



**AfCAP**  
Africa Community Access Partnership



# Scaling Up Gender Mainstreaming in Rural Transport: Policies, Practices, Impacts and Monitoring Processes

Inception Report



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International Forum for Rural Transport and Development (IFRTD)

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## **Abstract**

The opportunities to access, use and benefit from rural transport systems differ between men and women. Gender mainstreaming in rural transport remains an incomplete area of knowledge, policy and practice. A good evidence base is needed to support formulation of policies and legislative frameworks that can firmly and sustainably anchor gender mainstreaming in rural transport programmes.

This Inception Report signals the start of an eight-month networked, comparative case studies of past and ongoing rural transport programmes in Ghana and Uganda (the primary case study countries) supplemented by desk case studies from Kenya and Tanzania. The main objective of the case studies is to tease out lessons, identify successes and challenges and propose renewed ways of sustaining and upscaling gender inclusion in rural transport programmes through use of suitable indicators, capacity building, knowledge sharing and networking.

Key outputs from this work will be the country case studies, a synthesis report, a policy brief and a peer reviewed article on gender mainstreaming and upscaling.

## **Key words**

Gender mainstreaming, gender monitoring indicators, Ghana, Kenya, Tanzania, Uganda, Rural transport policy.

## **AFRICA COMMUNITY ACCESS PARTNERSHIP (AsCAP)** *Safe and sustainable transport for rural communities*

AfCAP is a research programme, funded by UK Aid, with the aim of promoting safe and sustainable transport for rural communities in Africa. The AfCAP partnership supports knowledge sharing between participating countries in order to enhance the uptake of low cost, proven solutions for rural access that maximise the use of local resources. The programme follows on from the AFCAP1 programme that ran from 2008 to 2014. AfCAP is brought together with the Asia Community Access Partnership (AsCAP) under the Research for Community Access Partnership (ReCAP), managed by Cardno Emerging Markets (UK) Ltd.

**See [www.research4cap.org](http://www.research4cap.org)**

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## **Acronyms, Units and Currencies**

AFD	Agence Française de Développement
AfCAP	Africa Community Access Partnership
ASCAP	Asia Community Access Partnership
IFRTD	International Forum for Rural Transport and Development
IMTs	Intermediate Means of Transport
GATNET	Gender and Transport Network
LB	Labour Based
LGTP	Local Government Transport Programme
MoWT	Ministry of Works and Transport
NGO	Non-Governmental Organisation
NRPIs	Northern Region Pilot Infrastructure Scheme
PMORALG	President's Office Regional Administration and Local Government
ReCAP	Research for Community Access Partnership
RRP	Rural Roads Programme
SUMATRA	Surface and Marine Transport Agency (Tanzania)
RSPS	Road Sector Programme Support
TANROADS	Tanzania Roads Agency
TRP	Transport Rehabilitation Programme
UK	United Kingdom (of Great Britain and Northern Ireland)
UKAid	United Kingdom Aid (Department for International Development, UK)
VTTP	Village Travel and Transport Programme

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## **1. Executive Summary**

This research project is undertaken in recognition that there still exists substantial gaps in knowledge, policy and practice in respect of sustainably mainstreaming gender equity interventions in rural transport and access programmes. This position was affirmed through a robust virtual discussion, facilitated by the Gender and Transport Network (GATNET) in the period November to December 2015. GATNET is a global online community of gender and (rural) transport researchers and practitioners interested in enhancement of gender outcomes in the sector. In the conclusions to the online discussions, there was general consensus that gender mainstreaming has not been as effective in achieving transformative impacts as intended, and a build-up of knowledge and evidence to support policy and practice was urgently required.

In response to the outcomes and recommendations from the discussions, the African Community Partnership Programme (AfCAP) committed to support a number of “demand driven”, small scale and competitively selected research activities focusing on AfCAP countries of concentration. In furtherance of this, IFRTD in conjunction with its network members in Ghana, Uganda, Tanzania and Kenya prepared and successfully bid to deliver a multi-country case study titled “Scaling up Gender Mainstreaming in Rural Transport: Analysis of Policies, Practices, Impacts and Monitoring Processes”. The project covers two primary countries, Uganda and Ghana where detailed research will be undertaken. Kenya and Tanzania will provide supplementary desk based case studies. The project duration is eight months.

The research is based on an unequivocal premise that the opportunities to access, use and benefit from rural transport systems differ between men and women. The research outputs will contribute to knowledge and practice by seeking to answer two main questions that are persistent challenges to gender mainstreaming in the rural transport sector. These are:

- a. What monitoring tools, indicators and targets have been used across different projects/programmes, and what has been their success and weaknesses? How can these be improved? What cross country lessons on the use of the tools can be learnt and be disseminated?
- b. What are the factors that can lead to successful scaling up of gender mainstreaming, i.e., from projects to national programmes and policies?

The project will employ qualitative methods of data collection and analysis and will involve document review as well as key informant interviews at the national level. The project will be undertaken in four stages, namely: (i) Literature review; (ii) Networked country case study research; (iii) Data analysis, synthesis and report writing; (iv) Dissemination.

The research is based on a selected a combination of past and ongoing projects. Completed projects will enable us to audit the sustainability of the gender components and distil the lessons that can be learnt, while a review of ongoing programmes is an opportunity to provide feedback to the projects and examine ways of improving their monitoring tools, indicators and targets for gender mainstreaming.

The project is being executed by the International Forum for Rural Transport (IFRTD). IFRTD is a global network of people, organisations and champions interested in improving the methods of delivering transport solutions so as to bring equitable social and economic benefits to rural women, children and men.

To implement the project, IFRTD has assembled a team of women and men with great experience in the fields of rural transport, gender mainstreaming, social research, networking, knowledge management and advocacy.

## **2. Introduction**

### **2.1 Project Location**

The project covers two primary countries, Uganda and Ghana where detailed research will be undertaken. Supplementary case studies will also be carried out in Kenya and Tanzania. All the four are ReCAP countries and there exists past and ongoing portfolios of rural transport programmes with gender equality components that can provide useful lessons to this field of knowledge.

