



WOMEN & TRANSPORT AFRICA CONFERENCE REPORT

Creating Safe, Sustainable, & Accessible Public Transport in African Cities

December 4th – 6th

Addis Ababa, Ethiopia

Table of Contents

Introduction	2
Wednesday, Dec. 4th, Capital Hotel & Spa.....	3
Her Excellency Minister Dagmawit Moges, Ministry of Transport.....	3
Presentation of Conference themes.....	4
Plenary Session: Accessibility.....	7
Breakout Session One: What is sustainable public transport?	9
Breakout Session Two: Walking as an intersectional tool to fight exclusion	11
Breakout Session Three: Women working in transport.....	13
Thursday, Dec. 5th, Capital Hotel & Spa.....	15
Plenary Session: Employabilit.....	15
Plenary Session: Environment.....	17
Breakout Session One: What is “socially just” public transport?	19
Breakout Session Two: Interventions to create safe walking & cycling spaces	21
Breakout Session Three: Interventions on inclusive employment	23
Friday, Dec. 6th, Gullele Botanic Garden.....	25
Seminar: Research.....	25
Seminar: Women in Transport.....	28
Seminar: Road Safety	31
Overall Conference Evaluation	32
Conclusion	37

Introduction

Women's roles and positions in African society have diversified over the years with more women taking on traditionally male jobs and the number of women-led households increasing. Safer and more accessible transportation options allow women to access employment, education and other productive economic activities. However, women continue to face challenges when it comes to accessing safe transportation.

As Africa develops, it is imperative to create safe, healthy, and accommodating public transportation systems that can support the free and full movement of all persons. We believe that one of the essential ingredients to accomplishing this is to support the recruitment, retention and promotion of women as workers in the transportation industry at all levels (mechanics, conductors, drivers, owners, managers, etc.).

The 2019 Women and Transport Africa Conference was the second annual international gathering organized by Flone Initiative to discuss urgent issues facing women's access to and participation in the public transportation industries of developing African cities. The conference was organized on the assumption that by supporting more women to pursue careers in transport at every level, we can create safer, more accessible transport systems for everyone. Together, we must increase the visibility of women in the male dominated field of public transportation to reflect a more equitable and sustainable public transport system for everyone. This conference was organized in partnership with the World Resources Institute Africa and was facilitated over the course of three days and was attended by delegates from 19 different countries from around the world including Colombia, Brazil, India, United Kingdom, Germany, United States, Jordan and 12 different African countries.

The key objectives of the conference, was to provide a platform for practitioners, researchers, policy makers and other key stakeholders to engage in skill-building, idea-sharing and experiential learning, inspire new solutions to transport challenges faced by women and other vulnerable road users and to bridge the gap between research and policy initiatives pertaining to urban planning, public safety and gender-based violence issues and the real-world challenges facing women currently working in the transportation sector.

Wednesday, December 4th

Capital Hotel and Spa

HER EXCELLENCY MINISTER DAGMAWIT MOGES MINISTRY OF TRANSPORT

Her Excellency Minister Dagmawit Moges from the Ethiopian Ministry of Transport opened the conference proceedings. Her Excellency is the first woman to serve in this position and she was able to highlight the experiences, as well as global statistics, surrounding women's challenges in accessing and using public transportation. She cited several reasons for these challenges including the gendered nature of transport and the different travel patterns and transport needs of women, as well as, the recurrent problems of a lack of reliable data and research. In particular, she noted:

“...we know from experiencing transportation systems as a woman or knowing of the experiences of women, that our cities and transportation systems are not addressing their needs. It is also safe to say that the conditions may even be worse for women in African cities as our cities are rapidly urbanizing and with more unplanned development and urban sprawl, women have limited or no access to mobility or basic services. Coupled with unmet demand for transportation, women are expected to travel longer distances under difficult and unsafe conditions. We can only imagine how burdensome this is for other vulnerable groups such as children, people with disabilities and the elderly.”

Her Excellency Minister Dagmawit Moges, Ministry of Transport

PRESENTATION OF CONFERENCE THEMES ACCESSIBILITY & SAFETY, EMPLOYABILITY, AND ENVIRONMENT

Transport Truths, founded by Rozina Myoya and Nahungu Lionjanga, is a project aimed at creating a repository of stories detailing the experiences of public transport users in South Africa. In this opening plenary session, Nahungu Lionjanga from Transport Truths, supported by Iman Abubaker from WRI Africa, applied their unique brand of storytelling to introduce the conference themes – accessibility and safety, employability and environment – and highlight some of the challenges these themes present. They did this using a blend of narrated stories, sound clips, photographs and videos. Provided below are a few highlights from this introductory session.

Accessibility & Safety

A lack of reliable public transport creates many problems for commuters, including normalized aggressive behavior, overcrowding (leading to “staff riding” or riding outside of the train), and frequent lateness at work. A lack of proper sanitary facilities creates dangerous and humiliating circumstances for women of all ages. Universal accessibility provides an opportunity for new solutions that are greatly needed to create accessible transport for people living with disabilities and other vulnerable road users.

Employability

Women want to work in the transport industry. Stories from women working in the matatu industry in Nairobi describe how women are valued transport workers, known for being reliable employees as well as excellent customer service providers, particularly for people living with disabilities, women traveling with children, pregnant women and older people.

Women working in the transport industry face many challenges, including a lack of proper sanitary facilities. Many women either lose work as a result of not being properly accommodated while they’re pregnant, on maternity leave or on their period. Additionally, women transport workers face sexual harassment and abuse from commuters, co-workers and police, due to them being perceived as not belonging in a male-dominated sector.

Environment

Roads are built for cars, not people. Most of us grew up believing that cars were a symbol of status and success. This has made it difficult to promote non-motorized transport options like walking and cycling. We need a fundamental behavioral shift to address this deep-rooted misconception.

Additionally, if we are to support and promote walking and cycling, the correct infrastructure and safety precautions must be provided by our places of work and other transport modes (trains and buses).

Lastly, political will is required to support these fundamental shifts. Leaders must be brave enough to make the investments in infrastructure needed to create change towards more sustainable public transportation options for developing cities.

