

Remarkable Young Voices in Transport

30 Young
Changemakers
in Transport





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Remarkable Young Voices in Transport 2025

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Transformative Urban
Mobility Initiative

Women
Mobilize
Women

On behalf of



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for Economic Cooperation
and Development

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Remarkable Young Voices in Transport

The Remarkable Young Voices in Transport is the 2025 edition of Women Mobilize Women's acclaimed publication series, Remarkable Voices in Transport. Since its inception in 2019, the series has celebrated 165 changemakers from 47 countries, showcasing the diversity, leadership, and impact of individuals driving progress toward inclusive and sustainable mobility.

This year, the spotlight is on youth — those under 30 who represent half the world's population yet are often excluded from decision-making in transport planning and policy. By featuring young thought leaders from both Millennial and Gen Z generations, the 2025 edition honors their vision, activism, and fresh approaches to transforming mobility systems.

Each of these young voices is making a difference—through cycling campaigns, mobile apps, start-ups, and local innovations. Together, they show the energy and creativity youth bring to today's mobility challenges. We hope this publication inspires you to work with them and with other emerging voices shaping the future of transport.

Happy reading!

WMW and TUMI Team

Dear readers,

Young people are driving the future of transport — not only as users, but increasingly as innovators, advocates, and leaders. Around the world, young people are on the move, often leaving rural areas to cities and urban spaces. As a result, urban populations — especially in the Global South — are becoming younger and more dynamic. Projections show that by 2030, nearly 60% of all people living in urban areas will be under the age of 18. This demographic shift presents both a challenge and an opportunity: young people rely heavily on walking and public transport, and are vocal in demanding safe, inclusive, and sustainable mobility options. Yet, despite their growing numbers and influence, youth are rarely involved in shaping the transport systems they depend on. Decisionmakers often talk about them but without them, regarding young people as “our future” and forgetting that they are here to shape their and our present as well. More precisely, it is their right to participate meaningfully in decisions that affect them — and their rights need to be recognized in order to reach an equitable and just transition of cities worldwide.

This publication is part of the “Remarkable Voices in Transport” series by the Women Mobilize Women initiative, within the Transformative Urban Mobility Initiative (TUMI), implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ). Since its launch in 2018, Women Mobilize Women has built a global platform to spotlight gender equity and diversity in transport. From pioneering gender data collection to fostering an international network of feminist transport professionals, the initiative has helped shape a more just and inclusive mobility narrative.

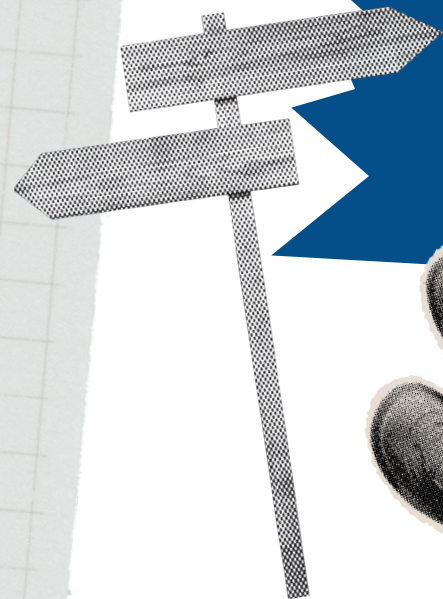
With this special edition, we are proud to spotlight remarkable young voices who are already reshaping mobility in their communities and beyond. Their ideas, actions, and leadership remind us that just and sustainable transport futures must include — and be co-created by — the young generation.

We hope you enjoy reading their stories and insights.

Daphne Gross-Jansen
Senior Policy Office at the German Federal Ministry for Economic
Cooperation and Development (BMZ)

Hamburg Charter

for Inclusive and Just Mobility



How can we create transport systems that are fair, inclusive, and sustainable for everyone? The Hamburg Charter for Inclusive and Just Mobility offers a bold and actionable answer.

Launched in 2024 at the Hamburg Sustainability Conference, the Charter brings together international actors – from cities and civil society to the private sector and development institutions – with a shared vision: mobility is a human right and must be designed to serve people and planet.

The Charter outlines eight guiding principles for a just mobility transition, from equitable access to climate-resilient infrastructure, decent work, and better data. It directly supports global goals such as the Paris Agreement, the 2030 Agenda for Sustainable Development, and the New Urban Agenda.

For this edition, we asked all 30 Remarkable Young Voices how their work relates to these principles. Their reflections show how deeply youth around the world are already contributing to – and demanding – a fairer mobility future.

Principle #1 Equitable and Climate-Friendly Access

Everyone should have access to education, jobs, healthcare, and public life – safely and sustainably.

Principle #2 Inclusivity in Transport

Mobility systems must reflect and serve the needs of women, youth, persons with disabilities, and other underrepresented groups.



Principle #3 Fair and Dignifies Jobs

Transport workers deserve fair pay, safety, and social protections—especially in emerging and informal sectors.

Principle #4 Climate-Friendly Mobility Industries

The shift to zero-emission transport must go hand in hand with sustainable, circular business practices.

Principle #6 Empowered and Integrated Popular Transport

Informal and popular transport providers must be recognized, supported, and included in planning processes.

Principle #5 Accessible and Climate-Resilient Infrastructure

Streets, stations, and systems must be barrier-free, universally designed, and climate-resilient.

Principle #8 Data, Transparency and Planning

Better, more inclusive data is key to smarter planning and accountable transport systems.

Principle #7 Promotion of Electric Mobility

Electrification must benefit all—creating green jobs and cutting emissions while avoiding inequality.



Learn more about the Hamburg Charter! With your organization, become a Hamburg Charter signatory.

Abdi djama waberi

Abdi Djama is a young visionary entrepreneur transforming mobility in Djibouti and East Africa with Sahaal Ride, the country's first on-demand ride-hailing platform. Faced with the challenges of inefficient public transport, he developed an innovative and accessible solution to improve citizens' quality of life. In just three months, Sahaal Ride has increased its regular passenger base sixfold and secured strategic partnerships, including with the French Armed Forces to ensure safe transportation for children. His commitment to inclusive and sustainable mobility, combined with a strong technological vision, positions him as a key driver of change in Africa, contributing to smoother and more equitable urbanization.



Djibouti, Djibouti



Credits: Michael Mittelman



Credits: Jon Evans



Credits: Francisco Andrus

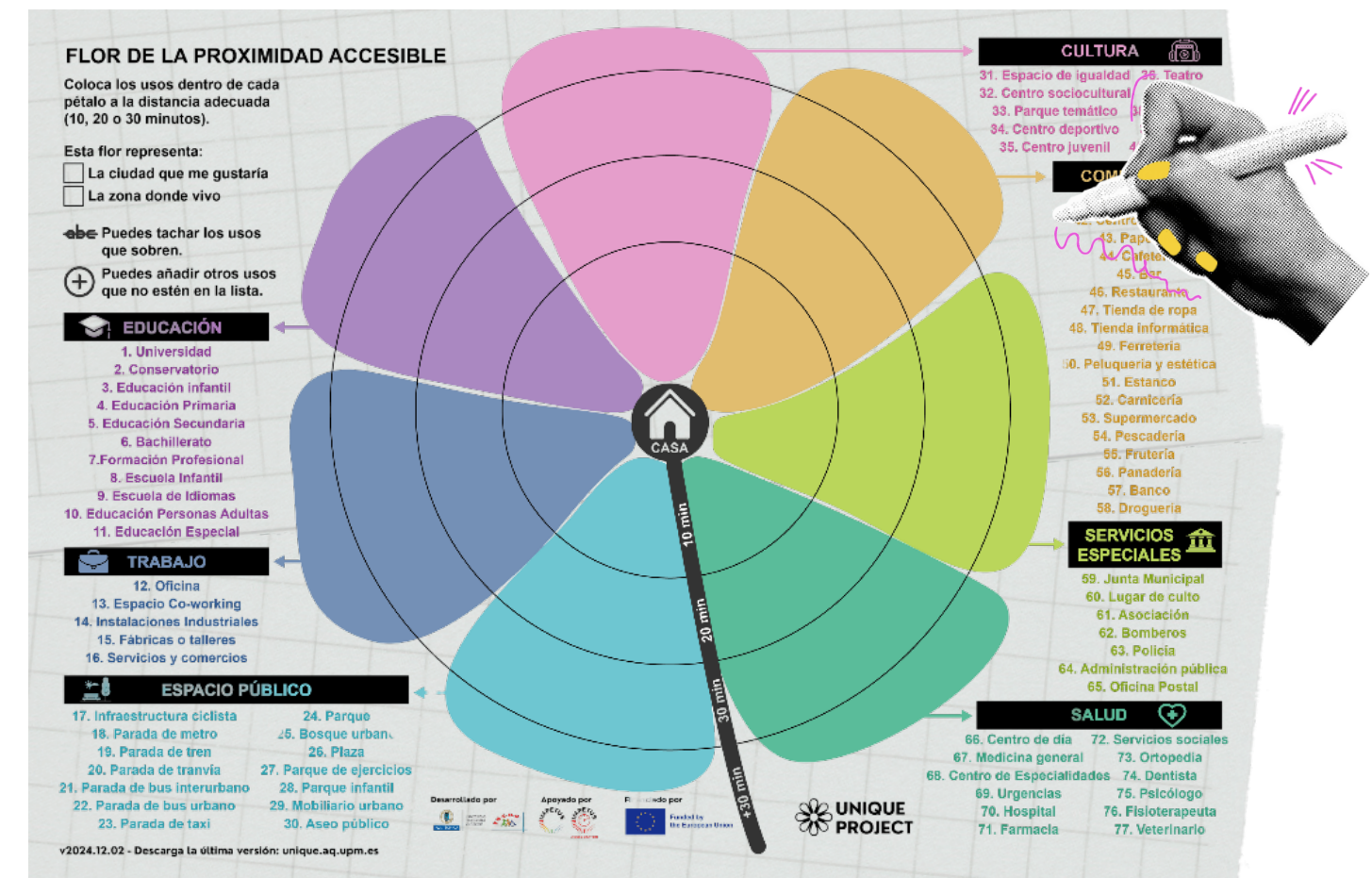


Alba Ramírez Saiz

Alba is an architect and urban planner specializing in design for all and inclusive mobility for people of different ages and abilities. She has participated in national and international projects, supporting the development of inclusive design. She is also the founder of Seminars of Accessibility, an initiative that shares the latest trends in design for all with university and vocational training students, aiming to create a more inclusive future.



Madrid, Spain



Transport systems can be considered inclusive, feminist, and equitable only if...

... they ensure seamless access from start to finish. This means addressing every part of the journey: from the information available to planning the trip, the accessibility of infrastructure, the connection to vehicles, and the final destination. Far too often, there are breaks in the transport chain that leave people stranded. It's essential to remember that different people face different challenges, and that includes those whose needs might not be immediately visible. One in six people worldwide has some form of disability, and we must design truly inclusive systems, whether it's for someone using a wheelchair, navigating with cognitive impairments, or simply struggling with poorly marked steps. An equitable transport system leaves no one behind.

If I was in power of our transport systems, the first thing I would do is...

... create a system that actively listens to its users. Incorporating user feedback into the design process is critical. People's real-life experiences and needs must be considered

to ensure that infrastructure serves everyone, especially the most vulnerable. Additionally, we need to integrate the entire transport network, eliminating barriers such as switching tickets or changing vehicles unnecessarily. This can only be achieved if we involve diverse voices, including those from non-technical fields, ensuring that human-centered design is at the core of the process.

How does the current situation for persons with disabilities in your city influence your work?

It directly influences my work, reminding me that there's always more to be done. While there has been progress, there are still many daily challenges people with disabilities face. I work with the belief that we can always improve something more and that inclusivity should be a top priority in every decision. It's not just about meeting regulations but ensuring that the real-world experiences of those with disabilities drive the creation of truly accessible and barrier-free transport systems. These challenges push me every day to advocate for lasting change.

What's the main challenge that you face in your daily work?

The main challenge I face in my daily work is reconciling the many perspectives that come with working in urban planning. It's an interdisciplinary field where each stakeholder has different goals—architects, engineers, city planners, and community representatives all bring their own unique outlooks. Inclusion of people of different ages and abilities is often one of the least prioritized aspects, and pushing for it requires not just technical knowledge but an ongoing effort to shift mindsets. Inclusion isn't simply about meeting regulations—it's about considering the needs of people from all walks of life, especially the most vulnerable. My challenge is raising awareness about the significance of inclusive design, making it a central priority in the planning process. This requires constant dialogue and collaboration with various experts to ensure that transport systems are accessible for everyone, regardless of their mobility, age, or socioeconomic status. While it may be difficult, it's incredibly rewarding to see how small changes can lead to a more inclusive environment, and this keeps me motivated every day.

Why is it important to listen to young people?

It is incredibly important, especially when it comes to shaping the future of transport and urban development. Young people have a fresh perspective on the world and they can identify problems and propose solutions that others may not even consider. Their passion and creativity often bring bold ideas that challenge the status quo and push us to think outside of the box. But beyond their innovative ideas, young people also represent the future users and technicians of transport systems. They will experience the long-term effects of the decisions made today. If we fail to listen to them, we risk missing out on insights that could better serve everyone in society.

What would you tell other young people working in the transport field?

I would say: always keep the user at the center of your work. It's easy to get caught up in technicalities and design features, but ultimately, it's the people who use the transport system who matter most. The comfort, safety, and accessibility of the user should be the driving force behind every decision you make. When you design with the end user in mind, you create systems that truly serve everyone. Don't be afraid to take the time to consider all needs, even if it means challenging the

typical processes or taking longer to get things right. Quality is more important than speed. Young people have the power to influence how transport systems evolve, and their commitment to inclusivity can shape the future for generations to come. So, approach every challenge with empathy, creativity, and a deep understanding of the diverse people who will benefit from your work.



Principle #2 Inclusivity in Transport

The principle underscores that inclusive transport isn't just a luxury, but a fundamental right. By designing systems that are accessible and welcoming, we ensure that everyone can participate in daily life without facing unnecessary barriers. In my work, this means prioritizing the needs of vulnerable groups, such as those with disabilities, older adults, and children. It also requires continuous efforts to remove systemic obstacles that can prevent people from accessing transport services. Ensuring accessibility in public transport networks helps build more equitable, cohesive cities where everyone can move freely, access opportunities, and lead fulfilling lives.

My work aligns with the Hamburg Charter Principles!



Bill Mutoro



Nairobi, Kenya

Bill is a dynamic Kenyan trade unionist and digital organizer making waves in the country's transport and platform work sectors. As the National Assistant General Secretary and Director of Digital Organising and ICT at the Transport Workers Union Kenya (TAWU), Bill has become a leading advocate for the rights and welfare of platform workers, including those in the e-hailing and delivery industries.

With a keen understanding of the challenges facing workers in the gig economy, Bill has been instrumental in organizing, educating, and empowering drivers and riders who often lack traditional employment protections. He is recognized for his innovative approach to digital organizing, helping workers navigate issues of fair pay, contract transparency, and workplace safety in a rapidly changing labor landscape. His advocacy has helped push for regulatory reforms, such as capping platform commissions and improving enforcement of labor standards for platform workers.



A champion for fair representation, Bill is committed to building stronger worker voices and ensuring that young and marginalized workers are included in decision-making. His leadership at TAWU has positioned the union as a key player in shaping the future of transport and platform work in Kenya and across Africa.



"The Transport and Allied Workers' Union of Kenya (TAWU-K) is a registered union affiliated to the Central Organisation of Trade Unions (COTU) and the International Transport Federation (ITF). After the Uber business model disrupted the traditional taxi labour market in 2018, under the direction of its digital organiser Bill Mutoro, TAWU-K began to organise drivers in the platform economy. "It became clear," Mutoro argued, "that the drivers needed representation, voice and collective bargaining."



Picture credits: Fiona Graham, WorldRemit

Byencit Duncan



Byencit is an economist and sustainability advocate passionate about renewable energy, sustainable transport, and climate policy. Currently, as Project Manager for Strategic Partnerships (Renewable Energy and Mobility) at Sterling Bank, she leads initiatives in green finance and electric mobility. She also managed the Guinness World Record for the Greatest Distance Travelled on an Electric Tuk-Tuk/Autorickshaw in 12 Hours, demonstrating the viability of the Qoray electric “keke” for the Nigerian market. Her previous roles include spearheading the Net Zero Villages Project at PAM Africa and managing the electric mobility portfolio at the Clean Technology Incubation Foundation, where she co-authored the E-Mobility Market Intelligence Reports (2022 and 2023).

Byencit has worked closely with the National Automotive Design and Development Council to develop Nigeria’s Electric Vehicle Roadmap and the Energy Transition Office to organise key stakeholder engagements. She also established the E-Mobility Stakeholder Forum Nigeria, laying the groundwork for a national industry association, now Electric Mobility Promoters Association of Nigeria (EMPAN). She is committed to advancing climate action, fostering sustainable economic development, and promoting an inclusive, low-carbon future for Africa. Her work highlights her dedication to impactful solutions and partnerships in the sustainability and renewable energy sectors.



Lagos, Nigeria



Transport systems can be considered inclusive only if...

... the services are thoughtfully crafted to meet the diverse needs of all users, with a particular emphasis on those who have historically been marginalized within mobility systems, including women, young people, and individuals with disabilities. This commitment encompasses the provision of transportation that is not only affordable and accessible but also safe and efficient, ensuring that even the most underserved communities can benefit. By prioritizing inclusivity and equity, the aim is to create a robust transportation network that reaches every corner, fostering greater mobility and opportunity for all.

If I was in power of our transport systems, the first thing I would do is...

... decentralize planning and funding priorities by establishing local advisory groups that include women, youth, and persons with disabilities. Transport systems must not be built for people; they must be built with people. Transport systems should not just cater to the needs of people; they should be developed collaboratively, with the community’s input and experiences at the forefront. Additionally, I would advocate for innovative financing

mechanisms that support sustainable mobility initiatives. This is a cause I am passionate about, and I’ve championed it through my work with Sterling Bank and Clean Technology Hub, where I strive to foster green solutions that enhance accessibility and equity in transportation for all.

How does the current situation for women and young people in your city influence your work?

The current situation for women, girls, and young people in my cities, Abuja and Lagos, significantly shapes my work and advocacy efforts. In Abuja, many women face harassment and safety concerns while commuting, particularly on public transport, where overcrowding and inadequate security measures contribute to an environment of fear. Similarly, in Lagos, young people often struggle to find affordable and reliable transportation options, resulting in lengthy commutes that can last up to two hours or more. The limited availability of comfortable and dignified transit choices further exacerbates their challenges, leaving them feeling undervalued and restricted in their daily lives. This context drives my commitment to creating safer, more accessible transportation solutions that empower these groups and ensure their mobility is respected and protected.

What's the main challenge that you face in your daily work?

The primary challenge I encounter in my day-to-day work is the fragmented institutional coordination, which leads to inefficiencies in communication and collaboration among various stakeholders in the transportation sector. This is exacerbated by the limited policy support for sustainable mobility initiatives, making it difficult to implement comprehensive strategies that promote environmentally friendly transportation. Additionally, the lack of adequate financing for the sector hampers the development and deployment of innovative solutions, further obstructing progress towards a more sustainable and efficient mobility framework. This combination of issues not only slows down advancements but also undermines the potential for meaningful change in promoting green transportation options for communities.

Why is it important to listen to young people?

Engaging with young people is vital because we are not merely the future users of transport systems; we are dynamic architects of our current realities. Our unique perspectives and innovative ideas offer fresh, localized solutions that resonate with the communities to which

we belong. Moreover, youth are often at the forefront of advocating for transport systems that are both intersectional and attuned to the pressing challenges of climate change. The successful transformation of sustainable transport hinges on the meaningful integration of young voices within decision-making frameworks. Our involvement is crucial for fostering systems that are inclusive, adaptive, and environmentally responsible, ensuring that the future of transportation reflects the needs and aspirations of all.

What would you tell other young people working in the transport field?

Your voice carries immense validity, and your vision holds remarkable power. Embrace the courage to assertively advocate for policies and programs that genuinely reflect the needs of your community. Engage in collaboration that transcends borders, as I have discovered that partnering with international organizations like GIZ and Agora Verkehrswende allows us to magnify our impact and shape global conversations around transport equity. Together, we can forge pathways to a more just and inclusive future.



My work aligns with the Hamburg Charter Principles!

Principle #2 Inclusivity in Transport

My efforts to address behavioral and financial constraints through international platforms and advocacy campaigns contribute to involving underrepresented groups in mobility planning.

Principle #5 Accessible and Climate-Resilient Infrastructure

By supporting financing programs for electric vehicle adoption, I am promoting investments in safe and sustainable transport infrastructure.

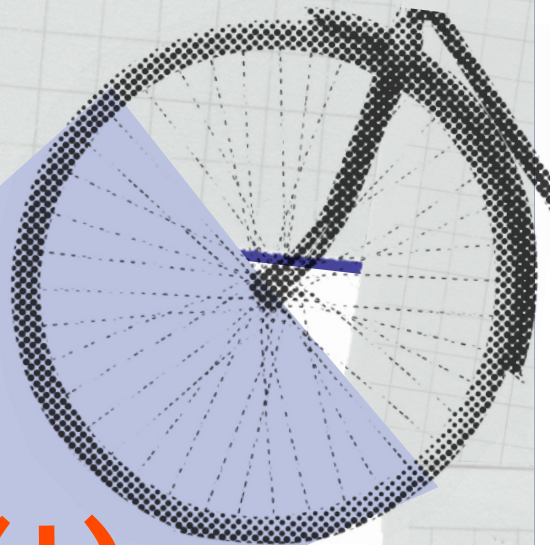
Principle #7 Promotion of Electric Mobility

My role in financing EV adoption and organizing Nigeria's first E-Mobility Conference directly supports the transition to electric mobility solutions.



In memory of Cecilia Melgar Bravo (1996–2023), a tireless advocate for urban mobility and cyclist safety.

Cecilia Melgar (†)



Cecilia Melgar Bravo was a passionate environmentalist, cyclist, and public manager from Lima, Peru. A graduate of the Pontifical Catholic University of Peru (PUCP), she was deeply involved in youth-led movements for sustainability, including the Red Universitaria Ambiental and the Mesa Bici. In 2019, she co-organized the World Bicycle Forum, energizing the cycling movement across Latin America and advocating for cities that respect life and the environment. At just 26 years old, Cecilia tragically lost her life in a road crash while riding her bicycle to work. Her passing became the driving force behind the Red por la Convivencia Vial, a coalition advocating for safer and more inclusive streets.

Her legacy lives on through Pedalea Seguro, a youth-led project supported by the Global Youth Coalition for Road Safety, which promotes cycling as a safe and efficient mode of transport by improving infrastructure, raising public awareness, and building partnerships for a bike-friendly Lima. Cecilia's memory is a reminder that behind every bicycle is a story, a dream, and a life worth protecting—her spirit continues to guide us with empathy, courage, and love.



Lima, Peru

Jeffrey Jossepy Leandro Díaz

He was so kind to answer the questions for this profile on Cecilia's behalf.

Jeffrey has been continuing and honoring Cecilia's legacy with great enthusiasm and commitment. He represents Lima in the global BYCS network, promoting the bicycle as a driver of social and environmental change. Through Pedalea Seguro, he advocates for public policies, safe infrastructure, and citizen participation. He collaborates with governments, companies, and organizations to build a more human, sustainable, and cycle-inclusive city.



Transport systems can be considered inclusive only if...

