

Training workshop on GESI and climate integration in the transport and logistics sector

Workshop report



Bishoftu, Ethiopia
April 23-24, 2026

1. Preparatory phase

The Ministry of Transport and Logistics (MoTL) is one of the ministries represented in the GESI and Climate Change Community of Practice convened and facilitated by the Ministry of Planning and Development (MoPD). In response to a request by the MoTL for specific and targeted GESI and climate change training for ministerial staff, a series of continuous technical engagements were convened collaboratively between CDKN and MoTL aimed at ensuring that the workshop content was both technically robust and firmly grounded in the realities of the transport and logistics sector in Ethiopia.

During this period, the CDKN team worked closely with MoTL staff through repeated technical discussions to co-develop and refine presentations focusing on the intersection of GESI and climate change within the sector. These engagements went beyond basic content preparation and evolved into a reflective and analytical process, guiding the MoTL team to critically examine how GESI and climate considerations are currently reflected, and the lack thereof, in MoTL's policies, strategies, and operational frameworks. One area of discussion focused on transport infrastructure planning, design, and construction interventions in relation to inclusive access, mobility, and safety. Through these discussions, the MoTL team reflected on how existing transport policies and project designs have primarily focused on infrastructure expansion and operational efficiency, with limited attention, resources, and analysis dedicated to understanding how women, persons with disabilities, older persons, and low-income groups experience mobility differently, particularly in the context of climate-related shocks, such as flooding and extreme heat.

These reflections led to broader discussions on the need to more systematically integrate considerations of accessibility, safety, affordability, and climate resilience into sector planning, policy review, and future project implementation. Presentations prepared by the Ministry strongly underscored these emerging reflections and areas for improvement. Through this process, the workshop content was intentionally designed to move beyond theory and directly link to ongoing policy and planning processes within the Ministry.

In this light, the Ministry's Planning CEO, together with the GESI CEO, agreed, time permitting, to explore the possibility of requesting a review of the Ministry's three-year sectoral plan, which was then at final draft stage, to better reflect GESI considerations. To support this process, the Ministry shared the draft plan with the SSN team for further

review and technical input, including the identification and proposal of possible activities, milestones, and indicators aimed at strengthening the integration of GESI and climate change considerations across the sector plan. Furthermore, the Ministry worked closely with the SSN team to strengthen the GESI dimensions of the MoTL's NDC plan, ensuring that inclusivity is more systematically reflected in the sector's climate commitments and implementation priorities.

In parallel, the CDKN team provided targeted support to a representative from Enfluencers, a youth group that had previously participated in the Training of Trainers (ToT) on GESI and climate change CDKN modules. The objective of this engagement was to strengthen the youth's role as co-facilitator and active contributor to the workshop. Through guided discussions and mentoring, the youth facilitator was supported to identify sessions most relevant to the workshop context, deepen her understanding of key concepts, and adequately prepare for delivery. This process enabled her to engage more confidently in facilitating selected sessions and contributing meaningfully to discussions.

Overall, the preparatory phase functioned not only as a planning stage but also as a capacity development process in its own right. It is expected to have strengthened the technical understanding of MoTL staff, enhanced their ownership of the workshop content, and ensured that the training was responsive to sector-specific needs and priorities. It also fostered stronger collaboration between CDKN and MoTL team, laying a solid foundation for meaningful engagement during the workshop.

2. Workshop processes and outcomes

The two-day workshop brought together 24 senior experts and directors from MoTL and its affiliated institutions, including fourteen female and ten male participants. It provided a platform for knowledge sharing, reflection, and practical learning on why and how GESI and climate change considerations can be systematically integrated into the transport and logistics sector.

Participants were selected by MoTL Gender Directorate team based on their potential to influence the integration of GESI into climate actions across the ministry and its affiliated institutions, including Ethio-Djibouti Railway, Ethiopian Civil Aviation Authority, Ethiopian Maritime Authority, Ethiopian Road Safety and Insurance Fund Service, and Public Service Transport Service.

2.1 Day One

The workshop commenced with opening remarks that set the tone for the sessions that followed. Robi Reda, the Director from SouthSouthNorth (SSN) provided a comprehensive overview of the evolution of the GESI Climate Change Community of Practice (CoP), of which MoTL has been a member since 2023. He emphasised that while the CoP was initially influenced by global frameworks and international discourse, it has increasingly been shaped by national priorities, contextual realities, and locally driven learning processes.

