



FLONE
INITIATIVE

Creating a Safe and Professional Transport
Industry for You and Your Loved Ones

Annual Report 2021

This report summarizes the achievements, work and challenges for Flone Initiative Trust during the year 2021



For more information, feel free to contact Flone Initiative via email:
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About Flone Initiative

Flone Initiative is a women-led and run Charitable Trust. Flone generates Knowledge, convenes inclusive Dialogues, Supports women in transportation, and builds the capacity of key stakeholders to contribute to the realization of an equitable and socially just mass transportation ecosystem in Africa.

OUR MISSION

Flone Initiative is working towards the creation of safe, sustainable, and accessible public transportation spaces for women and vulnerable groups in Africa by influencing behavioral change, generating knowledge and movement-building

OUR VISION

We envision a world where everyone can experience all freedoms of mobility.



About Flone Initiative

OUR APPROACH

Our interventions focus on three significant areas: Generate knowledge, Movement building and Behavioral change.

OUR PROGRAMS

1. Women In Transport

Flone Initiative through the Women in Transportation (WIT) program seeks to identify and address the barriers for entry into public transport while advocating for safe spaces and improved working conditions for women by addressing stigma, conducting capacity-building workshops to promote professional development, and offering support to public transport organizations to increase access of public transport to vulnerable groups.

2. Usalama wa Uma

Program to train public transport providers (mostly male workers) to prevent sexual harassment, gender sensitization, customer service and personal and professional development.

3. Women And Transport Africa Conference

The purpose of the conference is to stimulate thinking and research on transportation issues central to the older persons, disabled people, children & caregivers and women's quality of life in Africa. The idea is to look backward, take stock of what has been accomplished, and explore methods of translating research and lived experiences into practice.

About Flone Initiative

The Women and Transport Africa Conference objectives are;

- a. To stimulate and highlight new research on women, children and PWDs and mobility issues in Africa.
- b. To bring together civil society, policy makers, city authorities, researchers, academicians, practitioners and students amongst other stakeholders from the African region to discuss and highlight solutions to the longstanding issues relating to women, children and PWDs and transportation.
- c. To support and give a platform to practitioners to share their experiences, challenges and inform policy, research and interventions.

4. Report It Stop It

Flone Initiative's *Report it! Stop it!* The application was established to facilitate mapping SGBV hotspots in the public transport systems and their associated spaces. The -data collected is used to inform intervention areas for Flone Initiative. The platform is also accessible via google search at <http://floneinitiative.org/ushahidi/>. You can download the application from PlayStore/AppStore available at <https://viewer.flone-risi.org/>

5. Research

The program seeks to generate and expand knowledge in the areas of inclusive mobility. It aims to fill the data gap that explores the connection between gender and sustainable mobility in Africa by conducting research.



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Programme Updates

- **Movement Building**
- Behavioural Change
- Knowledge Generation and Research

Movement Building

WOMEN IN TRANSPORT

The program seeks to attract, retain and advance women in transport by bridging the gender skills gaps and promoting safe, inclusive and sustainable transport systems free from sexual and gender-based violence. In 2021 the organization implemented the following need-based projects:

1. Professional Conductors Scholarship

In Kenya, women account for about 7% of the public transport workforce. With more women expressing the desire to join the sector as public transport conductors, Flone partnered with Kenya Bus Services to support five women with a fully-funded scholarship to train as professional conductors. This was a pilot project whose outcome would inform future projects. A conductor is a staff member who works closely with the driver and the commuters. S/he collects commuter fares, drops and picks passengers and performs other customer service tasks. For the longest time, the role has not required any form of training; individuals would learn on the job. **By December 2021, 4 out of the five graduates had already secured employment as conductors.** The organization is looking forward to supporting more women, having recorded an 80% success rate.

Photos of the project can be found below:



First Cohort of Professional Women Conductors: Photo source; Flone Initiative

Conductor's assessment visit photos [here](#) | More graduation photos [here](#)

Movement Building



2. Women Rights in Public Transport: Nairobi

In 2021 there was an increase in cases of harassment against female public transport operators and commuters as a way of enforcing COVID 19 Regulations. In Mombasa, ferry services were halted and a few lives lost from police brutality. According to the Guardian, the social justice centers were in the forefront of condemning police brutality against members of the public in 2020 and 2021. One of the cases involved a brutal physical assault of a female public transport conductor. After cross-examination and situational analysis, Flone Initiative realized that the majority of the women did not know their fundamental human rights while at work. It was also evident that violence against women was still prevalent and normalized.

