



FLONE
INITIATIVE



THE 3RD
WOMEN AND
TRANSPORT
CONFERENCE

November 2020



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Flone Initiative is a Pan-African woman-led non-profit organization working towards the realization of safe, accessible, inclusive and sustainable public transportation for all in Africa, with a particular focus on women professionals in public transport and vulnerable groups.

Partners





**THE 3RD
WOMEN AND
TRANSPORT
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November 2020

contents



» Introduction

05



DAY
01

Wednesday, 25th November 2020

08

- Session 1: The Elderly and Mobility* 10
- Session 2: Women Professionals in the Transport Sector* 11
- Session 3: Persons with Disabilities and Mobility* 12
- Session 4: Children and their caregivers* 14
- Session 5: Special Focus: Adolescents and Young Adults* 16



DAY
02

Thursday, 26th November 2020

17

- Session 1: State of the Art Research on Gender & Transport Across Africa* 18
- Session 2: Data & Gender - The Evidence Gap: You can't change what you don't count* 19
- Session 3: Leveraging Gender to Promote Electric Mobility* 21
- Session 4: COVID-19 and the Future of Public Transport* 22
- Session 5: Impact of COVID-19 and Women Transport Workers' Rights* 24
- Session 6: Maintaining Essential Health Services During a Pandemic - Integrating a COVID-19 Response into a Rural Access Initiative in Zambia* 26



DAY
03

Friday, 27th November 2020

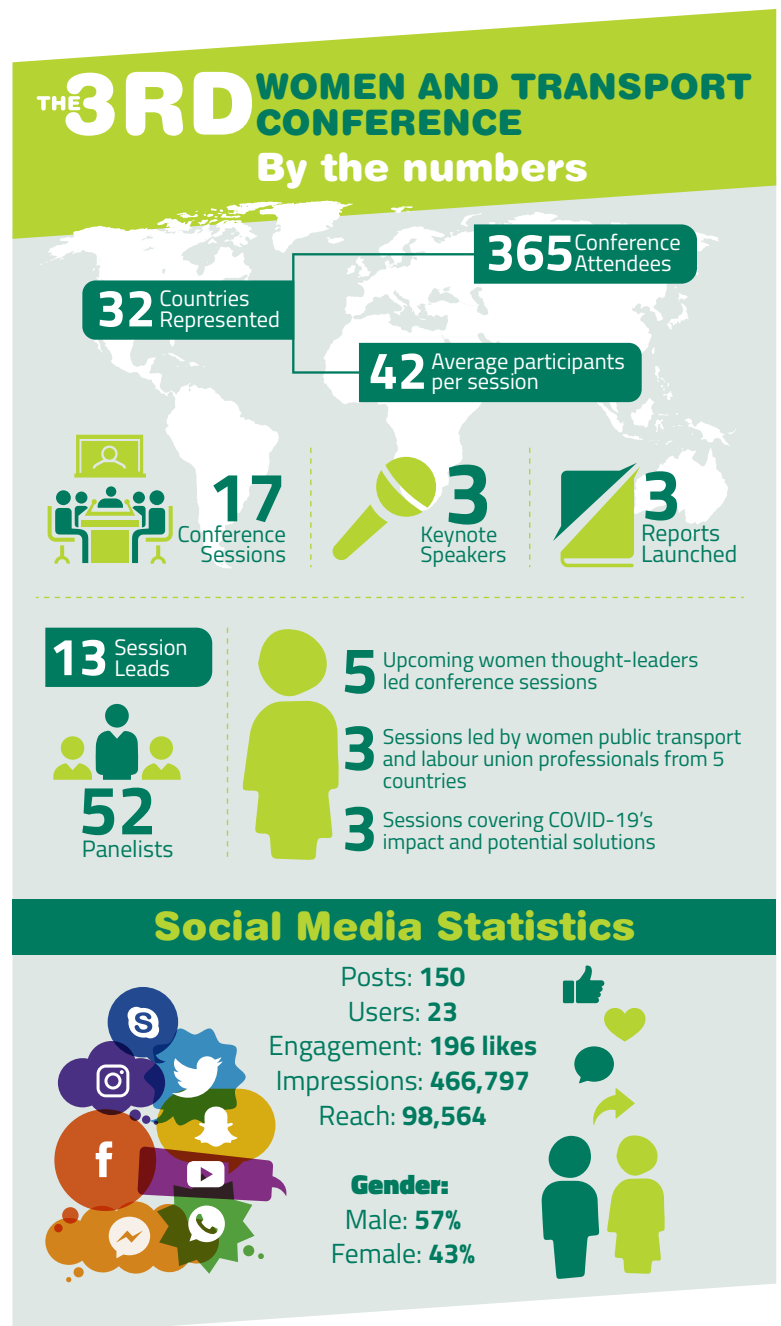
27

- Session 1: Inclusive Employment* 28
- Session 2: Interventions for Safe Walking and Cycling* 29
- Session 3: Women as Investors in Public Transport* 31
- Session 4: Failfest* 33
- Session 5: Sustainable Public Transport: What does Socially Just Public Transport Look Like?* 34
- Session 6: Moving the Wheels of Change During COVID-19* 35

Introduction

The 3rd annual Women and Transport Africa Conference, organised by Flone Initiative, had the overarching theme of paving the way for a more inclusive and equitable public transport system in Africa. It brought together stakeholders from all over the globe to move from siloed thinking towards a more integrated approach, informed by research, policy and programme interventions, and the experiences of users and women professionals. Due to the current COVID-19 pandemic, the conference was held online through the Zoom platform. To minimise technological interruptions, the panel conversations and research presentations were pre-recorded. The presenters availed themselves for live Q&A sessions.

COVID-19 has changed life as we know it, and the transport sector has not been spared. Women as transport workers and users are bearing the brunt of the changes in the industry caused by the pandemic, not just in Africa but all over the world. The public transport and mobility sector needs to adapt to the new normal by offering women transport workers and users public transport and mobility options that are friendly and suitable to their unique needs, not forgetting other vulnerable transport users, such as the elderly, persons with disabilities, adolescent girls, as well as children and their care-givers. There is evidence of simple, low-cost strategies that can be implemented on existing infrastructure to make public transport and mobility systems more equitable for all. It requires political goodwill from the government, collaboration from the private sector, a robust implementation strategy, and citizens' involvement.



