Scaling Up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes

Analytical Background and Methodology

Nite Tanzarn and Peter Njenga
International Forum for Rural Transport and Development (IFRTD)
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Cover Photo: Women transporting mats to market in Kagera region Tanzania
www.ifrtd.org
peter.njenga@ifrtd.org

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AFCAP Database Details: Scaling Up Gender Mainstreaming in Rural Transport: Analysis of Policies, Practices, Impacts and Monitoring Processes

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Abstract

The research project involves four countries, namely Ghana, Kenya, Tanzania and Uganda. Using available country-specific data, this background analysis explores the implications of variations in assignment of responsibilities between men and women, unequal access to resources and asymmetrical power relations in the context of rural transport. First, the analysis showed that these inequalities result in gender differentiated demands for, and benefit from transport infrastructure and services. Second, it revealed that transport and travel spaces are gendered and can potentially promote sexual and gender-based violence. Third, it confirmed that transport interventions that take into consideration gender differences can bring significant benefits through addressing women’s time poverty and improving the returns on their labour.

The report also details the methodology, including the tools, to be used in conducting the research. The research will involve an assessment of the gender responsiveness of transport sector policies, legislation and regulations. Key informant interviews will be conducted with participants drawn from Government institutions, the private sector, civil society organisations and development partners. An analysis of one transport project per case study country will be undertaken to establish to what extent gender was mainstreamed along the different stages of the project cycle.

Key words
Gender Equitable Transport, Gendered Travel Spaces, Mainstreaming, Rural, Time Poverty, Policy

AFRICA COMMUNITY ACCESS PARTNERSHIP (AsCAP)
Safe and sustainable transport for rural communities

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## Acronyms, Units and Currencies

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<tr>
<td>ADB</td>
<td>Asian Development Bank</td>
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<tr>
<td>AFCAP</td>
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<td>AfDB</td>
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<td>CSO</td>
<td>Civil Society Organisation</td>
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<td>FAO</td>
<td>Food and Agriculture Organisation</td>
</tr>
<tr>
<td>GBV</td>
<td>Gender Based Violence</td>
</tr>
<tr>
<td>GoU</td>
<td>Government of Uganda</td>
</tr>
<tr>
<td>GSS</td>
<td>Ghana Statistical Services</td>
</tr>
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<td>IFAD</td>
<td>International Fund for Agricultural Development</td>
</tr>
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<td>IFRTD</td>
<td>International Forum for Rural Transport and Development</td>
</tr>
<tr>
<td>ILO</td>
<td>International Labour Organisation</td>
</tr>
<tr>
<td>IMT</td>
<td>Intermediate Means of Transport</td>
</tr>
<tr>
<td>KNBS</td>
<td>Kenya National Bureau of Statistics</td>
</tr>
<tr>
<td>MAAIF</td>
<td>Ministry of Agriculture, Animal Industries and Fisheries</td>
</tr>
<tr>
<td>MoES</td>
<td>Ministry of Education and Sports</td>
</tr>
<tr>
<td>MoGCSP</td>
<td>Ministry of Gender, Children and Social Protection</td>
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<tr>
<td>MoJCA</td>
<td>Ministry of Justice and Constitutional Affairs</td>
</tr>
<tr>
<td>MoT</td>
<td>Ministry of Transport</td>
</tr>
<tr>
<td>NMT</td>
<td>Non-Motorised Transport</td>
</tr>
<tr>
<td>OECD</td>
<td>Organisation for Economic Cooperation and Development</td>
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<td>ReCAP</td>
<td>Research for Community Access Partnership</td>
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<tr>
<td>RRP</td>
<td>Rural Roads Programme</td>
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<tr>
<td>RSPPS</td>
<td>Road Sector Programme Support</td>
</tr>
<tr>
<td>SGBV</td>
<td>Sexual and Gender Based Violence</td>
</tr>
<tr>
<td>SIGI</td>
<td>Social Institutions and Gender Index</td>
</tr>
<tr>
<td>TFG</td>
<td>Transport Forum Group</td>
</tr>
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<td>Transport Rehabilitation Project</td>
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<td>VTTP</td>
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Executive Summary

The overall objective of the research project is to contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport. The project is being implemented in four countries, namely: Ghana, Kenya, Tanzania and Uganda.

This report presents an analytical background and the methodology to be used in conducting the study. The analysis involved a literature review of gender in the context of rural transport in Africa. It also explored the socio-cultural norms, values and practices that underlie the prevailing gender inequalities in Ghana, Kenya, Tanzania and Uganda. Furthermore, the analysis examined how these inequalities translate into gender differentiated demands for and benefit from rural transport.

The analysis identified various issues that informed the design of the research tools. First, the analysis showed that socio-cultural norms and practices continue to play a predominant role in the rural transport sector in case study countries relegating the otherwise gender responsive policies and legislation to the background. As a result, women carry a disproportionate transport burden but with limited means to alleviate it. Second, the analysis revealed that rural women are overburdened with both agricultural work and their activities in the care economy such as fetching water, collecting firewood, taking care of the young, the sick and the old. As a result, they are time constrained and this affects their participation in the rural transport economy.

Third, the analysis showed that there are gender differences in access to and ownership of productive assets such as land, education and credit. These differences limit women’s choices to effectively participate in both the public and private rural transport sector. Consequently, women are under-represented amongst the road sector professionals as well as the transport service operators.

Fourth, the analysis revealed that transport and travel spaces are gendered and can potentially promote sexual and gender-based violence (SGBV), particularly in public transportation. Additionally, poor women and men are particularly exposed to road accidents since they are restricted to walking or public transport, which are the modes most vulnerable to traffic accidents. At the same time, women are doubly affected as victims and as caregivers of survivors of victims. SGBV was also noted as an issue in (large) construction projects, which typically involve an influx of money and migrant workers.

The analysis concludes with possible transport solutions to the issues. These include: i) affirmative action and capacity-building for women and female entrepreneurs; ii) promotion of non-motorised and intermediate means of transport; iii) prioritising investment in community access roads; iv) prioritising investment in footpaths and bridges; v) flexible credit facilities for female entrepreneurs; vi) gender awareness creation during project mobilisation; vii) gender-friendly work sites; and viii) promoting safe transportation and travel spaces; and ix) measures to address SGBV in construction.

The research will involve a review of national and transport sector documents, a gender sensitive project cycle analysis of one transport programme per country and key informant interviews. The design of the research tools was informed by the issues identified in the background analysis. The issues and the proposed solutions constitute the benchmarks against which the transport policies and selected programmes will be assessed for their responsiveness to women’s mobility, accessibility and safety needs relative to men’s.

Prior to the onset of the data collection, a virtual methodology seminar will be organised to, amongst other things, clarify the objectives of the research and to review and revise the tools, as appropriate.
1 Introduction

1.1 Background to the Research
The underlying premise of the research is that rural transport interventions that give due consideration to gender differences result in significant and more equitable benefits to women and men in terms of increased access to socio-economic services. This is besides the potential to address women’s time poverty as well as promote safe transport and travel spaces. However, substantial gaps exist in knowledge, policy and practice in respect of sustainably mainstreaming gender in the rural transport sector.

The research project reviews past and ongoing rural transport policies and programmes in Ghana, Kenya, Tanzania and Uganda with a view to generating good gender mainstreaming practices.

1.2 Objectives of the Research Project
The overall objective of the research project is to contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport.

Specific research objectives:
- Map the national gender policy landscape.
- Conduct a stakeholder analysis of key actors and their role in promoting gender equality in rural transport.
- Assess the quality of gender mainstreaming in [rural] transport processes and institutions.
- Undertake a gender appraisal of rural transport programmes along the project cycle.
- Identify opportunities for scaling up good gender mainstreaming practices in the context of rural transport.

1.3 Research Questions
The research seeks to answer the following questions:
- What is the nature and extent of gender inequalities within the case study countries?
- What are the perceptions and experiences of key actors in promoting gender equality in rural transport?
- What is the role of key actors in promoting gender equality in rural transport?
- How responsive are transport policies and institutions to gender differences in mobility and accessibility?
- What tools, indicators and targets have been used in mainstreaming gender in the respective rural transport projects/programmes, and what are their successes and weaknesses?
- What cross country lessons can be learnt and disseminated?
- What are the opportunities for sustainable scaling up of gender mainstreaming, i.e., from projects to national transport policies?

1.4 Purpose of the Report
This report is based on a review of published and grey literature on gender and rural transport in Africa as a basis for defining the contextual and analytical framework to inform the research. More specifically, the report explores the implications of variations in the assignment of responsibilities between men and women, unequal access to resources and asymmetrical power relations in the context of rural transport. The analysis concludes by proposing ways in which the gender dimension can be made more explicit along the rural transport value chain, namely: policy, private sector investment, infrastructure and end users.
The report also details the methodology, including the tools, to be used in conducting the research.