In collaboration with Kayole Community Justice Center; experts in human rights advocacy and dispute arbitration; and DIX HUIT Sacco, Flone Initiative organized a human rights training workshop with 27 women in transport professionals along the Eastlands route of Nairobi County. The training targeted public transport operators from Kayole, Dandora, Huruma, Komarock, Donholm, Kariobangi, BuruBuru and Babadogo. The training incorporated open discussions, lived experiences and expert interventions to the most pressing questions. The participants were also equipped with hotline and emergency contacts to call whenever their rights were violated.

The social justice center shared contacts of the independent policing authority (IPOA) and International Medical Legal Unit (IMLU).

Movement Building

3. Financial Management/ Table Banking Nairobi and Mombasa

In 2020, 58% of women in Nairobi lost their jobs due to Covid 19 pandemic. As a result, some women were defaulting on rent, others had to relocate to the upcountry, while others could not raise an income to cater for their daily meals. As a result, the organization shifted attention to humanitarian response to heed the cry of the jobless women. Additionally, the organization sought to promote long-term economic empowerment among women in Transport to help during unprecedented pandemics and prepare them for dignified retirement processes. The organization conducted training on financial management in March 2021 and in April 2022 and as a result, the women kicked off their monthly table banking activities. In total, 67 women were trained in table banking: 16 women in Nairobi and 29 in Mombasa formed two table banking groups each. The four groups have elected officials and convene each month to save and borrow short-term loans. Two groups from Nairobi are legally registered as self-help groups as such can apply for grants and loans from governmental and non-governmental organizations to invest in long-term projects. By the end of 2021, the women groups had multiplied their income in the revolving fund by 200% of the projected savings. The organization conducted a six months check-in with Nairobi, where it was observed that the women had started to diversify their incomes to investing in small businesses and supplementing their incomes to cover other expenses like paying school fees for their children. Their long-term aspirations were to invest in the transport sector as Public Transport Vehicles(PSV) owners.



More photos from the table banking workshops can be found [here](#)

Movement Building

4. Sexual and Reproductive Health Rights (SRHR); Mombasa

The workshop was discussed and agreed upon during the WIT needs assessment in Mombasa. Flone organized this workshop that brought together 37 women. The workshop identified that women continued to suffer immensely, with some lacking the autonomy to make informed decisions regarding their sexual reproductive health in public spaces and households. While working, women leave their children under the watch of their neighbors, family, or domestic workers hence it proves difficult to identify when the children are violated. With the majority of the women being rendered jobless and forced to stay at home, they lacked a platform to share their experiences. Nationally, most government offices were operating remotely, making it hard for the women to access psychosocial and legal services regarding SRHR violations. The training workshop provided more information on different forms of harassment at the workplace and at the household, where to report, and the procedures for handling sexual and gender-based violence cases at the family and workplace. They were furnished with toll-free hotlines to access psychosocial support while at work or home. The trained women were commissioned to be SRHR goodwill ambassadors to young girls and fellow women at the grassroots level.



More photos from the workshop can be found [here](#)

Movement Building

5. TukTuk Drivers Scholarship

The scholarship supported two women from Mombasa to train as professional tuk-tuk drivers. This was a pilot project that the organization would use to implement similar projects in the county. The project is still ongoing. We shall be sharing the outcome and impact in our monthly newsletter.

6. Women In Transport Association

In 2021 the Association had a membership capacity of over 150 women from across Kenya. The Association brings together Women In transport professionals, researchers, policymakers and other female transport enthusiasts. The Association is expanding its membership subscription to women in transport across the globe. The platform has recently launched its online database to provide a platform for women to secure employment opportunities and provide a platform for employers to source for great talents.

The link to the registration platform and talent acquisition can be found here:

<https://wit-professionals.web.app/how>

Link to the registration guide can be found here:

<https://www.youtube.com/watch?v=N2aMO0mJZlc>



Movement Building

5. 4th Women and Transport Africa Virtual Conference

The conference, in its fourth year, has since brought together over six hundred and ninety (690) participants from 35 countries ranging from civil society, policymakers, city authorities, researchers, academicians, practitioners, women transport workers & and investors, and students, amongst other stakeholders from across the world to discuss and highlight solutions to the longstanding issues relating to Women, Children & Caregivers and Persons With Disabilities and the Older persons in transportation.