“... transport and its relationship to the environment comes down to two things: technological advancements and modal shifts. Technological advancements like electrical vehicles, solar powered planes and BRT busses running on Liquefied Natural Gas instead of petrol and diesel... these things are all taking us a step closer to the transport utopia we spoke of. But that, by itself, is simply not enough. We also need people to start shifting towards more sustainable modes of transport. So how do we create an environment that enables both of these things to occur simultaneously? Do we truly understand why people would leave their cars and choose to cycle, walk, or use public transport? Is it rising environmental consciousness? Convenience? A guarantee of safety?”

Nahungu Lionjanga, Transport Truths



For more information visit www.floneinitiative.org
www.womenandtransportafrica.org

PLENARY SESSION ACCESSIBILITY

Understanding Accessibility Challenges in Public Transport

Naomi Mwaura

FLONE INITIATIVE

Crystal Asige

OPEN INSTITUTE

Jeff Turner

DFID

*Funded High-Volume Transport Research
Programme*

This plenary session sought to highlight accessibility needs and challenges faced by various users and professionals in the transport industry and to create a sense of urgency and personal connection around the need to offer more universally accessible transport solutions.

Jeff Turner began the session by presenting on the High-Volume Transport Applied Research Programme – a five-year programme funded by DFID to strengthen the evidence base that will support increased access to transport services, as well as more affordable trade routes and safer, low-carbon transport in low-income countries. The programme focuses on “Universal Access”.

Crystal Asige of the Open Institute and her assistant, Murage Munene, then discussed the work being done in Nairobi towards creating a more accessible city using multiple tools, including media and “universal design” principals. The presenters also led the attendees through a series of simulation exercises which required volunteers from the audience to use wheelchairs, crutches and blindfolds to navigate their way through space. Audience members were invited to note the various infrastructural and social barriers they noticed during the exercise.

Key Takeaways

- ▶ Universal access should be defined holistically so as to address the needs of all road users. Universal access includes gender equity in transport, young people's mobility, older people and mobility, and mobility of people with disabilities. Universal access requires a focus on integrated solutions for all to access services and opportunities; not transport-related solutions aimed at just one group.
- ▶ There is not enough research currently available to fully understand the scope of needs that is required to design universally accessible transport solutions in developing countries in Africa.
- ▶ By seeking to understand and integrate different mobility needs, we can create innovative transport solutions.
- ▶ Universal design is design of buildings, streets, products, services or technologies to be accessed, used and understood by all people, regardless of age, size, ability or disability
- ▶ Addressing misconceptions around people with disabilities and changing the behavior that allows these misconceptions to persist is a critical component of creating universal access.

“Disability drives innovation.”

BREAKOUT SESSION ONE

WHAT IS SUSTAINABLE PUBLIC TRANSPORT?

Jeff Turner

DFID

Funded High-Volume Transport Research Programme

Heather Allen

SUM4ALL

Ankita Kapoor

SAFETIPIN, INDIA

Using data to create safer cities

Paul Wafula

FLONE INITIATIVE

Economic impacts towards sustainable public transportation; a business case

What is “sustainable” public transport? This session sought to present an overview of the sustainability challenges facing public transport in African cities and to explore how those challenges impact vulnerable road users including women, people living with disabilities, children and older people. “Sustainability” was investigated as it applies to safety, infrastructure, finance and environmental consideration. This session was attended by roughly 30 people.

During this session, it emerged that there is a need for more research in order to address women’s needs for increasing sustainable public transport services. More data is needed to better understand how to create sustainable public transportation for women. Sustainable public transport must be safe and ensure women’s access to education and employment opportunities.

Identified Gaps

- ▶ Women are under-represented in decision making positions including within local and national administrative authorities and transport companies;
- ▶ Employment policies are limited in their consideration of women’s needs (maternity leave; sanitary facilities);
- ▶ Transport investors are insufficiently involved in policy formulation, so legal policies do not match reality on the ground.
- ▶ There is a huge need to collect data about women’s mobility. Data availability and comparability is very poor, so it is almost impossible, for instance, to understand how many women are working in the transport sector at any specific moment;
- ▶ Practitioners are unable to make decisive recommendations on transport infrastructure because they do not have adequate data for development best practices;

- ▶ Research tools require better evaluations of the benefits of prior projects which have a good gender component.
- ▶ In Kenya, and many other African countries, there is no government subsidized public transport system.
- ▶ Private transport providers are often informal and are not able to provide high capacity transportation, as the investment and maintenance is too expensive.
- ▶ Women working in informal economies are often poorer than men doing the same work. As women, their job security is more precarious which creates an inter-generational issue.

Identified Action Points

- ▶ Work closely with national and regional politicians and city decision makers to effect policy change; encourage policy makers to meaningfully involve investors, women and other transport stakeholders;
- ▶ Increase the knowledge base in order to provide policy makers with evidence-based research;
- ▶ Address corruption at all levels.
- ▶ Support and generate research which collects data related to women's needs, both as workers and users of public transportation services.
- ▶ Look at comparable industries or other sectors within transportation for best practices. For instance, there seem to be more women pilots in the aviation sector. What could be the reason for this disparity?
- ▶ Support the use of high capacity vehicles (this action point can also address critical environmental factors);
- ▶ Create government and private sector incentives for investors to invest in higher capacity vehicles.

References & Tools

- ▶ Global Road Map of Action Toward Sustainable Mobility, prepared by Sum4All
- ▶ She Moves Safely - Tool Kit, prepared by FIA Foundation

BREAKOUT SESSION TWO

WALKING AS AN INTERSECTIONAL TOOL TO FIGHT EXCLUSION

Deyala Tarawneh & Ronja Schiffer
FES JORDAN

Mary Mwangi

FLONE INITIATIVE

Presenting a Mombasa Safety Audit

Segundo López

WRI COLOMBIA

*Analyzing the current experience of women
in Bogota's transportation systems*

Claire Dungey

DURHAM UNIVERSITY

*Peer Research as a method for mobilities
research with girls, women & other
vulnerable groups.*

This session provided an increased awareness of the gendered experience of walking and cycling, and identify research gaps to better quantify and express these felt realities. This session was attended by roughly 14 people.

Four pieces of research were presented, each of which has sought to learn more about women's experience of walking and cycling. These different research projects came from Amman, Jordan; Bogota, Colombia; Mombasa, Kenya; Tunis, Tunisia, Abujua, Nigera and Cape Town, South Africa. Each research project utilized a different methodology (surveys, mapping, peer research, and data collective via mobile app) and each found that women face greater challenges in utilizing non-motorized transport (NMT) transport modes (walking & cycling), then their male counterparts.