In Uganda, the study looks at the Rural Transport Component of the Danida Road Sector Support Programme Phase 1 (1997-2002), Phase 2 (2003-2009) and Phase 3 (2009-2015). The Programme focused on infrastructure rehabilitation and construction. Gender Mainstreaming was one of the cornerstones of the Programme.

In Ghana, the study is focusing on the Second Transport Rehabilitation Project implemented between 1991-1997. The project sought to provide support for low-cost rural infrastructure development and maintenance systems with emphasis on women's employment and involvement, through provisions for civil works and institutional support to women and Non-Governmental Organisations (NGOs).

In Kenya, the study will provide a robust desk top review of the lessons in gender mainstreaming from the Roads 2000 programme. This is a national rural road maintenance programme which is now in its second phase (2013-2107). The study will look at the Roads 2000 programme component in Central Kenya that is funded by the Kenya and French Government through *Agence Française de Développement* (AFD)

In Tanzania, we will review performance of gender mainstreaming in two programmes, the Village Travel and Transport Programme (VTTP) a pilot programme implemented in 6 Districts between 1995-2004. Subsequently, from 2008, components of the VTTP were integrated into the ongoing Local Government Transport Programme (LGTP) which is a comprehensive rural transport infrastructure improvement and maintenance program under the President's Office Regional Administration and Local Government (PMORALG).

### **2.2 Implementing Organisation**

The project is being implemented by the International Forum for Rural Transport (IFRTD). IFRTD is a global network of people, organisations and champions interested in improving the methods of delivering transport solutions so as to bring equitable social and economic benefits to rural women, children and men.

IFRTD has assembled a team of women and men well experienced in the fields of rural transport, gender mainstreaming, social research, knowledge management and advocacy. For each of the four countries, a team leader has been designated. They will constitute teams that will implement the in-country work. An overall Technical Team Leader responsible for quality control, coordination of the country research outputs and synthesis of final outcome document has also been designated. An external reviewer of all the key outputs has also been included in the team

A Project Manager, responsible for administration is also included in the team. The Project Manager is also responsible for steering the networking and information sharing activities in the project.

### **2.3 Key Dates and Costs**

The research project will be implemented over an eight-month period starting 15<sup>th</sup> September 2016 to 24<sup>th</sup> April 2017, at a total cost of £49,250.00

## **3. Background**

### **3.1 Request for the Project**

In the period November to December 2015, the Gender and Transport Network (GATNET) – a global online community of gender and (rural) transport researchers and practitioners – carried a robust virtual discussion on ways of enhancing gender mainstreaming in the sector. The discussion yielded some rich stories about attempts to include gender equity components in rural transport infrastructure and transport services provision. However, there was general consensus that gender mainstreaming has not been as effective in achieving transformative impacts as intended and a build-up of knowledge and evidence to support policy and practice was urgently required.

In response to the outcomes and recommendations from the gender and transport discussions, the African Community Partnership Programme (AfCAP) committed to support a suite of “demand driven”, small scale and competitively selected research activities, focusing on AfCAP countries of concentration. In furtherance of this, IFRTD in conjunction with its network members in Ghana, Uganda, Tanzania and Kenya prepared and successfully bid to deliver a multi-country case study titled “Scaling up Gender Mainstreaming in Rural Transport: Analysis of Policies, Practices, Impacts and Monitoring Processes”. The proposal and the ensuing research has the full support of AfCAP liaison persons in Ghana, Uganda, Tanzania and Kenya.

### **3.2 Rationale**

The research is based on an unequivocal premise that the opportunities to access, use and benefit from rural transport systems differ between men and women. Women in particular are more constrained in accessing and affording means of transport and are more sensitive to issues of predictability, reliability, security and safety of transport services. In addition, how transport infrastructure is prioritised and the usage patterns that develop often leads to a divergence of opportunities that become available for women and men.

Gender mainstreaming is a mechanism that aims at ensuring the goals of equality of opportunities and benefits for women and men are incorporated at all stages of a project cycle – planning, budgeting, implementation, monitoring and impact assessments.

While many development sectors continue to make great strides in gender mainstreaming, conventional transport planning models are yet to fully go beyond “compliance requirements” and fully internalise the concept and its principles as part of project performance, sustainability and success framework.

In some countries, there may exist isolated enclaves of good practice in gender mainstreaming within rural transport programmes. However, if policy, budgeting, legislation and administrative mechanisms for upscaling and institutionalisation are absent, gender issues always face the risk of becoming marginal, non-mainstream and unsustainable.

An additional challenge also is where good overarching policies may exist, but there is absence of good tools, methodologies and indicators to measure and determine progress in gender mainstreaming processes.

In this project, we have selected a combination of past and ongoing projects. Completed projects will enable us to audit the sustainability of the gender components and tease out the lessons that can be learnt, while a review of ongoing programmes provides an opportunity to provide feedback to the project and examine ways of improving their tools, indicators and targets for gender mainstreaming.

In choosing more than one AfCAP focal country, and by employing a networked research approach, we provide the possibility of creating synergies in designing and conducting the research, dissemination of lessons and advocating for improved policies and practices across several AfCAP countries.

## **4. Approach and Methodology**

### **4.1 Research Objectives**

The research will contribute to knowledge and practice by seeking to answer two main questions that are persistent challenges to gender mainstreaming in the rural transport sector. These are:

- c. What tools, indicators and targets have been used across different projects/programmes, and what has been their success and weaknesses? How can these be improved? What cross country lessons on the use of the tools can be learnt and be disseminated?
- d. What are the factors that can lead to successful scaling up of gender mainstreaming, i.e., from projects to national programmes and policies?

### **4.2 Approach**

The project will employ qualitative methods of data collection and analysis and will involve document review as well as key informant interviews at the national level. The project will be undertaken in four stages, namely: (i) Literature review; (ii) Country case study research; (iii) Data analysis, synthesis and report writing; (iv) Policy engagement.

