

# POST-COVID-19 GREEN RECOVERY ASSESSMENT OF ROAD TRANSPORT

From a gender perspective



February, 2023

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**Authors**

Nguyen Van Quyen

Do Xuan Hoa

**Reviewers**

Dang Tuyet Ly (GIZ)

Nguyen Dinh Thao (GIZ)

**Editors**

Nguyen Thanh Hang (GIZ)

Nguyen Tuan Anh (GIZ)

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**On behalf of the**

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# LIST OF ACRONYMS

GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
GHG	Greenhouse gases
MOT	Ministry of Transport
NDC	Nationally Determined Contributions.
NDC TIA	NDC Transport Initiatives for Asia
UNFCCC	United Nations Framework on Climate Change
PKT	Passenger Kilometer travelled
ISDS	International Society for Development and Sustainability
BAU	Business as Usual
PA	Paris Agreement
EVN	Viet Nam Electricity
EDGE	Economic Dividends for Gender Equality
ILO	International Labour Organization







# PREFACE

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Since the beginning of 2020, the pandemic of acute pneumonia caused by the novel coronavirus (COVID-19) has caused negative impacts on all aspects of life, economy and society globally. The disruption of the supply and value chains has greatly affected the production and business activities of enterprises in most fields.

COVID-19 is a shock to the world economy in general and Viet Nam's in particular, having a negative impact in almost all areas of the socio-economic life. The business sector was also heavily affected; however, the impact of COVID-19 on each sector and field of operation of enterprises in Viet Nam is different by the nature, scope and characteristics of their production and business activities.

Enterprises in the road transport industry, for whom their operating model is obviously associated with travel demand and need for carrying freight, are directly and deeply affected at aprecedented level, especially with regard to passenger transport. Although the need for transporting essential goods remained during the COVID-19 pandemic, this was extremely challenging due to the arisen problems to meet the requirements of preventing the pandemic and supply chain disruptions in this field.

Transport certainly remains a pillar for any development model and economy. To recover the operation of road transport enterprises in the “new normal” and improve adaptability to ensure a stable and sustainable economy, it is essential to conduct this study for assessing the impact of COVID-19, with appropriate adaptation measures proposed. Transport is one of a number of sectors where the workforce is dominated by men. Female officials, civil servants and employees make up only about 24% of the total of about 150,000 people. Numerous reports indicate that the COVID-19 pandemic has different impacts on men and women, increasing the gender gap in some areas, especially those hit hard by the pandemic. This study report will provide readers with some more information about the impact of the COVID-19 pandemic on the road transport field from a gender perspective.

This study was carried out within the framework of the GIZ's NDC - Transport Initiative for Asia (NDC-TIA) Project and completed in collaboration with experienced and dedicated experts in the road transport field.

This report from the GIZ's NDC-TIA Project would be a good source of reference for the Ministry of Transport (MOT), transport enterprises, agencies as well as groups and individuals with an interest in this area.

## **GIZ Project Management Team**

Regional project: NDC Transport Initiative for Asia (NDC-TIA).

Viet Nam Component: Support the Ministry of Transport to implement Viet Nam NDC under the framework of the project “NDC Transport Initiative for Asia”.

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1. To increase by over 15% of female leaders in the transport sector | Journal of Transport (tapchigiaothong.vn)

2. Road transport enterprises in this document are enterprises transporting passengers and goods by road to distinguish them from other enterprises in the transport industry.





## BACKGROUND AND RATIONALE

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The COVID-19 pandemic emerged in early 2020 was a significant shock to the global economy in general and the Vietnamese economy in particular, causing a negative impact in almost every aspect of socio-economic life. The transport sector is considered one of the hardest-hit fields.

Statistical results show that the transport sector output in 2020 decreased in comparison to 2019 (the pre-COVID-19 time) in all indicators, especially passenger transport, in terms of both transport volume and PKT (passenger kilometer travelled). The sharp decline of production and business in road transport in general and passenger transport in particular also directly lead to a chain effect on enterprises operating in the field of static transport such as the exploitation of coach stations and rest areas.

In the context of remaining uncertainties about the COVID-19 pandemic, it is clear that proactive adaptation and recovery of socio-economic activities in a state of “new normal” is the appropriate approach. The recovery of transport activities has a very close relationship with the recovery of other socio-economic sectors. The measures offered are not only situational and immediate for the current period, but they must also assure long-term sustainability, in line with the new contexts and requirements. In every proposed solution, the human aspect is always crucial in determining whether the implementation is successful or not.

Like other countries, workforce in transport sector is dominated by men. And according to ILO's research<sup>3</sup>, the impact of COVID-19 on Viet Nam's labour market has not only widened existing inequalities, but also created new ones. Before the pandemic, there was no difference between male and female unemployment rates, but a gap appeared from the third quarter of 2020.

Stemming from the above context and requirements, GIZ's NDC-TIA project has conducted a thematic study on analysing how enterprises operating in the road transport sector take their resilience, green approach and inclusive recovery in post COVID-19 pandemic with a gender perspective. In particular, the study assesses if female and male workers have different impacts from enterprises' resilience approach as well as how enterprises perceive the roles of female and male workers in taking their green approach in post COVID-19 pandemic.

The realisation of this study in the context that road transport enterprises have had “unprecedented experiences” due to the COVID-19 pandemic that requires the enterprises themselves to reform, restructure business models and come up with development strategies with precautionary adaptability. Being forced to change perceptions and strategies due to this force majeure circumstance also creates favourable conditions to integrate the global and national targets, as well as the targets of the transport sector on sustainable development, climate change, GHG emission reduction and gender equality.

This thematic study also aims at the above dual objective and is significant in proposing measures, policies and strategies towards the goal of carbon neutrality, net-zero emissions in the transport sector in accordance with Viet Nam's commitments at the 26<sup>th</sup> Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) in November 2021 (COP26).

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3. ILO.(2021). COVID-19 widens existing gender inequalities, creates new gaps in [Viet Nam Labour market \(Available on COVID-19 widens existing gender inequalities, creates new gaps in Viet Nam \(ilo.org\)\)](#)





# 02

## OBJECTIVES AND SCOPE OF STUDY

### 2.1. Objectives and contents of study

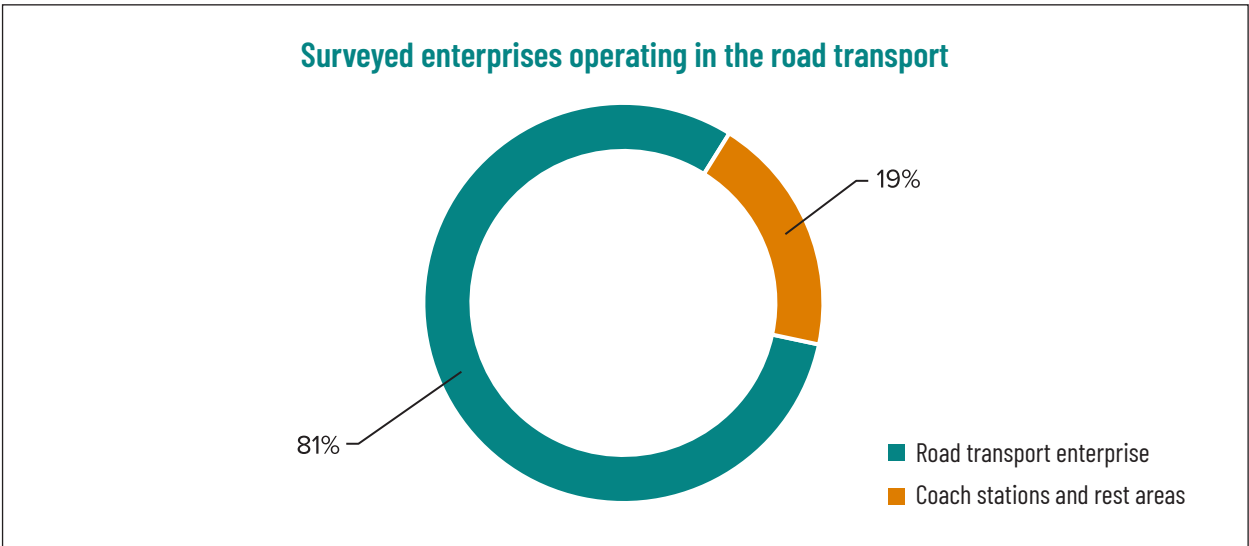
This thematic study was conducted with the objective of analysing the post-COVID-19 green recovery policies by road transport enterprises with a gender focus through face-to-face surveys and interviews at enterprises in combination with expert methods.

