REPUBLIC OF KENYA

MACHAKOS

BASELINE-SAFETY AUDIT REPORT

FLONE
INITIATIVE

TABLE OF CONTENTS

ACKNOWLEDGMENT

LIST OF ACRONYMS AND ABBREVIATIONS

BRT: Bus Rapid Transit

CAPD: County Annual Development Plan

COVID: Corona Virus Disease

FGD: Focus Group Discussion

MTP: Medium Term Plan

NGEC: National Gender Equality Commission

NHIF: National Hospital Insurance Fund

NSSF: National Social Security Fund

NTSA: National Transport and Safety Authority

PSV: Public Service Vehicle

SACCO: Savings and Credit Cooperatives

WIT: Women in Transport

LIST OF FIGURES

LIST OF TABLES

EXECUTIVE SUMMARY

This baseline study was undertaken by Flone Initiative in conjuction with the County Government of Machakos (Directorate of Roads, Transport and Public Works) to assess the situation on gender mainstreaming and safety in the public transport industry in Machakos County.

The specific objectives of the study were to; (i) identify gender mainstreaming gaps with regards to employment and meaningful participation of women in public road transport work (ii) examine safety considerations for commuters and vulnerable groups in the Machakos public transport industry and (iii) utilize information gathered to guide the prioritization of the county's investments towards gender mainstreaming in county's public policy and development plans.

The study was conducted in four major stages namely Machakos, Mavoko, Kangundo and Tala specifically targeting male and female public transport workers. Key stakeholders including national and county government officials, female public transport investors and boda-boda motorbike officials were also involved.

The assessment adopted a case study research design that sought to collect detailed information to gain an understanding and indepth appreciation of the role of gender mainstreaming in the public transport industry in Machakos county. Data was mainly collected from primary sources using surveys, key informant interviews and focus group discussions with female transport workers. Available secondary data sources were also reviewed. Altogether, 107 male and female

In summary, the findings revealed that the industry is quite informal and privately run by PSV SACCOs and individuals. There are fewer female transport workers (39%) compared to their male counterparts in Machakos County . It was also revealed that majority of women (41%) are aged 36-40 years, with 49% having at least secondary education level and working as vendors, stage attendants (touts) and SACCO clerks. They were mainly motivated to join the industry by interest in transport work and lack of training in other professions.

The study also found that the main entry challenges are the gender stereotypes on the suitability of women for transport jobs, male centred ways of publicizing job opportunities and the cost involved in fulfilling entry requirements like acquiring a certificate of good conduct and PSV badge.

Women are mostly considered suitable for specific jobs like vendors, SACCO clerks and stage attendants. In addition, very few women are represented in SACCO leadership since most don't meet the basic requirements of participating in elections which include owning a vehicle. Among the key barriers to entry and retention of women in public transport work include male dominance and gender discsrimination as mentioned by 51% of respondents.

It is worth noting that 59% of female workers don't consider PSV SACCOs as equal equal opportunity employers.

Lack of vital skills like driving and sexual harassment were also cited as key barriers by majority of female transport workers. 67% of female transport workers would like to upgrade their skill levels especially in driving and motor vehicle mechanics. 46% of female workers have experienced sexual harassment at work especially in the form of inappropriate physical contact and most fail to report due to lack of clear complaints mechanisms.

Informal and casual working arrangements are most common in the industry with less than 10% of workers having formal and long term contractual engagement with their employers. This means they have indefinite pay packages (64% of female workers earn Ksh 500-800 daily), not commensurate with working hours (4-8 hours daily) and without institutional protection. Professional standards are rarely observed in the industry as only 77% of workers abide to any code of conduct. Lastly, the issue of sanitation and health was a major concern for transport workers since far flung small stages lack toilet facilities. It also emerged that the user fees for toilet usage especially by women is not affordable.

In order to enhance gender mainstreaming and safety, this study recommends;

- Training and capacity building for transport workers and managers on professionalism and gender rights mainstreaming in their work
- Putting in place anti-sexual harassment policies and reporting mechanisms for workers and commuters to seek redress in the event of harassment
- Encouraging more women to join the public transport industry as investors and workers by addressing barriers to entry and retention including proactively reaching to female applicants for available vacancies.
- Improved working conditions for transport workers including formal and long term engagement and improved pay packages commensurate with working hours and family friendly human resource policy and procedures.
- Improved security measures and regular surveillance especially in terminuses
- Improved working conditions for all workers in the industry coupled with opportunities for personal and professional advancement
- Affirmative action and increased gender equity measures to encourage women to become investors and participate in governance and SACCO leadership.
- Improve sanitation through construction of more facilities that are well maintained, gender and disability friendly and affordable to all
- More collaboration among players in the public transport service sector. The county government should initiate efforts aimed at promoting stakeholder collaboration.

FLONE INITIATIVE

2013

FLONE INITIATIVE

1887

MACHAKOS ESTABLISHED

2010

MACHAKOS COUNTY
47 COUNTIES

2019

ACCORDING TO THE 2019
NATIONAL POPULATION CENSUS

POPULATION
2,162,202

49.8% 50.2%.

1.0 INTRODUCTION AND BACKGROUND

1.1 Introduction

1.1.1 About Flone Initiative

Established in 2013, Flone Initiative is a women-led organization, working towards the creation of safe, sustainable and accessible public transport and associated spaces for women and vulnerable groups in Africa by influencing behavioral change, generating knowledge and movement-building.

Flone Initiative generates knowledge, convenes inclusive dialogues, supports women in transportation and builds capacity of key stakeholders to contribute in the realization of an equitable and socially just mass transportation ecosystem in Africa.

1.1.2 About Machakos County

In 2010 Kenya adopted a new constitution that ushered in an ambitious decentralization reform, known as devolution establishing 47 autonomous counties. Subsequently, there has been accelerated development of urban areas resulting from devolution of government functions to counties.

Machakos County is one of the 47 counties in Kenya and it covers an area of 6,208.2 Km² with approximately 3,720 Km2 arable land. The county lies between latitudes 0º45´South and 1º31´South and longitudes 36º45´East and 37º45´East and borders eight counties; Nairobi, Kiambu, Embu, Kitui, Makueni, Kajiado, Muranga and Kirinyaga and is also within the greater Nairobi metropolitan consisting of 5 counties including Nairobi, Kiambu, Murang'a and Kajiado.

Administratively the County is divided into eight sub-counties/constituencies, namely; Mavoko, Kathiani, Machakos, Matungulu, Yatta, Masinga, Mwala, and Kangundo. These eight subcounties/constituencies are further subdivided into forty wards, twenty two divisions, seventy five locations and two hundred and thirty nine sub locations (Machakos County Annual Development Plan (CADP) 2019-2020).

The total population of the County was 1,098,584 as per the 2009 Kenya Population and Housing Census. The county recorded an annual population change of 2.6% between 2010-2019 according to the census results 2019. The projected population for the year 2018, 2020 and 2022 is 1,426,211, 1,511,377 and 1,601,629 respectively. The projected male population stands at 705,118 while that of the female stands at 721,094 in 2018. This translates to a sex ratio of 1:1.02.

The County has six main urban centres namely Machakos, Mavoko, Kathiani, Kangundo, Tala and Matuu. The total urban population as at 2009 was 562,425 was projected to 730,156 in 2018. The populations of the year 2020 and 2022 were projected to be 773,757 and 819,962 respectively. This represents approximately 51.2 per cent of the total county population (Machakos County Integrated Development Plan II 2018-2022).

The largest town is Machakos which is also the administrative headquarters of the County. It is among the oldest towns in the country established in 1887 (before Nairobi city) as a colonial administrative centre. The town is located about 60 kilometers from the city of Nairobi and had a population was 206,419 in 2020 and it is projected to increase by 2022 (CIDP-2018-2022). In middle of the town is a major bus terminus where buses and matatus operate within Machakos County and adjacent Counties like Nairobi, Makueni and Kitui Counties. The county recently adopted the Machakos County Non-Motorized Vehicles Act, 2016 No. 5 of 2016.

The County has an average good infrastructure network and road network connecting all the subcounties.

The major roads include; the Nairobi - Mombasa road, Machakos - Kitui road, Machakos – Wote road, Namanga - Arusha road, Thika-Garissa road and the Nairobi- Kangundo road.

Further the standard gauge railway (SGR) and the metre gauge railway (MGR) transverse the County. The County also borders the Jomo Kenyatta International Airport (Machakos County Annual Development Plan (CADP) 2019-2020).

FLONE INITIATIVE

BACKGROUND TO THE STUDY

In Kenya, only 10% of women form the labour force in transport services. **10%**

This is informed by a recent baseline survey by Flone Initiative of selected routes in Nairobi County.

In Machakos, it is estimated that 0.001% of women run and own public transport. In addition, out of an estimated 30 SACCOs in the county, only one is led by a woman.

It is for this reason that the County Government of Machakos (Directorate of Roads, Transport and Public Works) and Flone Initiative seek to collaborate in enhancing gender mainstreaming and safety in the public road transport sector. It is envisaged that through the joint interventions, new knowledge will be generated, positive behavioral change will be encouraged and clear information will be availed for the prioritization of local and municipal investments in infrastructure.

As a preliminary, a baseline study was carried out with the overall objective of assessing the situation on gender mainstreaming and safety in the public transport industry in Machakos County. Specifically, the study sought to achieve the following objectives;

- Identify gender mainstreaming gaps with regards to employment and meaningful participation of women in public road transport work in the Machakos County
- Examine safety considerations for commuters and vulnerable groups in the Machakos public transport industry and current actions being taken address ensure safety.
- Utilize information gathered to guide the prioritization of the county's investments towards gender mainstreaming in county's public policy and development plans.

The findings of this assessment will be used to pave way for informed program implementation and evaluation for Flone Initiative and other development partners based on baseline findings.

FLONE INITIATIVE

2.0
REVIEW OF SECONDARY DATA SOURCES

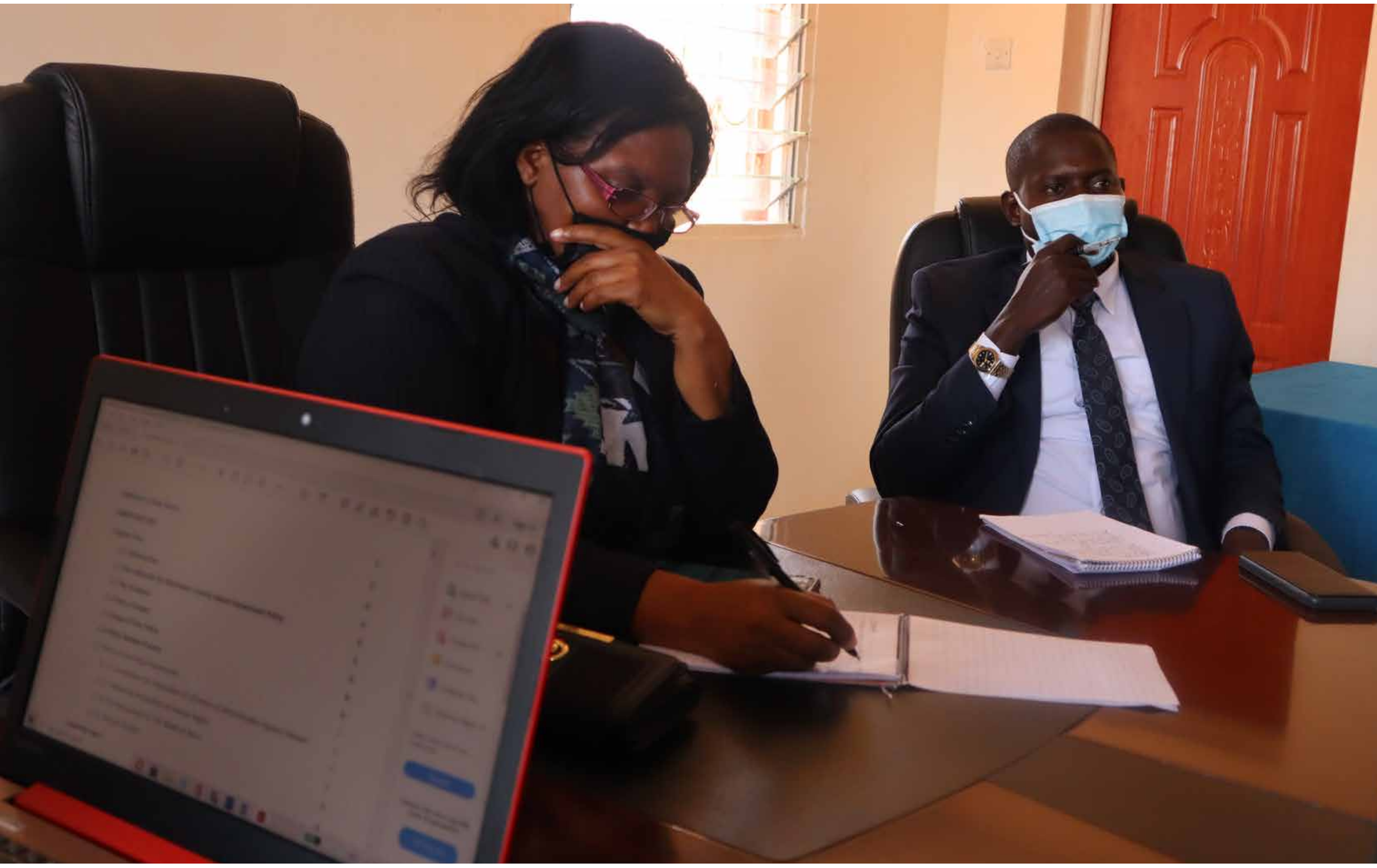
2.1 Overview of the urban Public Road Transportation Industry in Kenya

The transport industry has significant effects on the economic growth and development of a nation (Weisbrod & Reno, 2009). In addition to creating incomes for investors and owners, it creates employment for millions of people including PSV operators like conductors, drivers and stage attendants as well as service providers like mechanics, spare part dealers, insurance companies and fuel stations. The sector is largely informal and therefore estimating the size of its workforce may be difficult, but it may employ around 160,000 people nationally (Wright 2018, 32).

Kenya Vision 2030 in its first Medium Term Plan (MTP) (2008-2012), second MTP (2013-2017) and third MTP (2018-2022) recognized transport as a foundation needed to drive socio-economic development.

However, the contribution of the public transport sector to economic growth notwithstanding, it is of great importance is that the sector provides safe, inclusive and efficient services (Alistreri, Rutherford & Tarr, 2009).

The urban public road transport in Kenya and many other African countries is quite informal and privately run mostly dominated by matatus with carrying capacities of 14 to 33 passengers organized through PSV SACCOs (Passenger Service Vehicles, Savings and Credit Cooperative Societies). (Global Labour Institute Manchester 2019, 12).



FLONE INITIATIVE

2.2 Industry Challenges

The size of urban population in many African cities is on the rise. Rapid urbanization, high operational costs and crumbling infrastructure have resulted in depleted public transportation services, leaving a service void in urban transportation systems.

The informal mass transit industry in many parts of Kenya has been marked by inefficiency, congestion, insecurity and corruption. It is estimated that USD. 1 billion is lost annually due to traffic congestion (World Population Review, 2019). High costs of financing and operations have been a major hindrance to investment in well-functioning PSVs as operators end to focus more profit maximization at the expense of poor and vulnerable populations who spend an excessive portion of their income on transport.

While plenty of evidence confirms that women require specific travel services and infrastructure to accommodate their specific needs like carrying more luggage or travelling with children, these have not been addressed in a meaningful way by the matatu industry in Kenya (Flone Initiative GEA report, 2018).
Poor customer service is also common in the matatu industry mainly due to their lack of customer care training on the part of the PSV crews.
Para transit operations are usually profit-oriented leaving little room for provision of customer preferences such as comfort, convenience and safety. It is worth noting that an efficiently run matatu industry will generate higher profits and result in better terms and opportunities for career development and training.
Engaging all stakeholders in the transport industry and pursing active participation regarding their role in the future transport plan will help to foster a smoother dialogue and reform.

Regulations and policies are very important in providing standards to which resources and services need to be managed. In the transport services better regulations are linked with better performing transport sector (Republic of Kenya, 2009).

In 2003, the government adopted legal notice number 161 commonly referred to as the Michuki Rules, after then transport minister the late John Michuki.The legal notice was geared towards regulating PSVs in various ways including requiring that for purposes of easy identification, matatus should be painted a yellow band, that PSVs operate on clearly defined routes, be outfitted with speed governors and safety belts, that matatu crews wear uniforms, acquire certificates of good conduct be issued with badge and drivers display identification photos.
The legal notice also required that drivers and conductors be employed on permanent basis and drivers to undergo re-testing after every two years (Chitere and Kibua, 2004).

It is worth noting that removal of extortionist gangs and cartels, streamlining the working conditions and enhancing security in the industry has increased participation of women as workers and entrepreneurs.
This is an opportunity that may be utilized to increase the participation of women in the transport sector in Kenya.

2.3 Gender mainstreaming in public transport

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making both women and men's concerns, experiences and aspirations an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that they benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender mainstreaming efforts in Kenya have undergone transformative change through affirmative action in access to public sector employment and procurement opportunities as articulated in the Constitution of Kenya 2010 (ROK, 2010). Article 27 (8) provides that the 'State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender' (Orwa et al 2020).

Historically, the public transport industry in Kenya and many African countries has been overwhelmingly male-dominated and masculine norms tend to become inherent and taken for granted. Women entering the industry are faced with myriad challenges associated with their gender and representation remains particularly low.

