

Women in Transport in Asia:

Insights into gender patterns in road safety, employment, and mobility across the Asia-Pacific region

**PART 2:
EMPLOYMENT IN THE TRANSPORT SECTOR**

[READ MORE](#)



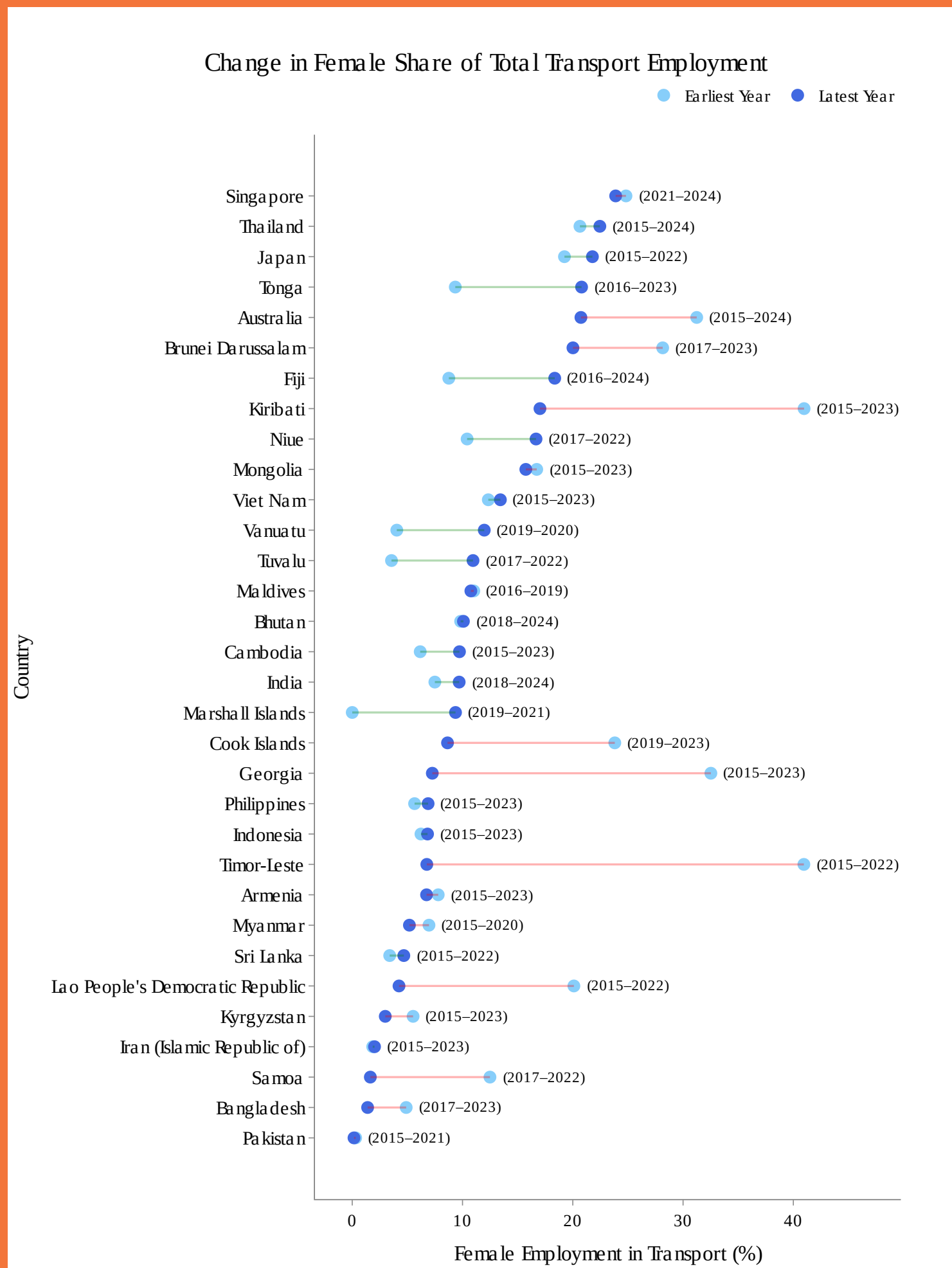


Women remain **underrepresented** in the transport workforce.

In 2025, women accounted for only **14%** of transport sector employment in Asia — roughly half the share in Europe and Northern America.