### 2.2. Scope and subject of study

Scope of study: This study just focuses on road transport enterprises in Viet Nam.

Subject of study: Road transport enterprises' resilience and green approach with a gender perspective in two stages: (i) before the COVID-19 pandemic and (ii) after the occurrence of COVID-19 pandemic.

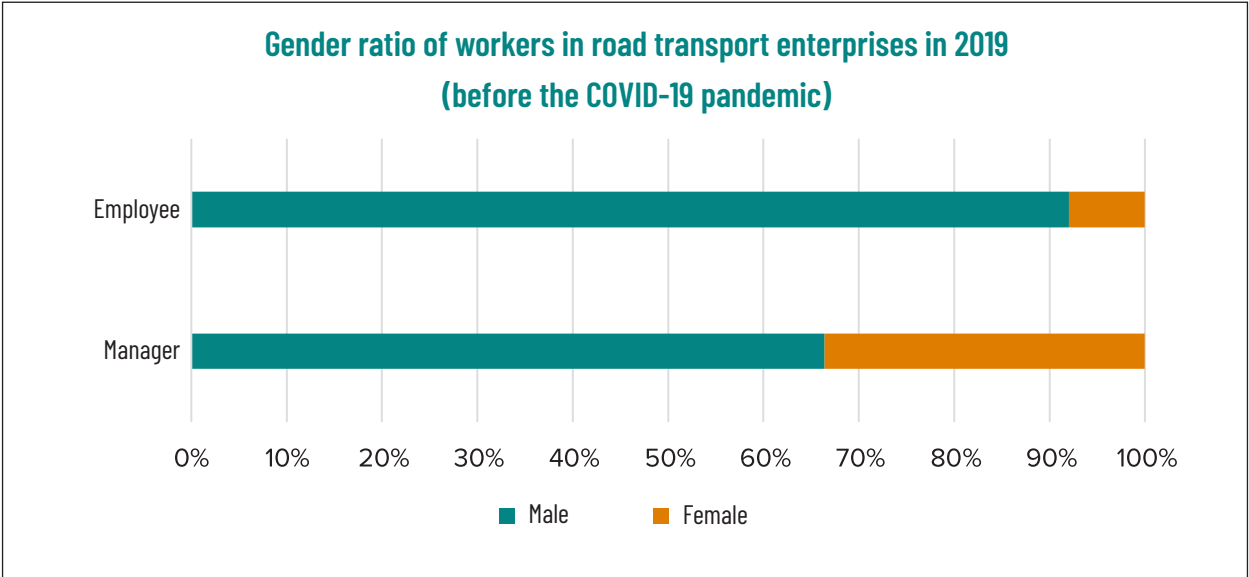
The number of units participating in the survey was 108, including 87 road transport enterprises (81%) and 21 enterprises running coach stations and rest areas (19%), see **Figure 1**.



**Figure 1: Surveyed enterprises operating in the road transport field**

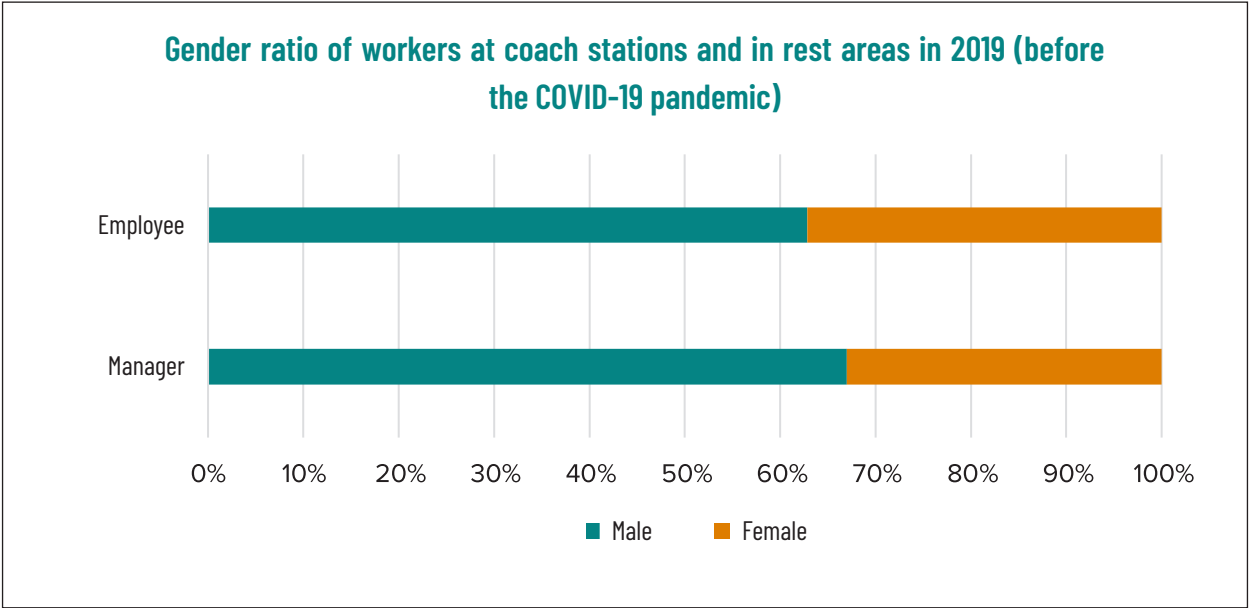
The general characteristic of labour in enterprises operating in the road transport field is the domination of male workers. Notably, for road transport enterprises, the proportion of male workers is always high, see **Figure 2**. The survey results of this group of enterprises showcased that while female workers accounted for 33% in management positions, this rate decreased to 8% in the employee positions. This can be explained by the fact that the main workers at road transport enterprises are drivers and conductors, and these are the positions undertaken by just a fraction of women due to harmful gender norms which perceives men to be better than women at jobs requiring technical skills and physical strength and women to do better with manual work that requires patience and soft skills. This marked imbalance is also an important feature for enterprises and labour management agencies to have appropriate policies to enable a safe and equal working environment for female workers. For instance, ensuring that female workers are represented in trade unions within enterprises with a very low percentage of female workers, is a noteworthy idea to guarantee the needs, desires, aspirations, and rights of female workers are appropriately and satisfactorily met. In addition, measures to prevent sexual harassment in the workplace as well as ensure gender equality in the fields namely recruitment, training, salary, promotion, labour pay and insurance policy as prescribed in the revised 2019 Labour Code should be fully implemented by employers.