Strengthening employment opportunities for women in the industry not only benefits the women who are able to access employment but it also improves safety for female passengers, improves working conditions for all workers, and brings different and innovative skill sets to the workforce (International Association of Public Transport and International Transport Forum 2019, 2).

The gains of improving work for women could also extend to their male counterparts and for employers (Wage Gap Reduction Initiative 2009, 9). Gender equality is not a purely social issue: it also confers benefits on organisations, including better efficiency, more creative approaches and higher revenues (European Bank for Reconstruction and Development, n.d., 4), and helps organisations better understand and meet the needs of their stakeholders (Wage Gap Reduction Initiative 2009, 4).

Nevertheless, women remain underrepresented in the sector, and may not be considered in transport planning.

A 2019 Flone Initiative baseline study in Mombasa for instance revealed that there were only 4% female PSV operators (drivers and conductors) working in the matatu industry. Interestingly, the same study also revealed that PSV SACCO managers believe that women make good workers (trustworthy, professional and safe) and all of them were willing to employ women.

However they pointed out that very few women have expressed interest to work in the sector due to lack of safety, lack of professionalism (poor image) and perception that it a man's job. However, none of the SACCOs had put clear specific measures in place to facilitate women's entry and retention into the sector.

With increased opportunities for women to thrive in the public transport sector, there is need to encourage them to join the industry. Most importantly, women must have a safe, fair and healthy working environment.

This will be possible by addressing the important issues that limits women involvement in the industry. Such issues includes sexual harassment and violence in the workplace, challenges of balancing family and work, long working hours, health and safety, poor facilities and informal and precarious work just to mention a few (Mbugua, 2013)

2.4 Transport policies, labor laws and gender in Kenya public transport industry

The Employment Act (2007) declares and defines the fundamental rights of employees and provides basic conditions of employment.
It sets minimum terms and conditions of employment and prohibits sexual harassment and discrimination in employment (Mathiu, 1999).

The Act also puts a cap on casual employment and provides for 21 days' annual leave for all employees as well as three (3) months' maternity leave for female employees and 2 weeks' paternity leave for male employees.
It safeguards workers' dues in the event of employer's insolvency, and ensures that workers whose employers do not contribute to provident funds do not lose their benefits for years worked, among other salient provisions (Luchebeleli, 2009).
However, basic employment policy in Kenya does not cover Matatu workers. The workers are generally hired on temporary basis and earn wages on daily basis. Chitere et al (2004) observed that 90% of the employees worked on contract/casual terms and had been with their present employers for a few months, worked for long hours and did not belong to any Matatu association.

While there are a number of policy instruments governing the transport sector in Kenya, most of them do not include any explicit focus on the issue of gender. Nevertheless, there are regulations that have integrated gender considerations to an extent.
The Traffic (Amendment) Rules (2003), known as "Michuki Rules" do not openly address gender, but make provisions for improving transport services and safety for public transport operators and users. The National Transport and Safety Authority (Operation of Public Service Vehicles) Regulations (2014) govern all PSVs operating on public roads in Kenya.
Although they do not provide any specific regulation regarding gender, they compel the public transport sector to organize its operations in a formal manner that creates a conducive and safe working environment for women operators, therefore addressing gender issues implicitly. The PSV operator must "comply with labour laws and regulations".
The Integrated National Transport Policy 2012 identifies gender as an emerging issue and considers gender to some extent.
It recognizes gender-differentiated travel patterns and emphasizes the need to enhance gender balance by reducing women's time spent traveling while performing socio-economic activities, especially in rural and informal urban settlements.

2.5 Safety and Sexual Harassment

According to a 2016 Geo Poll flash survey conducted among 194 Nairobi commuters who use mini-buses or matatus, a vast majority have experienced harassment of verbal and physically nature. Many of these cases go unreported as most Kenyans do not think anything will change once they report even to the police. Women face overwhelming challenges in public transit which can be attributed in part to lack of sexual harassment policies, laxity in holding perpetrators of harassment accountable, and constant male domination in public transport management.

With regards to security, there are concerns about crime at matatu staging areas and terminals. The matatu industry is considered an “open” sector and as such, there are many unemployed youth who loiter, creating havens for anti-social activities such as drug use, petty theft, prostitution and violence (Khayesi, 1999).
Security issues due to the presence of cartels and gangs affect the entire industry. Clashes for control of routes and termini threaten innocent bystanders, commuters, crews and stage workers and create a dangerous working environment (Chitere, 2004).
Matatu owners and drivers repeatedly complain that the police harass them and pull them over and yet they have done nothing illegal. Instead of pulling the vehicle off the road, the crew pays off the traffic police officer (Ndungu, 2004).
Most of the strategies to create equal and fair access to public transportation for women have been focused on improving women’s personal security. Formal surveillance, with the presence of on-sight security personnel, has been found as the most effective strategy to reduce sexual harassment at transit stations (Gekoski, et al., 2015; Loukaitou-Sideris, 2008).
Other security measures that have been rated positively are good lighting at bus stops and adjacent streets, request-stop programs (which allow women to get out of the bus closer to their destination), public awareness campaigns denouncing sexual harassment, policing (in vehicles and stops), and public education (Zermeno et al., 2009; Loukaitou-Sideris, 2008).

2.6 Secondary Review Conclusions

The secondary review deduced the following synthesis; the transport sector is not gender neutral since female workers and commuters face numerous challenges within the industry, which is evidently male dominated.

The review also reveals that female public transport workers do face immense challenges coupled with poor working conditions and casual terms of employment. There is very little literature on public transport in Machakos, especially regarding the participation of women in the industry.
The secondary sources studied also reveals a gap in the effectiveness of formal complaints mechanisms with regards to addressing violence against women specifically sexual harassment in the industry.
This study therefore sought to contribute to empirical evidence on the contribution of gender mainstreaming and safety in improving the organization and management of public transport industry in Machakos and other counties in Kenya.

3.0 METHODOLOGY

3.1 Introduction

This chapter presents the methodology and procedures that were used in carrying out the study. It describes the study design, sample size, data collection instruments, data collection and analysis and ethical considerations.

3.2 Study Design

The study adopted a case study research design that sought to collect detailed information to gain an understanding and indepth appreciation of the role of gender mainstreaming in the public transport industry in Machakos county. Data was mainly collected from primary sources using surveys, key informant interviews and focus group discussions. Available secondary data sources were also reviewed.

FLONE INITIATIVE

3.3 Survey Population and Sample Size

The study population was women and men working in the public transport industry in Machakos County, Kenya. The sample size for the survey comprised 100 transport workers distributed in various stages in Machakos County including Machakos town, Kangudo, Tala and Mavoko.

The sample size selection was based on Bailey (1994) arguments that a sample of 30 respondents is the bare minimum for studies in which statistical analysis will be done regardless of the population size. Participants were selected by use of purposive random sampling. As there are few female workers in the industry all women workers in the stages were targeted.

To corroborate the survey findings, a Focus Group Discussion (FGD) was conducted with 7 female transport workers who were randomnly sampled to specifically to get their perspective on specific gender mainstreaming issues in the public transport industry in Machakos.

Equally, on the basis of their roles in the public transport industry, the study purposively sampled 12 key stakeholders representing national and county government officials drawn from the Directorate of Roads, Transport and Public Works, National Transport and Safety Authority and Traffic Police Department. Other key informants targeted in the study included female investors and boda boda motorbike committee officials.

3.4 Questionnaire Validation

Questionnaires were reviewed by Flone Initiative staff, research team and the county government officials.

After validation, the field team piloted the questionnaire with random transport service providers whose characteristics were similar with the research target population.

This was done to reveal the respondents reaction to the questionnaire, their level of understanding and practicality of the method intended to be used in the real research.

3.5 Data Collection and Research Ethics

Primary data collection included demographic information, opinions on gender mainstreaming, safety, working arrangments and conditions. Semi structured questionnaires were administered on transport workers who were identified randomly at the targeted stages. Trained enumerators were able to translate the questions into local Swahili language where necessary. Similarly, interview schedules were used to collect information from key informants.

Confidentiality was observed through out the study. All respondents were informed in advance and assured of confidentiality. Before data collection, the objectives of the study were clarified and respondents gave consent to participate in the study.

Strict measures were also taken to adhere to the Ministry of Health COVID-19 regulations.

All members of the research team, FGD participants and forum attendees had access to sanitizers and were also provided with masks which were worn throughout. Physical distancing was also be observed during gatherings and materials like pens and other stationeries were not shared.

3.6 Data Processing, Analysis and Presentation

Both qualitative and quantitative data analysis were used. Qualitative data was analyzed using content analysis while quantitative data was analyzed using specially designed MS Excel 2010 spreadsheets.

Prior to the data entry all collected questionnaires from the field were cross checked for data consistency and other errors.

Throughout the data analysis process, the aims and objectives of the study were used to guide the interpretation of data.

3.7 Limitations of the Study

There is no comprehensive literature on gender and employment especially in the matatu industry in Machakos County where information is limited and may not be accurate, due to the informal nature of the sector.

Secondly, the researcher was not able to interview all the stakeholders who were identified as important to this study. However, there are plans to invite them for the study findings dissemination and review forum where their views will be sought and integrated into the final report

Lastly, due to COVID-19 risk, the study could not involve a larger sample representative of all transport workers in the County but it is hoped that the findings can be generalized to reflect the prevailing situation.

4.0
STUDY FINDINGS AND DISCUSSIONS

4.1 Introduction

This section will discuss the findings and analysis in relation to the tools, methods and objective of the study.

4.2 Demographic Information of public transport workers

A total of 100 transport workers (61% men and 39%) women drawn from the public road transport sector in Machakos County were surveyed that included conductors, drivers, stage attendants, SACCO clerks and vendors as shown in the table 1 below;

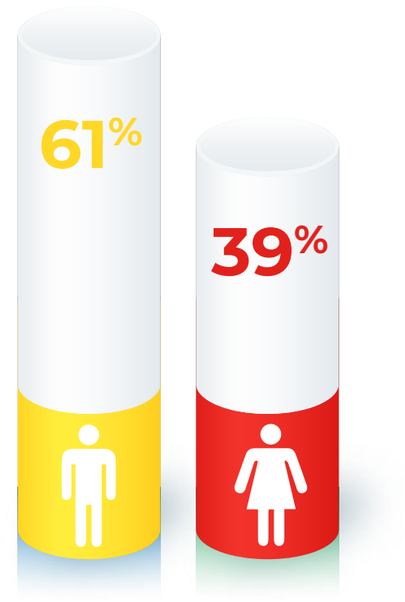
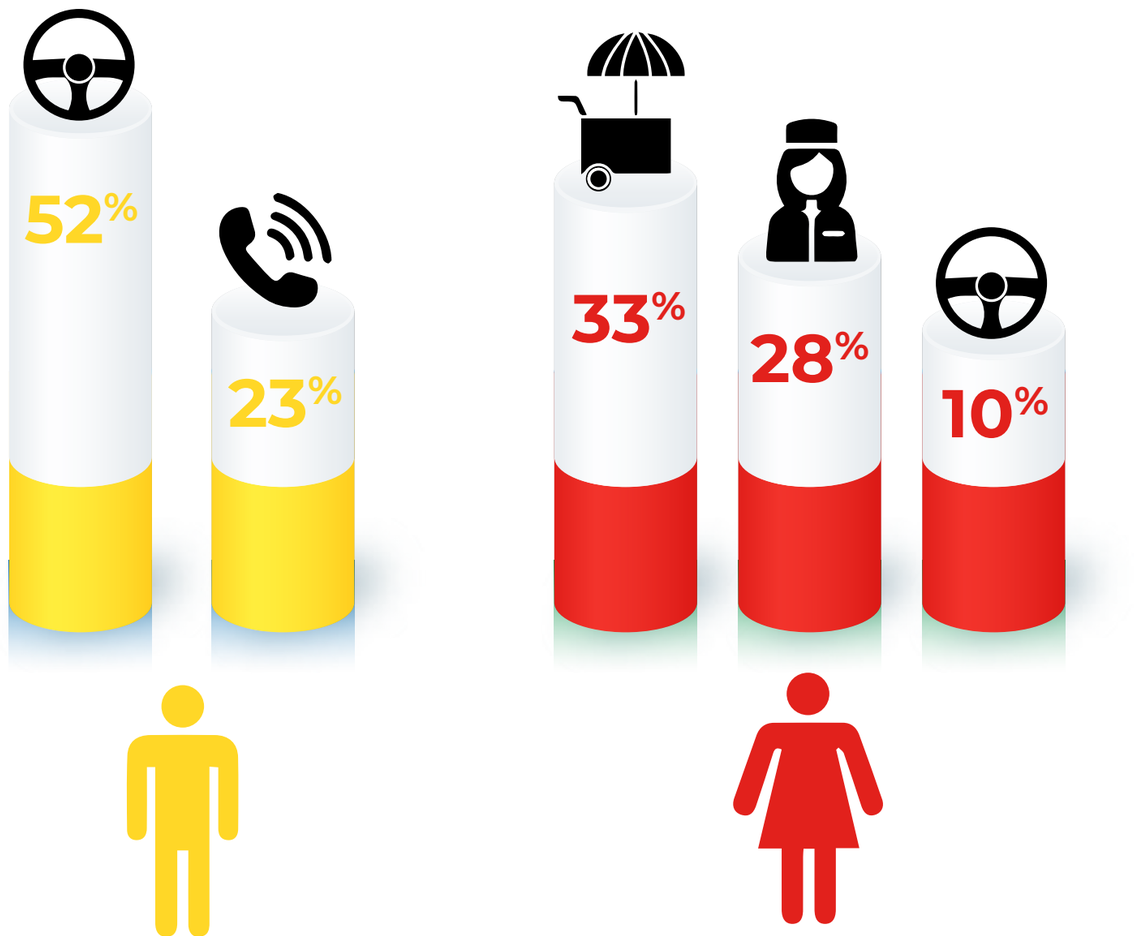


Table 1: Roles played by surveyed transport workers

	Men		Women	
Role	Frequency	Percentage	Frequency	Percentage
Driver	**32**	**52**	**4**	**10**
Conductors	**6**	**10**	**5**	**13**
Stage attendant	**5**	**8**	**11**	**28**
Caller/tout	**14**	**23**	**1**	**3**
Loaders	**1**	**2**	**0**	**0**
Stage vendors/hawkers	**0**	**0**	**13**	**33**
Mechanics	**2**	**3**	**0**	**0**
SACCO office clerks	**1**	**2**	**5**	**13**
TOTAL	**61%**	**100**	**39%**	**100**

According to the findings summarized by table 1 above, majority of men (52%) work as drivers and (23%) are callers/touts. Most women (33%) work as stage vendors followed by 28% that work as stage attendants. Only 10% of women are drivers.



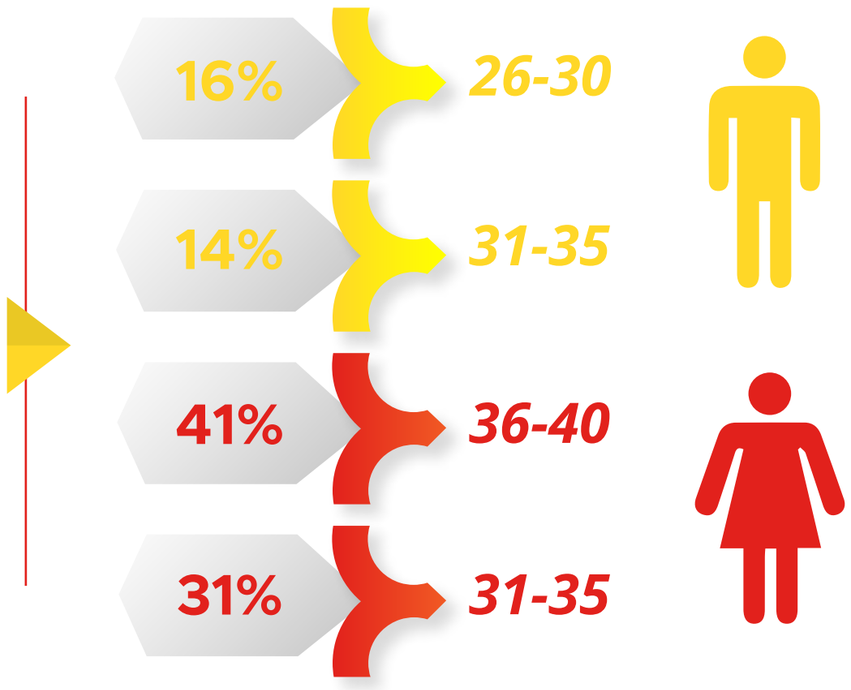
FLONE INITIATIVE

Table 2: Age brackets of transport workers

	Men		Women	
AGE	Frequency	Percentage	Frequency	Percentage
18-25	2	3	0	0
26-30	16	26	6	15
31-35	14	23	12	31
36-40	12	20	16	41
41-45	9	15	3	8
46-50	4	7	1	3
Above 50	4	7	1	3
TOTAL	**61%**	**100**	**39%**	**100**

4.2.1 Age distribution of surveyed transport workers

The study sought to establish age distribution of the respondents. As shown in the table 2 below, the most common age bracket among male transport workers is 26-30 years followed by those aged between 31-35 years. Majority of female transport workers (41%) are aged between 36-40 years followed by 31% who are aged between 31-35 years.