The session comprised of power point presentations, a video demonstration and an interactive group activity, facilitated by Deyala Tarawneh & Ronja Schiffer. The activity was derived from a social experiment that Deyala and Ronja had conducted in Amman, Jordan with university students in which the six male students in the class of forty were assigned to be women with different conditions (such as pregnancy, traveling with a child, using a wheelchair). In the experiment, the students had to pretend to be walking on streets of Amman, and were presented with multiple obstacles (a harasser, a tree, an uneven footpath, etc.). At the end of the experiment the male students were emotional. They were shocked by the experiences women go through every day.

Identified Gaps

- ▶ A gender approach is not applied in road safety considerations. In Bogota, data indicates that women are in more danger while cycling than men. There are many reasons for this, including infrastructure considerations, gendered travel patterns, employment norms, and perceptions about women's roles.
- ▶ There is not enough research pertaining to women's travel patterns, safety and the gendered experience of using public transport. Existing research are often difficult to find and not applicable to other countries or developing contexts.
- ▶ Infrastructure of streets, sidewalks, and other public spaces has a huge impact on people's safety, and each of these impacts has a gender component. Currently, gender considerations are mostly not incorporated into city planning. For example, a safety audit of Mombasa, Kenya, revealed a lack of or obstruction of street lighting.

Identified Action Points

- ▶ Using the peer research methodology allows communities to feel greater ownership over the project as active participants in data collection, the review process and engagement with policy makers and practitioners. The methodology ensures that key questions are embedded in rigorous and reliable research frameworks, while also identifying hidden problems and opportunities. By feeling ownership over the research, the data is also more accessible to community members, who have the confidence to use the information to advocate for their needs.
- ▶ Making infrastructural fixes through a gender lens and also considering universal design principals.

References & Tools

- ▶ GIS Mapping to better understand gender components in road safety

BREAKOUT SESSION THREE

WOMEN WORKING IN TRANSPORT: ISSUES & OPPORTUNITIES

Susan Goodwillie

FLONE INITIATIVE

Presenting on the Gender Sensitive Minibus Services and Transport Infrastructure for African Cities: Practical Toolkit

insights from three new studies on women and ride-hailing

Claire Clarke

INTERNATIONAL

TRANSPORTATION

WORKERS FEDERATION

Alexa Roscoe

DIGITAL ECONOMY LEAD,

IFC GENDER SECRETARIAT

Presenting key findings and

Women's employment in transportation jobs is low in African cities. This session explored some of those challenges while also identifying the unique opportunities for women workers in transportation. This session was attended by 22 people. Common themes across each of the three research projects presented included:

- ▶ The impact of automation and digitalization, as well as platform/rideshare work on female drivers around the world
- ▶ The role of public transport unions in improving labor conditions for women working in transport
- ▶ Sexual harassment by passengers, colleagues, managers, police officers, and traffic officers
- ▶ Issues of safety and security for women in transport both as passengers and workers
- ▶ Gender stereotyping as a barrier to women's pursuit of careers in transport

Identified Gaps

- ▶ Women face many challenges in securing fair, safe, reliable work in the transport sector, because of their sex. Complex entrance procedures and/or male-dominated social networks can reinforce labor market segregation. Public stigmatization and a very high prevalence of sexual harassment were among several deterrents expressed by women in all three pieces of research.
- ▶ Informal working arrangements, which already do not accommodate women, are ill-prepared for the future of transportation work, which must take automation and digitization into consideration.

- ▶ The IFC's "Driving for Equality: Women, Ride Hailing, and the Sharing Economy" report draws a clear connection between the percentage of women platform drivers and the perceptions of male respondents when asked how they would feel if their mother/sister/wife wanted to be a driver. In countries where men answered negatively, there were very few women drivers.

Identified Action Points

- ▶ ***"The Impact of the Future of Work for Women in Public Transport"*** report, prepared by the International Transportation Workers Federation, outlines twelve key recommendations derived from their research, which provides an excellent guide on how to prepare for the future of work in transport.
- ▶ Capacity building and community partnerships are crucial in preparing for the future of transportation work. From the session, it was concluded that this kind of service is best provided for by NGOs and community groups, without whom, many workers would not be able to access that training. Flone Initiative's ***"Gender Sensitive Mini-Bus Services and Transport Infrastructure for African Cities: A Practical Toolkit"*** offers practical policy changes that transport organizations can make (requiring regular staff gender sensitivity training, as well as developing a sexual harassment policy and customer service charters) as well as recommendations that can be adopted and scaled by policy makers.

References & Tools

- ▶ The Impact of the Future of Work for Women in Public Transport, prepared by International Transportation Workers Federation
- ▶ Driving for Equality: Women, Ride Hailing, and the Sharing Economy, prepared by the International Finance Corporation
- ▶ Gender Sensitive Mini-Bus Services and Transport Infrastructure for African Cities: A Practical Toolkit, prepared by Flone Initiative

Thursday, December 5th

Capital Hotel and Spa

PLENARY SESSION

EMPLOYABILITY

Experiences of Women Working in Public Transportation

Anna Karume

**INTERNATIONAL TRANSPORTATION
WORKERS FEDERATION**

Claire Clarke

**ITF DEPUTY WOMEN TRANSPORT
WORKERS AND GENDER EQUALITY
OFFICER**

Fatumah Nakalenzi

ATGWU, UGANDA

Ndeye Diop

SDTR/3D, SENEGAL

Assita Ouedraogo

ITF AFRICA

Deborah Cele

SATAWU, SOUTH AFRICA

Nice Mwansasu

COTWUT, TANZANIA

Anbessa Bus

ETHIOPIA

Rebecca Kwashie

GTPCWU, GHANA

Kezia Newlands

SCANIA SUSTAINABLE CITY SOLUTIONS

This session, moderated by Anna Karume of the International Transportation Workers Federation, featured women working in public transportation from around Africa and sought to convey the different initiatives currently being employed to promote women workers in public transport. Women shared some of the challenges they face as women working in a male-dominated sector in Senegal, South Africa, Tanzania, Uganda and Kenya, as well as how these challenges are being addressed.

