

**Bogotá, Colombia****What challenge did the project address?**

La Rolita is Bogotá's first public transportation operator with a 100% electric fleet – deploying 195 electric buses that benefit over 35,000 users. The programme contributes towards delivery of the city's commitment to electrify 50% of its bus rapid transit fleet by 2030, and has helped to reduce CO2 emissions and significantly improve air quality. With close support from C4O, Bogotá has implemented a pioneering approach that centres on training women as e-bus drivers. This marks a significant shift towards gender equity and environmental responsibility within urban transportation – a sector where women are traditionally underrepresented.

Yet there are still many challenges for women trying to enter the labour market full-time – particularly for those who already face social and economic disadvantages – leading to a high number of dropouts from La Rolita's training programme. To address this, C4O's Inclusive Climate Action (ICA) Cities Fund supported the city to empower women through targeted wellbeing support, helping them to access and retain their jobs in the sector.

What did the city achieve?

The project provided professional psychosocial support to La Rolita's women workers, as well as training on topics such as personal finances and self-care. More than 92 women received support via 222 individual psychosocial sessions, while 135 workers were reached through five group sessions. Through these efforts, the project resulted in improved mental health, reduced anxiety, and increased capacity to overcome social barriers.

To further support staff wellbeing, food vouchers were given out to 198 workers who attended the project's training programme. Higher amounts were given to certain groups, such as pregnant women and people with disabilities, to help mitigate the particular financial burdens they often face.

The project also partnered with a local university, Uniminuto, to enrol 45 members of staff in an Emotional Managers and Soft Skills Programme, with a focus on gender perspectives. Upon completion, participating staff attended a graduation ceremony and received a certificate from the university. This led to the establishment of La Rolita's first ever "Emotional

Brigade", a team of 30 workers trained to deliver emotional first aid to their colleagues.

This package of support has fostered an inclusive and healthy work environment at La Rolita, helping women e-bus drivers to retain their jobs and thrive in the sector, and contributing to Bogotá's climate goals. The city can now look at replicating the project's success by mainstreaming gender and inclusive approaches in other transport operators in Bogotá, setting a precedent for cities worldwide.

How did the Fund advance inclusive climate action?

- Prioritising psychosocial support and welfare strategies for workers and their families contributes to a just and green transition in Bogotá, enabling women to access – and retain – green job opportunities in sectors where they have been traditionally underrepresented.
- The project's initiatives – such as providing food vouchers during training sessions and offering psychosocial assistance – help address the specific challenges faced by women who have to balance work with unpaid caregiving responsibilities, ensuring that good, green job opportunities are accessible to those who need them the most.



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