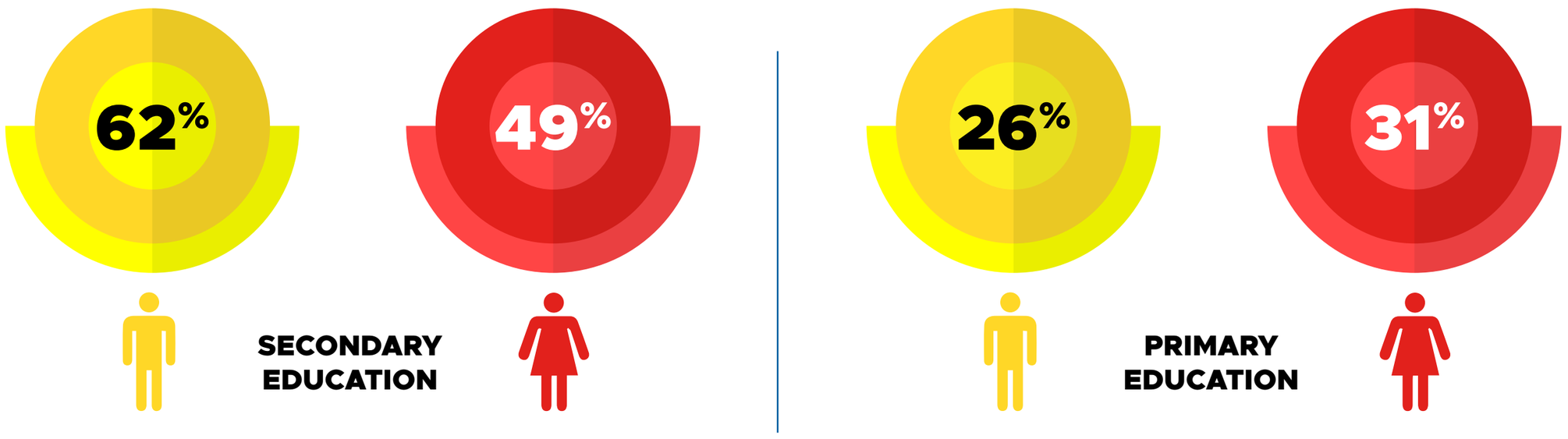


It is worth noting that majority of the male work force is younger compared to the women work force which is mostly middle aged. This depicts an energetic and active population necessary for work in the demanding public transport sector.

4.2.2 Transport workers level of education

From the findings as summarized by the figure 1 below, majority of the transport workers male (62%) and female (49%) have attained secondary education. 26% of men and 31% of women have attained primary education.

Figure 1: Transport workers level of education



It is worth noting that the female transport work force interviewed have basic education and above and thus have necessary qualitifications for skills training necessary for work in the sector.

FLONE INITIATIVE

4.2.3 Characteristics of female transport workers FGD participants

A Focus Group Discussion (FGD) was conducted with 7 female transport workers carrying out different roles such as stage attendants, SACCO clerks and stage vendors.

All participants work within the Machakos main stage for PSVs that ply different routes going to Nairobi, Kitui and Makueni Counties.

4.2.4 Characteristics of key informants

The study involved 12 key informants carrying out different roles in public transport sector including 2 national and 5 county government officials, 2 female investors and 3 boda boda committee officials.

4.2.4.1 Government officials

The county government officials were drawn from the Directorate of Roads, Transport and Public Works. The directorate's mandate is construction of roads and public building, management of bus parks, allocation of PSV routes and conflict resolution in the industry.

The national government officials were drawn from the National Transport and Safety Authority (NTSA) the Traffic police department. NTSA licenses drivers, registers vehicles, inspects vehicles, examines drivers and conducts road safety activities. The traffic department controls traffic, investigates accidents and traffic crimes, curbs overloading and arrest drunk drivers.

4.2.4.2 Female Investors

Two female owners were interviewed one owns a matatu under a PSV SACCO plying the Nairobi-Kitengela-Machakos route while the other owns and operates a mini-van (Maruti) plying the Machakos-Kathome route. Both are aged between 40-50 years and have been working in the industry for between 8-10 years.

4.2.4.3 Boda boda motorbike officials

Three boda boda motorbike committee officials were interviewed; the county chair person, vice chairperson and a stage committee member. They all own and operate motorbikes and have been working in the industry for between 5-10 years. All are male aged between 35-45 years and have attained at least secondary school education.

4.3 Attraction and entry into the industry

Women experience specific challenges as they enter into the male dominated public transport industry. The study examined motivation for working in the industry, role perceptions and specific barriers of entry for women into the industry.

4.3.1 Motivation to work in the public transport industry

As shown in the figure below 2, the most common motivating factors for both male and female workers include interest in transport work, lack of training in another profession and the potential of good returns from the industry.

Figure 2: Motivation for joining the public transport industry

Participants in the female transport workers FGD stated that they were motivated by various reasons including suitability given their level of education, interest in work, encouragement by family and relatives who work in the industry and availability of work in the industry.

On their part, both of female investors were motivated to join the industry due to interest in work and the potential of good returns on investment. One was encouraged by friends and relatives already in the sector while another wanted to put her vehicle into better use.

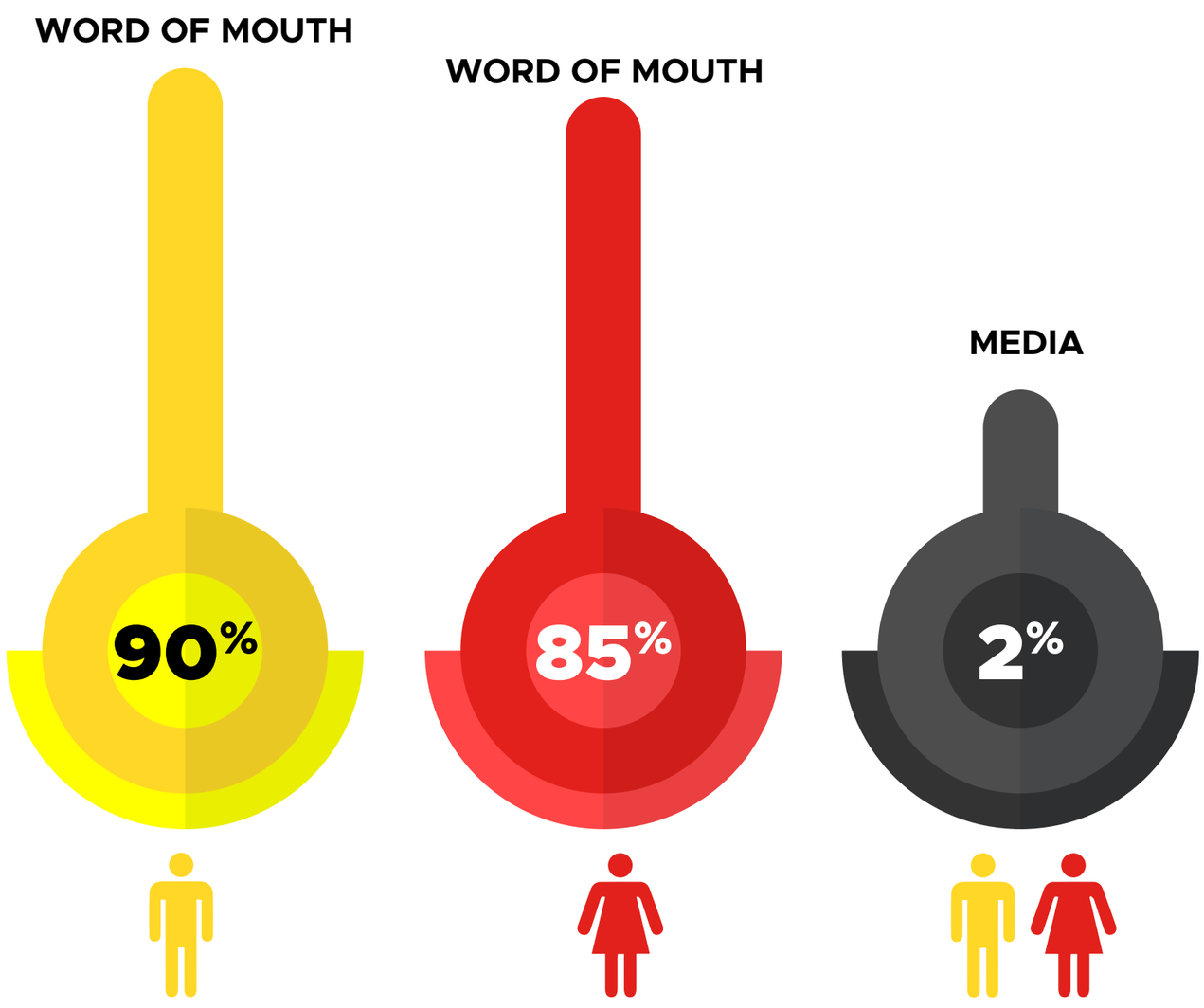
All the boda boda motorbike riders officials were motivated by their interest in work, potential good returns from the sector and availability

On their part, both of female investors were motivated to join the industry due to interest in work and the potential of good returns on investment. One was encouraged by friends and relatives already in the sector while another wanted to put her vehicle into better use.
All of the boda boda motorbike officials were motivated to join the industry due to interest in work, potential returns from the sector and the fact that it was the most easily available job for them.

4.3.2 Entry into the industry

Transport workers were asked how they go to know about available job opportunities in the industry. As shown in the figure 3 below, majority 90% men and 85% women said it was through word of mouth. Others cited introduction by their relatives and friends. Only 2% said the jobs were advertised through media.

Figure 3: Ways vacancies are publicized

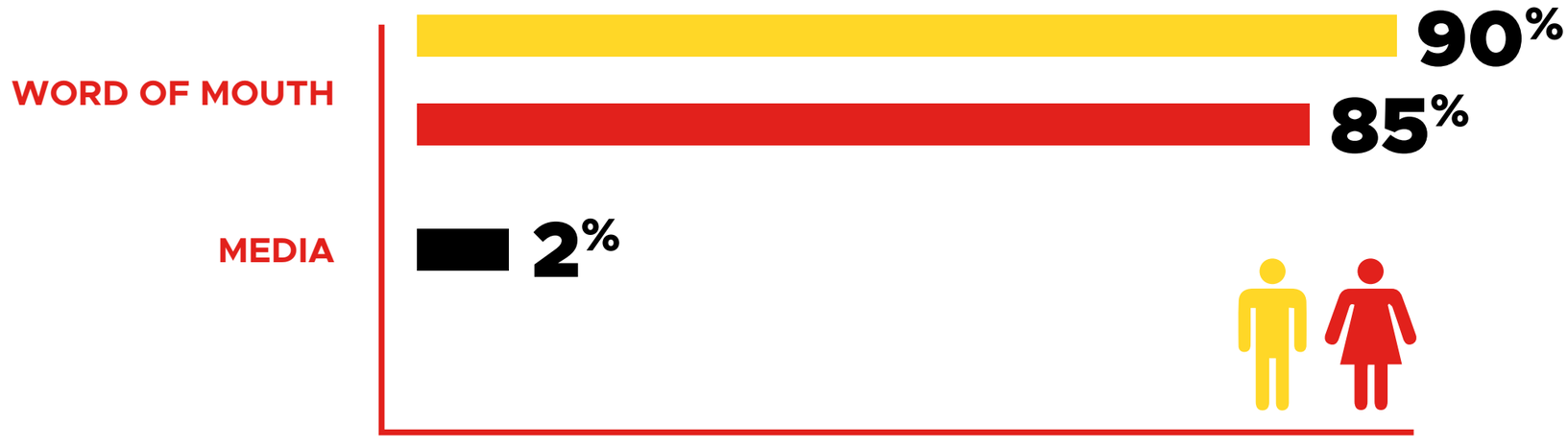


Majority of female FGD participants stated that they took a personal initiative to look for work in while a few knew about available job opportunitie through their relatives and friends. They noted that it took the bold step of talking to people who were already working in the industry.
It is worth noting that since available job opportunities are publicized mostly through word of mouth, such opportunities are likely to revolve around male centred informal networks giving them higher chances of finding employment in the industry compared to their female counterparts. This may explain why many PSV SACCOs have employed very few women compared to men.
To reach more female candidates, it would be necessary for employers to explore alternative ways such as posting on public notice boards and inside vehicles and use of mass or social media. They should also put in place a policy that proactively reaches out to or encourages women to apply for work and commit to ensuring that the one-third gender rule in employment opportunities is fully adhered to.

4.3.2 Entry into the industry

As shown in the figure 3 below, majority 90% men and 85% women said they knew about job opportunities in the industry through word of mouth. Others cited introduction by their relatives and friends. Only 2% said the jobs were advertised through media.

Figure 3 : Ways vacancies are publicized



Majority of female FGD participants stated that they took a personal initiative to look for work or were helped to get work by their relatives and friends. They also noted that it required the bold step of talking to people working in the industry and proving that they had what it takes to fit in the male dominated industry.

It is worth noting that since available job opportunities are publicized mostly through word of mouth, such opportunities are likely to revolve around male centred informal networks giving them higher chances of finding work in the industry compared to their female counterparts.

4.3.3 Entry requirement for industry workers

Both male and female resondents believe that there are few formal requirements to get work in the industry. These include a national identification card, a certificate of good conduct, PSV badge, valid driving license and three year experience in the case of drivers and uniform in the case of drivers and conductors. KCSE certificate and computer literacy are required in the case of SACCO administrative clerks. For stage vendors, the requirements are capital to purchase merchandise and a business permit. Other than the above, additional qualities mentioned include working experience, an outgoing and courageous personality, good customer service skills and relevant qualifications or skills to be effective in the industry.

4.3.4 Ease of fulfilling entry requirements for industry workers

As shown in the figure 4 below, majority of transport workers; slightly more males (79%) than female (72%) believe these requirements are necessary and were easy to fulfill. However, more female workers (28%) than male (21%) stated that it was not easy as it was time consuming and costly to acquire some documents like certificate of good conduct and PSV badge.

Figure 4 : Ease of fulfilling entry requirements

The above views are also shared by female FGD participants who in addition state that it is not easy for them to get driving positions since they are required to have a valid driving license and over 3 years experiencce which they did not have. It should be considered that obtaining a driving license is also expensive, and may be out of reach for many women. Stage vendors mentioned experiencing challenges securing stalls and acquiring business permits.

4.3.5 Requirements for investing in the industry

The female investor from mini-van Maruti sector stated that entry into the sector is costly for many women as they include purchase of the vehicle, payment of stage registration fees, PSV SACCO registration fees, payment of county annual sticker fees, parking fees, payment of insurance cover and possession of a valid driving license. As for the respondent from matatu sector, requirements are similar to those in the mini-van sector including a vehicle not more than 3 years old.

In terms of access to capital for purchasing vehicles; the female investor from matatu sector accessed capital through an asset financing loan product. The requirement for the loan facility was an introduction letter from a registered PSV SACCO, guarantors and ability to raise 40% of the loan since the bank funds 60% of the total cost. The investor in the mini-van (Maruti) sector, raised capital from her personal savings.

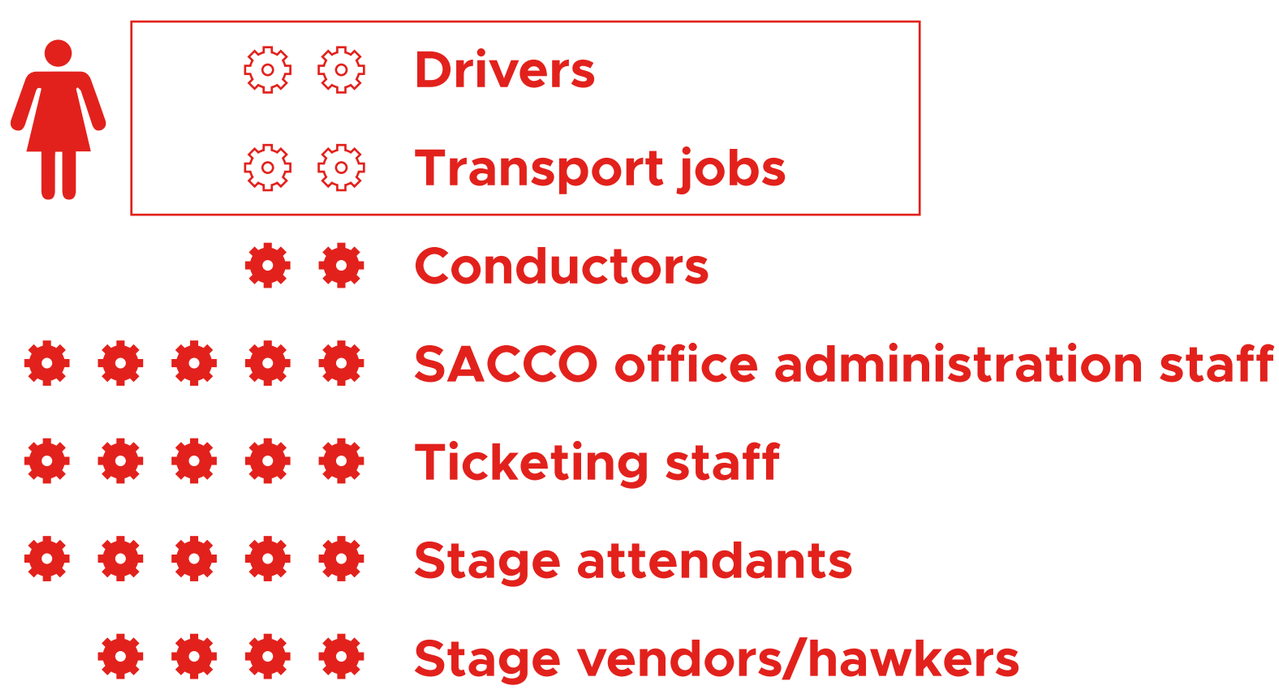
According to both female investors, success in the business requires courage, resilience and commitment. Investment in the industry is is costly especially for women who lack access to capital and credit facilities. Effects of COVID-19 especially occasioned by Ministry of Health restrictions have also negatively impacted earnings. Other challenges include the high operational cost like fuel, high import duty on vehicles and spare parts as well as extortion by cartels and corrupt traffic officers.