Additionally, presentations were given on some of the impactful initiatives and best practices being used to support women transport workers in Africa. Claire Clarke, from the International Transportation Workers Federation gave a presentation of the International Transportation Workers Federation/ International Association of Public Transport (ITF/UITP), global agreement on strengthening women's employment in urban public transport. Kezia Newlands from Scania West Africa presented on the public/government

partnerships that Scania is introducing in Ghana to ensure that more women are being trained and employed as bus drivers. Anbessa Bus Services from Ethiopia described the excellent ways in which their gender sensitive employment practices are helping more women work in their company.

Key Takeaways

- ▶ Sexual harassment, maternity leave and a lack of proper sanitary facilities are a few of the major issue facing women transport workers all over Africa.
- ▶ There is a need for women to unionize. Trade unions are able to pressure governments and private companies to improve working conditions. A good example of this came from the *South African Transport and Allied Workers Union*, which managed to get government funding to buy toilets from China and equip them in all Transnet locomotives.
- ▶ Employers are also responsible for improving conditions for all of their workers. Great examples came from *Anbessa Bus Service*, which has prioritized the needs of women workers by employing the following policies:
 - ❶ Training female conductors to help them become drivers
 - ❷ Providing training for women to become technicians or drivers at the company's expense.
 - ❸ Instituting a maternity leave policy:
 - Starting from the 4th or 5th month of pregnancy, employees are shifted to lighter work
 - All medical expenses of child birth are covered by the company
 - Gives 1,500 birr as a gift for these women
 - Gives 4 months of maternity leave
 - ❹ Prioritizing education and professional development by paying 85% of the tuition fee for a woman employee who wants to go to school part-time
- ▶ Collaboration with government actors is necessary to make meaningful social change. In Ghana, Scania has managed to work with the government to gain their support in training and hiring more women drivers, which requires investment at the start, but has strong pay off.

PLENARY SESSION ENVIRONMENT

Creating Gender Responsive Urban Mobility: Challenges & Opportunities

Elleni Ashebir

WRI AFRICA

Seble Samuel

**ADDIS ABABA'S CAR FREE DAY
INITIATIVE**

Gomeju Taye

TRANSPORT SPECIALIST

100 Resilient Cities

Dorah Mwenye

MOBILITY FOR AFRICA, ZIMBABWE

Constant Cap

URBAN PLANNER, KENYA

This session, moderated by Elleni Ashebir from WRI Africa, sought to raise awareness about the inter-linkages between gender, transport and environment. It intended to identify what more needs to be done to scale on-going efforts to create stronger impact/change and strengthen our gender interventions. The plenary session provided an opportunity for panelists to describe what they are doing to create a more enabling environment for gender responsive urban mobility. Different presenters discussed their efforts of tackling issues of climate change - such as reducing emissions (Car-Free Day and e-mobility technologies) - or promoting inclusiveness by policy or advocacy means.

Key Takeaways

- ▶ There is a clear need to create a real-time reporting mechanism for women facing sexual abuses. Gomeju Taye, from 100 Resilient Cities, discussed how they plan to work with the Ministry of Transport in Addis Ababa to create such a reporting mechanism.
- ▶ Dorah Mwenye, from Mobility for Africa in Zimbabwe, discussed how they are working to provide solar powered tricycles to rural women, so as to provide a low-cost, sustainable transportation mode. Women from the pilot project say that the transportation empowers them in their businesses and in supporting their families and neighbors. However, the cost of scaling up this intervention is quite high and Mobility for Africa is still working out a sustainable business model. There are also challenges with the battery swap as there is only one centralized solar station.
- ▶ Seble Samuel from Addis Ababa's Car Free Day Initiative discussed how issues of environment are connected to our human interactions and that there is a need for fundamental culture change around car-usage. The ultimate goal of the Car Free Day Initiative is that it would become normalized. Right now, each event is a struggle to organize and coordinate with government actors.

BREAKOUT SESSION ONE

WHAT IS “SOCIALLY JUST” PUBLIC TRANSPORT?

Anne Kamau
UNIVERSITY OF NAIROBI

Constant Cap
URBAN PLANNER, KENYA

Socially Just Public Transport: the Kenyan Scenario

Texel Teresa Cossa
COUNTRY MANAGER, AMEND, MOZAMBIQUE

The impact of ‘Kids’ Court’ road safety interventions on knowledge, attitudes & practices in Maputo, Mozambique

Sayson Rossette Meya
CITIES AND INFRASTRUCTURE FOR GROWTH, UGANDA

Addressing the gap between policy and implementation of the bus rapid transit system in Uganda

Livia Moreira Soares De Souza
MOVIMENTA LA FRIDA, BRAZIL

Inclusion strategies around issues faced by black women in the mobility of the bicycle

This session explored the idea of a “socially just” public transportation system. Guided by the principals developed by the Socially Just Transport Working Group in Nairobi – which is facilitated by FES Kenya – this session explored different initiatives that seek to address more sustainable transport solutions in developing cities.

Two strong examples of socially just public transport initiatives were presented on in particular. The first was the Kid’s Road Safety Court in Maputo, facilitated by Amend Mozambique. This intervention includes the whole community, trains students and drivers and road safety, and puts children as the judges of driving offenders.

The second example come from Brazil, where Livia de Souza was concerned that black women were being discouraged from cycling. To address this issue, she began the La Frida Movement, working with communities to bring attention to these disparities, challenging the political landscape and training women to bike riders. La Frida has also designed a new brand of bike and a helmet that is safe, stylish and accommodates black women’s hair.

Identified Gaps

- ▶ National and local city planning and design processes do not use the needs of women or people with disabilities as the baseline for their planning.

- ▶ When improving public transport, the focus is usually on large scale, urban, capital intensive projects, however they do not necessarily translate into socially just public transport. Policies should be made by including diverse voices, including the voices of the most vulnerable people. Policies need to be people-centered.
- ▶ There are many parallel research bodies conducting similar research, but there seems to be no simple mechanism for cross-learning or sharing on similar research.
- ▶ Communities can become fatigued after participating in similar research over and over, and may lose trust in government and other non-state actors.
- ▶ Socially unjust paratransit systems emerge when the existing public transport systems are inefficient and not working for the people. Where facilities like buses and matatus operate under profit motivations, they fail to be accessible, efficient and affordable. The government has a responsibility to either provide or ensure safe, accessible, and socially just public transport options.
- ▶ Cities and products are built for white men, who are usually the ones who own business and benefit from selling these products (eg bikes and helmets).