### 1.5 Implementing Organisation

The research project, which runs from September 2016 to May 2017, is being implemented by the International Forum for Rural Transport (IFRTD). IFRTD is a global network of people, organisations and champions interested in improving the methods of delivering transport solutions so as to bring equitable social and economic benefits to rural women, children and men.

### 2 Gender and Rural Transport: An Analytical Review

#### 2.1 Introduction

This chapter presents an analytical review of gender equality and women’s empowerment in the context of rural transport. First, it reviews literature on gender and rural transport in Africa. Second, it illustrates how prevailing socio-cultural norms in Ghana, Kenya, Tanzania and Uganda perpetuate and legitimise gender differences. Third, using available data from the case study countries, it analyses how inequalities between women and men are made manifest and their implications for entitlements and participation in the rural transport sector. The chapter concludes with suggestions for promoting gender equitable and inclusive transport along the value chain: policy, private sector investments, infrastructure and end users.

#### 2.2 Gender and Rural Transport in Africa

A growing body of knowledge shows that asymmetries in women’s time/space activity patterns, assets and voice in decision-making, relative to men’s, result in gender differentiated demands for, and benefit from rural transport investments and ancillary productive activities (Porter, 2012, ADB, 2013, Tanzarn, 2016). Porter (2012) provides a comprehensive review of research on gender and rural transport conducted in Africa over the years. The review cites pioneering research undertaken in Ghana (Howe and Barwell, 1987) and Tanzania (Barwell and Malmberg Calvo, 1989, Dawson and Barwell, 1993) that underscored the unequal transport burden between rural women and men. In Ghana, the studies established that men spent only 35 percent of the time and exerted only 25 percent of the load-carrying effort of women. Comparative work in Tanzania revealed that trips by women accounted for 70 percent all transport time and ton-km carried and that women often spent 15-30 hours a week on transport activities.

Whereas subsequent research has further elaborated on gender dimensions of rural transport, most has been qualitative in nature and/or based on micro-level case studies. Amongst other things, the studies indicate that whereas women are the main transporters, there are gender differences in the ownership and use of many means of transport either due to cultural and financial restrictions or inappropriate technology (Malmberg Calvo, 1994, Mudzamba, 1998, Starkey, 2001). Accordingly, fewer women than men ride bicycles, use oxcarts or wheelbarrows or hire or operate transport services.

The studies also highlight the ‘invisibility’ of women’s transport needs in policy and planning, with many of the gender mainstreaming efforts being donor-driven (Starkey, 2001, Porter, 2012, Tanzarn, 2016). This suggests that lessons learnt are not shared and good practices are neither replicated nor institutionalised.

The nexus between gender, transport and other sectors, is increasingly being highlighted, particularly as regards health. Poor physical access is acknowledged as a significant factor in the limited number of rural women giving birth in health facilities and in the significant proportion who die when giving birth through medical complications. Babinard and Roberts (2006) argue that transport is an influential factor in 75 percent of maternal mortality cases, an argument that is
echoed by Transaid (2013). An audit of obstetric fistula in South Africa, found that 40 out of the 41 cases sampled cited lack of transport as a major factor of delay in seeking emergency medical care (Rampal, Kalane, Fourie and Moodley, 2008). In Uganda, 64.4 percent of the women admitted with ruptured uterus lived more than 10 km away from a hospital (Kadowa, 2010).

A comprehensive literature review by Porter, Hampshire, Dunn and Hall (2013) draws attention to the potential health impacts of head-loading. The review identified five major components of potential harm to health and wellbeing. These include: energy costs of headloading, long-term biomechanical impacts (musculoskeletal injury and degenerative changes), risk of acute injury, impacts on maternal and foetal health, and psychosocial impacts (reported pain and social participation). Many of these health risks can potentially impose further restrictions on women’s ability to labour.

2.3 Socio-cultural Norms and Values

Most countries in Africa have registered impressive achievements in promoting gender equality and women’s empowerment, over the past twenty years (i.e. at least in terms of formal legislation). Nonetheless, gender inequalities persist, perpetuated by discriminatory social norms that often dictate differential responsibilities, expectations, and privileges.

According to the Social Institutions and Gender Index (SIGI) developed by the Organisation for Economic Cooperation and Development (OECD, 2014), women in the four case study countries experience medium (Kenya and Uganda) to high (Ghana and Tanzania) levels of discrimination. The SIGI is a composite index comprised of sub-indices that capture information on laws, attitudes and practices that impose restrictions on women’s and girls’ access to rights, justice and empowerment opportunities. The SIGI sub-indices include: discriminatory family code; restricted physical integrity; son preference; restricted resources and assets; as well as restricted civil liberties (OECD, 2014).

**Discriminatory family code**

The *discriminatory family code* sub-index captures attitudes and practices that limit women’s decision-making power and undervalue their status in the household and the family. According to the 2014 sub-index values, women in Tanzania experience very high levels of discrimination as regards decision-making compared to those in Uganda (high) and Ghana and Kenya (medium). This suggests that women have limited voice and choice, relative to men, in making decisions over purchase and use of means of transport thus restricting their mobility.

**Restricted physical integrity**

The *restricted physical integrity* sub-index captures formal and informal laws, norms and practices that amongst others that increase women’s vulnerability, and that normalise attitudes toward gender-based violence (GBV). The 2014 sub-index values for all the study countries are categorised as being high suggesting systemic male domination and female subordination as well as relatively high levels of violence against women and girls.

For instance, in Uganda, sexual violence is more prevalent amongst women (28%) than men (9%) and nearly six out of 10 women (56%) report having ever experienced physical violence (UBOS, 2011). In Tanzania, 44 women reported having experienced physical and/or sexual violence in their lifetime (OECD, 2014). Whereas the prevalence of sexual violence of women in Kenya is apparently lower (14%), it is more than twice that reported by men (6%) (KNBS, 2014).

**Restricted resources and assets**

The *restricted resources and assets* sub-index captures discrimination in women’s rights to access and make decisions over natural and economic resources. This includes discriminatory practices that undermine women’s rights to own, control or use land and non-land assets; discriminatory practices
that restrict women’s access to financial services; and social norms imposing that women’s assets be mediated only by men. According to the OECD (2014), women experience discrimination as regards entitlement to productive resources, and in particular land ranging from very high in Tanzania to high in the other case study countries. However, women in Ghana experience the highest level of discrimination as regards land rights.

Peters (2013) and Amoako-Sakyi and Owusu (2011) argue that societal dictates of precluding girls from riding bicycles in some Ghanaians communities makes it disproportionately difficult for them to assess educational opportunities. This is particularly so where distances to school are long and the spaces unsafe. A study conducted in Uganda found that many men and women felt that if women used bicycles, people would think they were acting like men. Men were suspicious about the implications of such liberated behavior, particularly for their wives (Malmberg Calvo, 1994).

**Restricted civil liberties**
The restricted civil liberties sub-index captures discriminatory laws and practices that restrict women’s access to public space, their political voice and their participation in all aspects of public life. This includes a lack of freedom of movement and negative attitudes toward women as public figures or as leaders and captures access to justice, participation and voice in the public and social spheres. It confirms that, despite Constitutional guarantees in all the study countries, social norms continue limiting women’s mobility and participation. By defining public and private spheres, these gender norms create diasporic space for women and men whereby moving from one sphere to another is perceived as transgression (Tanzarn, 2003). This limits women’s participation in transport improvement projects as well as community structures such as road development committees. Evidence from Ghana suggests that society disapproves of women’s involvement in the transport sector as drivers or conductors (Peters, 2013, Amoako-Sakyi and Owusu, 2011), a prejudice that prevails in other case study countries as well.

Table 1 below summarises the level of discrimination against women by SIGI sub-index in the study countries.

<table>
<thead>
<tr>
<th>SIGI /Sub Index Value 2014</th>
<th>Ghana</th>
<th>Kenya</th>
<th>Tanzania</th>
<th>Uganda</th>
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<td><strong>SIGI value</strong></td>
<td>0.2988</td>
<td>0.2157</td>
<td>0.2504</td>
<td>0.2163</td>
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<td><strong>Discriminatory family code</strong></td>
<td>0.3946</td>
<td>0.3502</td>
<td>0.7166</td>
<td>0.5093</td>
</tr>
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<td><strong>Inheritance rights for widows</strong></td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Inheritance rights for girls</strong></td>
<td>0.5</td>
<td>0.5</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Restricted physical integrity</strong></td>
<td>0.5415</td>
<td>0.6122</td>
<td>0.5415</td>
<td>0.5635</td>
</tr>
<tr>
<td><strong>Laws Addressing Sexual Harassment</strong></td>
<td>1</td>
<td>0.25</td>
<td>0.5</td>
<td>0.25</td>
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<tr>
<td><strong>Restricted resources and assets</strong></td>
<td>0.8044</td>
<td>0.5913</td>
<td>0.5913</td>
<td>0.5913</td>
</tr>
<tr>
<td><strong>Secure access to land</strong></td>
<td>1</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Secure access to non-land assets</strong></td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Secure access to financial services</strong></td>
<td>0.5</td>
<td>0.5</td>
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<td><strong>Restricted civil liberties</strong></td>
<td>0.5399</td>
<td>0.1951</td>
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<td><strong>Access to public space</strong></td>
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<tr>
<td><strong>Political quotas</strong></td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td><strong>Political Participation</strong></td>
<td>0.11</td>
<td>0.19</td>
<td>0.36</td>
<td>0.35</td>
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</table>

**Source:** Adapted from OECD, 2014. OECD, 2014. Gender, Institutions and Development Database.

By perpetuating women’s work burden, insecure or weak rights to land and non-land assets; and imposing restrictions on their mobility and participation in household and public decision-making, while questioning their capability in diverse spheres, cultural and social norms and values constrain their participation in, and benefit from the rural transport sector.
2.4 Analytical Framework for the Background Analysis

The country case study background analysis is based on the understanding that discriminatory socio-cultural norms, values and practices underlie gender inequalities. These are reflected in women’s work overburden and related time poverty, gender differences in space/activity patterns, inequitable distribution of resources and restricted women’s voice and decision-making power. As a result, women and men have different travel patterns as well as safety, mobility and accessibility needs. In addition, a combination of retrogressive norms and gender inequalities in resources imposes restrictions on women’s mobility and entrepreneurship as well as their access to means of transport and employment opportunities in the transport sector.