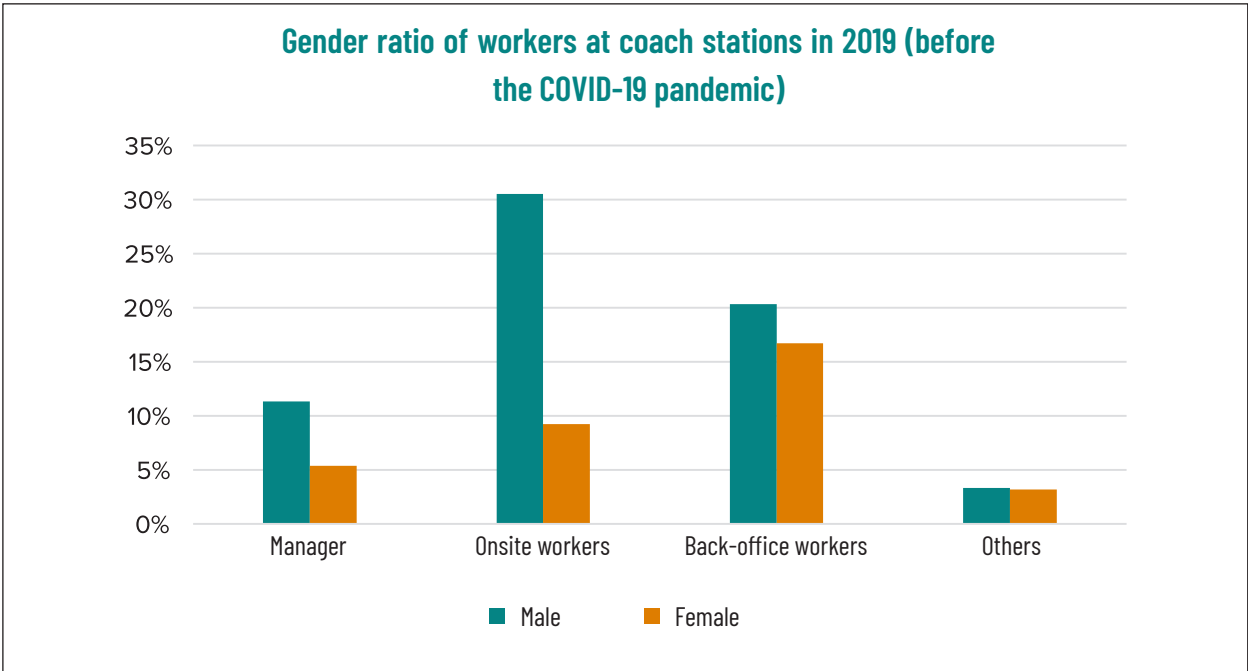
**Figure 2: The gender ratio of workers in road transport enterprises (percentage in each group)**

However, the gender ratio of workers as above does not fully represent the whole road transport field. In this sector, besides road transport enterprises, there are also enterprises operating in static transport such as the operation of coach stations and rest areas. Due to the stable working environment (do not scatter mainly on the road network like road transport enterprises), coach stations and rest areas attract more female workers. The percentage of female workers in management and employee positions are 34% and 37% respectively, see **Figure 3**.



**Figure 3: Gender ratio of workers in coach stations and rest areas (percentage in each group)**

In particular, more detailed survey data (**Figure 3 and Figure 4**) pointed out that it is not common for female workers to get involved in the on-site work of picking-up and dropping-off passengers. The field of work in which female workers account for a large proportion is back-office tasks (female workers account for 45%, male employees account for 55%).

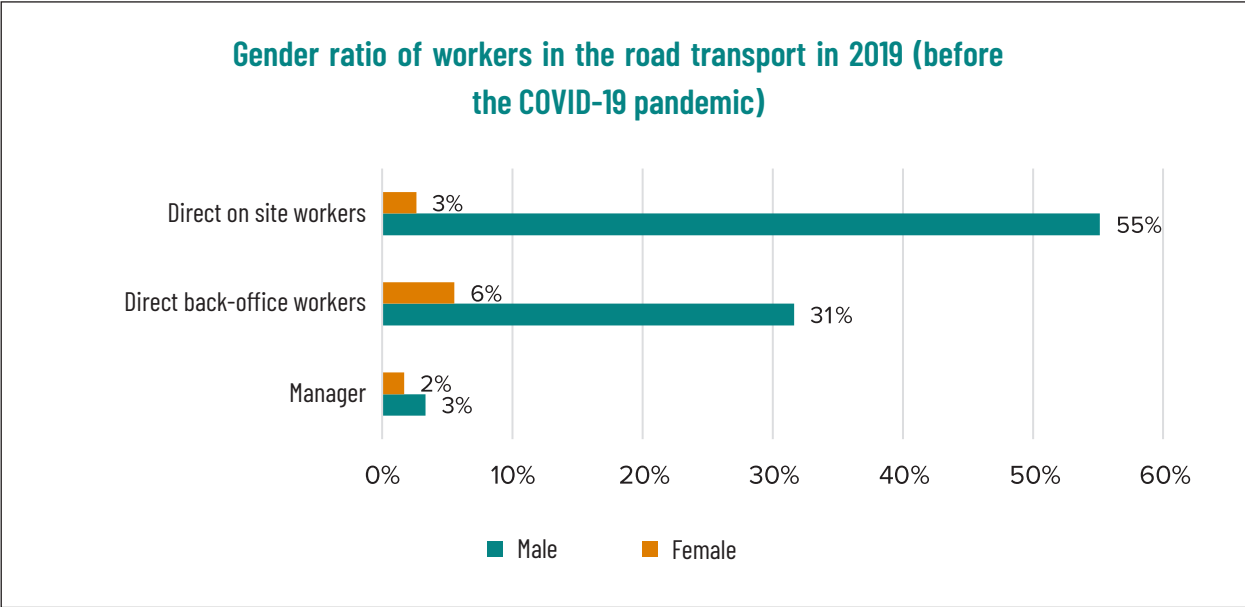


**Figure 4: Gender ratio of workers at coach stations**

Analysis of survey results at 108 enterprises (87 enterprises operating in road transport and 21 enterprises running coach stations and rest areas) draws the general picture of labour distribution by gender with three lines of work (managers, direct back-office workers and direct on-site workers) as shown in **Figure 5**. One of the reasons for this fact is the harmful traditional norms which perceives that men are suitable for heavy and sophisticated-tech jobs, and women are good fit for jobs requiring carefulness and meticulousness rather than strength. In addition, the pressure on unpaid care work such as childcare and housework often drive women to choose administrative jobs, jobs with working locations that are close to their homes. ISDS research indicated that family is a factor that retains women, making their geographical and temporal mobility lower than men<sup>4</sup>.

4. ISDS. (2015). Social factors determine gender inequality in Vietnam. *Results of the study from 2012-2015*





**Figure 5: The gender-based ratio of workers in road transport enterprises (The percentage of the total employees of the surveyed enterprises)**

**Highlight 1**

Gender imbalance is quite common in the transport sector in general and the road transport field in particular. The proportion of female workers involved in back-office tasks is bigger than in on-site assignments, but both still account for a very small percentage (<10%).









# COVID-19 PANDEMIC IMPACT ON MALE AND FEMALE WORKERS IN ROAD TRANSPORT ENTERPRISES

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The COVID-19 pandemic emerged in early 2020 was a significant shock to the global economy in general and the Vietnamese economy in particular, causing a negative impact on almost every aspect of socio-economic life. The transport is considered one of the hardest-hit fields. In addition to the adverse impacts that create difficulties for enterprises, the COVID-19 pandemic also directly affects workers in the road transport field.