#### **Stage I: Literature review**

Stage I will involve a review of published and grey literature on gender and transport in Africa as a basis for defining the contextual and analytical framework to inform the research. First, the review will map out, in general, rural women's relative to men's accessibility and mobility needs. Second, it will identify the typical barriers to women's relative to men's participation in, and benefit from investments in the transport sector. Third, it will assess the existing gender analytical and planning frameworks in the context of rural transport. Last, it will analyse the gender dimensions of rural transport planning and data management tools and approaches developed by various actors, over the years.

The literature review will inform the development of a detailed methodology that will include the approaches, research design and data collection tools.

#### **Stage II: Country Case Study Research**

The second stage of the research project will involve document review as well as key informant interviews at the national level.

**a. Virtual methodology seminar**

Prior to the onset of the country work, a virtual methodology seminar involving all the research project team members will be conducted. The objectives of the seminar will be to:

- Clarify the objectives of the research.
- Generate a shared meaning of the key concepts underlying the research.
- Provide an overview of the methodology.
- Review the research instruments.
- Agree on the modalities of data collection, cleaning, and reporting.

**b. Document review**

A document review will be undertaken to explore various issues in order to:

- Map the country case study gender policy landscape.
- Assess how gender is incorporated in the country case study (rural) transport policy, legislation, planning and programming.
- Assess the tools, indicators and targets used across the case study projects and their effectiveness.

The issues to be explored are elaborated in Table 1 below:

Table 1: Overview of Issues to be Explored from Document Review.

Research topic	Issues to be explored
Gender equality and women's empowerment in the country	<ul style="list-style-type: none"> <li>- The social construction of gender in the country.</li> <li>- Gender equality and women's rights in the country.</li> </ul>
National gender policy environment.	<ul style="list-style-type: none"> <li>- National gender policy landscape</li> <li>- Institutional mechanisms for mainstreaming gender equality and women's rights.</li> </ul>
Extent and quality of gender mainstreaming in the [rural] transport processes and institutions.	<ul style="list-style-type: none"> <li>- Gender equality and women's empowerment in [rural] transport policy making, legislation and regulations, planning, budgeting, service delivery, supervision and performance monitoring.</li> <li>- Institutional mechanisms for mainstreaming gender equality and women's rights in the [rural] transport sector.</li> </ul>
<b>Case study project</b>	
Gender in project identification	<ul style="list-style-type: none"> <li>- Gender and mobility/accessibility issues identified.</li> <li>- Institutional gender capacity gaps identified.</li> <li>- Barriers to women's relative to men's equitable participation in the project identified.</li> <li>- Tools and approaches to identification of gender issues and needs, where applicable i.e. consultation of both women and men as regards their transport needs.</li> </ul>
Gender in project formulation and appraisal	<ul style="list-style-type: none"> <li>- Strategies to address gender and mobility/accessibility issues.</li> <li>- Measures to improve women's relative to men's participation and benefit from the projects.</li> <li>- Measures to minimise potential negative impacts on gender relations.</li> <li>- Measures to institutionalise gender mainstreaming in the [rural] transport sector, including engendering policy, capacity building.</li> <li>- Gender sensitivity of the project monitoring and evaluation framework.</li> <li>- Budgetary allocations to enhance gender outcomes.</li> <li>- Gender analytical and planning tools and approaches used in formulation and appraisal, where applicable.</li> </ul>
Gender in project implementation and monitoring	<ul style="list-style-type: none"> <li>- Approaches to, and tools for mainstreaming gender in project implementation i.e.:                             <ul style="list-style-type: none"> <li>- Quotas defined for women's participation.</li> <li>- Flexible working hours.</li> <li>- Child care facilities</li> <li>- Maternity leave.</li> <li>- Zero tolerance for sexual harassment.</li> </ul> </li> <li>- Approaches to, and tools for institutionalising gender in the [rural] transport sector.</li> </ul>

Research topic	Issues to be explored
Gender in project evaluation	<ul style="list-style-type: none"> <li>- Gender reporting and knowledge sharing.</li> <li>- [Emerging] impacts on gender equality and women's empowerment i.e.:               <ul style="list-style-type: none"> <li>- Number of women relative to men employed.</li> <li>- Women's earnings relative to men's earnings.</li> <li>- Changes in gender relations.</li> </ul> </li> <li>- Institutional gender capacities built [including gender champions].</li> <li>- Lessons learnt and good practices.</li> <li>- Knowledge management and embedment.</li> <li>- Impact of project on [rural] transport and gender policy landscape, planning, programming and performance monitoring.</li> </ul>

### c. Key Informant Interviews

Key informant interviews will be conducted with various actors drawn from Government institutions, on-going rural transport project management units, development partners, the private sector as well as civil society organisations in Ghana and Uganda. The purpose will be to elicit information on gender mainstreaming in practice including achievements, challenges and lessons learnt.