Representing MoTL, Tigist Yiheys, the Director of the Gender and Social Affairs Directorate, highlighted government's growing recognition of the need to strengthen efforts on both GESI and climate change integration within the transport and logistics sector. She acknowledged that although progress has been made in integrating gender in the Ministry's climate change efforts, significant gaps remain, particularly in translating policy commitments into concrete implementation. She stated "We would like to extend our strong appreciation for SSN's role, whose level of technical engagement and preparatory support was exceptional and not commonly experienced with other partners. This collaborative approach significantly contributed to building the capacity of the MoTL team and enhancing their readiness for the workshop."

Following the opening session, the workshop proceeded with a series of structured technical modules.

The first module introduced participants to the foundational concepts of gender equality, social inclusion, and climate change. Delivered collaboratively by Ilham Mohammed from Enfluencers and Haregewoin Admasu, a CDKN consultant, the sessions highlighted how climate change impacts are not experienced uniformly but are shaped by existing social inequalities, including gender roles, access to resources, and socio-economic status. By grounding the discussion in both global and Ethiopian contexts, the facilitators ensured that the content was both relevant and relatable.



Ilham Mohammed, Influencers. Facilitating a session. Credit: Jeba Studio

The second module focused specifically on the transport and logistics sector. Led by MoTL's climate change expert, Yemenzwork Endale, participants explored key climate risks affecting transport infrastructure and services, including extreme weather events and long-term climate variability. The session further examined how these risks intersect with gender and social inclusion dimensions, influencing mobility patterns, access to services, and vulnerability. This encouraged participants to critically reflect on how transport systems can unintentionally reinforce inequalities if these dimensions are not explicitly addressed.

2.2 Key takeaways from Day One

By the end of Day One, participants had developed a clearer understanding of the limited integration and weak linkages between different units within the Ministry, as well as between the Ministry and its accountable institutions, particularly in relation to the joint engagement on GESI and climate change. The discussions also revealed that coordination on these cross-cutting agendas is still evolving and not yet fully institutionalized across all

relevant structures. Participants from different departments and different agencies, gained a shared platform for discussion and reflection, which helped bridge varying levels of understanding and experience on GESI and CC concepts within their sector.

In addition, it became evident that a significant number of participants were initially not fully convinced of the relevance and importance of discussing Gender Equality and Social Inclusion (GESI) and climate change within the transport and logistics sector. However, through facilitated discussions and practical examples, the workshop began to build a shared understanding of why these issues are central to transport planning, service delivery, and infrastructure development, especially in relation to accessibility, resilience, and equitable mobility outcomes. Participants developed a stronger understanding that transport is not gender neutral, and that different groups (including women, persons with disabilities, older persons, youth, and low-income populations) experience mobility, safety, affordability, and access differently.

The workshop helped participants recognise the strong interlinkages between transport and logistics, GESI, and CC, and highlighted the importance of addressing these issues in an integrated manner rather than as standalone agendas.

The sessions increased awareness that climate change affects transport infrastructure, service delivery, and mobility patterns differently across population groups, particularly vulnerable and marginalised communities.

2.3 Day Two

On the second day, the workshop shifted to policy and strategic discussions.

The third module focused on international and national GESI and climate change policy frameworks. Facilitated by Ilham Mohammed from Enfluencers, Behafta Hagos, MoTL's climate change and M&E expert, and Haregewoin Admasu, a CDKN consultant, the session examined how these frameworks are reflected in MoTL's own strategies and identified gaps in integration. Discussions revealed that, while policy commitments exist, their translation into sector-specific implementation remains limited. Several contributing factors were identified during the session.

A key factor identified was the sector's competing operational priorities and resource limitations, which were noted as contributing to the slow uptake of GESI and climate change considerations in day-to-day planning and investment decisions. The absence of

systematically disaggregated data and sector-specific evidence also emerged as a significant constraint, further limiting the ability to design, monitor, and evaluate GESI- and climate-responsive interventions effectively.

In addition, capacity constraints, both technical and analytical, were highlighted, particularly in relation to translating broad policy commitments into practical tools such as indicators, targets, and implementation guidelines tailored to the transport and logistics context.