The Conference had 63 panelists, 15 male and 48 female panelists, with a total of 23 sessions that were divided into 3 three themes: Day 1: Lived Experiences, Day 2: Research, and Day 3: Program and Policy Interventions. The average attendees per day were 135 and 55 per given time—the total number of views and Engagements on our social media platforms were 295 & 144, respectively The total number of Impressions was 62,761.

We introduced an award-giving ceremony during this year's conference where six women were awarded for standing out in the transport industry.

Link to the conference program/schedule can be found:

<https://womenandtransportafrica.org/2021-schedule/>

Link to the conference presentations can be found:

<https://womenandtransportafrica.org/2021-conference-presentations/>

Movement Building

5. 4th Women and Transport Africa Virtual Conference





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Programme Updates

- Movement Building
- **Behavioural Change**
- Knowledge Generation and Research

Behavioural Change

USALAMA WA UMA PROGRAM

The transport sector continues to be male-dominated, with immense gaps in power relations. This program seeks to engage men as agents of change by training them on gender mainstreaming in the transport sector. The aim is to influence the behavior and mindset of men towards women using and working in the transport sector. The program questions the societal norms and customs that promote discrimination and exclusion of women in transport. In the end, the trained individuals serve as agents of change by implementing gender-sensitive initiatives at their places of work, including; customer service charters, sexual harassment policies, codes of conduct and amending their human resources policies to promote the employment of women in transport.



Behavioural Change

USALAMA WA UMA PROGRAM

Some of the activities carried out in 2021 included:

1. Gender Mainstreaming & Human Rights in Public Transport Workshop; Komarock Nairobi

The workshop was organized as an intervention to create awareness on fundamental human rights, gender mainstreaming processes, and a call to action among the operators to advocate for safe spaces for women and girls free from sexual and gender-based violence. The workshop brought 103 operators, union leaders and managers on board from the DIX HUIT and Prime-T Savings and Credit Cooperative Organization(SACCOs). The workshop was organized after one of the female public transport operators was physically assaulted by police officers along Kariobangi Roundabout Nairobi. The operator sustained severe injuries that left her hospitalized. In pursuit of justice, the operator lost her job due to the prolonged process of accessing justice. The police interfered with the process since it involved one of their colleagues. The police further threatened her if she continued to pursue justice. The case was informally settled, with the operator feeling deprived of access to justice. The operator recommended training her peers on their rights at the workplace and supporting victims and survivors of sexual and gender-based violence, primarily women. From the workshop, the participants portrayed an improved understanding of their rights. They also pledged to support women working in their SACCOs. They also vowed to condemn and address any forms of SGBV in their respective routes. They also recommended a dialogue between the police and the public transport operators to address the hostility issues.

Photos from the workshop can be found [here](#):