Table 2 Summary of Key Informants and the Issues to be Investigated

Key Informant	Issues to be explored
Ministry of transport: <ul style="list-style-type: none"> <li>- Unit responsible for, and/or associated with implementing the project.</li> <li>- Policy and planning [including transport data management] unit.</li> <li>- Unit responsible for gender mainstreaming/Social Safeguards Unit.</li> <li>- Unit responsible for quality assurance and performance monitoring.</li> </ul>	<u>Project specific:</u> <ul style="list-style-type: none"> <li>- Perceived impact of the project on [rural] transport and gender policy landscape, planning, programming and performance monitoring.</li> <li>- Views on sustainability of the gender dimensions of the project including how lessons learnt [from the project] have informed transport policy, planning, programming, service delivery and performance monitoring.</li> </ul> <u>General transport sector:</u> <ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Processes, tools, challenges and opportunities of mainstreaming gender in:               <ul style="list-style-type: none"> <li>- Policy</li> <li>- Strategic investment planning</li> <li>- Annual planning and budgeting</li> <li>- Data management systems including indicators, targets and sources of information.</li> <li>- Quality assurance.</li> <li>- [Annual] sector performance reviews.</li> </ul> </li> <li>- Gender champions in the sector.</li> <li>- Some lessons learnt and good practices.</li> <li>- Mechanisms for disseminating gender and transport information to a wider audience, or linking learning with related sectors such as gender, health and education, within the country.</li> </ul>
Ministry/National Gender Focal Point	<ul style="list-style-type: none"> <li>- Key institutions with mandate for gender monitoring and reporting</li> <li>- Views on the gender dimensions of transport.</li> <li>- Challenges, opportunities and strategies for mainstreaming gender in rural transport processes and institutions.</li> <li>- Drivers of successful scaling up of gender mainstreaming in (transport) policy and practice.</li> <li>- Some lessons learnt and good practices.</li> </ul>
Road Authority	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Challenges, opportunities and strategies for mainstreaming gender in road sector development and management.</li> <li>- Some lessons learnt and good practices.</li> </ul>
Road Fund	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Challenges, opportunities and strategies for mainstreaming gender in road sector financing.</li> <li>- Some lessons learnt and good practices.</li> </ul>
On-going rural transport project management units	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Gender mainstreaming tools, indicators and targets used in project implementation and performance monitoring.</li> <li>- Challenges to and drivers of successful scaling up of gender mainstreaming in the transport sector</li> <li>- Some lessons learnt and good practices.</li> </ul>
Development partners	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Challenges, lessons learnt and good practices mainstreaming gender in rural transport programmes.</li> <li>- Drivers of successful scaling up of gender mainstreaming in the transport sector.</li> <li>- Some lessons learnt and good practices.</li> </ul>
Private sector: contractors and	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> </ul>

Key Informant	Issues to be explored
consultants	<ul style="list-style-type: none"> <li>- Employment practices.</li> <li>- Perceptions about economic advantages and disadvantages of women and labour-based approaches.</li> <li>- Challenges, lessons learnt and good practices mainstreaming gender in road design, supervision and contracting.</li> </ul>
Civil society organisations mobilising around women's/gender issues and those involved in the transport sector.	<ul style="list-style-type: none"> <li>- Views on the gender dimensions of transport.</li> <li>- Opportunities and strategies for mainstreaming gender in rural transport processes and institutions.</li> <li>- Some lessons learnt and good practices.</li> </ul>

### Stage III: Data Analysis, Synthesis and Report Writing

Transcribed data will be analysed using a priori codes derived from the research issues and those emergent from the field work. The data from the content review of the selected projects will be analysed against the indicators presented in Table 3. Where applicable, some data will be analysed in quasi-quantitative form.

Thereafter, the data from the four country studies will be analysed in a comparative manner to assess similarities and differences and will be synthesised into a research report including:

- a. A score card of the levels of gender sensitivity of the projects assessed against the indicators in Table 3.
- b. A gender balance sheet of how the good practices identified in the case study project have been incorporated in the respective transport policy and practice and recommendations to improve their embedment.

Table 3: Key Assessment Indicators<sup>1</sup>

Project Cycle Stage	Examples of gender mainstreaming indicators
Identification	<ol style="list-style-type: none"> <li>1. A gender specialist part of the project identification team.</li> <li>2. Women and men were consulted to identify their aspirations and transport needs.</li> <li>3. A gender analysis was conducted establishing the prevailing gender relations in respect to: <ul style="list-style-type: none"> <li>- Women's and men's unpaid and paid work</li> <li>- Women's relative to men's time use</li> <li>- Women's relative to men's poverty levels</li> <li>- Women's relative to men's educational levels</li> <li>- Distribution of resources between women and men</li> <li>- Discriminatory cultural practices that could restrict women's participation in the project.</li> </ul> </li> <li>4. Women's groups identified which could potentially be involved in the mobilisation of labour as well as in project implementation as small-scale labour-based contractors.</li> <li>5. Opportunities for strengthening women's participation relative to men's identified.</li> </ol>
Design	<ol style="list-style-type: none"> <li>1. Gender equality objectives.</li> <li>2. Gender specific activities.</li> <li>3. Gender specific outputs.</li> <li>4. Gender sensitive baseline indicators defined.</li> <li>5. Gender sensitive performance and impact indicators defined.</li> <li>6. Dedicated budget for gender mainstreaming.</li> <li>7. Provision for gender expert on the team.</li> <li>8. Provision for women's groups' participation in implementation.</li> </ol>
Appraisal	<ol style="list-style-type: none"> <li>1. Potential barriers to women's relative to men's participation identified.</li> <li>2. Potential project negative impacts on gender (i.e. increase women's work burden; result in more fragmented use of women's time; and in less time for rest and leisure for the women) identified.</li> <li>3. Measures defined to mitigate against the potential negative impacts on gender equality and women's empowerment.</li> <li>4. The gender dimension is explicit in the social, environmental and other impact assessments of the project.</li> </ol>
Implementation	<ol style="list-style-type: none"> <li>1. Flexibility in work and training schedules taking into consideration women's domestic burden and relative immobility.</li> <li>2. Flexibility in execution of tasks.</li> <li>3. Reasonable walking distance from home to work or training sites.</li> <li>4. Separate toilet facilities for female and male workers on work sites.</li> <li>5. Child care facilities near the worksite with paid childminder.</li> <li>6. Maternity and paternity leave for workers.</li> <li>7. Minimum quota for women's participation in employment and training</li> <li>8. Affirmative action for women workers and women's small contracting firms</li> </ol>

<sup>1</sup> Source: Tanzarn Nite and M.T. Maria Teresa Gutierrez. Illustrated Guidelines for Gender-responsive Employment Intensive Investment Programmes. Geneva, International Labour Office, ILO, 2015. [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_policy/---invest/documents/publication/wcms\\_459976.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_policy/---invest/documents/publication/wcms_459976.pdf)