The overall themes of the conference were as follows:

Day 1: Lived Experiences

Inclusivity was the theme of the day. The various sessions explored the challenges that different vulnerable users face as transport sector employees or users. Panelists included representation from vulnerable users who shared first-hand experiences. These sessions were coupled with research presentations with a particular focus on vulnerable users that painted a grim picture of the current state of affairs and the need to do a lot more in making public transport friendly and equitable. This year's conference focused on the following vulnerable users:

- Women and girls
- The elderly
- Persons with disability
- Children and their care-givers
- Adolescents

Day 2: Research

The conversations centered on the crucial role of data in decision-making processes and the planning of cities. The various ongoing research projects presented focused on filling data gaps within the sector with topics looking into the impact of COVID-19 on public transport and mobility, and the influence of transport on the human trafficking trade. Evidence was presented on the quality of data

across the sector being below par and the need to employ various strategies to improve the quality of data collected. E-mobility was also a topic of discussion, with presenters looking at how gender could be leveraged to increase e-mobility uptake.

Day 3: Policy and Programme Interventions

The discussions revolved around more inclusive employment conditions, how to integrate non-motorised transport options into the existing transport systems, and encouraging women to participate in the sector as investors. The question of what a socially just public transport system looks like was a key conversation subject, with research projects highlighting the key characteristics of a socially just public transport system.

The Women and Transport Conference sessions were facilitated by various transport sector professionals, the majority of whom were women. Participants included delegates from 31 countries from all over the world, including Germany, Colombia, Eritrea, Jordan, Bangladesh, Belgium, Nigeria, Luxemburg, France, India, Malawi, Ireland, Italy, and Madagascar, among others. The conference was supported and sponsored by various partners such as The World Bank, High Volume Transport Applied Research, Vectos, Women Mobilize Women, UKAid, FIA Foundation, Friedrich Ebert Stiftung, and UN-Habitat, among others.





DAY

1

WEDNESDAY, 25TH NOVEMBER 2020

Location: Zoom

The conference began with a welcome address by Naomi Mwaura, the Executive Director of Flone Initiative. In her address, she highlighted Flone's vision of supporting a regional collective collaboration with organisations and individuals to further build momentum and energy towards making public transport safer for women and vulnerable groups and, therefore, the preferred mode of transport and workplace for this demographic.

Keynote speakers



Maimunah Mohd Sharif
Executive Director, UN-Habitat

In her keynote speech, Ms. Sharif acknowledged that the COVID-19 pandemic has exacerbated existing gender inequalities and that women are bearing the heaviest burden. She noted with concern the alarming increase in gender-based violence taking place in homes, streets and on public transport, as evidenced through various global reports. In Vancouver, for example, calls reporting domestic violence through helplines increased by 300%.

She highlighted the various projects that UN-Habitat is collaborating with to better serve the needs of women with regards to public transport. She recommended walking and cycling as alternative mobility means that cities could implement in the post-COVID-19 recovery period as they are affordable and inclusive.

She ended her address by reiterating, "Transport authorities and operators should learn from the pandemic and start designing gender-sensitive transit systems and transport infrastructure. Greater emphasis has to be placed on women's mobility needs by involving them in the planning, design, and implementation of transport systems. Only then will we be able to achieve the SDG 5 on gender equality and Goal 11 on sustainable cities and communities."



Zoleka Mandela

Ambassador, Child Health Global

Ms. Mandela shared the results of research that paints a stark picture of the public transport realities for young adolescent girls. She boldly shared her own personal experience and recognized that fear of harassment is a constant for women and girls and creates barriers to accessing education, employment, and even general necessities like moving around within a city. She emphasised that our transport systems need a serious re-think to make them more equitable, accessible, and truly sustainable.

She highlighted some simple solutions that can be implemented to have safe and equitable transport for all when she said, "Too often there is little attention to what women actually need and the solutions can be so simple. Whether it be street lighting, adequate sidewalks, management of public transport or training for transport operators..." These solutions and many more can be found in a report titled *"These are my streets, Manifest 2030: Safe and healthy streets for children, youth and climate"*.



Henrik Maihack

*Friedrich Ebert Stiftung,
Country Director, Kenya*

Friedrich Ebert Stiftung (FES) is a German foundation committed to the ideas and values of social democracy. Mr. Maihack stated that FES had convened the Socially Just Public Transport Working Group, which developed pillars of an inclusive public transport system, which are: availability, accessibility and affordability, safety, reliability, comfort, and equitable access.

He emphasised that, "there is no just city without there being a gender-just city".

The Elderly and Mobility

Online Audience: **37 participants**

Session lead



Carole Agengo
Helpage International

Panelist



Lawrence Mungai Munyua
Chairperson, Elderly Society of Kenya

Overview

Mr. Munyua talked about the challenges that he has experienced when traveling from his home on the outskirts of Nairobi into the Central Business District where he has a small business. He said that elderly people's mobility needs tend to revolve around accessing social amenities, such as churches, markets, and hospitals. The conversation focused on the challenges and potential solutions with regard to the mobility of the elderly when using public transport. Availability of public transport in rural areas was also a key discussion area.

There was an appreciation that the COVID-19 pandemic necessitated social distancing, meaning that PSVs were obligated to carry a lower capacity, making it more comfortable for the elderly. It was emphasised that the younger generation that is responsible for policy development should propose policies with the future in mind as they too will grow old one day.

Identified gaps

- The elderly face a lot of ageism (stereotyping, prejudice, and discrimination based on age) and the victims are mostly women.
- Public transport vehicles in Kenya are privately owned, meaning that there is no schedule, constant

price fluctuation, no vehicle standardisation, and use of very rude language.

- Public transport vehicles and minibuses often carry three times their capacity, making it very challenging for the elderly.
- The public transport systems are not interconnected to enable easy transitions between different bus stops/stages.

Recommendations

- De-privatisation of the public transport sector so as to streamline the services, standardise the charges, and bring sanity to the sector.
- There should be a policy on public transport that the elderly are invited to contribute so that their voices can be heard.
- For the metropolitan area, smaller transport vehicles should be phased out and replaced by larger capacity buses.
- Stricter measures to ensure that public transport vehicles have proper insurance cover that protect the passengers in case of any accidents.
- The 8/80 rule...if you plan the transport system for an 8-year-old and 80-year-old then it will be conducive for all.

