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EASTERN AFRICA WOMEN IN TRANSPORTATION CONFERENCE REPORT

Women in Transport: Creating Knowledge. Improving Transportation Policy. Making Change.

Location: Chandaria Centre for the Performing Arts, University of Nairobi, Nairobi, Kenya

Dates: Thursday, November 22nd – Friday, November 23rd, 2018



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ABBREVIATIONS

AfCFTA- African Continental Free Trade Area

ATGWU-Amalgamated Transport and General Workers Union

GBV – Gender Based Violence

GoK- Government of Kenya

ICRW - International Center for Research on Women

ITF – International Transportation Workers Federation

ITDP – Institute for Transportation and Development Policy

IDS - Institute for Development Studies

MENKEN – Men Engage Kenya Network

PSV – Public Service Vehicle

NGO - Non-Governmental Organization

SACCO – Savings and Credit Cooperative Society

SH – Sexual Harassment

SDG – Sustainable Development Goal

UN - United Nations

NMT- Non-Motorized Transport

NTSA - National Transport and Safety Authority

NUA- New Urban Agenda

UoN- University of Nairobi

WIT - Women in Transport

WRI - World Resources Institute

GLOSSARY

Matatu: (known as mathree in sheng) Kenyan name for privately owned minibuses and minivans used for public transport

Daladala: Tanzanian name for privately owned minivans used for public transport

Bodaboda: (East Africa) motorcycles used for public transport

Chamas: Swahili word for Merry-go-rounds mainly focused on economic empowerment of members

Usalama wa Uma: Public Safety

EXECUTIVE SUMMARY

The first ever Eastern Africa Women in Transport (EA WIT) Conference brought together stakeholders in the transport sector from across the world. Being the first such conference in the region, the WIT conference aimed at gathering insights and drawing from diverse experiences in order to improve the quality of transport services in the various countries. For any progress to be felt there needs to be concerted and collaborative effort between governments, the private sector and non-governmental organizations to restructure the transport industry in order to make it accessible and efficient for all.

During the conference, it was noted that transport is not gender-sensitive and that women across the world face high levels of discrimination. A great number of women join the transport sector workforce out of desperation to earn a living. This is despite the unpredictable and often risky working conditions they face on a daily basis. Being an informal employment sector, majority of them do not have any form of social security.

The transport sector in many developing countries needs an overhaul in order to cater for those who use non-motorized transport as well as Persons with Disabilities (PWDs). The policies and infrastructure surrounding urban planning and development need to be reviewed and streamlined in order to create better working conditions for transport workers.

Freedom of movement is a human right, yet public transportation is notoriously dangerous for women, children, PWDs and other potentially vulnerable groups. Moreover, there is a dearth of women who would like to pursue careers in road transportation despite the historical biases and unfavourable working conditions. These conditions include extended time away from family, workplace physical and sexual harassment (which constitutes Gender Based Violence (GBV)), lack of safety on long-haul routes, lack of secure and comfortable overnight accommodation at rest stops, and physically demanding tasks such as loading and offloading cargo. Unfair gender

discrimination practices in the workplace often discourage women from accessing the few opportunities that exist for them in the transport industry.

Paving the road ahead for women in transport comes with both challenges and opportunities. Indeed, transforming the image of the industry and curtailing gender stereotypes and unfair workplace practices is not an easy task. However, with strong leadership, commitment and action, it is possible to gradually remove barriers that prevent the broader participation of women in the industry. Flone Initiative believes in empowering women to create a more equitable and sustainable public transportation system for everyone. The inclusion of women in the transportation industry will not only promote business interests, but will also align with the global push to promote inclusive and sustainable economic development.

The Eastern African Women in Transportation Conference took place at the University of Nairobi from 22nd-23rd November, 2018. It sought to bridge the gap between research and policy initiatives pertaining to urban planning, public safety and gender-based violence and the real-world challenges facing women currently working in the transportation sector. Transportation jobs can provide stable incomes, opportunities for growth and economic freedom as well as safer public spaces for all commuters. The Conference aimed to provide a forum for the exploration of global technical and financial best-practices and the political aspects of emerging transportation issues, while recognizing and celebrating women working in transportation.



DAY 1 – THURSDAY 22ND NOVEMBER, 2018

1.0 INTRODUCTION TO DAY 1

Opening remarks were made by Naomi Mwaura, Founding Director of Flone Initiative, who welcomed the guests by setting the context of the *Eastern Africa Women in Transportation Conference 2018*. The conference was organised to build on the momentum created at the Women Mobilize Women Conference in Leipzig, Germany, and was the first regional gathering that brought together various stakeholders to develop practical, research, and policy interventions to create a more equitable and sustainable public transportation system for everyone.

Naomi gave her personal history of experiencing harassment on public transport first hand, which inspired the birth of Flone Initiative. She expressed her gratitude to the conference sponsors, among them: Transformative Urban Mobility Initiative, GIZ, UN Habitat, and UN Environment, Share the Road, Voice, Global Fund for Women, FIA Foundation, Coca Cola, Stockholm Environment Institute. The morning was graced by the following opening speakers:

- * Prof Winnie Mitullah, the Head of the Institute for Development Studies (IDS), University of Nairobi (UoN);
- * Magdalene Kipkenei, State Department of Gender Affairs, on behalf of Dr. Francis Owino, the Permanent Secretary of the Ministry of Public Service, Youth and Gender Affairs and
- * Mrs. Esther Koimett, the Principal Secretary of the State Department of Transport.

Prof Mitullah noted that the University had been collaborating with Flone Initiative, and that the conference dedicated its focus to women, calling for a change in the skewed thinking that matters of gender are only about women. She called for an all-inclusive outlook to access for transport for both men and women since access and mobility are crucial for life in accessing goods and services.

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Esther Koimett, who officially opened the conference, noted that it was timely as the Ministry was in the process of effecting changes to the *matatu* industry. She noted that all-inclusive transport systems encouraged the inclusion of women, which improved the economy. Despite Kenya making strides to be a giant in transport and communication in this region, a study by Samuel Mwangi from the University of Nairobi noted that patriarchal hierarchies continue to affect women in transport, resulting in 73.1% of matatu owners being men (Mwangi, 2011).

The 2010 Constitution has eased the situation by encouraging provisions for fairness, equality and justice, but more could be done to increase women's right (Government of Kenya, 2010). Stakeholders were urged to increase awareness about safety, build capacity of PSV transport workers and encourage reporting of incidents of abuse towards women. She alluded to insecurity for women on public transport, citing the *My Dress My Choice* movement that arose after a woman was stripped in public because of her dressing (Regev, 2014). This was backed by a Geopol study which revealed that at least 46% of women in Kenya have been harassed at least once by transport workers. However, this study did not take into account harassment by passengers. PS Koimett urged for capacity building in encouraging reporting to the police through an anonymous reporting hotline. Furthermore, she noted that public transport is not well designed for pregnant women, mothers with children and passengers with luggage, since space is limited. The National Transport and Safety Authority (NTSA) and Ministry of Transport have provided guidelines, working with the Kenya Bureau of Standards (KEBS), to allow a maximum step distance of 300mm and a shopping carrying capacity of 10 kilos on all public transport vehicles (KEBS, 2018). They also offered seating guidelines where a mother and baby considered as one seat and a child over 12 is considered an adult. The Ministry is also working to remove rogue transport workers in a bid to maintain global transport standards while creating safer spaces for women in public transport. PS Koimett also called for women to be given access to financing through the Women Enterprise Fund and the Youth Enterprise Fund for them to invest in the industry, which is the 4th largest employer in Kenya.

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Magdalene Kipkenei commended the women in transport who have shattered the glass ceiling in a male dominated industry. She added that the conference served as a call towards acknowledging women's contribution to the economy which was not well captured since informal employment is rarely quantified. She noted that on average, women travel more than men on public transport and thus need greater protections. Among the challenges she noted included: safety and security concerns in terms of harassment, verbal, physical, emotional and sexual abuse, constraints on appropriate dressing, poor regulation in the public transport industry, low entrepreneurial participation with very few women accessing financial institutions and gender norms which set expectations for women to only do domestic work. She also noted that patriarchal structures in society have made it difficult for women to access finance and inherit property when asked to present collateral to secure asset financing. As part of its intervention, the Government of Kenya (GoK) has opened up women investment funds such as Uwezo Fund, Women Enterprise Fund and Youth Enterprise Development Fund while offering 30% procurement of government tenders to women, youth and persons with disabilities. She called for lobby groups within the transport sector to empower women to own property and reach for administrative and political opportunities in the sector.



Figure 1: Opening speakers Day 1: Naomi Mwaura (A), Winnie Mitullah (B), Esther Koimett (C) and Magdalene Kipkenei (D)

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2.0 UNDERSTANDING WOMEN IN TRANSPORTATION

Panel Discussion: Providing global context and perspectives on the importance of addressing issues impacting women in transportation.

SPEAKERS

Moderator: Naomi Mwaura, Founding Director, Flone Initiative

Heather Allen, Independent Gender & Transport Consultant

Anne Kamau, Lecturer, University of Nairobi

Sonal Shah, Independent Urban Planning Consultant



Figure 2: Participants in Panel Discussion: Understanding Women in Transportation

2.1. Session Objectives

- * To discuss the Kenyan and international context of the transport industry for women.
- * To share facts and statistics about the challenges that women working in the transport sector and using public transport face.

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2.2. Expected Outcomes

Increase awareness of the nature of the experiences of women working in and using transportation. This is to help establish the importance of focusing on women in transport and the conference in general.

2.3. Heather Allen

Heather sought to identify how women use public transport and some of the challenges they face while working in the sector or using public transport, within an international context. Women constitute more than 50% of the population (approximately 62 million more than men). However, the transport industry is not gender sensitive. Heather noted that the freedoms of movement, mobility rights, or the right to travel are part of the concept of basic human rights (UNESCO, 2010). The right of individuals to travel from place to place within a city or a country includes not only the right to visit places, but also the right to change the place where the individual resides or works. Women should have equal access to education, jobs and health services and should not be restricted by code or creed.

Heather's presentation revealed that as the number of female headed households increase, women are more likely to be poorer than men, especially in urban areas. She added that cities cannot be inclusive if women cannot travel freely and safely. She also noted that women have been legally excluded in transport sectors in 15 countries in the world such as Lebanon, Moldova, Belarus and Russia. Here, women face high levels of discrimination trying to enter and work in the sector. Transport is currently male dominated in all areas; users, workers, decision makers and in the infrastructure and construction sectors. This lack of representation contributes to gaps in data, discrimination, violence and harassment, barriers to entry and unconscious bias against women. Heather noted that women use transport differently from men, creating concerns about safety and security; they tend to trip chain (link their trips) and need interchanges for convenience. Women walk more in order to spend less money on transport but use public transport more than men. She recommended that the transport sector

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must start to be more sensitive to women's needs in order to create a win-win situation that endorses sustainable mobility.

2.4. Sonal Shah

Throughout her presentation, Sonal discussed how urban planning has played a role in gender mobility. Citing reports by *UNDESA 2018 and Meltzer 2018*, it is predicted that in 2050, 68% of the human population will be living in urban areas with 64% of the population being from Asia and Africa. Gendered mobility needs to be considered as there is a social aspect to transportation. She reiterated that women take more trips than men and they also are more likely to travel with dependents. 84% of all trips by women in India are by sustainable means, with most of them opting to walk, cycle or use public transport.

Sonal noted that sexual harassment and gender based violence are significant problems affecting women. In Delhi for instance, 51% of women reported harassment in buses whilst 42% of women reported harassment while waiting in bus stops. On a national level, gender has largely been ignored in mobility plans. Sonal noted that in order to ensure that gender is considered within transport, several indicators can be used such as: access to transport, air pollution, state expenditure, time poverty (more time is spent in transport than in being productive), household affordability, motorized trip distance and sharing the mode of transport. She added that data that only looked at work trips significantly undercounted women's participation as a large proportion of them tend to work from home.