In this survey, the COVID-19 pandemic impact on employees of road transport enterprises was assessed by two indicators, which are employment and income. Measures to address difficulties on the part of enterprises directly associated with workers are also highlighted in this section.

## 3.1. COVID-19 pandemic impact on workers

### (a) Impact on employment of workers

Analysis of survey results in the enterprises in **Figure 6** showed that the COVID-19 pandemic impact on workers' employment is particularly severe. Specifically, among the total number of surveyed enterprises:

- The situation of having to cut labour occurs in the vast majority of businesses (over 90%) and this applies to both male and female employees.
- The most common labour cut is 10% (<10% and 10%-20%), applied in about 40% of enterprises; at this level, the labour cuts for male and female workers are essentially the same (the rates in comparison to the respective total number of male and female workers of the enterprises).
- For the situation of having to cut labour at a greater level (with a reduction of over 20%): although it is not common, about 8% of enterprises on average have done so. Notably, over 10% of enterprises have undertaken significant labour cuts (over 50%). This high cut is more common for female workers (15% of enterprises applied the cut to female workers; 10% of enterprises made the cut for male workers), while the proportion of female workers is already much lower than their male counterparts. This suggests that the COVID-19 pandemic could increase the gender inequalities which exist in Viet Nam's labour market.
- In particular, only a few enterprises increased their workforce mainly due to receiving new transport contracts in the context that the number of normal drivers was also limited, which required them to recruit more workers.