Boda-boda motorbike officials stated that mandatory requirements for entry include purchase of a motorbike, payment of county levy for stage allocation, a valid driving license and an insurance cover. They raised capital from personal savings and laon facilities. However, they stated that creditors for loans have strict conditions and very high repayment rates are high making it more expensive. They opine that meeting entry and running requirements is costly for many aspiring women and youth.

4.3.6 Role perceptions in the public transport industry

The jobs or roles officially or unofficially available in the industry include; drivers, conductors, SACCO office administration staff, stage attendants and stage vendors. According to the figure 5 below, there is a general view that women are more likely to work as SACCO office and ticketing staff, stage attendants and stage vendors/hawkers.

Figure 5 : Public transport jobs considered most suitable for women

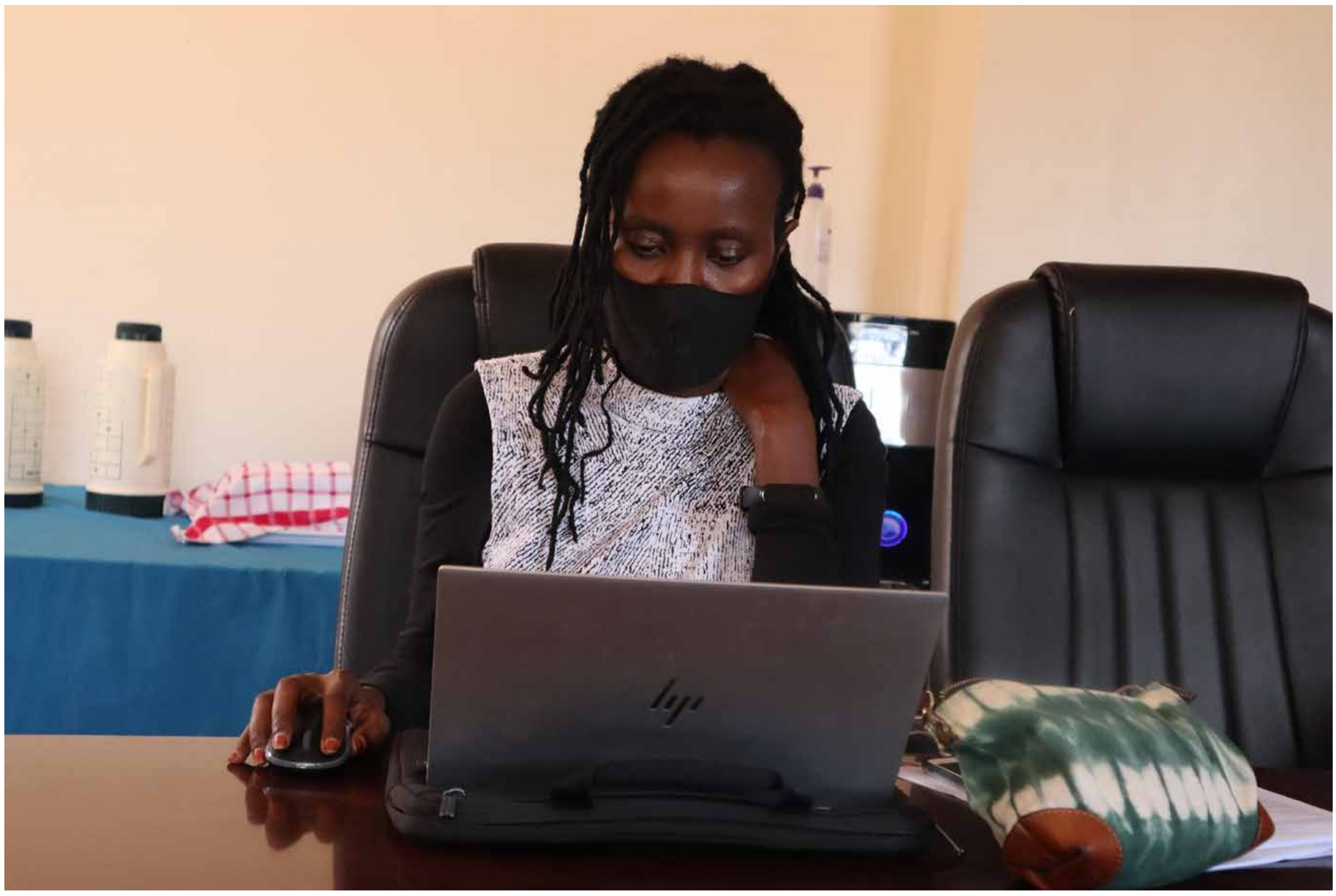


It is worth noting that slightly more male (36%) compared to female (31%) respondent believe that women can take on driving roles. Only female respondents belive that women can take up managerial roles.

Majority of male and female transport workers attributed their responses to the physically demanding nature of those tasks like loading, driving and mechanics. They also believe that women lack the necessary skills and experience to take on some roles like driving and may also not cope with harassment that is quite common in the industry. In addition, there is a general view that the working hours are long and may not allow women to balance work and family obligations. Specifically, female transport workers cited socio-cultural barriers and stereotypes around their ability to take on specific tasks like driving and mechanics that seem to be a preserve of men.

On a positive note, majority of male transport workers believe that women make good workers since they are keen, responsible, accountable with finances and have great customer service and marketing skills. This makes them better at handling tasks like managers, conductors, stage attendants and office administration clerks. However, it is worth highlighting that while women seem to be suitable for certain roles, they happen to be relegated to be less influential, more precarious and less well-paid compared to their male counterparts.

All key informants namely government officials and investors note that most female transport workers are considered suitable for roles such as clerks/ticketing staff, stage attendants, conductors and owners but they are capable of undertaking other task if given the chance.

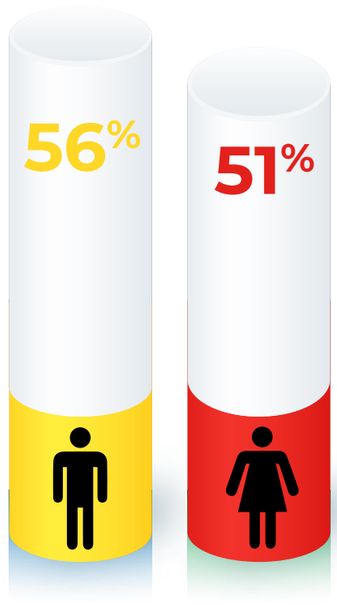


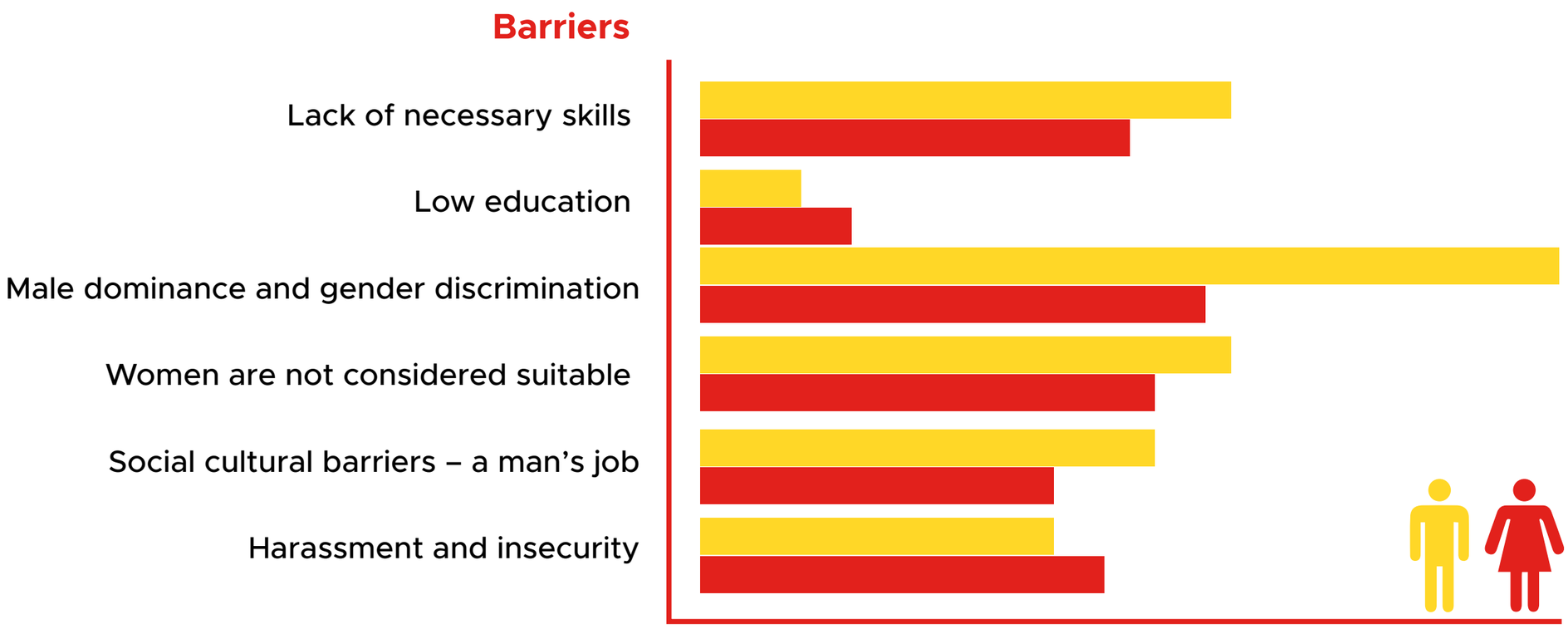
4.3.7 Barriers to entry and meaningful participation of women in public transport industry

As shown in table 3 below, majority of respondents (56%) male and 51% female mentioned male dominiance and gender discrimination as key barriers to entry and retention of women into the public transport industry. Significant proportions of respondents cite other key barriers including lack of necessary skills and stereotypes on women's suitability for certain jobs. Many female respondents also identify sexual harassment and insecurity as key barriers.

Table 3 : Barriers to entry and retention of women in the industry

	Men		Women	
Barriers	Frequency	Percentage	Frequency	Percentage
Lack of necessary skills	**21**	**34**	**17**	**44**
Low education	**4**	**7**	**6**	**15**
Male dominance and gender discrimination	**34**	**56**	**20**	**51**
Women are not considered suitable	**21**	**34**	**18**	**46**
Social cultural barriers – a man's job	**18**	**30**	**14**	**36**
Harassment and insecurity	**14**	**23**	**16**	**41**





The following views were expressed verbatim by female FGD participants as the main barriers to entry and retention of women transport workers;

In spite of these barriers, the respondents stated that they receive encouragement and support from friends, relatives and colleagues who are working in the industry.
In addition to the above views, key informants state that the transport industry is male dominated and culturally not considered suitable for women due to the long working hours. They also cited other barriers like sexual harassment by male colleagues, cut throat competition, insecurity from criminal elements and discrimination by their employers. It is also difficult for women to become matatu owners since they lack collateral like title deeds, logbooks or guarantors needed to access credit to purchase vehicles.

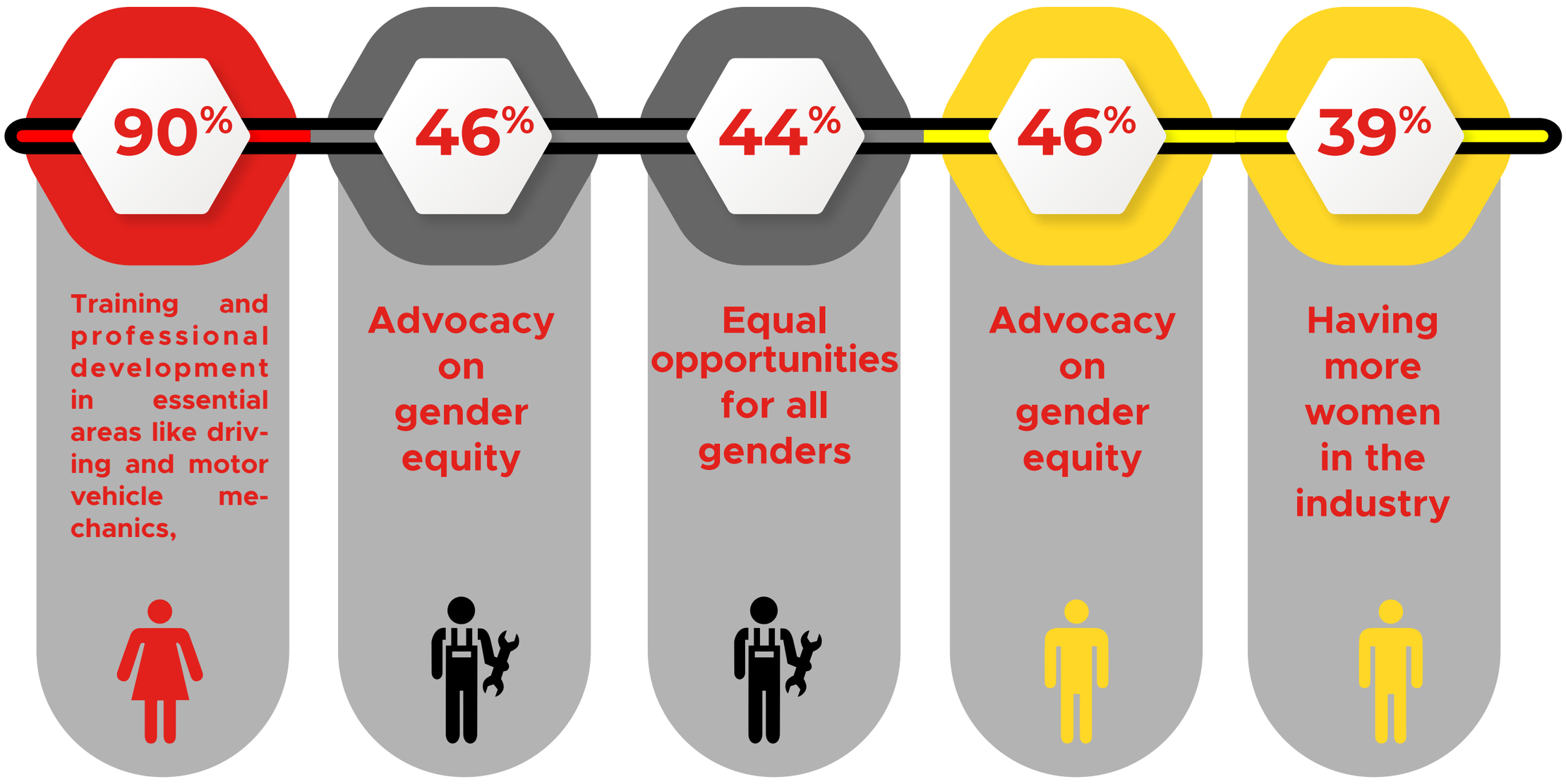
The key informant from traffic police department stated that women workers are seen as failures and desparate with nothing better to do. They are bullied, harassed and subjected to intimidating remarks that discourage them from working in the industry for instance;

On their part, female investors stated that they face various barriers including; the belief that they cannot work without male colleagues, high operational costs, sexual harassment, violence and chaos, lack capital and difficulty in accessing credit, long working hours making it difficult to balance work and domestic obligations are major challenges for many women investors.
Finally, the boda-boda motorcycle officials agree with all the above factors and emphasize that insecurity, harassment, lack of necessary skills and confidence to operate motorbikes are the main barriers for women participation especially in the motorbike sector.

4.3.8 Measures to be taken to make the industry women friendly

As shown in the figure 6 below a vast majority (90%) of female transport workers suggest training and professional development in essential areas like driving and motor vehicle mechanics, 46% suggest advocacy on gender equity and 44% propose equal opportunities for all genders. Majority of male transport workers (46%) suggest advocacy on gender equality and 39% propose having more women in the industry.

Figure 6 : Suggested measures to make the industry women friendly



According to female FGD participants, several measures could be taken including increased support for women already in the industry, sensitizing the community to appreciate women transport workers, sponsorship for more women into driving school and providing financial support for women to invest in vehicles and become owners.

Key informants propose measures like equipping women with skills by sponsoring them to gain skills in specific areas such as driving, advocacy for gender equity in employment and SACCO leadership as per the one third gender rule, increased access to credit or grants for women to become owners, elimination of industy cartels and increased security and introducing women friendly policy regulations. They also suggest issuance of a directive requiring owners in the industry to train their workers on professionalism and customer service as part of their orientation. Lastly, women workers should form an association so that they may advocate for their issues and receive support while speaking in the same voice.

4.4 Organization of the public road transport sector

According to transport workers and government officials involved in the study, the sector is informal and privately run by companies, PSV SACCOs, commitees and individuals.