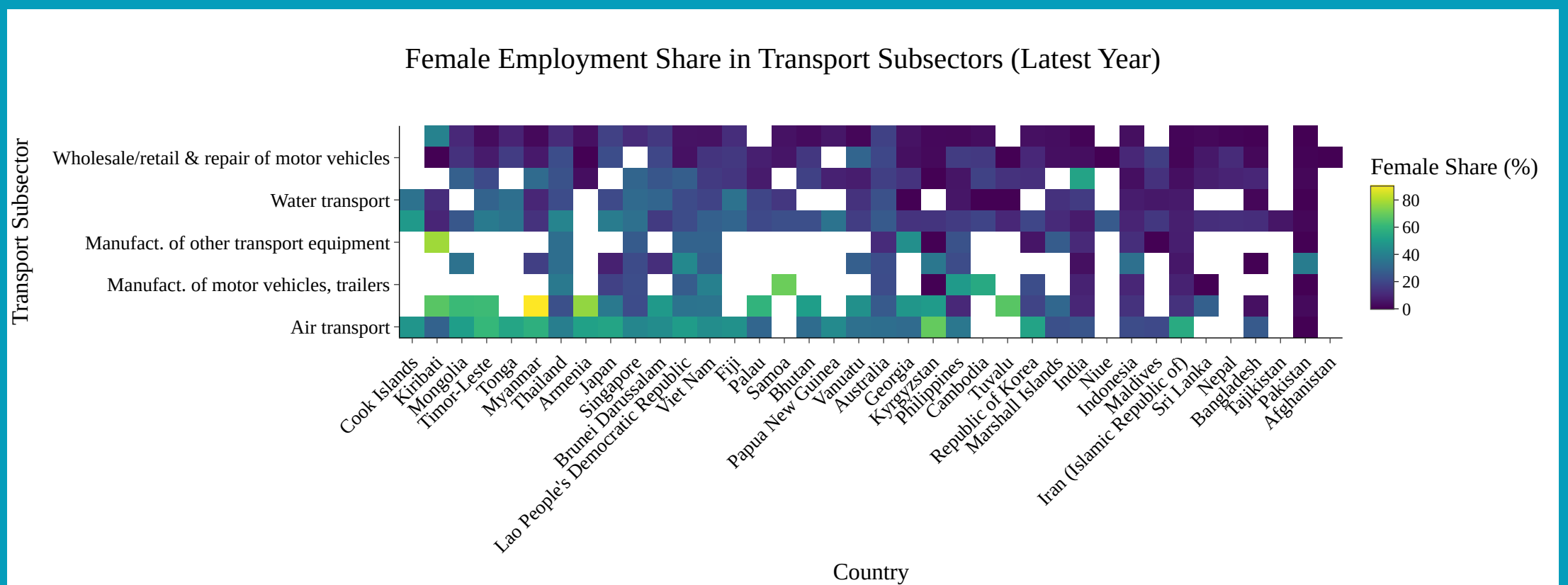
Women's participation in the transport workforce varies widely across Asia — from less than 1% to around 24%.

Overall, the gender gap is *widening* faster than it is closing.



Source: Asian Transport Observatory, International Labour Organization (2026)

Women's participation varies across transport subsectors.



Source: Asian Transport Observatory, International Labour Organization (2026)