Ceci believed that a truly inclusive, feminist, and equitable transport system must ensure safe, dignified, and accessible mobility for everyone — especially those historically overlooked in urban planning. To her, cities should not revolve around cars, but around life. She championed bike-friendly infrastructure, accessible public transit, and safe pedestrian routes, particularly for women, girls, people with disabilities, and youth. Ceci viewed the city not merely as a space to move through, but as a place to live with joy, connection, and care. In her eyes, a feminist transport system must recognize vulnerability as a source of insight and design around care and community. It must listen to the least heard and prioritize their everyday needs. Ceci's vision — rooted in environmental consciousness and a deep love for justice — continues to guide the work we carry forward today, with tenderness and determination.

If Ceci was in power of our transport systems, the first thing she would have done is...
... created streets designed for life — not for

speed. She would have prioritized building infrastructure that protects the most vulnerable: children, cyclists, pedestrians, and elders. Inspired by her environmental values, she would have promoted active and collective transport as a right, not a luxury. Her first action would likely have been the transformation of avenues into green corridors, making space for trees, safe crossings, and protected bike lanes. Ceci would have pushed for participatory urban planning, where communities lead the decisions that shape their neighborhoods. She dreamed of a Lima where people moved freely without fear, where cities breathed again, and where mobility brought people together rather than separating them. She believed that when we protect how we move, we protect how we live.

How does the current situation for (women) cyclists in your city influence your work?

Living in Lima, Ceci experienced firsthand what it meant to move through a city built for cars, not for people. Public transport often felt unsafe, and the streets were hostile to cyclists and pedestrians. These daily barriers especially limited the freedom of women and young

My work aligns with the
Hamburg Charter Principles!



Pacto por Ceci

Ceci's work embodied the values of the Hamburg Charter: road safety, gender equity, climate justice, and citizen participation. She promoted active mobility and demanded cities that protect life and care for community. Through her advocacy — from pushing for safe cycling infrastructure to raising awareness about environmental justice — she modeled what just, inclusive, and sustainable urban transformation can look like. Her legacy reminds us that fair mobility isn't just necessary — it's possible, and urgent.

people. After her passing, her story became a spark that awakened many. Moved by her example — her joy, her convictions, and her love for life — a collective movement began to grow. People came together to organize rides, create safer spaces for cyclists, and demand justice for those affected by road violence. Her memory reminded us that mobility is not only about moving — it's about living with dignity, care, and the right to feel safe in our own cities. Through her legacy, many have come to understand that mobility can be joyful, just, and deeply connected to our shared humanity.

What's the main challenge that you face in your daily work?

The main challenge is confronting institutional and societal indifference toward road violence. Often, the urgency of protecting human lives is minimized in favor of other economic or political interests. Resistance to change and the lack of commitment from authorities make it difficult to swiftly implement effective solutions that could prevent tragedies like the one Ceci experienced.

Why is it important to listen to young people?

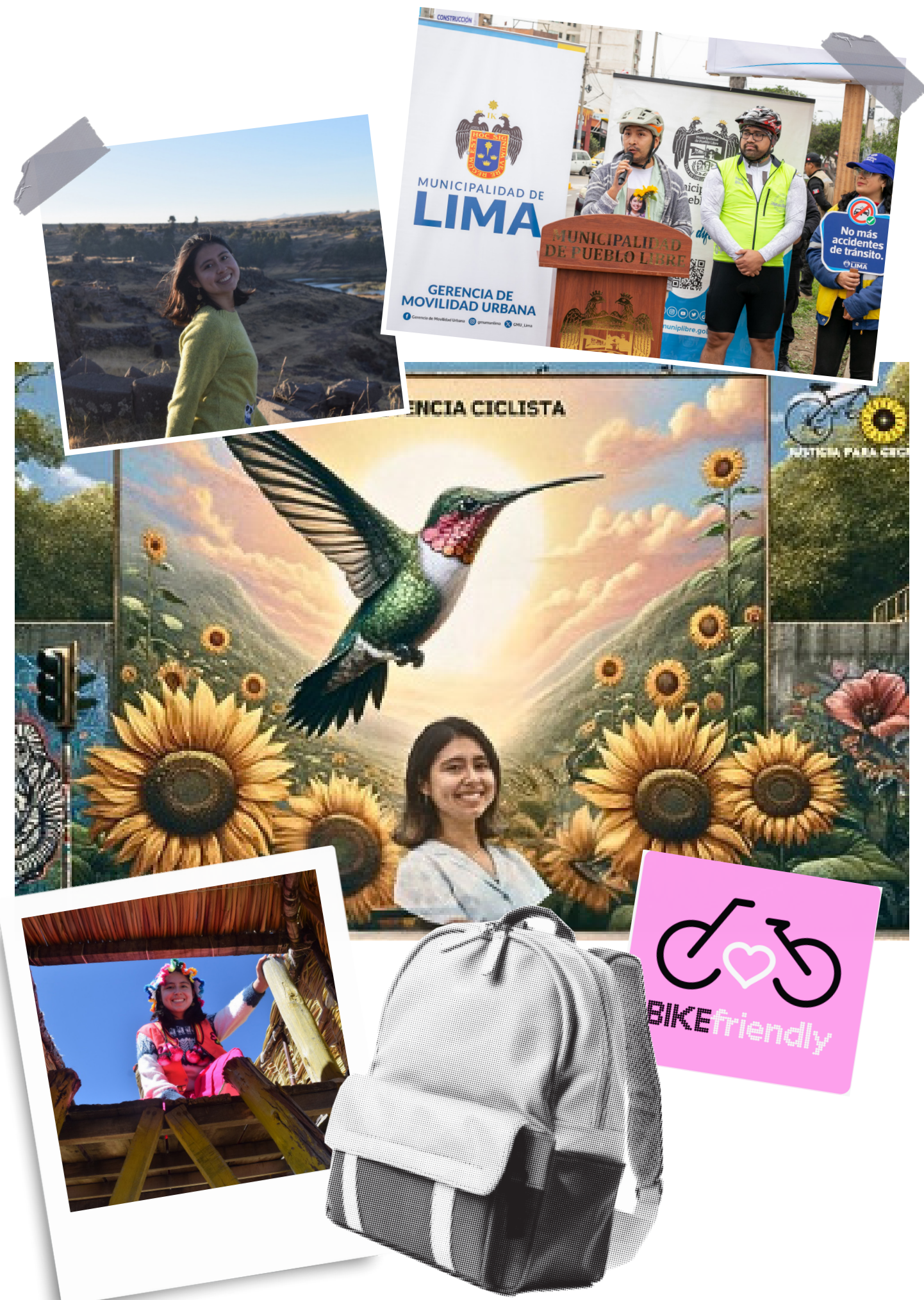
Ceci believed that young people carry the courage to imagine what others seem impossible — and the urgency to demand it. Their voices come from lived experience, from

emotion, and from a deep desire to transform what is unjust. For her, listening to young people wasn't just about inclusion — it was about creating real change.

She understood that youth bring new ways of seeing, organizing, and building community. Ceci herself embodied that spirit: young, passionate, and unstoppable. She opened space for others to speak — especially young women in cycling and urban activism — and insisted that the future must not be built for young people, but with them. To truly reimagine our cities, we must first listen to those who live their realities with the most intensity, hope, and vision.

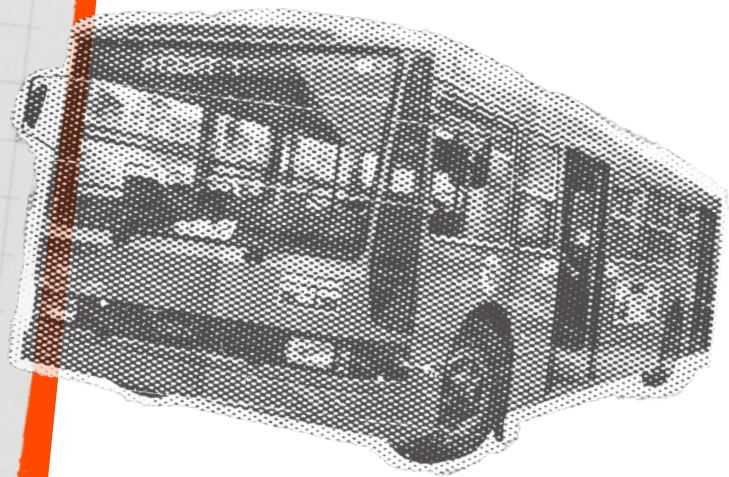
What would you tell other young people working in the transport field?

She would say: don't lose your tenderness, even in the fight. Let your sensitivity be your strength. Ceci believed that love — for life, for nature, for people — was a revolutionary force. To other young people, she would say: your voice matters. Your ideas are needed. Trust the value of your vision and the clarity of your feeling. Create community, protect one another, and dream loudly. She would remind us that change begins with small acts — planting a tree, fixing a bike, speaking up. And that every action has a ripple effect. She would say: we are not alone. We are many. And together, we are moving the world.



Cynthia Chepkemoi Kipsang

Cynthia is a dynamic urban planning professional from Nairobi, Kenya, with over three years of experience in transport planning, specializing in gender and social inclusion. Currently serving as a Programs Assistant at Flone Initiative, she is dedicated to advancing equitable mobility and social justice in transport systems. Passionate about creating inclusive, accessible transport solutions, Cynthia actively works to integrate gender-sensitive approaches and universal accessibility principles, believing that sustainable mobility is a fundamental right for all. She is committed to shaping a future where transport systems truly serve everyone, regardless of their background or abilities.



Nairobi, Kenya



Transport systems can be considered inclusive, feminist, and equitable only if...

... it is centred around people taking cognisance of their diverse needs, rights, and lived experiences. It must be feminist in design, enabling women to enjoy the same freedoms of mobility as men, taking into account women's caregiving roles and complex trip patterns, all while ensuring affordability, safety, and security. It must be inclusive through upholding the rights of persons with disabilities to access a barrier-free system that supports independent movement. And it must be equitable, reflecting changing age demographics; therefore, the young and older persons can move through our cities with equal ease and dignity.

If I was in power of our transport systems, the first thing I would do is...

... implement fare regulations to make public/popular transport genuinely affordable for all. In Kenya and across much of Sub-Saharan Africa, the informality of the public/popular transport system often hides the true cost of travel. Women and persons with disabilities are disproportionately affected, incurring

hidden expenses due to inaccessibility, fear of sexual harassment and lack of reliable last-mile connectivity. This often forces them to rely on alternative, more expensive modes of transport just to complete a single journey. For persons with disabilities, the cost of mobility is much more than just a fare. In most cases, they may need to travel with a caregiver or pay additional for the assistive device. These instances are economically unsustainable and further limit their mobility.

Picture a woman who has to drop kids at school, go to work, and shop for groceries, all while relying on public/popular transport to make these trips. If the transport system is not made affordable, it places an undue financial burden. Affordable public transport is a key step towards achieving equitable transport.

How does the current situation for young people in your city influence your work?

As a young person living in Nairobi, Kenya and a daily user of public/popular transport. I experience firsthand how our transport systems are designed more for cars than

for people. The public/popular transport vehicles and terminals are largely inaccessible, and many operators lack the necessary etiquette to handle and support persons with disabilities. For persons with disabilities, all these contribute to increasing the severity of their existing disabilities, making what should be a simple commute a daunting experience. Through my work at Flone Initiative, leading the moving barriers program, we continually work to change this narrative through evidenced-based advocacy, capacity building to policy implementers and transport operators to influence behaviour and mindset change that persons with disabilities are right holders to accessible transport systems.

What’s the main challenge that you face in your daily work?

One of the main challenges I face in my daily work is the deep-rooted resistance to change within transport systems, particularly when it comes to incorporating accessibility and inclusion. While there is a growing awareness of the rights of women and persons with disabilities and policies put in place, implementation often lags. Decision makers and transport operators sometimes view the provision of reasonable accommodation in the transport systems as an afterthought, a

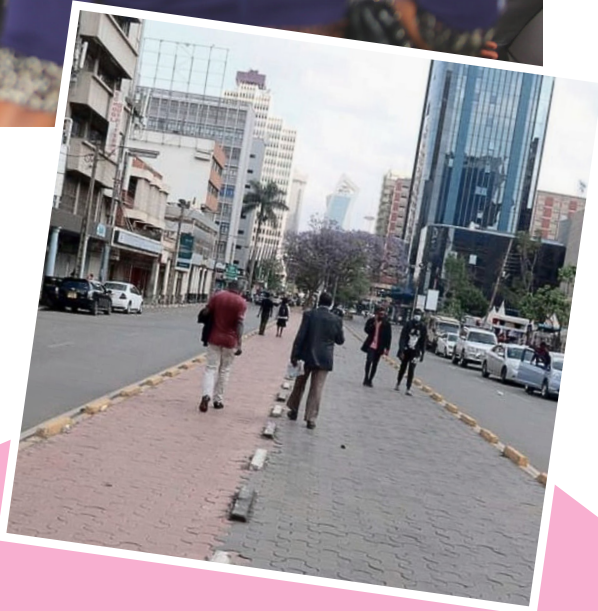
charitable gesture or an imposition of undue financial burden.

Why is it important to listen to young people?

Young people are the active change-makers of today and the leaders of tomorrow. I have seen first-hand how listening to the opinions of young people gives us a genuine sense of what matters in the world and the attention we need to pay to certain societal concerns that tend to be overlooked. A compelling example is the 2024 protests in Kenya against the Finance Bill, where Gen Z activists effectively utilized digital platforms to mobilize nationwide demonstrations, advocating for economic justice and policy reforms. This underscores the importance of amplifying youth’s voices to lead and champion for inclusive governance and reforms.

What would you tell other young people working in the transport field?

As a young person in the transport field, be passionate about the cause, don’t underestimate the power of your voice, and speak even when your voice shakes!. Your fresh ideas and innovation are what is needed to drive change towards inclusive and just transport systems.



Principle #2 Inclusivity in Transport

Principle #5 Accessible and Climate-Resilient Infrastructure

Principle #6 Empowered and Integrated Popular Transport

My work aligns with the Hamburg Charter Principles!

Dalia Zecchi



Dalia is one of the founders and Vice-President of Women in Mobility, Infrastructure, Transport (WiMIT), a voluntary organization dedicated to empowering women and addressing gender disparities in Italy's transport, infrastructure, and mobility sectors. Established in January 2025 after two years as a community, the non-profit promotes gender equity in transport and amplifies underrepresented voices in a sector where women make up only 14% of the workforce. With WiMIT, Dalia seeks to foster sisterhood among women professionals and create a powerful network that supports professional growth. At a time when leaders are reshaping cities and transport systems, WiMIT is committed to ensuring that these spaces reflect the needs of all people, regardless of gender, background, or ability.



Zürich, Switzerland and Florence, Italy

Currently, she is a project manager at a national institutional entity in Switzerland, where she works on strategic projects for the management of road infrastructures. Dalia obtained a cum laude MSc degree in Civil Engineering at Politecnico di Milano; she focused her earlier career in Italian transportation consulting markets. Since 2020, she has also been part of the Association for European Transport. Dalia's passion for transportation was born from traveling frequently between cities since early childhood, as she was born from a Florentine father and a Zurichese mother. She was and is fascinated by transport infrastructures and the possibilities of interconnection between cities.



Transport systems can be considered inclusive only if...

... it adequately serves the diverse needs of all community members. Our society is composed of individuals with varying backgrounds, abilities, and requirements, including but not limited to differences in age, gender, socioeconomic status, and physical ability. Therefore, an inclusive transport system must be designed with these diverse needs in mind, ensuring accessibility and effectiveness for everyone. To achieve this, it is crucial that transport planners and decision-makers actively engage with various stakeholders, including marginalized communities, to gather insights and understand their unique challenges. This engagement helps to identify barriers—be they physical, economic, or social—and develop strategies to address them. Furthermore, the challenge lies in recognizing and mitigating unconscious biases that may influence planning decisions. It is essential that those involved in shaping transport systems approach their work with an awareness of these biases, actively seeking to include perspectives that may be overlooked. Ultimately, an inclusive transport system is one that not only connects people but also fosters a sense of belonging and equity. By prioritizing inclusivity, we can

create transport systems that empower all individuals to participate fully in society, thereby enhancing the overall quality of life for everyone.

If I was in power of our transport systems, the first thing I would do is...

... ensure equal representation of women as professionals at all levels within the industry. In Italy, women comprise half of the population and the workforce, yet they represent only 14% of the transport sector. This significant underrepresentation indicates a systemic issue—an industry that often overlooks the professional needs of both men and women. I firmly believe that increasing women's participation will not only enhance the diversity of perspectives but will also lead to better solutions and innovation within the community. This vision aligns with the mission of WiMIT, which advocates for greater inclusion of women in these fields. While I may not currently hold the power to make systemic changes, I am committed to dedicating my time and efforts toward this cause. By actively advocating for women in transport and engineering, I believe we can collectively work toward a more equitable and progressive future through our small, yet impactful actions.

How does the current situation for women in your city influence your work?

The current situation for women and girls in Italy significantly influences my work and personal reality. Italy ranks among the lowest in Europe for female workforce participation, with only 51% of working-age women employed—substantially lower than Germany (75%), France (68%), and Spain (64%). In the southern regions, employment rates for women dip below 40%. Growing up in this environment, I've seen firsthand how societal attitudes can impede gender equality in the workplace. As an engineer, I particularly notice the stark underrepresentation of women in STEM fields—only 17% of women pursue these studies compared to 39% of men. Furthermore, women hold just 31.5% of board member positions in listed companies, making the employability of Italian women among the lowest in Europe, lagging behind the EU average by about 13 percentage points. Entering the engineering field often means being the only woman in the room. While I've had the privilege to collaborate with companies and colleagues who share my values, my journey hasn't been without challenges. I've encountered instances of harassment and discrimination, which

profoundly impacted me. These experiences highlighted the additional hurdles that female colleagues face daily to prove their worth. It's crucial that we are judged purely on our competencies and not our gender.

What's the main challenge that you face in your daily work?

The main challenge I encounter in my role with WiMIT is the recurring question from both men and women: "Do we really still need organizations like this in 2025?" My answer is a resounding yes, and the statistics support this assertion. Despite progress, we are still significantly behind in achieving gender equality. Women continue to be underrepresented in many sectors, including transportation, and this disparity has lasting effects on our society. Promoting gender equality is not just beneficial for women; it frees us all – men and women alike – from the constraints of gender expectations. By fostering an environment where everyone has equal opportunities and representation, we pave the way for a brighter and more inclusive future. This challenge highlights the importance of ongoing advocacy and education. Each time I encounter this question, it serves as an

opportunity to engage in meaningful conversations about the value of diversity and the necessity of organizations like WiMIT.

Why is it important to listen to young people?

Firstly, we bring unique and unexpected perspectives to the table. Our experiences and outlooks are shaped by a rapidly changing world, and our insights can lead to innovative solutions and fresh ideas that might not be considered by older generations. Additionally, individuals aged 20 to 30 represent approximately 30% of the global population. This significant demographic must be involved in the decision-making process to ensure that our needs and aspirations are taken into account. Engaging with us allows for policies and initiatives that are more reflective of the realities faced by younger generations. Moreover, involving young people in discussions and decisions fosters our confidence and helps us develop essential professional skills. By encouraging our participation, we empower us to become proactive leaders and change-makers in society. This, in turn, cultivates a generation capable of driving positive change and addressing the challenges of the future.

What would you tell other young people working in the transport field?

It's actually two pieces of advice! "Don't be afraid to step up and express your thoughts" and "Don't underestimate the power of networking." As a young woman navigating a traditionally male-dominated field, I have often found it challenging to have my voice heard and to assert my professional identity. It can take time and patience, but perseverance and maintaining faith in your abilities can help you overcome obstacles and find the courage to speak up when it matters. In addition, my experience has shown me the immense value of networking. Building connections with mentors and peers can provide invaluable support throughout your professional journey. If you're not already part of a network, I encourage you to consider joining one. You may be surprised by the strength and inspiration

that these relationships can provide. Through organizations like WiMIT – Women in Mobility, Infrastructure, Transport, I've witnessed how many Italian women have benefited from networking opportunities and the connections they forge with other incredible women. It's fascinating!

My work aligns with the Hamburg Charter Principles!

Principle #2 Inclusivity in Transport

WiMIT's mission closely aligns with Principle 2 and 3. Our goal is to bridge the gender gap that Italy currently faces in the mobility, infrastructure, and transport sectors. We aim to actively involve women, who remain an underrepresented group, at all professional levels within the industry. This includes promoting their participation in decision-making roles while addressing the critical issues of violence and harassment that hinder their progress. Recognizing existing gender disparities, we are committed to fostering women's representation

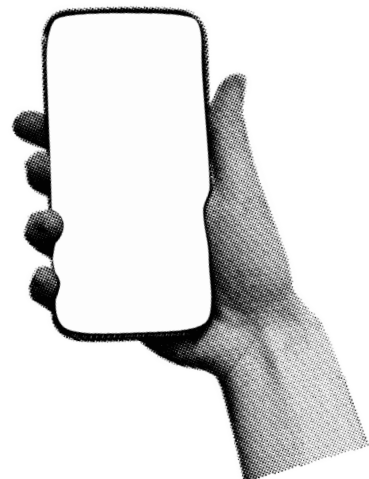
Principle #3 Fair and Dignified Jobs

in planning and operational roles within the sector. Additionally, we advocate for equitable treatment across the industry by championing fair wages, labor rights, social protections, and safe working conditions for all workers. To navigate the challenges of job displacement, we emphasize the importance of a just transition – one that develops relevant skills and career pathways in the transport industry. Our approach prioritizes a seamless workforce transition that embraces accessibility, diversity, dignity, equality, and gender equity.

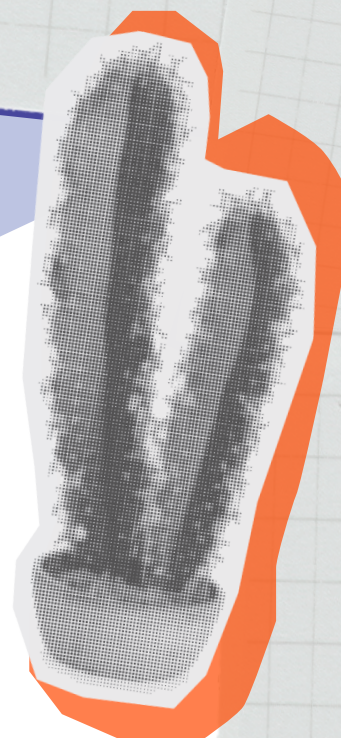


Daniel Gatura

Danny is a visionary entrepreneur committed to transforming mobility for persons with reduced mobility (PRMs) in Africa. As the co-founder and CEO of Ace Mobility, he leads the charge in developing accessible and inclusive transport solutions, leveraging technology and sustainability to bridge mobility gaps. His passion for sustainable mobility is driven by personal experience and a deep commitment to social impact, advocating for hybrid and electric accessible vehicles. Through strategic partnerships and innovation, Danny is redefining transport to be inclusive, dignified, and environmentally conscious. He is also an active speaker on accessibility, universal design, and the future of mobility.



Nairobi, Kenya



Transport systems can be considered inclusive only if...

... it actively removes barriers, rather than simply offering "options." True inclusion means people with disabilities, women, the elderly and young people, especially from marginalized communities can move safely, affordably, with dignity and independence. This includes physical accessibility, but also cultural sensitivity, representation, and policies that reflect the lived experiences of the underserved.

If I was in power of our transport systems, the first thing I would do is...

... prioritize universal design policies and invest in infrastructure that makes accessibility the default, not the exception. I'd also mandate that public procurement in mobility includes adapted vehicles, safe routes, and inclusive training for transport operators — because systemic change begins with intentional choices.