The framework also provides for possible solutions to promote safe and equitable rural transport policy, legislation, regulations and programmes. The framework informs the design of a checklist of indicators that will form the basis for assessing the quality of gender mainstreaming in the respective case study countries’ policies, legislation, and strategies as well as in the selected transport programmes.

**Figure 1: Analytical Framework**

2.5 Gender, Work and Women’s Time Poverty

Women’s and men’s work in rural African economies is generally gendered and this influences their daily mobility patterns. Women and men organise their lives differently within the framework of the family and the household.

2.5.1 Women’s and men’s work in the market economy

Women constitute a significant proportion of workers in agriculture, the largest and most important sector of African economies. For instance, in Ghana most rural women (67.9%) and men (74.5%) are employed in the sector (GSS, 2014b). In contrast, in Uganda 69 percent of the women compared to only 10 percent of the men are employed in agriculture (UBOS, 2014). Anecdotal evidence suggests that an estimated 70 percent of agricultural produce is carried by head loading, a task that is predominantly undertaken by women and their children (Tanzarn, 2013, Porter, Hampshire, Dunn and Hall, 2013). In Kenya, women constitute 80 percent of the agricultural workers, are responsible for most of the food storage and transport from farm to the home (80%) and undertake 60 percent of the harvesting and marketing of crops (AfDB, 2007). In Tanzania, women comprise more than half (54%) of the agricultural labour force. Furthermore, 81 percent of the women compared to 73 percent of the men in employment are engaged in agriculture (FAO, IFAD and ILO, 2010).

In Uganda, women are, for the most part, not involved in agricultural marketing (MAAIF, 2010), beyond the first point of commercial interface. In Tanzania, other than headloading/back loading, women are nearly absent from other forms of agricultural transport such as operating bicycles, motorcycles, pickups and lorries (Njenga, Willilo and Hine, 2015).

Most of women’s and men’s trips to and from their fields and the markets are predominantly undertaken on community access roads or foot paths.

2.5.2 The care economy and women’s work burden

In addition to productive work, women take on a disproportionate responsibility of the labour and time intensive activities in the unpaid care economy. These involve work undertaken for the maintenance of the household and its members such as such as caring for children, the sick and the elderly as well as head and back loading heavy loads of water, firewood and food.

In Ghana, 68 percent of rural households use fuel wood for cooking, most of which [92.4%] is collected predominantly [71.6%] by adult women. Further to that, about five times the proportion of adult women (60%) compared to adult men (11.6%) fetch water for their households (GSS, 2012). Likewise, women in Uganda bear a disproportionate burden of domestic work (74%) in general, fuel wood collection (70%) and fetching water for domestic consumption (63%) (UBOS, 2014). In Kenya, women are responsible for collecting drinking water in 57 percent of the rural households (KNBS, 2014).

Women and girls typically make more than one trip per day to fetch water frequently travelling long distances. Nearly half of the households in Tanzania (44%) and Uganda (47%) have to travel 30 minutes (round-trip) or longer for their water, compared to 15.1 and 27.8 percent for Ghana and Kenya, respectively (World Bank, 2016). In Kenya, 19 percent of rural households spend more than one hour a day fetching drinking water (Catholic Relief Service, 2010).

A time use survey conducted in four countries (Kenya, Nepal, Nigeria and Uganda) established that women in Uganda spend around 7.5 hours per day on unpaid care work, compared with under 2 hours per day for men. Additionally, women's workday is about 10 percent longer than men’s (around 11.5 hours/day for women vs. 10.3 hours/day for men). In Kenya, the study showed that women spend less time on unpaid care work than their counterparts in Uganda (6 hours/day vs. 2.8
hours/day for men). However, their workday is much longer (12.6 hours/day), compared with men’s (9.1 hours/day). In both countries, women spend around 2.5 times more time per day on fuel and water provisioning than do men (Budlender and Moussié, 2013).

A study in 7 communities in Western Kenya shows that women and girls in households with water connections save about 1.5 hours per day which they put to beneficial use (Crow, Swallow and Asamba, 2012). On account of climatic stress, women in Uganda are increasingly being forced to walk even longer distances to fetch water and collect firewood (GoU, 2015), a situation that is likely to pertain in other case study countries as well. Long distances to reach the nearest potable source is one of the underlying factors for rural households not accessing safe water.

An OECD study suggests that when women spend almost eight times the amount of time that men spend on unpaid care work, they represent only 35 percent of the labour force. However, when women spend less than two times the amount the men spend, their labour force participation increases to 50 percent of the active population. Additionally, women earn 65 percent of male wages when they spend twice as much time as men on unpaid care activities and 4 percent of male wages when they spend five times more. Further to that, when women bear the main bulk of unpaid care activities, they are more likely to work part-time and in the informal sector (OECD, 2015:16).

Rural women’s role in agriculture coupled with the disproportionate burden of household work means that they are more labour constrained than men and face trade-offs among competing uses of time, which in turn limits their ability to engage in transport projects.

As with productive work, community access roads, tracks, paths and foot bridges are the main travel routes used for fetching water, collecting firewood and going to the grinding mills, schools and health facilities.

### 2.5.3 Summary analysis

The foregoing shows that women and men have distinct mobility patterns and accessibility needs. Yet dominant transport planning models rarely consider gender differences in accessibility, mobility, as well as use of transport services. The analysis also suggests that footpaths created as a consequence of human movements to destinations frequently used by the communities are important for both rural women and men in securing their livelihoods and sustaining their households. The footpaths emerge as shortcuts to the constructed roads which take a circuitous route to socio-economic services. Yet many of the paths are seasonal and become impassable during the wet season (Tanzarn, 2016).

Rural women’s travel patterns are more localised. However, their work in the care economy typically involves frequent and multipurpose trips. Additionally, women walk long distances carrying heavy loads without the benefit of labour or energy saving technology. Rural men’s travel, on the other hand, tends to be more direct, for example to and from the farm or other place of work.

Women are overburdened with domestic work and thus experience time poverty rendering their labour to not being easily transferable to road works. Time poverty imposes restrictions on women’s physical mobility relative to men thus influencing their economic choices and their ability to enhance and exercise their capabilities as well as participate in meetings where decisions are made, skills are developed and information is disseminated (Tanzarn, 2014). Time poverty also impacts significantly on how much time women can allocate for travel—where they go, for how long, and for what purpose, and the scheduling of trips they make (ADB, 2013).
Considering their reproductive role, women are disproportionately affected by long distances to health facilities, and in particular those offering child and maternal care. Time poverty further compounds their access to, and utilisation of services.

Maximising benefits of investments in rural transport infrastructure, to women and men, requires prioritising community access roads, foot paths and footbridges. Additionally, provisions in road projects such as childcare and breast feeding facilities as well as paid maternity leave can lift the constraints on women’s time and increase their participation in the labour force. Further to that, promoting intermediate means of, as well as non motorised transport (IMTs/NMTs) have the potential to alleviate the transport burden of rural women. This is particularly so in contexts where it is socially acceptable for women to utilize IMTs and their adoption result in redistribution of unpaid care work as men or boys start to collect water using an IMT, for instance (Starkey, 2001).

Transport infrastructure projects can also promote all-inclusive socio-economic viability through incorporating gender equality enhancive components in the design. These could include interventions such as transforming gravel borrow pits into water resources or constructing road side markets, where there is a clear demand for such.

### 2.6 Resources, Power and Voice

As with work and time use, there are gender differences in security of access to productive assets such as human, natural and financial resources as well as social capital.