National investments and policies continue to ignore gender needs in planning as it is not indicated specifically and consistently. Sonal advised that economic opportunities and social behaviour ought to be considered in design and physical operations in order to create a more inclusive transport industry. She therefore recommended the following:

- * Improving street connectivity
- * Route planning to accommodate non-motorized transport

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- * Improving road safety and pedestrian infrastructure through street furniture, lighting and street vendors.
- * Improving transport infrastructure such as station infrastructure
- * Creating and raising awareness of incident response systems
- * Having gender-inclusive signage
- * Having gender advisory committees in urban planning

2.5. Anne Kamau

Anne's presentation discussed social protection and labour issues affecting women. The transport sector is the 4th largest employer of informal economy workers in Kenya and is largely male dominated. Women are increasingly joining the sector as is indicated by the rising number of female owners, drivers, touts, stage clerks and fleet managers in Kenya. Anne presented the outcomes of two studies; one in partnership with ITF, carried out on women in transport in Nairobi. She has an on-going study in Nairobi and Kisumu on Social Protection and Informal Economy project, in partnership with IDS (UoN), Roskilde University, Denmark & Mzumbe University, Tanzania.

From the ITF study carried out in Nairobi on 29 women public transport workers, platform workers from six companies, unions, managers and key informants, it was noted that most women in public transport sector are employed rather than self-employed. Female employees were found to be concentrated in lower paying conductor jobs, which were considered insecure due to the lack of formal work contracts and their perception as an easily replaceable commodity. There are no exact statistics on how many women are public transport workers. However, it is estimated that two out of every ten drivers are female, out of a national total estimate of 19,000 drivers. Few workers within this sector have any form of social protection coverage such as a pension scheme and/or health insurance. When the workers were asked why there is this gap, 37% said it is because it is too expensive, 7% had no knowledge about formal social protection schemes, 4% said that the procedures were too stringent and 4% opted to have

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their own savings. One participant of the study stated that they were missing out from government investment opportunities because they were thought to be informal. Anne concluded by quoting a male public transport association representative, who stated the importance of giving hope to *Matatu* workers and enabling them invest in social protection schemes in future as they often do not think they would see a tomorrow.

2.6. Panellists' Perspectives

Q: Have you seen progress within the last 5 years?

Heather stated that she had seen a lot of progress over the last 5 years but underscored the need for women-centred services to be reflected upon.

Q: Susan Cherono, Online Taxi Driver: Can the use of mace/tasers be legalised/ licenced in Kenya for the safety of women taxi drivers? Susan noted that she felt unsafe while working at night and had been previously attacked by inebriated men. She urged for more digital taxi drivers to be included in the conversation rather than solely concentrating in *Matatu* services.

Heather urged for the inclusion of all women in the conversation and discussions to be had regarding this matter. Ann seconded Susan: online taxi workers should be included in various studies taken on women in transport and that the issue on safety at night should also be addressed. Sonal stated that there were many safety issues that affected women such as operating at night and also the timings of public transport issues.

Q: Should data be presented differently to decision makers?

Heather stated that stories of women harassment was largely anecdotal and might not make a compelling case. She said that highlighting the role of transport in excluding women is a better approach to discussing the plight of women in transport. Sonal agreed that data should be presented to decision makers in terms of affordability, quality of access and intersectional issues such as race, religion etc.

Q: How do we move from policy to real action interventions by the government?

Ann acknowledged the need to engage with the government at the beginning stages of initiatives for example as the BRT system is to be introduced in Kenya, interventions are required now. Heather concurred with Ann that issues on gender should be addressed in the early stages of the BRT project. Sonal stated that in India, urban transport should be gender-responsive but decision makers did not know how to start, adding that the problem could be combated if the transport department was supported with necessary guidelines such as bus shelters and integrating women's needs.

2.7. Conclusion

Transport is not gender neutral: women across the world face high levels of discrimination. Women should have equal access to education, jobs and health services and should not be restricted by code or creed. Gendered mobility needs to be considered as there is a social aspect to transportation. Additionally, women use transport differently from men but transport systems are not designed to cater for their needs, neither are they gender inclusive. Although transport is the 4th largest employer in Kenya, it is largely male-dominated. There are no clear statistics on the number of women who work in public transport. However, both men and women in the sector do not have access to social protection such as health insurance or social security.

2.8. Recommendations

- * The transport industry needs to be streamlined to enable both men and women working in the transport sector to access social protection.
- * The infrastructure being developed for urban cities needs to take into account the women who often use non-motorised transport, while also ensuring their safety and security against physical, sexual and emotional harassment.
- * The transport industry needs better regulation in order for the transport workers to benefit from social security.

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3.0 PERSONAL STORIES FROM TRANSPORT WORKERS OF EASTERN AFRICA

Interactive Discussion: Hear first-hand the successes and challenges of Eastern Africa's female transport workers.

SPEAKERS

Moderator: Anna Karume, International Transportation Workers Federation

Hirut Amare, Ethiopia

Magreth Balale, Tanzania

Judith Kyeyune, Uganda

Edna Kwamboka, Kenya

Emmah Waniiru, Kenya



Figure 3: Participants in Interactive discussion: Personal Stories From Transport Workers of Eastern Africa

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3.1. Session Objectives

- * To provide a platform for women working in the EA transport industry to share their experiences
- * To discuss how gender roles operating in the larger society affect women in transport
- * To discuss what the public can do to create a conducive work environment for women in transport, both as co-workers and as commuters.

3.2. Expected Outcomes

To leave the session with a better understanding of the challenges that women in transport face, and an appreciation of their humanity and their contribution to the industry. Ultimately, this session was intended to inspire compassion for these women, challenge current attitudes about them, and discourage incidents of Gender-Based Violence (GBV) from both co-workers and commuters.

3.3. Introduction

Anna opened the session by noting that there was a high concentration of women in the informal transport sector. The perception that society has of women in the sector is that they should concentrate on domestic work instead of competing with men for these jobs. This perspective has contributed to some of the challenges women in transport face including discrimination such as being expected to disclose marital status and number of children during interviews. Often, there was also abuse of power by officials both within and outside the industry, as illustrated in a case where a female transport worker was undressed at the police station by policemen who wanted to confirm her gender. Anna urged for discourse between stakeholders and the government to involve workers in charting a way forward in the industry.

The following are some of the experiences that were shared by women working as transport workers in the region:

3.4. Margreth Balale

Margreth works as a conductor in the *daladala* industry. She joined the transport industry following encouragement from her uncle because she didn't have a job and needed to support herself and her family. She experienced challenges such as difficulty taking care of her children due to long working hours; she would wake up at 4 am finish work at 10 pm. The societal perception that women should not be conductors and are generally expected to stay at home has in a way contributed to her divorce. She had been physically assaulted and harassed by passengers and male co-workers in the past, but received little assistance from the police. Margreth commented that laws safeguarding women were not well coordinated in Tanzania, and no policies exist to protect them.

3.5. Judith Kyeyune

Judith is a driver who first worked as a trained mechanic; a job which was exhausting and had poor cash-flow, unlike driving. To become a driver, she worked on obtaining a driving permit whilst working as a mechanic. When starting out, she needed a car to drive and was loaned one by colleague. She experienced assault and discrimination for being a woman, some of which by fellow women. In Uganda, the Amalgamated Transport and General Workers Union (ATGWU) protects women's rights in case they are assaulted. They respond to reports by drivers and train them on customer care and how to handle difficult situations. She called for women to be supported in purchasing their own taxis in order to make them economically empowered.

3.6. Edna Omwenga

Edna is a bus conductor in Kenya who was previously hired as a waitress, but switched jobs for a higher income. She likes the job because she employs herself and it has earned her trust with other drivers, since she controls the vehicle's expenditure. She experienced harassment and physical assault where she was once hit by a female passenger, which disfigured her face. She was also recently sacked by the SACCO she worked for because she married a driver within the same organization, yet he was allowed to retain his job.

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3.7. Hirut Amare

Hirut noted that the society in Ethiopia is generally supportive. Female transport workers are trained and supported by being moved from driving to office work after 5 months of pregnancy, and go back to work after 6 months' maternity leave, working for 2 hours. However, they are not free from challenges as they have to drive long distances between bathroom breaks and have to work late nights or early hours which exposes them to muggers.

3.8. Emma Wanjiru,

Emma is a *bodaboda* (motorcycle) rider from Nyeri, Kenya, who switched from being a dressmaker because the job paid very little. She is a mother of two who started in the transport industry by using her father's bicycle to transport water and animal feeds. She then took a loan to buy a motorbike and relocated her base of operations from home to a motorcycle bay in town. She said that customers and policemen trusted her because she is a woman and a cautious rider. Unfortunately, her male peers were not always happy because they claimed that she stole their clients. In the past, they have asked her to reduce her work hours by reporting two hours late to allow them to get more customers.

3.9. Panellists' Perspectives

Q: Would you encourage more women to join the transport sector?

A: Margreth said she would, but that the policies in the transport sector needed to be reinforced to support women.

Q: How do your husbands react to you working in public transport?

A: All the transport workers agreed that their husbands were supportive, but that they got more criticism from the society.

3.10. Conclusions

- * Ethiopia has made it possible for women to be formally employed in the transport sector, with more streamlined systems of employment.
- * It is difficult for women to secure and maintain jobs in public transport. The women transport workers faced a lot of discrimination from the society, with more contempt rising from women than men.
- * Policies across East Africa need to be enforced in order to make it easy for the women to earn income from the transport sector.

3.11. Recommendations

- * Society needs to appreciate that women can work in the transport industry, and female commuters need to be more supportive.
- * Women should be allowed to competitively work in the transport sector.
- * There needs to be a more robust channel for women in transport to report harassment and assault cases that will offer timely justice.

4.0 MEN SUPPORTING WOMEN

Interactive Discussion: What factors contribute to violence in public transportation and what can we do to change them; a men's perspective

SPEAKERS

Moderator: Stephenson Kisingu, International Transportation Workers Federation
Fredrick Nyagah, National Coordinator, Men Engage Kenya Network
Mbugua wa-Mungai (PhD), Senior Lecturer, Kenyatta University &
Vincent Menge Ombati, Youth Organizer, Matatu Workers Union



Figure 4: Participants in Panel Discussion: Men Supporting Women

4.1. Session Objectives

- * To discuss factors driving gender-based violence in matatu culture, including the larger Kenyan cultural context
- * To identify reasons for inaction from witnesses when act GBV occurs on public transport
- * To provide a platform to men who have helped women in transport share their experiences

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- * To provide the audience with practical information on what has and can be done to discourage incidents of harassment, or assist when they occur.

4.2. Expected Outcomes

Gain a better understanding of how to identify and deal with incidents of harassment of women on public transport, especially as male witnesses. It should be made clear that this was a Nairobi based panel, and cultural and political influences may differ in other cities/regions.

4.3. Panel Discussion

Stephenson Kisingu began by pointing out that men were assumed to be propagating violence against women and girls but there were men protecting the dignity of women in transport sector, working towards achieving power balance in the unions and negotiating for women leadership positions in *Matatu* SACCOS and unions. He began the session by asking what constituted sexual harassment and gender based violence, and invited the panel to interrogate how a patriarchal society could be restructured to accommodate women in transport.

Mbugua wa-Mungai noted that the society needed to be actively involved in challenging GBV. He pointed out that commuters observed incidences of sexual harassment and GBV from a distance without interfering because violence is normalized in the industry. He recommended shock therapy (where a drastic action influences conscious behaviour change) as a tool that could trigger witnesses of SH and GBV to intervene in such cases.

Fredrick Nyagah mentioned that socialization is a contributing factor towards SH and GBV, where men are socialized to be tough, harsh and powerful therefore propagating SH and GBV. He added that women in public transport are disadvantaged because the sector is chaotic, violent and male dominated. This, together with poor infrastructure (e.g. poor lighting) propagates GBV and SH.

Vincent Ombati expressed his commitment to ensuring women were respected in the industry. He admitted to the existence of GBV and called for more support from the police. He expressed

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concern that the existing laws make it difficult for women to get justice due to the length of time taken to investigate the incidences.

The panel highlighted some of the factors driving gender based violence and sexual harassment in public transport which include: lack of reporting offices, inadequate training of PSV transport workers, inadequate qualifications for employment in the public transport, lack of a standardized curriculum in driving schools, immature masculinity from transport workers and commuters, lack of respect for human rights (especially women's) by choice or ignorance or due to patriarchal socialization, public transport jobs being affiliated to male gender and drug abuse and alcoholism by transport workers.