How does the current situation for persons with disabilities in your city influence your work?

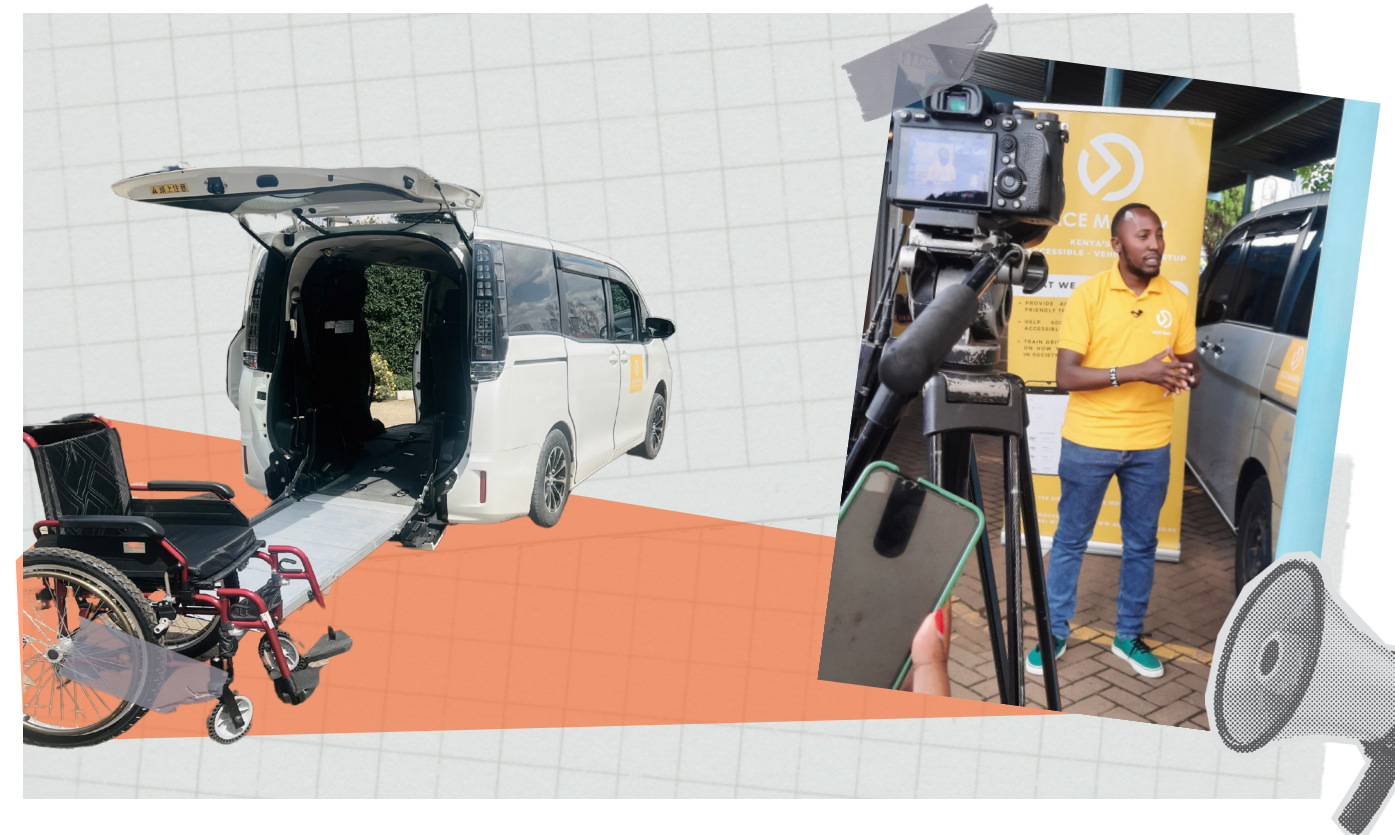
In cities like Nairobi, where I'm based, people with disabilities still struggle to find safe and dignified transport. Women and girls face

harassment on public transport, and youth often have limited say in the systems that shape their daily movement. This inequality isn't just data to us, it's deeply personal.

The discrimination and lack of accessible transport was the sole reason we started Ace Mobility. Our work was born out of lived experience — watching my dad and friends struggle to move freely in our own city. My father, once an active and independent man, was dismissed from work after an accident left him paraplegic. He didn't stop moving because he couldn't, he stopped because the systems around him weren't built to let him.

Another moment that sticks with me is watching Julius Mbura, my visually impaired friend and now co-founder of Ace Mobility, miss out on countless opportunities due to inaccessible public transport. To date, I walk beside him, guiding him through chaotic commutes, and wondering why he has to rely on others just to live a normal life.

For many people with disabilities, independence is not about capability, it's about access. For the deaf and visually impaired, being dropped off at the wrong location while



traveling alone is not uncommon. This limits their autonomy and increases the emotional and financial burden. In many cases, they have to walk long distances, pay for someone to assist them, and even cover fare for both themselves and a caregiver, just to get from point A to B.

These stories aren't isolated. They're part of a broken system. And they fuel our work every single day. At Ace Mobility, we're not just offering rides. We're building a human-centered transport system that adapts to people — not the other way around.

We're solving real problems by:

- Training public transport and ride-hailing drivers on how to respectfully and professionally support passengers with reduced mobility, with emphasis on disability etiquette, empathy, and person-centered service.
- Getting visually and hearing impaired youth to mentorship sessions, safely and reliably.

- Ensuring wheelchair users, the blind, and the deaf can go to school, work, and social events without fear or frustration.
- Supporting elderly people, caregivers, and families with children with disabilities with thoughtful, adapted transport solutions.
- Providing non-emergency hospital transfers, with comfort, care, and dignity.

We know accessibility isn't a feature, it's a fundamental right. That's why we keep iterating, listening, and building. Because inclusive mobility should never be an afterthought. We are here to remind the world: mobility is freedom. And no one should be left behind.

What's the main challenge that you face in your daily work?

One of our biggest challenges is changing mindsets, showing stakeholders and policymakers that accessible transport is not charity, it's infrastructure. And that inclusion is not a side feature, it's the foundation of future, proof mobility. We're also bootstrapping while tackling a deeply systemic issue, which requires balancing innovation with resilience.

Why is it important to listen to young people?

Young people bring energy, ideas, and boldness that the transport sector desperately needs. But more than that, we live the reality of broken systems every single day. We understand the urgency, and we feel the intersection of transport, technology, climate, and inclusion in our lived experiences.

Listening to young people isn't just about checking a box, it's about designing for the future, not replicating the past. And if young people in general have been left out, then what about YOUNG PEOPLE WITH DISABILITIES?

They're doubly excluded from decision-making, from access, from visibility. Yet they are some of the most insightful, creative minds we have, because they navigate the world with a lens of resilience, adaptation, and innovation every day. Inclusive systems start with inclusive voices. If we want to build transport solutions that truly serve everyone, we must start by centering the people who've been excluded the longest. Young people, especially young people with disabilities, don't just deserve a seat at the table. They deserve the mic, the blueprint, and the budget.



What would you tell other young people working in the transport field?

Don't wait for perfect systems, build them. Start small, talk to users, iterate fast. You don't need to have all the answers, but you do need to care deeply. And never underestimate the power of community. Your work matters, especially when it challenges the status quo.



My work aligns with the Hamburg Charter Principles!

Principle #1 Equitable and Climate-Friendly Access to Opportunities

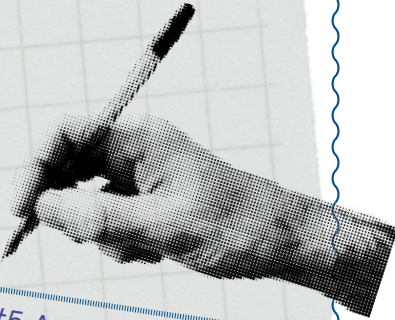
Putting people at the center, by designing transport around the needs of persons with reduced mobility.

Principle #4 Climate-Friendly Mobility Industries and Businesses

Enabling access for all through adapted vehicles and inclusive services that reduce inequality.

Principle #5 Accessible and Climate-Resilient Infrastructure

Promoting innovation — with our hybrid electric fleet, accessible routing tech, and commitment to a fully-electric and inclusive mobility model.



Emeline Calpetard

Emeline is a professional in shared mobility, driving community-focused transport solutions in British Columbia, Canada. At Modo, she drives initiatives that expand access to carsharing, challenge car dependency, and support a more inclusive transportation landscape. From promoting electric vehicle adoption and developing shared charging infrastructure to creating programs like the Arts Mobility Grant, which helps equity-seeking artists access transportation, her work delivers impactful change. With a background in marketing and communications, Emeline takes a people-first approach to engagement, collaborating across leadership, product development, member support, and operations to ensure carsharing meets diverse needs. Her work strengthens the connection between shared mobility and equity, ensuring Modo remains a valuable resource for its communities. Whether pushing Mobility-as-a-Service (MaaS) forward or refining the member experience, she is committed to a transportation future that is shared, user-friendly, and community-driven.



Vancouver, Canada



Transport systems can be considered inclusive only if...

... they meet the diverse needs of communities, especially those historically underserved. This means ensuring safe, affordable, and practical mobility options for women, youth, people with disabilities, and marginalized groups. In my work, I focus on shaping mobility solutions that prioritize inclusivity and sustainability. The goal is to make transportation not just a service but a tool for empowering every individual, regardless of their background or abilities, by offering options that can address these unique challenges.

If I was in power of our transport systems, the first thing I would do is...

... integrate infrastructure that supports mobility for all, particularly those with physical and financial barriers. I would advocate for transit and shared mobility options to be within reach for isolated and lower-income communities. The goal is to create a system where everyone, regardless of their circumstances, has the option to move around.

How does the current transport situation in your city influence your work?

Vancouver still lacks transportation options that fully meet the needs of all groups, especially women, young people, and those with mobility challenges. This drives much of the work I do. At Modo, I focus on ensuring that carsharing is a viable and accessible option for everyone. I make sure our services like our accessible vans and the addition of free child seats in cars are visible to our members and promoted effectively. We also partner with organizations such as the Downtown Eastside Women's Centre and Shelter Movers, providing transportation for women and children escaping unsafe environments. For youth, I help spread awareness of our Green Membership, which offers a unique opportunity to learn to drive and be mentored by experienced co-op members, often family members. My work is deeply connected to addressing visibility gaps, and ensuring that our services reach those who need them most.

What's the main challenge that you face in your daily work?

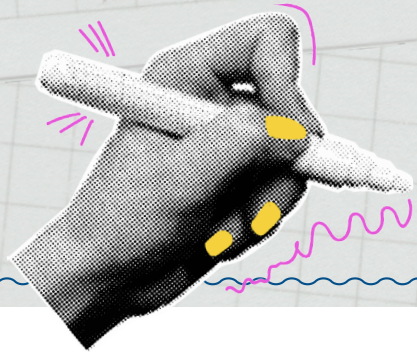
Navigating an ever-changing landscape shaped by urban planning, politics, funding constraints,

Principle #2 Inclusivity in Transport

Principle #5 Accessible and Climate-Resilient Infrastructure

My work aligns with the Hamburg Charter Principles!

I'm committed to creating mobility solutions that are accessible to everyone, particularly underserved communities, while also focusing on environmental sustainability. Inclusive mobility strengthens communities, and it's something I strive for every day.



technology, and shifting transportation habits, makes long-term mobility solutions complex. It takes ongoing collaboration across teams and a willingness to adapt to ensure our services remain relevant and accessible. We also work to balance immediate needs with long-term system change, ensuring we provide solutions that truly serve communities rather than just responding to market trends. My work is driven by the goal to create a transportation future that can evolve with these dynamic realities.

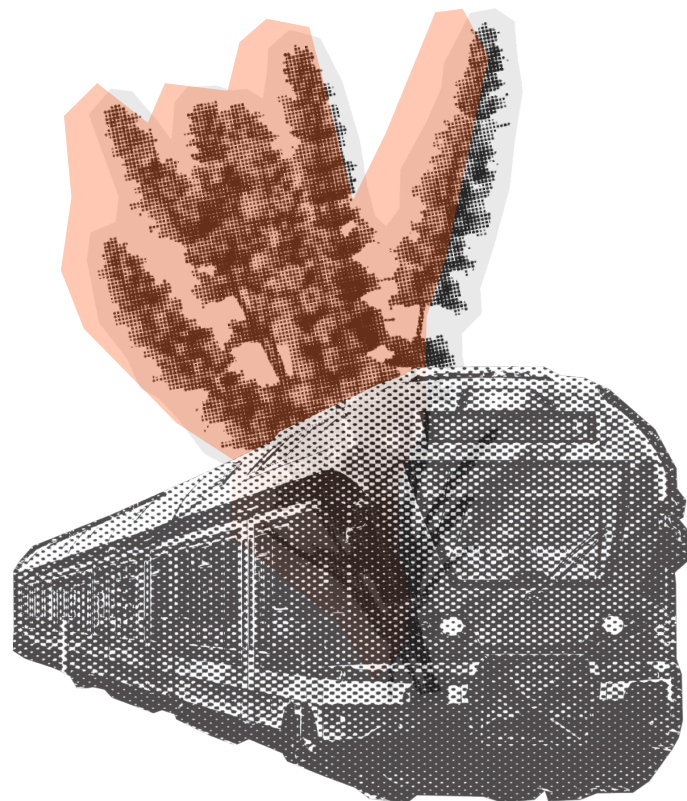
a tremendous opportunity for transformation, especially in shared mobility and sustainable transport. Your voice and fresh ideas matter in shaping solutions that can better serve your communities. Stay engaged, advocate for change, and don't be afraid to rethink traditional models.

Why is it important to listen to young people?

Young people are the future, and their perspectives are essential in building systems that serve future generations. Engaging with them guarantees the work we do remains forward-thinking, inclusive, and adaptable to the evolving dynamics of transportation. Creating transport networks that reflect tomorrow's needs is only possible if we foster a culture where young voices are heard and their ideas are not only welcomed but encouraged.

What would you tell other young people working in the transport field?

I'd tell them to bring their authentic selves to the work and challenge the status quo. There's



Fagri Hafizh



Fagri is an aspiring transport planner based in Jakarta, Indonesia. With a background in civil engineering and a deep interest in sustainable urban mobility, Fagri has actively contributed to various transport planning initiatives focused on inclusivity and accessibility. He has been involved in multiple urban communities discussing equitable transportation futures and has gained hands-on experience through a government internship, supporting data-driven decisions in public transport policy. He aspires to shape transport systems that are just, accessible, and responsive to local needs.



Jakarta, Indonesia



Transport systems can be considered inclusive only if..

... it ensures safety, accessible, and affordable mobility for everyone, regardless of gender, age, or disability. Inclusive transportation means designing transportation infrastructure must be accommodates the needs of women, children, the elderly, and the people with disabilities. This includes such as wheelchair-friendly sidewalk, step-free access to public transport, clear signage in multiple type, including braille and audio announcements.

Moreover, inclusivity in transport goes beyond physical infrastructure, it also requires policies that protect marginalized groups. This means enforcing strict regulations against harassment in public transport, increasing security in the public transport and transport stops. Additionally, affordability plays a crucial role; subsidized fares and free or discounted ticket for low-income individuals, students, and seniors can make transport more equitable.

If I was in power of our transport systems, the first thing I would do is...

... prioritize making public transportation safer and more accessible for everyone, especially women and people with disabilities. I would

also focus on expanding accessibility across the entire city and its suburbs, particularly in areas that currently lack regular bus services, such as median toll roads, villages, and other underserved locations. I would implement policies to improve security at transit stops, develop dedicated pedestrian and cycling lanes, and ensure that fares remain affordable for all. Additionally, I would push for the digitalization of transportation to enhance efficiency and accessibility, such as real-time transit tracking applications that help passengers plan their journeys more conveniently.

How does the current transport situation in your city influence your work?

In my city and many parts of Indonesia, the biggest challenge for public transportation is that the system is either nonexistent or severely underdeveloped. Many areas lack even the most basic infrastructure for public transit, such as no dedicated bus lanes, no proper bus stops, and even schedules are often unreliable. Even where public transport exists, it is usually overshadowed by private vehicle dominance, leading to congestion, pollution, and unsafe road conditions, especially for pedestrians and cyclists.

Principle #1 Equitable and Climate-Friendly Access

Principle #2 Inclusivity in Transport

Principle #5 Accessible and Climate-Resilient Infrastructure

My work aligns with the Hamburg Charter Principles!

My work aligns with these principles by advocating for fair, inclusive, and sustainable transport systems. I firmly believe that access to safe, reliable, and affordable transportation is a fundamental right, not a privilege. That is why I am committed to pushing for policies that integrate social equity into transport development, ensuring that infrastructure is not only technically efficient but also accessible to marginalized communities. In many cities, including those in Indonesia, transport planning often overlooks the needs of vulnerable groups, reinforcing inequality rather than addressing it. By prioritizing accessibility, safety, and affordability, my work contributes to shaping a future where public transportation truly serves everyone, regardless of their background or economic status.



Women often feel unsafe due to poor lighting and lack of security measures at bus stops. Young people struggle with unreliable services, making it difficult to depend on public transit for school or work. Persons with disabilities struggle with infrastructure are not designed to accommodate them.

These challenges deeply influence my work, especially youth work, as they highlight the urgent needs for transport planning that prioritizes accessibility and equity. It is clear that government has not placed public transport as a priority. Through my work, I must advocate for policies that push for better public transport infrastructure, ensuring that cities become more inclusive and sustainable for everyone.

What's the main challenge that you face in your daily work?

As a final-year student who has not yet officially entered the workforce, one of the main challenges I face is the limited platform to contribute directly to transportation planning and policymaking. While I actively discuss and

share insights about transportation issues on social media and among my peers, the impact remains relatively small. Many young people, especially students, struggle to have their voices heard in formal discussions about urban mobility and infrastructure.

Additionally, in Indonesia, there is still a lack of public awareness about the importance of sustainable and inclusive transport. Many decision-makers and the general public prioritize private vehicles over efficient public transport, making it difficult to push for change. This motivates me to continue engaging in discussions, learning from experts, and advocating for better transport policies, even in small ways.

Why is it important to listen to young people?

Young people bring fresh perspectives and innovative solutions to transport planning, making their voices essential in shaping the future of mobility. In many developed countries, public transport users already experience conveniences such as real-time travel information, comfortable and safe bus

stops, and reliable schedules—things that should be standard everywhere. However, in many cities in Indonesia, these basic elements are either missing or poorly implemented. Public transportation is often unreliable, lacks proper infrastructure, and does not provide a comfortable experience for users.

As young professionals and students, we recognize these gaps and aspire to make public transport a service that truly benefits everyone, not just a last resort. We believe that no matter where someone lives, they should have access to a safe, efficient, and inclusive transport system. By listening to young people, decision-makers can incorporate new ideas, adopt modern technologies, and ensure that future transport systems provide the best experience for all.

What would you tell other young people working in the transport field?

To all young people working in the transport field, I encourage you to actively listen to the voices of everyday commuters—especially those who rely on public transportation daily. Their experiences provide valuable insights that should serve as a reference for improving and revitalizing transport systems. Understanding their struggles and needs will help us push for meaningful changes that make public transport more reliable, accessible, and inclusive. It is also crucial to hold policymakers accountable. We must advocate for stronger government commitment to public transportation development, ensuring that necessary improvements are not just discussed but actually implemented. Change will not happen if decision-makers continue to prioritize private vehicle infrastructure over public transit. By uniting our efforts, sharing knowledge, and demanding better policies, we can drive the transformation needed for a more sustainable and equitable transport system—one that truly serves everyone, regardless of their background or location.



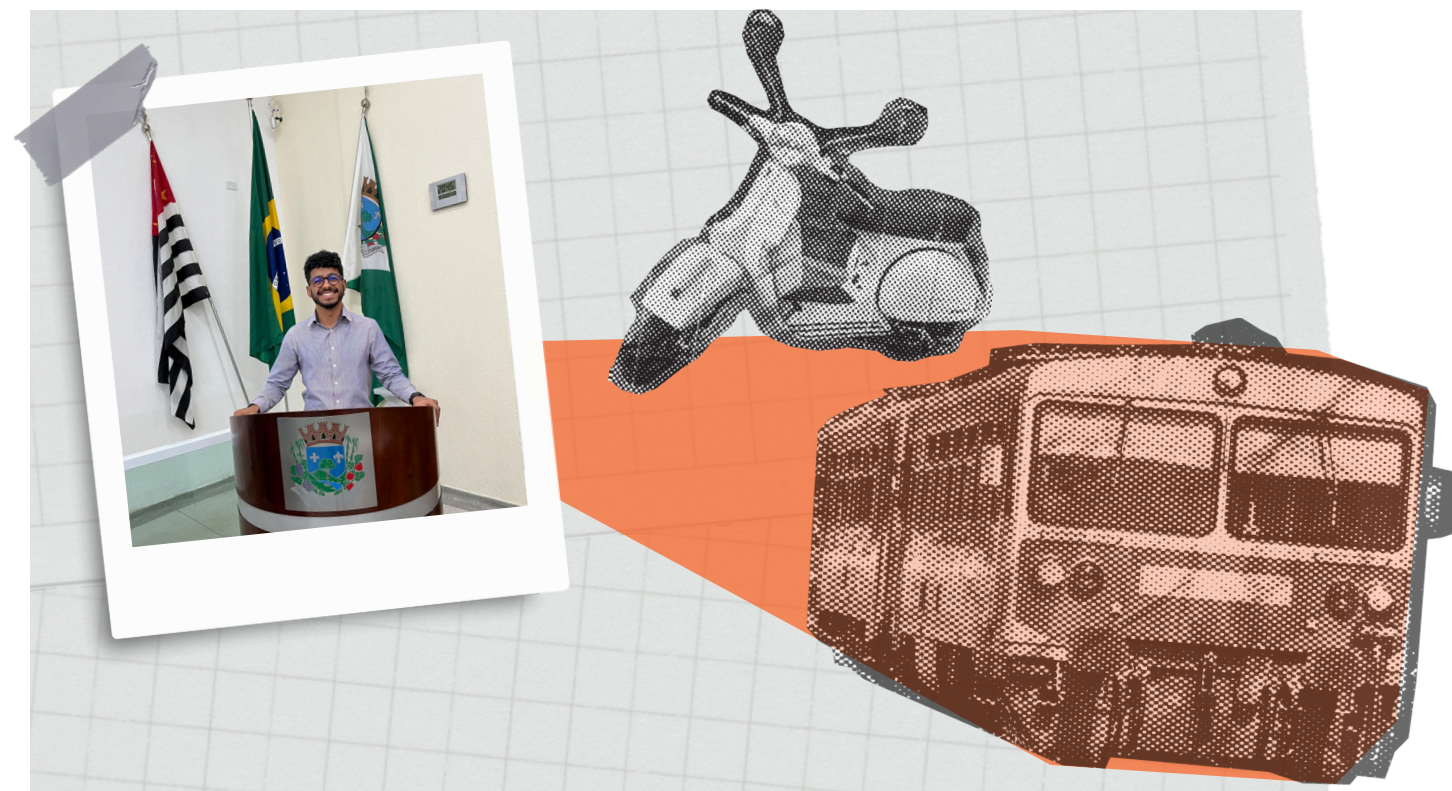
Giancarlo Moreira Gama



Giancarlo is a Black LGBTQ+ Climate Urbanism Activist from Brazil. He holds a degree in Political Science from the University of São Paulo and a Master's in Public Policy from the University of Oxford. He has over seven years of experience in public policy, project management, communication, and politics, serving as City Councillor in Cabreúva, São Paulo, from 2021 to 2023. Currently, he is the Founder and Executive Director of Jevy Cities, a think-and-do-tank dedicated to promoting urban sustainability policies in Brazilian cities, especially the small ones. Through advocacy, leadership development, policy research, strategic communication, and activism, they influence city halls to promote climate justice policies. They have been working with more than 80 cities in Brazil and impacting more than 12 million people, as well as reaching more than 2 million in social media.