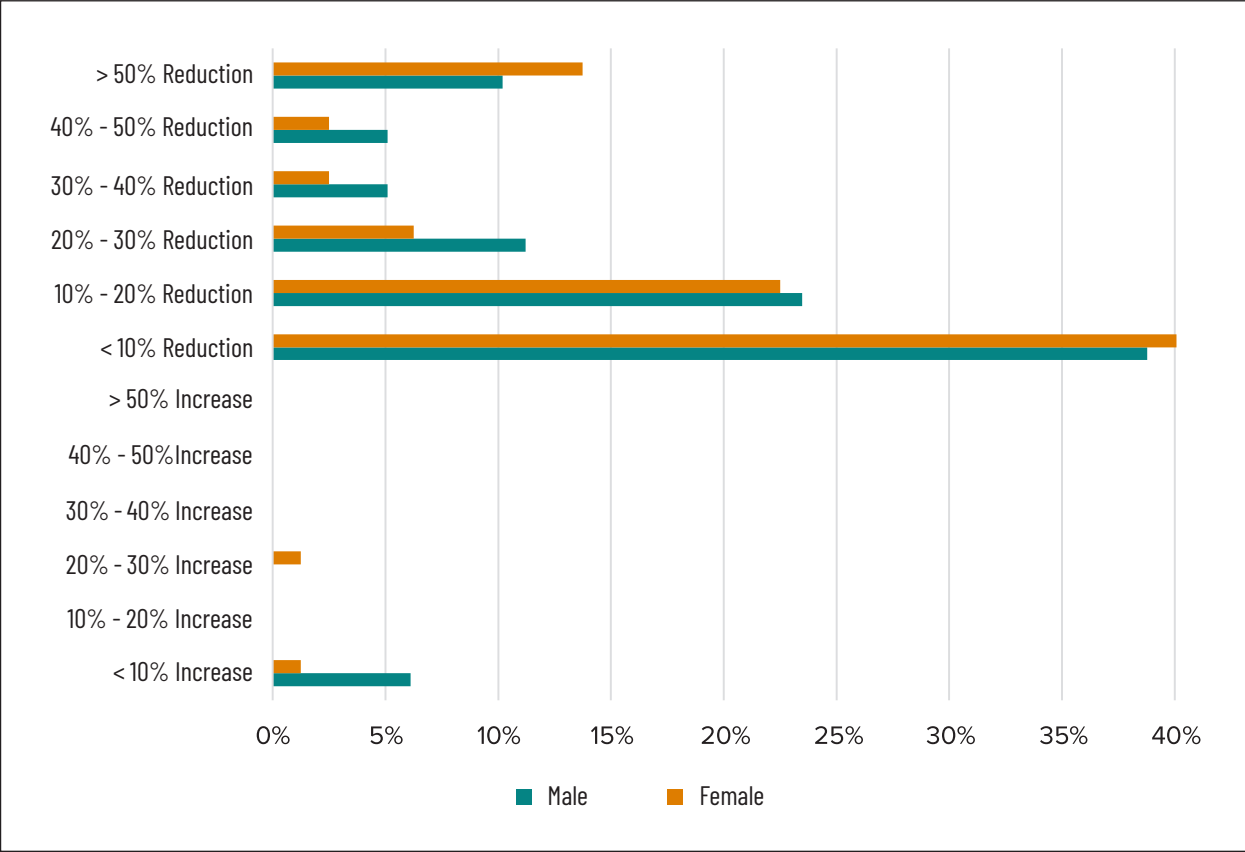


Figure 6: The COVID-19 pandemic impact on workers’ employment

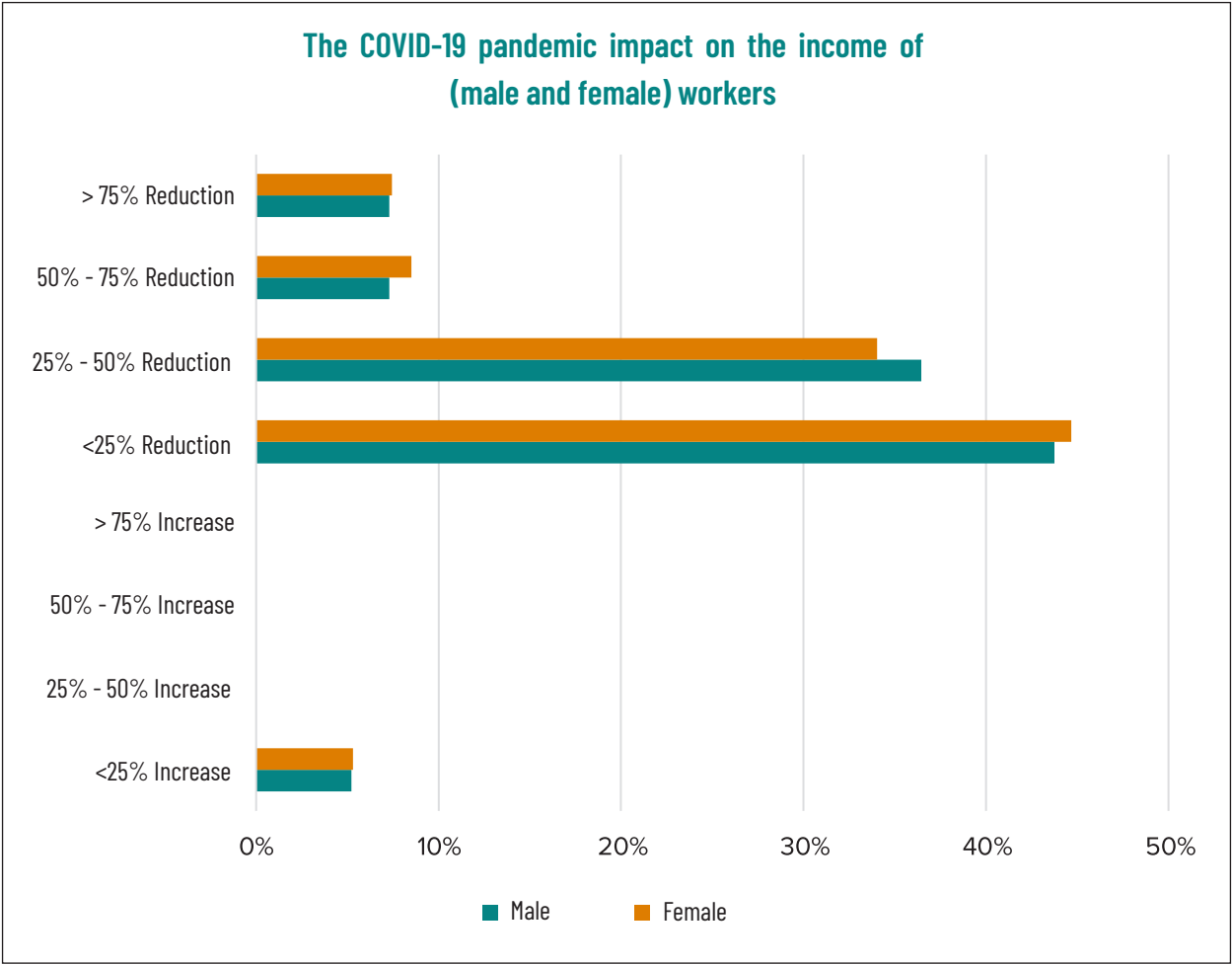
Highlight 2

Both female and male workers are impacted by labour reduction in road transport enterprises. And women are more affected in enterprises with massive labour reduction (>50%).

(b) Impact on income of workers

Due to the drop in revenue, the production and business activities are stagnant. Therefore, the employees cannot ensure enough working days, which directly decreases their income. The survey results in **Figure 7** show that for workers who remained in their positions, the income reduction was witnessed in most enterprises operating in the road transport:

- The income decrease has happened to both male and female workers in most enterprises (95%).
- The most common reduction in workers’ incomes was under 50%: a decline of less than 25% for both male and female workers was recorded in about 45% of these enterprises; a decrease of 25%-50% for both male and female workers occurred in about 35% of these enterprises.
- The higher decrease in the income of workers (from 50-75%) occurred in 7% of these enterprises for male workers and 9% of the enterprises for female workers. Notably, in some enterprises, the income of workers remaining on their positions fell by over 75%.



**Figure 7: Changes in the income of workers in road transport enterprises due to the COVID-19 pandemic**

**Highlight 3**

Similar to the majority of other socio-economic sectors, the income of workers in the road transport industry has declined substantially. There is no significant difference in the reduce of income of female and male workers.

**3.2. Measures from enterprises to address difficulties directly related to employees**

The COVID-19 pandemic impact on enterprises is one type of risk that they have never faced before. Combined with the limited risk management capacity in many enterprises, it has pushed road transport enterprises into a stalemate. They were forced to tighten all expenditures, minimising all costs such as advertising/marketing cost, management cost, vehicle-related cost and especially manpower-related costs.

As presented in **Figure 8**, this study summarised six worker-related measures that surveyed enterprises have implemented during the COVID-19 time and surveyed the realisation of the measures in three directions: (i) have been implementing, (ii) want to implement, (iii) will implement in the long-term (even if the COVID-19 pandemic become a bygone thing). In particular, there are 5 proposed measures that negatively impact the workers (labour cuts, requiring workers to work on a team-splitting basis, requesting unpaid leaves, reducing wages, requesting workers to work from home). However, there is one measure that drew great attention for its positivity despite the difficult business situation: training to boost workers’ skills.

- Labour reduction is the measure that many surveyed enterprises must apply (49% of enterprises applied it to male workers, this rate for female workers is 44%). Obviously, for road transport enterprises, this is an ad-hoc countermeasure, which needs so much consideration to apply. In fact, for such enterprises, drivers are their main workforce and it is not easy to recruit the skilled ones. From a gender perspective, although female workers make up a low proportion in these enterprises, the percentage of enterprises applying female labour cut is not significant difference compared to those that have applied to male workers.
- Due to contractual constraints, the level of labour cuts cannot be arbitrary either. Hence, for the remaining workforce, reducing their salaries is a measure commonly applied to both male and female workers (nearly 60% of these enterprises have adopted this measure).
- Production and business activities which have been severely hit in combination with the application of salary reduction measures have led to the fact that other measures are also implemented at a fairly common level such as requesting workers to apply for unpaid leaves, requiring workers to work on a team-splitting basis, requesting workers to work from home.
- **A bright spot** was discovered from the survey results: during the COVID-19 period, over 30% of the surveyed enterprises focused on training employees to improve their professional skills. And this measure will remain the same even after the COVID-19 pandemic. This is a good sign, showing the right perception of enterprises with regard to the human factor's role in their success as well as the improved capacity to adapt to new challenges and requirements, including the requirement to reduce GHG emissions in the transport sector.





Measures from enterprises to address COVID-19-induced difficulties directly related to (male and female) workers