Mbugua noted that although people often wish to intervene, fear of the consequence of falling victim to harassment themselves, being afraid to take responsibility, victims' lack of knowledge of laws protecting them, court procedures which are time consuming and tedious, police officers who are compromised because of being investors in the transport sector and legal processes which require a lot of money. He said that patriarchy is good if used to protect women. He also noted that this is not an easy topic of conversation especially in our African context, but it can be managed better from a different perspective. Vincent encouraged women to join the industry as it is a job opportunity. Fredrick urged women to join unions that protect their welfare. He also called for discourse among stakeholders to empower the women.

Stevenson concluded by sharing his personal account of being surrounded by women all his life and felt offended when women are harassed or abused. He has been punched, thrown out of a *matatu* and attacked by PSV transport workers because he defended a woman who was being harassed/ abused in a *matatu*.

4.4. Conclusions

- * Despite being a patriarchal society, there are men who support women's success in the transport sector.

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- * The public should stand up and proactively stop harassment against women and persons with disabilities.
- * The existing laws are not stringent enough to enable women report harassment cases. Additionally, the legal procedures make it difficult to get justice when an incident takes place, especially when the police are also investors in the sector.

4.5. Recommendations:

- * Men should be trained to become agents of change.
- * Female transport workers should register with a union and fight for their rights as a group.
- * The GBV/ SH conversation should be carried out at local level rather than the global level.
- * Governing bodies and the government should educate *Matatu* workers on how to identify GBV and SH and intervene when they witness it.
- * PSV transport workers require training on customer care to attend to the needs of women and persons with disabilities.
- * Research needs to be carried out on the number of men and women working in the transport sector in order to manage GBV in the industry.

5.0 INTERVENTIONS TO HELP WOMEN IN TRANSPORTATION

Panel Discussion: Interventions to help more Women in Transportation in the areas of cycling, ride-share, motorcycles taxis, matatus and long-distance trucking.

SPEAKERS

Moderator: Amanda Ngabirano, Public Speaker, Communications Expert & Urban Planning Lecturer, Makerere University

Cezanne Maherali, Head of Policy for Uber East Africa

Sandrine Nikuze, Head of SafeMoto Institute

Claire Clarke, Deputy Women Transport Workers and Gender Equality Officer, International Transportation Workers Federation (ITF)

Mary Mwangi, Programs Manager, Flone Initiative

Esenam Nyador, Founder, Miss Taxi Ghana



Figure 5: Participants in Panel Discussion: Interventions to Help Women in Transportation

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5.1. Session Objectives

- * To provide a platform for women working in transport to share how they have created opportunities for themselves or for other women in the industry
- * To inspire attendees working in the transport sector to implement interventions to improve the experiences of women in their workplaces
- * To provide women working in transport with ideas/tools to help them pave their own way in the industry

5.2. Expected Outcomes

This session was expected to generate a summary of actions that can be taken to promote a female-friendly work environment in the transport sector.

5.3. Cezanne Maherali

Uber is a taxi hailing service that invites vehicle and motorcycle owners to convert their vehicles to taxis and have alternative sources of income. Cezanne noted that there were 500 female drivers in Uber in East Africa and the organization has set its sights to having 500 more women. She cited an IFC report which states that women use ride sharing for various reasons (International Finance Cooperation, 2018). First, it helps them access spaces not served by public transport. It offers them independence and comfort since they have more frequent trips than men. It also offers them and their children safety especially at night (40% of women preferred a woman driver when traveling alone or at night).

The report also notes that women who work in ride sharing companies like Uber benefit from the flexibility (to balance their domestic work), comfort and security as drivers. Cezanne played a video of Judith Chepkwonyi from Kenya to serve as an Uber success story. Thanks to Uber, Judith, a single mother, is able to take care of her child, plan her time and schedules and earn an income. She participated in a competition within Uber and won a vehicle for completing the most trips in a week. This has encouraged her to be her own boss and become economically empowered.

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5.4. Sandrine Nikuze

Safemoto Institute seeks to address poverty and gender inequality in the transport sector by recruiting, training and equipping women motorcycle taxi drivers with the skills to be professionals in the industry. Sandrine noted that none of the 78,000 drivers in Rwanda are female, yet the country has 61% representation of women in parliament. SafeMoto aims to change this statistic and change the perception of women in transport in their country. The main challenge that hinders women from venturing into public transport is culture. Sandrine noted that in Rwanda, women are not supposed to take on jobs that are traditionally for men. They are looked down upon because they are mainly expected to take up domestic roles hence making it difficult for them to acquire driving licences. Safe Moto is currently training 5-10 women in the transport industry in Rwanda to take up the opportunities available. They are also partnering with companies to recruit more women in their workspaces in order to give them sustainable jobs.

5.5. Claire Clarke

Claire noted that since the introduction of the ITF 'Our Public Transport' women's advocacy programme, there had been a significant change in women in the transport industry within the 11 countries that ITF operates. The programme uses advocacy tools such as films to showcase the plight of women working in transportation. Claire presented one such film about a female bus conductor from India, revealing how women had the right to be in transport workplaces, but gender-based violence and other aspects relating to decent working conditions need to be addressed to increase their numbers. The video also noted that governments, employers and trade unions must play a pro-active role to increase the number of women. The video highlighted that women expect and seek equality, and can lead and shape change in the transport sector. In conclusion, Claire commented "This Is Our World Too!" – championing for jobs in the industry, decent working conditions, and ensuring that the voices of women transport

workers are present during the planning, policy-making, research, development and operation of public transport systems.

5.6. Mary Mwangi

Mary took the audience through the background of the Women in Transport (WIT) program, which was initiated in 2017. Flone initiative carried out the *Usalama wa Uma* (Public Safety) Program to train PSV transport workers on customer care and handling of gender issues within the matatu sector of Kenya. While conducting a training on Gender Equality and Prevention of Sexual Harassment, they noticed gender bias in the Kenyan transport industry. Attendance and engagement during these sessions was lower for women than men and the few women who attended hardly participated in the normally very engaging discussions. Flone Initiative then engaged 18 female drivers and conductors in a needs assessment which birthed WIT. The WIT Program has since expanded to Uganda which led to Uganda's first women-led transport SACCO.

In Kenya, storytelling and capacity building workshops that engage women are key tools used to attract, retain and promote women in the public transport industry. Flone hopes to expand the WIT program to the rest of Africa and, in collaboration with UN Habitat, implement the gender sensitive toolkit that advises transport organizations on how to better support women employees and commuters.

5.7. Esenam Nyador

Esenam founded Miss Taxi Ghana as a solution to the frustrations of joining the male-dominated taxi unions in Ghana. Ms Taxi Ghana has now trained 72 women (out of 400 applicants) who are now bus drivers. Training takes six months and has empowered many women to join the transport industry. Esenam gave a case study of Cecilia, a 36-year-old single mother of two, who was initially a street vendor but later joined the transport industry as bus driver, after participating in the program. Cecilia's transformation affirmed how promising the transport industry was for economic empowerment.

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5.8. Panellists' Perspectives

Q: Has the Ghanaian government offered any policy support to women in the transport industry?

- * Esenam stated that the government supported women in transport in Ghana by vetting drivers and enabling them to obtain licencing and certification.

Q: What is the future of Uber and how will Uber work with the public transport sector?

- * Cezanne stated that Uber seeks to complement the public transport sector by enabling customers to complete their trips where no public transport can access. Under the Last Mile Campaign, Uber has enabled customers to reach their destinations, connecting them from bus stations to metro stations. This approach seeks to address the challenge of congestion and parking in cities. She added that Uber also offers bicycle and scooter services globally for non-motorised transport.

Q: How does Uber give access to finance for women to buy cars? How does it deal with issues of harassment?

- * Cezanne stated that Uber offers a vehicle finance program using driver ratings obtained. The drivers get to pay for their vehicle as they use it. On the issue of harassment, she noted that they carry out vetting of drivers, providing a 24/7 support system and working closely with the police to resolve such incidences.

Q: Has SafeMoto raised the issue of low numbers of women in transport with the government?

- * Sandrine stated that she had lobbied the Rwandese government to consider looking into the issues affecting women in transport. However, the government did not consider this a priority.

Q: How have men reacted to the mobilisation of women in India?

- * Claire responded that the male leader of the transport association in the country talked positively about the ITF programme that enabled the empowerment of women. This therefore encouraged transformation in the sector.

Q: Is it easy to engage women to join the transport industry?

- * Esenam stated that it was easy to engage women in conversations in Accra. Mary stated that in Kenya, mobilising women to attend the trainings was a challenge. Sandrine stated that initially it was difficult to engage women in Rwanda but they were slowly beginning to see the opportunities in the transport industry. Cezanne stated that Uber was proactive in sensitizing women on ride sharing. Claire noted that since the inception of the ITF programmes in 2015, they had come a long way from very little understanding of gender issues in transport to having more interest among the transport workers and eliciting debate.

5.9. Conclusions

Ride sharing apps such as Uber have created a safer, more attractive source of income for women in transport as it gives them the flexibility to not only cater to their domestic needs but also become economically empowered. Similarly, ride sharing offers a sense of security to women commuters and the company partners with law enforcement agencies to weed out rogue drivers. Additionally, many women opt to use non-motorised transport, but very few women work in the sector

5.10. Recommendations

Women are encouraged to join the transport industry as inclusion can only bring a positive impact to the industry. Gender rights in transport should not be left to an organic occurrence but should be a purpose induced one. There is a need to address gender based violence by the government, unions and employers. The society and governing institutions should create a conducive environment for women to work in transport. Policies should also be reviewed to make the needs of women more visible.

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6.0 GENDER MAINSTREAMING IN ACTION

Interactive Discussion: Gender Mainstreaming in Action! Making it happen – hear from our panellists about how they are practicing gender mainstreaming in reality.

(Organised by UN Environment)

SPEAKERS

Moderator: Damaris Mungai-Programme Officer, Gender and Youth, UN Environment, Africa Office

Yunae Yi, Safeguard Advisor, UN Environment

Clarisse Linke, Country Director ITDP Brazil

Carly Koinange, Global Programme Lead, Share the Road, UN Environment

Amanda Ngabirano, Public Speaker, Communications Expert & Urban Planning

Lecturer, Makerere University

Sonali Vyas, Program Manager, Saftipin



Figure 6: Participants in Interactive Discussion: Gender Mainstreaming in Action

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6.1. Session Objectives

- * To share real examples of gender mainstreaming.
- * To raise awareness of UN Environment's gender mainstreaming activities and approaches.
- * To support transport professionals in East Africa to understand the relevance of gender in their specific field and provide entry points for integration of gender in project cycle activities and communications, through real life examples from other stakeholders.

6.2. Expected Outcomes

Delegates leave the conference with a practical set of ideas, interventions and supporting knowledge that they can use in their transport field on gender assessment and mainstreaming.

6.3. Carly Koinange

Carly started off the session by bringing into context why gender mainstreaming in transport is important. She pointed out scenarios such as:

- * Lack of job opportunities and sources of income for men and women because of long walking distances to nearest market places and towns
- * Women taking a lot of precious time walking long distances to fetch water because of poor infrastructure and a lack of affordable means of transport
- * Children walking to school along risky roads which do not have pedestrian lanes or speed limits

She noted that in order for our public transport to be effective and efficient, the needs for all the groups had to be sufficiently represented in planning, design and implementation of infrastructure. She stressed the importance of engaging all the stakeholders such as the leaders to the engineers, project managers as well as the general public. Carly then introduced the panel and invited the moderator of the session, Damaris Mungai, to take over.

6.4. Amanda Ngabirano

In her presentation titled *'Overcoming Barriers to Cycling'*, Amanda shared personal challenges she faced while cycling in Uganda. One of them was that people stare at her because of stereotypes that women should not cycle, which make her uncomfortable. Secondly, the majority of roads do not have cycling lanes, and those that do are misused by buses and lorries as passing lanes, risking the lives of cyclists. She underscored the need for the global goal of gender equality to be discussed more when talking to policy makers within the transport sector. Amanda noted that once gender equality is achieved within the sector, the infrastructure developed will be conducive to non-motorized transport.