São Paulo, Brazil



Transport systems can be considered inclusive only if...

... they serve as mechanisms to guarantee the right to the city for all people. The historical inequalities that have shaped countries and cities—along with the growing crisis of inequality—have turned cities, especially in the Global South, into mechanisms of exclusion for specific groups. Non-white people have less access to the city because they have been pushed to the peripheries as a result of slavery, colonization, and imperialism. Poor people are denied their right to the city because they cannot afford increasingly expensive fares, especially in the face of the ongoing crisis in public transportation systems. Women and LGBTQ+ individuals do not have their right to the city guaranteed because their safety is threatened by misogyny and LGBTQphobia. People with disabilities are also excluded, as transportation systems are still not adequately adapted or welcoming to their bodies. Therefore, transportation will only be equitable when everyone's right to the city is guaranteed through a high-quality system that reaches the entire city uniformly, offers reduced or fare-free rides, ensures passengers' physical safety, and provides full accessibility. A transportation

system will only be equitable when it truly serves all people.

If I was in power of our transport systems, the first thing I would do is...

Public transportation systems in Brazil and around the world have been facing an unprecedented crisis. The number of people using public transit has dropped significantly, especially after the pandemic. This decline is tied to the paradigm of automobility, which prioritizes individual motorized transport as the main model of movement in our cities. Our society already has practical evidence that organizing cities around cars—not people—not only degrades public transportation systems but also leads to more exclusionary, less safe, and more polluting urban environments. To confront the dominance of cars, we need to build cities for people—putting public transportation at the center of urban mobility and making these systems truly equitable. That's why, if I had the power to shape transportation systems, I would make public transit the core of urban planning—with routes that reach peripheral areas, zero-emission modes of transport, and a fare-free system accessible to the entire population. Only by

making public transportation equitable and the centre of urban planning can we solve the crisis in public transit and build cities that serves everyone.

How does the current situation for Black and Brown communities in your city influence your work?

Jevy is dedicated to addressing the systemic exclusion of Black and Brown communities in Brazilian cities, rooted in a history often described as “Brazilian apartheid.” This legacy has left millions living in favelas and peripheral neighborhoods with limited access to public services and mobility. With 67% of Brazilian cities lacking public transportation systems, these communities are also among the most vulnerable to climate change. Jevy supports small and medium-sized cities—often the most overlooked yet deeply impacted by inequality—in developing equitable mobility and climate policies. By equipping these cities with tools, knowledge, and political strategies, Jevy works to promote urban and climate justice and ensure the right to the city for all.

What’s the main challenge that you face in your daily work?

Building fair and sustainable cities comes with many challenges. The communities most affected by climate change are often those least responsible for it—and they have the fewest resources to respond. While we’ve made progress in advancing climate governance for small and medium-sized cities, underfunding remains a major barrier. Brazil’s vast diversity also requires context-specific, community-driven solutions, which adds complexity. As a young, Black, LGBTQ+ leader, overcoming stigma and being taken seriously in this space is an added challenge, despite proven expertise and impact.

Why is it important to listen to young people?

Young people are the present. We are naturally innovative and more attuned to the climate reality. We are not apathetic to social inequalities, nor do we normalise historical injustices. Young people are diverse, plural, and multifaceted. We must be at the decision-making table so that the full range of our potential is reflected in the choices that shape our world. Moreover, we make up half of the world’s population. No decision that affects us should be made without us.

What would you tell other young people working in the transport field?

It’s not just the future that depends on our actions — the present, above all, relies on our voices. Young people are often portrayed as agents of the future, but we must fight for our place in the present. Global and local decision-making tables on transportation systems continue to be dominated by the same people — mostly older, white, heteronormative men. As a result, the transportation systems they design fail to consider those who need them most. In Brazil, for example, it is common for decision-makers to design entire public transit systems without ever having relied on or even used them. That’s why the role of young people in these spaces is essential — to resist, to bring new perspectives, and to propose bold solutions to long-standing problems. Young people, embrace your leadership and don’t let false stigmas diminish it. Our present and our future depend on the different decisions you will help make.



My work aligns with the Hamburg Charter Principles!

As a Black gay man and Climate Urbanism activist from the periphery of a small Brazilian town, my work deeply aligns with the Hamburg Charter’s call for inclusive, just, and people-centered mobility transitions. I founded Jevy Cities, Brazil’s only organization dedicated to political advocacy for sustainable urban development in small and medium-sized cities. Our mission is to fight inequality and the climate crisis by empowering local leaders to design urban mobility and sustainability policies grounded in justice and community, implementing effective climate governance. “Jevy” means “return to the beginning” in the Indigenous language Tupi-Guarani — a reflection of our vision to reclaim collective, community-based, and sustainable urban living.

In under a year, we’ve impacted over 80 cities, trained more than 70 politicians from across 17 states and 18 political parties, and developed over 12 local policy briefs influencing decisions that affect 18 million people daily. Through our digital activism, we’ve reached more than 7 million people, inspiring them to reimagine urban mobility as a tool for justice while actively advocating for equitable and sustainable development. The Hamburg Charter calls for a radical shift in who holds power in mobility governance. My work brings new voices — especially Black, LGBTQIA+, and peripheral communities — to the center of that conversation. We embody the Charter’s vision of mobility as a tool for justice, reclaiming both power and space for those historically excluded.

Gustavo de Araújo Barros

Gustavo is from Recife, Brazil, and studies Architecture and Urbanism at the Federal University of Pernambuco (UFPE), where he developed a research project focused on the Cycling Master Plan of the Metropolitan Region of Recife (PDC/RMR). He works in urban mobility and road safety as a coordination and engagement assistant at Instituto Cordial, contributing to the Brazilian Mobility Panel (PBM) and actively participating in the PBM Cities Network. In Recife, he is a member of the Metropolitan Cyclists Association (Ameciclo), where he previously served in the general coordination and currently leads the political advocacy working group. He also represents Ameciclo as the Civil Society Coordinator in the Governance Body of the Recife's Historic Center Department (Recentro) and as an alternate member of the City Council. Additionally, he has experience as a field researcher in cycling-focused studies and is trained as a creative tourism guide. Gustavo is passionate about building safer, more inclusive, and sustainable cities through mobility.



Recife, Brazil



Transport systems can be considered inclusive only if...

First and foremost, I believe that a socially just transportation system is only possible if it is also a Safe System. Traffic deaths are the most vile aspect of an urban mobility model shaped by economic processes that devalue the lives of the majority to benefit a small elite. Reaching zero traffic deaths is a basic human condition we must achieve before we can even begin to envision socially just mobility. I draw on the slogan of a civil society movement in Brazil to define when we can consider mobility to be socially just: Triple Zero Mobility – Zero Deaths, Zero Fares, and Zero Emissions.

Mobility will be socially just when no one dies in traffic; when no one is prevented from traveling because they cannot afford public transportation; and when we have a high-quality, fare-free, state-run public transport system, under democratic and popular control. This means prioritizing transit in street design, investing in clean technologies, and ensuring an inclusive and extensive fleet that serves all. A socially just mobility system must also be part of a broader economic and social process that reduces—not accelerates—the climate collapse we are living through. That is

only possible through a political movement to reduce the number and the symbolic dominance of cars in our cities. Justice in mobility is inseparable from social and environmental justice.

If I was in power of our transport systems, the first thing I would do is...

I would work to change the Brazilian Traffic Code to reduce speed limits on urban roads from 60 km/h to 50 km/h, as recommended by the World Health Organization. I would also support implementing average speed enforcement systems. These are proposals from a social movement that became a bill in the Brazilian National Congress (PL2789/2023).

Another key agenda would be a national process to bring public transport under state ownership, with strong federal support for cities to fund and improve their systems. In Recife, my first local actions—beyond reducing speed limits across the city—would include expanding automated speed enforcement to operate 24/7, which is not currently the case. This would be essential for reducing dangerous driving behavior at night and on weekends. Next, I would prioritize building protected bike lanes along all major avenues. Ten of these roads—

about 70 km or 3% of Recife's street network—account for one-third of the city's traffic deaths, yet only one currently has a bike lane. Tackling this would address the urgent need for safer infrastructure for everyone in Recife, not just cyclists.

How does the current situation of marginalized groups in your city influence your work?

"Build a city for children, the elderly, and women, and you build a city for everyone" is a common phrase that shows how prioritizing socially vulnerable groups leads to better quality of life for the entire population. In Recife and across Brazil, the majority lives in poverty, with a significant portion in extreme poverty. Black women are disproportionately affected — a socially stigmatized group that, especially in old age, often faces social isolation due to lack of access to public transport. Fare costs and poor service quality are major barriers to basic rights like healthcare, education, and leisure, restricting many to work-related trips only. This issue also affects low-income people with disabilities. Additionally, Recife's public transportation system is built around a

radial logic focused on home-work commutes, typically male patterns. It fails to serve women's more fragmented trips (dropping kids at school, going to work, shopping, etc.), even though most public transport users in Recife are women. As a young white middle-class man, I recognize how harsh and complex the Brazilian reality is. No matter how much we study European or American experiences, our challenges go far beyond transportation, they are about racial, class, and gender justice.

What's the main challenge that you face in your daily work?

I believe the biggest challenge for road safety is the same as in all areas of urban mobility: car culture. This is a political process that promotes a commercial product at the expense of cities that could prioritize housing, parks, schools, and hospitals instead of devoting so much space to transport. A truly safe and just city is one where everyone can move freely, without financial or physical barriers, and without the risk of death. In Brazil, car culture destroys cities, kills thousands, and pollutes our air—rooted in a colonial dynamic of Global North exploitation over the Global South.

Today, the biggest road safety challenge in Brazil is the rapid rise of motorcycle use. This comes from pushing low-income populations to distant suburbs, neglecting and privatizing public transport, worsening working conditions, and creating urban environments unsafe for active mobility. For many, motorcycles are the only way to access the city—leading to more deaths and serious injuries, especially among Black communities. Motorcycles are also often the only source of income, raising concerns about tech companies that exploit delivery workers through moto-taxi and moto-freight services. These platforms offer poor pay, no labor rights, and promote risky behaviors, worsening both transport safety and public systems.

Why is it important to listen to young people?

I understand that each passing year brings increasingly precarious living conditions for the younger population, especially in Global South countries like Brazil. Young people are facing worsening working conditions, the impacts of climate change, and a decline in public services such as transportation. In Brazil, the youth are enduring public transport with rising fares and longer travel times, while their incomes fail to keep up. Therefore, I believe it is more necessary than ever to understand the precarious situation in which new generations are entering the job market—and how urban mobility plays a role in the ongoing deterioration of quality of life.

What would you tell other young people working in the transport field?

I believe that young people must understand that, as a society, we now more than ever have the material and technological means to build a reality where collectivity prevails — and that what separates us from this reality is our political and economic organization. In this reality, I believe mobility must be established as a universal human right, since "urban mobility is the right that grants access to all other rights." Therefore, mobility must be addressed in conjunction with the broader urban context

and city planning, but especially through the lens of the political and economic processes that shape our lives, always aiming to eliminate social, class, racial, and gender injustices. However, I must emphasize that traffic deaths are the most vile consequence of the urban mobility model we currently live in, and that above all, we must build a Safe System of Mobility. Cities are not places where people should die, and our streets are the largest part of our public space. It is essential to understand that the way they are designed and managed clearly reflects the political priorities of our society.

My work aligns with the Hamburg Charter Principles!

I ground my work in mobility on the core principle shared by Vision Zero and Safe System approaches: No death or serious injury in traffic is acceptable. I refuse to normalize these tragedies, which continue to rise in my city and country year after year. Beyond technical solutions, achieving this vision requires dismantling the social, economic, and spatial privileges of car users, while reclaiming space to strengthen active and public transport.

The Hamburg Charter Principles align with a future – one we already have the means to build – in which investing in zero-carbon mobility is key, but decarbonization starts with a modal shift toward walking, cycling, and public transit—not just electrification. Above all, this vision demands more than citizen participation: it calls for popular control over public transport and urban planning.

Urban mobility must also serve as a tool for empowering historically marginalized communities. Ensuring their right to the city through accessible and inclusive mobility is a step toward overdue social and historical justice. That's why public transport must be free of financial and physical barriers — Zero Fare is a revolutionary proposal. Technology, too, should support emancipatory processes, not deepen inequality.



I den Petraj



I den currently holds the title of Bike Mayor of Tirana. She is also a national expert on the EU Green Deal at the Council of Europe (CoE) serving as a key focal point for Albania. She has over a decade of experience in managing environmentally-focused projects, starting from organizing the largest cycling festival and fair in Tirana to implementing green protocols at several festivals in southern Albania, thereby reducing their ecological footprint. I den's dynamic role in promoting sustainable transportation and her strategic initiatives have significantly fostered inclusivity and environmental sustainability across urban and community settings.



Tirana, Albania



Transport systems can be considered inclusive only if..

... it makes everyone feel safe and confident enough to move around freely, especially women, children, elderly, and people with disabilities. It's not just about having the infrastructure but also the sense of security and acceptance. For example, if women avoid cycling at night or certain areas because they don't feel safe, then the system still has a long way to go.

If I was in power of our transport systems, the first thing I would do is...

... focus strongly on education and awareness, not just infrastructure. People need to understand the benefits of cycling, walking, and public transport. If we change the mindset first, everything else—better policies, safer roads, more inclusive streets—becomes much easier.

How does the current situation for women and young people in your city influence your work?

Seeing how often women and young people are overlooked in transport decisions shapes

everything I do. I actively work to ensure they're seen and heard. It's not just influencing my reality—it's shaping my mission. My daily motivation comes from wanting to create a city where no one feels excluded from using bikes or walking safely.

What's the main challenge that you face in your daily work?

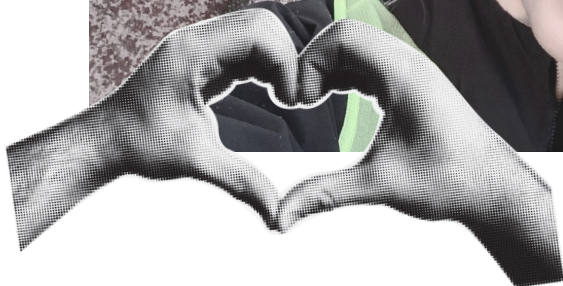
Definitely shifting people's mindsets and cultural habits. Infrastructure can be built relatively quickly, but changing how people see and use their city takes much longer. Patience and consistency are key here, and it's something I have to remind myself every day.

Why is it important to listen to young people?

Young people aren't just the future; they're already shaping our cities now. They have fresh ideas, they're open to change, and they see clearly what doesn't work because they aren't attached to old ways. Ignoring them means missing out on vital perspectives and opportunities for real progress.

What would you tell other young people working in the transport field?

Keep your enthusiasm and don't get discouraged easily. Change takes time, especially in transport. Remember why you started, stay passionate, and keep pushing, even when it feels like no one's listening.



My work aligns with the Hamburg Charter Principles!

Principle #2 Inclusivity in Transport

Particularly regarding inclusion and accessibility, and advocating for sustainable and people-friendly cities. It's about making transport not just a method of moving from one place to another, but a way to connect communities, improve quality of life, and ensure everyone is included.

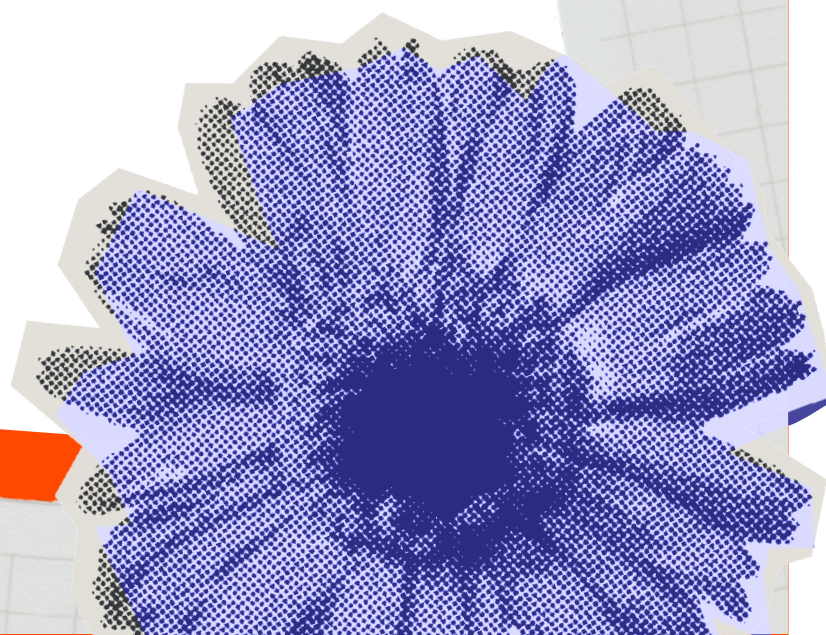


Jakobina Junias



Windhoek, Namibia

Jakobina is a passionate advocate for sustainable mobility and clean energy solutions. With a background in social work, she is now pioneering sustainable electric vehicle (EV) solutions, bringing strong skills in networking, mentorship, and community engagement to bridge the gap between technology and people. She has been nominated to serve on the sub-committee responsible for developing standards to support the implementation of Namibia's Electric Vehicle Charging Infrastructure Framework, showcasing her leadership in e-mobility and climate action. Through her work, Jakobina is committed to accelerating the adoption of electric vehicles and advancing green energy solutions across Namibia, South Africa, and the rest of Africa.



Transport systems can be considered inclusive only if...

... it is designed with the diverse needs of all people in mind, especially women, girls, youth, persons with disabilities, and marginalized communities. A truly equitable transport system must ensure safety, affordability, accessibility, and comfort for all, not just the able-bodied or financially privileged. At Amperra Charging, we believe inclusive mobility means designing EV infrastructure that is usable, safe, and beneficial for everyone, regardless of gender, age, or ability.

If I was in power of our transport systems, the first thing I would do is...

... prioritize the integration of accessible, clean, and safe public transport linked to electric vehicle infrastructure. I would work to ensure all urban and rural communities have access to e-mobility solutions that are sustainable and affordable. I'd also mandate gender-sensitive design principles, ensure better lighting and surveillance at transport hubs, and expand EV infrastructure to underserved areas to close the mobility gap.

How does the current situation for women, young people and persons with disabilities in your city influence your work?

Living in Windhoek and working across Namibia, I've seen firsthand how women, youth, and people with disabilities often struggle to access safe and reliable transport. This reality drives me to ensure Amperra's EV charging network is part of a larger solution—by making sure our locations are accessible, integrated with inclusive planning, and located in areas where communities need them most. I also advocate for these groups to be involved in conversations around mobility and design, not just as users but as contributors.

What's the main challenge that you face in your daily work?

One of the biggest challenges I face is navigating a sector that's still very male-dominated and underdeveloped in Africa. Securing funding for early-stage clean mobility solutions, especially those led by women, is difficult. In addition, building awareness around e-mobility and electric vehicle charging infrastructure in communities unfamiliar with

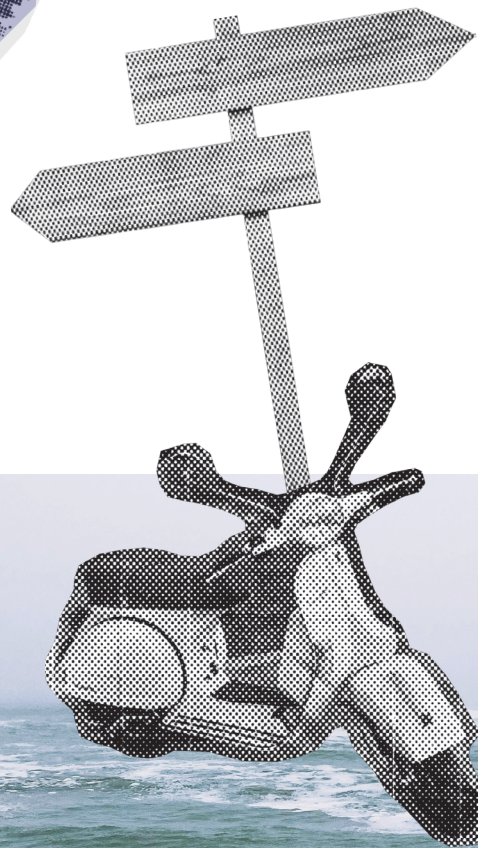
the technology takes time and consistent engagement. But despite these challenges, I remain committed to shaping a more inclusive, sustainable transport future for Namibia and beyond.

Why is it important to listen to young people?

Listening to young people is important because we bring bold ideas, urgency, and a deep understanding of the future we want to build, especially in transport, where innovation and sustainability go hand in hand.

What would you tell other young people working in the transport field?

To other young people working in transport: don't wait for permission. Start where you are, collaborate, and focus on solving real challenges. You are the future of mobility, and your ideas matter.

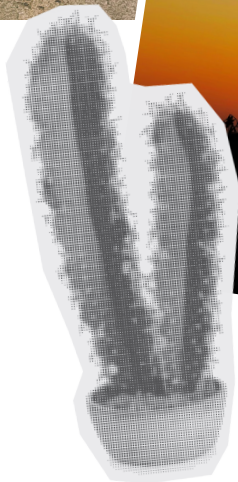


My work aligns with the Hamburg Charter Principles!

Principle #4 Climate-Friendly Mobility Industries

Principle #7 promoting of Electric Mobility

My work aligns strongly with the Hamburg Charter Principle of Climate Action, because at Amperra, we are accelerating the transition to clean transport, reducing emissions, and creating inclusive infrastructure that works for both people and the planet.

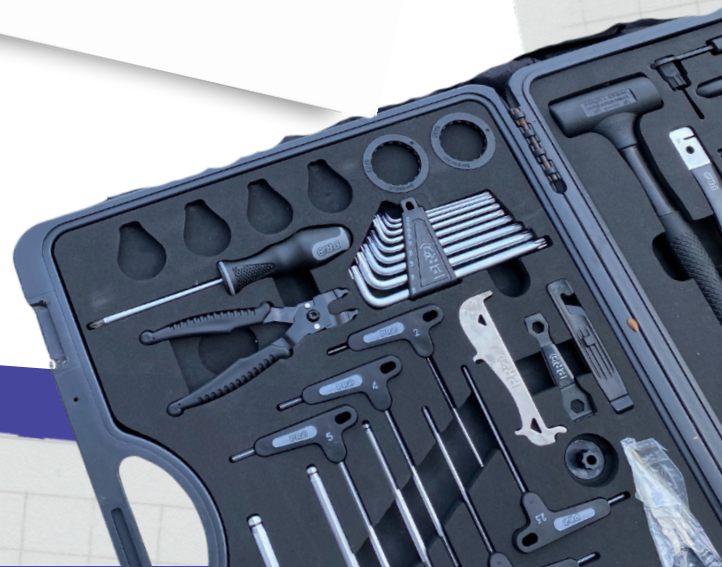


Jeza Rodriguez

A bike commuter, community organizer and bike mechanic from the Philippines. Jeza works with local bike shops to promote cycling culture and active transportation. Since 2023, she has hosted community events to bring people together through cycling, led “Learn to Ride” workshops to help new riders gain confidence and skills, and organized bike mechanic workshops to teach participants how to maintain their bikes, reaching over 300 individuals so far.