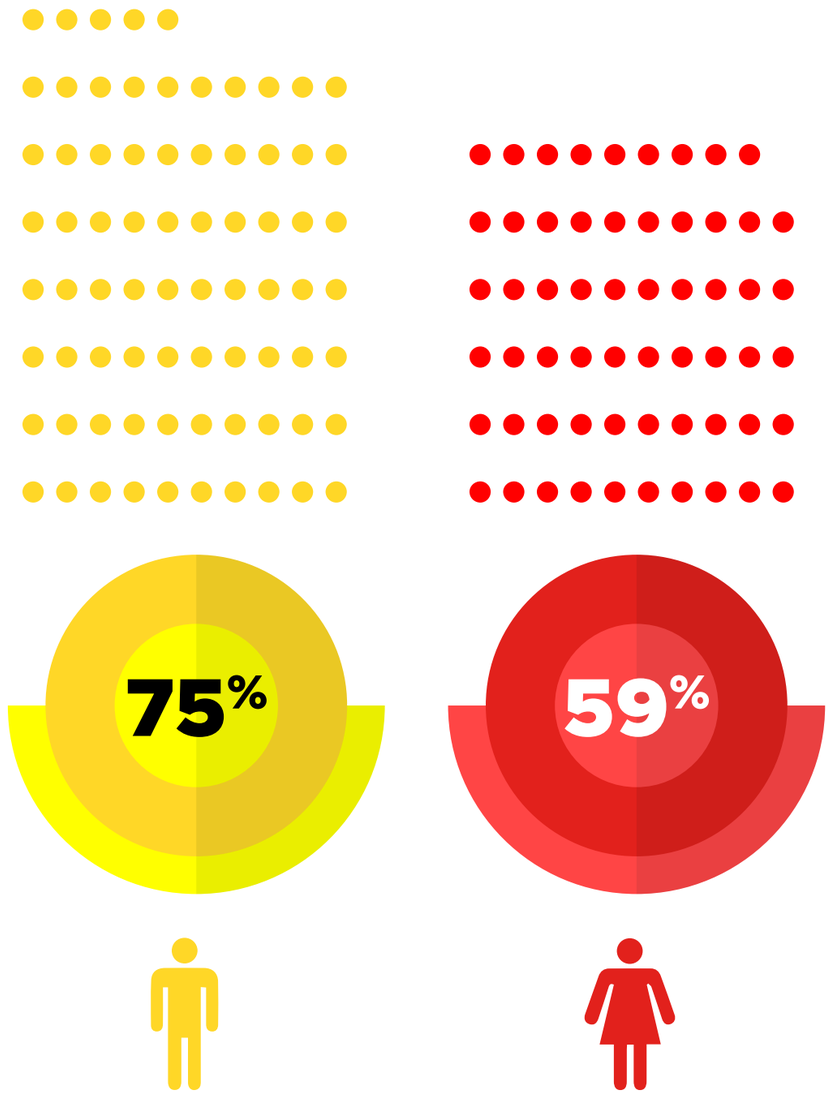
PSV SACCOs are registered under the Registrar of Societies under the Cooperatives Societies Act 2012 and must have a minimum of 30 vehicles to be allocated a route. These entities comprise of Matatu owners who in turn establish secretariats to carry out administrative roles of the business and a board to lead and handle policy matters. The boda boda and taxi sector is organized into committees with elected officials at stage to county level. Regulators like NTSA have a mandate to register vehicles, license drivers, inspect vehicles and ensure road safety.

The county directorate allocates routes and manages infrastructure such as roads and stages. All key informants, note that the industry is quite informal and dominated by some cartels and powerful individuals though there have been efforts to regulate it especially at policy level.

4.4.1 Inclusion of women in decision making roles

The study sought to establish whether women are represented in management and leadership positions in the industry in general. According to the figure 7 below, more male (75%) than female (59%) agree.

Figure 7 : Representation of women in leadership of the industry



Those who disagree justify their views by stating that very few women own public transport vehicles and hence not represented in PSV SACCO management and leadership. Women also face gender stereotyping and are not considered capable of taking on leadership roles. Additionally, few women offer themselves up for the election processes that are usually very competitive. They may not also have time and commitment required for the leadership positions.

Participants in the female transport workers FGD, stated that there are few women in the industry and hence few represented in decision making roles.

Female investors agree with the views of transport workers and add that women PSV owners are usually willing to take part in the competitive SACCO elections and demanding roles of SACCO management and leadership. Affirmative action is required to ensure at least one third representation of women in leadership positions for instance incorporating capable women in PSV SACCO boards as ex-officials without necessarily being vehicle owners.

Boda-boda motorbike officials state that there are very few women in the motorbike sector and hence limited represented in decision making roles. Currently, there are only two female officials in the entire county.

According to the traffic inspector of police, some SACCOs have representation of women in their management and board but the women are not given positions of influence.

4.4.2 Working arrangments in the industry

This study sought to establish the nature of engagement PSV SACCOs have with transport workers. It was revealed that majority, 90% male and 81% female workers are engaged on casual basis.

Very few workers, mostly drivers and SACCO administrative staff have official contracts and longer terms of employment. Workers without formal contracts tend to be more precarious and mistreated (Global Labour Institute Manchester 2018, 9).

Female FGD participants also confirm that most transport workers operate under casual arrangements which tends to be very informal.

It can be concluded that majority of transport workers are employed on casual terms without a legally binding pact with their employers and therefore are not protected from unfair termination including summary dismissal which is prohibited according to the Employment Act 2007.

It is also a violation of the NTSA regulations 2014 requiring PSV SACCOs or individual owners to employ workers on permanent basis.

The key informant from the county government stated that women should be encouraged to own vehicles like tuk-tuks, taxis and mini-vans (Marutis) since it will afford them self-employment where they can work independently and can afford flexible working hours.

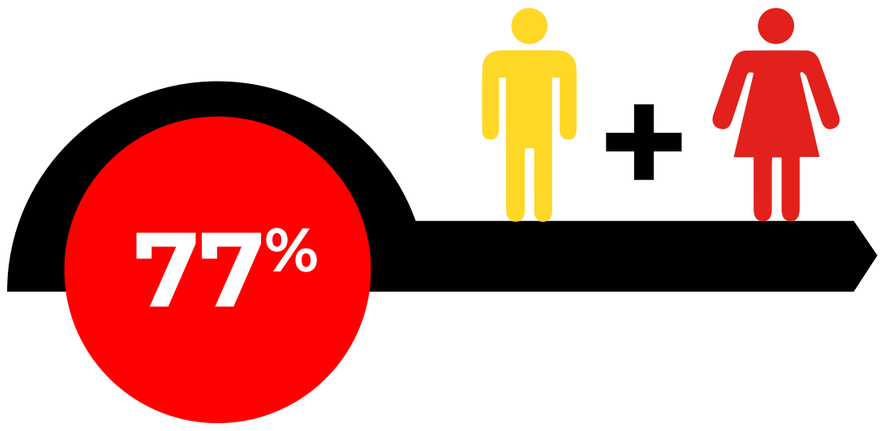
The ability to acquire such vehicles should however be made easier for women in general to encourage them to do so.

All the three boda-boda motorcycle riders are self-employed and actively involved in running and operating their businesses full time.

4.4.3 Conduct at work

Before recent reforms, the matatu industry in Kenya held a reputation of being chaotic. Having codes of conduct at work has ensured sanity in the industry and made the work environment more favourable for women. This study sought to establish whether transport workers abide by any codes of conduct at work.

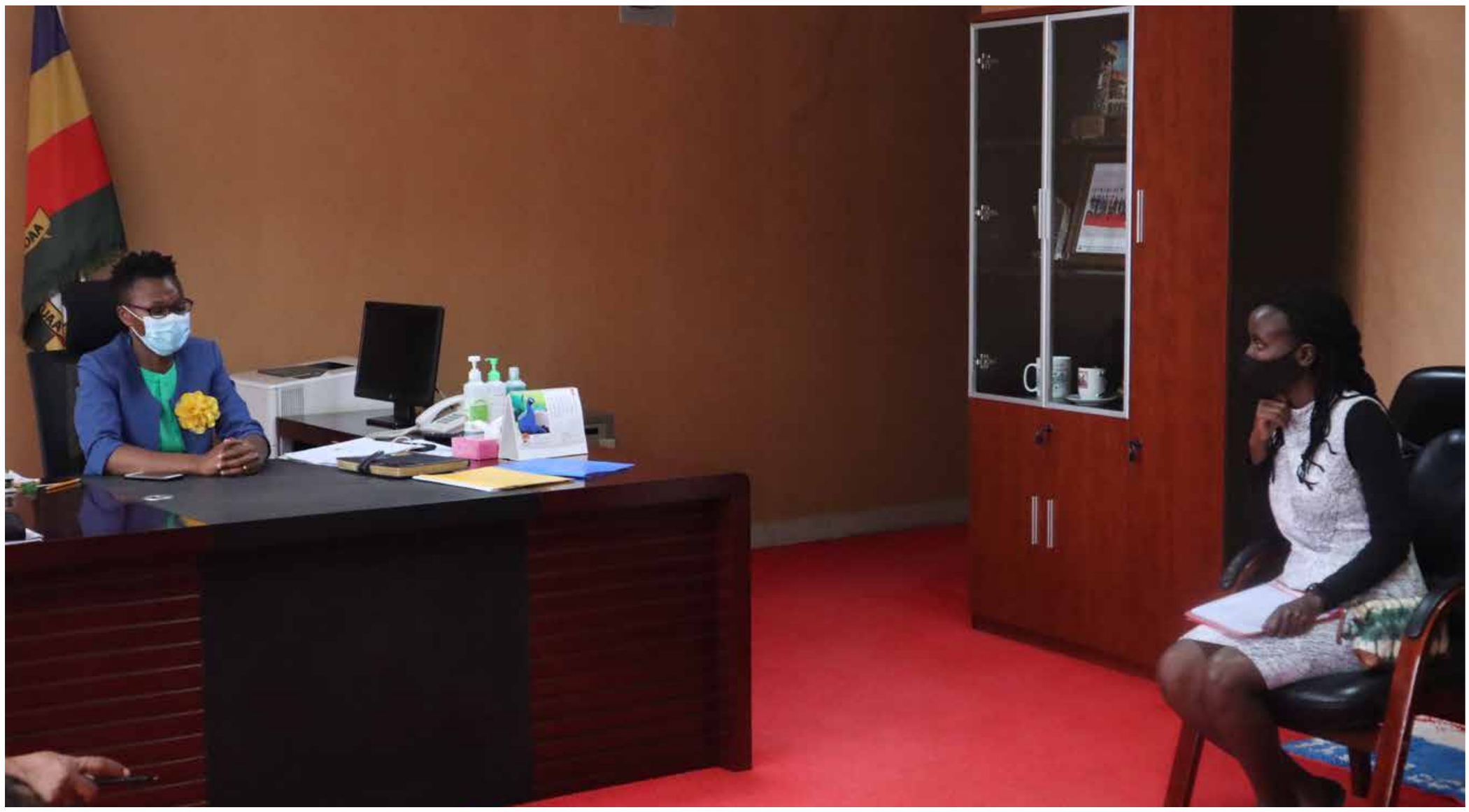
According to the findings, majority, 77% of both male and female workers do not abide by any codes of conduct at work. This could be attributed to the fact that they don't have any official terms of engagement with their employers.



4.5 Retention of women in the Industry

Retention entails workers being able to keep their jobs and meaningfully participate in the industry. It can be impacted by the general working conditions including factors such as discrimination, sexual harassment, absence of amenities, insecurity, low and insecure wages, limited training among others (Turnbull 2013, 22).

This study examined the working duration, working conditions, remuneration, benefits, working hours, occupational health and safety issues in relation to retention of women in the industry.



4.5.1: Working duration

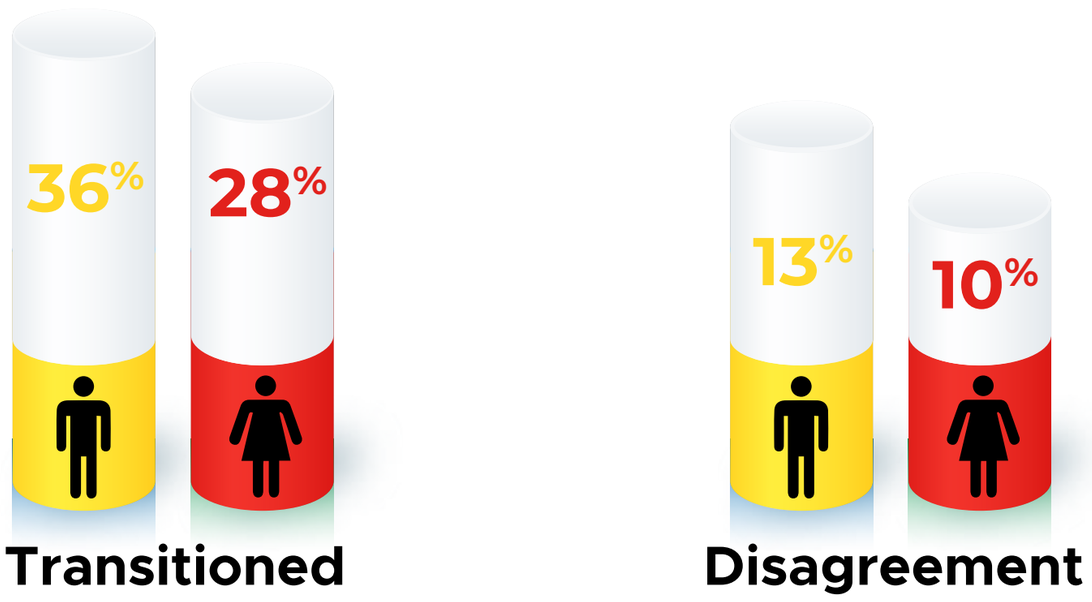
Transport workers were asked to state how long they had been working in the public transport industry. As shown in the table below 4, majority 33% of male workers said 1-3 years and a significant proportion 25% said 3-5 years. Regarding working duration in their current stations, majority (43%) have worked 1-3 years followed by 25% who have worked less than a year.

41% of female workers stated that they had worked in the industry for1-3 years with an equal proportion indicating that they had been in their current station for the same period. 26% of female workers also said they had been in their current station for less than a year.

Table 4 : Working duration

	Men				Women			
	In the industry		In current the station		In the industry		In the current station	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Less than 1 year	9	15	7	11	7	18	10	26
1-3 years	20	33	26	43	16	41	16	41
3-5 years	15	25	12	20	3	8	5	13
5-10 years	9	15	10	16	8	21	6	15
Above 10 years	8	13	6	10	5	13	2	5
Total	**61**	**100**	**61**	**100**	**39**	**100**	**39**	**100**

It was revealed that majority of transport workers had been retained in their work stations but some had due to various reasons. As shown in the figure 9 below, 36% male and 28% female had transitioned because the pay was not adequate.
A significant proportion 13% male and 10% female had disagreement with their employers. 49% of female transport workers had not transitioned from their work stations. This implies a fairly good retention rate among women workers.

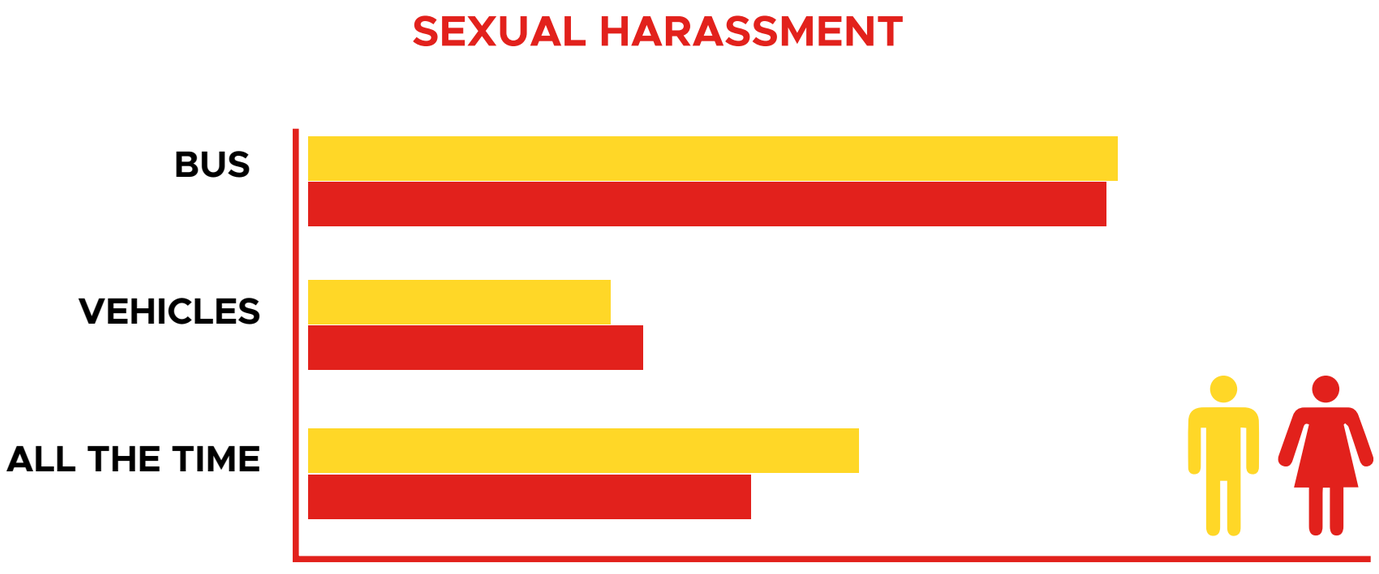


4.5.2 Harassment and security at work

As shown in the figure 9 below, majority of female workers (64%) were concerned about the verbal insults while majority (57%) of male workers are concerned about physical fights. More female (41%) than male (15%) are concerned about emotional harassment like intimidation and dicrimination.