The workshop then transitioned into a more practice-oriented session through the introduction of gender mainstreaming tools. CDKN, in collaboration with four GESI experts from MoTL and its affiliated institutions, guided participants through practical approaches including GESI analysis frameworks, use of sex-disaggregated data, development of gender-responsive indicators, and application of gender-responsive planning, monitoring and evaluation, and budgeting. The involvement of MoTL experts ensured that the discussions remained grounded in institutional realities and operational contexts.

The follow-up discussion indicated that most participants were already familiar with practical tools such as gender analysis, sex-disaggregated data, and gender-responsive budgeting; however, their practical application within the transport and logistics sector remains limited, particularly in relation to programmatic interventions such as infrastructure design and construction. Participants generally acknowledged that these tools are highly relevant for improving equity, targeting, and effectiveness in transport planning and service delivery. However, despite the Ministry having developed a gender mainstreaming guideline, some participants initially struggled to identify how these tools could be directly applied within engineering, infrastructure planning, and logistics operations, reflecting an existing gap in sector-specific contextualisation.

A recurring reflection was the lack of practical skills and step-by-step guidance on how to apply these tools within key sector processes such as project design, budgeting, and monitoring frameworks. Participants also noted that they are not explicitly required to use these tools within their workplans or reporting structures, which weakens institutional incentives for their consistent application. In addition, limited dedicated resources and time for applying gender mainstreaming tools were identified as key constraints to effective implementation.



Haregewoin Admassu, CDKN consultant. Sharing online available resources. Credit: Jeba Studio

The final session focused on translating learning into action through the development of practical action plans. During this session, a critical discussion emerged around the National Climate Change Gender Action Plan (CCGAP). It became evident that, despite MoTL being identified as a priority sector within the CCGAP, awareness of the plan and its sector-specific provisions was very limited among participants.

This highlighted a significant gap in internal communication and coordination. Additionally, participants noted that the linkage between the GAP and climate change priorities within the transport sector remains weak, with the plan largely focusing on organizational-level GESI efforts rather than sector-specific climate actions.

In response, participants agreed on several follow-up actions. The GESI Chief Executive Office committed to preparing and circulating a formal communication to all relevant departments within MoTL, outlining the transport and logistics-related activities and

indicators included in the national CCGAP. This is expected to enhance awareness, strengthen ownership, and promote coordinated implementation across departments.

Furthermore, it was agreed that the GESI and climate change teams within MoTL will collaborate to refine the GAP, with the aim of strengthening its alignment with sector-specific climate priorities and integrating relevant indicators into the Ministry's three-year strategic plan, despite the plan being at an advanced stage of preparation.



Participants discuss next steps to strengthen the integration of GESI and climate change priorities in MoTL planning and implementation. Credit: Jeba Studio

The workshop concluded with closing remarks from Tigist, who reiterated her appreciation for CDKN's support and acknowledged the active engagement of participants throughout the sessions. She emphasised the importance of sustaining the momentum generated during the workshop and ensuring that the insights gained are translated into concrete actions within the Ministry.

3. Post-workshop follow-up

Following the completion of the workshop, MoTL entered a critical phase of finalising its three-year strategic plan and its input into the Nationally Determined Contribution (NDC) roadmap, creating a timely opportunity to integrate the lessons and insights generated during the training.

In this context and to fulfil the action plan agreed during the workshop, MoTL approached the CDKN team to request technical support in reviewing the draft plans and identifying opportunities to strengthen the integration of GESI and climate change considerations. This request reflects the strong collaboration established during the preparatory and implementation phases, as well as the Ministry's growing commitment to advancing inclusive and climate-responsive planning.

In response, the CDKN team conducted a detailed review of the draft plans, focusing on identifying gaps and proposing practical entry points for strengthening GESI and climate responsiveness in both documents. The team developed a set of high-level recommendations, including proposed activities and indicators that could be incorporated into the three-year plan and provided suggestions to strengthen GESI-responsive outcomes and indicators into the ministry's input to the NDC roadmap. These recommendations were supported by clear justifications, emphasising their relevance in addressing existing inequalities, improving service delivery, and aligning with national and international commitments.

The recommendations were formally shared with MoTL, and at the time of reporting, the CDKN team is awaiting feedback on their potential incorporation into the final version of the plan. This ongoing engagement highlights that the workshop was not a standalone event, but part of a broader, continuous process aimed at institutionalising GESI and climate change integration within the transport and logistics sector.