#### 2.6.1 Restricted access to education and employment opportunities

Whereas gender parity in primary education is or has been nearly achieved in most study countries, inequalities still persist. More women than men aged 25 years or more, with the exception of Kenya, have never been to school (World Bank, 2016) and this is reflected in the relatively higher levels of female adult illiteracy rates. Illiteracy implies that many women experience restricted access to information on work opportunities, road safety, etc. that requires an ability to read and write. Women are also under-represented in science-based courses in universities. For instance, in Ghana, the female share of graduates in engineering, manufacturing and construction is only 9 percent (World Bank, 2016). In Uganda, women constituted 17.6 and 11.4 percent of civil engineering and mechanical engineering graduates in 2012, respectively (Tanzarn 2013). None of the civil engineering consulting firms in Uganda is owned by a woman and mainstream works/technical services departments are male dominated, with no female district engineers. Women generally constitute only 15 percent of Works and Transport Sector public institutions.

Evidence from Ghana indicates that a negligible 0.1 percent of females compared to 19.4 percent of males aged 11 years and above had apprenticeship training in transport and material moving trades (GSS, 2014a). One barrier to women’s participation in the rural transport sector labour force could be the long hours usually expended by workers. More than half of the workers in the transport and storage sector work for 60 hours or more per week. By contrast, 60.7 percent of the employees in agriculture, forestry and fishing work less than 40 hours per week (MoGCSP, 2015, GSS, 2014a; 2014b, MoT, 2008).

In Kenya, women constitute only 13.6 percent of the informal transport operators and an even lower 5 percent of the workers, the majority (62.3%) of whom are employed as conductors, office and route managers (Mwangi, 2014).

#### 2.6.2 Insecure access to land

Restrictions on women’s secure access to, and ownership of land persist in all the four case study countries despite legislative measures to redress the situation. This is largely on account of the
existence of parallel legal systems consisting of statutory and (restrictive) customary laws that create contradictions and inconsistencies during implementation. Besides, women are not financially endowed to purchase land rights in the market.

Customary law predominantly governs the land tenure system in Ghana and considers property as a family asset to be administered by the family head, who is usually a man. As a result, only 8 percent of the women own land alone compared to 25 percent of the men (MoGCSP, 2015). In Uganda, discriminatory customary practices persist in regard to women’s land rights, despite the government’s adoption of the 2004 Land Act designed to improve women’s access to land and grant them the right to manage their property (Uganda National Land Policy, 2013). Consequently, women represent one-third of owners or co-owners of land in Uganda (OECD, 2015).

Whereas women in Kenya are (legally) free to buy, own and sell assets as they choose, in practice, their access to land is severely restricted by customary law, which prevent them from owning or inheriting land and other forms of property. Accordingly, only 7 percent of the women own land alone compared to 28 percent of the men (KNBS, 2014). Women in Kenya are granted “life interest” in property rather than full ownership, which prevents them from using it as collateral for bank loans. In the event of the husband’s death, this “interest” disappears upon remarriage. Even when women are able to acquire assets in their own name, their husbands often act as intermediaries in the transaction (OECD, 2014).

In Tanzania, the 1995 National Land Policy gives women the right to acquire and own land. However, this right is contradicted in the Policy itself, which states that family land will continue to be governed by “custom and tradition” with regard to inheritance (OECD, 2014).

The implications of women’s restricted access to land, relative to men’s, are many. First, most commercial banks require land title deeds as a guarantee to access loans essential for women to participate and compete effectively with men in the transport construction industry. Second, the needs of the landless are often not given adequate consideration in land acquisition (for road development), compensation and resettlement. Accordingly, women are likely to suffer the negative impacts of land acquisition and resettlement disproportionately.

### 2.6.3 Restricted access to financial capital assets

As noted above, women’s access to credit is, in part, curtailed due to their uncertain relations to land. In addition, most women do not have a secure personal income as many are in vulnerable employment as unpaid family workers and own-account workers. In Ghana, the average hourly earnings by women is 57 percent of that of men (MoGCSP, 2015). Additionally, 14 percent of the women are not paid for their work compared with 7 percent of the men (GSS, 2014c).

In Uganda, one out of every four compared to one out of every ten employed men (12%) is not paid for the work they perform (UBOS, 2011). Additionally, there are gender disparities in the median monthly nominal wages for paid employees in Uganda with women earning an average of half the pay of men (UBOS, 2014). A higher proportion of women (20%) than men (7%) in Kenya is not paid for their work (KNBS, 2014). In Tanzania, salaries paid to women are on average 63 per cent lower than those paid to men.

In Uganda, more women (31%) than men (27%) are excluded from financial institutions (UBOS, 2013). The proportion of women with accounts at formal financial institutions in 2014 ranged from 17 percent in Tanzania (vs. 21% for men) to 52 percent in Kenya (vs. 59% for men). In the same year, the proportion of female borrowers ranged from 35 percent in Ghana (vs. 38% for men) to 78 percent in Kenya (vs. 80% for the men). However, a significantly lower proportion of women ranging
from 9 percent in Ghana to 21 percent in Kenya borrowed to start, operate, or expand a farm or business (World Bank, 2016). Further to that, most women borrow from family and friends rather than finance institutions and the amounts involved are relatively smaller compared to the men. Women experience inequitable access to credit facilities compared to those borrowed by men on account of poor access to information, lack of collateral, low literacy leading to inability to handle the loan processing procedures and the structure and terms of the loan that do not favour small scale enterprises.

Considering their low earnings compared to men coupled with the restricted access to credit, women are not likely to save enough to invest in means of transport or in infrastructure equipment, or construction enterprises. For instance, in Ghana more than 90 percent of males compared to less than six percent of females own a bicycle, motorbike, donkey or cart (GSS, 2012). In Uganda, only two of the contracting firms registered with UNABCEC (Uganda National Association of Building and Civil Engineering Contractors) are owned by women (Tanzarn, 2013). Walking is the predominant means of transport for both rural women and men. However, income poverty may impose restrictions on women accessing other modes of transport that require purchasing power.

Starkey (2001) argues that many socially important transport tasks, such as fetching water and collecting firewood, do not have easily quantifiable financial benefits that would justify investment in transport technologies. This could partly explain why transport technologies are predominantly designed without considering female user needs.

Table 2 below presents some key indicators regarding distribution of assets between women and men in the case study countries.

<p>| Table 2: Some Key Indicators of Gendered Distribution of Resources by Case Study Country |
|-------------------------------------------------------------|-----|-----|-----|-----|-----|</p>
<table>
<thead>
<tr>
<th><strong>Indicator</strong></th>
<th><strong>Year</strong></th>
<th><strong>Ghana</strong></th>
<th><strong>Kenya</strong></th>
<th><strong>Tanzania</strong></th>
<th><strong>Uganda</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Population with no schooling (25+ years % female/male)</td>
<td>2012</td>
<td>43.0</td>
<td>26.6</td>
<td>24.9</td>
<td>27.0</td>
</tr>
<tr>
<td>Female share of graduates in engineering, manufacturing and</td>
<td>2014</td>
<td>9.7</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>construction (% tertiary)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female share of graduates in science (% tertiary)</td>
<td>2014</td>
<td>30.3</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Proportion that do not own land (% female/male, age 15-49)</td>
<td>2014</td>
<td>78.1</td>
<td>61.3</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Wage and salaried workers (% of female/male employment)</td>
<td>2013</td>
<td>11.4</td>
<td>25.3</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Share of women in wage employment in the nonagricultural</td>
<td>2013</td>
<td>31.9</td>
<td>35.7</td>
<td>24.7</td>
<td>26.6</td>
</tr>
<tr>
<td>sector (% of total nonagricultural employment)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of firms with female participation in ownership</td>
<td>2013</td>
<td>31.6</td>
<td>48.7</td>
<td>24.7</td>
<td>26.6</td>
</tr>
<tr>
<td>Vulnerable employment</td>
<td>2013</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Account at a financial institution (% age 15+)</td>
<td>2014</td>
<td>34.0</td>
<td>35.3</td>
<td>51.9</td>
<td>58.9</td>
</tr>
<tr>
<td>Borrowed any money in the past year (% age 15+)</td>
<td>2014</td>
<td>35.1</td>
<td>37.8</td>
<td>78.3</td>
<td>80.2</td>
</tr>
<tr>
<td>Borrowed to start, operate, or expand a farm or business (%</td>
<td>2014</td>
<td>9.3</td>
<td>11.1</td>
<td>21.1</td>
<td>27.8</td>
</tr>
</tbody>
</table>


2.6.4 Restricted voice and decision-making power

Women have limited decision making power over resource use as well as over their mobility. Women’s decision-making power and status determine both their ability to choose their own development pathways and the well-being of their families. Even where women can access credit, they may not be able to control how it is used or its repayment.

In Ghana, more than 90 percent of rural men, compared to less than 6 percent of women, are involved in household decision-making power (GSS, 2012). In Uganda, less than half [49%] of rural women exercise influence over how their cash earnings are used (UBOS, 2011). In Kenya more than half (51%) of the married women do not make independent decisions on how their cash earnings are used (KNBS, 2014).
As regards freedom of movement, 95 percent of Ugandans believe that women should seek permission from their spouse before undertaking a journey away from home, compared to only 50 percent who think that this restriction should apply to married men as well (OECD, 2015). Anecdotal evidence suggests that men also feel insecure when their wives start earning. Accordingly, husbands reportedly deny their wives the chance to participate in transport improvement projects.