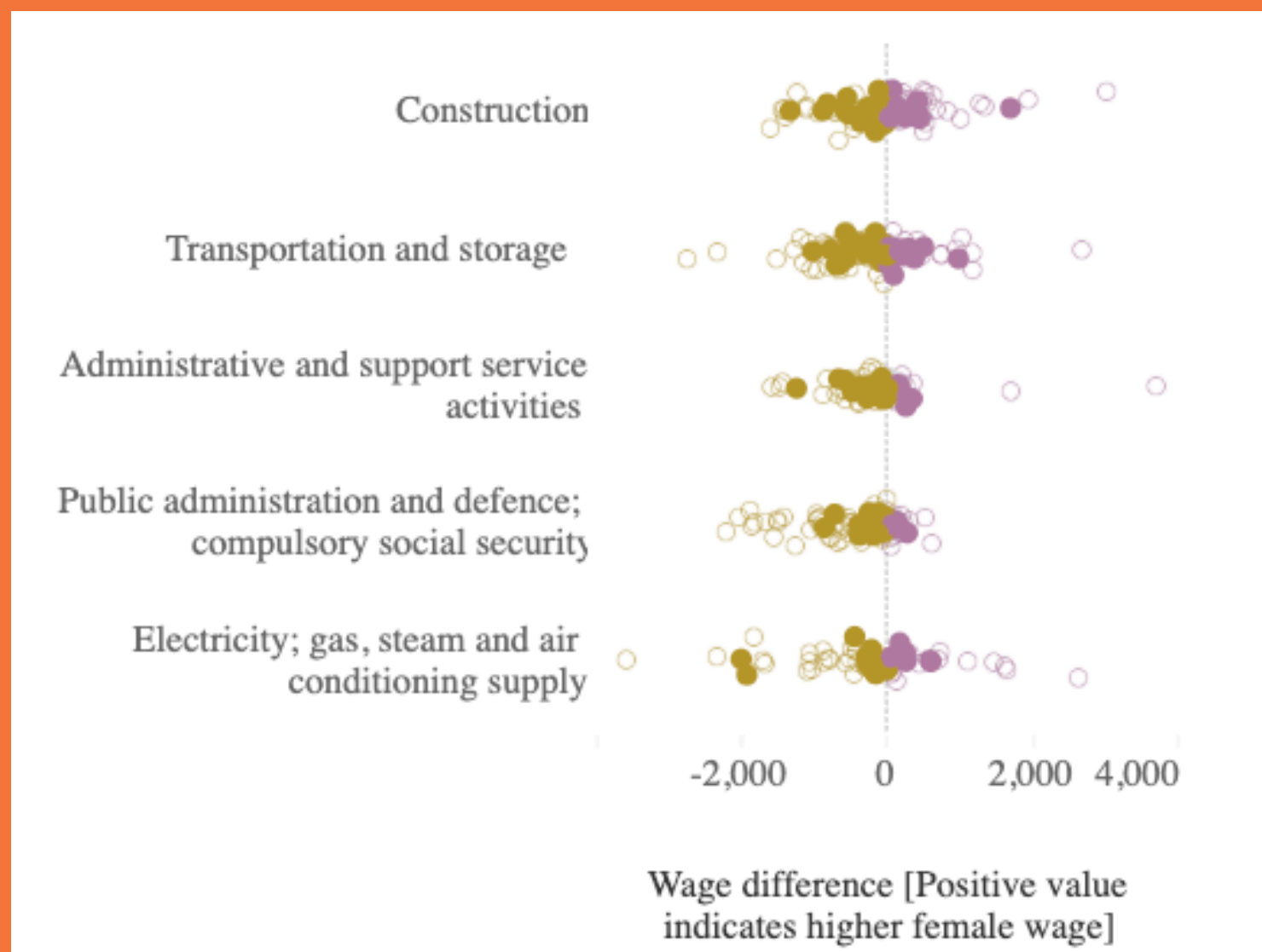


Women are **least represented** in sectors shaping road transport and infrastructure — including **land transport** and **civil engineering**.

These are **areas critical to road safety systems**.

In Asia, the transport sector has the highest number of countries where female wages exceed male wages.

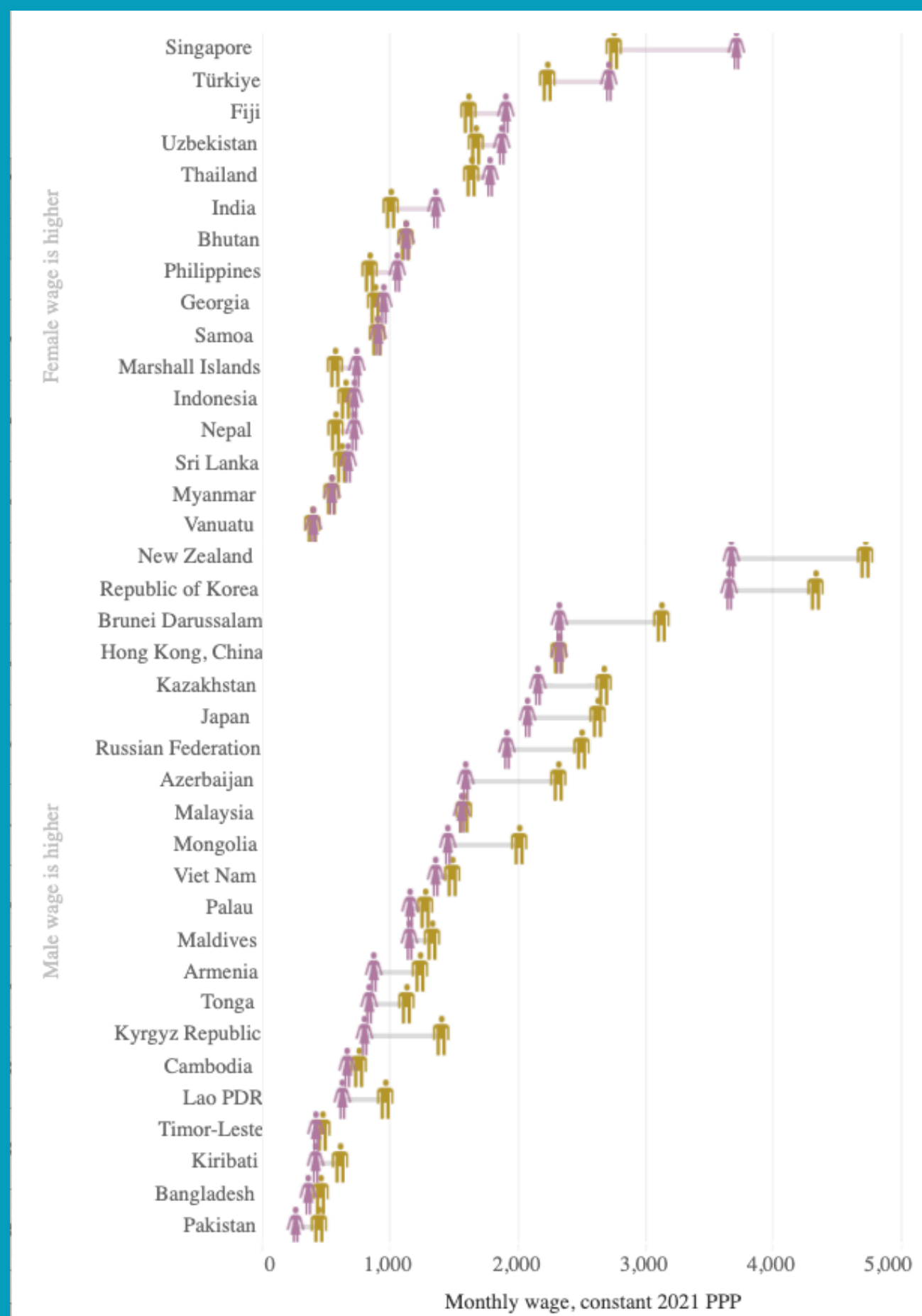
Globally, the transport ranks second after the construction sector.