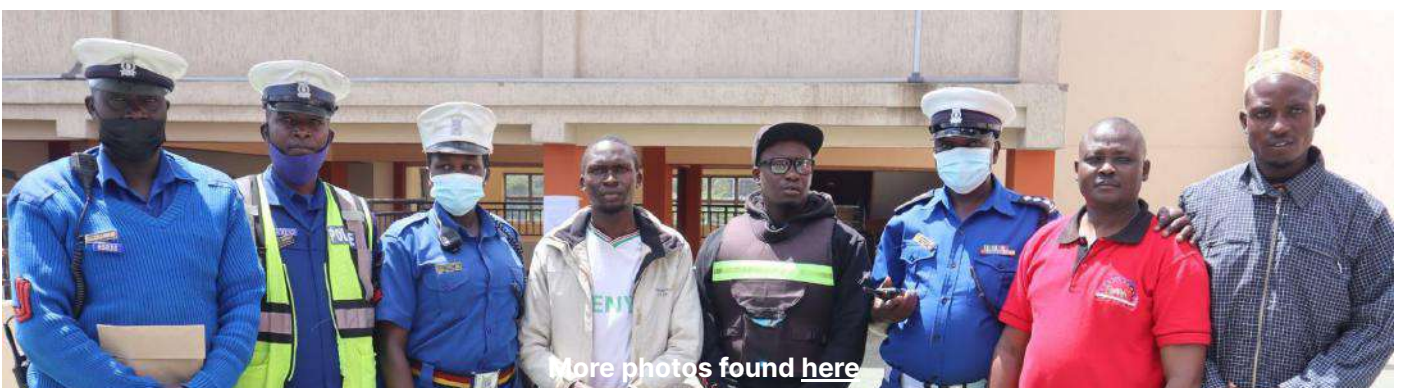


Behavioural Change

2. Community Dialogue: Public Transport Operators - Traffic Police Dialogue

Collaboratively Flone Initiative and Community Social Justice Centers organized the workshop targeting operators and traffic police from the Eastlands routes of Nairobi County. The dialogue in December 2021 was a proposed intervention by participants of the gender mainstreaming and human rights training workshop in Komarock Kayole, Nairobi, in July 2021. The follow-up workshop was deemed to bring together the public transport operators and the traffic police to bridge the hostility gap between the two players. The workshop brought 50 participants representing the traffic police, SACCO officials, Boda Boda Association of Kenya and women in transport association representatives. The arbitration process was facilitated and led by the Community Social Justice Center. Some of the concerns from the operators included physical harassment, being subjected to unnecessary arrests, demand for bribes and the police not wearing uniforms, thus making it hard for the operators to differentiate between criminal gangs and the police.

On the other hand, the police were concerned by operators intentionally defying the traffic rules, including forgery of legal documents and failure to comply with Government regulations on COVID-19. The dialogue created a platform for the two sides to engage in plenary discussions on ensuring their work interactions promoted a safe and conducive working environment for all and created safe commutes to the members of the public. From the workshop, the police volunteered to train the operators on road safety, their rights while on the road, and legal provisions protecting them as per the Kenyan Constitution 2010.



Behavioural Change

3. Gender Mainstreaming Workshop Mombasa

The workshop was organized to create awareness about gender issues in transport, including the exclusion of women, sexual and gender-based violence, taking active roles in advocating for active engagement of women in the transport sector. The workshop was attended by 27 participants representing SACCO leaders, Union leaders, tuk-tuk drivers, BodaBoda riders, Kenya Ferry workers, Kenya Ports Authority representatives, Matatu drivers, and conductors from the Coastal region. The stakeholders benefited from skills on implementing gender-sensitive leadership styles, skills to mainstream gender in their respective capacities, in addition to learning gender concepts that are typically misinterpreted and misunderstood. From the workshop, 10 participants volunteered to be trained as ToTs on gender mainstreaming for the coastal region.

Photos from the workshop are shown below:



More photos found [here](#)

Behavioural Change

4. Behaviour and Attitude Test Workshop Mombasa

Being one of its kind, the workshop brought together 12 Public transport stakeholders to discuss the general perception of women working in the transport sector. The participants discussed the norms, stereotypes, prejudices towards women working in the industry. It was observed that women working in the transport sector are strong enough to handle public transport jobs. It was also noted that women could be as productive as men if they can be capacitated with skills and the platform to explore their potentials freely. On the other hand, It was observed that women's empowerment was a significant threat to toxic masculinity, chauvinism, and patriarchy. Men felt that empowering women would make them 'disrespectful /disobedient' to men.

Lastly, it was pointed out that women engage in activities and behaviors initially attributed to men to fit in the sector, such as drugs and substance abuse. There was a perception that drugs would 'harden' and make them tackle challenges in a masculine way. As a result, there was a recommendation to conduct training on substance and drug abuse to address this threat towards women empowerment.



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Programme Updates

- Movement Building
- Behavioural Change
- **Knowledge Generation and Research**

Knowledge Generation & Research

1. Machakos Baseline Survey on gender mainstreaming in public transport in Machakos Town

The reports contain detailed findings on gender issues in the County's public transport system and the connected spaces. It also highlights critical recommendations to public transport stakeholders on best practices to promote the active participation of women and minority groups while advocating for safe spaces free from sexual and gender-based violence. The Study report paints a clear picture of gender aspects in the transport workforce in the county of Machakos. It further describes the prevalence of sexual and gender-based violence and the proposed measure employed by the County government, national government, community-based organizations, and other state and non-state actors to curb it. From the study, 46% of female workers in Machakos county have experienced sexual harassment at work primarily in the form of inappropriate physical contact and most fail to report due to a lack of precise complaints mechanisms. The most common forms of harassment include sexual harassment and verbal harassment. Some of the recommendations to the county and other stakeholders included; strengthening the soft infrastructure, creating more awareness on GBV, public transport companies (SACCOs) to develop gender key point indicators and mainstreaming gender in recruitment and promotion of their staff and capacity building workshops among women to bridge the gender skills gap.