Day 1
Session
02

Women Professionals in the Transport Sector

Online Audience: **48 Attendees**

Session lead



Anna Karume

International Transport Workers Federation (ITWF)

Panelists



Naomi Njeri Ngugi

Conductor/Women Rep., Umoinner SACCO



Lucia Murotto

Conductor, Wamasaa and Ongataline SACCOs



Edinah Moraa

Conductor, KANI SACCO

Overview

In this session, the panelists shared their personal stories and challenges they have experienced as professionals in the Kenyan public transport system. The women said they joined the sector in a bid to provide for themselves and their families. The panelists admitted that the industry is becoming more accommodative of women and this is seen in the number of women joining the industry.

There was a marked improvement in support from organisations such as Flone and ITWF that have brought together women professionals within the sector for capacity building workshops in various topics such as financial literacy. The women have also been able to form self-help groups and join unions.

As professionals within the industry, women have been able to build themselves up economically and are able to provide for their families and even educate their children up to university level. One online participant noted that PSVs managed or driven by women are cleaner and more organised compared to those run by men. They said that they feel safer in a matatu being driven by a woman.

Good case practice: Women in South Africa are joining the industry in droves because the transport industry has organised itself into a formidable union called SA-TAWU (South Africa Transport and Allied Workers Union). Through this union, they have been able to negotiate higher salary and remuneration packages.

Identified gaps and challenges

- The sector is not formalised so there is no job security. Due to lack of a contract, the vehicle owner can terminate employment without due process.
- Although many more women have joined the sector and it's slowly becoming more acceptable, the social culture mindset has not changed. Women still face a lot of harassment, disrespect, and judgment especially from elderly women, other passengers, and their male counterparts.
- The government did not classify transport workers as essential workers and this led to an increase in police brutality experienced outside curfew hours during the lockdown period.
- Post-retirement support came up as a gap that needs

to be addressed, as after one has retired there is no pension to rely on for support.

Recommendations

- Capacity building seminars should be mixed as opposed to women-only seminars.
- More women need to get into leadership roles within the sector and join unions so that they can amplify their voices and have their needs heard.
- Training that teaches on matters of etiquette and customer service would be helpful to women in the sector.
- Saccos should start to offer contracts to their workers so that once they retire they have something saved away that can continue to support them.
- Women in the sector have been encouraged to come together to form self-help groups through which they can make investments and uplift each other.

Day 1 Session 03

Persons with Disabilities and Mobility

Online Audience: **41 Attendees**

Session lead



Violet Asiko
Programme Officer,
Flone Initiative

Overview

Persons with disabilities (PWD) are classified among the vulnerable users when it comes to public transport. The conversation during this session had the panelists share their personal stories and experiences of using the Kenyan public transport system. They painted a disturbing picture of a transport system that has failed to recognise

Panelists



Allan Herbert
Earl Concepts / Black Albinism Foundation



Joseph Atela
Executive Director of Disabled Empowerment Society of Kenya (DIESK)



Angeline Mukuche
Founder and Chairperson, Leadership Empowerment on Disability Initiative (LEDI)



Ivan Omondi
Chairperson of Mobility Community Based Organisation, Kajiado County

and provide special provisions to ease the mobility of persons with disabilities.

Some of the challenges that were mentioned were lack of sidewalks that facilitate easy mobility, to struggling to use public service vehicles while using crutches, to falling into manholes, and even public transport providers being physically and verbally abusive.

The Kenyan Persons With Disability Act establishes that PWDs are entitled to a barrier-free and disability-friendly environment to enable them to have access to social amenities, and other infrastructure to promote their mobility.

Challenges

- Lack of designated stops which more often leave one lost and at the mercy of well-wishers.
- PSVs are ill-fitted and lack structural design that supports the ease of movement of PWDs while embarking or disembarking.
- Psychosocial challenges exist with public transport providers treating PWDs in inhumane ways and with disrespect.
- There are various organisations within the government that deal with matters pertaining to persons with disabilities. However their mandates are not clear.
- There are various policies that have been authored; however, they remain in ink and on paper because of a lack of strong implementation strategies.

- PSV owners are required to ensure that their vehicles can accommodate PWDs. However, because they are motivated by profit, this has not been implemented.
- PWDs are consulted in everything that the government does. However, their opinions are not considered when it comes to drafting policies.

Recommendations

- There are organisations that make education and employment accessible to PWDs. Similarly, an organisation that seeks to create equitable transport systems for PWDs could be created.
- PWDs need to participate in pushing for more equitable transport.
- Lobbying has already begun to consider PWDs while designing newer transport options such as the Bus Rapid Transport system and the commuter train.
- PWDs are not asking to be given designated areas; they are lobbying for inclusion e.g. wider sidewalks that are covered and that are accessible to someone using a wheelchair.
- PSV owners should be made aware of the incentives that exist in service provision for PWDs.

Day 1

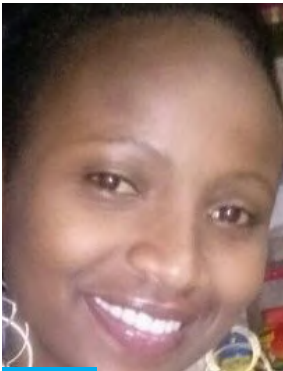
Session

04

Children and their caregivers

Online Audience: **50 attendees**

Session lead



Peninah Ndegwa

Founder, WOW Mom Kenya

Overview

This session was focused on how to make cities more child-friendly. The Bernard Van Leer Foundation presented their Urban 95 project that focuses on designing cities from an elevation of 95cm, which is the average height of a three-year-old. The presentation emphasised that the physical environment plays a key role in the early development of children. The belief is that if the caregivers have an enabling environment, then they are better able to love and care for the children.

The NATCO organisation presented their reports that showcase good case practices that can be used to lobby and plan for making public streets more inclusive, not only for children, but for everyone. They shared concrete examples to be considered when creating streets that are safe for children, such as reducing car speeds to under 35km/h and creating shorter street crossings using pedestrian islands.