Identified Action Points

- ▶ Public transport needs to be socially just and inclusive. In order to create a socially just public transportation system, it is critical to involve the community and ensure that decisions are made using criteria that prioritizes the needs of women and vulnerable road users. This session highlighted several ways that different actors, including NGOs, social enterprises and individual citizens, are getting involved in the planning process. Action points on how to advocate for more socially just planning include:
 - Community engagement
 - Employing the Kids Court Model
 - Gathering a Socially Just Public Transportation Working Group
- ▶ There is a need to centralize information being gathered on socially just public transportation planning and implementation projects, so that a list of best practices begins to emerge.
- ▶ There is an opportunity for innovation when it comes to developing more socially just public transportation. Products and innovations must be designed and prototyped through community engagement.

References & Tools

- ▶ Kids' Court Model – used by Amend Mozambique

BREAKOUT SESSION TWO

INTERVENTIONS TO CREATE SAFE WALKING & CYCLING SPACES

Jeff Turner
**DFID-FUNDED HIGH-VOLUME
TRANSPORT RESEARCH PROGRAMME**

Gashaw Abera
**INSTITUTE FOR TRANSPORT
DEVELOPMENT AND POLICY (ITDP)
ETHIOPIA**

Marita Walther & Hilya Ekandjo
SUNCYCLES, NAMIBIA
How e-mobility is changing rural mobility

Shirley Sang & Carolyn Ndanu
**SAFER NAIROBI INITIATIVE, KENYA
NAIROBI WALKABILITY PROJECT
LUTHULI AVENUE, NAIROBI**

Regatu Solomon
**DIVISION LEAD NMT, ADDIS ABABA
ROAD AND TRANSPORT BUREAU**
Addis Ababa's safe cycling program

This session sought to learn more about innovative initiatives that African cities are taking to promote walking and cycling. Through four presentations, the session explored challenges as well as what has worked and not worked in promoting walking and cycling schemes.

Through the presentations of Gashaw Abera and Regatu Solomon, attendees learned that Addis Ababa Transport Authority and the Ethiopian Transport Ministry is prioritizing the improvement of the cities' walking and cycling facilities using an array of interventions including capital interventions, supporting training and cycling classes, and creating and implementing NMT policies and manuals. Addis Ababa Transport bureau is organizing a monthly communication and outreach program called Car Free Day with the goal of increasing women cyclists and in general ensuring gender equality for supporting the development of an integrated and safe cycling. Addis Ababa Road Authority is constructing 11km of road for cycling which is about 40% done and a conceptual design is being developed of a 200 km cycling network - 60km of which is targeted to be done in two years.

The session also heard from SunCycles, an initiative in rural Namibia that is trying to provide greater transport options to women in areas where public transportation is nearly non-existent. While the initiative has faced challenges, they are finding that the E-HUB modular solution is being used successfully as a pick up and drop off station for e-bikes for off grid societies. In order to combat theft of the bikes involved in their bike share program,

the initiative provided serial numbers to each bicycle, which minimized the ownership problems. Loans from government and non-profit organizations helped with making the e-bikes affordable.

Lastly, a presentation was given on the pedestrianization of one of Nairobi's main streets in the central business district by the Safer Nairobi Initiative. Co-creating Luthulee Avenue in downtown Nairobi with multiple stakeholders was well implemented by making the street a matatu free zone. This community engagement was critical in alleviating opposition from public transport operators and shop owners.

The session was attended by 27 people.

Identified Gaps

- ▶ While good policies may have been developed, there is often a breakdown when it comes to implementation or enforcement.
- ▶ Car-culture means that planning priority is more often given to cars.
- ▶ There are many barriers that exist when it comes to promoting cycling. For example, bicycles and e-bikes are often unaffordable. Infrastructure does not support cycling, which can make it feel dangerous, particularly to women. There are also some social/cultural beliefs that deem it unacceptable for women to ride bikes.

Identified Action Points

- ▶ Research opportunities exist to understand better what policies are in place pertaining to NMT and where/how they are falling short.
- ▶ Training of Trainer workshops can result in greater number of cycling trainings and more cyclists who are confident to ride. These should be given in schools as part of children's curriculums.
- ▶ Considering the economic constraints, bicycle sharing systems should be underlined.
- ▶ Roads should be carefully studied and should include segregated areas for walking and cycling.
- ▶ Public awareness and education campaigns can help to reduce the stigma around women cyclists.

References & Tools

None recorded during this session.

BREAKOUT SESSION 3

INTERVENTIONS ON INCLUSIVE EMPLOYMENT

Mary Mwangi
FLONE INITIATIVE

Shrinivas Rao
AZAD FOUNDATION, INDIA
Presenting the case study of Azad and Sakha; making inroads into the 'male' dominated sector of professional driving

Dorah Mwenye
MOBILITY FOR AFRICA, ZIMBABWE
Electric two-three wheelers for women in rural Zimbabwe

Amiene van der Merwe
GREENCAB, SOUTH AFRICA
"Women's Driving Academy" addressing barriers to entry for women

Sam Clark
TRANSAID
*Freight Transport Drivers and the Gender Imbalance: Case Study
Professional Driver Training - Uganda Programme*

Featuring initiatives and projects that are seeking to level the field of employment, this session heard four different presentations from initiatives working to create employment opportunities for women seeking to work in the public transportation sector.

The **first presentation** came from Shrinivas Rao of Azad Foundation their program, Women on Wheels, has made inroads supporting women in the male dominated sector of professional driving in India. Women on Wheels is a social enterprise that aims to provide non-traditional livelihoods with dignity to resource poor women as well as offer safe and alternative transport options to women in cities of India. Women on Wheels has supported hundreds of women to become drivers and now has over a thousand women drivers working in several different Indian cities. Shrinivas says the key to their success has been to support not just the women's professional development, but to support them holistically and in the community as well.