2.6.5 Summary analysis

Women and men have different capabilities to participate in the design and delivery of transport infrastructure and services. Women have less access to employment generated in the transport sector due to under-representation in engineering, lack of information on recruitment opportunities; cultural issues over women working outside the home; and difficulties of organising childcare. Women are under-represented amongst transport professionals implying that their views and needs are not adequately reflected in policy, planning and infrastructure design.

Women also experience restricted access to productive assets, which limits their potential to invest in the sector. Additionally, due to their limited purchasing power, women are disproportionately affected by high transportation costs.

Promoting gender equality thus calls for defining quotas for women’s representation in the unskilled labour market (through promotion of labour-based approaches) as well as affirmative action for qualifying female professionals in rural transport projects. Additionally, offering capacity-building and providing flexible credit facilities to female entrepreneurs has the potential to promote their effective participation along the rural transport value chain.

Further to that is the need for gender awareness creation to change attitudes and practices that result in asymmetries in allocation of household resources and decision-making power.

2.7 Safety and Personal Security

2.7.1 Gender dimensions of public transport and road travel spaces

A travel survey conducted in Uganda concluded that public transport and road travel spaces are gendered (Tanzarn, 2013). Whereas the survey was conducted in an urban setting, many of the findings are applicable to rural areas. The survey established that the priority concern for both female and male pedestrians is the issue of safety on the roads for vulnerable users who also include cyclists. Women [91%] expressed more concerns for personal safety, crime and disorder than men [78%]. Some women reported that the fear of losing personal items restricted them from travelling to certain parts of the city. Both female and male pedestrians identified unlit spaces and ways, both in the city and the suburbs, as one of the causes of physical and gender based violence on the roads.

The risk of sexual violence restricts women’s and girls’ participation in economic, political and social activities outside the home after dark. Besides high tuition fees, the reasons cited by parents in Uganda for not taking their girl children to secondary school is the fear of their daughters walking very long distances in relatively unsafe environments (MoES, 2004).

As regards public transport space in Uganda, most male users (83%) of passenger service vehicles pointed to the lack of regulation resulting in high transportation costs as their biggest challenge. In contrast, most female users (84%) identified sexual harassment, by transport operators and fellow passengers as their biggest concern. Furthermore, they pointed out issues such as disrespectful transport operators who physically and verbally assault women on account of being pregnant, travelling with young children and being “inappropriately” dressed (Tanzarn, 2013).
A study conducted in Kenya identified use of insulting language (26 being forced into vehicles by operators (23%) and unwelcome and indecent touching by male crews (18%), as the most common forms of violence against women and girls in public transportation (Women’s Empowerment Link, 2015). Others include rape, overcharging, denial of bus fare balances and stripping of female commuters.

A growing concern in the rural areas is the exponential growth in the use of motorcycle taxis and the associated accidents. The prevalence of road traffic injuries in Tanzania is an estimated 70 per 100 drivers per year (Bishop and Jinadasa, 2014). Evidence from Tanzania suggests that the drivers are predominantly untrained and unlicensed who sometimes operate when they are inebriated. Both the drivers and riders do not typically use helmets (Bishop and Jinadasa, 2014).

Whereas sex disaggregated data on crashes are not available, women in some communities could be disproportionately affected due to cultural dictates that prohibit them from riding astride (as passengers) and restrict them to riding side-saddle. Anecdotal evidence suggests that the latter is riskier particularly while riding on poorly maintained roads and motorcycles with reckless drivers. The fear of accidents could serve as a barrier to women’s use of motorcycles.

Head and back loading over long distances is a safety issue that has not been given due consideration in policy and practice. Besides the health risks, overloading on the head or back may affect women’s ability to see and hear the sound of oncoming vehicles, potentially contributing to number of accidents. Women are disproportionately affected by accidents as both victims and caregivers of survivors.

2.8 Sexual and Gender Based Violence in Transport Infrastructure Projects

Sexual and gender based violence is pervasive. This is despite the study countries, with the exception of Ghana, having legislation specifically criminalising sexual harassment. SGBV is perpetuated by unequal power relationships between women and sanctioned by gender norms. Transport infrastructure projects can potentially promote SGBV as a result of the influx of migrant labour and income, especially in large projects.

Safety of women and girls living near construction sites is thus a concern. Transport infrastructure construction workers spend considerable amounts of time away from their families and have a regular supply of money from their work. Many engage in casual and multiple sexual relationships some of which result in unwanted pregnancies and increase exposure to health risks such as sexually transmitted infections including HIV and AIDS. This is in contexts where many women and girls are largely not aware of their rights (Tanzarn, 2016).

There have been reported incidences of defilement of girls by road workers as well as sexual harassment of female employees in Uganda that led to the cancellation of a World Bank funded project in 2015. However, most cases of sexual violence go unreported. The survivors fear to report lest they are stigmatised. The perpetrators bribe their way to freedom, which further discourages reporting. Poor parents prefer to settle out of court, for money (Tanzarn, 2016). In Uganda, inadequate transport is another barrier mostly because the level of courts handling sexual violence cases are too far and are thus largely inaccessible to the survivors. (MoJCA, 2012)

2.9 Summary analysis

Safety issues in transport services have a gender dimension that appears to be invisible to policy makers and planners. Yet concerns about being exposed to accidents and SGBV can serve as barriers

Scaling up Gender Mainstreaming in Rural Transport: Analytical Background and Methodology

to women’s and girls’ use transport services and participation in road improvement projects, respectively.

Promoting safe transport services for both women and men requires mainstreaming gender in traffic and safety regulations and ensuring enforcement. Creating safe spaces for women in construction projects entails, amongst other things, providing separate bathroom facilities and sleeping arrangements for the female and male workers. Where applicable, project managers should enforce legislative and/or contractual obligations on SGBV. Further to that, projects should institute and popularise codes of conduct clearly outlining unacceptable behaviour and consequences for sexual harassment and other gender based violence.

Community awareness creation on rights. Involving women’s groups as well as engaging men are powerful entry points for addressing SGBV in construction.

3 Methodology

3.1 Process
This research entails five stages, namely: i) inception; ii) background analysis and defining methodology; iii) data collection; iv) data analysis and case study reporting; and v) synthesis of case studies into a research report.

3.2 Approach
The research will employ qualitative methods of data collection. Triangulation will be achieved through both a mix of tools and participants. Data will be collected through in‐depth key informant interviews at the national level in Ghana and Tanzania as well as a document review in each case study country.

3.3 Selection of Case Study Countries and Projects
This a networked research that will be undertaken in four ReCAP focus countries, namely: Ghana, Uganda, Kenya and Tanzania. All the four countries have past or ongoing rural transport initiatives with explicit gender mainstreaming dimensions. Ghana and Uganda will provide the backbone of the research work, with supplementary analysis from Kenya and Tanzania.

One project has been selected from each case study countries for in‐depth review. The selected projects for both Ghana and Uganda have been completed and should thus offer some insight on sustainability. The projects have been mutually agreed with the AfCAP liaison persons in the four countries as well as the ReCAP Programme Management Unit. The selected projects include:


3.4 Selection of Research Participants
The key informants will be selected purposively to represent key actors in the area of rural transport as well as gender equality and women’s and girls’ rights at the national level. These will be drawn from the following institutions, with an explicit consideration for gender balance:
Scaling up Gender Mainstreaming in Rural Transport: Analytical Background and Methodology

3.5 Virtual Methodology Seminar
Prior to the onset of the country case study research, a virtual methodology seminar involving all the research project team members will be conducted. The objectives of the seminar will be to:
   a. Clarify the aims and scope of the research.
   b. Generate a shared meaning of the key concepts underlying the research.
   c. Provide an overview of the methodology.
   d. Review the research instruments.
   e. Agree on the modalities of data collection, cleaning, analysis and reporting.

3.6 Data Collection

3.6.1 National and transport sector document review
The review will be undertaken at two levels:
   a. National (gender) policy documents to map the respective country case study gender policy landscape.
   b. Transport sector documents to assess how gender is incorporated in the country case study (rural) transport policy, legislation, planning, budgeting and programming.

The checklists for the review are presented at Annex A.

3.6.2 Review of selected rural transport programme documents
The review will involve assessing the quality as well as the tools, indicators and targets used to mainstream gender in the case study projects and examine their effectiveness. The review will be undertaken along the different stages of the programme cycle including: identification, design, appraisal, implementation, monitoring and evaluation.

The checklist for the programme document review is presented at Annex B.

3.6.3 Key informant interviews
Key informant interviews using open-ended questionnaires will be conducted with the selected categories of actors in Ghana and Uganda to explore relevant gender dimensions of rural transport. The purpose will be to elicit information on gender mainstreaming in practice including achievements, challenges and lessons learnt.