The University of Nairobi shared the preliminary results of an ongoing study that is looking into child mobility, safety,

Panelists



Rushda Majeed

Country Representative, India, Bernard Van Leer Foundation



Anna Siprikova

Senior Programme Associate, NACTO



Ann Kamau

Research Fellow, Institute for Development Studies, University of Nairobi

and urban road design within Nairobi city. It features the challenges that children face when using public transport, such as being treated as standing passengers.

A local organisation called WOW Mom highlighted research that they had carried out investigating the implications of lack of baby-changing facilities in public spaces. Results showed that caregivers prefer not to travel with their children because it's a cumbersome affair and the existing infrastructure does not support their mobility. One key challenge noted was the lack of baby changing stations.

Identified gaps

- Globally, 500 children die each day from road traffic accidents that are totally preventable. They are also being killed slowly through air pollution as well as lack of physical activity by not being allowed to play outside because of safety concerns.
- Cities have infrastructure that caters more to the needs of vehicles rather than pedestrians, and most especially children.

- In Nairobi, baby sanitation is not taken into consideration in the design of public spaces. Mothers have had to become innovative so as to change their babies' diapers.

Recommendations

- Cities should be designed from an elevation of 95cm – the height of a three-year-old – to make them inclusive. Currently, a lot of cities are designed for able-bodied men and disregard children and their caregivers, as well as the elderly. Cities that work for children work for all.
- Planning for child-friendly cities needs data-driven decision making as well as inter-agency collaboration for a holistic solution.

- Services can be planned using a route, destination, and neighbourhood model that ensures that key services are provided within the neighbourhood area and can be easily accessed through a 10-15 minute walk.
- Creating spaces within cities where children can play, learn, and be visible.
- Policies should be effected by safeguarding children (and other people) when using public service motorcycles for transport.

References and reports

Global Street Design Guide - captures best practices from all over the world on how to transform transport and mobility.

Designing Streets for Kids - how to use streets to support learning and play for kids.

Special Focus: Adolescents and Young Adults

Online Audience: **41 Attendees**

Session lead



Sheila Watson
*Deputy Director, FIA
Foundation*

Overview

Ms. Watson presented various research findings around how mobility and transit systems for adolescents and young adults (especially girls) are affected due to rapid urbanisation and how this puts pressure on the transport and mobility systems. Emphasis was on the school journey where these young people are exposed to various transit-related challenges, such as pollution. She reiterated what previous presenters had said about cities needing to exist for the benefit of their people rather than being vehicle-focused.

Key challenges

- 1.2 million adolescents die every year, with road traffic injuries being among the leading causes of death
- Air pollution is a major challenge and in the long term causes irreversible health challenges to adolescents and young adults as they grow older.
- Lack of safe mobility choices and fear of sexual harassment impedes growth opportunities for women and girls. Girls are likely to be abused on their journey to or in and around schools.

Key recommendations

- Creation of safer streets, which allows more people to walk. This results in fewer people using vehicles to get around, leading to fewer emissions and cleaner air and ultimately healthier people.
- Partnering with schools and engaging adolescents in advocating for better road conditions enables them to understand the health risks that they face as a future generation and allows them to demand for better conditions from the responsible officials.

Resources and toolkits

- The School Run Scandal – a toolkit that supports teachers and their adolescent students to expose pollution concerns that poison them as they journey to school.
- Expanding access to opportunities for girls and women: Working towards safe mobility - The FIA Foundation partnered with Safetipin to build a picture of how adolescent girls make their journeys. The study uses innovative technology, supported by discussions with local women, to understand how their experiences and behaviours are shaped by the physical and social framework in which they live. The project specifically focused on adolescent girls' experiences to highlight the risks they, in particular, face moving around their communities.

DAY 2

THURSDAY, 26TH NOVEMBER 2020

Location: Zoom

Key takeaways



State of the Art Research on Gender & Transport Across Africa

Online Audience: **46 participants**

Session lead



Jeff Turner

High Volume Transport (HVT) Applied Research Programme

Overview

The session showcased research studies that seek to understand the differences between how men and women use transport systems and what steps can be taken to deliver a gender-equitable and inclusive transport system. The research is in areas where there is little or no data, for example data about transport systems in rural areas. The research is supported by UKAID through the High Volume Transport (HVT) Applied Research Programme.

The first research study conducted by IMC Worldwide with other partners investigated the impact of social inclusion on high volume transport corridors and potential solutions to identifying and preventing human trafficking. The main objective was to discover the role played by high volume transport corridors in the human trafficking trade, with a focus on Uganda and Tanzania. It also sought to identify and pilot innovations that could help counter human trafficking. With this research, the hope is that national trafficking in persons (TIP) prevention strategies can be

Panelist



Dr. Cathy Green
CARDNO Emerging Markets



Alemgena Araya
Alert Engineering



Sheila Watson
FIA Foundation



Paul Curtis
Vectos

strengthened through greater policy attention to the role of transport and transport actors in combating TIP.

Vectos presented the second research topic, which was about tools that can be utilised for identifying and tackling sexual harassment on public transport, with a focus on cities in South Africa, Nigeria, Malawi, Rwanda, UK, Belgium, and Romania. They chose to tackle this by building the capacity of public transport professionals to deliver gender-equitable and inclusive transport that tackles sexual harassment of women and girls through the use of a web-based decision-making tool. This research would ideally support policymakers and transport providers to develop an evidence-based approach to addressing sexual harassment and personal security within public transport.

The third research project was presented by Alert Engineering and was focused on Mekelle in Ethiopia, looking into the existence of inclusive transport in low-income countries and how women participate in urban public

transport systems in terms of planning, management, and decision making. The intended outcome is to see the urban public transport sector become gender-sensitive and inclusive enough so that women's special interests and needs are considered during services, planning, employment, and decision making.

Research methodologies

- A blend of workshops, tech, and paper-based surveys, and focus groups were used to collect data.

Identified gaps

- Although there has been a lot of inroads made with

regard to research in the transport sector, there are still a lot of gaps when it comes to research in Africa around rural transport or secondary cities, infrastructure and regional and transactional flows.

Key points

- All research studies employed an inter-agency (government, private, academic, and non-governmental) approach to gathering data and were targeting to influence policy development to create more gender-equitable transport.