Project Cycle Stage	Examples of gender mainstreaming indicators
	<ol style="list-style-type: none"> <li>9. Women specific activities, outputs and objectives</li> <li>10. The collection of sex and gender disaggregated data for time poverty [or use], home-work site distance, and women and men employed etc.</li> <li>11. Zero tolerance to sexual harassment.</li> <li>12. Gender equality bills of quantity in contract document.</li> <li>13. Bills of quantity [BOQs] for road projects and annual work plans include a sum for gender analysis, mainstreaming and monitoring.</li> <li>14. Gender awareness creation of communities.</li> <li>15. Gender training of implementing staff and/or a gender specialist on the team.</li> <li>16. Resource-bound gender management/implementations plan.</li> <li>17. Code of conduct including measures to minimise sexual and gender based violence.</li> </ol>
Monitoring	<p>Project monitoring reports on progressive achievements in gender equality and women's empowerment</p> <ol style="list-style-type: none"> <li>1. Number of women relative to men employed disaggregated across different project components and also by skilled and unskilled labour.</li> <li>2. Number of women's relative to men's workdays.</li> <li>3. Number of female relative to male participants of different project capacity building.</li> <li>4. Number of women relative to men in leadership positions in project i.e. as gang leaders.</li> <li>5. Number of women relative to men assigned tasks which challenge the status quo and do not reflect women's traditional women's roles.</li> <li>6. Number of women's group/small contracting firms involved in implementation.</li> <li>7. Total wages earned by women relative to men.</li> <li>8. Number of qualifying mothers offered maternity leave.</li> </ol>
Evaluation	<ol style="list-style-type: none"> <li>1. Inclusion of a gender expert on the evaluation team.</li> <li>2. Evaluation reports include sex and gender disaggregated: <ol style="list-style-type: none"> <li>a. Proportion of women relative to men employed: target and achievement.</li> <li>b. Proportion of total workdays undertaken by women.</li> <li>c. Proportion of women relative to men benefitting from different aspects of project capacity building.</li> <li>d. Proportion of women, relative to men, in leadership positions in the project.</li> <li>e. Proportion of wages earned by female and male workers.</li> <li>f. Qualitative gender outcomes i.e. extent to which infrastructure assets and services produced through the project: <ul style="list-style-type: none"> <li>• Address women's time poverty</li> <li>• Promote more equitable division of labour between women and men</li> <li>• Promote women's participation in leadership positions in EIPs as well as in community structures</li> <li>• Strengthen women's relative to men's security of access to resources.</li> </ul> </li> </ol> </li> </ol>

### 4.3 Research outputs

The Research outputs are intended to enhance knowledge on gender mainstreaming tools and indicators in the rural transport sector, while influencing policy and practice in case study countries and elsewhere. The outputs from this research will include:

- 1) Final Project Report: This will consist of
  - a. Four stand-alone country case studies;
  - b. An overall synthesis report that integrates the key findings from the case studies (i.e., lessons on mainstreaming, use of tools and indicators and impact assessment processes). The Synthesis Report will also include summaries of the country case studies as annexes.
- 2) Policy Brief: A succinct high quality brief that synthesises key findings and conclusions in a way that is accessible to a policy level audience.
- 3) An academically-oriented research paper suitable for an international peer reviewed journal.

Stage IV: Dissemination: The results of the work will be disseminated through an IFRTD online newsletter, project reports, policy brief and an open source peer reviewed journal article. All the project outputs will be available in the IFRTD and AfCAP websites. In addition, all outputs will be shared with AfCAP liaison persons in the countries of study and gender contact points in the relevant projects and ministries and departments.

### 4.4 Links to ReCAP Logframe

The project will contribute to ReCAP in several ways. First, the project is team led by a woman and involves three female researchers at a technical level. Second, the project outputs will include briefs

to engage rural transport policy as well as a peer-reviewed paper that will contribute to the knowledge base.

The key assumption is the ReCAP members will use the outputs of the research, and in particular the policy briefs to continuously engage and thus influence Governments to institutionalise and upscale the good gender mainstreaming practices identified in on-going and future rural transport projects.

## **5 Inception phase**

The inception phase involved the following activities and related outcomes:

### **5.1 Virtual project initiation discussions with team members.**

Virtual project initiation discussions with all the team members to agree on approach, outputs as well as the related timelines.

### **5.2 Discussions with the AfCAP Country Coordinators**

Discussions were held with the AfCAP Country Coordinators to get political commitment and, therefore, a mandate for implementing the project. The discussions also involved consultations on the appropriateness of the selected case study projects. The Coordinators for the core project countries: Ghana and Uganda gave their non-objection to the project and assured their support. The AfCAP teams in Kenya and Tanzania were briefed and are aware of the project.

### **5.3 Preliminary assessment of national gender situation and policy landscape**

The four country studies offer a relatively enabling environment for promoting gender equality and women's rights in the rural transport sector in a way that is consistent with the aspirations of the Sustainable Development Goals [SDGs]. The respective national constitutions provide for affirmative action for women and some outlaw discriminatory practices that create and perpetuate gender inequalities. The case study countries' overarching national policy frameworks embedded within long-term Visions include a gender dimension. All the countries have national gender policies that operate through multiple institutional mechanisms including ministries of women/gender equality, gender focal points in government agencies, and equal opportunity commissions.

All the case study countries (save for Ghana) are categorised among the countries with low human development (see Table 4). Men have notably a higher human development index (HDI) value than women in each of the case study countries. Both Ghana and Kenya fall under group 5<sup>2</sup> of the gender development index (GDI) that measures differences between female and male achievements in three basic dimensions of human development namely: i) health, measured by female and male life expectancy at birth; ii) education, measured by female and male expected years of schooling for children, and female and male mean years of schooling for adults ages 25 and older; and iii) equitable command over economic resources, measured by female and male estimated earned income. The most significant variation between women and men is in income, with Ghana and Kenya having the most inequality.

The four case study countries also score poorly in the Gender Inequality Index (GII) that measures the loss in human development due to inequality between female and male achievements in three dimensions: reproductive health, empowerment and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment is measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each

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<sup>2</sup> Group 5 comprises countries with low equality in HDI achievements between women and men

gender; and economic activity is measured by the labour market participation rate for women and men.