Quezon City, Philippines



Transport systems can be considered inclusive only if...

... women, children and elderly can move around without restrictions, without fear and when they can wear whatever they want in whatever form of transportation they want to use.

If I was in power of our transport systems, the first thing I would do is...

... create a multi-sector team who are experts in designing an inclusive, feminist and equitable transportation system. Then, I'll invite them to an experiential learning because they are probably educated in theory but they might lack the experience of a daily commuter. We will spend the day walking and biking in the city because that is the first two important aspects in the mobility hierarchy in the 21st century and that is my favorite thing to do!

How does the current situation for (women) cyclists in your city influence your work?

When I started bike commuting eight years ago, there were no bike lanes along my route—and I rarely saw other women cycling. Today, we have protected bike lanes, and I'm seeing more and

more women choosing the bike as a form of transportation. It's clear we've made significant progress. But after reading the 2024 Bicycle Count Report by Mobility Awards, which revealed that only 3% of cyclists are women while 97% are men, I was reminded of how much work still lies ahead. We need to train and empower more advocates to reach wider communities and help more people discover cycling as a viable, everyday mode of transport. If you don't see it, you don't think you can become it – women and persons with disabilities need more representation in the transport sector.

What's the main challenge that you face in your daily work?

I don't have a dedicated physical space yet to use as a classroom for teaching bike mechanics or bike education. So, I've had to adapt—setting up my classes wherever my students gather, whether it's a coffee shop or an open space on a university campus. Over time, I've come to see this flexibility as a strength. Learning doesn't need four walls; it can happen on sidewalks, under trees, and in any space where people are eager to learn.

My work aligns with the
Hamburg Charter Principles!

Principle #4 Climate-friendly Mobility Industries and Businesses

I partner and work with brands who
support active transport and highlight
bike-friendly shops and institutions.

Principle #5 Accessible and Climate - Resilient Infrastructure

I always discuss the importance of active
participation in designing our city - I do
this online and through my workshops. I
try to share the idea and beauty of active
transportation by sharing what I can
accomplish in a day with my bike, which
places to go where you can find bike parking
and experimentation in bimodal trips.

Principle #2 Inclusivity in Transport

I design workshops with a conscious
decision to highlight women front and
center - because cycling is already
a male-dominated industry and we
need more women to see better
representation so they can at least
give cycling a try.



Why is it important to listen to young people?

Young people have always been at the forefront
of social movements. We not only have the
ability to challenge the status quo, but also to
imagine and offer bold, innovative solutions to
the problems we face. At times, we might seem
unreasonable or stubborn—but perhaps that's
because we understand that the future
depends on how firmly we stand up for
ourselves today.

What would you tell other young people working in the transport field?

Keep it up! This sector needs more young,
passionate, and creative minds. And if you
haven't tried it yet, consider biking as a form
of transportation—it's a powerful way to
experience the city. Riding through its streets
offers raw insight and a unique perspective
on how we can design more equitable and
inclusive urban spaces for everyone.



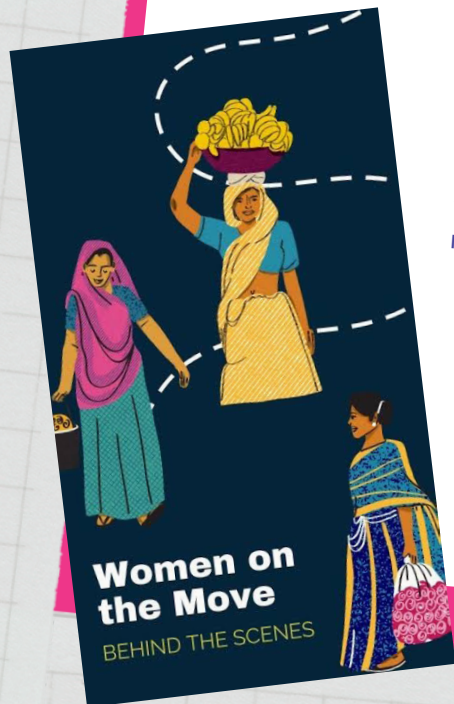


Lizbeth Godwin



Kerala, India

Lizbeth is a passionate urban transport researcher dedicated to advancing sustainable, inclusive, and gender-responsive mobility systems. Currently a Senior Analyst, Infrastructure Advisory at Ernst & Young and previously Senior Research Associate, Urban Transport, at the Centre for Public Policy Research (CPPR). Lizbeth has led impactful projects advocating for equitable transport policies and empowering women in mobility. Her work spans key areas, including non-motorized transport (NMT), electric vehicles (EVs), public-private partnerships (PPP), and transport financing models. As a thought leader, she regularly contributes to urban mobility discourse through publications in The New Indian Express, The News Minute, and Urban Transport News. A recipient of academic excellence awards, Lizbeth holds an MSc in Economics with a specialization in Urban Development from Symbiosis International University. She actively engages with policymakers, government stakeholders, and local communities to promote innovative, data-driven transport solutions. Lizbeth's ongoing mission is to create cities where mobility is not just a service but a right, accessible to all.



Transport systems can be considered inclusive only if...

... mobility systems address the unique needs of women, children, persons with disabilities, and marginalized groups. Inclusive systems ensure that safety, accessibility, affordability, and sustainability are prioritized. My work, particularly through initiatives like Gender Mobility Systems, focuses on tackling these inequities by engaging women and other vulnerable groups to co-create practical solutions. My advocacy efforts on projects like the Vypeen Island transport study have highlighted the importance of last-mile connectivity, safer transit options, and community-led policy interventions to create truly inclusive transport systems.

If I was in power of our transport systems, the first thing I would do is...

... introduce a comprehensive mobility plan which includes representation of intermodal connectivity, gender mobility and infrastructure that promote safe, affordable, and sustainable transport. My hands-on work in urban mobility and stakeholder engagement has taught me

that long-lasting change requires a bottom-up approach. I would prioritize expanding non-motorized transport networks, increasing women's representation in leadership roles within the transport sector, and improving public transport safety through initiatives such as street lighting, surveillance, and community monitoring.

How does the current situation for women, young people and persons with disabilities in your city influence your work?

The lack of safety, accessibility, and affordability in public transport for women, young people, and persons with disabilities deeply influences my work and perspective. Many of my projects, aim to bridge these gaps. When being part of various mobility stakeholder consultations for city mobility plans, I make it a point to voice out for inclusive plans that consider the unique needs of women, differently abled and the marginalized communities. Whether it's designing safer commuting options or amplifying women's voices in transport policymaking, I focus on addressing the real challenges these groups face in urban mobility. My advocacy efforts are



My work aligns with the Hamburg Charter Principles!



My work aligns with Hamburg Charter principles advocating for gender equality, sustainable transport, and equitable mobility. Through my involvement in initiatives like MobiliseHER, research on public transport gaps, and community-centered transport planning, I actively promote inclusive, resilient transport systems. My approach also emphasizes building safe, accessible, and sustainable networks that address the mobility needs of women, young people, and vulnerable communities.



driven by the belief that inclusive transport is key to achieving equitable cities.

What's the main challenge that you face in your daily work?

One of the biggest challenges I encounter is navigating bureaucratic resistance and insufficient political will, which often delay much-needed transport reforms. However, through my work in stakeholder engagement, community consultations, and advocacy for gender-responsive transport solutions, I've learned to tackle this by building coalitions, amplifying underrepresented voices, and leveraging data-driven insights to push for change. Maintaining momentum in long-term projects, despite these challenges, is a crucial part of my approach.

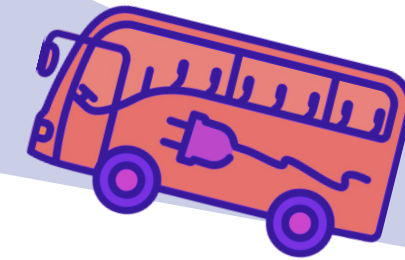
Why is it important to listen to young people?

Young people bring innovative ideas, energy, and unique perspectives to the challenges facing transport systems today. By listening

to them, we ensure that the future of mobility reflects the values of sustainability, equity, and resilience. My work with youth-driven projects, including public engagement campaigns and interactions with fellow youth at colleges when I deliver talks, demonstrates that involving young voices leads to practical, forward-looking solutions.

What would you tell other young people working in the transport field?

I would tell young professionals in transport to stay resilient, stay curious, and always engage with communities. Real change happens when research, advocacy, and on-ground realities converge. In my experience, projects have shown that challenging the status quo and focusing on grassroots, gender-equitable mobility planning can lead to meaningful impact. Keep pushing boundaries, collaborate across sectors, and focus on inclusive, long-term solutions.



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GROWTH ENGINES

Budget boost will help leverage Municipal Bonds

Push from the central level would motivate urban local bodies to step in to mobilise finances from the market, leading to more investment.



LIZBETH JIBI GODWIN

The Union Budget 2023-24 has emphasised incentives to urban local bodies (ULBs) through property tax governance reforms and ring-fencing user charges on urban infrastructure. Ring-fencing is a legal or financial arrangement of separating the activities, assets and liabilities, revenues and costs associated with the functional unit as if it were to operate independently. Municipalities currently function in a way that different functions overlap in such a manner that revenue and operational costs of different functions cannot be determined inde-

pendently. However, by ring-fencing the status of functions, one could tell much about the cost-effectiveness of operating and if municipal bodies are getting value for what they have put in. For instance, water supply, which is a function of municipality upon which user charges are collected, could be ring-fenced to obtain accurate information about cost efficiency. This aims to improve credit worthiness of ULBs and help them raise funds through municipal bonds.

Fiscal autonomy in the form of availability of funds as well as power to make financial decisions, is one of the core elements of effective decentralisation. Municipal bodies have been struggling long enough to build their capacities to raise finances. Indian cities are experiencing a myriad of issues as a result of their fast urbanisation, including poor infrastructure, congestion and

Fiscal autonomy in the form of availability of funds as well as power to make financial decisions, is one of the core elements of effective decentralisation. Municipal bodies have been struggling long enough to build their capacities to raise finances. Indian cities are experiencing a myriad of issues as a result of their fast urbanisation.

environmental damage. The RBI believes that the municipal bonds are a reliable source of funding for ULBs. A much-needed secondary market for municipal bonds in India may arise as a result of efforts to list municipal bonds on stock exchanges.

According to the World Bank report "Financing India's Urban Infrastructure Needs: Constraints to Commercial Financing and Prospects for Policy Action, 2021", India will require to invest \$840 billion over the next 15 years into urban infrastructure to effectively meet the needs of its urban population. The Union government on 11 January 2023 identified 35 mu-

nicipal bodies in the country that can raise funds from the market by floating their bonds for infrastructure development. Currently, only those municipal bodies with "A" credit rating are able to access bonds which are based on the overall financial performance and there are many municipal bodies in the country which need to improve it.

The first step in raising funds from the markets by issuing municipal bonds is credit rating. Credit rating provides a reliable assessment of an instrument's inherent risk. By highlighting this aspect in the budget 2023-24 and providing incentives to civic bodies for credit worthiness, many

ULBs could access the market now to raise resources. Since the municipal bond market in India is still developing, credit rating can be crucial in luring in new investors. The Central government has previously included credit rating of Municipal Corporations in the reform agenda of the Smart Cities and AMRUT programme. However, the untapped potential for bond financing by Indian cities was highlighted by the fact that of the 94 cities given credit ratings in 2018, only 59% obtained a rating of investment grade or above. The

dards of bond issuance. The initial cost of bond issuance is prohibitively expensive for India's 200+ municipal corporations and many smaller ULBs. From the Finance Minister's Budget speech 2023-24, it is evident that capacity building of ULBs has been envisioned by incentivising them to raise finances and be self-sufficient. This kind of push from the central level would motivate the ULBs to step in to mobilise finances from the market, leading to more investment. Cities being the engines of growth have a huge role to play in paving the way towards India's dream of achieving a \$5 trillion economy. Improving the leveraging of resources by ULBs can be done by driving a programmatic effort to get the relatively capable cities to tap capital markets.

Lizbeth Jibi Godwin is Associate, Centre for Public

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Delhi, India

Manisha Sharma

Manisha is a transport planner passionate about building climate-resilient, safe, and equitable mobility systems. Her work focuses on bridging the gap between data and on-ground action to address the mobility needs of womxn, gender minorities, and people with disabilities. She has contributed to mainstreaming gender in large-scale investments in mass rapid transit systems, developing framework for gender-disaggregated data through digital ticketing systems, and the use of technology to improve service quality and safety. As a Senior Project Associate at The Urban Catalysts, Manisha works on programs that focus in gender-inclusive public transport and a just transition to electric mobility. She has worked closely with government stakeholders to implement gender-responsive measures including gender-disaggregated data collection, awareness campaigns, and gender sensitization training for technical and frontline staff to improve service quality and safety on buses. Her work spans mixed-methods research, stakeholder consultations, implementation, and institutional capacity building across cities including Delhi, Bengaluru, Ahmedabad, and Chennai. With academic training from CEPT University and the School of Planning and Architecture-Delhi, she brings both analytical depth and field insight to her practice.



Transport systems can be considered inclusive only if...

... data on the diverse needs of all user groups—especially woman, non-binary, children, the elderly, and people with disabilities—is systematically collected, analyzed, and used to inform operations and infrastructure development.

If I was in power of our transport systems, the first thing I would do is...

... to institutionalize gender- and ability-disaggregated data collection and analysis, and strengthen government capacity to apply this data to inform planning and operations of transport systems.

How does the current situation for women in your city influence your work?

The normalization of harassment in public transport and low awareness of digital services among women reveal critical gaps in safety and access. This drives my work toward using technology for inclusive data collection to address service gaps, addressing gender bias among system operators, and ensuring that information is available in formats that are

simple, accessible, and aligned with how women navigate transport systems.

What's the main challenge that you face in your daily work?

A key challenge in my work is the absence of gender-disaggregated data to understand the travel patterns of women and non-binary individuals. Even when such data is collected, it is rarely analyzed to capture gendered mobility patterns and needs. This creates a recurring dependence on fresh data collection for every intervention, limiting the scope for sustained, evidence-based planning.

Why is it important to listen to young people?

It is important to listen to young people because their mobility decisions are shaped by more than just cost and time—they reflect concerns around safety, aspirations for independence, and evolving digital behaviours. Understanding these dimensions is essential for designing transport systems that are equitable, tech-responsive, future-ready, and responsive to the needs of the next generation of users.



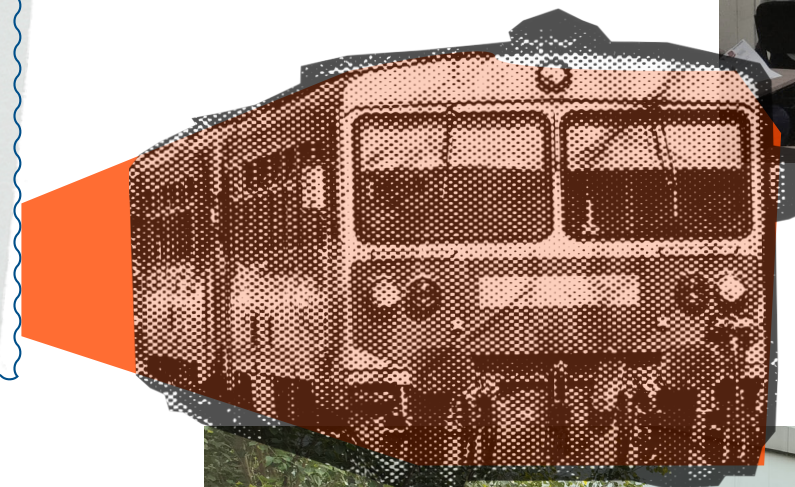
My work aligns with the
Hamburg Charter Principles!

Principle #2 Inclusivity in Transport

Principle #5 Accessible and
Climate-Resilient Infrastructure

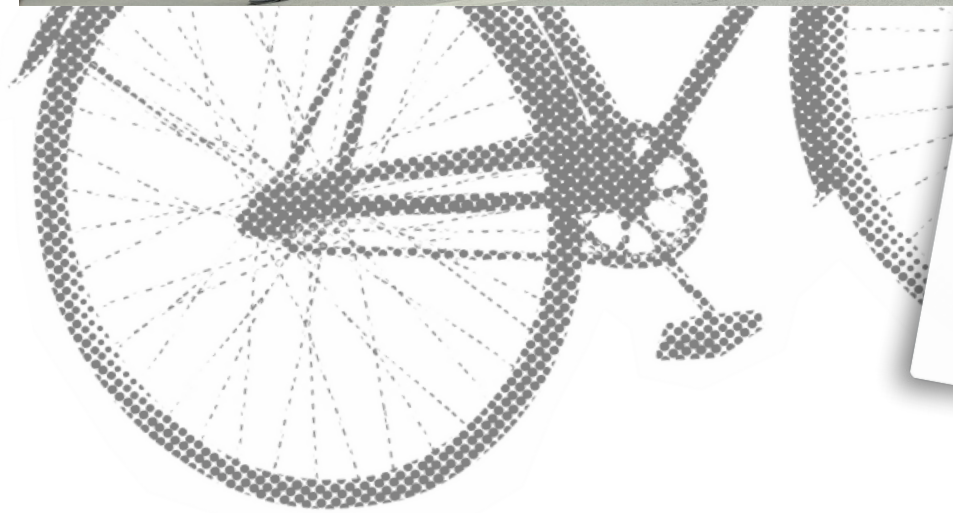
Principle #7 Promotion of
Electric Mobility

Principle #8 Data, Transparency
and Planning

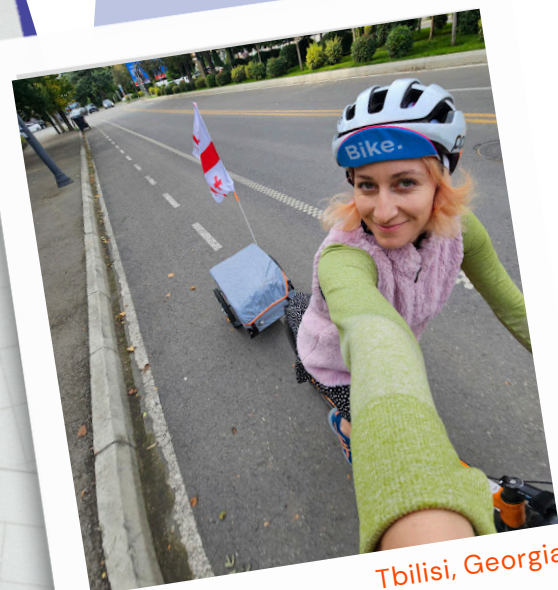


What would you tell other young people
working in the transport field?

I would encourage other young professionals
in the transport field to question assumptions,
centre lived experiences in their work, and push
for data and systems that reflect the realities
of all users—especially those often left out. Our
role is not just to inherit existing systems but
to shape them into something more inclusive,
sustainable, and just.

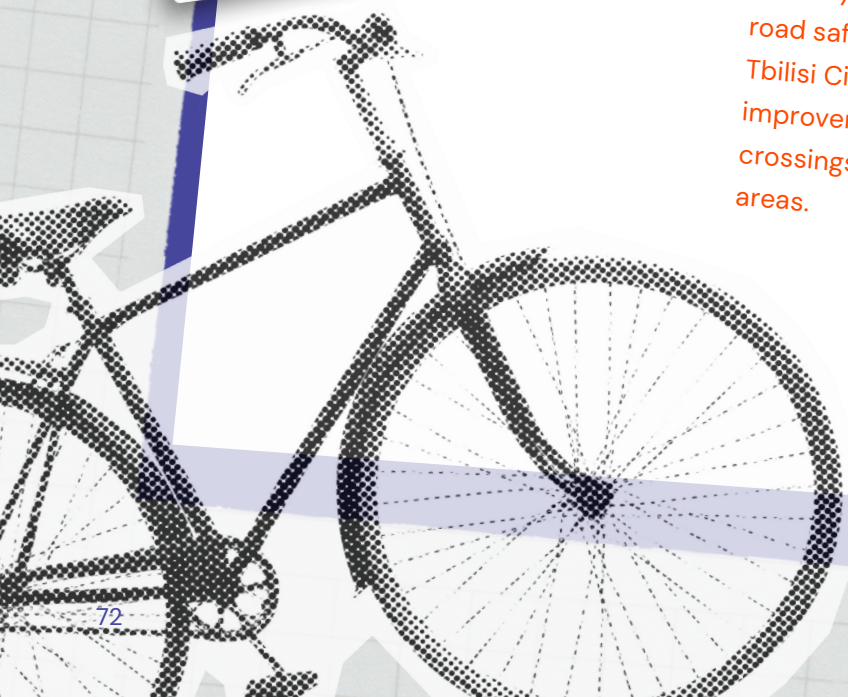


Mar Mikhelidze



Tbilisi, Georgia

Since 2014, Mar has been using a bicycle as her primary means of transportation in Tbilisi, which led her to recognize the many challenges pedestrians and cyclists face when seeking safety, comfort, and recognition on the city's streets. Since 2019, she has collaborated with various teams to advocate for cycling and to show how cities improve when they support cyclists. Mar co-founded the Caucasus Cycling Network to organize cycling events such as competitions, tours, road safety meetings, and activities for European Mobility Week. She also helped develop a Georgian-language bike guiding program and is one of its instructors. In 2022, Mar joined the global Bicycle Mayor Network and has since visited more than 25 schools as the Bicycle Mayor of Tbilisi. Her main focus is road safety, and she has worked closely with Tbilisi City Hall to advocate for infrastructure improvements, such as adding pedestrian crossings, bike lanes, and traffic lights in critical areas.



Transport systems can be considered inclusive only if...

... it is affordable for all users, no matter what income a person has or what his or her social status is. Women often are caregivers, they have to take kids to school, or kindergarten or anywhere else. So, the transport system should be accessible with good coverage of the territory. Girls say Tbilisi, where I'm coming from: "seats are too close to each other; transport is crowded; Not clean enough; Long waiting time, like 30-40 minutes." Transport systems should be planned considering this and other comments.

If I was in power of our transport systems, the first thing I would do is...

... restore railway traffic in the east & south part of Georgia. This change will make it possible to use less private cars & give the possibility to everybody, to travel from one place to another comfortably. Now there are so many traffic accidents and this change could help. Second, what I'd change if I could – prioritize public transport, make buses more efficient and make more people use them. If I was in charge of our

transport systems, I'd include cycling in every new project, to create a more cycling-friendly environment. For example, renovation of streets or roads between towns/cities, crossings etc.

How does the current transport situation in your city influence your work?

I think it depends on the district, where the person lives, but in general the situation is difficult. Parked cars on the sidewalk, no sidewalk or crossings, walkways are underground or on bridges instead of on street crossings. That creates problems for caregivers with strollers, people with disabilities, elderly people, kids, who want to use bicycles or roller skates.

For girls, dark underground crossings are horrible, especially at night. From my perspective, infrastructure often says to people with disabilities: there is no place for you. And to the kids and elderly people: stay home, not safe to walk outside.

When I see all this, it makes me motivated and I feel that I can change my reality in a good way: create a better city for everybody.



My work aligns with the
Hamburg Charter Principles!

Principle #5 Accessible and
Climate-Resilient Infrastructure

Investments should focus on safe,
climate-resilient walking, cycling,
shared modes, public transport,
and rail infrastructure, with a fully
functioning disaster management
system to address climate
challenges.