Day 2
Session
02

Data & Gender - The Evidence Gap: You can't change what you don't count

Online Audience: **54 participants**

Session lead



Sheila Watson
FIA Foundation

Panelists



Lucy Mahoney
CARDNO Emerging Markets



Gail Jennings
Alert Engineering



Justin Coetzee
CEO of Go Metro



Heather Allen
expert in the field of gender and sustainable mobility

Overview

The session was focused on the quality of data that is collected with regards to women's movements and mobility. It was recognised that although there are some known facts about women's mobility patterns, such as the fact that women take numerous short walking trips or that they rely more on public transport than men, there are still

a number of misconceptions within existing data.

The organisation Ascendal shared the technology tool that they have used to collect mobility data. Through the utilisation of individual mobile phones, they have been able to track massive amounts of qualitative and quantitative data and use artificial intelligence (AI), data analysis, and analytics to make sense of the data.

Another project, presented by Gail Jennings, looked at how COVID-19 mobility constraints affected women and if women were taken into consideration when the constraints were implemented. Data was collected through Facebook posts and interviews with women in South Africa, Nigeria, Uganda, and Kenya. The results showed that women were already having a hard time with the existing transport and that COVID-19 compounded the situation.

Collecting better data on women's needs is the first step towards more inclusive transport and can help address gender-related transport challenges. Data is not an end in itself but is one of the main tools that can be leveraged to inform decisions. How we collect the data is just as important as what data is collected.

Identified gaps

- Results from a survey that was widely shared and where the majority of the respondents were women in the transport sector clearly showed that the quality of data that is currently gathered could improve significantly.
- There are not enough surveys with a gender perspective.
- Governments in Africa are not doing enough to support transport research initiatives; there is a lot of bureaucracy to weed through.

- Capacity building of government officials about the importance of data across Africa should be prioritised to unlock the power of data.

Key recommendations

- The use of technology to collect significant amounts of data was seen as a game changer in gathering mobility data. It was recognised though that technology alone is not a solution and that it needs to be integrated closely with vigorous research methodologies.
- The panel unanimously agreed that more resources needed to be channeled towards improving the capacity of transport professionals rather than building new roads and transport infrastructure.
- Mobile technologies in Africa are better than on any other continent and can be leveraged to collect data.

Resources and toolkits

Counting Women So Women Count – a rapid international review on the state of transport data and women.

On the Go: How Women Travel Around Our City – a case study on active transport across Sydney through a gender lens.

Day 2
Session
03

Leveraging Gender to Promote Electric Mobility

Online Audience: **49 participants**

Session lead



Naomi Mwaura
*Executive Director,
Flone Initiative*

Overview

The session focused on what gender considerations should be integrated into the design and implementation of electric mobility to increase uptake, as well as the best case practices from developed countries that can be replicated. Electric mobility is in its infancy in Africa with multiple pilot programmes currently running. However, it presents significant opportunities to re-shape and increase women's participation in transport provision.

Siemens Stiftung presented the work that they are doing to support the uptake of e-mobility in Western Kenya. They are testing electric cargo bikes and motorcycles. They are at the initial stages of identifying the gender barriers that exist preventing women from taking up e-mobility. They are giving various incentives to encourage women to take up e-mobility.

Flone Initiative presented initial results from ongoing research where they are looking into best practices and methodologies that investors can utilise when as-

Panelists



Emilie Martin
*Urban Electric Mobility
Initiative (UEMI)*



Elisabeth Biber
*Siemens Stiftung
Foundation*



David Rubia
*United Nations Environment
Programme (UNEP)*

sessing the risks associated with their intended investments. Flone is advocating for gender inequality to be a key consideration for investors as it can greatly impact a company's bottom line. They suggested a number of due diligence questions that investors can use in the areas of operational risks, standards and policies, governance and enforcement, and organisational culture.

Identified gaps

- Women are under-represented in the transport sector within East Africa. For example, in 2018 only 2.6% of motorcycle riders in Kenya were women.
- When investors are assessing the risk of supporting a company, they do not consider gender equality and this hinders their understanding of the full range of risks and the impact on their investment.

Key recommendations

- Electric mobility is a strategy to reduce air pollution,

carbon emissions, and dependency on fossil fuels. It is important to improve women's participation and representation in the electric mobility sector not just as end-users but throughout the value chain.

- We need to explore opportunities to leverage gender to promote electric mobility by looking critically at the whole ecosystem and how money flows to identify the levers that can be pulled.
- Investors have a role to play in incorporating a gender lens when deciding which businesses to put money into.
- When designing e-mobility gender inclusive projects, it is important to learn from past fossil-fuelled vehicle programmes.

Day 2
Session
04

COVID-19 and the Future of Public Transport

Online Audience: **54 participants**

Session lead



Jeff Turner

*High Volume Transport (HVT)
Applied Research Programme*

Panelists

Cyprian Moses

Hudumaplus Ltd

Ian Stott

*Integrated Transport
Planning*

Ana Luisa Silva

ONG Lalana

Dr. Stanley Ojejere

*University of Ibadan,
Nigeria*

Dr. Fatima Adamu

*University of Sokoto,
Nigeria*

Overview

COVID-19 has disrupted many areas of life and the transport and mobility sector has been especially impacted. This session showcased ongoing research studies across Africa and the UK, through the support of the High Volume Transport Applied Research programme courtesy of UK-

AID. The focus of the research is to investigate how the pandemic is shaping public transport systems.

The first research project was from Madagascar from the ONG Lalana organization. They presented preliminary findings from their research project that was seeking to establish evidence about how COVID-19 restrictions have

impacted the mobility of women and vulnerable groups and to identify solutions to support the development of inclusive and gender-sensitive local transport policies and practices. They were also comparing experiences in Madagascar and how they differ in other low-income countries. They are collecting data through focus group interviews as well as quantitative and qualitative surveys. Initial results showed that COVID-19 mobility restrictions led to an increase in transport prices and an increase in walking and cycling. Women were impacted the most. This was the case in other low-income countries that they studied.

Based on their previous experience, ITP, a UK-based sustainable transport consultancy, presented their research on best practices in designing equitable public transport networks through accessibility modeling in emerging COVID-19 cities. The intention is that this research can be utilised by city authorities and transport operators to present practical ways that networks can be assessed with the aim of benefitting both the users and the operators.