The foregoing suggests that traditional gendered practices continue to play a predominant role in the rural transport sector in Ghana, Uganda, Kenya and Tanzania relegating the otherwise relatively gender responsive policies and legislation to the background.

The project will explore how social norms that influence rural women's relative to men's mobility as well as how their participation and benefit from transport interventions were addressed in the case study projects.

Table 4: Status of gender inequality and women's empowerment in the study countries

	Ghana		Kenya		Tanzania		Uganda		Sub Saharan Africa	
	F	M	F	M	F	M	F	M	F	M
HDI Rank	140		145		151		163			
Level of human development	Medium		Low		Low		Low		Medium	
HDI	0.540	0.610	0.527	0.577	0.504	0.538	0.452	0.510	0.480	0.550
GDI	0.885		0.913		0.938		0.886		0.872	
GDI group	5		4		3		5			
Life expectancy at birth	62.3	60.4	63.4	59.9	66.4	63.5	60.3	56.7	59.7	57.1
Expected years of schooling	11	12	10.7	11.3	9.0	9.3	9.7	9.9	9.1	10.3
Mean years of schooling	5.6	7.9	5.9	7.3	4.5	5.8	4.5	6.3	4.2	6.0
Estimated gross national income per capita (USD)	3,200	4,515	2,255	3,270	2,320	2,502	1,226	1,997	2,626	4,148
GII value <sup>3</sup>	0.554		0.552		0.547		0.538		0.548	
GII rank	127		126		125		122			

Source: UNDP Human Development Report, 2015

#### 5.4 Profiling of case study projects

##### Ghana: Second Transport Rehabilitation Project (1991-1997)

Ghana's Second Transport Rehabilitation Project (TRP II), funded by the World Bank, was implemented between 1991-1997 in 10 regions: namely: Ashanti, Brong Ahafo, Central, Eastern, Greater Accra, Northern, Upper East, Upper West, Volta, and Western. The aim of the project was to:

- Remove physical bottle necks to the expansion of exports, farm production and labour mobility;
- Facilitate private sector development through improved maintenance and rehabilitation of the road and railway infrastructure;
- Improve the efficiency of both the public and private sector transport management through promotion of market-oriented policies, institutional development and man (sic) power training; and
- Pilot operation in low-cost rural infrastructure, comprising low-cost road rehabilitation in about 50 villages, training for NGOs/villagers in road maintenance, and support for non-motorized transport to reduce human portage among women, construction of hand-dug wells and environmental improvements, with NGO and community involvement, using appropriate labour-intensive technology

The project included a pilot programme focussed on improving women's employment and income through a specially-designed, labour-intensive road programme; savings schemes to promote income-generating activities; support of community-sponsored initiatives and to improve rural transport, and well-water supply.

<sup>3</sup> The closer the GII value is to zero, the higher the gender equality.

**Uganda: Road Sector Programme Support 1 and 2 (1999-2002, 2003-2007) and Rural Roads Programme (2008-2010)**

Phases 1 and 2 of the Road Sector Programme Support (RSPS) and the Rural Roads Programme (RRP) were all funded by Danida. The objectives of RSPS were the creation of sustainable road administrations and funding mechanisms for developing and maintaining all levels of roads in support of economic and social development. The objectives of RRP were to improve the road network and accessibility to rural areas, focusing on the northern region, and to establish a strong management of district roads and community access infrastructure. Both RSPS and RRP included institutional support to the Ministry of Works and Transport (MoWT) as well as components focusing on rural roads. Both RSPS2 and RRP had a component on support to Mt Elgon Labour-based Training Centre in Eastern Uganda. The rural roads components were implemented in Northern and Eastern Uganda. Both programmes were designed with a gender objective of empowering women through improving their opportunities to participate in, and benefit from the road sector and thus contribute to an improvement in their quality of life. RSPS2 and the RRP had Gender Management Plans that defined priority actions to maximise women's relative to men's benefit from the programmes.

**Kenya: Roads 2000 Programme Central Phase 1 and 2 (2007-2011, 2013-2017)**

The Roads 2000 is a national rural road maintenance programme which is now in its second phase (2013-2107). Roads 2000 is aimed at improving the road network and creating employment opportunities through the use of appropriate mix of labour and equipment for a well-maintained and sustainable road network. Gender equality is one of the designated cross-cutting issues of Roads 2000 to be incorporated in project identification, design, implementation and monitoring.

The Roads 2000 programme component in Central Kenya (Phase 1 and 2) is funded by the Kenya and French Government through *Agence Française de Développement* (AFD). The project objectives include training of contractors and supervisors, rehabilitation of gravel roads and construction of a low volume seal demonstration road.

The Kenya case study will benefit from a recent (2016) ex-post evaluation study carried out on Phase 1 of the project.

**Tanzania: Village Travel and Transport Programme (1995-2004) and Local Government Transport Programme (2008-Ongoing)**

The Village Travel and Transport Programme (VTTP) was a pilot programme implemented in seven districts: Morogoro Rural, Iringa Rural, Mbozi, Muheza, Rufiji, Masasi and Iramba. The overall goal of VTTP was to improve the livelihoods of the rural population through making sustainable improvements in rural travel and transport situations. The specific objectives of the VTTP included:

- a. Reduce the time and effort which households spend on transport activities;
- b. Empower communities to build capacity in development and maintenance of rural transport infrastructure such as community roads, footpaths/tracks;
- c. Promote the use of and maintenance of intermediate means of transport [IMTs]; and
- d. Develop an effective approach and method for VTTP design and implementation that can be replicated in other areas of Tanzania.

Subsequently, from 2008, components of the VTTP were integrated into the ongoing Local Government Transport Programme (LGTP) which is a comprehensive rural transport infrastructure improvement and maintenance program under the President's Office Regional Administration and Local Government (PMORALG). Whereas the VTTP did not have an explicit gender equality objective, gender was built in its monitoring and evaluation framework. The LGTP incorporates the VTTP good gender mainstreaming practices.