Figure 9 : Forms of harassment experienced in public transport industry

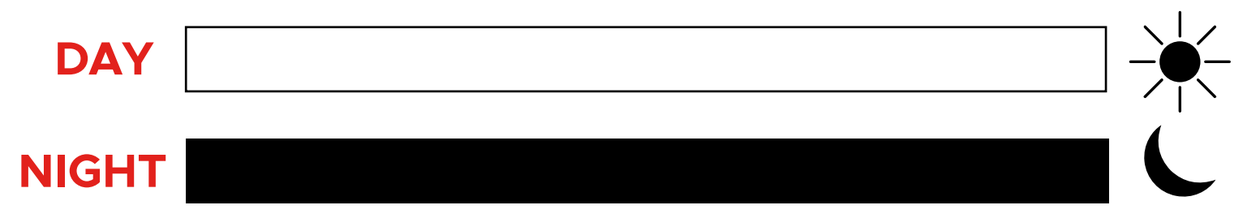
It should be noted that more female workers mentioned witnessing or experiencing verbal insults and degrading remarks than their male counterparts. This could be confirmed by participants in the female FGD who identified verbal insults as most common especially perpetrated by their male colleagues and passengers.



A significant proportion 46% of female transport workers also identified sexual harassment in the form of inappropriate physical contact and unwelcome sexual advances by their male colleagues as a common occurrence. Under the Employment Act 2007, employers with more than 20 employees are required to issue a policy statement on sexual harassment. However adherence to this regulation is still far from ideal and requires enforcement especially during registration of PSV SACCOs.

According to majority of transport workers, 75% male and 74% female, most cases of harassment and insecurity occur at the bus station. A significant proportion, 28% male and 31% female also stated that some cases occur inside vehicles. As shown in the figure 9 below, majority of transport workers 51% male and 41% female also state that harassment and insecurity cases occur all the time. A significant proportion also believe that many cases occur during the day than at night.

Figure 10 : Time of day most harassment cases occur



Female investors agree that cases of insecurity are common in the industry especially robbery of vehicles or cash by criminal elements especially targeting vehicles driven by women. The female mini-van (maruti) owner and driver narrates the following incident she was involved in;

Boda-boda motorbike officials also confirm that cases of insecurity are common in the industry especially robbery of motorbikes by criminals resulting in injuries or death of riders. These cases occur anytime during the day but mostly at night.

According to county government officials many insecurity incidents occur at the stage and inside vehicles. Most of these incidents involve conflicts between PSV SACCOs and their competitors or disagreements between transport workers and commuters usually in the form of physical fights, verbal insults and degrading remarks. There have also been conflicts around route allocation as PSV SACCOs compete for specific routes.

According to the traffic department, motor vehicle and motorcycle theft is quite common perpetrated by criminal elements within and beyond the industry. Several cases have also been reported involving overcharging of commuters or refusing to return correct change that have resulted in physical fights. These incidents occur any time of the day but are most common during rush hours. Cases of sexual harassment are also common and are usually reported and addressed by the County Police Commmander.

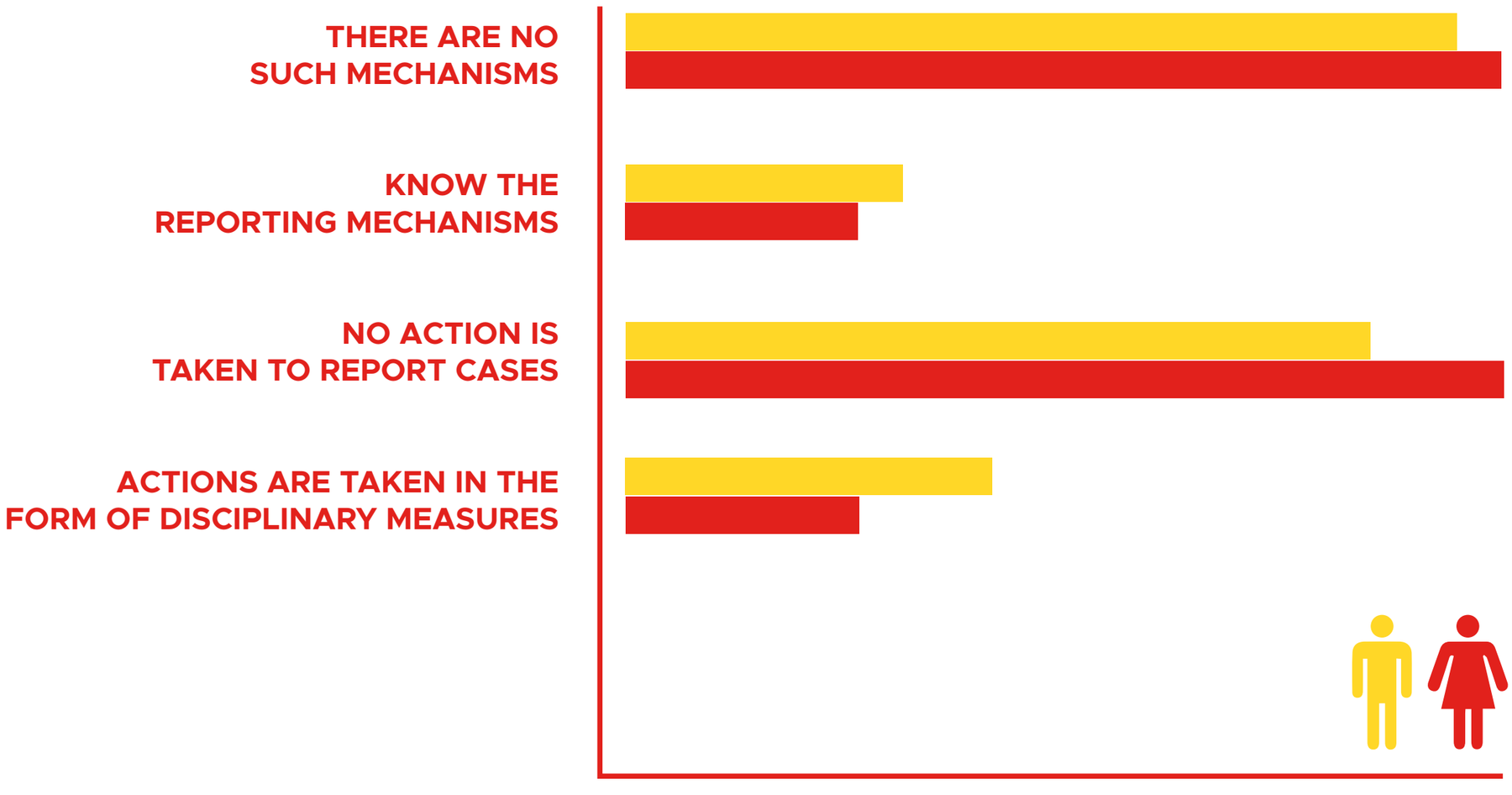
4.5.3 Reporting mechanisms and action taken to address insecurity and harassment

The study sought to establish whether there were any existing and well publicized mechanisms for reporting incidents of harassment and insecurity in public transport and associated spaces. Majority of transport workers, 75% male and 79% female workers say that such mechanisms are non-existent. Only 25% male and 21% female are aware of reporting mechanisms mostly through SACCO officials or the police hotlines. It was mentioned that some PSV SACCOs have hotline numbers where cases can be reported. The officers from the county inspectorate are also accessible and there is also a police hotline though not well publicized.

According to the county government officials insecurity or harassment cases are channeled to and addressed through the county transport committee and security teams that forward such cases to the County Commander of police. There are plans to link with the police gender desk and publicize the hotlines so that cases are easily reported. The key informant from NTSA stated that they have a transport committee that can regularly hear concerns. The traffic police department has a hotline that is well publicized and the police are always on standby to address any issues that are reported.

When cases are reported, it is important that they are heard and fully addressed. As shown in the figure 11 below, 67% of male and 79 % of female transport workers state that no action is taken when they report cases compared to 33% of male and 21% female who say action is taken in the form of disciplinary action by SACCOs against perpetrators if they are members of their staff.

Figure 11 : Measures taken to address insecurity and harassment in the industry



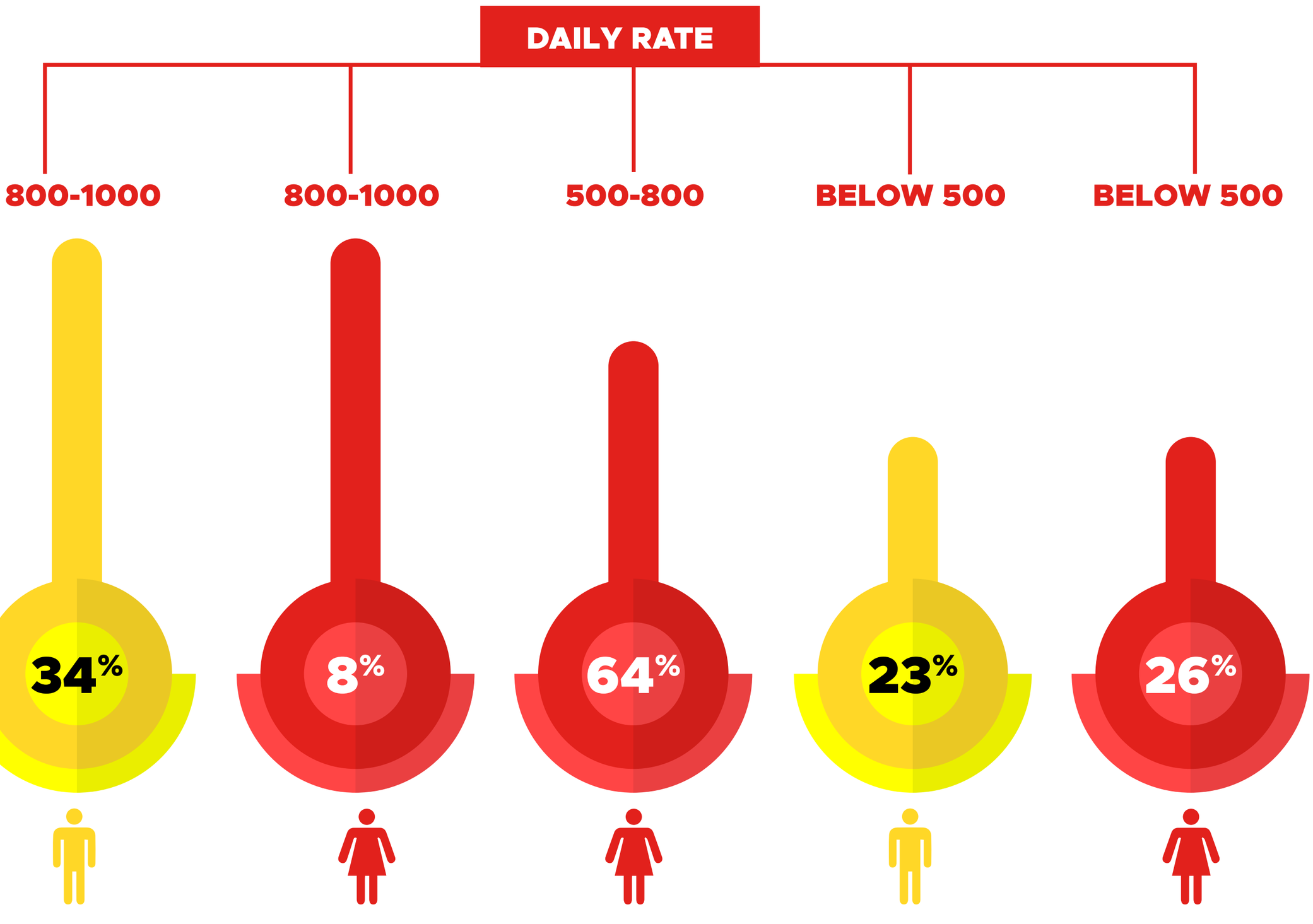
Other measures include regular patrols by police and county inspectorate officers. It also emerged that several transport workers usually resort to violent means to sort out their differences rather than reporting to authorities.
Female transport investors and boda boda motorbike officials state that when cases are reported to the authorities, it takes long since cases must be investigated and sometimes getting evidence is a challenge and hence no further action can be taken. According to boda boda motorbike officials, there is need for the county government to deploy an emergency rescue team for riders and also sensitize them about drug and susbstance abuse since those who ride under the influenc of drugs may risk their lives and that of their customers.

According to county government officials, several measures are taken to prevent insecurity and harassment in the industry especially on women. The county inspectorate usually patrols stages and address any emerging security issues. There is also has an enforcement team that helps to settle disputes on the ground. An integrated team comprising representatives from the churches, SACCOs and other agencies was formed to help in ensuring security in public transport and associated spaces especially during the COVID-19 pandemic and has continued to monitor the security situation.

4.5.4 Compensation and remuneration

Due to its informal nature, the public transport industry is prone to casual employment terms and non-standardized remuneration systems for workers. As shown in the figure 12 below, a larger proportion of female workers (64%) compared to their male counterparts (34%) earn a daily rate of Ksh 500-800 while majority of male transport workers (33%) earn a daily rate of Ksh 800-1000 compared to 8% of women who earn a similar daily rate. A significant proportion of both male and female workers 23% and 26% earn below Ksh 500 per day.

Figure 12 : Daily earnings of transport workers



Participants in the female transport workers FGD stated that since majority of them are casual (working on commissions or targets) or self-employed in the case of vendors, the remuneration depends on a person's luck, hard work and the number of customers one gets.

However drivers and conductors are paid according to work agreements (formal/informal) with the owner of the vehicle or the PSV SACCO. If they exceed the daily cash target laid out by the matatu owner, they get to keep the extra cash for themselves as daily pay. This arrangement has gained much popularity in the industry and seems to be the norm in many PSV SACCOs.

Several female stage attendants expressed great interest in getting opportunities to work as drivers and conductors since the pay is better.

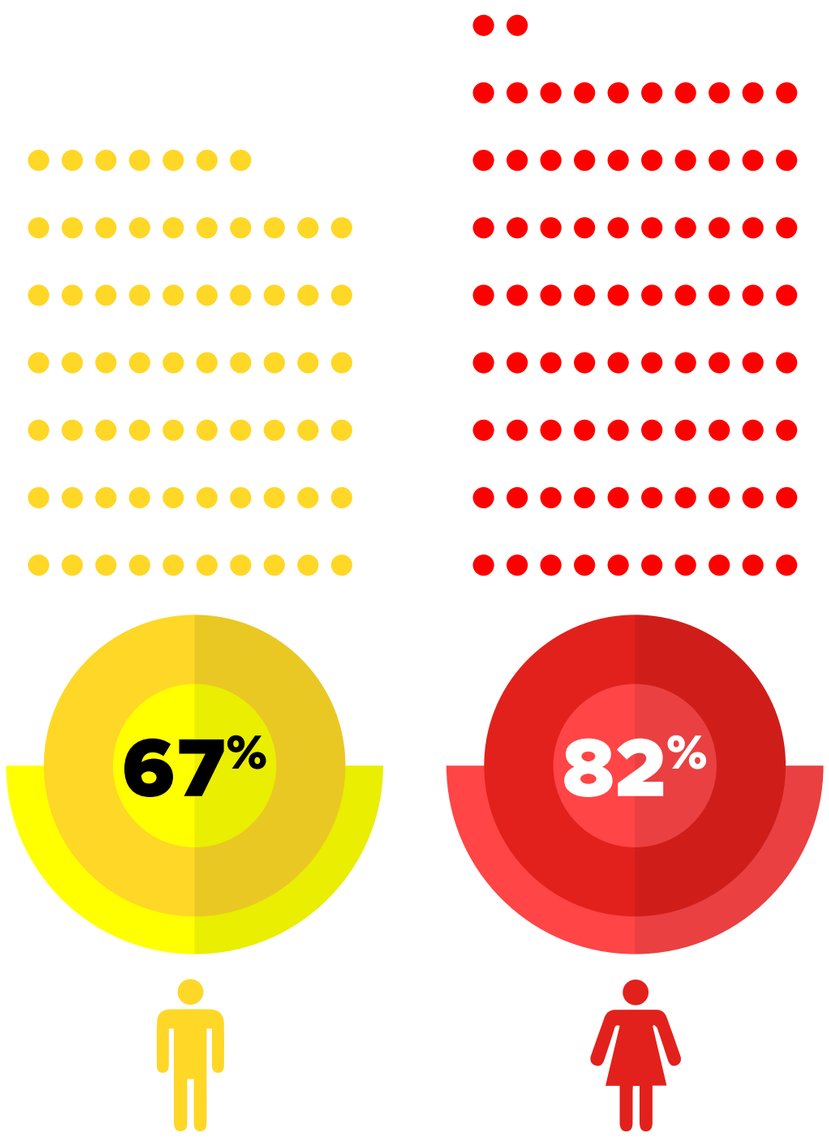
Female investors stated that business has currently been adversely affected by the COVID-19 pandemic and the rising cost of fuel and spare parts. However, the current daily earning for the a PSV matatu owner on a good day is around Ksh 3000 per day minus expenses. The mini-van owner earns around Ksh 1000 on a good day. However, the earnings fluctuate depending on different factors.