Knowledge Generation & Research

Machakos Town Safety Audit Toolkit

The safety audit toolkit contains guidelines to be followed while conducting a safety audit of Machakos County. It explains safety parameters, processes, findings, and key recommendations to key stakeholders. It further describes spaces that need improvement to improve accessibility, safety, and cleanliness. The recommendations range from planning, street lighting, garbage collection and installation of CCTVs.

Links to the photos can be found [here](#):



Knowledge Generation & Research

2. Machakos County Draft Public Transport Sexual Harassment Policy

The policy contains a background on the status of sexual harassment in Machakos County's public transport sector and the connected spaces. It also highlights existing legal policies and structures guiding the reduction of sexual harassment in public transport and connected areas. The policy will serve as a pilot to inform a national public transport sexual harassment policy for public transport systems and the connected spaces. In November, the procedure was subjected to peer review, with the Machakos County government team taking apart the process. It was further presented to the residents of Machakos County for validation, where more than 50 stakeholders signed to validate it. The Policy is yet to be vetted by the cabinet and the County assembly. Flone Initiative is currently collecting feedback from the public.

Give your feedback via the online survey [HERE](#) | Find the Online feedback form for the Draft Public Transport Sexual Harassment Policy [HERE](#)

3. Inclusive Transport Research Report

Flone Initiative commissioned a study to identify technical, social, and policy gaps and implementation challenges regarding inclusive mobility focusing on persons with disabilities and the elderly. Notably, many of the disabled will become aged, and many of the aged are disabled. The study identified that Matatus are the most commonly used forms of transport at 77%. Additionally, PWD believes that Matatu is unreliable to meet their specific travel needs at 37%. 47% and 43% of the respondents stated to have experienced challenges in boarding, alighting, and the cost of travel, respectively. Some of the respondents have also experienced sexual and gender-based violence. The report made recommendations to duty bearers, civil society, public transport companies and workers.

Knowledge Generation & Research

4. Leveraging Gender in E-mobility; Nairobi, Kisumu and Mombasa

In collaboration with the United Nations Environmental programme (UNEP), Flone Initiative conducted the study to establish the uptake of e-mobility by the public transport operators from Mombasa, Kisumu and Nairobi Counties. The study focused on 2 and 3 motorcycle taxis (Bodabodas and TukTuks). From the study, about 270 million motorcycles are on the road, with annual motorcycle sales accounting for about 52 million.

24.3% of Kenyan households owned bicycles, 2.3% owned motorcycles, while 5.5% owned either a tuk-tuk or a private vehicle. Men are more likely to own or know how to drive motor vehicles and more likely to have access to a cash income and control over family finances to afford and to pay for public transport. Despite the growth of two and three-wheelers in Kenya, women are disproportionately represented or integrated into the transport sector, which exposes them to socio-economic disadvantage and poverty (ADB 2013). The report sought to establish how women have been presented in e-mobility transport and the opportunities and challenges. From the study, it was confirmed that women continue to be underrepresented in the sector. Additionally, societal norms, prejudices and government regulations continue to hinder women from competing for investment opportunities in the industry. Some of the recommendations included encouraging more women to invest in the industry by ensuring they are granted fair, free and safe environments.

Knowledge Generation & Research

5. UN-HABITAT Report on Gender Dimensions in E-Mobility

In collaboration with the UN-Habitat, Flone Initiative conducted a study to establish the gender dimensions for the city of Kigali. It sought to establish social enterprises' steps, measures, and interventions to promote gender inclusivity. The preliminary findings were presented during the fourth Women and Transport Africa conference in December 2021. The study methodology involved interviewing key informants from the city of Kigali. The key informants were purposively selected representing e-mobility advisors, heads of programs, program coordinators, research fellows, policy analysts and some government agencies. Additionally, a case study of Safi Ride and Yego Motors was conducted to establish the gaps and opportunities for women in e-mobility transport. The study found that women continue to be underrepresented in the e-mobility space despite government Rwanda having over 51% of female leaders in the government. There was no correlation between the number of women in leadership positions and the number of women at the transport projects implementation levels. It was also established that the social enterprises in Kigali had put minimal guidelines to promote the inclusion of women.