In order for transport to accommodate women, she alluded to a smart moving execution structure that ensures transport is conducive for all. She recommended that women be incorporated in the leadership structures within civil society, government and the market (referred to as Org-ware). Their opinions would help influence gender balanced policies. Secondly the infrastructure planning, (referred to as the Hardware) needed to accommodate cycling and other forms of non-motorized transport. She called for co-operation of government, civil society and infrastructure developers for efficient and effective roads. Amanda noted the need for gender sensitization of policy makers and the general public (termed as Software). She felt that the society needs to undergo a culture change and education to appreciate women in transport.

6.5. Yunae Yi

In her presentation titled *Women, 'Men, Cities and Transportation'*, Yunae started by pointing out the need to factor in gender parity, gender equality, gender equity, gender sensitivity and socio-economic contexts when mainstreaming gender in transport. She added that gender mainstreaming is an on-going process that gives a chance for continuous capacity building. She also pointed out that gender blind policies were expensive hence the need for gender balanced participation in making and implementing policies. Yunae called for data collection that showed

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the percentage of car owners versus the number of pedestrians/ public transportation users. She added that motorized transport users drove alone in big cars which contributed to an increase in road hazards and greenhouse gas emissions. The existing global data shows that pedestrians topped the list of traffic deaths, but does not include a gender analysis of these deaths.

Yunae recommended a transport policy review that factors in technological, economical, and lifestyle changes. This could be achieved by gathering knowledge, meeting people, observing the behaviour of the community and visiting different communities to understand diverse needs. She emphasized the need to embrace technology in order to encourage car sharing and the use of bicycles and railway transport in urban areas.

6.6. Clarisse Cunha Linke

Clarisse's presentation, entitled *Promoting Gender Sensitive Transport Planning in Brazil*, addressed Brazil's transport systems. She noted that every area that has more than 20,000 inhabitants needs a mobility plan. Citing a report by Action Aid, she noted that mobility systems posed a serious threat with women in Brazil, Thailand, India, and UK reporting 86, 86, 79 and 75% harassment rates respectively (Action Aid, 2016). She also pointed out the need to develop indicators of how a country was evolving that carefully cater for gender aspects, as well as its correlation to class, race and income levels. Clarisse added that women needed to be better represented in planning and operations of urban areas.

6.7. Sonali Vyas

In her presentation titled *Technology and Data to Build Safe Cities*, Sonali noted that women experienced cities differently than men yet there was no data to support this. She introduced Safetipin, an application developed by her organisation with the support of UN Habitat that maps out public space depending on personal experiences of safety from by citizens. Safetipin helped the local government in India to monitor infrastructure and gauge the public's response to the measures taken to improve the transport system. It also helped in understanding gaps in physical structures. At the core of Safetipin is the global experience of 20 years of safety audits

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of eight important parameters including light, openness, visibility, security, public transport access, gender usage, walk paths and feeling (whether safe/unsafe) that defined safety perceptions. Each safety audit appeared as a pin on the app which was uploaded immediately for anyone to see. The color-coded pins indicated safe or unsafe parts of the city with red pins marking unsafe points. Orange pins indicate relatively safer areas and green pins are the safest points. Sonali said that Safetipin had been used by the local government in New Delhi where more than 50,000 audits had been conducted among low income communities. The use of the app encourages remarkable transformative solutions such as creating hawking zones, active interfaces that provided immediate feedback on the public's experience in certain areas of the city, increasing lighting levels, developing proper footpaths, increasing police presence and station parking zones that were safe and accessible for women.

6.8. Panellists' Perspectives

Q: Are there fewer women, or a lower percentage of them, using public transport?

- * Amanda Ngabirano explained that women travel less possibly because men run errands and the transport system was expensive for women. Yunae Yi said that fewer women own cars, hence fewer women use cars. Therefore, women may travel less using motorized modes of transport.

6.9. Conclusions

- * Gender mainstreaming is a strategy of bringing gender considerations into the design, implementation, monitoring and evaluation of transport infrastructure. It is a critical but missing component of transport development.
- * In India, women not only have limited financial resources and capacities, but also lack time, energy, and safety. This is one of the reasons why they take shorter more connecting trips than men.
- * The society is averse to women cycling and therefore discriminates against women riding bicycles and motorcycles.

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6.10. Recommendations

- * The global goal of gender equality should be included in the development of transport infrastructure. There are practical actions that can be adopted in a short/medium term to guarantee better access to the city to women such as creating footpaths, crossings and affordable transport costs.
- * The society should be more receptive and appreciative of women cycling. Equally, women should be comfortable to cycle to their destinations.
- * Tech applications like Safetipin support local governments to improve their infrastructure to ensure safety and security not just for women, but also the general public.
- * Some of the most important measures to ensure a gender-responsive city need a series of complex coordinated actions that include planning, implementation, monitoring and evaluation of a group of different public policies (mobility, land use and occupation, security, etc.).

7.0 REMARKS BY MAIMUNAH MOHD SHARIF, EXECUTIVE DIRECTOR, UN-HABITAT



Figure 7: ED Maimunah Mohd Sharif speaking at the EA WIT Conference

The Executive Director began her remarks by expressing her apologies for not attending the opening session and commending Flone Initiative for organizing an event that promoted gender-sensitive transport services which ensured the growth of just, inclusive and sustainable cities.

Ms. Sharif set the context of the importance of transport in the global agendas. The Sustainable Development Goals (United Nations, 2015) address the issue of safety in transport from the perspective of two goals: Goal 5 on Gender Equality and Goal 11 on Sustainable Cities and Communities. While Goal 5 Target 2 aims “to eliminate all forms of violence against women and girls in public and private spheres”, Goal 11 Target 2 aims to “provide access to safe, affordable, accessible and sustainable transport systems for all.” These goals and targets are localised in the New Urban Agenda (NUA), agreed upon at the Habitat III Conference in 2016, where an action framework for cities for the succeeding twenty years was approved (United Nations, 2017). In Article 13 of the NUA, cities committed to “promote age- and gender-responsive planning and investment for sustainable, safe and accessible urban mobility for all.” She noted that the global

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goals needed to be translated into action on the ground and a lot was yet to be done. In reality, public transport is a highly gendered field and notoriously unsafe for women and vulnerable groups. Efforts are needed to increase the visibility of women's needs in the male dominated field of public transportation in order to reflect a more equitable and sustainable public transport system.

Ms. Sharif underlined the importance of differentiating between the mobility needs of women and girls as compared to men and boys. Women's movement was characterised by multi-purpose trip chaining, e.g. bringing the kids to school, going to work, shopping and so forth. A lot of the trips undertaken by women were for the purpose of "Taking Care" – taking care of children, parents, the sick which often took place during non-peak hours and to different destinations than men, but these needs were often neglected in public transport schedules and routes.

The ED noted that women were more likely to rely on public transport and walking compared to men – and have less access to private means of motorization. For instance, in Bamako (Mali), 87% of women walk for their trips, compared to 57% of men. In many cases, transport is indeed "the survival of the fittest" of who gets in first or who is strongest to push others aside. In this regard, she acknowledged that there were many personal safety and security concerns. The perception of safety strongly influenced people's mobility options. She noted that restricted and unsafe mobility jeopardised female prospects of accessing opportunities. The ED acknowledged the need for women to be empowered to move autonomously and safely in cities, and that safe mobility systems are required to achieve gender equality and participation.

She cited various interventions the UN has participated in:

- * **UN-Habitat and the Flone Initiative** have developed a toolkit to build capacity among the informal public transport industry titled "Gender-Sensitive Minibus Services and Transport Infrastructure". Statistics on matatus and local bus drivers showed that 76% of

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women experienced sexual harassment, of whom 58% experienced it every day while 73% of women and 48% men did not use public transport at night because of safety concerns.

- * **In Cairo, Egypt**, UN-Habitat is engaged in planning for a gender-sensitive Bus Rapid Transit System, in which disaggregated data through demand and travel pattern surveys, interviews and focus group discussions provides data to plan for more a more inclusive Bus Rapid Transit system.
- * **In Nairobi, Kampala and Maputo**, during Open Street days, UN-Habitat and partners provide a safe space for interaction, arts and culture to women to showcase their talent and be empowered. Such events promote women's safety in public spaces and streets.
- * **UN-Habitat has supported the implementation of the Safety Assessment Tool – known as SafetiPin in Nairobi**, a mobile phone application gathering information on women's safety, collected by users and by trained auditors. Nine parameters are analysed: Lighting, Openness, Visibility, Crowd, and Security, walk paths, Availability of Public Transport, Gender Diversity and Feeling.
- * **UN-Habitat is also engaged in the Assessment of Open Public Spaces in cities around the world.** Data is collected on the location, quality, accessibility and safety of public spaces through an application – and this information feeds into the formulation of a city-wide plan to upgrade and create public spaces that are safer for all.

Ms Sharif noted that planning for safer mobility systems required supporting national and local governments in their project implementation. She recommended that UN-Habitat has tools and guidebooks to provide recommendations on street design, and the promotion of Non-Motorised Transport and Public Transport, in order to make them safer for all. While expressing commitment from UN Habitat in offering its support, she commended the great and courageous women and men fighting for equal rights and opportunities, and called for cleaner, greener, safer, healthier and happier employees in public transport systems.

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8.0 WAMAMA WA MATHREE (SPECIAL PERFORMANCE)

Stories of Nairobi's Matatu Women

Written by: Carol Odongo

Directed by: Veronica Waceke



Figure 8: Women working in the matatu industry participating in the play

The play offered a glimpse into the life of Nairobi's *Matatu* women. Co-created by a group of women working in the *Matatu* industry, the play was inspired by one woman's perseverance and courage to stand up for herself and others, and follows her journey from a past filled with violence to her redemption as a leader of women's rights in the *Matatu* industry. From the play, it was evident that women got into public transport out of desperation and necessity to improve their economic wellbeing as opposed to being passionate about working in the sector. They experienced harassment from their male counterparts their passengers and the police. Unions such as ITF have empowered them to report such cases and seek justice.

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DAY 2: FRIDAY 23RD NOVEMBER, 2018

9.0 INTRODUCTION TO DAY 2

Mary Mwangi welcomed attendees to the second day of the conference, giving a brief recap of some of the activities that took place on the first day. She outlined how women who work in the transport industry from around the Eastern Africa region had shared their experiences. There was an important discussion on the role that men played in changing systemic attitudes towards women. She also noted that some of the ways that organizations of all shapes and sizes were implementing programs to shift the paradigm around women in transport were discussed. Some of the important industry challenges identified included:

- * A great number of urban cities lacked the requisite infrastructure to support non-motorized transport such as walking or cycling.
- * The industry as a whole lacked formal social security such as insurance and contracts making it difficult for transport operators to get access to healthcare.
- * Women faced verbal, physical, emotional and sexual abuse from male counterparts and also passengers while some men felt threatened by women who worked in public transport. Female passengers were revealed to be perpetrators of violence against women in public transport.
- * Women had the opportunity to invest in the sector. Some of the women workers confirmed that working in the sector improved their economic status over other informal income generating activities. However, due to the informal nature of the business, they were unable to secure asset financing.
- * Online taxi operators were self-employed and had the flexibility of working at their convenience, however they faced the risk of harassment when working late or carrying violent passengers.

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- * In many parts of the world, culture and history dictates that women are supposed to be domestic caregivers and should not venture into the male dominated transport sector.
- * Women got into the transport sector out of desperation for an alternative source of income.

Mary also outlined the upcoming day's activities, including discussions on the issues that women faced as users of public transportation and the ways that women were supporting one another to make the change they wanted to see. Later in the day, the participants would break into four groups and identify ways forward in the areas of policy, practice, research and innovation.



Figure 9: Mary Mwangi (Flone Initiative) giving opening remarks on Day 2

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10.0 FIGHTING FOR A MORE JUST WORLD

Inspiring Talk given by:

Clarisse Cunha Linke, Country Director, ITDP Brazil



Figure 10: Clarisse Linke giving her inspiring talk

Clarisse defined an inclusive city as one where everyone counts, has equal access to resources and can flourish in a healthy or vigorous way. She noted that transport is an important lever to development but planners and decision-makers do not take into account the experience of different races, socio-economic classes and gender in developing cities.