The **second presentation** came from Mobility for Africa, on their electric three wheelers for women in rural Zimbabwe. Women travel long distances on foot to fetch firewood and water every day in rural areas of Zimbabwe. Three wheelers provide easier, time and power saving transportation. The major issues facing Mobility for Africa includes power charging - there was only one solar panel to charge the vehicles - and importing the three-wheelers and their spare parts from China.

The **third presentation** was from GreenCab in Cape Town, South Africa. GreenCab has instituted a Women Driving Academy, addressing barriers to entry for women. GreenCab's central mission is to alleviate the climate crisis through the use of green private taxi services. They are also seeking to address the under representation of women in the taxi sector. In their pilot project, they have employed 45 women as cab drivers for their electric BMWs. The secret of GreenCab's success has been their niche services: green hospitality.

The final presentation was given by Trainsaid on their work to promote more women drivers in long-distance freight in Uganda. Since 2008, Trainsaid has facilitated a specialist training center delivering training to drivers. They have faced many challenges in recruiting and maintain female drivers. One of the biggest problems they have faced is licensing regulations and thresholds legislated by the Ugandan government.

This session was attended by roughly 30 people.

Identified Gaps

- ▶ A common challenge mentioned by presenters was financing their interventions.
- ▶ Social cultural barriers (attitudes and behaviors) are a constant challenge across the board when it comes to recruiting and maintaining women in transport jobs.

Identified Action Points

- ▶ New and innovative business models are needed that can help to sustain green transportation alternatives that prioritize women workers. There is a need to involve and receive support from government actors, which can help with initial investment.
- ▶ Social norms and attitudes towards women drivers must be addressed and transformed.

References & Tools

None recorded during this session.

Friday, December 6th

HORN OF AFRICA REGIONAL CENTRE AND NETWORK AT THE GULLELE BOTANIC GARDEN

SEMINAR | RESEARCH

The objectives of this seminar, moderated by Jeff Turner, was to share the outcomes of a series of State of the Knowledge studies undertaken by the DFID-funded High-Volume Transport (HVT) Applied Research Programme in the areas of Gender, Inclusion, Vulnerable Groups and Road Safety. Space was provided for experienced and early career researchers to share information or challenges about developing or ongoing projects with a view to generating peer contributions on ways forward. Lastly, the seminar participants discussed research gaps identified over the course of the conference and what priorities can be identified. 27 people attended this seminar.

DFID is working towards more affordable, safer, and greener transportation systems. The HVT Applied Research Programme is accepting proposals for research pertaining to the following thematic areas:

- ▶ **Data issues** In-depth social research is needed to map and highlight the scale of sexual harassment in public transportation
- ▶ **Technology** How can we involve technology in infrastructure, technology in data collection and technology in transport service delivery.
- ▶ **Inclusive planning for HVT** How can we encourage more female workers in the transport sector? How can we address women's lack of personal safety on/in public transport?
- ▶ **Intersectionality** In-depth research is needed to understand that all issues are interrelated.
- ▶ DFID funded projects are chosen according to overall cost, quality and delivery.

Research Presentations

Dilys Mneney, from Cardno IT, presented on guidelines for gender mainstreaming in rural transport. Looking at the gender dimensions, socio-cultural norms play a dominant role in the economy of rural transport. Women are overburdened with domestic and productive work which hinders their participation in the transport economy. Women and men have distinctly different mobility patterns and accessibility needs, as women tend to travel with children, the sick and the elderly. Women are under-presented in road construction and transport projects due to gender inequalities. Cardno IT is creating a guideline for transport authorities and private actors on how they can mainstream gender into their rural transport projects. Once the guideline is finalized it will be beneficial for transport ministries, road authorities, road funds, local government work departments, traffic and road safety agencies, and transport regulators.

Claire Dungey, from Durham University, presented on the peer research method, which trains community members on how to be data collectors, and the research that they are currently embarking on. Her key research points will be: how can female professionals in the transport sector leverage their visibility for gender responsiveness policy and planning? How much can we attribute lack of visible female leadership in the transport sector to the issue of gender mainstream in that sector? And what influences women to access training, finance and employment within the transport sector?

Nwabisa Gunguluza, from the University of Cape Town, presented on her current usage of the peer research method on a study entitled: Working with unemployed women as community peer researchers to understand women's pedestrian transport challenges in Cape Town. She described how she has hired two women each of the three different study locations, for about 10 days each, to collect data from other women on their experiences of walking and cycling in their neighborhoods. Trainings were given to these six women on how to ask questions, conduct surveys, approach people and take notes. The research is on-going.

Identified Research & Knowledge Gaps

- ▶ Values and behavior: Many of the challenges women face are cultural/historical. We need to build the evidence base to understand these perceptions better. Additionally, we need more understanding around masculinity, gender roles and other behaviors and norms based on sex.
- ▶ What do we mean by “women” or “gender”? We need to be more specific in the language used when discussing these terms as there are many other groups, including LGBTQ communities.
- ▶ Gender injustices are not taken into account as research is being conducted.
- ▶ There is a lack of gender mainstreaming guidelines, or at the very least, no centralized place where all gender mainstreaming manuals, tools, and methodologies can be found. There needs to be some disaggregation around urban and rural manuals and tools.
- ▶ We need to understand more about how to create Smart Cities, as well as Socially Just Cities, and what the various components of such an undertaking would be.
- ▶ When it comes to research, impact evaluations are highly valuable in order to understand what is working.
- ▶ As highlighted throughout the conference, while many good policies exist, implementation is a problem. Research is needed on where the implementation gaps are and how we might address them.
- ▶ More research is needed in regards to climate change mitigation and adaptation, intersectionally considered with inclusion, gender and road safety.



SEMINAR | WOMEN IN TRANSPORT

This seminar sought to bring together women who attended the conference who are currently working in public transportation around Africa. The objective of the seminar was to understand what the main takeaways were for the women, as well as to understand the gaps that they felt were missing from the discussion. The session also aimed to formulate concrete action points for women who could work with their communities when they returned to their home countries. This seminar was attended by 22 people.

The group was broken up into four small groups according to country: Ethiopia, Ghana/Uganda/Tanzania, Senegal/Ivory Coast, and Kenya/South Africa. Each group was given time to come up with their main takeaways from the conference, the gaps, and text steps:

Ethiopia

Takeaways

- ▶ Accessible and inclusive transport – especially for people living with disabilities is key.
- ▶ It is important to enhance the role of women workers in public transport.
- ▶ Inclusive design principals were very impactful.