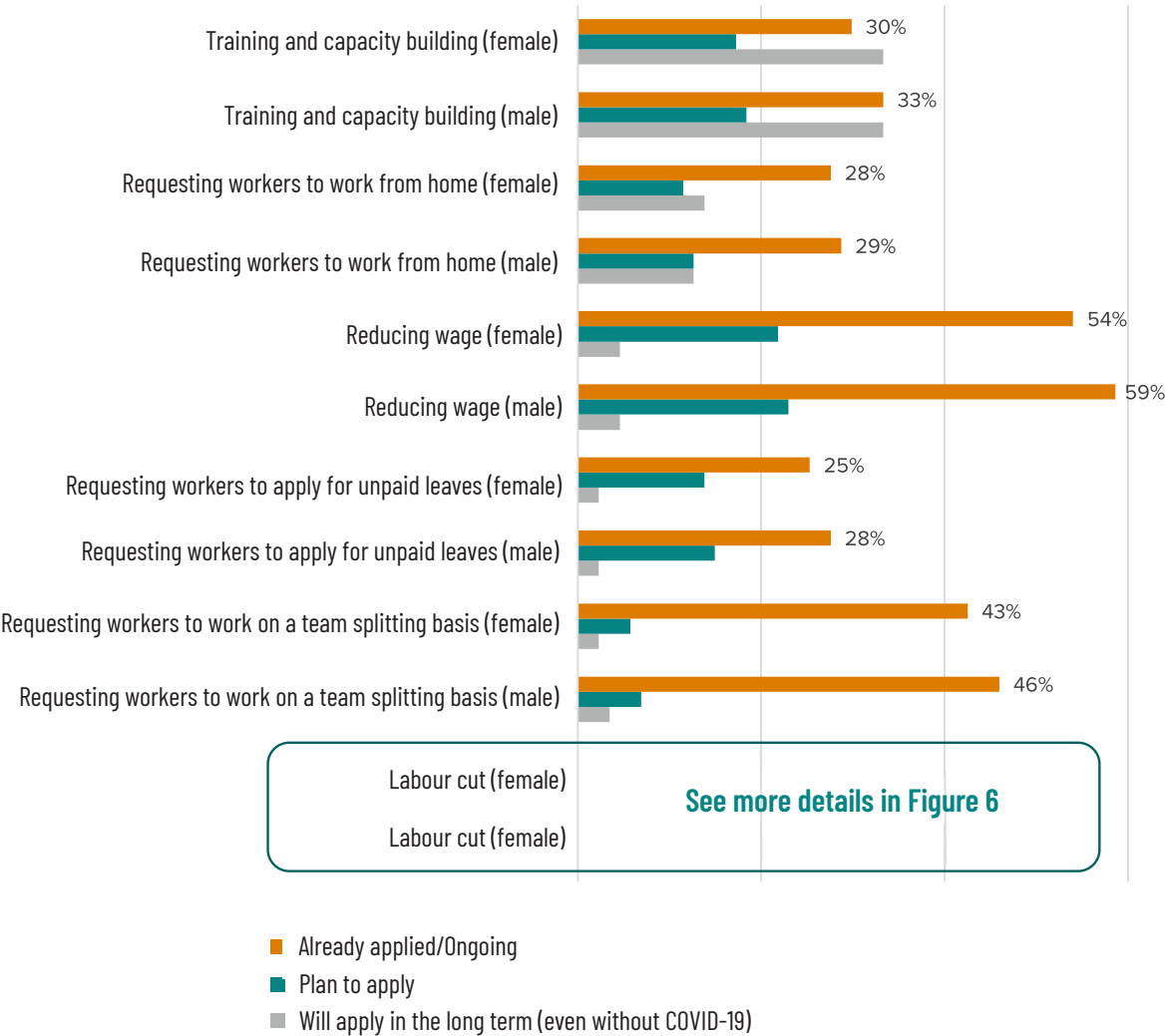


Figure 8: Summary of the implementation of measures from road transport enterprises to overcome difficulties caused by the COVID-19 pandemic

Highlight 4

All measures to address difficulties that enterprises must take to cope with the COVID-19 pandemic impact led to difficulties for workers. However, in this force majeure situation, workers also agreed to share the difficulties with enterprises and society.

Overall, there is no significant difference in the measures that enterprises have been applying and will apply to male and female workers.







## 04

# ASSESSMENT OF ROLES OF MALE AND FEMALE WORKERS WITH THE GOAL OF POST-COVID-19 GREEN RECOVERY OF ENTERPRISES OPERATING IN ROAD TRANSPORT

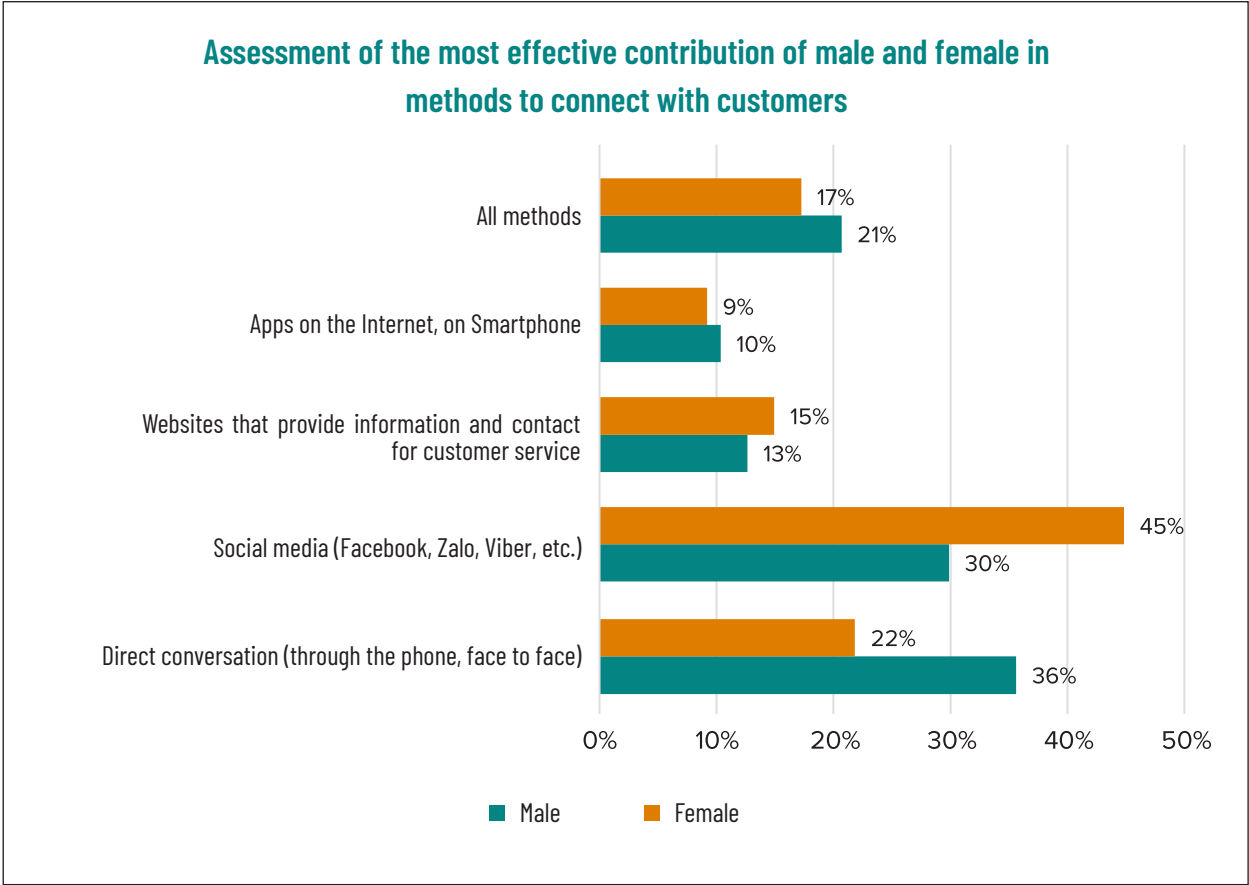
New contexts that directly affect the road transport field include: (i) COVID-19 pandemic and (ii) Viet Nam's commitment to net-zero emissions at the 26th Conference of the Parties to the United Nations Framework Convention on Climate Change in November 2021 (COP26). These contexts require enterprises not only to focus on immediate measures in recovering production and business activities, but also to have a long-term orientation to develop green transport. Simply put, "green recovery" is considered a common keyword for formulating the development strategies and plans of enterprises. To successfully implement the green recovery strategy, two essential factors, digitalisation and human resource, are especially emphasised by the enterprises in the survey process.

This section refers to the process of participating in the digitalisation skills for the workforce at road transport enterprises as well as their role in the goal of green recovery.

The application of digital tools and digitalisation in road transport by enterprises is still strongly dispersed and greatly varies among them. Basic premises such as the application of information technology and the digitalisation of internal processes have been implemented by many enterprises. The development and application of digital platforms connecting with customers are now very different among enterprises. Specifically, some enterprises have actively developed platforms and applications for efficient connection, while many others have never deployed any professional platforms and just used conventional methods and simple platforms.

In the common digitalisation methods such as clients and drivers' management, customer service and demand analysis and contract negotiation via different platforms to connect with customers to provide services of enterprises at present, see **Figure 9**. In general, enterprises recognise a somewhat more prominent role of women, especially through the social media platforms. Meanwhile, with a larger force working on both back-office and on-site tasks, male workers showed significant advantages in the form of meeting customers in person. This can be explained by gender stereotyped work currently being taken by men mainly in on-site tasks and women in the back-office.