Clarisse also noted that cities had been limited against inclusivity in three ways. Firstly, they were produced to be spatially segregated. Lower income individuals tended to be pushed onto cheaper land and sometimes outside the city itself, hence forced to dwell in shanties and ghettos as evidenced in social housing. Secondly, she noted that cities are often moulded to protect

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private property and not people. In Buenos Aires, there was great investment in the dichotomy between private and public housing. Private housing offered comfort and security while insecurity and poor conditions are rife in the latter. Hence, lack of safety and fear fed into each other in an unending vicious cycle. She regrettably noted that fear was commercially and politically profitable. Her last point of the three noted that the city was organized to be seen from inside a vehicle going at 60km/h. This denoted the parity in security and social status that existed in cities.

For inspiration on how to solve this lack of inclusion, she praised the life and work of the late Marielle Franco. Marielle was a City Councillor for Rio de Janeiro, who bravely championed human rights and the inclusion of women and marginalized groups in city planning and transportation. She insisted on the need to listen to everyone and believed that it was everyone's right to belong and dwell in the city. She urged for everyone to be considered in designing and developing cities. Clarisse ended her presentation with the following quote by Bertold Brecht: "Don't accept the usual as a natural thing. In times of disorder, of organized confusion, of de-humanized humanity, nothing should seem natural. Nothing should seem impossible to change".

11.0 WOMEN ON THE MOVE

Interactive Panel Discussion: Experiences, challenges & solutions of women as commuters and users of public transportation.

SPEAKERS

Moderator: Sonal Shah, Urban Planner

Stephanie Aketch, Regional Road Safety Manager, Humanity & Inclusion

Elizabeth Njoki Kinuthia, Nairobi WIT Operator

Jane Kerubo, Nairobi Businesswoman

Modesta Joseph, Founder, Our Cries



Figure 11: Participants in the Interactive Panel Discussion: Women on the Move

11.1 Session Objectives

- * To raise awareness of challenges faced by women and vulnerable groups (youth, persons with disability (PWDs)) when using public transport, both globally and in East Africa

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- * To provide a platform for individuals who have implemented solutions to some of these challenges to share their stories and experiences
- * To discuss challenges faced when attempting to implement solutions, and how to tackle them.

11.2 Expected Outcomes

Gain increased awareness of the challenges that various groups face on public transport, and inspire attendees to make a change by showcasing the power of the individual.

11.3 Stephanie Aketch

Stephanie began her presentation by showing images of women struggling to cross Jogoo Road, in Eastlands of Nairobi. These images illustrated that poor road design forced people to risk their lives daily in order to cross major roads and highways. Another image showing a congested train carriage in Nairobi with people (mostly men) hanging dangerously outside. Stephanie suggested that women would be very uncomfortable using the train for fear of their safety.

Stephanie also showed an image that of a muddy earthen road which demonstrated how poor roads in residential areas contributed to the rapid wearing out of assisting equipment such as crutches and wheelchairs for people with disabilities. She used another image of a *Matatu* conductor helping a person with a disability to board a *Matatu* to highlight the lack of provisions for people with disabilities in public transport. Stephanie urged urban planners and engineers to design infrastructure that caters to all; people with disabilities (visible and invisible) and improve on already existing vehicles to make them more accessible. She also urged for engagement of all stakeholders from the onset of any urban planning process.

11.4 Jane Kerubo

Sonal then led a conversation with Jane, a Nairobi business woman living with a disability. Jane narrated that she leaves her home during off peak hours as there is a lot of congestion at the *matatu* terminus during the peak times and fare prices are very high. Additionally, the high

number of reckless drivers especially in the public transport sector made the roads unfriendly for pedestrians, both with and without disabilities. When needed, she said she uses her wheelchair to commute to the city, a distance of 21km, arriving at almost noon, and going home at midnight to avoid traffic. The commute which takes 30 minutes to an hour affected her work because she lost out on the high number of morning customers.

Jane urged conductors to be patient with people with disabilities and also called upon the government to create policies that would make commuting by *matatus* easier for them such as designating two seats on each vehicle for persons with mobility challenges and demolishing unauthorized structures along pedestrian lanes. Her ideal transport system was one with built in features like ramps to help PWDs board and alight from public transport vehicles.

11.5. Elizabeth Kinuthia

Elizabeth narrated how she met a lady at a retreat who urged her to get into the Matatu industry. The lady bought a *matatu* and Elizabeth served as a conductor for two years till they paid off the loan they had taken to pay for the vehicle. She then applied to work as a stage operator and never looked back. Her cousin who was a *matatu* conductor also inspired her to quit her job as a procurement officer since he was able to earn money, own several *matatus* and even buy land. Elizabeth stated that in her childhood, her dad (who was a social worker) introduced her to many people with disabilities and inspired her to become a community health worker. She attended classes and learnt a bit of sign language in order to help her community.

Elizabeth uses this knowledge to help commuters like the blind to cross the street and those with speech and hearing impairment to communicate with conductors and drivers. She however noted that her employers did not have empathy for people with disabilities terming helping them as a waste of time. Elizabeth added that commuters also lacked empathy, with some commuters harassing pregnant women or PWDs who took time to board or alight a *Matatu*. She urged everyone to take initiative and help raise awareness on the needs of people with disabilities.

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11.6. Modesta Joseph

In 2014, while in her first year of high school, Modesta was harassed by a public transport operator. This inspired her to use coding skills she had acquired in 2015 to build *Our Cries*, a site where students anonymously report incidences of harassment in public transport. Statistics from the Our Cries 2015/2016 report showed that 81% of incidences were reported by girls while 19% of incidences were reported by boys. The report also showed that students in general suffer harassment in the form of sexual comments and gestures, unwarranted touches and explicit sexual advances. Modesta stated that she was inspired by her coding teachers who mentored and supported her. She later worked with Tanzania's Surface and Marine Transport Regulatory Authority (SUMATRA) by holding seminars and workshops that sensitized students on harassment and measures to take to report and protect themselves. She concluded by urging the audience to look at how they treated the youth and children and to assess the impact of their actions.

As a closing remark, Sonal called for diverse voices in transport planning especially in the beginning stages in order to incorporate persons with disabilities and the society as whole.

11.7. Conclusions

- * Public transport does not accommodate the needs of people living with a disability. This forces PWDs to compromise their safety.
- * Roads along the highways are poorly designed for communities that live and interact with each other on opposite sides. Consequently, women and men risk their lives crossing barriers to get to the opposite sides of the road. Roads are poorly paved for physically challenged commuters whose mobility aides wear out easily.
- * Students especially girls are prone to sexual harassment in public transport and are unable to report such cases since there is no structured reporting and justice system.

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11.8. Recommendations

- * Transport workers should accommodate PWDs by receiving training on how to assist them, providing more time and spaces for them to board or disembark from the vehicle.
- * Roads should be well designed and maintained for ease of use by physically challenged people.
- * Online reporting platforms such as 'Our Cries' empower young women and girls to report cases of harassment in public transport, which can provide law enforcers with information that could lead to prosecution of perpetrators.
- * The society as a whole should have empathy towards persons with disabilities when using public transport by being patient and permissive to their needs.

12.0 OVERCOMING GENDER BARRIERS IN TRANSPORT

High Level Panel Discussion: Strategies for Overcoming Gender Barriers in Transport

SPEAKERS

Moderator: Prof. Winnie Mitullah, Associate Research Professor, University of Nairobi

Wanjiku Manyara, Managing Director, Petroleum Institute of East Africa

Iman Abubaker, World Resources Institute, Ethiopia

Dr. Rocio Diaz-Chavez, Stockholm Environment Institute, Kenya

Rehana Moosajee, Director, The Barefoot Facilitator



Figure 12: Participants in the high level panel discussion: Overcoming Gender Barriers in Transport

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12.1 Session Objectives

- * To raise awareness on gender issues and trends in the transport field faced by women in East Africa.
- * To showcase strategies and real examples for overcoming gender issues in the transport field (at strategic level) e.g. within ministries, organizations, etc.
- * To identify what more needs to be done, how do we strengthen our gender interventions

12.2. Expected Outcome

Gain a deeper understanding of how high level gender intervention strategies can empower women in the transport field.

12.3. Winnie Mitullah

Prof. Mitullah began by highlighting that there were many groups of stakeholders involved in coming up with strategies - not just NGOs. Some of those stakeholders include: governments at the national and local level, the public, PSV transport workers, SACCOs and *matatu* owners. She also pointed out that the policies and strategies addressing these issues were partial and have many gaps. Planning and implementation is difficult because all stakeholders are not involved in the planning process. She noted that PSV transport workers need guidance in executing plans while planners need to consider the multiple roles and needs of women.

12.4. Wanjiku Manyara

Wanjiku started her presentation by pointing out that women are underrepresented in the public and private sector. Unbalanced recruitment standards favour men and intimidate women. She noted that employers do not believe in women's capability, and always ask them for a reference to prove themselves. She noted that gender-centred interviews/ debates/ conversations in the media do not favour women. Furthermore, insufficient networks make women shy away from seeking assistance in their career advancement for fear of being perceived as opportunists.

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She urged for gender sensitization in the media and gender balance in public and private sectors to achieve the Sustainable Development Goals, and eliminate discrimination against women. To achieve this, she encouraged women to speak more in order to be heard. She pressed for them to deliberately mobilize for policies against gender bias and advocate for equal treatment for all, particularly in leadership because female leaders offered a unique perspective. She also asked that women hold each other up in order to excel.

12.5. Iman Abubaker

Iman started by noting that many countries in Africa and the world are not homogenous and what works for one country's city infrastructure may not work for another. Although ideas could be borrowed from all over the world, change requires the participation of all stakeholders. She pointed out that all over the world, more women than men use non-motorized and public modes of transport. As pedestrians, women are more likely to be involved in road accidents.

WRI aims to use government policies in Ethiopia to advocate for road safety and ensure that safe pedestrian lanes are available. They promote gender mainstreaming in planning and designing of roads, infrastructure and urban areas by encouraging urban planners to actively plan with the roles of multiple road users in mind: pregnant women, children, motorists, pedestrians and PWDs. WRI also invites road and infrastructure users to the planning board meetings because professionals may not always find time to go to the ground and have a first-hand experience.

12.6. Rocio Diaz-Chavez

Dr. Diaz-Chavez began by pointing out that any strategies put in place needed to effect deep changes on how transport impacted on women. Examples of strategies she stated included:

- * Compliance to SDGs
- * Equal representation of women in planning and designing of cities infrastructure.
- * Involvement of authorities, policy makers and men in these discussions in order to see change.

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12.7. Rehana Moosajee

Rehana began her session by inviting the audience to carry out a breathing exercise and interact amongst themselves. She opined that the barriers to helping women in transport include the inhumane and inauthentic ways of conversing with stakeholders as well as implementing unrealistic laws and unnatural operations within organizations and institutions. She expressed concern that society's views are warped, being too careless to notice other people's suffering in a difficult situation and doing nothing about it. She encouraged the audience to go back to African values of humanity and nature and shift from western feminism, which is rooted in western capitalism.

12.8. Conclusions

- * Women get side-lined when seeking leadership positions in the transport sector. Their voice is however important to ensuring equality in transport.
- * There is no one- size- fits- all model to development of transport infrastructure.
- * There is a communication breakdown between transport workers and policymakers since policy does not translate to action on the ground. Unrealistic traffic laws are enforced on the public which do not take into account their accessibility needs.

12.9. Recommendations

- * Women should compete for leadership positions in the transport sector
- * Governments should take into consideration the needs of their citizens while developing their transport infrastructure.
- * The society as a whole needs to be more sensitive to other people's feelings and show empathy and respect for each other.

