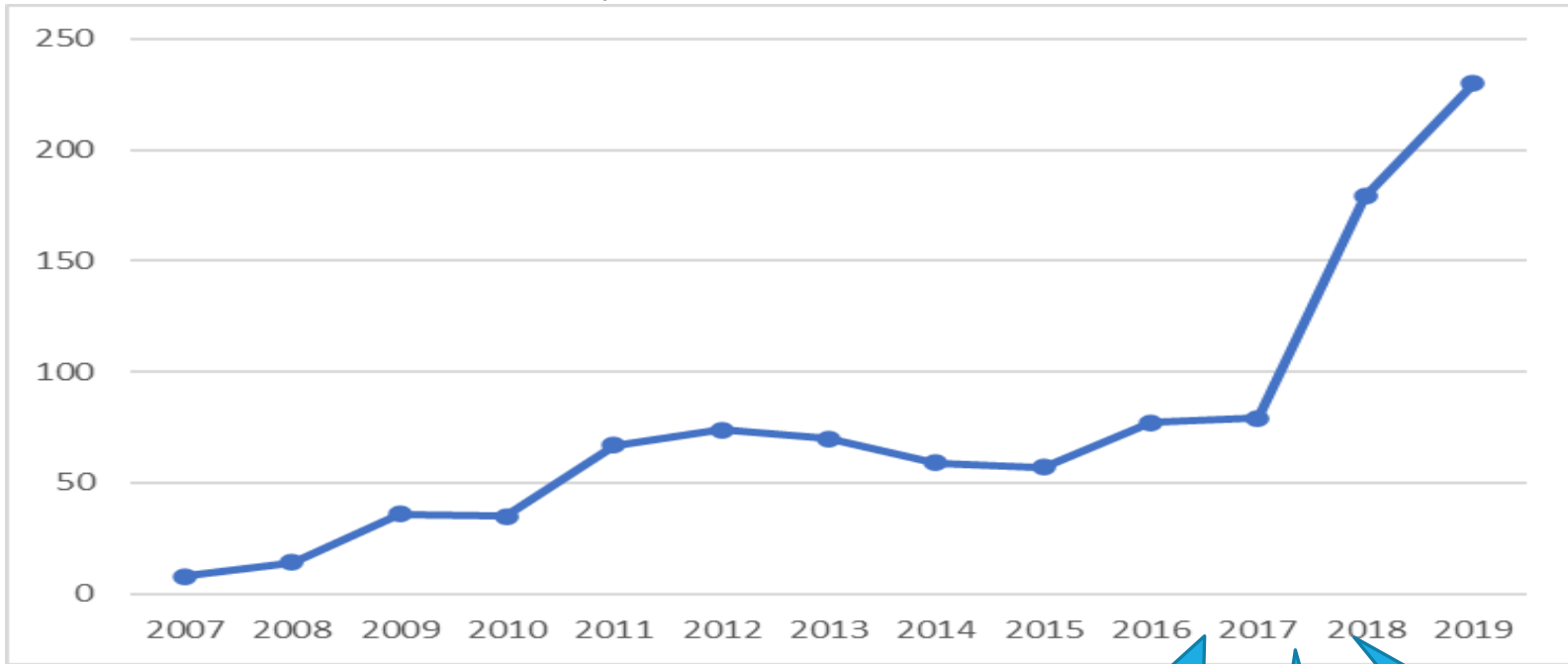
1. Industry Oriented Education, Higher Education Policy
2. National Policy for Women Skills and Entrepreneurship Development
3. National Policy to Eliminate the Gender Pay Gaps and Wage Discrimination
4. Labor and Social Protection Policies
5. Strengthen Gender Equality Conventions, and other Legislations
6. Human Capital Development and Executive Development Policy
7. Domestic Violence, Discrimination and Harassment Policy (Zero Tolerance Policy)
8. Establish Corporate Grievance Handling Policy

(B) INVOLVE ACADEMIA AND THE PRIVATE SECTOR TO PLAY AN ACTIVE ROLE IN IMPARTING REQUIRED KNOWLEDGE AND SKILLS TO WOMEN

1. Link school, University, and the industry through Education vertical integration strategy (EVI)
1. Incorporate Transport and Logistics modules in school curriculum
2. Ensure social inclusiveness through communicating in local language
3. Enhance access to women and girls at school age
4. Create an explicit career path in transport and logistics for women



DEMAND GROWTH FOR LT/SCM DEGREE- SRI LANKA



Textbook in Local Language - 2021

National Logistics Day - 2021

Supply Network Management - 2024

International LT Degree

Local LT Degree

School Curriculum

Supply Chain Management

Strategic Plan

RAISING AWARENESS AND THE GENDER INCLUSIVENESS IN TRANSPORT AND LOGISTICS SECTOR

Annual Day of Logistics for School Children



WOMEN'S SOCIAL AND INDUSTRY NETWORK



Women in Logistics and Transport (WiLAT) Sri Lanka is the Women's Forum of The Chartered Institute of Logistics and Transport (CILT) Sri Lanka



Women's International Shipping & Trading Association (WISTA International) is a global organization connecting female executives and decision-makers around the world



Women in Management (WIM) works to empower Sri Lankan Career women and women entrepreneurs

(C) ENCOURAGE HYBRID OCCUPATIONNEL MODEL

In the post COVID new normal scenario working from home (WfH) became a common working model.

With proper monitoring mechanism WfH could resolve many obstacles in women participation.

HR managers could innovate creative operational models in consultation with line managers to motivate women to participate in the freight transport sector

OPPORTUNITIES FOR EMPLOYEE

1. Compatible and Flexible terms in workplace
 - a) Work from home
 - b) Flexi shift-work for Females with young children
2. Harmonizing maternity leave processes
3. Improve maternity provisions and re entry policy
4. Enable special leave and extended parental leaves

THE WAY FORWARD: ELIMINATING COMMON BARRIERS THROUGH FIE (FRAMING, INVOLVE, ENCOURAGE)

1. Failing to realize the potential of women in the transport sector
2. Denied access to 'men's work'
3. Confined to 'feminized roles'
4. Unavoidable household Tasks being a married women
5. Lack of available or affordable childcare Facilities
6. Low access to education and early dropouts in Education

EMPOWERING WOMEN IN FREIGHT TRANSPORT TO ENHANCE ITS SUSTAINABILITY

Contents of (Draft) Report

1. Background
2. Status of women participation in ESCAP region countrywide and subregion wide
3. Best/Good practices
4. Key challenges
5. Policy measure and other initiatives
6. Potential for subregional and regional cooperation
7. Conclusions and the way forward

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2. Challenges

3. Best Practices

4. Policies and Way Forward



Economic and Social Commission for Asia and the Pacific

Summary

1. Draft Report and Objectives

2. Challenges

3. Best Practices

4. Policies and Way Forward



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<https://blog.kapruka.com/>

Thank You

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