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Public Awareness And Sensitization Campaigns



Public Awareness And Sensitization Campaigns

MEDIA APPEARANCES

MEDIA HOUSE	FEATURE
<p>Swedish International Centre for Local Democracy (ICLD) Webinar</p>	<p>Machakos County, Makueni County, and ICLD- How to maintain the sustainability of the gains made in the change processes of equal ownership of public transport?</p>
<p>ForumCiv Exhibition for International Women's Day 2021</p>	<p>What do you #choosetochallengeke? https://www.facebook.com/watch/live/?v=5163656970342265&ref=watch_permalink</p>
<p>Heinrich Boll Foundation Article</p>	<p>The plight of Women Working in the Transport Industry During COVID-19 https://ke.boell.org/en/2020/09/04/plight-women-working-transport-industry-during-covid-19</p>
<p>The Rockerfeller Foundation</p>	<p>Making public transportation safer https://www.one.org/international/blog/women-grassroots-initiatives-covid-19/</p>
<p>New Cities Foundation Article</p>	<p>Women's History Month https://newcities.org/the-big-picture-safe-travel-in-urban-africa-matatus-and-gender-toolkits/</p>
<p>Nation Media TV feature-</p>	<p>Graduation for women in Transport https://m.youtube.com/watch?v=P43cV01PX_g</p>
<p>MakeShift Mobility Blog</p>	<p>Transport Geek #13 Interesting bits https://makeshiftmobility.substack.com/p/13-interesting-bits</p>
<p>Citizen TV feature</p>	<p>Mwanamke Bomba https://youtu.be/Rccl0NBuNhE</p>

Public Awareness And Sensitization Campaigns

MEDIA APPEARANCES

International Transport virtual conference on Innovation for Gender Equality	Users perspective
France Summit	Towards the 'New Africa
Tumi	Shaping Inclusive Cities: Bridging the Gender Data Gap
Eat African Mobility Summit	https://www.youtube.com/watch?v=XFjS6CvAQwY .
TED Talk Global website-	<ol style="list-style-type: none">1. https://www.ted.com/talks/naomi_mwaura_a_feminist_reimagining_of_kenya_s_public_transport?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare2. A feminist reimagining of Kenya's public transport Naomi Mwaura https://podcasts.apple.com/by/podcast/feminist-reimagining-kenyas-public-transport-naomi/id160904630?i=1000524782745
Kenya Young Parliamentarians Association Facebook Live	Ending Sexual Harassment in Public Transport https://fb.watch/67numK3_5d/

Public Awareness And Sensitization Campaigns

MEDIA APPEARANCES

The Star Newspaper

1. Female touts get formal training
<https://www.the-star.co.ke/counties/nairobi/2021-10-07-female-touts-get-access-to-formal-training/>
2. Lobby seeks women-friendly public transport in Machakos
<https://www.the-star.co.ke/news/2021-11-19-lobby-seeks-women-friendly-public-transport-in-machakos/>
3. I was told I'm too beautiful to vie for matatu workers union seat - ex-tout-
<https://www.the-star.co.ke/news/2021-12-02-i-was-told-i-m-too-beautiful-to-vie-for-matatu-workers-union-seat-ex-tout/>

Classic, Homeboyz, Kiss and Gukena Radio stations

Female Touts get formal training- Women conductors

K24 TV

Machakos County Baseline Survey, Safety Audit & Public Transport Sexual Harassment Policy Launch-
<https://youtu.be/F0tJa4-0FmI>

Public Awareness And Sensitization Campaigns

SPEAKING ENGAGEMENTS

1. **Impact of COVID-19 on Women in Transport webinar:** hosted by Flone Initiative:
<https://www.youtube.com/watch?v=LpTdq4B4x7Q&feature=youtu.be>
2. **Overcoming Covid-19 as Persons with Disabilities (PWDs) webinar:** Hosted by the Open Institute.
3. **The Impact of Covid-19 On Women in Transport webinar:** Hosted by High Volume Transport Applied Research Programme (HVT) and PIARC.
4. **Gender and Mobility webinar:** Hosted by Global Alliance of NGOs for Road Safety.
5. **A Gender Equal New Normal webinar:** Hosted by the International Transport Workers' Federation (ITF).
6. **Women Informal Workers in Public Transport During & Post COVID-19 webinar:** hosted by Friedrich Ebert Stiftung-Kenya
7. **How can we achieve social justice through public transport in Nairobi? webinar** - hosted by PLGP
8. **Making our mobility system resilient during and post-COVID-19 webinar:** hosted by the Kenya Council of Governors.
9. **Unpacking inclusive mobility in African cities: Moving from buzzwords to reality webinar.**
10. **+Silicon Harlem Next-Gen Tech Virtual Summit webinar:** hosted by Advancing Humanity
11. **Shaping a Socially Just Public Transport webinar:** hosted by Friedrich Ebert Stiftung-Kenya
12. **Improve your matatu business workshop webinar:** hosted by Flone Initiative:

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Institutional Development



Institutional Development

Flone has been in operation since 2013 and operates under the trust deed but was fully registered and issued with a certificate of registration on 13th July 2021.