13.0 GENDER SENSITIVE TOOLKIT

Gender Sensitive Minibus Services Toolkit for African Cities

SPEAKERS

Stefanie Holzworth, Associate Human Settlements Officer Urban Mobility Unit, UN-Habitat

Kelvin Muriuki, Flone Initiative



Figure 13: Kelvin Muriuki (Flone Initiative) presenting on the research methodology of the toolkit

This session served as a soft launch of The ‘Gender Sensitive Minibus Services for African Cities’ Toolkit. The toolkit is the product of collaboration between UN Habitat, Flone Initiative and Inés Sánchez de Madariaga, Lecturer at Universidad Politécnica de Madrid and member of UN Habitat’s Advisory Group on Gender. Stefanie noted that the toolkit is currently in draft stage. The toolkit is intended for stakeholders in public transport i.e. public transport service providers (buses and minibuses), urban planners, city officials, PSV unions, civil society (including NGOs), research professionals and other decision makers and stakeholders in urban public transport

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who can implement these changes. The toolkit is informed by two case studies based in Nairobi in 2018: Gender Equity Assessment and a Mobility of Care study. The research and toolkit were announced to be completed by early 2019.

14.0 INTRODUCTION TO PRINCIPLES OF WOMEN IN TRANSPORT

Verena Flues from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH discussed the inception of the Five Principles of Women in Transport. As a background, the principles sought to address the gap between the small numbers of women working in transport against the larger number of women who had experienced harassment in public transport. The Five Principles of Women in Transport, which are being developed by the Transformative Urban Mobility Initiative (TUMI), are meant to be a global guide on how to address gender issues in transportation. Verena called upon the participants to interrogate the principles, their relevance and inclusivity, whether they relate to local context and the poster design.

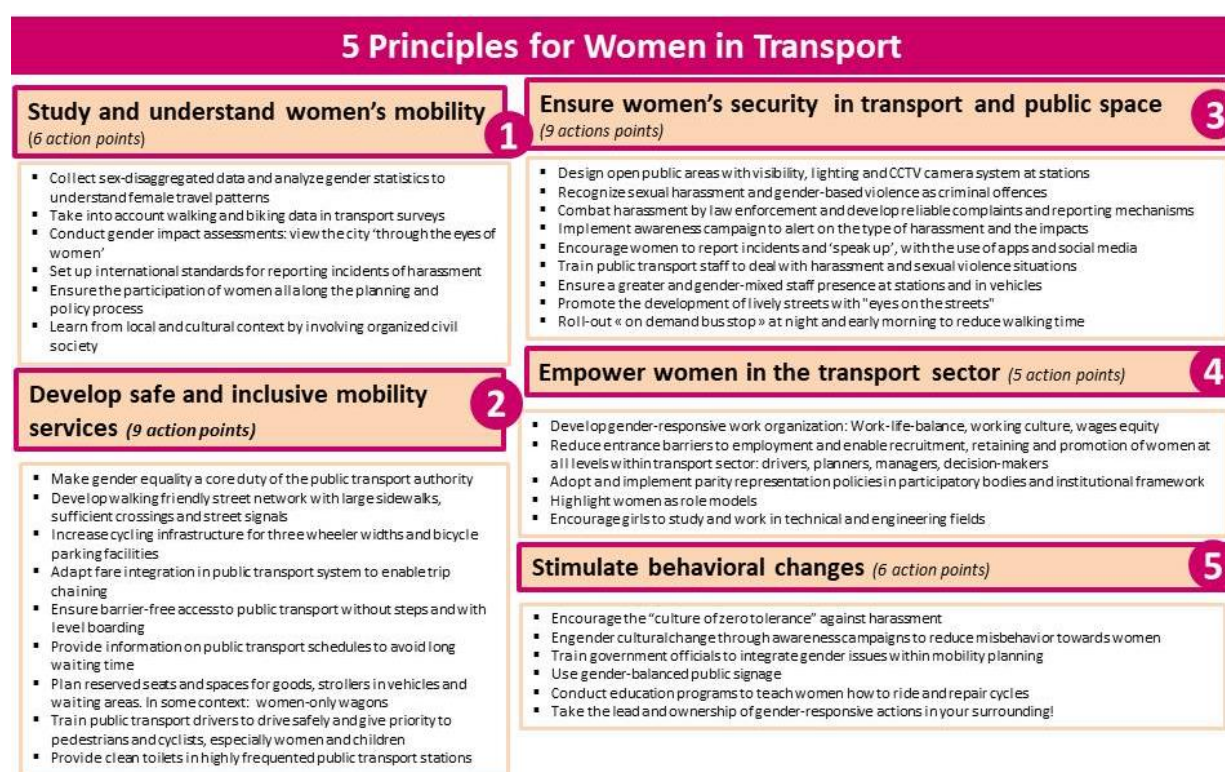


Figure 14: Poster detailing the 5 principles of women in transport

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BREAKOUT SESSIONS

Session Objectives

Breakout Sessions in the areas of Practice, Policy, Research and Innovation were facilitated to review interventions and come up with lists of recommendations for how those sectors can support women in transport in practice:

- * Research Session Objective: Hear about innovative research being conducted in the areas of gender and mobility and contribute to participatory mapping of 'research knowledge' which will inform research needs moving forward for national and international programs.
- * Policy Session Objective: Discuss how policy and decision makers are managing issues of gender and mobility in planning and regulation frameworks: what has been done, what is working and what can be improved?
- * Innovation Session Objective: Explore the role of tech and innovation in addressing issues of gender and mobility.
- * Practice Session Objective: Develop the WIT Africa Network in collaboration with people currently working in the transportation field.

These sessions were also used to generate feedback on the 5 WIT Principles.

Expected Outcomes

Recommendations on how problems faced by women in transport could be solved through policy, innovation, research and practice

15.0 POLICY SESSION

Problem solving through policy

SPEAKERS

Moderator: Dr. Rocio Diaz-Chavez: Stockholm Environmental Institute

Hon. Esther Passaris: Nairobi County Women's Representative

Bright Oywawa: National Transport and Safety Authority (NTSA)

Stefanie Holzworth: UNHABITAT

Chris Kost: Institute of Transport and Development Policy (ITDP)



Figure 15: Members of the Policy breakout session panel

15.1 Session Aims and Objectives

To provide a snapshot of the current policy that affects women working in and using transportation in Kenya and across East Africa.

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The session focused on the following questions:

- * What are the gaps in existing policy to address issues on women in transportation in Kenya and East Africa?
- * How do we move from policy to action, addressing the identified gaps?
- * What is needed in terms of institutions to take action?

15.2 Expected Outcomes

- * To gain better understanding of current policies, gaps and how it looks in practice.
- * To generate a list of gaps in policies that failed to address the issues in transportation, ideas on how these gaps could be addressed and the role of institutions to take action.

15.3 Hon. Esther Passaris

Hon. Passaris expressed personal interest in non-motorised transport and hoped that the conference would come up with a way forward for gender sensitive transport. For gaps in policy in the transport industry, she stated that taxation impaired the use of non-motorised transport as was illustrated by many Kenyans travelling to Uganda to buy bicycles. She also stated that most laws and infrastructure accommodated motorised rather than non-motorised transport; for instance encroaching of buildings in pedestrian lanes, vendors along pedestrian lanes and bollards. In order to move from policy to action, Hon. Passaris admitted that it would be difficult to get the government involved after they had already made their political manifestos. She concluded by encouraging citizens to speak up on matters that were dear to them and that the engagement between the government and the civil society was the only way funds could be allocated to issues in transport.

15.4 Bright Oywawa

Bright stated that NTSA did not have any policies in place to help women in transport, and the closest they had gotten was developing a policy paper on transport that proposed to form a transport board, a transport institute and a transport service that aided in collecting data. She

noted a clear gap between research and policy due to lack of statistics that would help form policies. Additionally, existing research findings were neither applicable nor relevant to the East African context. In order to bridge the gap, Bright advised that affirmative action was required in various levels. She also called for capacity building and the mainstreaming of gender issues from planning to interpretation level.

15.5 Stefanie Holzworth

Stefanie began by stating that policy did not necessarily mean change. She recommended gender audits, gender monitoring & evaluation in all transport spaces in order to create more inclusive spaces. She also stated that the matter of gender could easily be thought through by either integration of both men and women to bring about equality or empowering women for women-centred progress. She noted that the latter, however, might not be effective and asked for efforts be redirected to the former. In her opinion, practical and applicable design examples included:

- * Rethinking land use and making it compact to reduce travel times.
- * Making cycling inclusive for women and families.
- * Installing gendered traffic signs and signals.
- * A gendered approach to urban planning and engineering.

15.6 Chris Kost

Chris discussed Cairo, a city of 18 million people which experienced a lot of problems in its transport systems as most of them were informal. This led to the development of the Bus Rapid Transit (BRT) system with the pioneering phase from October City to Cairo, a distance of 42km with a total of 39 stations. A gendered study, context analysis and public participation were used to gather data to inform the design of the BRT systems. The study indicated that 93% of women wanted separate allocated seats and 35% of women felt unsafe in the public transportation provided by the government. Women felt unsafe as they were frequently harassed by drivers and the vehicles were often overcrowded. Some solutions proposed for this issue included:

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- * Having a strong BRT agency that was gender sensitive
- * Hiring more women in public transport
- * Training of government officials on gender.

15.6 Participants' Perspectives

Dr Rocio then engaged the room with a series of questions:

Q1: What gaps do you see in current policies in regards to gender and the transport industry?

- * Lack of proper gender sensitive facilities such as provisions for lactating mothers to breast feed their children in transport terminus
- * Lack of response systems for harassment complaints
- * The privatisation of the transport industry made it hard to implement policies.

Recommendations provided for these gaps included:

- * The provision of adequate facilities and amenities that were gender sensitive and policies put in place to ensure this.
- * Policies that allowed a framework for responding to harassment complaints that would be enacted in every transport space.
- * The training of institutions to be gender sensitive.

Q2: What do we need to move from policy to action and do we need more institutions?

- * More institutions were still needed while technical organisations needed to work with lobby groups to ensure gender sensitive designs and infrastructure.
- * There was need for legislation that guided implementation in transport
- * Collaborations between stakeholders and the government was required
- * Political goodwill and funding was also required in order to implement ideas.

Dr Rocio concluded by stating there was need to facilitate the move from policy to action in order to ensure gender sensitive transport systems are realized.

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16.0 PRACTICE SESSION

What does it mean to take part in public transport at the grassroots level? A session on problem solving through practice

SPEAKERS

Moderator: Anne Atambo, C4DLab

Ndiko Mwaura, Rescue.co

Judith Ng'ang'a, Inua Mama Mashinani



Figure 16: On-going discussions during the practice breakout session

16.1 Session Aims and Objectives

The aim of the practice session was to provide a snapshot of the wide and interesting range of interventions being undertaken to improve the experience of women working in and using transportation across East Africa and the wider region. The session objectives were to:

- * Provide a synopsis of the interventions being undertaken in East Africa and regionally.

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- * Highlight gaps in existing practice.
- * Present the idea of the WIT Africa Network.
- * Explore how grassroots women in the transport sector can articulate their agency and contribution to the sector's development.
- * Engage in discussion on how the 10 WIT principles align with current practice.

16.2 Expected Outcome

To prototype a product or a framework for the WI-Transport Africa Network using findings and recommendations from the session

16.3 Participants' Perspectives

Q1: Is there communication amongst transport sector practitioners?

- * It was noted that practitioners communicate through demonstrations and strikes, media, touting, signboards, graffiti and their behaviour.

Q2: What role do practitioners play in the transport sector?

- * They pay taxes, which are channelled back into the sector by the government.
- * They provide transport service which is crucial to the running of the economy.
- * They create jobs: drivers, conductors, mechanics and painters.
- * They use transport services
- * They played a part in changing perceptions on GBV

Q3: Do transport practitioners feel heard?

- * Participants agreed that the answer was dependent on the individual's country of origin. Those from Tanzania, Ethiopia and Uganda felt heard, with Ugandans stating that it was a result of their strong unions. However, Kenyans felt that they were not heard at all.

Q4: Do transport practitioners feel seen?

- * Participants felt that they were not seen above the union level, especially by key stakeholders at the national level who did not recognize their participation.

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Q5: What would a 'Women in Transport (WIT) Africa Network' look like?

- * Participants thought that the ideal network would include members who actively identified partners and competitors that they could learn from. The network would also organize *chamas* to pull funds together and empower members. They could also attend forums and women's groups, start projects to help each other during emergencies and encourage fellow women to join the industry in the matatu and *boda boda* sector.