### Summary of case study projects' profiles

As the foregoing indicates, summarized in Table 5, the case studies provide a good mix of projects to assess the quality of gender mainstreaming in rural transport projects. The Ghana, Uganda and Kenya projects have a Labour Based (LB) component. This will enable an in-depth and comparative analysis of the promotion of women's employment in road works as well as the good gender mainstreaming practices in LB approaches. The Intermediate Means of Transport (IMT) components in the Ghana, Uganda and Tanzania projects will provide illustrative cases of mainstreaming gender in transport services. Uganda, Kenya and Tanzania provide cases that will facilitate teasing out how gender mainstreaming in rural transport has evolved in the respective countries over the years. The Ghana project presents a unique case considering that it was designed and partly implemented before the concept of gender mainstreaming was formally adopted as a global strategy at the United Nations Fourth World Conference on Women, held in Beijing in 1995.

Table 5: Summary Profiles of Case Study Projects

	Ghana	Uganda	Kenya	Tanzania
Project Name	Ghana Second Transport Rehabilitation Project	Road Sector Programme Support (RSPS) Phase I, RSPS II and Rural Roads Programme	Roads 2000 Programme Central Phase 1 and 2	Village Travel and Transport Programme and Local Government Transport Programme
Project duration	1991-1997	1999-2002 2003-2007 2008-2010	2007-2011 2013-2017	1995-2004 2008-ongoing
Project elements/ Components	<ol style="list-style-type: none"> <li>1. Support to Ministry of Roads and Highways</li> <li>2. Road and bridge maintenance and rehabilitation</li> <li>3. Railway rehabilitation;</li> <li>4. Support to transport sector institutions; and</li> <li>5. Northern Region Pilot Scheme comprising labour-intensive rehabilitation/ construction of rural infrastructure</li> <li>6. Promotion of non-motorised transport [NMT] particularly Cycle Trailers for women</li> </ol>	<ol style="list-style-type: none"> <li>1. Institutional support to MoWT</li> <li>2. Support to rural roads.</li> <li>3. Promotion of labour-based approaches to rural road improvement.</li> <li>4. Promotion of IMTs</li> </ol>	<ol style="list-style-type: none"> <li>1. The use of optimum mix of labour and equipment</li> <li>2. Adoption of network approach</li> <li>3. Increased involvement of the private sector in infrastructure delivery</li> <li>4. Employment-based social protection mechanism for the marginalized population.</li> </ol>	<p><b>VTTP</b></p> <ol style="list-style-type: none"> <li>1. Promotion of IMTs.</li> <li>2. Community empowerment.</li> <li>3. Sustainable improvements in rural transport system in pilot villages;</li> <li>4. Replicable model for the rest of the county</li> </ol> <p><b>LGTP</b></p> <ol style="list-style-type: none"> <li>5. To empower communities to build a capacity in development and maintenance of rural transport infrastructures such as feeder roads and foot paths/tracks</li> <li>6. Development and Maintenance of infrastructure in local government areas</li> </ol>
Project gender equality objectives	Support for low-cost rural infrastructure, IMTs, development and maintenance systems with emphasis on women's employment. and involvement.	Gender mainstreaming was one of the cornerstones of the programmes with a particular emphasis on empowering women through improving their opportunities to participate in, and benefit from the road sector.	None specified but gender equality is one of the designated cross-cutting issues to be incorporated in project identification, design, implementation and monitoring.	Gender Mainstreaming is indicated as one of the key cross-cutting issue in the LGTP. The programme recognises the long distances rural women walk to access services such as health centres and local markets.

### 5.5 Collating project documentation

The team members collated the existing project documentation to ensure an effective networked research. As Table 6 shows, there is sufficient data to conduct a comprehensive analysis of the

extent to which gender was or is being incorporated in the respective project identification, design, appraisal, implementation, monitoring and evaluation.