Gaps

- ▶ Lack of inclusive legal and policy frameworks as well as a lack of enforcement on the existing policies
- ▶ Lack of accessible and inclusive transport for all users

Action points

- ▶ Assess and do research on the existing legal frameworks and polices
- ▶ Reuse or enact new legal frameworks and policies on the findings
- ▶ Provide a platform for end users to influence policy maker and service providers
- ▶ Put in place incentive mechanisms for inclusive service providers
- ▶ Possible collaboration is possible with Ethiopian government bodies; WRI Africa can assist in this regard
- ▶ Yosef/Abeba volunteered to be the contact person for Flone to follow up with.

GHANA, UGANDA & TANZANIA

Takeaways

- ▶ It is important to work with/within existing systems and structures, as well as in the community, in order to have sustainable and impactful results.

Gaps

- ▶ There is no effective cohesion between what different women in transport are doing to support one another. We need more effective collaboration and coordination on actions of women in transport sector
- ▶ Policies are not in place to address sexual harassment and gender based violence
- ▶ There is no inclusiveness within the structures like opinion leader and authorities

Action points

- ▶ Identify everyone's strengths within the WIT group so as to have a cohesive organizing body.
- ▶ Ghana will ratify the ILO convention 190 that talks about violence and harassment.
- ▶ Creating awareness about harassment and how someone can report.
- ▶ This group said that they would like to learn from what Ethiopia has done, and Anbessa Bus in particular about how to negotiate for strong maternity and professional development policies.
- ▶ Fatuma/Meya from Uganda and Rebecca from Ghana volunteered to be the contact person for Flone to follow up with.

SENEGAL & IVORY COAST

Takeaways

- ▶ Solidarity and experience sharing are two of the most important tools towards improving working conditions for women in transport.
- ▶ They were greatly impacted by learning about the challenges of people with disabilities.

Gaps

- ▶ There are social/cultural forces at work; women don't speak out when they experience GBV. There is very little visibility or awareness around women transport workers and this needs to change.
- ▶ Sanitary facilities for women workers is a big problem.

Action points

- ▶ Sensitize the community.
- ▶ Go back and report their takeaways from this conference to share knowledge in order to start taking action with their communities.
- ▶ Work closely with government and ministers of transport, women's committees and unions to provide a conducive environment for women transport workers.
- ▶ They would like to have an experience sharing platform with people working in this sector in Ethiopia to learn how to negotiate with stakeholders. Ethiopian delegation from the organization Anbessa Bus committed to helping them in this regard.
- ▶ Cynthia/Assita from Ivory coast as well as Arame from Sengal volunteered to be the contact person for Flone to follow up with.

SOUTH AFRICA & KENYA

Takeaways

- ▶ The group is now even more passionate about pushing for women's representation in key positions to influence decision making in the transportation sector.

Gaps

- ▶ Sanitary facilities for women workers is a big problem.
- ▶ In Kenya, matatus don't have structured organizations, so there is confusion over the employers' responsibilities to address labor issues such as minimum wage.
- ▶ There are capacity gaps in terms of women knowing their rights or knowing how to respond to harassment or mistreatment.
- ▶ There is a lack of policies that can improve drivers working conditions such as working hours, maternity leave and safety.

Action points

- ▶ Providing skills development training for women
- ▶ Creating acceptance of women drivers via media advocacy and making the environment more comfortable before women join the sector (so it's not so shocking for men)
- ▶ The union will approach the Department of Transport, Department of Labour, and employers to come together and form a bargaining council
- ▶ Mobile Clinics for volunteer testing.
- ▶ Judith from Kenya and Ayanda from South Africa volunteered to be the contact person for Flone to follow up with.

SEMINAR | ROAD SAFETY

The objective of this seminar was to gather participants' experiences for understanding the criteria needed for implementing a gender focus in road safety. The session also aims at identifying issues around the understanding gender focus in road safety action and how to counter-act it. There were 22 people who attended this seminar.

Road safety is a critical issue facing women. This seminar began with a presentation by Segundo Lopez, from WRI Colombia, on safety issues facing women cyclists in Bogota. His research found that the number of women cyclists has dropped from 25% to 21% and that there is no gender approach in road safety regulations. He highlighted that the kind of data we need to get in order to understand gender specific issues around road safety is lacking and needs to be improved.

Main Takeaways

- ▶ There seems to be lack of data that specifies age group, gender, time and year of accident.
- ▶ Cultural attitudes impact road safety and so need to be better understood. In Addis Ababa, there is no cycling culture and children only ride when they are young for recreational purposes. In some cultures, it is shameful for women to drive or cycle.
- ▶ Infrastructure also creates barriers to road safety. There is a great deal of encroachment on the streets from vendors and others.
- ▶ There is a need for better road safety laws and more severe consequences for road safety infringements.

Identified Research & Knowledge Gaps

- ▶ Collect data similar to that done in Bogota to demonstrate the higher prevalence of road safety accidents based on gender.
- ▶ Understand the cultural norms that lead to risky road behavior, particularly as it pertains to women and other vulnerable groups.
- ▶ Understand how much people are willing and able to spend for transportation in order to make it more affordable.

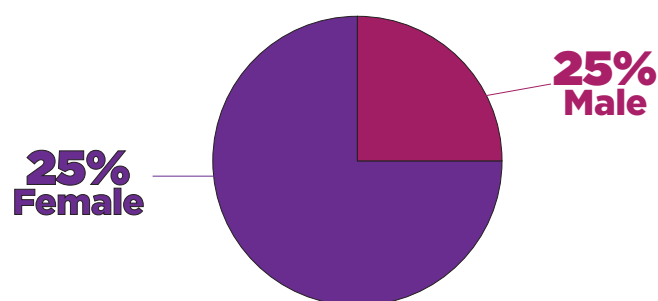
OVERALL CONFERENCE EVALUATION

Demographic Representation of Conference Participants

Participants were drawn from diverse occupations but with interest in the Transport sector. Ethiopians and Kenyans comprised the highest number of attendees representing 42% and 18% respectively. This may be due to the fact that Ethiopia was the host country and hence it was easy for more participants to take part compared to other nationalities. Only 5% of participants had disability while 95% did not have disability. An analysis of the demographic information is as follows;