16.4 Recommendations

- * Consultations should involve practitioners, as the execution of policies is at times too sudden and not done in cooperation, thus creating unforeseen problems for practitioners and backlash against the government. For this to happen, there needs to be clear communication between organizations.
- * There should be gender balance in leadership positions in order for women's issues to be heard. Introduction of formal systems (contracts and maternity leave) would protect women's labour rights.
- * Backing and support from the government for practitioners' issues needed to be heard and the implementation systems should be seamless. Practitioners should join active unions which will lobby to the government on their behalf. This also called for cooperation among practitioners.
- * Enforcement of policies that stop gender-based violence.
- * Breaking down of societal gender norms which dictate what men and women should and shouldn't do.

17.0 INNOVATION SESSION

A session on problem solving through innovation

SPEAKERS

Moderator: Elizabeth Resor, PhD Student/Urban Planner

Caroline Hancock WhereIsMyTransport



Figure 17: Elizabeth Resor presenting during the Innovation breakout session

17.1 Session Aims and Objectives

- * To provide a platform for innovators to showcase their work and their findings in a supportive and interactive manner.
- * To provide innovators with feedback on the potential impact and importance of their work in the context of policy, practice and research.
- * Provide a synopsis of the innovations coming from the region
- * Highlight gaps in existing innovations

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- * Engage researchers and decision-makers in discussing the priority areas for innovations and
- * Engage in discussion on how the 10 WIT principles align with current innovations.

17.2 Expected Outcome

Develop a list of the areas identified by attendees that need to be addressed as it relates to women in transportation (What could still be done/created/thought about through tech and innovation?)

17.3 Innovations in Eastern Africa

The innovation breakout session provided a snapshot of the wide and interesting range of innovations being implemented to improve the experience of women working in and using transportation across East Africa. Among the ways in which innovation supported women in transport included:

- * Open data: The Digital Matatus project mapped Nairobi's matatu systems and availed the data to developers as a map and on Google Maps. *Where Is My Transport?* made data about transport systems in African cities more accessible to transit riders, planners and officials.
- * Temporary interventions: The Nairobi Accident Map project used Ma3 Route's platform to crowd-source road accident data in Nairobi via social media. Other social media accounts spread information and advocate for better transport infrastructure and policy: @shecyclesnbi @roadsvolunteer @Ma3Route @KenyaRedCross
- * Social Media: Flone Initiative's *Wamama wa Mathree* play presented the stories of women involved in Nairobi's matatu sector. wa Mungai & Samper (2006) also collected personal experience narratives of matatu travel in Kenya.
- * Mobile Application: SafeBoda is a mobile app from Kampala that makes it possible to request a *boda* driver who has received safety trainings and has a helmet for the passenger. Other similar apps for taxis include Uber, Taxify and Little Cab.

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17.4 Participants' Perspectives

Q1: What road blocks to innovation have you seen/ experienced?

- * Resistance to change, poor planning, replication, lack of know-how for implementation, corruption, expensive implementers, inadequate funding, out-dated information, government policies, ignorance and lack of public participation in decision making

Q2: What areas/ issues of transportation could benefit from innovation?

- * A standardized pricing system, ticketing/ digital/cashless fare payment system, safety and security, transit advertising, comfort and customer service, energy and time efficiency, and a sustainable transport system.

Q3: Are there policy measures that could encourage innovation in the transport sector?

- * Enforcement of laws, for example transport rules and regulations
- * Stakeholder participation in planning and designing roads and infrastructure
- * Policy makers to use public transport
- * Designing roads for commuters, i.e. prioritizing PSVs on our roads and not private cars
- * Imposing taxes on private cars such as higher parking fees
- * Creating a technology incubation hub for transportation

Q4: What types of data should be collected to better represent/ understand women's experiences of mobility?

- * Ideal means of transport, purpose of travel, travel content/ luggage, time aspects of travel, number of trips, quality of service, affordability, safety, accessibility of modes of transport and challenges they face while travelling.

17.5 Conclusions

Technology is a critical tool to empowering women to report cases of sexual harassment in public transport. Government agencies should see innovation as a collaborative effort to empower users of public transport

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18.0 RESEARCH SESSION

A session on problem solving through research

SPEAKERS

Moderator: Jeff Turner, Theme Leader, Gender, Inclusion & Vulnerable Groups,
High Volume Transport Research Programme, UK

Richard Hamba- Director –C/P-UST- Network Victoria- UN WOMEN

Gladys Nyachio- Lecturer, Sociology Dept., Kenyatta University

Nite Tarnzarn- Independent Gender and Transport Consultant

Viktoria Smirnova- Analyst, UN Women

Zablon Wekesa- Circular Design Nairobi

Akiko Kishiue, - Urban Transport Specialist, World Bank

Silvia Muturi - Post Graduate Social Innovation Management, Sign Language
Consultant



Figure 18: Jeff Turner presenting during the Research breakout session

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18.1 Session Aims and Objectives

The session aimed to provide a snapshot of the wide and interesting range of research being undertaken on women in transportation across East Africa and the wider region. The session objectives were to:

- * Provide a platform for researchers to showcase their work and their findings.
- * Provide researchers with feedback, in an interactive and supportive manner, on the potential impact and importance of their work for policy and practice.
- * Provide a synopsis of the research of current research in the field being undertaken in East Africa and regionally.
- * Highlight gaps in existing research knowledge.
- * Engage practitioners and decision-makers in discussing the priority areas for evidence to assist them in policy and interventions in this area.

18.2 Expected Outcomes

Attendees would gain better understanding of current research in this area, while the presenters will receive feedback on their research. The session would also generate a research agenda to meet identified needs and can be delivered over coming years by national and international research programs including GIZ, TUMI and DFID.

18.3 Jeff Turner

Jeff noted that there is heavy investment in transport infrastructure by developing world governments but there is insufficient research to support policy and action. DFID has invested £17M to transport, of which £14M will be used for research between 2017 and 2021. He presented four main research themes that were focused on the High Volume Transport including long distance strategic road and rail transport, urban transport, low carbon transport and gender, vulnerable groups and inclusion in high volume transport, which raised concerns that the research carried out over the last 20 years may have not been effected.

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Jeff gave a brief background where he recognized that urban transport infrastructure investment, and SDGs for sustainable cities are crucial to development. Urban mobility and leaving no-one behind are also crucial to delivering sustainable cities. The rationale for the research was the assumption that urban transport investment benefits all groups equally, creating interest in how the urban mobility toolkit would look like and how the current toolkit can influence focus on BRT and mass transit investment.

The methodology applied by DFID involved a comprehensive literature review as part of the UK's Department for International Development Program on High Volume Transport across developing countries and interactions between investment and equality for women, different age groups, and people with disabilities and underprivileged social groups. The research revealed that:

- * Short and long-term impacts of transport investments on people with disabilities and other underprivileged social groups were not well understood.
- * There was a lack of understanding of spatial variations in everyday mobility of different social groups.
- * There was a lack of robust, long-term evaluation of investment on different social groups
- * There was limited recognition of interaction between age and disability and low-cost high impact measures had been neglected.
- * Guidelines for equitable access were available but barely used.
- * There was need to retro fit equitable access to the existing toolkit of investment such as bus rapid transit and metro investments.
- * Mobile technology and crowd sourced data could improve understanding of urban mobility and deliver inclusive access.

He called for an inclusive research agenda that incorporated the voices of disadvantaged groups in decision making, the role of women in cross border trade and urban freight, options available for road crash data collection and what road safety mechanisms have the highest impact in

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Africa and South Asia. Going forward, for the research to add value, Jeff proposed that the following parameters be considered:

Table 1: Proposed parameters for future transport research

	Accessible	Affordable	Safe	Green	inclusive
Policy, planning and regulation					
Finance and economics					
Governance and institutions					
Technology					
Data					
Operations, services & management					
Infrastructure					

When asked, the audience shared the following gaps they had encountered in research:

- * Making connections with the right people where the relevant authorities were unavailable to respond to questions
- * Doing a presentation on efficiency and security gender of the researchers (male) made it difficult for them to get the responses they needed from female respondents.
- * Program *Usalama wa Uma* (Public Safety) was looking at engaging men in promoting safety. The team did not receive support from governing bodies when they piloted a toolkit in one of the counties. They were unable to scale it up because they needed to link ideas with policy makers such as NTSA instead of being a stand-alone NGO to roll it out.

18.4 Richard Hamba

Richard carried out a bike sharing project study in Makerere University, Kampala, targeting lecturers and students on campus. It sought to increase mobility of the campus stakeholders, participation in the research by female students and staff, encourage the dedication of free time to physical activity, improve air quality and reduce congestion associated with motorized

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transport. Some findings revealed that staff and students lacked awareness of policies and guidelines surrounding non-motorized transport. There were negative attitudes towards NMT, and a lack of knowledge on environmental impacts of cycling, other than it being a physical activity. His call to action was increased advocacy for NMT policies to increase awareness and encourage positive attitudes, establishing cycling training centres for women and more promotional campaigns for the public.

18.5 Zablon Wekesa

Zablon's research sought to leverage the perception that cycling is adventurous, to invite more women to consider cycling. When he carried out a cycling training session, women were the first to pay more for cycling trainings because they had the interest. He encouraged adults to maintain their momentum of cycling from childhood. Zablon concluded by inviting support in carrying out research on women over 35 years of age who cycle.

18.6 Viktoria Smirnova

Viktoria noted that trade and regional economic integration are key pillars for structural transformation and industrialization of Africa and important for Africa Union's Agenda 2063 and the Global agenda 2030. The signing of the African Continental Free Trading Agreement presented great opportunity for women to participate in cross-border trading. The research sought to identify opportunities for women entrepreneurs in three key areas: 1. Women in informal cross border trade, 2. Affirmative/preferential public procurement for women's increased participation in trade and 3. Gender and value chain analysis.

One of the challenges experienced was the data being out-dated or not comprehensive enough to fulfil the objectives of the study. Also, there was limited or absent sex disaggregated data on gender and policy which inhibited sound empirical evidence, despite growing interest in research in the matter. For instance, only two countries in the COMESA region, namely Rwanda and Uganda, conducted informal cross border trade surveys with small scale cross border trade statistics data on a regular basis. Gender and trade has numerous aspects including the angle of

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safe infrastructure like transport, accommodation, storage, energy and ICT in terms of internet connectivity, which cannot all be covered in one study. Viktoria recommended that gender equality be incorporated in the AfCFTA negotiations which can be strengthened by continuous advocacy. In order to complete the study, the following were recommended:

- * Work on collecting relevant up-to-date sex-disaggregated data which does not underestimate gender analysis.
- * Review existing research to link other studies in the field to avoid duplication and enhance partnerships.
- * Develop advocacy work and engagement with stakeholders involved in AfCFTA to strengthen gender equality.
- * Programing to support female cross-border traders including building their capacities, supporting women's ability to utilize ICT based infrastructure as a means to reinforce regional trade in terms of ecommerce, which makes them competitive in value chains.

18.7 Gladys Nyachieo

Gladys' research focused on women as leaders of public transport, looking at mobility prospects and the challenges that women face. Her research sought to identify the factors that affect the way men and women travel. She sought support in additional research on how transport influences women's lifestyles, jobs and where they live. Recommendations offered for future research included:

- * Collection of more gender-disaggregated data,
- * Promotion of greater citizen participation,
- * Countering the male-dominated decision-making process in transport, and
- * Incorporating questions into surveys on how respondents can recommend safety measures that can be implemented

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18.8 Akiko Kishiue

Akiko's research focused on 'Making Nairobi Transport More Gender Responsive'. The research is currently in the early stage of data analysis which needs to be complimented with interviews and focus groups. Preliminary data found that people make an average of two trips a day regardless of gender. In Nairobi, women's travel times are shorter by around 6 minutes. Women preferred to travel more to homes, schools and shops, while men mainly travelled to work. They opted more for walking and public transport than men who prefer private vehicles. She recommended that future transport-related data collection and monitoring and evaluation be designed to incorporate questions to capture sex-disaggregated needs, women's employment in the transport sector and potential economic gain from promoting female labour participation in the transport sector.