Source: Asian Transport Observatory, International Labour Organization (2026)

Average monthly earnings in the transport sector reveal a **significant gender wage gap** across Asia.

The widest gaps appear in high-income economies. In some countries, **men earn \$500 or more per month than women**, underscoring persistent wage inequality in the region's transport sector.



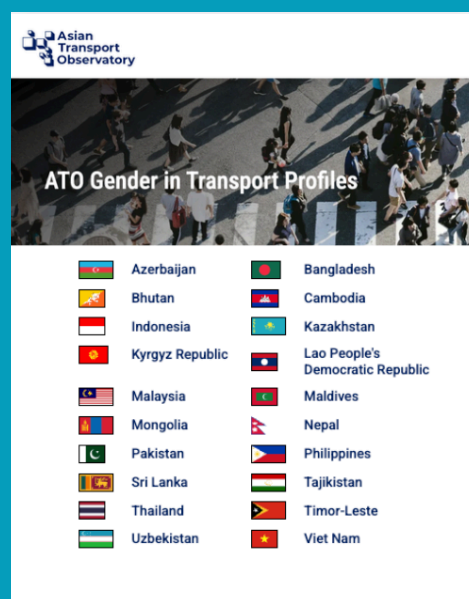


Transport agencies can support gender equality through employment.

Expanding opportunities for women — as employees, consultants, and contractors — helps inform the design of more inclusive transport systems.

Inclusive transport systems require women's participation in the transport workforce.

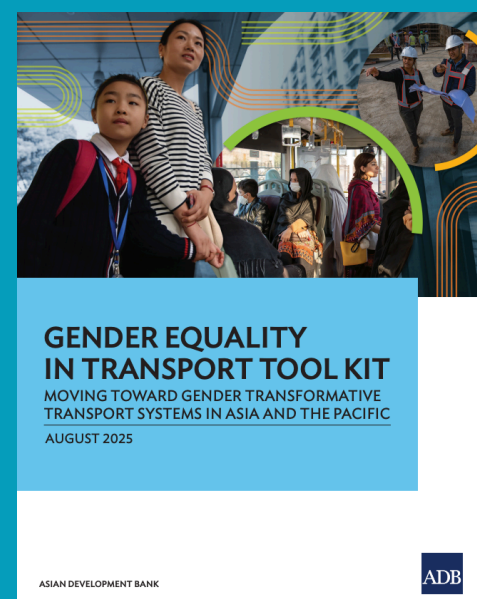
Available resources and tools:



Gender in Transport Profiles

Asian Transport Observatory

bit.ly/GenderInTransportProfiles



Gender Equality in Transport Toolkit

Asian Development Bank

bit.ly/GenderEqualityTransportToolkit