Hudumapulus Ltd from Tanzania presented their research on the impacts of and responses to COVID-19 in addressing the mobility of persons with disabilities. The project hopes to help land-locked countries in the central corridor to find appropriate control measures to protect PWDs in various transport corridors. The desired outcome is to see a sustainable and inclusive public mobility system for women, children, and elderly people with disabilities that

allows these groups to access a range of social services. They are collecting data using semi-structured interviews and focus groups.

The last presentation was from the University of Ibadan. Their project sought to explore the extent of accessibility and inclusiveness of public transport among PWDs before and during COVID-19, with a focus on Benin City in Nigeria. The intention was that the research be utilised by public transport ministries and other bodies in order to implement a responsive and inclusive public transport system that focuses on meeting the transport needs of PWDs in Benin City. They gathered data through interviews, focus group discussions, and key informant interviews to collect quantitative data. Some of the initial findings from the University of Ibadan showed that women with disabilities spend 500% more time on public transport than their male counterparts.

Key points

- Accessibility modeling is an easier and less cost-intensive approach for cities to consider when they build better transit systems post the pandemic.
- As a result of the pandemic and the containment measures that have been put in place, there has been a need to adapt research methodologies as well as data collection mechanisms.

Impact of COVID-19 and Women Transport Workers' Rights

Online Audience: **44 participants**

Session lead



Anna Karume
International Transport Workers Federation (ITF)

Overview

The conversation was focused on the impact of the pandemic on women professionals involved in the transport and mobility sector. The panel consisted of various women from countries across Africa representing various transport organisations and professions, who shared first-hand their on-the-ground experiences and how their jobs have been affected due to COVID-19.

The following common cross-cutting issues were highlighted:

- a) Loss of jobs and income - Many women lost their jobs within the transport industry when COVID-19 happened. In Nigeria, most women in the transport sector work as ticketing clerks and when COVID-19 happened the government enforced a no-cash policy rendering many of the ticket clerks jobless or forced to work for reduced hours. For women who remained in employment, wages were drastically reduced, with women receiving 70% pay cuts in some cases, as seen in the Kenya railways company.
- b) Alarming increase in gender-based violence – Sexual and physical violence cases have been on the rise. This is the case across many countries.
- c) Lack of sanitation facilities – Women did not have access to sanitation facilities before the pandemic. However, the situation has been aggravated by the COVID-19 pandemic. Yet cleanliness is now of utmost importance. In Tanzania, the union has played an active role in advocating for hand-washing stations and sanitiser provision in PSVs. It has also taken the lead in educating transport workers and food vendors within bus stations about COVID-19 mitigation strategies.
- d) Access to personal protective equipment – In Ghana there is a women's committee that advocated for a local manufacturer to produce customised PPEs so that the needs of women such as breast-feeding

Panelists

Rebecca Kwashie

General Transport, Petroleum & Chemical Workers' Union of TUC

Anna Kazembe

Transport & General Workers Union

Nice Amon Mwansasu

Communication & Transport Workers' Union of Tanzania (COTWUT)

Naomi Njeri Ngugi

Matatu Workers' Union

Salami Oyeboade Adedamola

National Union of Road Transport Workers

Aisha Nanteza Kanya

Amalgamated Transport and General Workers' Union

Judith Lusaka

Railway and Allied Workers' Union

Beatrice Nokuthula Sifunda

South African Transport & Allied Workers' Union (SATAWU)

Irene Wamuyu Ngatia

Public Transport Operators' Union

and bathroom use could be considered. The women's committee also advocated for work from home and shifts to cater to parenting responsibilities as children had closed school.

Key takeaways

- Unions in the transport sector are proving to be formidable bodies when it comes to lobbying for the rights of women within the transport sector. It is vital for women transport workers to join unions so that they can amplify their voices.
- As with previous conversations, it was continuously emphasised that women need to take up leadership roles within the transport industry so as to have their voices heard.

The second part of the session was a presentation by Claire Clark from ITF who defined women transport workers' rights during the COVID-19 pandemic as follows:

1. Access to sanitation and appropriate PPE – transport workers need to be adequately protected with safe access to water and sanitation facilities.
2. End violence and harassment against women – safe commute measures should be effected and strong support networks established to support gender-based violence (GBV) survivors.
3. New technology to benefit women workers – the implementation of new technology should not cost women their jobs.

4. Steady income and social protection – this includes paid leave, healthcare, and other benefits so that women are not forced to choose between their family, job or health.
5. Care before profit – recognise the additional care burden that women experience and put in place measures to support them.
6. Secure work – there should be an effort to provide women in the transport industry with additional skills.
7. Gender impact assessments – to ensure that effective and equitable policies are created.
8. Gender-responsive economic stimulus – if there is going to be an investment in transport, how do we ensure that this is going to result in more jobs for women?
9. Women in all decision-making bodies – so that their needs can be considered.

Resources or Tools

Implications of COVID-19 on Women Transport Professional in the Kenyan Public Transport Sector. – *from Flone initiative*

Women Transport Workers' Rights and COVID-19 – *from International Transport Federation (ITF)*

Day 2
Session
06

Maintaining Essential Health Services During a Pandemic - Integrating a COVID-19 Response into a Rural Access Initiative in Zambia

Online Audience: **41 participants**

Session lead



Caroline Barber
Chief Executive, Transaid

Panelist



Auxilia Piringondo
*Director, Development
Data in Zambia*

Overview

The final session of day 2 brought into focus Zambia and what they are doing to maintain essential health services during the pandemic specifically with regards to a rural access initiative called MamaZ against Malaria at Scale. This initiative is a severe malaria innovation targeted at children aged 6 months to 6 years.

In Zambia, rural communities encounter many delays in accessing treatment for severe malaria in children, leading to high child mortalities. They, therefore, innovated a bicycle ambulance that is locally assembled and managed by the community, in effect building an emergency transport network. The bicycle ambulance includes a stretcher that can be detached from the frame, a canopy to protect from sun & rain, and good ground clearance.

The MamaZ project has integrated COVID-19 measures into their existing programme by engaging traditional leaders, creating materials in the local language, using community radio, and disseminating clear information from trusted sources.

