



Bogotá, Colombia

Supporting and training women
in green public sector jobs

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What challenge has the project addressed?

With the support of C40 through the UCAP CAI programme, Bogotá is pioneering the training of women as e-bus drivers, marking a significant shift towards gender equity and environmental responsibility in urban transportation.

La Rolita, Bogotá's first public transportation operator with a 100% electric fleet, deploys 195 electric buses covering 11 routes, benefiting over 35,000 users. The programme takes 8,580 tonnes of CO2 emissions off the road per year and significantly improves the city's air quality; it is a key contributor to delivering Bogotá's Climate Action Plan commitment to ensuring half of the city's bus rapid transit fleet is electric by 2030, and the entire fleet by 2050. To ensure that the city can reliably continue the roll-out of e-buses across the city, it must ensure that drivers, particularly women drivers who are traditionally underrepresented in the transport sector, have the support they need to retain their jobs. By empowering women, this project not only addresses gender disparities in the transport sector, but also contributes to the city's commitment to a just and green transition.

What has the city achieved?

With support from C40's Inclusive Climate Action (ICA) Cities Fund, Bogotá is not only recruiting and training women to become e-bus drivers but also fostering an inclusive and healthy working environment through wellbeing support. The project empowers women facing social and economic disadvantages by providing professional psychosocial support, as well as training on topics such as personal finances and self-care.

This support helps them to retain their jobs and thrive in the sector, which is critical to ensuring that women e-bus drivers perform their roles effectively and sustain a high quality e-bus service that reduces



emissions and contributes to cleaner air for Bogotá's inhabitants. The project is driving gender inclusion, challenging traditional gender roles and promoting green jobs in the public transport sector.

Over 92 staff have received support through 222 individual psychosocial sessions, resulting in improved mental health, reduced level of anxiety and increased capacity to overcome social barriers for recipients, all of which have contributed to improved workplace performance and the smooth operation of the e-bus service. Institutional changes, including the implementation of relaxation techniques and professional development sessions, have contributed to a positive work environment and strengthened team spirit. Additionally, permanent support sessions have been established for new candidates, facilitating their integration and retention in the organisation.

What has the city learned?

The project highlights the importance of prioritising psychosocial support and welfare strategies for workers and their families if the workforce and skills are to be available for a climate transition. Low-income women can face challenges in becoming bus drivers due to the time commitments of the training,



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as well as the complexity of quickly introducing women in a traditionally male dominated sector. Through initiatives such as providing food vouchers during training sessions and offering psychosocial assistance, the project has helped address the specific challenges faced by low-income women and facilitated their smooth integration into the role, ensuring job opportunities in the climate sector for a historically marginalised group. There has been a favourable response and great demand for this service, among male workers as well, indicating a crucial need for mental health resources in the workplace.

In the interests of inclusivity, the project has extended its support to male employees. Cultural expectations that may deter men from seeking psychological assistance have been acknowledged, prompting efforts to encourage the recognition of male vulnerabilities and promote professional support. This inclusive approach aims to create a workspace that values the mental well-being of all employees. 71 women and 21 men have benefited from the psychological support. This demonstrates that when planned with such inclusivity considerations in mind, climate action can contribute to good quality jobs and work environment.

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The support received from C40 through the psychosocial professional has allowed our organisation to have e-bus drivers in a healthier mental state and, therefore, perform better at work. We have also improved the working environment and team spirit by implementing psychological techniques with our collaborators and by working on strengthening professional ties. All this has a direct impact on La Rolita, as the workers feel more valued, while increasing their sense of belonging.

— John Freddy Real Virguez, Coordinator of training, development and wellbeing at La Rolita

What's next?

The project advocates for the permanent integration of psychosocial support services within La Rolita. Efforts will focus on ensuring the long-term sustainability of the project's initiatives, including setting up an emotional emergency brigade and fostering a culture of self-care and inclusion among operators. Project findings will be disseminated to other private operators so that they can see the benefits of this approach as part of the e-bus transition with the aim of encouraging replication.

By prioritising the well-being and professional development of its workforce, Bogotá is creating sustainable employment opportunities and thriving workforces in the e-transport sector, setting a precedent for cities worldwide.

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Visit [C40's website](https://www.c40cities.org/) for more information about the Inclusive Climate Action (ICA) Cities Fund.