Gender Distribution

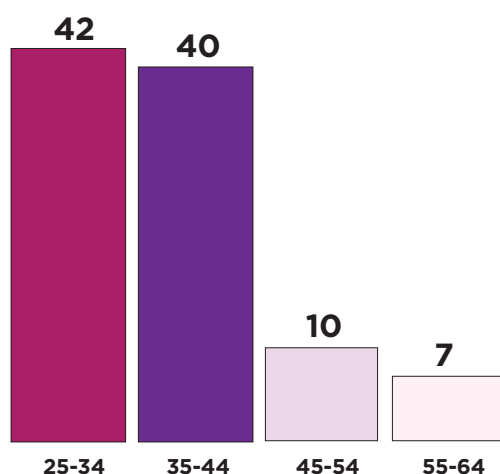
Participants were drawn from diverse occupations but with interest in the Transport sector. An analysis of the demographic information is as follows;



WIT CONFERENCE ATTENDEES BY GENDER

Majority of the participants were female representing 75% against men who were 25%. This may be largely due to the nature of the conference touching mostly on women's issues.

Age Distribution



WIT CONFERENCE ATTENDEES BY AGE

For more information visit www.floneinitiative.org
www.womenandtransportafrica.org

From the analysis summarized in the chart above, the ages 25-34 and 35-44 represented the highest age brackets of participants at the conference with 42% and 40% respectively. This means that participants are mostly middle age at the prime of their careers and hence the best target group for change making. The least represented age group was 55-64 which seemed to comprise mostly of consultants, researchers and planners.

Conference Organization Participants Feedback

As analyzed, majority of participants were very satisfied with the organization of the conference. The highest levels of satisfaction were expressed on the format of the conference at 75.4% and registration process at 70.5%. This is evidenced by the high scores awarded to the various aspects as summarized in the table 1 below;

Conference Organization Feedback

ASPECTS	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total
Registration Process	1.6	1.6	26.2	70.5		100
Conference Themes		1.6	29.5	68.9		100
Opening Session		3.3	27.9	65.6	3.3	100
Keynote Presentations		1.6	31.1	65.6	1.6	100
Breakout Sessions		3.3	31.1	65.6		100
Conference Format			24.6	75.4		100
Order & Time Management		9.8	34.4	55.7		100
Meeting Rooms & Facilities			39.3	60.7		100
Conference Venue		1.6	32.8	65.6		100
Meals		9.8	31.1	59.0		100
Accommodation			24.6	59.0	16.4	100

NB: the total number of participants who filled in the feedback forms was 61. The scores were used to compute proportions as percentages.

It is also worth noting that while majority were generally very satisfied with the organization, a sizable proportion (though not large) still expressed dissatisfaction with the order and time management of the conference and the meals proved by scoring each aspect at 9.8%. These were also among the lowest rated among satisfaction levels. 16.4% of participants who gave feedback did not reside in the hotel and therefore could not rate the accommodation rooms. Other areas where some sort of dissatisfaction were expressed (though not significant were; opening session and breakout sessions each at 3.3% and registration process where a participant was very dissatisfied. Otherwise, it is worth stating that the scores generally indicate that the overall organization of the conference was good.

Compliments on what worked well

- ✓ “The conference was well organized and the variety of activities made it interesting; the role plays were great way of presenting”
- ✓ “Continue with the experiential learning sessions on inclusivity of people with disabilities”
- ✓ “I personally have learnt a lot and have a lot to share with stakeholders back at home since transport is a cross cutting issue”
- ✓ “The conference was very interesting for me and a rich ideas to include more women in transport and include policy makes from every country”
- ✓ “It was great to have so many interesting sessions and speakers.”
- ✓ “It was great getting working examples and personal experiences from women working in transport across Africa.”
- ✓ “Continue the good approach of bringing people from different countries and role models”
- ✓ “I really like the rational venue you chose.”

Suggestions and Recommendations on Future Conferences

- ▶ Practical sessions like riding a bike and visiting the site or city where women are working
- ▶ More women voices – workers and passengers, policy makers etc. including managers.
- ▶ Show case successful women workers, investors and innovative ideas in the transport sector
- ▶ Involvement of transport managers, boards or investors who can be transformed to support women
- ▶ Fewer and more in-depth sessions

Suggestions on future speakers and presenters

- ▶ Successful women investors in public transport
- ▶ Success female workers in public transport as motivational speakers
- ▶ Government officials that are change makers in gender and transportations
- ▶ Male champions for gender equity



Suggestions on future themes and topics

- ▶ Session on transport and technology (e-mobility)
- ▶ Men as champions in promoting women issues in transport
- ▶ The effect of GBV on transportation of women in rural areas
- ▶ Accessibility of roads for women who are in the trade and industry (small scale industries)
- ▶ Working conditions for women in public transport
- ▶ New plans on how to improve our transport systems especially in congested cities
- ▶ Public engagement in bringing local change
- ▶ Integrated infrastructure development in crowded cities
- ▶ Track driving experiences and work for women in Africa
- ▶ NMT system as a solution especially in the global south
- ▶ BRT transforming public transport towards a sustainable public transport
- ▶ Funding and financing for women projects
- ▶ Working with governments to bring positive changes
- ▶ Mobility in poorer rural neighborhoods
- ▶ Changing cultures that limit female participation in transport
- ▶ Women in decision making
- ▶ Organizing women in advocacy
- ▶ Social justice issues in transportation
- ▶ How to engage policy makers, private and government to improve women issues in planning and policy

CONCLUSION

The 2019 Women and Transport Conference sought to bring together practitioners, researchers and other transport stakeholders to share on challenges pertaining to women users and workers in transport, as well as to devise solutions to those challenges. During this three-day convening, there were numerous suggestions made around research gaps, and cross-sharing of ideas and models. Of particular note, the women who were supported by the International Transportation Workers Federation to attend the conference will remain connected and supporting each other through the support of ITF and the continued facilitation of Women and Transport Africa Conferences in future years.

More needs to be understood around cultural norms and behaviors as well as financial and business models that can support the sustainability of innovations needed to change this male-dominated sector. These are areas that will be explored in future meetings.

We are grateful for everyone's support and wish you good luck with your important endeavors!