Table 3 below presents a summary of the research participants by institution. The key informant interview schedules are presented at Annex C.
### Table 3: Summary of Research Participants by Institution

<table>
<thead>
<tr>
<th>Institution</th>
<th>Research Participants</th>
<th>Interview Schedule No.</th>
</tr>
</thead>
</table>
| 1. Ministry of Transport             | To be drawn from the following units:  
|                                      | • Transport policy and planning  
|                                      | • Rural roads  
|                                      | • Transport data management  
|                                      | • Gender mainstreaming/Social safeguards/Gender focal point  
|                                      | • Quality assurance and performance monitoring  
|                                      | • Transport regulations  
|                                      | • Transport safety  
|                                      | • Human resource  
|                                      | • Unit responsible for, and/or associated with implementing the selected case study programme | 1                       |
| 2. Ministry of Gender/Women’s Empowerment | • Policy and planning unit  
|                                      | • Unit responsible for gender mainstreaming  
|                                      | • Unit responsible for SGBV  
|                                      | • Transport focal point | 2                       |
| 3. National Roads Authority          | • Unit responsible for gender mainstreaming/Social safeguards.  
|                                      | • Gender focal point  
|                                      | • Unit responsible for data management/M&E  
|                                      | • Road development/rehabilitation engineers  
|                                      | • Research and development unit | 3                       |
| 4. National Road Fund                | • Fund manager  
|                                      | • Gender focal point | 4                       |
| 5. On-going rural transport project management units | • Project engineers  
|                                      | • Sociologist | 5                       |
| 6. Development partners supporting the (rural) transport sector | • Transport/Infrastructure advisors/programme officers  
|                                      | • Gender/Social development advisors | 6                       |
| 7. Private sector                    | • Contractors  
|                                      | • Consultants  
|                                      | • Transport operators: buses, mini buses and motor cycle taxis | 7                       |
| 8. Civil society organisations (CSOs) | • CSOs with a gender equality/women’s empowerment mandate.  
|                                      | • CSOs involved in the rural transport sector | 8                       |

### 3.7 Data Analysis, Report Writing and Communicating Results

Transcribed data will be analysed using a priori codes derived from the research issues and those emergent from the field work. The data from the content review of the selected projects will be analysed against the indicators presented in Table 4. Where applicable, some data will be analysed in quasi-quantitative form.

Thereafter, the data from the four country studies will be analysed in a comparative manner to assess similarities and differences and will be synthesised into a research report including:

a. A score card of the levels of gender sensitivity of the projects assessed against the indicators in table 4. A gender balance sheet of how the good practices identified in the case study project have been incorporated in the respective transport policy and practice and recommendations to improve their embeddedness.

The draft will be shared with the ReCAP Transport Services Manager for review and comments to be incorporated into the final report.
### Table 4: Key Assessment Indicators

<table>
<thead>
<tr>
<th>Project Cycle Stage</th>
<th>Examples of gender mainstreaming indicators</th>
</tr>
</thead>
</table>
| **Identification**  | 1. A gender specialist part of the project identification team.  
2. Women and men were consulted to identify their aspirations and transport needs.  
3. A gender analysis was conducted establishing the prevailing gender relations in respect to:  
   - Women's and men's unpaid and paid work  
   - Women's relative to men's time use  
   - Women's relative to men's poverty levels  
   - Women's relative to men's educational levels  
   - Distribution of resources between women and men  
   - Discriminatory cultural practices that could restrict women's participation in the project.  
4. Women's groups identified which could potentially be involved in the mobilisation of labour as well as in project implementation as small-scale labour-based contractors.  
5. Opportunities for strengthening women's participation relative to men's identified. |
| **Design**          | 1. Gender equality objectives.  
2. Gender specific activities.  
3. Gender specific outputs.  
4. Gender sensitive baseline indicators defined.  
5. Gender sensitive performance and impact indicators defined.  
7. Provision for gender expert on the team.  
8. Provision for women's groups' participation in implementation. |
| **Appraisal**       | 1. Potential barriers to women's relative to men's participation identified.  
2. Potential project negative impacts on gender (i.e. increase women's work burden; result in more fragmented use of women's time; and in less time for rest and leisure for the women) identified.  
3. Measures defined to mitigate against the potential negative impacts on gender equality and women's empowerment.  
4. The gender dimension is explicit in the social, environmental and other impact assessments of the project. |
| **Implementation**  | 1. Flexibility in work and training schedules taking into consideration women's domestic burden and relative immobility.  
2. Flexibility in execution of tasks.  
3. Reasonable walking distance from home to work or training sites.  
4. Separate toilet facilities for female and male workers on work sites.  
5. Child care facilities near the worksite with paid childminder.  
6. Maternity and paternity leave for workers.  
7. Minimum quota for women's participation in employment and training  
8. Affirmative action for women workers and women's small contracting firms  
9. Women specific activities, outputs and objectives  
10. The collection of sex and gender disaggregated data for time poverty [or use], home-work site distance, and women and men employed etc.  
11. Zero tolerance to sexual harassment.  
13. Bills of quantity [BOQs] for road projects and annual work plans include a sum for gender analysis, mainstreaming and monitoring.  
15. Gender training of implementing staff and/or a gender specialist on the team.  
17. Code of conduct including measures to minimise sexual and gender based violence. |
| **Monitoring**      | Project monitoring reports on progressive achievements in gender equality and women's empowerment  
1. Number of women relative to men employed disaggregated across different project components and also by skilled and unskilled labour.  
2. Number of women’s relative to men’s workdays.  
3. Number of female relative to male participants of different project capacity building.  
4. Number of women relative to men in leadership positions in project i.e. as gang leaders.  
5. Number of women relative to men assigned tasks which challenge the status quo and do not reflect women's traditional women's roles.  
6. Number of women’s group/small contracting firms involved in implementation.  
7. Total wages earned by women relative to men.  
8. Number of qualifying mothers offered maternity leave. |
| **Evaluation**      | 1. Inclusion of a gender expert on the evaluation team.  
2. Evaluation reports include sex and gender disaggregated:  
   a. Proportion of women relative to men employed: target and achievement.  
   b. Proportion of total workdays undertaken by women.  
   c. Proportion of women relative to men benefitting from different aspects of project capacity building.  
   d. Proportion of women, relative to men, in leadership positions in the project.  
   e. Proportion of wages earned by female and male workers.  
   f. Qualitative gender outcomes i.e. extent to which infrastructure assets and services produced through the project:  
      - Address women's time poverty  
      - Promote more equitable division of labour between women and men  
      - Promote women’s participation in leadership positions in EIIPs as well as in community structures  
      - Strengthen women’s relative to men’s security of access to resources. |

3.8 Ethical Considerations
The research will be undertaken following the ethical standards of research. Prior to each interview, the researchers will share the objectives and the significance of the research with the respondent. The research includes a virtual methodology seminar during which the importance of ensuring informed consent as well as the privacy and confidentiality of the interview, will be underscored.
References


Crow B, Swallow S and Asamba I, 2012. Community organized household water increases not only rural incomes but also men’s work. World Development 40, 3, 528-541


MAAIF, 2010. Development strategy and investment plan for the agricultural sector


MoGSCP, 2015. Ghana national gender policy


MLHUD, 2013. The Uganda land policy. Kampala, Uganda


OECD, 2014. Gender, institutions and development database. Available at: http://stats.oecd.org


Transaid, 2013. Linking rural communities with health services: assessing the effectiveness of the ambulance services in meeting the needs of rural communities in West Africa. Prepared for the Africa Community Access Programme AFCAP


UBOS, 2013. Uganda facts and figures on gender. Kampala, Uganda


Annex A: Checklist for Review of National Documents

I Checklist for Review of National Gender Policy Landscape:

Please extract the relevant gender equality and women’s empowerment dimensions from the following documents:

1. National Constitution
2. National Gender Policy
3. Long-term national vision
4. National Development Plan
5. Employment Policy/Laws
6. Fiscal Policy/Laws
7. Decentralisation Policy/Laws
8. Public Service Policy/Laws
9. Equal opportunities policy/legislation
10. Equal opportunities legislation
11. Sexual and gender based violence policy/legislation

See checklist IV for examples of gender equality and women’s empowerment issues.

