



# No One Left Behind:

A Call to Center Equity and Inclusion in the UN  
Decade of Sustainable Transport 2026–2035

2025

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A sustainable transport future cannot be achieved without inclusion, safety, equity, and justice at its core. This Decade must go beyond environmental goals and become a lever for social transformation ensuring that women, caregivers, and marginalized groups are not just passive passengers in transport systems, but co-designers of a new mobility paradigm.

As the global community prepares for the UN Decade of Sustainable Transport (2026–2035), there is a critical opportunity to embed gender-transformative and inclusive principles into transport policy, design, operation, and funding. Current systems often reinforce inequality by overlooking the distinct needs, risks, and roles of women, children, the elderly, and marginalized populations. However, these groups are not homogenous, and addressing their diverse realities requires an intersectional, human rights-based, and 'leave no one behind' approach that recognises and responds to overlapping forms of discrimination and structural disadvantage.

To overcome this, we need to challenge the systematic gender gap in the planning and design of our transport and mobility networks. To do this, more women are needed in the workforce from planning and policy making to operations and management. Gender-transformative actions not only advance gender equity but also unlock more sustainable and efficient mobility solutions. Diverse leadership and inclusive planning have been shown to advance decarbonisation efforts by increasing public transport and active mobility use while reducing reliance on high-emission, car-centric systems.

**This Call-for-Impact Brief outlines 10 Objectives to ensure that the Decade delivers mobility justice and supports inclusive and resilient societies.**

## Overview of the 10 Objectives:

1. Institutionalizing Gender Equity in Policy, Practice & Education
2. Equitable & Affordable Access
3. Care Infrastructure & Inclusive Mobility for All
4. Safe Mobility
5. Just & Dignified Jobs for Transport Workers
6. Climate Resilient Transport Systems
7. Female Leadership & Decision-Making
8. Digitalisation & Gender-Disaggregated Data
9. Representation in Planning, Implementation & Evaluation
10. Dedicated Financing of Gender-Transformative Transport Programs



## 1. Institutionalizing Gender Equity in Policy, Practice & Education

**Challenge:** Despite growing awareness of gender disparities in transport, systemic change is hindered by weak institutional capacity and the absence of gender mainstreaming in transport governance, academic curricula, and professional training. Without embedding gender-sensitive practices into the norms and structures of institutions, progress remains fragmented and unsustainable.

**Goal:** Institutionalize gender mainstreaming across transport governance, professional training, and academic education. Mandate gender equity in organizational policies, planning processes, and curricula for transport professionals. Build capacity within institutions through training, accountability frameworks, and partnerships with gender experts to create a lasting culture of inclusion

## 2. Equitable & Affordable Access

**Challenge:** Many communities, especially in low-income or rural areas, face limited or unaffordable transport options, restricting access to essential services, goods, and opportunities. Transport systems often prioritize direct-trip commuters over those making complex, multi-stop trips like caregivers or informal workers.

**Goal:** Ensure all people, regardless of income, geography, or social status, can access safe, reliable, and affordable transport. Prioritize inclusive planning that meets diverse travel patterns and purposes.

## 3. Care Infrastructure & Inclusive Mobility for All

**Challenge:** Transport systems often fail to account for the diverse needs of caregivers, children, the elderly, and persons with disabilities. Unpaid care trips—frequently undertaken by women—are typically overlooked in planning and design, despite involving complex, multi-modal journeys. At the same time, elderly individuals and people with disabilities encounter physical, psychological, and systemic barriers, from inaccessible vehicles and unsafe crossings to poor wayfinding and communication. These intersecting forms of exclusion undermine equitable access to mobility.

**Goal:** Design, fund, and implement transport systems that recognize and accommodate the caregiving responsibilities and mobility patterns of all users, including children, the elderly, and people with disabilities. Prioritize universal design, safety, accessibility, and dignity across infrastructure and services to create inclusive, care-centered mobility that supports independent and equitable movement for all.





## 4. Safe Mobility

**Challenge:** Women and gender-diverse individuals frequently experience harassment and violence in public transport and its surrounding areas, deterring them from traveling or forcing them into unsafe alternatives. Beyond harassment, women are also disproportionately vulnerable as road users, particularly as pedestrians. In the EU27, for example, women are twice as likely as men to be killed in a pedestrian road collision. These risks are often normalized or ignored by transport operators, policymakers, and society at large.

**Goal:** Implement inclusive policies and technologies that prevent gender-based violence and address the broader spectrum of safety risks faced by women and gender-diverse people—both in transit systems and public spaces, including pedestrian environments. Safety must be treated as a fundamental, non-negotiable right for all users and a standard upheld by all stakeholders. Promote a culture of non-violence, ensure comprehensive data collection on gender-disaggregated mobility risks, and train transport professionals to recognize and actively address male aggression and other threats to women's safety.