Key points

- The initiative engaged community health volunteers (CHVs) to cascade messages to their wider communities.
- In addition to this, they also held discussions on community radio on topics such as the increase in gender-based violence during the pandemic.

DAY 3

FRIDAY, 27TH NOVEMBER 2020

Location: Zoom



Day 3
Session
01

Inclusive Employment

Online Audience: 32 participants

Session lead



Mehnaz Sarwar
An Nisa Taxi

Overview

The overall conversation was centered on strategies that can be employed to ensure more inclusive employment, retention, and promotion of women workers within the public transport system.

Transaid, an NGO that works in the logistics and transport sector in Africa, presented the interventions that they are implementing in three cities (Abuja, Tunis, and Capetown) in Africa to help young women living in urban peripheries to improve their transport-related skills, therefore, improving their experiences as transport users and workers. They are engaging private and civil society organisations who share their vision to take on the projects and are training riders on safe driving practices.

Flone Initiative also presented findings from a research study on employment, retention and promotion of women workers in public road transport carried out in Nairobi. They collected the data from existing publications, by surveying female workers, conductors, drivers, and stage attendants, as well as by interviewing SACCO managers, union representatives, and partner organisations. One key finding from the research was the fact that although es-

Panelists



Paul Wafula
Flone Initiative



Sam Clark
Transaid

tablished transport operators believed that women make good workers, the workforce was only 10% female.

Key recommendations

- Enforce regulations on permanent formal contracts as stipulated in the Employment Act.
- Mainstream gender needs into transport operations.
- Address issues affecting transport operations and the matatu business, such as cartels and criminal elements that extort money from investors.
- Make anti-sexual harassment policies mandatory with clear actionable and reliable systems to address harassment when reported.
- Review PSV SACCOs operations and mandate to adequately address human resource issues.
- Increase gender inclusion in policy and governance.
- Address gender and discrimination in hiring and promotion in public transport.
- Strengthen unions' roles in the sector.

Resources or toolkit

Policy Brief on Employment, Retention and Promotion of Women Workers in the Public Road Transport Industry in Kenya. – by Flone Initiative

Day 3
Session
02

Interventions for Safe Walking and Cycling

Online Audience: **43 participants**

Session lead



Sonal Shah
The Urban Catalyst

Overview

The session highlighted research showcasing evidence on the safety and security of non-motorised transport (NMT). The research projects were keen to identify the travel behaviours and patterns of walking and cycling in India and Kenya.

Ms. Muigai from NAMATA presented research carried out to explore NMT in Nairobi. She started out by sharing statistics highlighting that 80% of the trips within Nairobi are done through public transport or walking. However, the infrastructure focuses on motorised transport, which has led to high road fatalities countrywide. She emphasised that governments need to change their approach and embrace sustainable transport initiatives to overcome the challenges faced in urban transport systems. NMT is a great option that reduces accidents, congestion, air and noise pollution and increases health fitness and economic sustainability.

The Urban Catalyst shared a study that they conducted in Bihar in rural India to understand what role mobility has played in women's access to education and econom-

Panelists



Abigail Muigai
Nairobi Metropolitan Area Transport Authority (NAMATA)



Chris Kost
Africa program director, Institute for Transportation and Development Policy (ITDP)

ic opportunities. They used mixed methods by exploring non-motorised transport in larger cities and surveys. Some results from the research showed that women's mobility is invisible in mobility plans and that safer streets for walking at night with proper street lighting were needed.

Chris Kost from ITDP (Institute for Transportation & Development Policy) started his presentation by pointing out that most people travel by walking or using public transport and not private cars. Although that is the case, our roads have plenty of driving space for vehicles and parking but not for walking and cycling. Urban streets need to be planned in such a way that they cater to multiple activities.

Recommendations

- Adoption of ASI strategy – Avoid (improve the efficiency of transport systems), Shift (Move to more environmentally friendly mode), Improve (Improve the energy efficiency of transport modes and vehicle technology).

- Streets that cater to women's mobility needs they need to be safe and secure. They must have universal accessibility, easy mobility, proximity to care, environmental sustainability, and they must cater for the informal economy, support behavior change, and be efficient.
- When it comes to transport and mobility in cities, the focus needs to be on the majority who are pedestrians.
- To have streets that support walking and cycling, we need to think about street design (accessible footpaths, adequate shade, shelter from the rain), building design, and network design (more people-oriented road network, short inter-connected paths).
- The Urban Catalyst presented street design guidelines that mainstreamed women's mobility and access. One guideline was to use public signage that conveyed a strong approach to sexual harassment as a way of encouraging behavior change.

Key points

- Characteristics of NMT facilities: They are safe, coherent (easy to follow with different route choices), attractive (integrated with other modes), direct and comfortable.
- Nairobi is categorised as the third most congested city in the world, costing the economy USD 1 billion annually.
- The transport sector contributes 27% of greenhouse gas (GHG) emissions in the world, making it the second-largest contributor to emissions, thus making it even more important to integrate non-motorised transport on our existing roads.

Resources and tools

Safer Streets Safer Cities in Bihar – a report by the Urban catalyst

Day 3
Session
03

Women as Investors in Public Transport

Online Audience: **31 participants**

Session lead



Violet Asiko
*Programme Officer,
Flone Initiative*

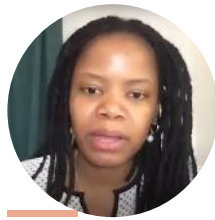
Overview

The conversation engaged women who have invested in the transport sector that is mostly male-dominated. They shared their personal stories and experiences.

As far as Kenya is concerned, the data around the women who have invested in the transport sector is non-existent but thought to be no more than 1%. This is despite the fact that the transport industry is one of the largest in Kenya and contributes 5-15% of the GDP.

Ms. Gupta from Azad shared a story where they had engaged the public transport system to hire more women bus drivers. However, since 2014, they have only been able to have one woman because even though other women were well trained and suited to the job, they were denied the opportunity on account of not meeting the height requirement. In India, the government has offered some incentives to support women to purchase vehicles but more needs to be done in providing social capital support.