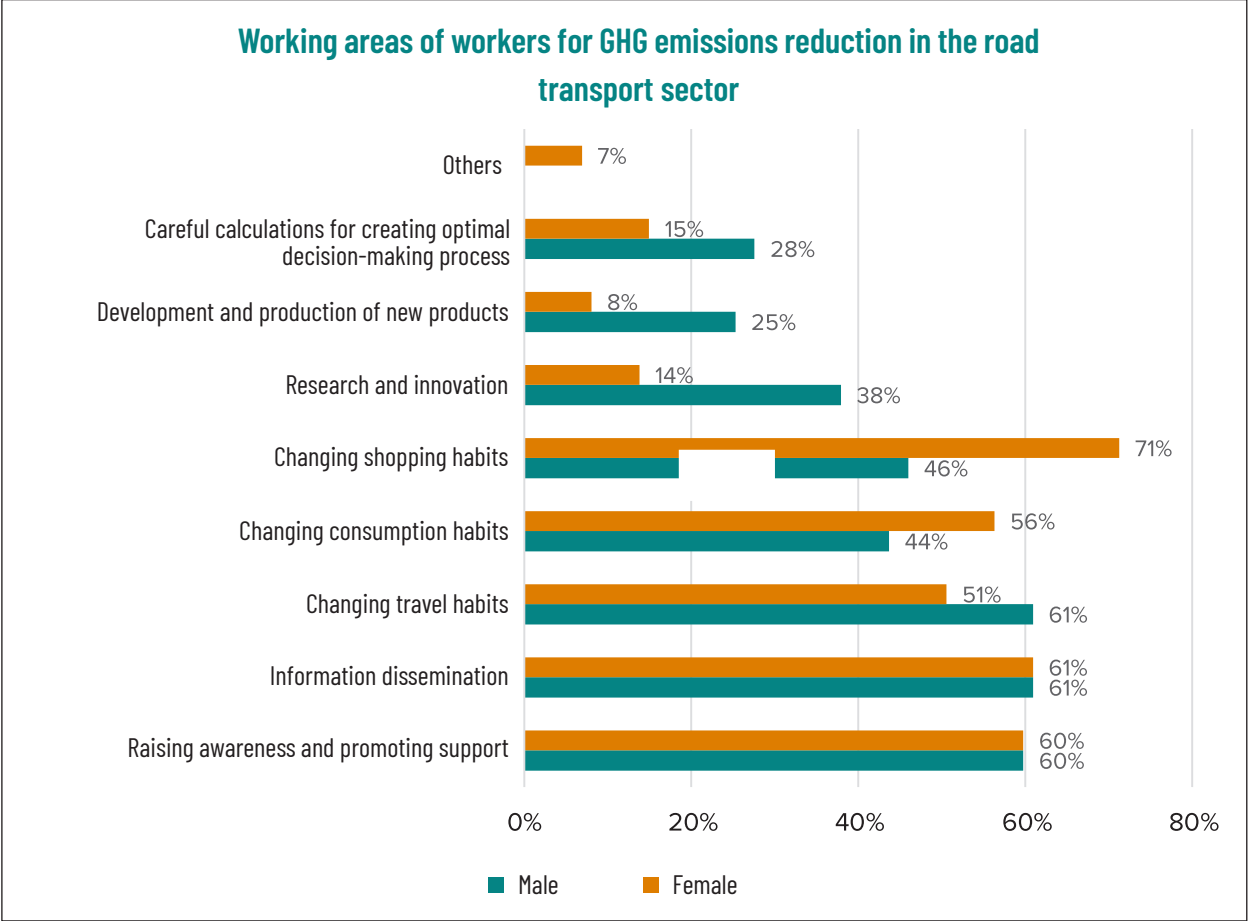
**Figure 9: Assessment of the most effective contribution of male and female workers in methods to connect with customers**

**Highlight 5**

The recognition of the role of men and women in the connection with customers through digital transformation can be explained by the gender stereotyped work currently being taken by men mainly in on-site task and women in back office.







**Figure 10: Working areas of workers for GHG emissions reduction in the road transport sector**

Regarding the development of green transport, the share of GHG emissions in road transport accounts for about 80% of the total emissions of the transport sector, so it is always considered as the focus in applying mitigation measures.

In September 2020, Viet Nam completed the NDC update and was one of the first 20 countries to submit this report to the Secretariat of the UNFCCC. Compared to the NDC in 2015, the contribution of the updated NDC in 2020 increased both in terms of emission reduction amount and rate. Accordingly, Viet Nam will reduce the total GHG emissions by 9% in comparison to the Business as Usual (BAU) through actions taken by the country itself and will decrease it by up to 27% with international support under the new mechanism of the Paris Agreement (PA). In the field of road transport, there are 3 groups of measures to reduce GHG emissions that need to be implemented: (i) Applying energy efficiency measures; (ii) Shifting the use of conventional fuels to biofuels, natural gases and electricity; (iii) Improving energy efficiency for motor vehicles.

However, in order to achieve the aim of net-zero emissions by 2050 in the transport sector, it is necessary to identify and implement more comprehensive, ambitious, robust, synchronous and effective measures at a higher level than the ones in the updated NDC 2020.

In this study, the survey on the gender role in activities that contribute to reducing GHG emissions towards the net-zero emissions target was also conducted with the results summarised in **Figure 10**.

- Men are deemed to have a greater role in: (i) research and innovation; (ii) development and production of new products; (iii) sophisticated calculations for creating an optimal decision-making process and changing travel habits. Meanwhile, the role of women is especially emphasised in changing consumption and shopping

habits. This once again demonstrates that perceiving the roles of women and men in the goal of reducing GHG emissions in the road transport sector is still based on prejudicial conventional gender role norms, which still exist in society today, as mentioned in the above sections.

- The role of awareness and support for policies related to GHG emissions reduction and propaganda: in general, the roles of men and women are evaluated equally.

The initiative of contributing to the goal of green transport development basically includes many processes and components such as initiating, leading, maintaining and creating. The survey results (**Figure 11**) indicate that while men are thought to be suitable for leading and creating roles, women are considered a perfect match for initiating and maintaining roles. This can be explained by the traditionally prejudiced perception of male and female competencies, which argues that men are more suitable for leadership roles, proposing initiatives, whilst women are more likely to be followers/implementors.