## 5. Just & Dignified Jobs for Transport Workers

**Challenge:** Transport jobs are often low-paid, precarious, and male-dominated, with poor working conditions and limited opportunities for women and marginalized workers. Labor rights and protections are inconsistent or unenforced for transport workers.

**Goal:** Promote fair wages, decent working conditions, and inclusive hiring practices across the transport sector. Support unionization, benefits, and career advancement for all workers, particularly women and informal workers.

## 6. Climate Resilient Transport Systems

**Challenge:** Climate change increasingly disrupts transport systems, disproportionately affecting vulnerable communities who rely on public and active transport. Current infrastructure is often unprepared for extreme weather events, environmental degradation, pandemics or violent conflicts.

**Goal:** Build adaptive, low-emission transport systems that are resilient to climate shocks and serve the most affected populations. Align transport investments with environmental justice and carbon neutrality. Prioritize climate adaptation strategies that strengthen the capacity of transport infrastructure and services to anticipate, absorb, and recover from climate-related disruptions, particularly in underserved and high-risk areas.

## 7. Female Leadership & Decision-Making

**Challenge:** Women are severely underrepresented in transport leadership, policy-making, and technical roles, resulting in gender-insensitive decisions. Their voices are often sidelined or tokenized.

**Goal:** Ensure meaningful inclusion of women in leadership positions across planning, management, and operations. Create entry points, career pathways, and mentorship structures to support women's advancement in the transport sector.

## 8. Digitalisation & Gender-Disaggregated Data

**Challenge:** Transport planning relies on data that overlooks gender and social differences, leading to one-size-fits-all solutions that ignore lived realities. The absence of disaggregated data conceals inequalities in mobility access, safety, and usage.

**Goal:** Institutionalize the collection and use of gender- and intersectional-disaggregated data in all stages of transport planning and evaluation. Use this data as an evidence base to inform targeted and equitable interventions. For example, data on the transport workforce can establish the baseline and set measurable targets for achieving greater gender diversity in the transport sector.

## 9. Representation in Planning, Implementation & Evaluation

**Challenge:** Marginalized groups—particularly women, persons with disabilities, and youth—are rarely involved in shaping the transport systems they use. Participation is often symbolic rather than substantive, with no feedback mechanisms in place.

**Goal:** Establish participatory planning models that center affected communities as well as women in the workforce at all levels as co-creators in transport decision-making. Ensure their perspectives guide design, implementation, and impact assessment.

## 10. Dedicated Financing of Gender-Transformative Transport Programs

**Challenge:** Funding streams for transport rarely prioritize gender or social equity goals, resulting in underinvestment in inclusive infrastructure and services. A programmatic approach to financing equitable and affordable mobility access for women is still missing. Government funding is often limited in its scope, focusing narrowly on infrastructural measures for women's safety.

**Goal:** Allocate specific and sustained funding for projects that promote gender equality and social inclusion in transport. Embed equity objectives in budgeting, procurement, and investment decisions. Implement gender-budgeting to ensure that financial allocations actively address the differentiated mobility needs and barriers faced by women and marginalized groups.

If the next decade of sustainable transport is to be truly transformative, it must begin by centering those who have long been left behind. Beyond each of the 10 objectives lies a lived experience: a mother walking long distances with children, a disabled commuter navigating unsafe crossings, a female bus driver seeking equal pay. This is more than a technical agenda. It's a moral imperative to design dignity, safety, and equity into every journey. The time to act is now. Let's move forward — not just with ambition, but with empathy, urgency, and a commitment to leave no one behind.



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With their logos each organisation and its individual  
members symbolically signed this call for impact



**MUJERES  
EN MOVIMIENTO**  
WIM - WOMEN IN MOTION



**EVC POINT NIGERIA**



**WOMEN ON THE MOVE**  
TRANSFORMING  
TRANSPORT IN ASIA



**LEADING  
THE WALKING  
MOVEMENT**



**Whee!**

**PERANNOVA**  
SHAPING ENVIRONMENTS, STRENGTHENING NETWORKS

**FEMMES EN  
MOVEMENT**



**instituto  
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**Red Dot™**  
Foundation Global

**east**

**POLIS**  
CITIES AND REGIONS FOR TRANSPORT INNOVATION

**LA RECONQUISTA  
PEATONAL**



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PLAN OF BUSINESS

ACCOUNTING SERVICES & SEMINARS