Panelists



Nerica Kuguru
*CEO and design lead at
Abiria*



Elizabeth Njoki
matatu owner



Amrita Gupta
*Programme Director, Research
Advocacy and Communications
at Azad and Sakha*

Ms. Kuguru from Abiria said that as an investor in the transport sector, which is male-dominated, she often finds herself to be the only woman in the room. She has had to master patience and prove herself over time so as to get the men to buy into her idea. She notes that aggression will not work and that one needs to tread carefully to succeed in the sector.

Elizabeth Njoki faced a lot of discrimination from her male counterparts in the transport sector when she started out as a conductor. Her relatives also thought that a woman in transport is not marriage material and cannot raise children. But she has persevered and proven them wrong. She used her savings and a top-up loan, facilitated by her husband, to get enough funds to buy a public service vehicle.

Key points

- Women like to invest in the more formal areas of the transport, industry such as taxi cabs and bodabodas where you are dealing with one employee as com-

pared to the public transport system, which is rather informal and where one would be dealing with multiple people.

- There is a dire lack of social capital that is supportive of women who are keen to invest in the transport and mobility sector.
- On the policy side, there was an obvious gap in the formulation of policies that support or encourage women to participate and invest in the mobility and public transport sector.
- There needs to be some awareness creation for women to realise where the investment opportunity is in the transport and mobility sector.

Recommendations

- There is a need to find more people/organisations willing to support women to purchase vehicles.
- The public transport industry needs to be formalised so that women have access to other benefits, such as health insurance and social security that can be accessed once one has retired.
- Financial literacy is important so that these women can learn about saving, accessing loans, and general money management.
- Create incentives that encourage women to join the sector. These do not necessarily need to be monetary incentives, they could be policy incentives.

Day 3
Session
04

Failfest

Online Audience: **24 participants**

Session lead



Mbeki Mwalimu
*Founder, Back to Basics
Kenya*

Panelists



Constant Cap
Urban Planner



Marita Walther
*Electric Mobility
Entrepreneur*



Edward Mbogo
Technology Entrepreneur

Overview

Often we hear about people's successes but when do you hear about their failures? This session was all about celebrating failures and recognising them as necessary experiences as we journey on to success. Mbeki Mwalimu engaged a tech entrepreneur, an e-mobility innovator, and an urban planning professional in talking about their failures and lessons they learned while innovating and working within the mobility and public transport sector.

Edward Mbogo talked about his experiences and the highs and lows that are part and parcel of the entrepreneur's journey. Constant Cap shared his experiences with wanting to implement an ambitious community project without involving the necessary local authorities. Marita Walther told the story of doing a project without talking to the intended beneficiaries.

Key lessons

- Resilience is key if you are to succeed at anything. Every failure that you experience is the learning that you gain.
- When it comes to urban planning, it is important to engage the public sector as early as possible as well as have a good understanding of the policies and laws that govern the land.
- Do not over-promise your customers/clients what it is that you can deliver.
- Carry out your research with the end user.

Day 3
Session
05

Sustainable Public Transport: What does Socially Just Public Transport Look Like?

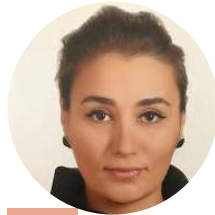
Online Audience: **29 participants**

Session lead



Constant Cap
Urban Planner

Panelists



Deyala Tarawneh
*Assistant Professor,
University of Jordan*



Ahmad Zeyad Abu Hussein
*urbanist at the Mayor's
Office of Greater Amman
Municipality*



Ronja Schiffer
*Programme Manager,
Freidrich -Ebert-Stiftung
(FES), Jordan*



Muhairwe Geoffrey
Makerere University

Overview

This session focused on the pillars of a socially just public transport system and how this really looks in practice.

It started with a research presentation from the FES Foundation called Mobility for Her with a focus on Amman, Jordan. The project aimed to understand urban mobility from an intersectional lens. Public transport in Amman is lacking accessibility, affordability, availability, reliability, and safety. The Mobility for Her project is going to implement various interventions to ensure more gender-equitable streets, some of which include planning and constructing an inclusive and accessible Bus Rapid Transit, enable walkability through installing new accessible and level sidewalks, creating and proving a walkability map, and enforcing a multi-sector approach towards policy.

The other research, presented by Geoffrey Muhairwe from Makerere University, was titled "Governing the Un-

governable Boda Boda Transport in Kampala". Motorcycle taxis, commonly known as boda bodas, were once seen as a solution to easing mobility and creating employment but have now become unruly. This study sought to understand the measures that can be taken to bring some order to the industry. In order to have streamlined boda-boda operations in Kampala and Uganda at large, some possible recommendation that came from the study included:

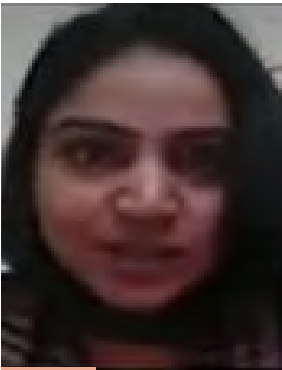
- a) The government introducing mandatory training schools for riders and making attendance mandatory.
- b) Participation of boda boda representatives in the formulation of policy that impacts them.
- c) There should be designated stages for boda bodas.
- d) Enforcement of traffic laws without fear or favour.

Day 3
Session
06

Moving the Wheels of Change During COVID-19

Online Audience: **34 participants**

Session lead



Pradidhi P. Yadav
Programme Manager, Research, Advocacy and Communication, Azad Foundation

Panelist



Amrita Gupta
Programme Director, Research Advocacy and Communications at Azad and Sakha

Overview

The Azad Foundation presented its flagship project, "Women with Wheels", where they enable resource-poor women to earn a livelihood by training them to become professional chauffeurs. This presentation touched on how the organisation adapted to remain relevant during the pandemic.

Gaps identified

- The impact of COVID-19 caused numerous women to lose their income and fail to provide for their families as the majority were principal breadwinners.

Key takeaways:

- Azad was able to utilise the existing network of drivers to support their communities through the delivery of relief food and medicine.
- This downtime was also used to upskill drivers by enrolling them into e-classes in English speaking.
- They were able to adapt digital marketing to update and engage their customer base on what was happening with regards to services.
- On resuming services, they ensured that isolators were installed and all drivers were provided with PPEs.
- They trained some of their drivers to drive two-wheelers so as to serve the e-commerce sector, which was classified as an essential service during the lockdown.



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