What's the main challenge that you face in
your daily work?

My work involves close communication and
collaboration with a wide range of stakeholders,
including city hall, the Ministry of Infrastructure,
police departments, schoolteachers, students,
and others. In many cases, interactions with
government institutions can be challenging, as
responses are often brief or dismissive. When
feedback is provided, it is not uncommon to
hear remarks such as "We are not Paris" or "This
is Georgia—don't expect better," which can
hinder constructive dialogue.

Unfortunately, road safety enforcement remains
insufficient, leading to tragic incidents. In light
of such events, it becomes particularly difficult
to promote the benefits of cycling to the public,
despite its many advantages.

Why is it important to listen to young people?

First of all, young people know what they need:
How they want to move, where and etc. They

are the future of the country and it's the place
where they will continue to live after their
parents, if this place will be nice enough.
They can have amazing ideas! And you can find
out if you listen. Young people are braver and
have more receptivity to new things.

What would you tell other young people
working in the transport field?

Try to create sustainable, eco-friendly, human-
friendly transport systems. Transport is not
just a thing, but biggest component on persons
life – you can make it easier or torture them
everyday. Consider every perspective as
possible and don't forget different needs and
interests. Stay focused on safety, comfort and
availability. (If boring people make you lose
motivation, call me and I'll tell stories that make
you continue stronger than before.)





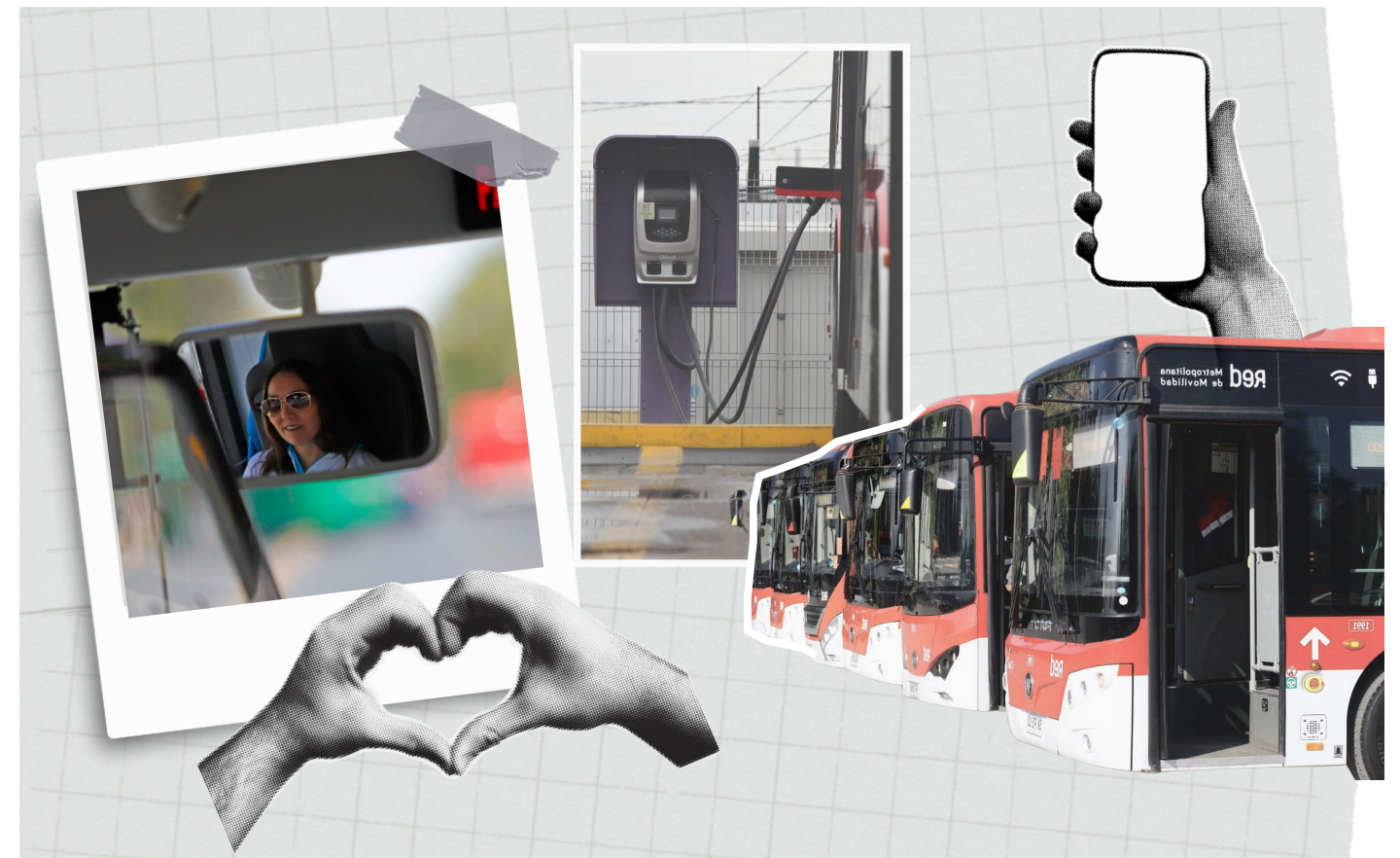
Marcela Bazán Michea

Marcela is an accomplished public administrator and strategic leader in the field of urban mobility and public transport in Chile. Currently serving as Coordinadora de Estrategia at the Directorio de Transporte Público Metropolitano (DTPM) in Santiago, Marcela plays a pivotal role in planning and implementing business models for the metropolitan public transport system, focusing on sustainability, stakeholder engagement, and operational continuity.

With a solid academic background that includes a degree in Public Administration from the Universidad de Talca and a master's in Political Science from the Universidad Autónoma de Nuevo León, Marcela brings both technical expertise and a nuanced understanding of policy to her work. Her responsibilities at DTPM have included developing inter-institutional strategies, managing stakeholder relations, and overseeing the monitoring and communication efforts that keep Santiago's complex transport system running smoothly. Only during 2025 more than 1200 electric buses will be incorporated into the transport system of Santiago, which will bring us closer to having a fleet with 50% of electric buses, the largest amount for a city outside of China.



Santiago, Chile



Transport systems can be considered inclusive only if...

... it allows all people to have an alternative for their development and social mobility, and does not constitute a barrier to access to opportunities and services, either due to gender, socioeconomic status or other, being competitive, sustainable and sustainable with the city and the people, when it is understood, recognized and constructed as an essential public service for societies.

If I was in power of our transport systems, the first thing I would do is...

... generate an instrument for long-term system management with other stakeholders in the mobility ecosystem. In recent years, the transportation system has consolidated its sustainability, narrowing gaps, and making progress in gender, electromobility, and efficiency, more than in the last decade. However, due to its competencies and institutional structure, collaboration and resources from different areas are required. It is important to understand that mobility and transportation are a means of accessing

multiple services and are among the first instances of interaction with the State. This is done with the goal of facilitating and mobilizing new resources and actions to mature the system in terms of gender, electromobility resilience, sustainability, territorial equity, and intermodality.

How does the current situation for public transport users in your city influence your work?

The public transportation system has consolidated over the past three years with a people-based management approach. In my current role, I manage projects that will impact the short-term status of the system's personnel and how bus standards improve people's experience, dignity, and safety through the management of new bus terminals and the renewal of high-standard electric fleets. The current situation is that many people feel unsafe on public transportation, that standards remain the same as they were more than 10 years ago, that they lack quality and modern facilities for their work, and that many people with mobility difficulties cannot move independently. This generates a sense

My work aligns with the
Hamburg Charter Principles!

Principle #1 Equitable and Climate-
Friendly Access to Opportunities



Principle #2 Inclusivity
in Transport

Principle #7 Promoting of
Electric Mobility

of urgency and purpose in my work, which I recognize and which impacts every day in every action taken to achieve this goal and resolve difficulties in order to move forward.

What's the main challenge that you face in your daily work?

The direct impact on people and the sense of urgency, that actions or inactions have an impact, and that the stakeholders involved in our projects take it as their own. The expectations and the time it takes for actions, recognizing that every day a new standard is urgently needed, every time an old bus stops working, is vandalized, there is an accident, etc.

Why is it important to listen to young people?

New generations have moved toward developing a more recognized and appropriate environmental awareness, but even for those with economic means, the desire for a car is not a priority. Public transportation is an alternative that aligns with the new generations, less expensive and sustainable. However, they are the most critical of the system: they evaluate it poorly, use it extensively, and have

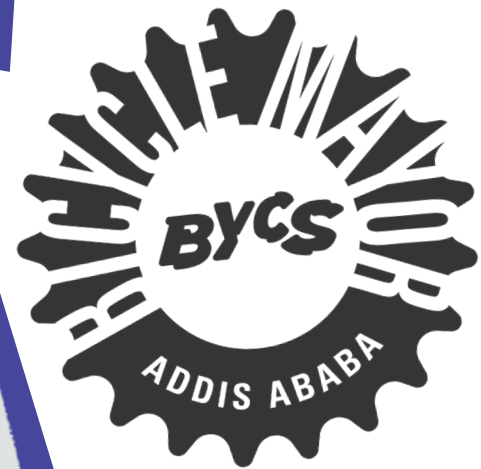
diverse interests (they use it not only for work or school; they tend to travel much more than other segments for recreational purposes and use diverse sources of information and technologies). This creates a challenge to improve, engage them, and transform them into ambassadors of the system in their communities.

What would you tell other young people working in the transport field?

We are part of an ecosystem relevant to the city and its people. I greatly admire the people who work to make the city better for everyone. It's important to share experiences and lessons learned and be mobilizers in our community, spreading the message and action of the importance of mobility work and the impact each person can have on a better city for everyone. Every moment, there's a person needing to get to a safe, secure place, seeking information to do so, walking to reach a point of connection, and our work has the value of making that possible.



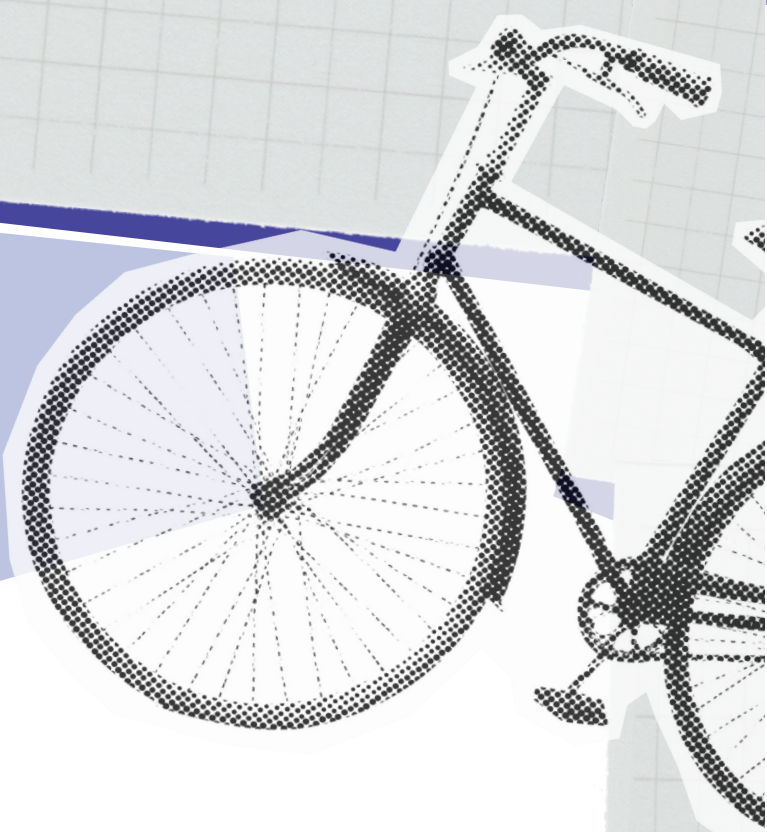
Maren Ahlers



Maren advocates for sustainable mobility, social inclusion, and gender equity. As the co-founder of Egere Menged Impact (EMI), she promotes cycling as a powerful tool for social change and empowerment, particularly for marginalized communities in Addis Ababa, Ethiopia. She is the Bicycle Mayor of Addis Ababa under the BYCS program and holds a Master's degree in Climate Change and Development from SOAS University of London. Furthermore, she has worked with national and international organizations in biodiversity, environmental sustainability, and communication, contributing to initiatives that promote resilience, inclusivity, and sustainable development.



Addis Ababa, Ethiopia



Transport systems can be considered inclusive only if...

... everyone—regardless of gender, age, or ability—can travel safely, affordably, and without barriers to reach their destination.

If I was in power of our transport systems, the first thing I would do is...

... making bicycles accessible for everyone. Addis Ababa has recently built 100 km of bicycle lanes—an enormous step for a country that has historically prioritized motorized transport. As interest in cycling grows for commuting, sports, and empowerment, access remains a major challenge. Bicycles are still rare and unaffordable for most, and there is a lack of training programs, awareness campaigns, and efforts to promote inclusive, equitable, and sustainable mobility. Yet, bicycles are the future—offering an environmentally friendly, cost-effective, and health-boosting solution to urban transport challenges.

How does the current situation for (women) cyclists in your city influence your work?

Mobility should be a right, not a privilege. It profoundly shapes my work and daily reality.

I envision a city where mobility is not just possible but truly accessible to all. For women and girls, mobility barriers severely limit independence in developing countries such as Ethiopia. Many face harassment on public transport and have fewer opportunities to access other options like bicycles. For young people, the high cost of transport restricts access to education and employment, reinforcing inequality. This leads to my commitment to promoting bicycles as a cost-effective, sustainable alternative that fosters leadership and economic empowerment. For persons living with disabilities, the city remains largely inaccessible. Many streets and public spaces lack proper infrastructure, and essential mobility tools like wheelchairs and adaptive bicycles are scarce or unaffordable.

These challenges make daily mobility a struggle for many, underscoring the urgent need for equitable, inclusive, and sustainable transport solutions. This drives my advocacy—working toward a future where everyone, regardless of gender, age, or ability, can move freely and safely in their city.



My work aligns with the Hamburg Charter Principles!



We also push cycling to be recognized in urban planning decisions, ensuring it is treated as a fundamental piece of a people-centered environment. The benefits are clear: cycling reduces air pollution, improves public health, and supports a more livable city—goals especially vital for Addis Ababa's growing population.

The Hamburg Charter calls on cities worldwide to embrace active mobility as a core part of sustainable urban transport. In Addis Ababa, we are bringing these principles to life through our daily work promoting cycling as a practical, green mode of transport. We advocate for bicycles not just as tools for recreation but as legitimate, everyday means of moving through the city—especially in a context where affordable, low-emission transport options are urgently needed. A key part of our mission is to ensure that cycling is safe and accessible for everyone, particularly women and youth.



Our approach is grounded in community engagement. Through our grassroots work, such as Critical Mass Addis Ababa and our women-led cycling programs, we give people the tools and platforms to shape the mobility future of their city. This is more than awareness-raising—it's about shifting behaviors and attitudes toward a culture where bicycles are seen as symbols of empowerment and progress.

What's the main challenge that you face in your daily work?

Addis Ababa is currently transitioning from a car-centered urban design towards a more inclusive and accessible environment for active mobility, especially cycling. While approximately 100 kilometers of bicycle lanes have been developed recently, a key challenge is the need for a broader societal shift in mindset and behavior. Motorists and pedestrians are still not used to seeing bicycles as part of the daily traffic landscape. Cyclists are often overlooked—drivers ignore bells, make sudden turns without checking for bikes, and sometimes respond aggressively when cyclists assert their right to use dedicated lanes. Moreover, cycling is not yet widely accepted as a practical, everyday means of transport. Many still associate it with economic hardship or, on the other hand, professional sportspeople rather than sustainability, climate action, or health. This perception makes it harder to build momentum for change. Our work, therefore, involves raising public awareness, advocating for policy support, and empowering

communities—especially women—to take ownership of cycling as a tool for inclusion, economic opportunity, and sustainability.

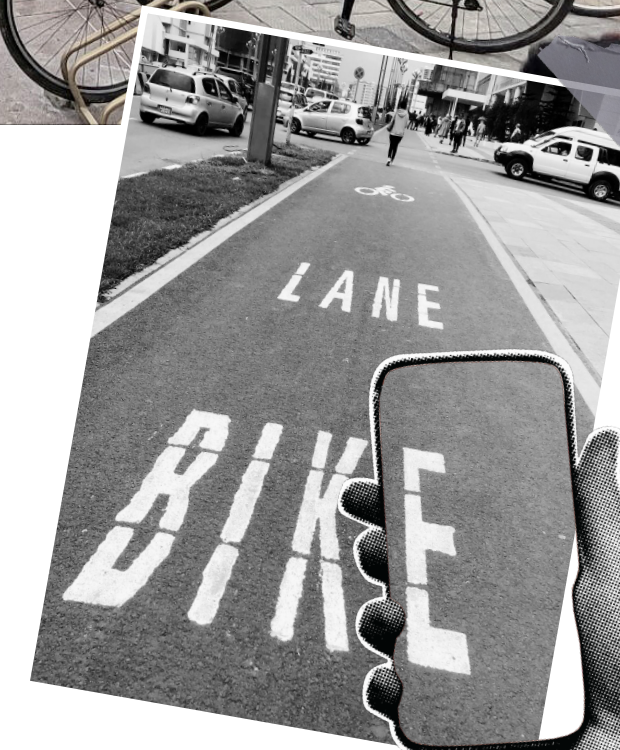
Why is it important to listen to young people?

We are the ones most affected, but we are also the ones with the most ideas to improve our situation! Our ideas may seem abstract to others, but they come from us—the youth, the majority group of the population in many developing countries, living the reality on the ground. Our ideas are fresh and innovative. We bring energy, enthusiasm, and the drive to create real change.

What would you tell other young people working in the transport field?

Push, push, push! Never be discouraged by the slow changes in this sector. Keep spreading your ideas and energy on the ground—reach as many people as possible and create a real impact. Find a team of (young) like-minded individuals who believe in your vision and support you. Our voices matter. We are the future, and we are shaping it now! And

remember, transport isn't just about roads and vehicles—it's about people, access, economy and justice. As young professionals, we have the power to rethink and reimagine mobility systems in a way that centers inclusivity, sustainability, and climate resilience. So keep pushing boundaries, question the status quo, and never underestimate the power of a bold idea!

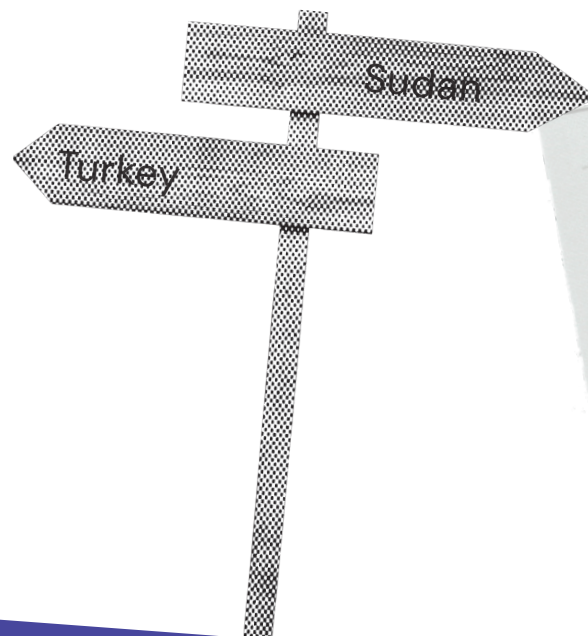


Muhanad Azmi



From Sudan, living in Istanbul, Turkey

Muhanad has graduated with a Master's degree in Transport Engineering, is a rising leader in sustainable transport. He has worked on projects promoting walkability, cycling, and sustainability, while volunteering in sports events to improve urban mobility. Muhanad's leadership and ability to integrate transport solutions with community needs make him a key figure shaping the future of mobility and inspiring others to rethink transportation's role in benefiting both people and the environment.



Transport systems can be considered inclusive only if...

... they are designed through the lens of the most vulnerable groups – women, youth, elderly, people with disabilities. If these groups feel safe, seen, and heard while using public transport, then we are heading in the right direction.

If I was in power of our transport systems, the first thing I would do is...

... invest in safe and accessible infrastructure for walking and cycling. I've seen how these basic modes of transport can change the daily lives of people—especially students and workers—if given the right space and respect.

How does the current transport situation in your city influence your work?

I live in a city where not everyone feels safe or even considered in transport planning. This motivates me to push for people-centered design and rethink how we build cities that move –not just cars– but humans, safely and equally.

What's the main challenge that you face in your daily work?

One challenge I face is bridging the gap between plans and real people's needs. Sometimes, transport plans ignore the lived realities of youth or marginalized communities. Bringing their voice into the conversation isn't easy, but it's necessary.

Why is it important to listen to young people?

Because young people live in the future we're designing for. We have fresh ideas, different priorities, and often the courage to question outdated systems. Ignoring us means ignoring innovation.

What would you tell other young people working in the transport field?

Stay curious, stay grounded, and don't wait for permission to lead. Transport isn't just about roads, it's about people, opportunity, justice. You have something valuable to contribute, no matter your title or years of experience.

My work aligns with the Hamburg Charter Principles!



My work strongly connects to the principle of "Leave No One Behind". Whether it's volunteering in city marathons, promoting active mobility, or studying transport systems, I always keep inclusion, equity, and sustainability at the core of what I do.

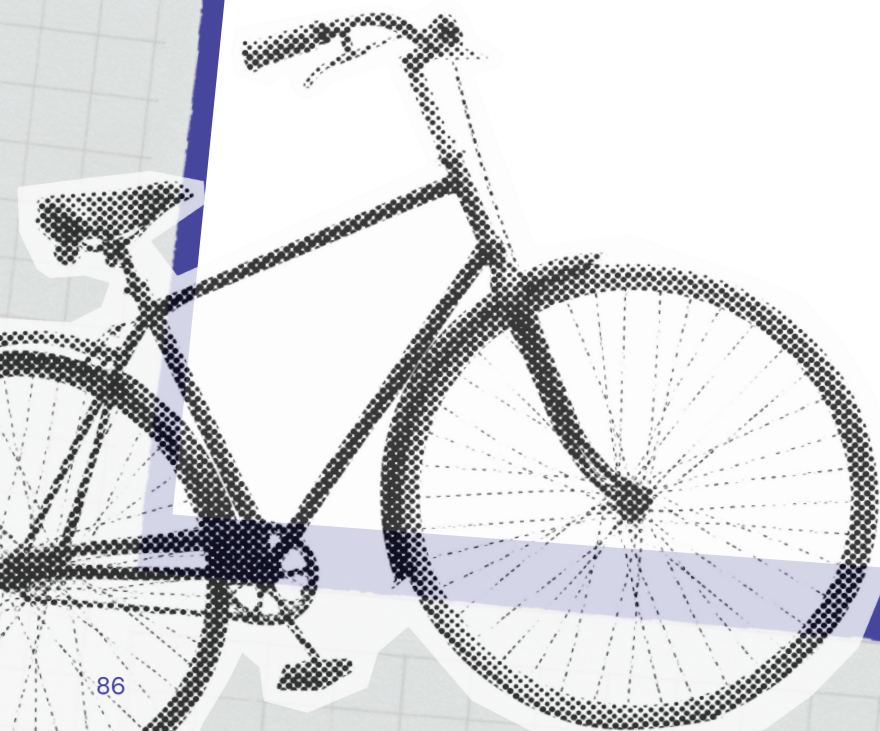


Niklas Hildebrandt

Niklas is the co-founder of ELU Mobility where they are on a mission to make electric trucks the norm. Their software enables freight-carriers to transition and operate electric trucks without sacrificing profitably. Niklas started in the industry when there were just 2,000 electric trucks in Europe. From an internship that he thought was about electric trains, turns out, it was about trucks. He stuck with it because the industry has just the right mix of global impact and challenging problems.