Flone Initiative was registered under the Registry of Trademarks on 17/11/2020 and given the Certificate of registration of Trademark under The Republic of Kenya Trademark Act (cap 506) that was sealed on 10/11/2021.

Organizational Capacity

Flone comprises of :

1. Four Trustee members
2. Five board of Directors
3. Five staff members

Strategic Partnership and Alliances

- 1) Cotswold Foundation.
 - a. Supported 34 women to acquire financial management skills in Mombasa
 - b. Supported two female TukTuk drivers with a fully-funded scholarship to train as professional drivers
- 2) African Women's Development Fund (AWDF)
 - c. Supported 27 women to be trained on sexual reproductive health rights
 - d. Endowed 27 women to be trained on financial management skills

Institutional Development

3) Women and Transport Virtual Conference

The World Bank, High Volume Transport, UKAID, Vectos, Women Mobilize Women, Volvo Research and Educational Foundations (VREF), Zippy Events Solutions, Friedrich Ebert Stiftung (FES), FIA Foundation, UN-Habitat, UN Environment Programme, Transformative Urban Mobility (TUMI), International Transport Federation (ITF),

4) Boda Boda Tuk Tuk and Taxis workers Union(BOTTAX)

- a) They supported 29 women in transport with an accessible venue to conduct their table banking activities.
- b) Negotiated with ITF to support 15 women in Transport from Mombasa to attend the 4th WTA conference

5) Community Social Justice Centre

- a. Mobilized Nairobi traffic police and Boda Boda operators to attend the public dialogue workshop on working relationships between traffic police officers and public transport operators
- b. They served as mediators during the forum.

6) Kenya Bus services

- c. Supported five women train to train as professional conductors.

7) Sanergy Women Organization

- d. Trained and supported 29 WIT from Nairobi and 15 WIT Mombasa to run table banking workshops register as self-help groups in addition to opening bank accounts.

Institutional Development

- 8) Heinrich Boll Stiftung (HBS) -
 - Sexual Harassment Policy development and validation
- 9) Global Fund for Women
 - Machakos Baseline and Safety Audit Report Development and Review
- 10) French Embassy
 - Improved Livelihood for women in Transport; supported 30 women to train on financial management.
- 11) UNEP
 - Electric Mobility Gender Analysis Baseline Study
- 12) UN-Habitat
 - Supported to conduct the research titled, Kigali Baseline Survey-Gender Dimension in the E-mobility Transport



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2021 Financial Summary

Financial Summary

Our annual composition on the source of funding for the financial year 1st February 2021 to 31st January 2022 in terms of percentages was:

87.42%

Grants Received

0.17%

Rental Income

10.05%

Individual Donations
(Cash & In-Kind)

0.41%

Membership Fees

1.95%

Investment Income
- Interest Received

Annual Expenses composition based on income comprised of :

29.30%

Project Expenses

53.13%

Personnel Costs

16.99%

Admin Costs

0.58%

Finance Costs

Financial Summary

Due to the covid-19 related shutdowns, meeting restrictions, lockdowns which continued in 2021 and many organizations forced to shut down due to freezing of donor funding or donors changing priorities to concentrate more on health. Some of our donors saw the need to keep our doors open hence converted some of the project grants funds to support our core organizational activities which included administration and personnel costs. This led to a reduction in project expenses as most were not undertaken due to the conversion of the funds.

The remaining project activities undertaken in 2021 show the percentage of which area was more active.

