Gender Mainstreaming in Rural Transport Institutions - Kenya

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Research Agenda

A) Institutional Study
1) Whether gender mainstreaming changed institutional:
   - staffing compositions;
   - budget and expenditure allocations;
   - ways decisions are made.
2) Motivating or Constraining Factors
3) Whether changes are Positive or Problematic;
4) Whether the changes are sustainable or not.

B) Case Study of Murang’a Women’s Sacco

Research Methods: Literature Review, Qualitative and Quantitative data, case study applied.

Study Sites: 5 National and County Rural Transport Institutions
Men dominate rural transport institutions.
(Engineers Registration Board) April data 2017=
Men 9,162 to 862 Women Engineers.
Disparity cause-cultural, educational orientation & dropout.
Diversity Policy to Progressively enforce gender equality/equity.
Monitoring & Evaluation
Gender Budget is the Integration of gender perspective in budgetary process

1) GRB Guide published for MDA’s.

The process is done at 2 levels

a) Institutional Gender Mainstreaming Management Systems
b) Gender Budget for Service Delivery

Decision Making: are made at two main levels: Institutional and Public Participation.

a) Institutional: Hierarchy to include gender perspective in employment/promotion

b) Public Participation: A participatory governance approach aimed at inclusiveness in decision making
## Stimulating and Constraining Factors

### Stimulating Factors
- Legal and Institutional Framework
- Campaign of education of girls in Science subjects.
- 5 Gender Responsive HRM / Guidelines - 2015/16
- Promotion of equality/equity and road safety.

### Constraining Factors
- Low enrolment of women in engineering faculties.
- Inadequate awareness of Gender Themes
- Lack of adequate gender integration skills & funding
- Minimal establishment of Gender Management Systems
- Lack of updated training materials on gender & rural transport for the MDA’s
Positive or Problematic

**Positive**
- Women forming Associations for greater impact. (*Muranga Women Sacco* (Institute of Engineers of Kenya -Women Chapter))
- Number of Women in Senior Positions and Contractors increasing
- Media – publicity Gender success stories

**Sustainability**
- Existence of legal, and institutional framework
- Traditions and attitudes changing
- Increased capacity building and advocacy in gender equality

**Problematic**
- Gender blindness.
- Misinterpretation of Gender Mainstreaming
- Fewer Women with required engineering background
- Slow Policy Implementation process
Institutional interaction in Gender Mainstreaming and Recommendations

- Sensitization of political, religious/cultural/MDA Leadership
- Increased Knowledge Management & Sharing Initiatives
- Implementation of Rural Transport Gender Mainstreaming Policies.
- Institutionalization of Gender Responsive Budgeting (GRB)
- Educational Institutions, entry point for Sensitization.
- Establishment of Village Rural Transport projects
Thank you for your attention

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