II Checklist for review of Transport Legislation and Acts

Please extract the relevant gender equality and women’s empowerment dimensions from the following documents:

1. Transport legislation
2. Transport regulations

III Checklist for review of Performance Monitoring

1. Does the transport sector data management system provide for the collection and analysis of sex and gender disaggregated data?
   If YES, please specify.
2. Does the annual sector performance report provide sex and gender disaggregated data?
   If YES, please specify.
### IV Checklist for Review of Transport Policy, Strategies, Programmes

*Please analyse each policy, strategy or programme separately.*

<table>
<thead>
<tr>
<th>Does the document acknowledge?</th>
<th>Does the document mention the respective gender issue?</th>
<th>If YES, please extract the relevant statement, verbatim (indicating page no.)</th>
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<tbody>
<tr>
<td>A. Does the document acknowledge?</td>
<td>YES</td>
<td>NO</td>
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<tr>
<td>1. Women’s relative to men’s time use</td>
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<td>2. Women’s time poverty</td>
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<td>3. Gender differences in resource ownership</td>
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<td>4. Restricted women’s decision-making power</td>
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<td>5. Women’s relative to men’s transport burden</td>
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<td>6. Differences in women’s relative to men’s travel patterns</td>
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<td>7. Differences in women’s relative to men’s transport needs</td>
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<td>8. Women’s relative to men’s safety and personal security</td>
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<td>9. Sexual and gender-based violence in infrastructure projects</td>
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<td>10. Sexual and gender-based violence in public transportation</td>
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<td>11. Women’s restricted mobility</td>
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<td>12. Women’s restricted employment opportunities in the sector</td>
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<td>13. Women’s restricted access to means of transport</td>
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<td>14. Women’s restricted entrepreneurship in the transport sector</td>
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<td>15. Retrogressive socio-cultural norms and values impose restrictions on women’s demand for and benefit from the sector</td>
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<td>B. Does the document include gender objectives?</td>
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<td>C. Does the document include gender sensitive indicators?</td>
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<td>D. Does the document provide for the collection of sex and gender disaggregated data?</td>
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<td>E. Does the document include the following gender strategies/activities?</td>
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<tr>
<td>1. Affirmative action for women</td>
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<td>2. Flexible credit facilities for women</td>
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<td>3. Capacity building for women</td>
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<td>4. Women friendly working environment</td>
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<td>5. Gender awareness creation</td>
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<td>6. Addressing sexual and gender based violence in construction</td>
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<td>7. Addressing sexual and gender based violence in public transportation</td>
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<td>8. Promoting NMTs/IMTs</td>
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<td>9. Prioritising investments in community access roads</td>
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<td>10. Prioritising investments in foot paths and bridges</td>
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<td>11. Others (please specify)</td>
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<tr>
<td>F Are resources allocated for implementing the prioritised gender strategies?</td>
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Annex B: Checklist to be Used during the Programme Review

**Project Identification**
1. Gender and mobility/accessibility issues identified.
2. Institutional gender capacity gaps identified.
3. Barriers to women’s relative to men’s equitable participation in the project identified.
4. Social norms that influence rural women’s relative to men’s mobility and their participation and benefit from transport interventions.
5. Tools and approaches to identify gender issues and needs i.e. consultation of both women and men as regards their transport needs.

**Project formulation**
1. Strategies to address gender and mobility/accessibility issues.
2. Measures to improve women’s relative to men’s participation and benefit from the projects.
3. Measures to minimise potential negative impacts on gender relations.
4. Measures to address negative social norms.
5. Measures to institutionalise gender mainstreaming in the [rural] transport sector, including engendering policy, capacity building.
6. Gender sensitivity of the project monitoring and evaluation framework.
7. Budgetary allocations to enhance gender outcomes.
8. Gender analytical and planning tools and approaches used in formulation and appraisal, where applicable.

**Appraisal**
1. Was a gender appraisal conducted?
2. If, YES, what were the key findings and recommendations?

**Project implementation and monitoring**
1. Approaches to, and tools for mainstreaming gender in project
2. Quotas defined for women’s participation.
3. Flexible working hours.
4. Maternity leave.
5. Zero tolerance for sexual harassment.
6. Child care
8. Gender reporting and knowledge sharing.

**Evaluation**
1. [Emerging] impacts on gender equality and women’s empowerment i.e.:
   - Number of women relative to men employed.
   - Women’s earnings relative to men’s earnings.
   - Changes in gender relations.
2. Institutional gender capacities built [including gender champions].
3. Lessons learnt and good practices.
4. Knowledge management and embedment.
5. Impact of project on [rural] transport and gender policy landscape, planning, programming and performance monitoring.
Annex C: Key Informant Interview Schedules

SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 1 (Ministry of Transport)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). As the lead Ministry in the transport sector, your participation in this research is invaluable. This short questionnaire is designed to elicit your views about gender and rural transport in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

Please note that some questions may not be applicable to some functions.

1. What is your understanding of gender equality and women’s empowerment?
2. What is your general view of gender equality and women’s empowerment in the country?
3. What are the key gender issues in the (rural) transport sector?
4. What measures has the Government put in place to address the key gender issues in the (rural) transport sector? What is the impact of these measures?

Rural Transport/Roads Unit
   a. (Road) prioritisation
   b. Road design

Policy and Planning Unit
   c. Transport Policy and legislation
   d. Strategic investment planning
   e. Annual planning and budgeting
   f. Annual sector performance reviews.
   g. Data management systems including indicators, targets and sources of information.

Quality Assurance Unit
   h. Quality assurance tools and processes
   i. Performance monitoring tools and processes

Transport regulations/Safety Unit
   j. Transport regulations
   k. Transport safety

Human Resource Unit
   l. Client charter
   m. Capacity building

5. What are the key constraints to implementing the gender aspects in (rural) Transport.? [as per themes/function above- probe for budgetary allocation, gender capacity and solutions]
6. What is Government’s policy positon on promoting equal participation of women in the sector i.e. in construction and as transport operators?

Please request for sex disaggregated data of staff by function/position.
7. What is Government’s policy position on affirmative action for women in the (rural) transport sector?
8. What is Government’s policy position on promoting non-motorised and intermediate means of transport (NMTs/IMTs)?
9. What is Government’s policy position on investment in community access roads?
10. What is Government’s policy position on investment in footpaths and bridges?
11. What is Government’s policy position on addressing sexual and gender based violence in (rural) transport infrastructure construction?
12. What is Government’s policy position on addressing sexual and gender based violence in public transportation?
13. What is Government’s policy position on promoting safe travel (spaces) for women, girls, boys and men?
14. What is Government’s policy position on promoting equitable land acquisition, compensation and resettlement in transport construction projects?
15. How has the Gender Focal Point mechanism in the Ministry worked? What are some of the responsibilities/roles, successes, capacity/resources, challenges... how can it be improved?
16. Are there any champions\(^3\) of gender in the (rural) transport sector? If YES, please specify the actors and their respective roles and achievements.
17. What lessons have been learnt and good practices generated mainstreaming gender in (rural) transport? What opportunities exist for scaling up the good practices?
18. What are the mechanisms for disseminating gender and transport information to a wider audience, or linking learning with related sectors such as gender, health and education, within the country?
19. Have you participated in any gender training programme? YES/NO?
20. Would you be interested in being trained in gender? YES/NO?
21. Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?

For officials involved in Ghana TRP and Uganda RSPS1, RSPS2 and RRP

22. What is the most significant impact of the programme as regarding promoting gender equality and women’s empowerment?
23. What were the key factors that contributed to successful gender mainstreaming in the programme?
24. What lessons were learnt and good practices generated from implementing the gender aspects of the programme?
25. How were the good gender mainstreaming practices institutionalised in?
   a. (rural) Transport policy
   b. (rural) Transport programming
   c. (rural) Transport service delivery
   d. (rural) Transport performance monitoring

Thank you very much for your time.

\(^3\) Please interview any identified champions: role, achievements, lessons learnt and proposals for scaling up.
SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 2 (Ministry of Gender/Women)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). As the lead Ministry in promoting gender equality and women’s empowerment, your participation in this research is invaluable. This short questionnaire is designed to elicit your views about gender and rural transport in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

1. What is your general view of gender equality and women’s empowerment in the country?

2. What are the key gender issues in the country, in general and the (rural) transport sector, in particular?

3. What measures has the Government put in place to address the key gender issues in the in the country, in general and the (rural) transport sector, in particular? What is the impact of these measures?

4. What are the key constraints to implementing the gender aspects of Government Policy, in general, and the (rural) transport policy, in particular?

5. What is Government’s policy position on generating and using sex and gender disaggregated data in general, and the (rural) transport sector, in particular?

6. What is Government’s policy position on promoting equal participation of women in employment, in general and the (rural) transport sector, in particular?

7. What is Government’s policy position on affirmative action for women (in the rural transport sector)?

8. What is Government’s policy position on addressing sexual and gender based violence (in rural transport infrastructure construction)?

9. What is Government’s policy position on addressing sexual and gender based violence in public transportation?

10. What is Government’s policy position on promoting a safe work environment for women and men?

11. What is Government’s policy position on promoting safe travel (spaces) for women, girls, boys and men?

12. What is Government’s policy position on providing flexible credit facilities for women/female entrepreneurs, in general and the rural transport sector, in particular?
13. What is Government’s policy position on capacity building for women/female entrepreneurs, in general and the rural transport sector, in particular?

14. What lessons have been learnt and good practices generated mainstreaming gender in the country?

15. What are the drivers (tools and processes) of successful scaling up and institutionalising good gender mainstreaming practices in policy and practice?

16. What opportunities exist for scaling up the good practices (generated from other sectors) in the (rural) transport sector?

17. Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?