Both female investors indicated that the greatest expense of their business is fuel, repair and maintenance occasioned by poorly maintained roads and extortion by cartels and powerful individuals in the industry. This according to them reduces their profits.

Respondents from the boda-boda motorbike sector also state that their businesses have also been adversely affected by the rising cost of fuel and they are currently making between Ksh 300 to Ksh 500 per day. They also indicated that the greatest expense of their business is fuel, motorbike maintenance and high cost of genuine spare parts that greatly impacts on their earnings.

4.5.6 Additional Benefits Provided by Company/SACCO.

Apart from daily earnings, majority of transport workers 67% male and 82% female stated that they are not entitled to any additional benefits due to their current terms of engagement which is informal and casual in nature.



4.5.7 Working hours

Section 27 of the Employment Act 2007 allows the employer to regulate the working hours depending on the nature of the work so long as the employees are allowed one rest day in a period of 7 days. As shown in the table 5 below, majority of male transport workers (56%) work 8-12 hours and majority of female workers (46%) work 4-8 hours each day. A significant proportion 36% of female transport workers commit 8-12 hours each day.

Table 5 : Working hours per day

	Men		Women	
Working hours	Frequency	Percentage	Frequency	Percentage
Below 4 hours	**0**	**0**	**1**	**3**
4-8 Hours	**15**	**25**	**18**	**46**
8-12 Hours	**34**	**56**	**14**	**36**
Above 12 Hours	**12**	**20**	**6**	**15**
Total	**61**	**100**	**39**	**100**

It can be deduced that the long working hours are a strong barrier to women's entry and retention in the public transport industry as they cannot balance work and domestic obligations. It can also be noted that the number of hours commited to work may not be commensurate with the earnings made.

Stage attendants in the female FGD stated that they have to work extra hard and commit more hours to be able to get enough commuters on board and thereby earn. Drivers and conductors work for even longer hours which is not friendly for women who have families and marital obligations.

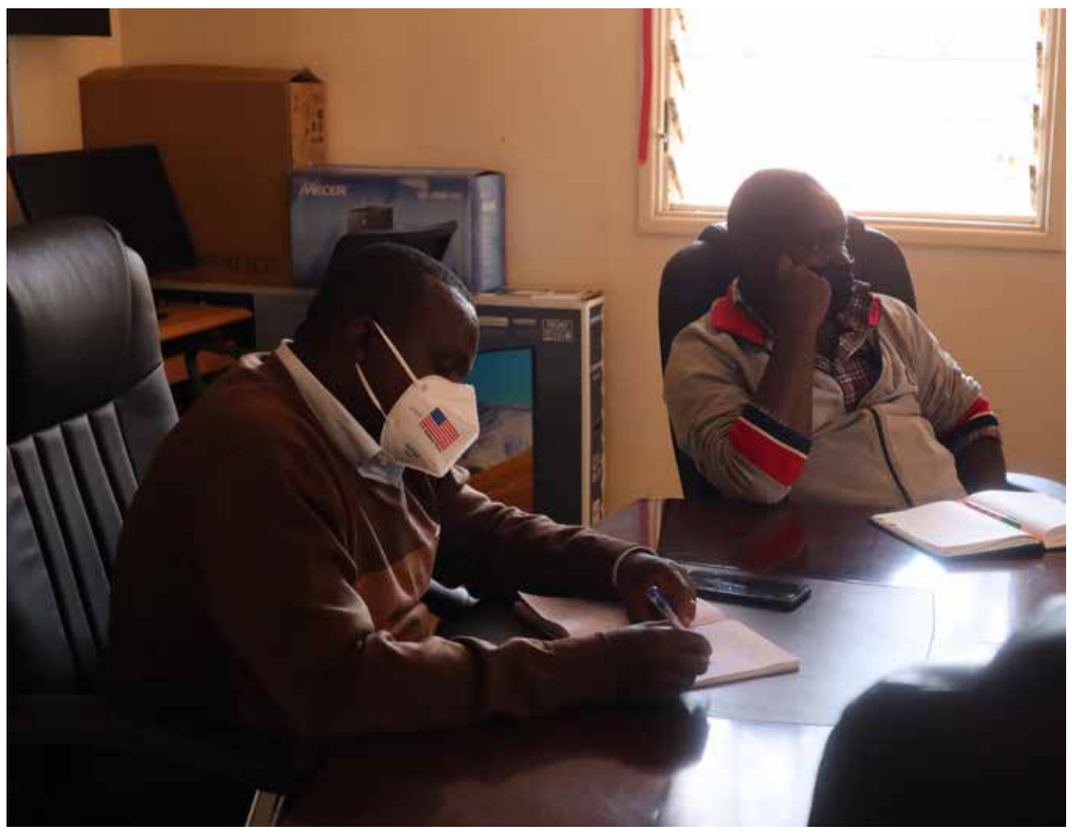
4.5.8 Posession of health insurance

It was in the interest of the study to establish whether transport workers were entitled to employer sponsored medical insurance covers in case of illness or work related injuries. According to the findings, majority (92%) male and (90%) female don't have employer sponsored medical covers or insurance.

When asked whether they had self sponsored medical insurance covers like NHIF, as shown in the table 6 below more male (54%) compared to (46%) female workers had NHIF covers. Majority of female workers (54%) don't have NHIF covers. They attributed this to inability to afford monthly contributions due to their low and irregular income. A few don't see the importance of having a medical cover. Due to the risky nature of work public transport workers should be encouraged to get subscribe to affordable NHIF covers.

Table 6 : Possession of self sponsored NHIF medical cover

	Men		Women	
Do you have a self-sponsored NHIF medical cover?	Frequency	Percentage	Frequency	Percentage
Yes	**33**	**54**	**18**	**46**
No	**28**	**46**	**21**	**54**
Total	**61**	**100**	**39**	**100**



4.5.9 Access to sanitation facilities

The major saniation concern identified by majority of male respondents (52%) is inadequate sanitary materials such as water and soap while majority of female respondents (44%) cite lack of sanitary bins. Other concerns include inadequate toilet facilities in small stages like Devik and Mavoko.

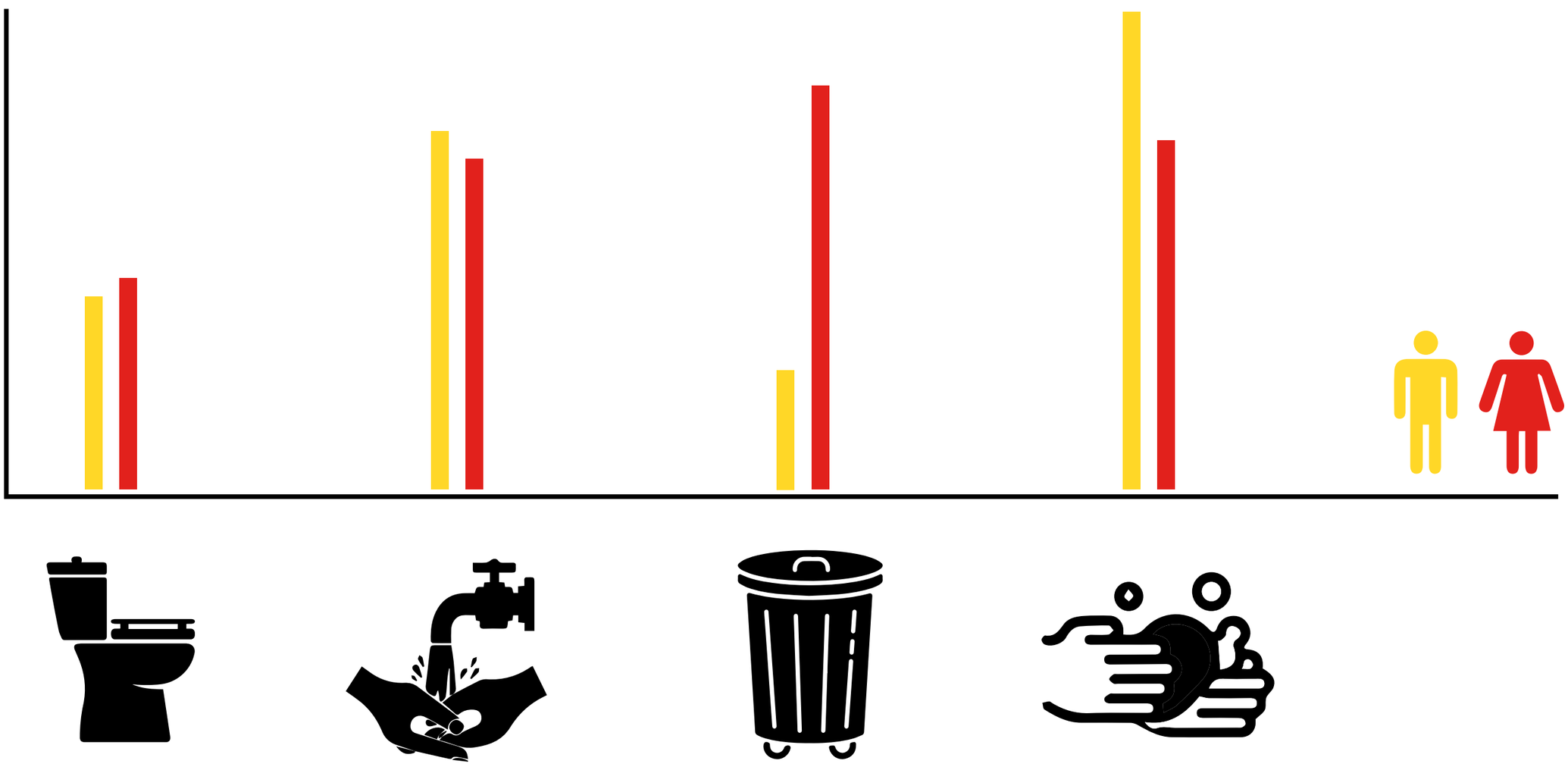
It is worth noting that while toilet facilities may be available, they are not free as users are required to pay Ksh 10 per usage.

Cummulatively, this may be costly for most female workers who may have unique sanitary needs and must cater for the cost by themselves.

Table 7 : Hygiene concerns from transport workers

	Men N=61		Women N=39	
Hygiene Concerns	Frequency	Percentage	Frequency	Percentage
Lack of sanitary facilities like toilets	**13**	**21**	**9**	**23**
Lack of hand washing points	**24**	**39**	**14**	**36**
Lack of sanitary bins	**8**	**13**	**17**	**44**
Lack of water and soap	**32**	**52**	**15**	**38**
Other	**6**	**10**	**3**	**8**

According to county government officials, women's unique needs should be considered in infrastructure development and design of sanitation facilities as they differ from those of men.



Industry challenges encountered by transport workers and investors

Both male and female transport workers stated that they faced many challenges in the industry. The most common include; cut throat competition resulting in conflicts, sanitation and hygiene issues, traffic snurl ups during peak hours, layoffs and low earnings due to COVID-19 pandemic, harassment and extortion by corrupt traffic officers, cartels and criminal gangs, long working hours not commensurate with earnings, poorly maintained roads that increases the cost of vehicle maintenance and insecurity that poses a risk for workers and commuters.

Challenges unique to female transport workers include; sexual harassment, lack of necessary skills such as driving necessary to advance and earn more from the industry, long working hours impacting on work-life balance. Stage vendors are also concerned with the high rates of hawking in the stages which affects their earnings and yet they have paid for stalls.

Female investors identified several challenges key among them being; poor road network that increases the cost of vehicle maintenance, high running cost like fuel and spare parts, extortion by cartels and corrupt traffic officers and lack of stages to drop off passengers within the town.

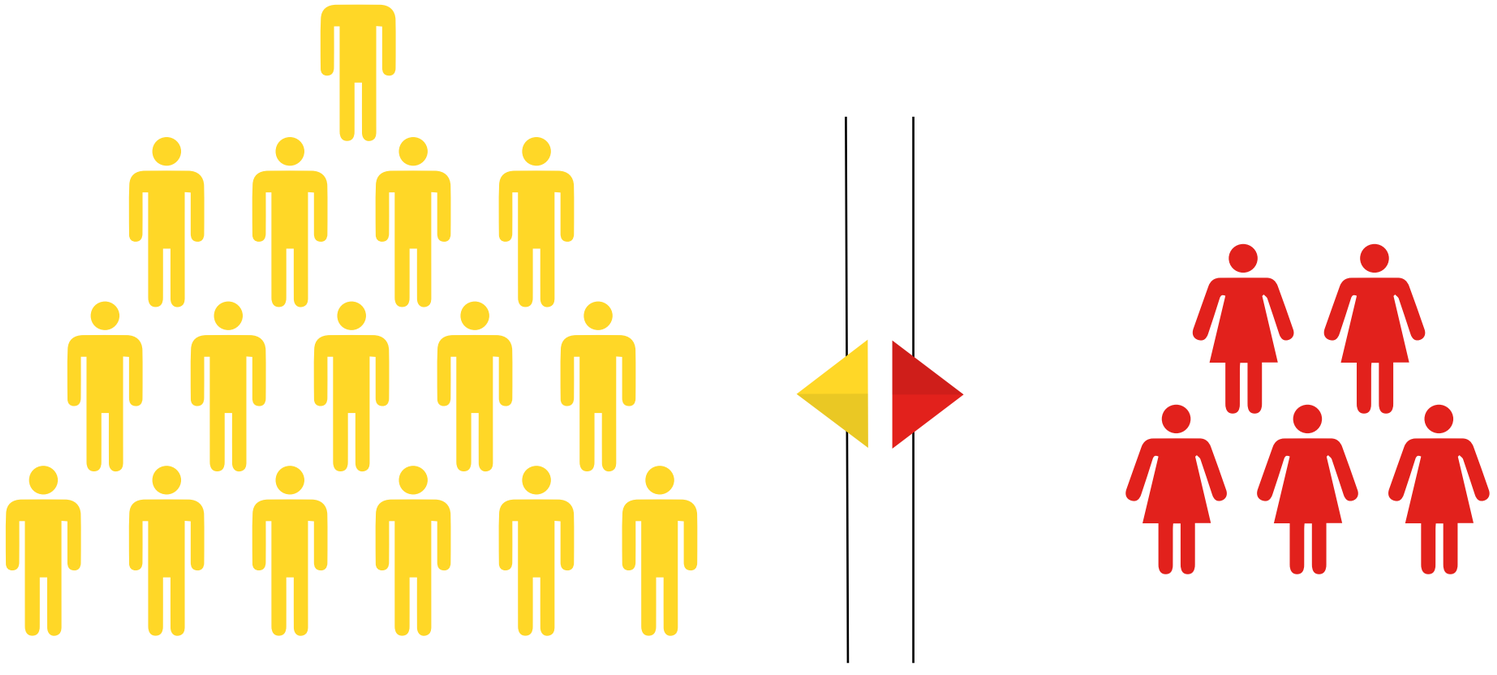
Boda boda officials identified several challenges including;poor roads that increase the cost of maintenance, high accident rates resulting in death or permanent disability, insecurity accasioned by criminals who steal motorbikes, injure or kill riders especially at night, lack of shades to protect riders from unfavorable weather, difficulty in getting compensation from insurance companies even after purchasing covers. There are also brokers who con riders in the name of selling them fake insurance covers.

4.6 Union membership and collective burgaining

The study sought to find out whether transport workers are members of any organized union or welfare associations in the industry. A dismal 16% of male and 5% of female transport workers are members of a union or welfare association.

Those who lack union/association membership attribute this to various reasons key among them being non existence of organized unions, lack of interest in union activities, lack of time for union activities and inability to pay union subscriptions. It is worth noting that without proper organization of workers, it may be difficult to bring workers together under a union or welfare association.

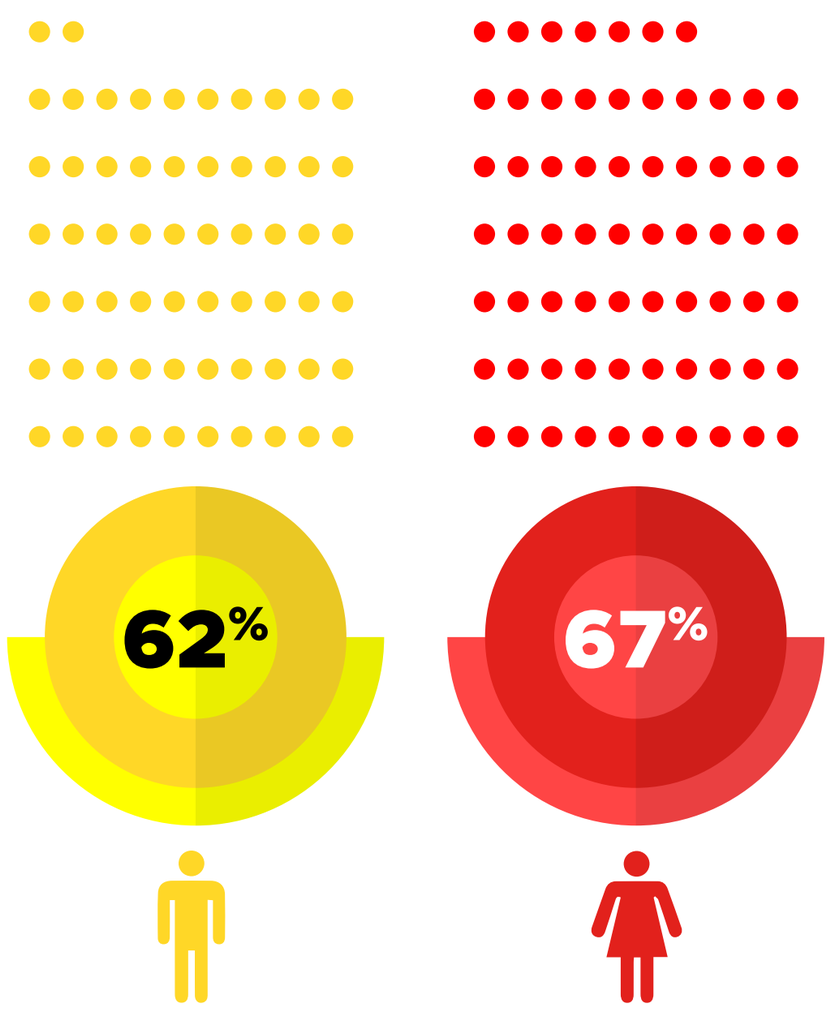
None of the female workers FGD participants is a member of a union or welfare group since workers in the industry are not organized. Some claim that they had formed welfare association but it ended due to disagreements, lack of transparency and inability to pay contributions group contributions. They however expressed interest in forming an association that would help them advocate for their welfare.