18.9 Silvia Muturi

Silvia's study was titled 'Blazing a Trail for New Journeys through Deaf Inclusion'. Her study sought to raise awareness and sensitize policy makers to the plight of the deaf, including discrimination and inequality in the use of transport. One of the biggest challenges to the research was a gap in data and therefore the study leveraged focus groups targeting 30 women and girls in Nairobi who are deaf and hard-of-hearing from various settings. Her study revealed that communication was a huge barrier, with women facing double the stigma due to being deaf and female. Deaf women preferred to travel during the day in order to be more vigilant of conductors and crew who overcharge them. She recommended that signage be put up indicating charges on bus fare to be fair and the crew be trained in courtesy and honesty in announcing the destination. Silvia concluded by noting that more work needs to be done to create the least restrictive environment for the deaf traveller, permitting them to reach their full academic, social and emotional potential.

18.10 Nite Tarnzarn

Nite's research, entitled 'Mainstreaming Gender in Transport in Ethiopia, Kenya, Tanzania and Uganda', was funded by DFID. It investigated gender mainstreaming in Nepal, Ghana, Sierra Leone, Kenya and Uganda looking at diverse areas in the transport sector. It sought information on policies, institutions and road projects for gender mainstreaming. She leveraged a clustered approach to create synergy and a critical mass of interest for practical follow-up. The research was designed to contribute to the evidence base to stimulate gender transformative transport solutions. Her research established that there were various attempts made at mainstreaming gender in transport institutions, policy and planning. Furthermore, whereas transport projects have created employment opportunities for women, this has largely excluded women with intersecting vulnerabilities such as the elderly, persons with disabilities and female heads of households. The key challenge she faced was matching women's quantitative presence with qualitative gender outcomes.

19.0 REFLECTIONS FROM BREAKOUT SESSIONS

The reflections from the breakout sessions sought to share some initial outputs from the innovation, research, practice and policy breakout sessions. These were collated and presented by Zahra Kassam, CEO & Founder of KUWA

19.1 INNOVATION

- * Government policies and inadequate funding act as roadblocks to innovation
- * Innovation would benefit ticketing digital payment systems and reporting platforms
- * Policy measures that could encourage innovation include creating a tech incubation hub and requiring policy makers to use public transport to understand the real issues.
- * The technology use data needed multiple perspectives on women.

19.2 RESEARCH

- * Active research fields exist but their scope needs to extend to more research activity for collecting new data and for sharing on best practice. Data is insufficient.
- * Data is collected by institutions but gender aggregation is missing, hence more focus should be put on this area

19.3 PRACTICE

- * There is poor communication between the decision makers and policy implementers
- * There is need for more networking among stakeholders
- * Basic human rights should be observed and women should be acknowledged.

19.4 POLICY

- * Move to gender equality among transport workers and at leadership levels
- * Gender is not integrated into policies which need to be made more gender sensitive.
- * Laws are needed to protect workers' rights. There is need for working response systems for harassment complaints, as well as amenities that are safe for all.
- * There is a need to move from policy to action

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CONCLUSION

Throughout the conference, it was evident that women in transport require more support in obtaining and sustaining jobs in the transport industry. Pertinent challenges highlighted included:

- * **Gender Based Violence:** Women face sexual, physical, emotional and psychological abuse both using and working in public transport.
- * **Discrimination and social stereotypes:** Transport is still considered a male dominated industry, hindering interest and investment by women in the sector. Expectant mothers and persons with disability still face challenges using public transport systems which are unaccommodating to their disabilities. Some women join the industry out of desperation to make a living as opposed to being inspired to start or further their careers.
- * **Lack of Data:** There is very little data that would highlight the gender parities in the transport industry, hence very little intervention can be done to curb these issues.
- * The **existing infrastructure is poorly planned** within major developing cities to accommodate women, and persons with disabilities who often take shorter, more frequent trips, and prefer to use non-motorized transportation means such as cycling and walking. This is often due to inadequate consultation with transport users and practitioners during design and implementation.
- * Though **policies exist, they are not strong enough** to protect the rights of women in transport since the reporting systems rarely yield results.

RECOMMENDATIONS

Below are some of the recommendations made at the conference for Women in Transport:

- * Research: it is critical to lobby for gender and related variables to be incorporated in all research in transport to help develop policies that actually work for women in transport
- * Stakeholders should push for more implementation of some of the policies that safeguard the rights of women, such as easy reporting and prosecution of gender based violence on public transport.
- * There should be consultative engagement between policy makers and implementers in order to identify the gaps surrounding gender and transport issues and develop practical laws.
- * Policy makers should embrace innovation in technology to encourage more women to invest in the transport sector, as well as protect them.

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APPENDIX: CONFERENCE PROGRAM

Time	Topic & Speaker
Thursday, 22 nd November	
08:30 – 09:00	Registration
09:00 – 09:30	<p>Welcome Remarks</p> <p>Esther Koimett, Principal Secretary, State Department of Transport</p> <p>Naomi Mwaura, Founding Director, Flone Initiative</p>
09:30 – 10:30	<p>Panel Discussion</p> <p>Understanding Women in Transportation: <i>Providing global context and perspectives on the importance of addressing issues impacting women in transportation.</i></p> <p>Moderator: Naomi Mwaura, Founding Director, Flone Initiative</p> <p>Heather Allen, Independent Gender & Transport Consultant</p> <p>Anne Kamau, Research Fellow, Institute of Development Studies, University of Nairobi</p> <p>Sonal Shah, Independent Consultant (Urban Planning, Sustainable Transportation and Gender Equality)</p>
10:30 – 10:45	Tea Break
10:45 – 11:45	<p>Interactive Discussion</p> <p>Personal Stories from Transport workers of Eastern Africa: <i>Hear first-hand the successes and challenges of Eastern Africa's female</i></p>

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	<p><i>transport workers.</i></p> <p>Moderator: Anna Karume, International Transportation Workers Federation (ITF) Africa Deputy Regional Secretary</p> <p>Edwina Kwamboka, Conductor, Kenya</p> <p>Hirut Amare, Driver, Ethiopia</p> <p>Judith Kyeyune, Driver, Uganda</p> <p>Magreth Balale, Conductor, Tanzania</p> <p>Emma Wanjiru, Boda Boda rider, Kenya</p>
11:45 – 12:30	<p>Interactive Discussion</p> <p>Men Supporting Women: <i>What factors contribute to violence in public transportation and what is being done to change them; a men’s perspective.</i></p> <p>Moderator: Stephenson Kisingu, International Transportation Workers Federation</p> <p>Fredrick Nyagah, National Coordinator, Men Engage Kenya Network</p> <p>Mbugua wa-Mungai (PhD), Senior Lecturer, Kenyatta University</p> <p>Vincent Menge Ombati, Youth Organizer, Matatu Workers Union</p>
12:30 – 13:30	<p>Lunch Break – Chandaria Centre for Performing Arts Lobby</p>
13:30 – 13:45	<p>Inspirational Video – “Truck Mama”</p> <p>Driving a 20-tonne truck in the most notorious highway in East Africa is not for the faint hearted, but Evelyn, a 35-year-old mother of two, conquers this route. Truck driving has become more than a job to her, it is her lifestyle.</p>

13:45 – 14:45	<p>Panel Discussion</p> <p>My Story: <i>Interventions to help more women in transportation in the areas of cycling, ride-share, motorcycles taxis, matatus and long-distance trucking</i></p> <p>Moderator: Amanda Ngabirano, Public Speaker, Communications Expert & Urban Planning Lecturer, Makerere University</p> <p>Cezanne Maherali, Head of Policy for Uber East Africa</p> <p>Sandrine Nikuze, Head of SafeMoto Institute</p> <p>Claire Clarke, International Transportation Workers Federation</p> <p>Mary Mwangi, Programs Manager, Flone Initiative</p> <p>Esenam Nyador, Founder, Miss Taxi Ghana</p>
14:45 – 16:00	<p>Interactive Session – UN Environment</p> <p>Gender Mainstreaming in Action!: <i>Making it happen – hear from our panelists about how they are practicing gender mainstreaming in reality.</i></p> <p>Moderator: Damaris Mungai, Programme Officer, Gender and Youth, UN Environment, Africa Office</p> <p>Yunae Yi, Safeguards Advisor, UN Environment</p> <p>Carly Koinange, Global Programme Lead, Share the Road, UN Environment</p> <p>Clarisse Cunha Linke, Country Director, ITDP Brazil</p> <p>Amanda Ngabirano, Public Speaker, Communications Expert & Urban Planning Lecturer, Makerere University</p> <p>Sonali Vyas, Program Manager, Saftipin</p>
16:00 – 16:30	<p>Tea Break</p>

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16:40- 17:00	Maimunah Mohd. Sharif, Executive Director, UN-Habitat (Under-Secretary-General)
17:00 – 18:30	<p>Special Performance</p> <p>Wamama wa Mathree: <i>Stories from Nairobi's Matatu Women</i> <i>Written by Carol Odongo Directed by Veronica Waceke</i></p> <p>The play offers a glimpse into the life of Nairobi's matatu women. Co-created by a group of women working in the matatu industry and inspired by one woman's perseverance and courage to stand up for herself and others, the play follows her journey from a past filled with violence to her redemption as a leader of women's rights in the matatu industry.</p>
Friday, 23rd November	
08:00 – 09:00	Registration
09:00 – 09:10	<p>Welcoming and Introduction</p> <p>Mary Mwangi, Programs Manager, Flone Initiative</p>
09:10- 9:30	Remarks by representative of Prof. Peter Mbithi Vice- Chancellor, University of Nairobi
– 09:30	<p>Inspiring Talk – <i>Fighting for a More Just World</i></p> <p>Clarisse Cunha Linke, Country Director, ITDP Brazil</p>
9:30 – 10:30	<p>Interactive Panel Discussion</p> <p>Women on the Move: <i>Experiences, challenges & solutions of women as commuters and users of public transportation</i></p>

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	<p>Moderator: Sonal Shah, Urban Planner</p> <p>Stephanie Aketch, Regional Road Safety Manager, Humanity & Inclusion</p> <p>Elizabeth Njoki Kinuthia, Nairobi WIT Operator</p> <p>Jane Kerubo, Female Nairobi Commuter</p> <p>Modesta Joseph, Founder, Our Cries</p>
10:30 – 10:45	Tea Break
10:45 – 12:00	<p>High Level Panel</p> <p>Strategies for Overcoming Gender Barriers in Transport</p> <p>Moderator: Prof. Winnie Mitullah, Associate Research Professor, University of Nairobi</p> <p>Wanjiku Manyara, Managing Director, Petroleum Institute of East Africa</p> <p>Iman Abubaker, World Resources Institute, Ethiopia</p> <p>Dr. Rocio Diaz-Chavez, Stockholm Environment Institute, Kenya</p> <p>Rehana Moosajee, Director, The Barefoot Facilitator</p>
12:00 – 12:15	<p>Launch: <i>Gender-Sensitive Minibus Services and Transport Infrastructure Toolkit</i></p> <p>Stephanie Holzwarth, UN HABITAT</p> <p>Kelvin Muriuki, Flone Initiative</p>
12:15 – 12:30	<p>Intro: <i>Breakout Sessions & 10 Principles of Women in Transport</i></p> <p>Zahra Kassam, CEO & Founder, KUWA and Verena Flures, GIZ</p>
12:30 – 1:30	Lunch Break – Chandaria Centre for Performing Arts Lobby

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13:30 – 15:30	<p>Breakout Sessions – <i>Problem solving sessions pertaining to research, policy, practice & innovation</i></p> <p>Policy (Main Auditorium) Moderator: Dr. Rocio Diaz-Chavez, Stockholm Environment Institute</p> <p>Practice (Breakout Room #1, Fifth Floor) Moderator: Anne Atambo, C4DLab</p> <p>Innovation (Breakout Room #2, Fifth Floor) Moderator: Elizabeth Resor, PHD Student</p> <p>Research (Breakout Room #3, Fourth Floor) Moderator: Jeff Turner, Theme Leader, Gender, Inclusion & Vulnerable Groups, High Volume Transport Research Programme, UK</p>
15:30 – 16:00	<p>Reflections from Breakouts Zahra Kassam, CEO & Founder, KUWA</p>
16:00 – 16:15	Closing Remarks
16:16 – 17:00	Networking Tea & Snacks