Thank you very much for your time.
KEY INFORMANT INTERVIEW SCHEDULE 3 (National Roads Authority)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

1. What is your general view of gender equality and women’s empowerment in the country?

2. What is the mandate of your institution?

3. What are the key gender issues in the (rural) transport sector, in general and your mandate, in particular?

4. What measures has your institution put in place to address the key gender issues in your mandate? What is the impact of these measures?

5. What are the key constraints to mainstreaming gender in your mandate?

6. How does your institution promote equal participation of women in road development and maintenance?

7. How does your institution promote affirmative action for women in road development and maintenance?

8. How does your institution address sexual and gender based violence in road improvement projects?

9. How does your institution promote equitable land acquisition, compensation and resettlement in construction projects?

10. How has the Gender Focal Point mechanism in your institution worked? What are some of the responsibilities/roles, successes, capacity/resources, challenges... how can it be improved?

11. What lessons have been learnt and good practices generated mainstreaming gender in national road development and maintenance? What opportunities exist for scaling up the good practices?

12. Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?

Thank you very much for your time.

NB. Please request for staffing disaggregated by sex and function/position.
SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 4 (National Road Fund)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

1. What is your general view of gender equality and women’s empowerment in the country?

2. What is the mandate of your institution?

3. What are the key gender issues in the (rural) transport sector, in general and your mandate, in particular?

4. What measures has your institution put in place to address the key gender issues in your mandate? What is the impact of these measures?

5. What are the key constraints to mainstreaming gender in your mandate?

6. How does your institution promote gender equality in road financing?

7. How has the Gender Focal Point mechanism in your institution worked? What are some of the responsibilities/roles, successes, capacity/resources, challenges... how can it be improved?

8. What lessons have been learnt and good practices generated mainstreaming gender in road financing? What opportunities exist for scaling up the good practices?

9. Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?

Thank you very much for your time.

NB. Please request for staffing disaggregated by sex and function/position.
SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 5 (On-going rural transport programmes/projects)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport programmes in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

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<td>Name of programme</td>
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<td>Duration</td>
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<td>Scope of work</td>
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<td>What is your general view of gender equality and women’s empowerment in the country?</td>
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<td>6.</td>
<td>What are the key gender issues in the (rural) transport sector?</td>
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<td>7.</td>
<td>How does your programme promote gender equality and women’s empowerment? What is the impact of these measures?</td>
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<td>8.</td>
<td>What are the key constraints in mainstreaming gender in your programme?</td>
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<td>9.</td>
<td>How does your programme promote equal participation of women (at different levels of operation)?</td>
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<td>10.</td>
<td>How does your programme address sexual and gender based violence in (rural) transport infrastructure construction?</td>
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<td>11.</td>
<td>Does your programme have a gender management plan? If yes, please avail a copy.</td>
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<td>12.</td>
<td>Does your programme have a gender expert and/or sociologist? If so, what are his/her responsibilities?</td>
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<td>What lessons have been learnt and good practices generated mainstreaming gender in your programme?</td>
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<td>15.</td>
<td>What are the key drivers of successful gender mainstreaming in programmes?</td>
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<td>What opportunities exist for scaling up the good practices?</td>
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<td>17.</td>
<td>Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?</td>
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Thank you very much for your time.

**NB.** Please request for staffing disaggregated by sex and function/position.

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*Please interview identified gender expert/sociologist using the questionnaire.*
SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 6 (Development Partners)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport programmes in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

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<tr>
<th>1. Name of development partner</th>
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<td>3. List and details of programmes supported</td>
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4. What is your general view of gender equality and women’s empowerment in the country?
5. What are the key gender issues in the (rural) transport sector?
6. How does your agency promote gender equality and women’s empowerment in (rural) transport programmes? What is the impact of these measures?
7. What are the key constraints in mainstreaming gender in the support to (rural) transport programmes?
8. How does your agency promote equal participation of women in the support to (rural) transport programmes?
9. How does your agency promote female entrepreneurship in the support to (rural) transport programmes?
10. How does your agency promote capacity building for women in the support to (rural) transport programmes?
11. How does your agency promote women’s leadership in the support to (rural) transport programmes?
12. How does your agency promote women’s collective voice in the support to (rural) transport programmes?
13. How does your agency address sexual and gender based violence in the support to (rural) transport programmes?
14. How does your agency promote the collection and utilisation of sex and gender disaggregated data in the support to (rural) transport programmes?
15. What lessons have been learnt and good practices generated mainstreaming gender in the support to (rural) transport programmes?
16. What are the drivers of successful gender mainstreaming in the support to (rural) transport programmes?
17. What opportunities exist for scaling up and institutionalising the good gender mainstreaming practices?
18. What strategies can be adopted for scaling up and institutionalising the good gender mainstreaming practices?
19. Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?

Thank you very much for your time.
The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: “Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes”. The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport programmes in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

1. Company name
2. Field of work

3. What is your understanding of gender equality and women’s empowerment?

4. What is your general view of gender equality and women’s empowerment in the country?

5. How does your firm promote gender equality and women’s empowerment in (rural) transport construction (contractors)/design and supervision (consultants)/transport service delivery (transport operators)? (administer question to respective research participant, as appropriate)

6. What are the key constraints in mainstreaming gender in construction (contractors)/design and supervision (consultants)/transport service delivery (transport operators)? (administer question to respective research participant, as appropriate)

7. What is your view of women working in road construction?

8. What is your view of women working as road construction equipment operators/bus drivers/mini bus drivers/motor cycle taxi drivers? (get responses for each category separately)

9. What are the advantages of women working in construction/as transport operators (bus/mini bus/motor cycle)? (administer question to respective research participant, as appropriate)

10. What are the disadvantages of women working in construction/as transport operators (bus/mini bus/motor cycle)? (administer question to respective research participant, as appropriate)

11. What are the key barriers to women working in construction/as transport operators (bus/mini bus/motor cycle)? (administer question to respective research participant, as appropriate)

12. Are you aware of incidences of sexual and other violence against women, girls and boys in road works/public transportation? If, YES, please elaborate. (administer question to respective research participant, as appropriate)

13. What measures has the construction industry/transport operators put in place to address sexual and other violence against women, girls and boys? What progress has been made and what lessons can be learnt from this? (administer question to respective research participant, as appropriate)

Thank you very much for your time.

Please collect data on contractors by category (i.e. large, medium, small, petty), consultants, transport operators (buses, mini buses, motor cycle) owners, disaggregated by sex. Sources of information include contractors/consultants/operators’ associations.
SCALING UP GENDER MAINSTREAMING IN RURAL TRANSPORT: POLICIES, PRACTICES, IMPACTS AND MONITORING PROCESSES

Key Informant Interview Schedule 8 (CSOs)

The International Forum for Rural Transport and Development (IFRTD) is in the process of conducting a research titled: "Scaling up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes". The research is funded by the UK Department for International Development (DFID) as part of its Africa Community Access Programme (AFCAP). This short questionnaire is designed to elicit your views about gender and rural transport in Ghana/Uganda. The findings will contribute to knowledge that can lead to improved policies and practices for sustainably mainstreaming gender in rural transport in Ghana/Uganda.

Thank you for your cooperation.

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<tr>
<td>1.</td>
<td>CSO name</td>
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<td>3.</td>
<td>What is your general view of gender equality and women’s empowerment in the country?</td>
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<td>4.</td>
<td>What are the key gender issues in the country, in general and the (rural) transport sector, in particular?</td>
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<td>5.</td>
<td>What is your mandate?</td>
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<td>6.</td>
<td>Does your mandate include gender (transport CSOs)/ (rural) transport (for gender equality/women’s CSOs)? Please explain your response.</td>
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<td>7.</td>
<td>What are the key constraints of mainstreaming gender, in general, and (rural) transport, in particular?</td>
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<td>8.</td>
<td>What measures can be put in place to promote equal participation of women and men in the (rural) transport sector?</td>
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<td>9.</td>
<td>What measures can be put in place to address sexual and gender based violence in rural transport infrastructure construction?</td>
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<td>10.</td>
<td>What measures can be put in place to address sexual and gender based violence in public transportation?</td>
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<td>11.</td>
<td>What measures can be put in place promote a safe work environment for women and men, in general, and the (rural) transport sector, in particular?</td>
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<td>12.</td>
<td>What measures can be put in place promote safe travel (spaces) for women, girls, boys and men?</td>
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<td>13.</td>
<td>What measures can be put in place promote female entrepreneurship in the (rural) transport sector?</td>
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<td>14.</td>
<td>What lessons have been learnt and good practices generated mainstreaming gender in the country?</td>
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<td>15.</td>
<td>What are the drivers (tools and processes) of successful scaling up and institutionalising good gender mainstreaming practices in policy and practice?</td>
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<td>16.</td>
<td>What opportunities exist for scaling up the good practices (generated from other sectors) in the (rural) transport sector?</td>
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<td>17.</td>
<td>Do you have any proposals/comments on gender equality and women’s empowerment (in the rural transport sector) you would like to make?</td>
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Thank you very much for your time