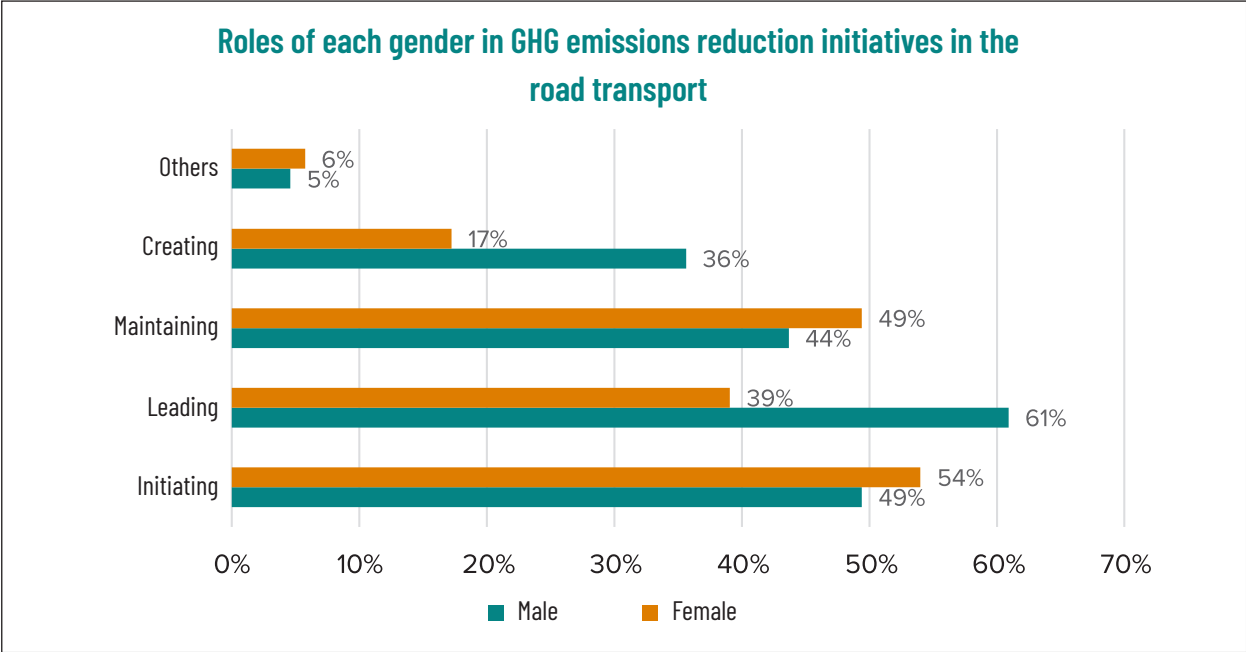


Figure 11: Roles of each gender in GHG emissions reduction initiatives in the road transport

Highlight 6

Based on traditionally prejudiced perception of gender roles, men are perceived to be suitable for taking leadership roles and women for implementing roles in taking in GHG emissions reduction initiatives in the road transport field.







## CONCLUSION AND RECOMMENDATIONS

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Despite the fact that the scope of this study's survey is currently limited to the the road transport field, which does not represent the entire transport sector as well as the whole society, it has partially made some key findings about the COVID-19 pandemic impact on workers with a gender perspective as well as perceptions of the roles and competencies of each gender in the measures aimed at a green and inclusive post-COVID-19 economic recovery.

Through surveys and analysis in the thematic study "POST-COVID-19 GREEN RECOVERY ASSESSMENT OF ROAD TRANSPORT - *From a gender perspective*", some key conclusions and recommendations were put forwards as follows:

### 5.1. Conclusion

There are three main conclusions drawn from the study as follows:

- (1) **Both female and male workers were impacted by the COVID-19 pandemic but women were more affected in some resilience measures:** COVID-19 has left a heavy impact on the transport sector in general and road transport in particular. Job losses were common among road transport enterprises, especially passenger transport ones. Both male and female employees were affected but women were more vulnerable in the enterprises with massive job reduction. For the retained workers, the tightening of expenditures of enterprises (including urging workers to apply for unpaid leaves, lowering pay and compelling workers to work on a team-splitting basis, among other things) also directly affected both women and men. It is important to have more studies to further explore how female and male workers are affected by the tightening expenditure measures in road transport enterprises because different studies show that there were significant increase in domestic violence against women and their burden of unpaid care work.
- (2) **Gender stereotype is seen as a pervasive barrier for women to participate in green recovery in road transport.** In particular, the role of women and men in the connection with customers through digital transformation are reflecting existing gender stereotypes. The work is currently being taking by men mainly in on-site task and women in back office. The traditionally prejudiced perception undervalues the leadership roles of women in taking in GHG emissions reduction initiatives in the road transport field.
- (3) **The digital transformation of road transport in post COVID-19 pandemic is an opportunity to promote gender equality in this sector.** Women and men play different roles in application of digital technologies in connecting with customers. Their roles can be equally recognized and valued through gender responsive human resource policies and practices within enterprises, communication activities to change social discourse on women's roles in transport sector, policy research etc.

### 5.2. Key findings

Some of the key findings drawn from the study are presented as follows:

- (1) Gender imbalance is quite common in the transport sector in general and the road transport field in particular. The proportion of female workers involved in back-office tasks is bigger than in on-site assignments, but both still account for a very small percentage (<10%).
- (2) Both female and male workers are impacted by labour reduction in road transport enterprises. And women are more affected in enterprises with massive labour reduction (>50%).



- (3) Similar to the majority of other socio-economic sectors, the income of workers in the road transport industry has declined substantially. There is no significant difference in the reduce of income of female and male workers.
- (4) All measures to address difficulties that enterprises must take to cope with the COVID-19 pandemic impact led to difficulties for workers. However, in this force majeure situation, workers also agreed to share the difficulties with enterprises and society. Overall, there is no significant difference in the measures that enterprises have been applying and will apply to male and female workers.
- (5) The recognition of the role of men and women in the connection with customers through digital transformation can be explained by the gender stereotyped work currently being taken by men mainly in on-site task and women in back office.
- (6) Based on traditionally prejudiced perception of gender roles, men are perceived to be suitable for taking leadership roles and women for implementing roles in taking in GHG emissions reduction initiatives in the road transport field.

### 5.3. Recommendations

- The implementation of green and inclusive post-COVID-19 economic measures in the transport sector is an opportunity to promote the gender equality in employment through digital transformation, taking into account the rights, roles and needs, representation of each gender.
- It is necessary to conduct more in-depth studies on the importance of gender equality in the digital transformation with socio-economic and environmental impacts in the context of low-carbon and net-zero emissions transport development, which is resilient to climate change
- There should be mechanisms in place to encourage pilot initiatives to promote gender equality in transport enterprises. Technical assistance for enterprises with the global gender certificate on Economic Dividends for Gender Equality (EDGE<sup>5</sup>) is a specific example that EVN is implementing in the energy sector<sup>6</sup> that can be applied to the transport sector.
- Communication activities should be promoted to raise awareness, change gender stereotype on the roles of women and men in general and in transport sector in particular. In addition, it is necessary to promote public profiles, active roles and positive contributions of women in the transport sector through mass and social media.
- Although this study is just conducted in a narrow scope of the road transport sub-sector, in which is integrated into the study to assess the impact of COVID-19 on the operation of road transport enterprises, these initial fact findings have reflected the need for comprehensive studies on gender in the whole transport sector especially in line with the transition pathway<sup>7</sup> of the sector towards to net zero emission.

This is the full text of the thematic study report "POST-COVID-19 GREEN RECOVERY ASSESSMENT OF ROAD TRANSPORT - From a gender perspective".

This report from GIZ's NDC-TIA Project would be a good source of reference for the Ministry of Transport, transport enterprises as well as relevant agencies, units, collectives and individuals in the development of and advocacy for green and inclusive post-COVID-19 transport policies with a gender perspective.

5. EDGE (Economic Dividends for Gender Equality) is a global certificate with the world's leading methodology and standard of assessment of gender equality in business issued by EDGE certified foundation (Switzerland).

6. Up until April 2022, EVN has had 4 units with EDGE certificates, including EVN Hanoi, EVN Ho Chi Minh, EVN Southern Power Corporation (EVNSPC), Power Generation Joint Stock Corporation 3.

7. Decision No 876/QĐ-TTg on approving the action programme for transition to green energy and mitigation of carbon dioxide and methane emissions from transportation.







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#### International Climate Initiative (IKI)

This project is part of the International Climate Initiative (IKI). IKI is working under the leadership of the Federal Ministry for Economic Affairs and Climate Action (BMWK), in close cooperation with its founder, the Federal Ministry of Environment and the Federal Foreign Office.

[www.international-climate-initiative.com](http://www.international-climate-initiative.com)

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#### Address:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Viet Nam Project Office

Ministry of Transport, 80 Tran Hung Dao,  
Hoan Kiem District

Hanoi, Viet Nam

Phone: (+84) 243 218 1178

Email: [ndc-tia@giz.de](mailto:ndc-tia@giz.de)