From Denmark living in Berlin, Germany



Transport systems can be considered inclusive only if...

...there is equal representation. I will focus on the transport system that I am working with electric trucks and logistics. This is still a male-dominated industry. To be truly inclusive and equitable, we have to work intentionally towards representation across genders, cultures, and backgrounds. I believe in this not just because of fairness, but because it directly impacts innovation, decision-making, and performance. Having grown up in both South America and Europe, I believe that diversity brings new perspectives and innovation.

If I was in power of our transport systems, the first thing I would do is...

...make cities more bike-friendly and electrify road transport. Growing up in Denmark, a (very) bike friendly country, cycling has always been my way of transport, no matter the weather. It's sustainable, healthy, and usually the fastest. In cities, bikes should be prioritized, and roads should be repurposed to support that. As someone working in electric trucking, I strongly believe in transitioning transport to electric, especially in dense urban zones. This isn't about replacing every vehicle because I know that

doesn't always make sense, but about reducing pollution and noise, making cities more livable for everyone.

How does the current situation of the transport sector in your city influence your work?

As a white male in a male-dominated sector, I realize the privileges that comes with my identity and also that I have certain biases. The underrepresentation of other genders and marginalized groups in logistics isn't just a diversity issue; it's a systemic gap that impacts team dynamics, innovation, and equity. When hiring, it's easy to perpetuate the status quo because likely applications will be males, but we need to be intentional. At ELU Mobility, we are a lucky because we are a small company. This means that we don't need redefine our whole company culture to match this, but we can set this as our foundation of our core values.

What's the main challenge that you face in your daily work?

The biggest challenge is convincing people to adopt our solutions. We are on a mission to make electric trucks the norm. However, this is not easy because they come with high upfront

I want to learn how to scale our impact: environmentally and culturally. Our mission is reducing truck emissions, but I'm equally committed to fostering diversity in the male-dominated logistics industry. At ELU Mobility, one of our core-values is diversity. As we grow the company we will make an active to address gender and cultural imbalances across all departments and positions. By proving that carbon-neutral transport can be cost-effective, we drive adoption of electric trucks. Therefore, my work supports:

My work aligns with the
Hamburg Charter Principles!

Principle #2 Inclusivity
in Transport

Principle #4 Climate-Friendly
Mobility Industries and Businesses

Principle #7 Promoting of Electric
Mobility



costs, complicated planning, and inefficient planning. My job is to figure out and prove to freight carriers that electric trucks aren't just better for the planet, they can also be more profitable.

We should listen to the ones that have been working in the industry longer, take their advice seriously, and learn from them. Even if some of these systems need to change, there is still so much knowledge to be gained.

Why is it important to listen to young people?

Young people bring fresh perspectives, fewer preconceived notions, and a stronger sense of urgency about climate and equity. We question outdated systems and propose ideas without being tied to how things have always been done. I think this is especially important as we face some very urgent global challenges.

What would you tell other young people working in the transport field?

Keep going and be proactive. Sometimes, it feels that the industry is very slow, but that's exactly why your perspective matters. Be persistent, ask difficult questions, and question ideas. At the same time, be humble. We are not teenagers anymore, so we probably realize that we don't know everything.



Nino Chkhartishvili

Nino is a research scientist in transport systems from Georgia with a strong focus on sustainable and inclusive mobility. She has contributed to projects such as Tbilisi's first bus rapid transit system, Cycling Masterplans for Tbilisi and Batumi, and multimodal development plans for Georgian cities. Pursuing further expertise, she completed a master's degree in Urban Studies and Planning from the University of Helsinki, where she conducted a commissioned thesis with VTT Technical Research Centre of Finland on automated shuttles in last-mile mobility solutions. This collaboration led her to continue working at VTT, where she is now actively engaged in activity-based modeling and traffic simulations. She aims to leverage data-driven insights and international best practices to improve transport systems – enhancing accessibility, resilience, and reliability – starting from her home country and reaching beyond.



Tbilisi, Georgia living in Helsinki, Finland



Transport systems can be considered inclusive only if...

... provides equally safe, accessible, and reliable opportunities to travel for everyone. Mobility is a basic need, it should not be treated as a privilege. However, the effectiveness of transport systems is often measured in misleading ways, focusing solely on the number of people transported, while overlooking the diversity of users and their lived experiences. In many cases, individuals are forced to rely on problematic transport systems not because their needs are met, but because they have no other option. This lack of choice can lead people to avoid using the system altogether when they can, in an effort to escape negative or unsafe experiences. A truly equitable transport system must pay attention to these dynamics, recognizing that inclusivity means more than access – it means dignity, safety, and the freedom to choose how and when to travel, for all users.

If I was in power of our transport systems, the first thing I would do is...

... act and share knowledge at the same time. Often, the need for improvement is clear, but deeply rooted misconceptions slow everything down. Even small changes can take forever to implement because people resist what they

don't understand. That's why I believe action speaks louder than discussion alone. For example, in a city with no cycling culture or where cycling is associated with only certain groups or weather conditions, it's hard for the average person to see the benefits. But if the city starts building a cycling network, people can actually experience what it feels like to cycle safely. That hands-on experience can shift perceptions far better than any campaign or policy on paper. Transport isn't something abstract – it's lived. And people need to feel the difference, not just be told about it.

How does the current situation for women or persons with disabilities in your city influence your work?

I chose to work in the field of urban transportation because I saw a huge potential to learn from past mistakes and help create a better, more inclusive future. That's why I decided to pursue both work and study opportunities in this field: to learn from global best practices and then leverage that knowledge to help remake my city –Tbilisi – into a place that works better for everyone.

This journey led me to Finland, where I've had endless opportunities to explore how cities can be designed for people with diverse needs.

I focus on traffic microsimulation to study the integration of automated vehicles into current transport systems. Alongside this, I explore activity-based modelling to better understand how changes in policy, infrastructure, or travel costs might affect people's travel behavior at a large scale – based on existing traffic data.

Additionally, I'm involved in analyzing traffic conflicts and last-mile mobility challenges, with the aim of improving safety for vulnerable road users and enhancing the effectiveness of public transport systems.

As part of my master's thesis, I investigated last-mile mobility issues through the lens of automated shuttle buses and tested a novel solution—a tram warning application designed to improve the integration of shuttles with existing public transport networks. You can find a short summary of thesis here: <https://nordicroads.com/tag/self-driving-buses/>



My work aligns with the
Hamburg Charter Principles!

Principle #8 Data, Transparency and
Planning

Principle #7 Promoting of
Electric Mobility

Principle #6 Empowered and
Integrated Popular Transport

Now, every time I return home and use public transport in Tbilisi, it feels like an observational study – I pay attention to what works, what doesn't, and what could be improved. These experiences ground my research and keep me connected to real-life challenges.

It definitely influences my reality – I'm constantly trying to step into others' shoes, to better understand a range of mobility needs. Through that lens, I explore international solutions and reflect on how they can be adapted to the local context.

What's the main challenge that you face in your daily work?

My daily work involves a lot of experimentation, researching emerging mobility needs and their potential, especially in areas like electrification and automation. One of the main challenges I face is the tension between focusing on the future and recognizing the urgent problems in today's transport systems. Sometimes it's difficult to work on long-term solutions when you see how many immediate issues still need

attention. It can feel like you should be focusing on what already exists rather than what might come next. However, experimenting with future-oriented ideas also gives me a fresh lens to view the present. It encourages me to approach current challenges in more creative, non-traditional ways. In the end, that's what keeps me excited: working on ideas that haven't yet been fully explored but hold the potential to influence and improve our present reality.

Why is it important to listen to young people?

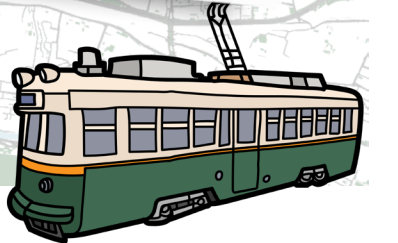
I believe young people are true drivers of change. They not only live fully in the present, but also play a key role in shaping the future. Listening to young people means gaining critical, often unbiased insights. They bring fresh ideas, unshaped by rigid mindsets or outdated trends. Their voices have the potential to spark real, meaningful change – not just in transport systems, but across all areas of society. Young people aren't afraid to be honest or to take action when they believe something needs to change.

Ultimately, it's young people who will live the longest with the decisions we make today. That's why it's essential to incorporate their bold ideas and perspectives when planning and imagining the needs of the future.

What would you tell other young people working in the transport field?

It's the best field to work in! The more you explore, the more it pulls you in – because transport is everywhere, it touches everyone, and it shapes the identity of places and the people who live there. Even small decisions can have a large-scale, long-lasting impact. That's what makes working in this field exciting, but it also brings with it a great sense of responsibility.

As we serve people, it's essential to share our knowledge with others. Instead of being outsiders talking about what we do, we can explain why we do it. That's how we raise awareness and bring attention to the topics we care about. And of course, we're role models – let's show everyone, by our example, what responsible travel choices really look like.



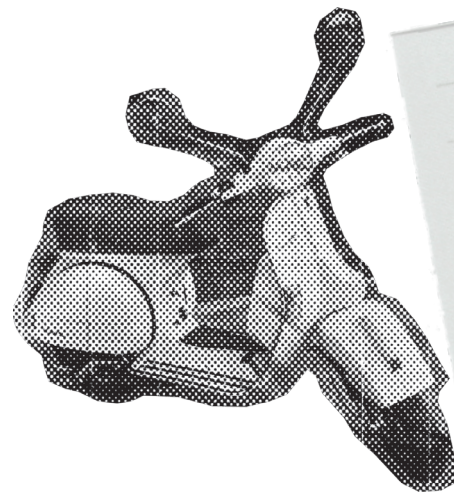
Ratemo Mabeya



Ratemo is a leading voice in Africa's sustainable transport movement, dedicated to advancing clean mobility solutions and transforming urban transport systems. As Founder and Chief Sustainability Officer of the Green Global Footprint Initiative (GGFI), Ratemo has championed electric mobility across Kenya. Under his leadership, GGFI organized Kenya's first Electric Vehicle Awareness Event at Karura Forest—a landmark gathering that brought together communities, industry experts, and sustainability champions for EV exhibitions, test rides, and panel discussions on the future of mobility. This milestone event significantly raised public awareness and accelerated the adoption of electric vehicles, empowering communities toward a sustainable transport revolution.



Nairobi, Kenya



I'm a passionate advocate for a self-sufficient Africa, dedicated to pioneering initiatives that harness African ingenuity to create a continent where prosperity is homegrown and sustainable. My mission is to spearhead renewable energy and sustainable mobility projects that not only lower energy costs but also play a pivotal role in alleviating poverty by generating employment through the green economy and sustainable practices.





Patricia Illacanchi Guerra

Patricia is an urban mobility specialist passionate about creating safer, more inclusive transport systems. She pioneered the use of geospatial analysis for road safety within the public sector in Peru, leading award-winning initiatives like the Safe School Environments program. Currently at the Inter-American Development Bank, she supports Peru's transport agencies while promoting sustainable transport solutions for the sector.



Lima, Peru



Transport systems can be considered inclusive only if...

... it is built on an intersectional approach. We can't assume that everyone experiences the city in the same way. Things like gender, age, income, disability, and even where you live all shape how you move or struggle to move. It's about moving beyond "one-size-fits-all" solutions and ensuring the system works for the realities of all users. In my projects, I focus on using data that reflects people's experiences. We need to understand the barriers people face every day so we can design safer, fairer, and more empowering spaces. Only then can transport become a real tool for equity, not just a way to get from A to B.

If I was in power of our transport systems, the first thing I would do is...

... put road safety right at the top of the agenda. We shouldn't imagine any transport system or operation without safety at its core. Lives should not be the price we pay for movement. Road safety is often underfinanced in our countries, even though its impact is huge, both socially and economically. I would make sure that every transport decision is rooted in safety, from designing safer streets to reducing speeds and empowering local leaders with data and tools that help protect people. It's

about creating a culture where protecting lives isn't optional; it's fundamental. Road safety is also closely connected to sustainable mobility policies, and I would work to integrate them.

How does the current transport situation in your city influence your work?

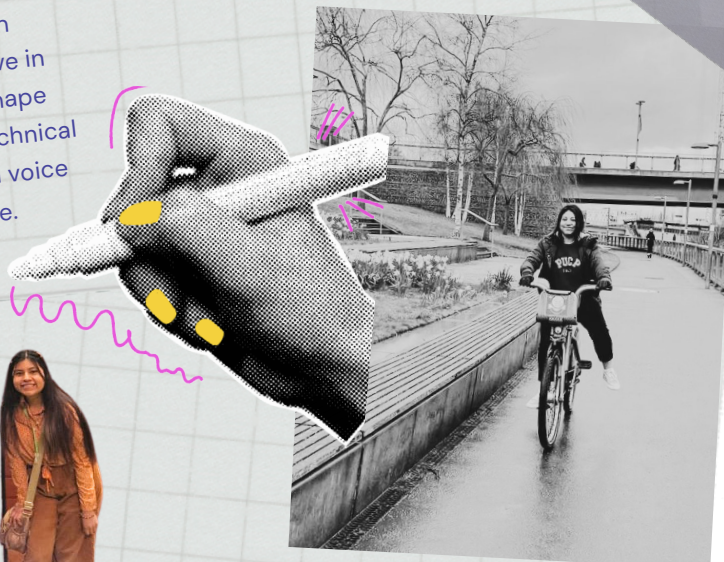
Living and working in a city where mobility presents huge challenges for accessing opportunities has shaped my professional path. It keeps me grounded and pushes me to design projects that embrace diversity. I also understand that, as a professional in transport, we need to break the unconscious biases that often shape our work. Professionally, it's a constant reminder that data and policies need to reflect real people's lives. Personally, it's made me more aware and empathetic asking myself questions like, "Who is being left out of this design?" or "Whose voice is missing here?" It's not just about inclusion on paper; it's about making it a reality through participatory design processes.

What's the main challenge that you face in your daily work?

The biggest challenge I face is the lack of good, detailed data, especially when it comes to gender and diversity. Aggregated data often hides the specific problems faced by each

My work strongly aligns with the Hamburg Charter principles of putting people at the center, ensuring safe mobility for all, and making transport systems inclusive and fair. These values are at the core of every project I take on. Whether it's designing safer school environments or helping local governments improve road safety data, I always try to focus on the real people behind the numbers. I also believe in empowering communities and local actors to shape their own mobility futures. It's not just about technical solutions; it's about giving people the tools and voice to make their streets safer and more accessible.

My work aligns with the Hamburg Charter Principles!



population group. Moreover, many of our decisions depend on data, but if that data doesn't reflect the different realities of people on the ground, we risk designing solutions that miss the mark. This makes it harder to create inclusive policies. However, this challenge motivates me to push for better data collection and analysis. I want to ensure we're not just designing for the "average user," but for the real, diverse communities that shape our cities.

Why is it important to listen to young people?

Because we're not just the future we're shaping our cities in the present. Young people bring other perspectives that are essential for addressing the challenges cities face today. We see things differently because we've grown up with new challenges: climate change, digital transformations, and the urgent need for inclusivity. Listening to young voices helps unlock creative solutions that might not come from other generations. Plus, it sends a clear message that everyone deserves a seat at the table and representation. It's about respect, collaboration, and creating spaces where young

people feel involved and empowered, because we are part of the change.

What would you tell other young people working in the transport field?

First, I would say that I don't need to tell them about the challenges of transport—we've all experienced it, both in good and bad ways. Transport can feel technical, but it's also deeply human, and that's where young people make a real difference. Don't be afraid to question things, bring your fresh ideas, and speak up, even if you're the youngest person in the room. Your perspective matters. Also, find your community. Connect with others who share your passion, because change doesn't happen alone. And remember, every small project, every workshop, every conversation counts. You're shaping the future of mobility, step by step. Keep learning, keep pushing, and always apply an intersectional approach because we all face transport challenges, but not in the same way.



Regina Paredes Gorostieta



Regina is the founder and CEO of Muevetex, a startup transforming informal transport in Mexico through data and technology. What began as a personal effort to map bus routes in her hometown has become a movement to make public transport in the Global South more accessible and people-centered. Named one of the 30 Under 30 Young Voices in Transport by TUMI & Women Mobilize Women, she's also a UN SDSN Local Pathways Fellow and a Talent Bridges Ambassador, recognized by Madrid City Council and the Inter-American Development Bank (IDB). Regina combines her background in socio-environmental innovation.



Metepec, Mexico



Transport systems can be considered inclusive only if...

... everyone has fair access to it. Users spend nearly four hours a day commuting. Sometimes, they have to take more than three buses just to reach their destination—spending over 20% of their salary in the process. That means turning down job opportunities because there's no reliable way to get there. It means feeling unsafe as a woman on public transport. And for many, it means waiting for the day they can buy a car—just to escape the system entirely. The truth is, people don't use public transport because they want to. They use it because they have no other choice. And that's a problem. Because efficient public transport isn't just about mobility—it's about equity. When cities have well-connected, accessible transit systems, people gain access to jobs, education, and essential services. A reliable system also reduces car dependency, lowers per capita emissions, and makes cities more sustainable. As Petro Gustavo said: "A developed country is not a place where the poor have cars, but where the rich use public transportation." This means having accessible systems, integrated modes of transport, and open data that let people plan their journeys with confidence and rely on the service. Public transport should be a tool for opportunity, not a barrier to development.

If I was in power of our transport systems, the first thing I would do is...

... make public transport digitalization mandatory! When I was in university, I only knew one route—the one that took me to school every day. If I wanted to go anywhere else, I had to ask the driver or other passengers which bus to take. If you live in a developed city, this might sound odd—there are plenty of apps that provide this information, even in real time. But the reality is that almost 70% of the population in the Global South doesn't have access to transit data to plan their journeys. I got tired of this. So, I started riding buses and mapping the routes myself. That small effort evolved into a collaborative mapping strategy, which eventually led to the digitalization of 97% of the entire network. It's incredible what collective action can achieve! With this data, I led the development of the only trip-planning app in the region, turning a "no data" reality into a more accessible system for over 60,000 users. Now, imagine if we did this everywhere—where open transit data wasn't a luxury, but a basic right. I know I'll keep working to make that happen!

How does the current situation for women in your city influence your work?

Unfortunately, every woman I know has felt unsafe using public transport—including myself.



Principle #8 Data, Transparency and Planning

Data collection is crucial for improving public transport and enabling informed decision-making. The lack of reliable data affects users, who struggle to navigate the system; governments, which lack updated mobility insights; and bus companies, which cannot optimize routes efficiently. This highlights the urgent need for digitization. When I founded Muevetex, my vision was clear: by leveraging user data, we could enhance the public transport experience and provide a mobile app for smoother journeys. Real-time alerts foster a community where users share live updates, benefiting both commuters and transport authorities. Muevetex generates valuable insights on mobility patterns and peak hours. Imagine the impact if we partnered with state governments to redesign transit systems. The potential for transformation is immense. Bus agencies, too, would benefit by using AI to optimize routes in real time, improving efficiency and reducing costs. Data collection is fundamental for effective decision-making. While the Global South still faces a significant gap in this area, more organizations are stepping up to drive change. This growing momentum is truly exciting for the future of transport planning.

My work aligns with the
Hamburg Charter Principles!



When planning a trip, we don't just think about routes and schedules; we have to consider how we're dressed, which streets we'll walk on, and stay constantly alert throughout the journey. Experiencing this firsthand made me realize that things must change. Women deserve to feel safe when using public transport. That's why, when I designed the app for Muevetex, the startup I lead, I made sure it wouldn't just help women plan their trips—it would also allow them to feel part of a supportive community. This led to the creation of the "gender violence alerts" feature (which, sadly, even needs to exist). If a woman experiences harassment or any unsafe situation while using public transport, she can send an alert in real time. With this data, we've identified high-risk areas in the city, and our goal for the future is to link these alerts directly with the police to enable immediate action. I dream of a future where no woman has to think twice before taking a bus—where my daughter, and all women, can move freely and feel truly safe. That's the future I'm working to build.

What's the main challenge that you face in your daily work?

If being an entrepreneur is hard, being a young female entrepreneur in the public transport sector is like playing one of the toughest levels of a video game—on hard mode. First, because transport has always been a male-dominated sector. From policymakers to industry leaders, most decision-makers are men. And when you're a young woman, it's twice as hard to be taken seriously—you have to prove your value over and over again just to be heard. Second, because building a startup means choosing an uncertain path. One of my first mentors once told me: "Building a startup is a marathon, not a sprint." He knew I loved running, and that was his way of reminding me that nothing happens overnight. Patience, perseverance, and resilience are key. There's no map—you build the path as you go. And that's both the most exciting and the scariest part. Third, because the system itself is difficult to navigate. Getting a seat at the table is tough when you're not even invited into the room. Governments aren't used to working with startups, and there's

skepticism. But I believe the only way to change that is by holding on and showing, not telling. Then there's the endless wave of no's—from potential clients, investors, governments. People like to romanticize entrepreneurship as "collecting no's," but honestly, it can be very disappointing.

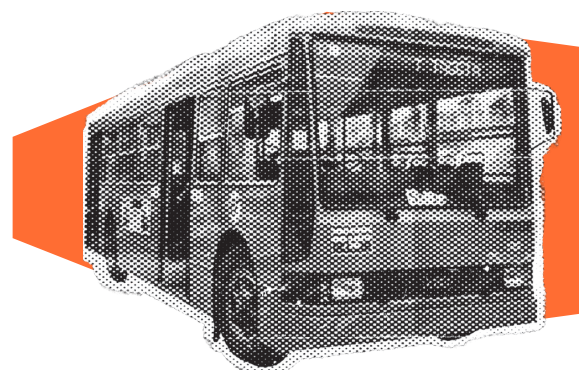
And still—I wouldn't trade this journey for anything. If you had told me years ago that this would be my everyday job, I wouldn't have believed you. Yet here I am. Even if I fail—because yes, that's always a possibility—I know I'll walk away with something invaluable: experience, resilience, and the biggest lesson of all: everyone has the power to create change.

Why is it important to listen to young people?

Just like the song "You Get What You Give" says—we got the dreamers' disease. But we don't just dream—we act. We believe in change, and we're working with determination to make it happen. When someone tells us something is impossible, we don't accept it. Instead, we ask: How can we make it possible? We experience the problems firsthand every day. But instead of just complaining, we innovate. We empathize, we challenge outdated systems, and we refuse to let bureaucracy silence us. We are not just thinking about the future—we are building it. We understand that technology is already here, but true transformation requires capacity-building, collaboration, and purpose-driven innovation. We don't just want a seat at the table—we want to reshape the table itself. We know how to work hard and enjoy the journey. We are committed to our mission, ready to fight for our dreams, and willing to do whatever it takes to create a better world. But most importantly, we know that we are not just the future—we are the present.

What would you tell other young people working in the transport field?