MEMBERS OF A UNION OR WELFARE ASSOCIATION

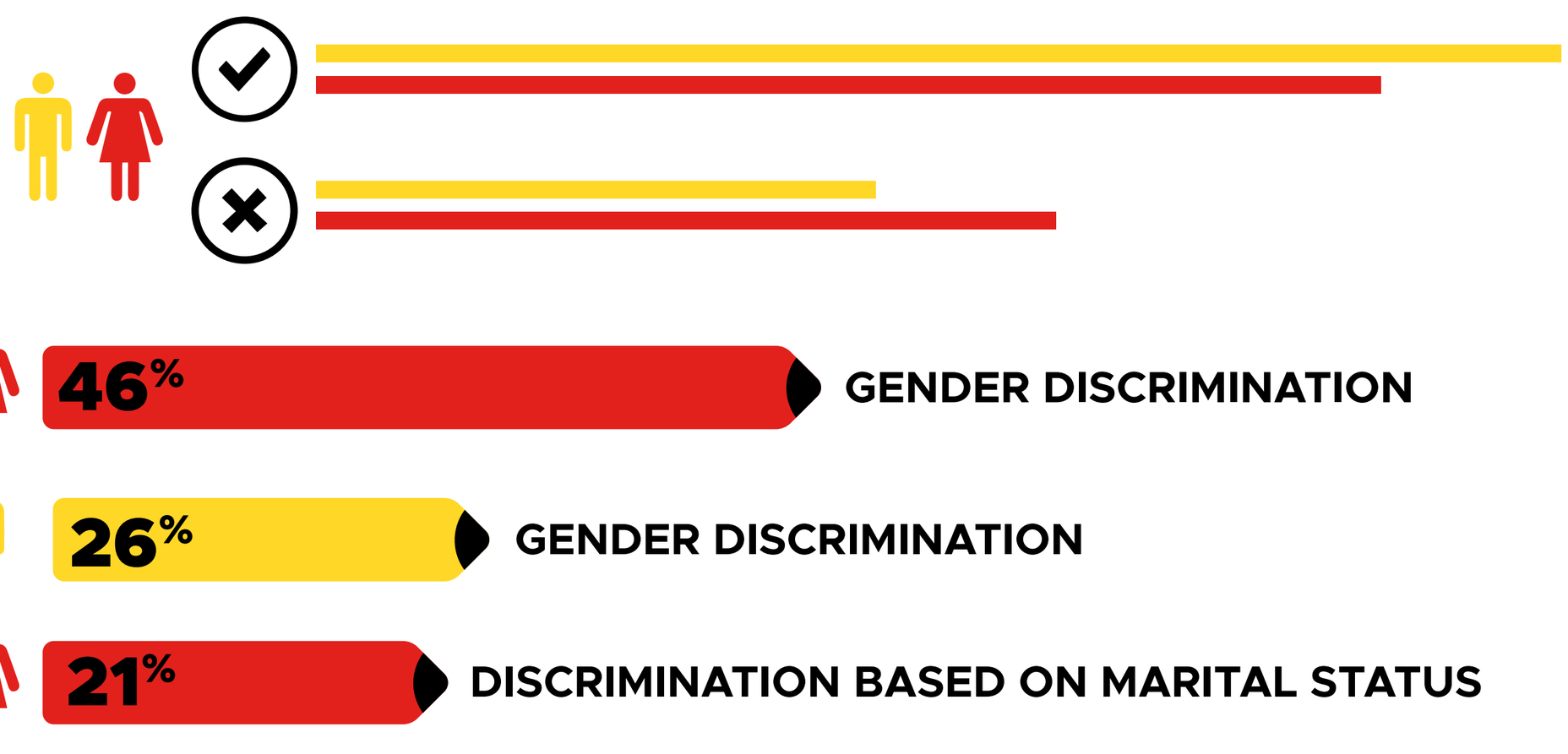
4.7 Training and professional development

Majority (62%) male and (67%) female would like to upgrade on their professional skills. They expressed interest in additional training on defensive driving skills and road safety, first aid and emergency response, customer service, motor vehicle mechanic and personal financial management skills.
Specifically, female workers requested for additional training in driving, motor vehicle mechanics, customer service, computer literacy and financial management skills.



4.8 Equality and non-discrimination in the workplace

More male (69%) than female (59%) respondents agree that the public transport industy is an equal opportunity employer. Majority of respondents more female (46%) than male (26%) cited gender discrimination as most common. A significant proportion 21% of female workers also identify discrimination based on marital status which may be due to the stereotype that women working in the matatu sector cannot stay in marriage or manage domestic affairs.



The directorate strives to comply with the one third gender rule though the number of female applicants is usually low since women lack necessary qualifications and skills that prevent them from pursuing or getting opportunities in the public transport industry that is considered a man's domain. According to female officials at the directorate, meaningfully engaging male PSV SACCO leaders has been challenging due to gender streotypes while the traffic department notes that male drivers are usually not cooperative when engaging with female traffic officers.

It can be noted that there is already a base anchored by enabling national policy and legal frameworks (e.g. the Constitution of Kenya 2010 and national gender policies) for mainstreaming gender in all sectors they are generalized to "all users" and fail to recognize explicitly gender-specific issues like gender-differentiated transport and mobility patterns.

It was revealed that the directorate intends to include all categories of transport actors and users in public participation forums to ensure their views are considered in the draft public transport policy review process. Instructions have also been issued to various departments to construct ramps in public buildings to enhance accessibility for PWDs. NTSA also runs sensitization forums for children and persons with disabilities on road safety.

It also emerged that majority of public transport employers have not paid due attention key gender related policies as laid out in the Constitution of Kenya on the one third gender rule in employment and the Employment Act 2007 on maternity leave, working hours, anti sexual harassment policy and occupational health and safety.

4.9 Institutional gender mainstreaming policy framework at the county level

The County Government Directorate of Transport, Roads and Public Works has developed a draft public transport policy that integrates gender aspects which has been approved by cabinet and is due for public participation by all stakeholders and later discussion by the County Assembly.

Gender equality in employment and leadership in the public transport industry as per the one third gender rule is dismal since the industry is male dominated.

The process of developing the draft public transport policy involved a gender audit and has integrated gender specific provisions that if implemented and enforced, would improve the current situation.

5.0
CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

The study findings brought out important insights that will be used to inform gender mainstreaming and safety in public transport in Machakos County. This study acknowledges that there are deep-rooted issues that compromise women's entry and meaningful participation in the industry.

At the same time it also makes the point that challenging the patriarchal nature of the industry is a step forward promoting women's right enter and thrive in the male dominated domain.

From this study it can be concluded that women's participation in the industry is still low.

Though there has been some progress in terms of gender mainstreaming, additional efforts are required to create an enabling environment for an inclusive, equitable and sustainable transport system.

5.2 Recommendations

Based on the findings of this study, there are several actions that could be taken to address noted gaps and improve women's participation in the public road transport industry in Machakos County. It is important to note that the proposed recommendations should adopt a holistic approach involving all stakeholders. From the analysis, we have identified the following set of recommendations for action by various stakeholders;

5.2.1 Transport Industry employers (PSV SACCOs, transport companies and individual owners)

Adopt gender inclusive and non discriminatory recruitment policies and procedures including an equal opportunities policy, proactively reaching out to female candidates and adhering to the "one-thirds rule" across all levels of employment

Carry out gender awareness and training activities while monitoring progress on gender mainstreaming at all levels to challenge gender stereotypes and improve the workplace culture and environment.

Adopt family friendly human resource policies that provide for safer duties for expectant female workers, maternity and paternity leave, child care facilities, working in shifts, retaining of positions during career breaks and flexible hours for nursing mothers

Put in place anti-sexual harassment policies along with dissemination to all staff, staff training and regular awareness creation and monitor the implementation of the policy and the effectiveness of reporting mechanisms

Review contractual obligations for all transport workers as per the Employment Act 2007 and the NTSA regulations 2014 to include formal and longer term engagement commensurate with pay packages and statutory deductions like NSSF and NHIF.

Recognize all SACCO workers and ensure professionalism by adopting a formal code of conduct to ensure order at bus stations where most harassment occurs.

For meaningful gender inclusion in governance, SACCO boards could co-opt women who may not be vehicle owners but could add value in areas of corporate leadership or gender mainstreaming.

Customer service is critical to the success of a business. Transport service providers should ensure professionalism, adopt customer service charters and feedback mechanisms.

Provide workers with opportunities for training and professional development based on identified skills gaps while recognizing and rewarding best performing workers.

Ensure health needs of all workers are catered for as per the Work Injury Benefits Act (2007) including sponsoring their NHIF contributions and strict adherance to COVID-19 prevention measures

Recognize that female workers have unique sanitation needs and fully cater or subsidize for the toilet usage fees or lobby for a discounted rate for workers under the SACCOs.

5.2.2 Transport Workers

Get acquinted with and strictly obey traffic rules to avoid getting into conflict with the enforcers and other road users.
To enhance a good image of the industry, they should act professionally as per the code of conduct. Male transport workers should especially handle their female colleagues and passengers with with courtesy and respect.
Appreciate the role of workers unions and associations play in collective burgaining. Moreover, transport employers should consider workers rights and welfare.
An exclusively female workers association should be established to specifically address gender equity issues in public transport and give them visibility while advocating on their behalf in one voice.

5.2.3 Relevant National and County Government Agencies

5.2.3.1 National Transport Safety Authority (NTSA)

Provide detailed guidance to SACCOs regarding their formal code of conduct for workers to include a clause prohibiting work place sexual harassment.
Enforce adherence to labor laws and regulations especially on issuance of official contracts, benefits, safe and healthy working environment as per the NTSA 2014 regulations
Get views from representatives of women transport workers when coming up with regulations that affect them.
There is need to re-evaluate the roles of PSV SACCOs to ensure they fulfil what the Traffic Amendment Rules, 2003 provided for so that they be more effective in creating an enabling environment for gender by design.

5.2.3.2 County Government Directorate of Public Works, Roads and Safety

In conjunction with the line gender department , carry out activities that challenge gender stereotypes and positively promote women's role in the transport sector through awareness creation on gender mainstreaming and the "two-thirds gender rule" in employment and leadership
Consider introducing a gender certification for owners, SACCOs and transport companies and awarding those that successfully mainstream gender in their operations
Collaborate with the line Ministry in charge of public health and sanitation to address sanitation concerns including sanitation facilities that are affordable, disability friendly, have changing rooms for women with babies, with sanitary bins and gabbage bins that are emptied regularly. Priority should be given to smaller far flung stages currently without any sanitation facilities.
Encourage uptake of electric vehicles and bikes by establishing working partnerships with manufucturers and providing tax incentives for adoption based on their benefits on reduction of green house gas emissions
Network with financial institutions and donors to encourage and facilitate more women to invest and become vehicle owners by making it easier for them to get financing. This will enable them to bring desired change towards gender equity and equality in the industry.

Women transport workers and investors are not organized into an association that can give them visibility and a voice as impartant players in the industry. There is an urgent need to organize them into a Women in Transport (WIT) chapter with the support of the County government and Flone Initiative.
The County Government should vet existing financiers and insurance providers in the motorbike sector and recommend legitimate companies to reduce incidents of conning and insecurity that is infiltrating the sector and targeting unsuspecting operators
Drugs and substance abuse was identified as a major challenge affecting riders in the sector. There is an urgent need to sensitize riders on the issue and encourage those who are addicted to seek rehabilitation so that they don't risk their lives and those of their customers
An online portal or database of all registered motorbikes and owners should be established for easy tracking and to ensure that all operators are formally recognized.
Address challenges in the working environment for the boda-boda sector by promptly addressing the issue of insecurity, providing shades and sanitation facilities in stages and repairing the road network.

5.2.3.3 Traffic Department and County Inspectorate

A complaints mechanism should be established and well publicized for survivors of harassment to effectively report cases. The mechanism should integrate duty bearers including traffic police, county inspectorate, police gender desks and PSV SACCO officials to ensure that cases are effectively addressed.
Measures of ensuring safety and security for female transport workers should be taken including equipping vehicles with CCTV cameras, panic buttons and anti-theft equipment etc.
to protect drivers and other personnel from criminals.
Since conflicts between transport workers and traffic officers were identified as common, they should be taught about their rights and resolution protocols to follow.

5.3.3.4 Flone Initiative and other development partners

Join efforts and build the capacity of PSV SACCO officials and operators on professionalism and mainstreaming gender rights in public transport.
Encourage women interested to join the industry by sponsoring them to be drivers and riders and making it easy for them to acquire licenses and necessary documentation.
It is advisable that an immediate post-project evaluation be conducted to gauge the actual efficacy of the project in changing attitudes or behaviors, and ensuring decent transport for women.
Women should be encouraged to join the sector and participate fully by increasing opportunities for training and career development which can translate into their career progression and realization in the industry.

REFERENCES

Alistreri, E. J., Rutherford, T. F., & Tarr, D. G. (2009). Modeling services liberalization: The case of Kenya. Economic Modelling, 26(3), 668-679.

Chitere, P. and Kibua, T. (2004) Efforts to improve Road Safety in Kenya: Achievements and Limitations of Reforms in the Matatu Industry.(p.1). Nairobi: Institute of Public Analysis and Research (IPAR)

Duchene Chantal, 2011. Gender and Transport, OECD.

FIA Foundation Research Series, Paper 10, 2017. A study on women's personal security and public transport in three Latin American cities.

Graeff, E.J. (n.d.). The Organization, Issues and the Future of the Matatu Industry in Nairobi, Kenya. New York: Center for Sustainable Urban Development.

Kash, G. Gendered Perspectives on Transit Crime in Arequipa, Perú and Bogotá, Colombia. Transportation Research Record, 1-16, 2014.

Khayesi, M. (1999). The Struggle for Regulatory and Economic Sphere of Influence in the Matatu Means of Transport in Kenya: A Stakeholder Analysis Kenyatta University, Nairobi Kenya.

Kronsell, A. (2005). Gendered practices in institutions of hegemonic masculinity. International Feminist Jour-nal of Politics, 7(2), 280-298.

Kunieda, Mika, Aimee Gauthier, Gender and Urban Transport: Smart and Affordable, Module 7a, Sustainable Transport: A Sourcebook for Policy-makers in Developing Cities, GTZ, Sector Project Transport Advisory Service, 2007.

Luchebeleli, S. (2009), City Mps, Matatu Men in Demo over Bus Plot, in The People Daily (Nairobi), 29 May 1999. Pg. 1, Col. 2.

Mathiu, M. (1999), Kaguthi must Run this Mafia out of the City in Sunday Nation (Nairobi), 24/1/1999.

Mbugua, C. W. (2009). A sociological study on commuters' compliance to the new traffic regulations in matatu public transport: Nairobi province (Doctoral dissertation, University of Nairobi, Kenya).

Ndungu, P. (2004). The Role of the Matatu Industry in Kenya: Economic Costs, Benefits and Policy Concerns. IPAR Discussion Paper Series, No. 053/2004. Nairobi: Institute of Policy Analysis and Research.

NGEC (2016) Gains and Gaps: Gender Mainstreaming in Public Sector in Kenya Status Report 2013–2015. National Gender and Equality Commission, Nairobi, Kenya.

Omolo, J. (2013). “Employment Challenges in Kenya”, African Journal of Economic Review, Vol. 1 No. 1 (January), pp 18-32

Omolo, J. (2012). “Regional Disparities in Employment and Human Development in Kenya”, e-Canadian Journal of Business and Economics, Vol. 1, Issue 1 pp 1-17

Peters, D. Gender Issues in Transport-Applying an Integrative Perspective. Center for Metropolitan Studies, Technical University Berlin, 2006.

ROK (Republic of Kenya) (2010) Constitution of Kenya 2010 [Electronic Version]. National Council for Law Reporting, Nairobi, Kenya.

ROK (2011) The National Gender and Equality Commission Act, 2011. National Council for Law Reporting, Nairobi, Kenya.

Wafula, P. 2017. Violence against Women and Girls in Public Road Transport and Connected Spaces in Nairobi County, Kenya. Preliminary Research and Baseline Study report.

REPUBLIC OF KENYA

MACHAKOS

BASELINE-SAFETY AUDIT REPORT

FLONE
INITIATIVE