57%

Knowledge
Generation and
Research

33%

Behavioral Change
(Trainings)

10%

Movement Building
(WIT Conference)



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2021 Board of Directors

2021 Board of Directors



Naomi Mwaura: Founder of Flone Initiative, an organization working to create a safe and professional public transport industry in Kenya. She was one of the lead organizers of the MyDressMyChoice campaign that saw thousands of women protest gender-based violence in Kenyan public transport. A co-author of the Institute for Transportation and Development Policy "Street for Walking and Cycling: Designing for comfort, safety and accessibility in African cities" ' ' guidebook in partnership with UNHabitat. She has been involved in developing the Cairo Bus Rapid Transit (BRT) Gender plan and study on expanding access to cycling for women in Cairo. She is also a co-founder of Mama Afrika Festival, which highlights and celebrates women in the arts. Naomi holds a Bachelor's Degree in Psychology (Honors). As part of Mandela Washington Fellowship for Young African Leaders, Naomi completed a civic leadership fellowship at Tulane University, USA. She was named "BBC 100 Inspirational and Influential Women" in 2017 and featured in Forbes Women, BBC and Aljazeera. She is among the winners of the 2018 Ashoka Challenging Norms, Powering Economies Challenge.

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John Mark Mwanika is a Programs Officer at Amalgamated Transport and General Workers' Union (ATGWU-Uganda). He is passionate about workers' issues and, since 2010, has focused on his particular interest in designing innovative organizing programs for his union ATGWU. Among these are HIV/AIDS and climate change organizing transport workers in Uganda. Perhaps the most significant is organizing informal transport workers that have seen the drastic growth of ATGWU's membership from less than 5,000 in 2012 to over 100,000 by the end of 2018. John Mark is currently working on building union influence and campaigning in Bus Rapid Transit (BRT) in Nairobi, Kenya, under the ITF Our Public Transport (OPT) Program.

John Mark is a holder of a Master in Development Studies, Bachelor of Social Science and a Diploma in Education. He is the current Chair of the ITF Urban Transport Committee and a member of the ITF Climate Change Working group.



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Dip Patel: He is an Antler Entrepreneur in Nairobi, a global early-stage venture capital firm enabling and investing in the world's most exceptional people building the defining companies of tomorrow. Before joining Antler, Dip was Swvl's General Manager in Kenya, where its goal was to change how cities move by re-inventing mass transportation using technology. DIP is passionate about positively impacting the daily lives of people through technology. He is a Kenyan national who grew up in Nairobi, completed his bachelor's in the USA at Vassar College, pursued a master's in the United Kingdom at LSE, and returned to Kenya.



Esther Gacanja: She is a qualified Economist with over 20 years of working experience. She was a manager at the Armed Forces Canteen Organization for seven years before joining civil service, where she has worked since 2008 to date as an Economist in various cadres. She has experience planning, implementing and evaluating government projects funded by the Government of Kenya and Development Partners. She is also interested in Climate Change and Gender mainstreaming within policies, projects and programs.

2021 Board of Directors



Jeff Turner: Jeff Turner is Theme Leader for Gender, Inclusion and Vulnerable Groups for the DFID-funded High Volume Transport research programme. He has 30 years of experience in transport consultancy and research on transport policy and planning in Africa. In particular, he has specialized in the interaction between transport and gender, poverty reduction and social inclusion. Jeff has worked for a range of clients including the World Bank, DFID, EU, and the African Development Bank. Jeff is also a visiting lecturer at the Institute for Transport Studies at the University of Leeds. He has written widely for a range of audiences, including many academic journal articles and conference papers and articles for a general audience.



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Faith Adhiambo: She is the Communications Officer at African Union (AU), Directorate of Information – Agenda 2063. Under the direct supervision of the Director, DIC, the Communication Officer for Agenda 2063 is responsible for developing and implementing communication projects for Agenda 2063



Bina Maseno: She is currently the Founder and Executive Director – of Badili Africa. Badili Africa merges beauty with civic dialogues for political awareness and involvement with governance and democratic processes in Africa.



Rose Odengo: A highly organized communication specialist with 15 years of experience in communication. Areas of expertise include web, print and radio content development, communication, brand and social media strategy development and communication management. Creative and strategic communications leader with exceptional writing and editorial skills. Proven experience in managing communication strategies for USAID, DFID and World Bank-funded projects.

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2021 Staff List

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Naomi Mwaura
Executive Director and Trustee



Lucy Kihonge
Program Officer



May Rakel Anuda
Communications Consultant



Robert Gatimu
Finance Officer



Emma Sanguli Gituku
WTA Conference Organizer



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P.O. Box 569 – 00900- Kiambu, Kenya

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The End

Flone Initiative

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