Opportunities aren't found—you create them. There will be many moments when you question if this is the right path. The answer is: yes, it is. Think about the impact you are about to make: a father spending less time stuck in traffic, a young woman being able to accept a job because now it's easier to get there, a mother feeling confident taking her child on the bus and people biking home safely thanks to new bike lanes. Understand the bigger picture—who the stakeholders are and the roles they play. Build strategic alliances (there are many kinds—make the most of all of them). Don't fear competition. Remember: you're all working toward the same goal—improving transport. Find your problem—the one you'd gladly work on every day, the one you'd almost tattoo on your skin (I actually have a bus tattoo... kidding! Well, not really). But you get the idea. As Steve Jobs said: "The people who are crazy enough to think they can change the world are the ones who do." Or as I like to say: "The people who are crazy enough to think they can change transport are the ones who do." Be crazy, be bold and believe in yourself—because that's the first step to getting others to believe in you.

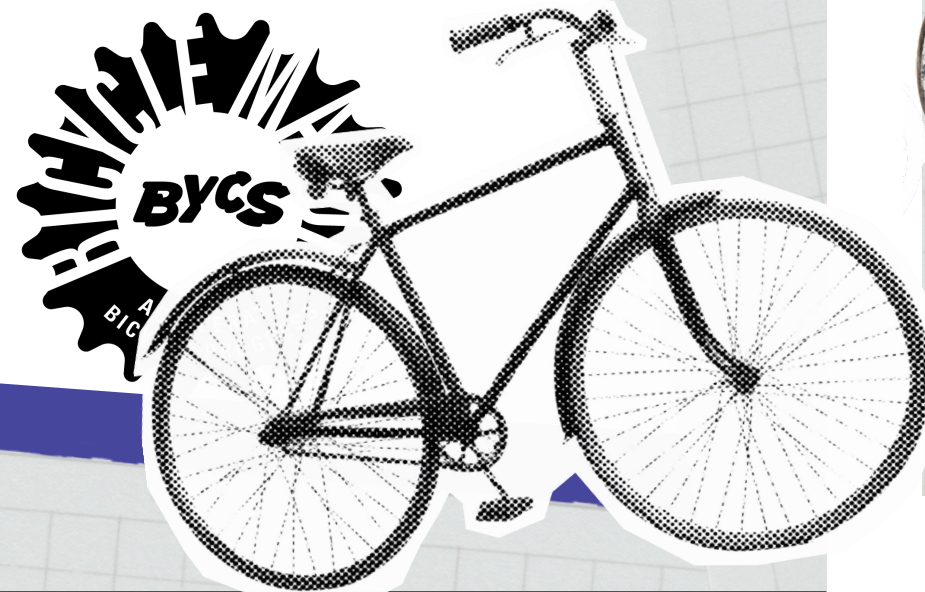


Romee Nicolai

Romee is a driven cycling enthusiast and advocate, born and raised in Amsterdam. With an academic background in interdisciplinary social science and urban planning at the University of Amsterdam, she bridges theory and practice about mobility and behavioural change. Currently, Romee is the Bicycle Mayor of Amsterdam, in which she combines her passion for cycling with advocacy for sustainable, inclusive, and accessible transport and driving social change through bicycles. With this attitude, she is the founder of the Bike Kitchen UvA: A do-it-yourself bike repair community place, located at the University of Amsterdam. Here, knowledge about sustainability becomes tangible by creating a learning hub where people can learn how to repair bicycles themselves. This all started with building and repairing her own Bianchi racing bike, which she still loves to ride in her spare time. Alongside this, she fulfills her professional role as project manager at BYCS. Whether coordinating national cycling projects or riding her Bianchi, Romee believes the bike is more than transport—it's a tool for empowerment, equity, and joy.



Amsterdam, The Netherlands



Transport systems can be considered inclusive only if...

... it prioritizes safe, accessible, and affordable mobility for all—especially women, children, the elderly, and people with disabilities. This means not only well-connected cycling infrastructure, pedestrian-friendly streets, and public transport that meets the diverse needs of all users, but moreover the inclusion and accessibility for all societal groups. In the example of a young female using the bicycle, the expression can reflect her experience of feeling safe, free and empowered by moving herself through her daily environment with the same ease and confidence as others. This also represents a form of epistemological justice, as it validates her lived experience as a valuable perspective that could help shape inclusive and equitable urban mobility. Furthermore, a truly just transport system can only be achieved if all groups are included in the decision making and governance process and go beyond serving the “default” commuter and actively consider and address all the needs of all genders, ages, races and abilities.

If I was in power of our transport systems, the first thing I would do is...

... reallocate street space. Too much of our urban environment is still dominated by cars. Instead, I would prioritize bikes, pedestrians,

and public transport, ensuring that these modes are always the safest, most convenient, and most attractive options. However, changing infrastructure alone isn't enough. We do also have to focus on the social aspects of cycling, through which the ties between human and environment could be strengthened. Cycling is just the means and lens to understand this connection better, by symbolically representing how everyday movement shapes social, spatial and environmental processes. Bicycle repair for instance can be a means to help translate this and help in forming the foundation for long-term driven-change. Shifting our beliefs starts with building awareness on how we could rethink our behaviour and attitudes towards our mobility environment.

How does the current situation for women, young people and persons with disabilities in your city influence your work?

The current situation for women and girls, young people, and persons with disabilities in my city influences my work because they are often still underrepresented in mobility decision-making. Even though Amsterdam can be considered as a bike-friendly city and has a strong cycling culture, still not everyone is benefitting equally. To ensure everyone is included and represented equally in transport and has access to a bicycle, I focus in my



My work aligns with the
Hamburg Charter Principles!

Principle #1 Equitable and Climate-Friendly
Access to Opportunities

This principle could be ensured by amplifying the voices of marginalized groups and emphasizing the power of communities that needs to be represented through co-creation and co-design. Secondly, climate-resilient cities are able to ensure through monitoring existing systems that create the opportunity to learn how these can be improved. The Hamburg Charter emphasizes the need for transport systems to be safe, sustainable and accessible by cities investing in safe active mobility that could create environments where everyone—regardless of gender, age, or ability—can move freely and safely. These principles are at the heart of what I advocate for as Bicycle Mayor.

work on advocating and amplifying that these voices are heard so that cycling remains a truly inclusive mode of transport.

What's the main challenge that you face in your daily work?

The main challenge I face in my daily work is cultural resistance and hesitation for change. While cycling is deeply embedded in Amsterdam's identity, many people resist reallocating space away from cars. Instead of perceiving cars as the enemy of bicycles, we should be aware of the role that speed and efficiency take in our daily life. Instead of perceiving transport as something that could be used for efficiency and speed, we should rather see it as an opportunity to stimulate social interaction and fun! Often we forget this essence in the rush and upcoming individual focus in our daily lives. Instead, we should adapt to slowing down and create a minute of realisation. The bicycle is more than only a transport mode, it is a human-owned possession and boundary object that connects humans with their environment and with each

other. Especially in Amsterdam, cycling is something that is often taken for granted and the awareness of the social function that it has for the city often gets neglected. Therefore, it's essential to stimulate the debate about the meaning and functions of bicycling. Societal topics such as affordability, access to safe cycling and cycling education still need to be prioritized on the public agenda in order to make cycling accessible for everyone.

Why is it important to listen to young people?

It is important to listen to young people because they are the future users and designers of our cities. They experience mobility differently and have fresh ideas about how to make transport greener, safer, and more inclusive. They also have a strong sense of climate urgency, which should shape our transport policies. They are the generation who sense the urgency of possible changes in our mobility system because they directly face the consequences of current societal and environmental challenges. Therefore, young voices should be heard and foster the power

of change, by making alternatives explicit and proving the power of imagining another future. Only by challenging the status quo, elements to change our daily transport systems could lead to changing reality.

What would you tell other young people working in the transport field?

I would tell other young people working in the transport field that they should be bold in their vision and demand systemic change. Transport is not just about infrastructure—it's about social justice, public health, and sustainability. Therefore, we should push for people-centered, instead of transport-centered, cities and don't be afraid to challenge existing planning principles or social norms. By questioning our assumptions, the boundaries of these norms become clear and create space for innovation and recreation.



Salomé Minnebois



Salomé is a French engineer based in Paris. She has worked as a bid and project manager in the railway industry across Johannesburg, London, Toronto, and Paris. She is passionate about rail because it plays a crucial role in decarbonizing transportation. She believes that effective transport solutions must address the diverse needs of all users. This belief motivates her to volunteer as Junior Vice President of *Femmes en Mouvement*, where she advocates for better mobility for women and greater representation of women in the transport sector. At *Femmes en Mouvement*, she aims to bring the voice of young professionals to the board. She also leads various initiatives, including the editorial committee for the association's newsletter and co-leading a project focused on developing a serious game for mobility companies to raise awareness of gender issues in transport and encourage action.



Paris, France



Transport systems can be considered inclusive only if...

...it fully addresses the mobility needs of women, rather than unconsciously prioritizing men's work patterns under the guise of neutrality. For instance, a female student returning home from a part-time job at night, a mother taking her child to the doctor during off-peak hours, or a female worker juggling multiple jobs without wasting excessive time in transit—these are all essential mobility needs that must be considered. This requires developing safe, well-lit, and reliable transport options, better connectivity between different modes of transport, and a more flexible, adaptive transport offer that aligns with women's real-life travel patterns. Moreover, women must be actively involved in transport planning and decision-making, ensuring that policies reflect their lived experiences. All these solutions are integrated into the serious game on gender issues in mobility that we are developing at Femmes en Mouvement. After reviewing international literature on women's mobility and interviewing experts, we have mapped out the barriers women face and the solutions that transport organizations can implement to improve their mobility. This tool, designed for all organizations in the transport sector—such as transport authorities, operators, consulting

firms, NGOs—aims to raise awareness of gender-related mobility challenges and, most importantly, to help them take concrete action to address these issues!

If I was in power of our transport systems, the first thing I would do is...

... a large-scale consultation with both public transport users and non-users to deeply understand how and why people use (or avoid) the system and identify key pain points. My approach would be twofold:

- A quantitative study, using a detailed survey with disaggregated data by gender, in addition to age and other differentiating factors. This would help capture individual mobility patterns and needs with precision.
- A qualitative approach, conducting in-depth interviews with women from diverse backgrounds, with varied experiences, and across different demographics to truly listen to their experiences. This means understanding the barriers they face in transport and, for those who don't use it, uncovering the reasons behind it. I believe that listening is the first and most crucial step. To create truly inclusive transport systems, we must take the time to hear people's experiences. We can only take meaningful action once we truly understand their needs and challenges.



My work aligns with the
Hamburg Charter Principles!

Principle #1 Equitable and Climate-
Friendly Access to Opportunities

Principle #3 Fair and Dignifies Jobs

Principle #4 Climate-Friendly
Mobility Industries

When transport systems are designed with women
in mind, they become safer, more accessible,
and efficient for everyone. By promoting gender-
equitable mobility, we're working toward a more just,
sustainable, and inclusive transport system for all.

Principle #5 Accessible and Resilient
Infrastructure

Principle #8 Data, Transparency,
and Planning

At Femmes en Mouvement, our work
is fully aligned with the Inclusivity in
Transport principle, addressing the
underrepresentation of women in the
transport sector and the systemic barriers
they face. We focus on increasing women's
participation in decision-making, advocating
for safer and more inclusive mobility
policies, and supporting career development
opportunities for women. Improving women's
mobility benefits society as a whole, which
aligns with the Hamburg Charter principles:

How does the current situation for women in
your city influence your work?

As the junior vice president of Femmes en Mouvement and a 27-year-old woman living in Paris, both my work in the association and my daily life are shaped by the challenges women face in public transport. Paris, as a dense and busy city, presents specific risks related to physical proximity, such as sexual harassment or aggression. While women's mobility issues extend beyond safety, insecurity remains the most violent and unacceptable aspect, which is why it is a top priority for Femmes en Mouvement. We actively support and promote concrete initiatives to improve women's safety. Recently, we highlighted measures deployed in Paris, including simplified procedures for filing complaints in stations, staff training to support victims, and on-demand alighting on all bus routes after 10 PM. From my own experience, I know that, like many women, I rely on self-protection strategies—keeping my keys in hand, lowering my music volume, adjusting my clothing choices. These coping mechanisms are not unique to Paris; studies show that women

around the world adopt the same strategies to protect themselves in public spaces. However, these behaviors should not be normalized or expected—the burden of safety should not fall on women alone. That's why, at Femmes en Mouvement, we emphasize that insecurity is a societal issue requiring a collective response, not just individual adaptation.

What's the main challenge that you face in
your daily work?

It always felt abnormal to be in such a male-dominated sector, from my engineering school to my professional experiences in transport. But it took me time to realize why this lack of diversity was not just surprising, but a real problem. As I began and developed my career as a bid and project manager in the railway industry, working in Johannesburg, London, Toronto, and finally Paris, I gradually understood that transport systems are often shaped by a male-centric perspective. This is not necessarily intentional, but rather the result of an industry historically led by men, who naturally design mobility based on their own



experiences. One of the main challenges I face today is proving that listening to women and considering their needs is not just about being nice or ticking a box—it is a necessity. Ignoring women's mobility needs means excluding 50% of the customer base, ultimately limiting the efficiency and reach of transport systems. Not hiring women and fostering their development within transport organizations also restricts the industry's vision of the future of mobility. That's why I now carry this message into the companies I work with and of course with Femmes en Mouvement, ensuring that gender-inclusive mobility stays at the heart of the conversation.

Why is it important to listen to young people?

Young people are not just the future—they are also the present. They have mobility needs that differ from adults, and yet, their voices are often undervalued in decision-making. I believe it is essential to give more credit and importance to their perspectives. Like women, young people make up 50% of the population. By excluding their needs from the design of transport systems we risk creating solutions that do not fully meet the needs of all users. Their input is essential in creating a mobility system that serves everyone, ensuring it is both inclusive and functional. Additionally, young generations are particularly aware of environmental challenges. Their vision for

sustainable and inclusive transport is crucial in shaping mobility solutions that align with the needs of tomorrow. As Junior Vice President at Femmes en Mouvement, my goal is to ensure that young people's voices are heard at the decision-making level and to bring their perspectives to the board.

What would you tell other young people
working in the transport field?

For young people starting out in the transport industry, my biggest advice would be to build your network—both inside and outside your company. I'm so grateful I received this advice when I began my career, as it helped me grow professionally from day one. Be curious about what others do. The transport sector is vast and constantly evolving, so understanding different perspectives—whether technical, operational, or strategic—will help you find your path and expand your impact. I also strongly encourage joining a professional network! When I moved to Paris, I joined Femmes en Mouvement, and it opened up so many opportunities: I met inspiring women, deepened my knowledge of the mobility sector, and got valuable career advice. Finally, if you're interested in improving career opportunities for young women in transport or mobility solutions for women, feel free to reach out on LinkedIn—I'm always happy to discuss these topics!

Sana'a Khasawneh

Sana'a is a passionate young advocate for road safety and inclusive, sustainable mobility, with a strong focus on empowering women and young people. She works as the Advocacy and Campaigns Manager at YOURS—Youth for Road Safety—and is a member of the WHO EMRO Youth Council. With experience across transport, health, and climate, Sana' brings unique insight and dedication to policy advocacy and meaningful youth engagement. She believes in the power of storytelling to inspire change and sees young people not just as future leaders, but as key drivers of global development today.



Irbid, Jordan

Transport systems can be considered inclusive only if...

... it truly leaves no one behind. For us young people in the Middle East-North African region, that means mobility for all – especially women and youth. It's not enough to pour concrete for new roads; what matters is how we design and run transport for people.

Does a young woman feel safe catching the last bus home? Can a recent graduate afford the transport to their new job? True equity comes from bold policy choices: fare subsidies that make every ride affordable; well-lit stations and a zero-tolerance stance on harassment so every journey is secure; and inclusive planning where women and youth have a real say in what their buses and streets look like. When transport opens up access to jobs, schools, and community life for everyone, it becomes more than a way to get around – it becomes a path to economic empowerment and freedom. This is what an inclusive, feminist, and equitable transport system looks like: one that empowers us all to move forward together!

If I was in power of our transport systems, the first thing I would do is...

... listen and act on what people need! If I were in charge of our transport systems, my first

initiative would be to set up a framework that ensures meaningful youth participation in all decision-making processes. Young people are bursting with fresh perspectives and innovative ideas, essential for crafting progressive, sustainable transport policies. I'd establish youth advisory councils that actively involve young individuals in evaluating and shaping our transport policies. These councils would focus on assessing both infrastructure needs and the social aspects of transport safety that particularly impact young commuters.

My aim would be to harness technology to create platforms where young voices are central in guiding policy adjustments and service improvements. These platforms would use real-time data and feedback from young commuters to make our transport systems more adaptable, inclusive, and ready to meet future generations' needs. This strategic inclusion enhances our transport system and empowers young people by giving them a stake in their communities' futures. Prioritizing youth input from the start ensures our transport policy equips young people with the tools to shape their own communities and futures, making transportation a powerful tool for empowerment and inclusion.



How does the current transport situation for in your city influence your work?

The transport scene in my city really shapes my work, especially seeing how tough it is for women, young people, and those with disabilities to get around. Safe and easy access to transport is a game-changer; it opens doors to jobs and schools. But right now, those doors are pretty hard to unlock for too many people, and it's setting us back. This pushes me to fight for better safety and more routes so everyone can hop on a bus or a train without worry. Plus, our city is full of young people who are just brimming with potential. Giving them a lift in the literal sense means we're boosting their chances to succeed big time. On top of that, fighting climate change is huge for me. More buses and less traffic can seriously cut down on pollution. So, improving public transport isn't just good for getting us where we need to go; it's crucial for keeping our air clean, our bodies healthy and our cities sustainable. Every step we take towards a transport system that's safer, more inclusive, and greener gets us closer to a city that works better for everyone. I'm all about turning our young city's energy into a powerful force for positive change, making

sure our moves today shape a brighter, cleaner tomorrow.

What's the main challenge that you face in your daily work?

Honestly, the biggest challenge I grapple with is the status quo mindset – the fact that youth voices like mine often aren't taken seriously by those in power. In my advocacy work, I frequently encounter older officials who pat me on the back but then ignore our ideas when real decisions are being made. This isn't just my feeling; across MENA, young people make up a huge portion of the population yet are rarely involved in decision-making and often feel marginalized by leaders. Pushing against that entrenched attitude every day can be exhausting. Sometimes it feels like shouting into the wind about road safety or equitable access, when traditional policymakers only see us as "ambitious kids" with idealism, not as stakeholders with real solutions. Funding can be tight and that's another hurdle – youth-led organizations and start ups often run on passion and pocket change. One of my key proposals involves integrating young people into road safety policymaking. The

My work aligns with the Hamburg Charter Principles!



Principle #2 Inclusivity in Transport

Drives my mission to ensure that often overlooked groups such as women, youth, and people with disabilities are included in the planning process. This principle guides my push for equitable transport policies that cater to diverse needs, ensuring all voices are considered in decision-making. Together, these principles inspire my daily work, reinforcing my commitment to fostering a transport system that not only meets today's needs but also anticipates and shapes a more just and sustainable future.

Principle #1 Equitable and Climate-Friendly Access to Opportunities

This principle advocates for a transport system that enables everyone to access education, jobs, and healthcare safely, affordably, and sustainably, emphasizing that mobility is a fundamental human right. Central to my advocacy, this principle aims to bridge gaps and ensure no one's potential is hindered by their access to transport, while also promoting environmental sustainability.



real challenge is convincing authorities of the urgency of these issues for women and youth—often tougher than devising the solutions themselves. Breaking silo thinking is a challenge too: transport is treated as an engineering issue, when it's really a social justice issue, and I'm constantly trying to get others to see that bigger picture. Yet, this challenge also fires me up. Every dismissal I face is a reminder that we need more youth at the table. So while it's challenging to fight for a seat and for open ears, it's also exactly why I do what I do. The resistance tells me I'm pushing the right boundaries – and I won't stop until youth voices are not the exception but the norm in transport planning.

What would you tell other young people working in the transport field?

To all my fellow young changemakers in transport: keep pushing the boundaries! Across the MENA region and beyond, we're united in our mission to improve transportation for everyone. Remember, our work is about enhancing people's lives, not just optimizing routes and vehicles. So stay driven by the

human impact, and let that passion fuel your efforts. Think big and bold. If it hasn't been done before, maybe it's waiting for us to tackle it. From launching youth-led transit groups to developing apps for safer carpooling or advocating for bike lanes, your innovative ideas are crucial. We need more tech-savvy minds pushing for smarter, sustainable transport solutions that also fight climate change. Connect, share challenges, and celebrate even the small victories—like getting a new crosswalk installed or influencing local policy.

Keep the energy high and the fun alive. Why not organize a bike parade or a flash mob to spread our message joyfully? The field is tough, filled with bureaucracy and tight budgets, but our youthful enthusiasm and fresh perspectives are our superpowers. You're essential in this dialogue, actively shaping the future of mobility. Let's continue to drive change and create a sustainable, enjoyable transport system for tomorrow. Keep innovating, stay engaged, and cherish the journey—we're not just part of the conversation; we're leading it!

Shannon Lohner

Shannon is the chair of Paths for People, a non-profit organization based out of Edmonton, Alberta, Canada. They work to shape Edmonton into a multi-modal city where active transportation is a safe, accessible, year-round option for all. This work is achieved through advocacy to their local municipal government, developing programming initiatives with local organizations, and communication campaigns to their membership of 1700+ people. Shannon will begin an MSc in Urban and Regional Planning in Fall 2025, with goals to work in the areas of safe mobility and active transportation.



Edmonton, Canada

Transport systems can be considered inclusive only if...

...we prioritize accessibility and connectivity across our systems. Transit needs to be accessible to those using wheeled devices such as rollers, wheelchairs, strollers, etc. Active transportation networks need to be safe, separated, and connected across a municipality to allow users to get anywhere they want via safe infrastructure.

If I was in power of our transport systems, the first thing I would do is...

...focus on building out connectivity across a municipality. In most North American cities, there is a complete and comprehensive road network that allows you to drive anywhere, meanwhile transit and active transportation networks are full of missing links and holes that make it challenging to move across your city solely by non-private car means! Or, even if you can get there by active or public transport, it will take 3x longer than driving there.

How does the current situation for women and persons with disabilities in your city influence your work?

As a woman with an invisible disability, I am constantly seeing opportunities for improvement in my city. Our most vibrant central shopping district (Whyte Ave) has sidewalks that are too narrow and crumbling under our feet! This influences my work by motivating me to push further for improved pedestrian infrastructure, as every journey (even those by car) starts and ends with a walk or a roll.

What's the main challenge that you face in your daily work?

Public buy in. Many of our transportation decisions are steered by our elected officials, and our public is highly hesitant to change from our existing car-focused transportation network. The best way to get people to see the benefits of high quality public and active transportation is to build it, but since people don't have experience with it, it is very challenging to get them to agree to new projects, and our elected officials want to



My work aligns with the
Hamburg Charter Principles!

Principle #2 Inclusivity in Transport:

As my work mainly focuses on active transportation, I work to create a city where everyone has the opportunity to move around in a way that works best for them. Over 30% of people in North America cannot drive, particularly seniors, youth, and those with disabilities. High quality active transportation networks allow people from all backgrounds to connect with their communities, achieve their daily goals, and level gender disparities.



appease the public to ensure their political popularity!

Why is it important to listen to young people?

We (in North America) have been perpetuating the same style of sprawl focused urban development for the last 70+ years. Our youth are looking for a different style of living that allows them to live a more affordable, active lifestyle in a more vibrant city. These development patterns are more financially sustainable for municipalities than our historic growth patterns – the youth have bold ideas for how to shift our cities for the better, from both an economic and experience-based perspective!

What would you tell other young people working in the transport field?

Work together. It is far easier to make change happen when multiple people/groups are working towards the same goal, rather than everybody working in their own isolated, fragmented areas!



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