Table 6: Summary of Project Documentation Collated to Date

Country/Project	Project formulation documents	Feasibility study reports	Appraisal reports	Implementation and Monitoring reports	Evaluation reports
Ghana: TRP II	<ul style="list-style-type: none"> <li>- Parameswara, R Report on NGO Involvement in the Pilot Program, 1990.</li> <li>- Adarkwa, K. Northern Region Pilot Project to Improve Rural Mobility, 1990</li> </ul>	<ul style="list-style-type: none"> <li>- World Bank. Staff Appraisal Report: Ghana TRP II, 1990</li> <li>- DFR. Economic Analysis of Selected Roads, May 1990</li> </ul>	<ul style="list-style-type: none"> <li>- World Bank. Staff Appraisal Report: Ghana TRP II, 1990</li> <li>- DFR. Economic Analysis of Selected Roads, May 1990</li> </ul>	<ul style="list-style-type: none"> <li>- DFR. (1990) TRP II: Northern Region pilot infrastructure scheme.</li> <li>- Third/final monitoring and supervision report,</li> </ul>	<ul style="list-style-type: none"> <li>- World Bank. Implementation Completion Report, 1996.</li> <li>- World Bank. Implementation Completion and Results Report: TRP II, 1998</li> <li>- Danida. Joint Evaluation of the Road Sub-Sector Programme 1996-2000.</li> </ul>
Uganda: <ul style="list-style-type: none"> <li>- RSPS 1</li> <li>- RSPS 2</li> <li>- RRP</li> </ul>	<ul style="list-style-type: none"> <li>- Danida. Sector Programme Support Document, 1998</li> <li>- Danida. Component Document Support to District Roads, 1998</li> <li>- Danida. Sector Programme Support Document RSPS 2, 2002</li> <li>- Danida. Sector Programme Support Document RSPS 2 – Outline Component Description Community Access, 2002</li> <li>- Danish Ministry of Foreign Affairs Danida, Sector Programme Support Document RSPS 2 – Component Description District Roads, 2002</li> <li>- Danida, Sector Programme Support Document RSPS 2 – Component Description National LB Training, 2002</li> <li>- Danida. Sector Programme Support Document, RRP 2008 - 2010, 2007</li> </ul>	<ul style="list-style-type: none"> <li>- Hansen, P. Feasibility Study Report, 1998</li> </ul>	<ul style="list-style-type: none"> <li>- Danida, Appraisal Report Rural Roads Uganda, 2007</li> </ul>	<ul style="list-style-type: none"> <li>- Danida, Consolidated Gender Management Plan RSPS 2, 2002</li> <li>- Dingen <i>et. al</i>, Inception Report for the Community Travel and Transport Programme, 2002</li> <li>- MoWHC, Field Monitoring and Evaluation Report, 2005</li> <li>- MoWHC, District Road Works Manuals Volumes 1 – 5, 2004</li> <li>- MoWT. Inception Report, RRP April 2009</li> <li>- MoWT. RRP Progress Report, 2009</li> <li>- MoWT. MELTC. Progress Report on Trial Contracts, 2010</li> <li>- MoWT, Mount Elgon Labour Based Training Centre, Report on Danida Funded Activities, Progress Report, 2010</li> </ul>	<ul style="list-style-type: none"> <li>- Tanzarn, N. Integrating Gender into World Bank Financed Transport Programs – Case Study Uganda Road Sector Programme Support, 2003</li> <li>- Danida. Evaluation of Danish Assistance to Uganda 1987 -2005, 2006</li> <li>- COWI. Support to District Road Networks in Six Districts – Completion Report, 2003</li> <li>- Danida. District Road Networks Completion Report, 2003</li> <li>- Danida, RRP Project Completion Reports 2014</li> </ul>
Kenya: <ul style="list-style-type: none"> <li>- Roads 2000 Central Phase 1</li> <li>- Roads 2000 Central Phase 2</li> </ul>	<ul style="list-style-type: none"> <li>- Roads 2000 strategic plan 2013-2017</li> <li>- Programme document</li> </ul>	<ul style="list-style-type: none"> <li>- Phase 1- feasibility report</li> <li>- Phase 2- feasibility report</li> </ul>	<ul style="list-style-type: none"> <li>- Appraisal report for phase 1</li> <li>- Appraisal report for phase 2</li> </ul>	<ul style="list-style-type: none"> <li>- Inception reports phase 1 and 2</li> <li>- Annual reports. Phase 1 and 2</li> <li>- I.T. Transport. Development of Low Volume Roads Research Capacity in Kenya, 2012</li> </ul>	<ul style="list-style-type: none"> <li>- Mid-term reports</li> <li>- End of phase one report</li> <li>- Mid-term report, phase 2</li> <li>- Ex-post Evaluation of Phase 1 (2016)</li> </ul>
Tanzania: <ul style="list-style-type: none"> <li>- VTTP</li> <li>- LGTP</li> </ul>	<ul style="list-style-type: none"> <li>- United Republic of Tanzania/PORALG 2002: The National Pilot Village Travel and Transport Programme-Final Review Report. Economic Research Bureau, University of Dar-es-Salaam.</li> <li>- VTTP Operational guidelines for way forward-PMORALG-2005</li> <li>- LGTP programme document Phase 1, 2007-2012</li> <li>- LGTP programme document Phase 2, 2012-2017</li> </ul>			<ul style="list-style-type: none"> <li>- Various LGTP monitoring reports</li> </ul>	<ul style="list-style-type: none"> <li>- AfDB. Tanzania Transport sector review, September 2013</li> <li>- ERB. The National Pilot Village Travel and Transport Program. Final Review Report, 2002</li> </ul>

## 5.6 Identifying transport sector institutions, policies, legislation and regulations

The country teams identified the (rural) transport sector institutions as well as ongoing programmes where the research participants will be drawn. Discussions will be held with officials in these institutions to establish how the good gender mainstreaming practices identified in the case study projects have been institutionalised in, and up-scaled in, their respective mandates.

Table 7: Transport Sector Institutions

Function	Ghana	Uganda	Kenya	Tanzania
Transport policy and regulations, standards and performance oversight	Ministry of Roads and Highways Ministry of Transport	Ministry of Works and Transport	Ministry of Transport, Infrastructure, Housing and Urban Development	Ministry of Works Ministry of Transport
Management and maintenance of the national road network	Ghana Highway Authority	National Roads Authority	Kenya National Highway Authority	Tanzania Road Agency (TANROADS)
Management, development and maintenance of rural roads.	Department of Feeder Roads	Local Government Authorities	Kenya Rural Roads Authority (KeRRA)	Local Government Authorities under PMORALG
Funding road maintenance	Road Fund	Road Fund	Kenya Roads Fund	Road Fund
Regulation of the road transport industry	Ministry of Transport	Directorate of Transport, Ministry of Works	State Department for Transport	Surface and Marine Transport Regulatory Authority (SUMATRA)
Promotes road safety	National Road Safety Commission	National Roads Safety Council	National Transport Safety Authority	SUMATRA

The country teams identified some of the on-going rural transport programmes (Table 8). Discussions will be held with the programme/project management teams to assess how these have incorporated some of the good gender mainstreaming practices identified in the case study projects.

Table 8: Ongoing Rural Transport Programmes

Ghana	Uganda	Kenya	Tanzania
Cocoa Roads Rehabilitation Programme (2015-2020)	Rural Transport Infrastructure component under the U-Growth programme	Road 2000 AFD,	VTP
Northern Rural Growth Programme (2009-2016)	Road works component of the second Peace, Recovery and Development Plan (PRDP 2)	KfW Roads 2000	LGTP
		EU Roads 2000	Rural Road Maintenance System Development Project (RMSD, 2012-2016 )
			Improving Rural Access in Tanzania (2014-2017)

The country teams identified key (rural) transport sector policies, legislation and regulations to be reviewed summarized in Table 9 alongside national gender policies.

Table 9: Case Study Country Transport Sector Legislation, Policy and Plans

Ghana	Uganda	Kenya	Tanzania
<b>Key Legislation</b>			
Road Traffic Act, 2004	Road Traffic and Safety Act, 1998	Road Traffic Act, 1975	Road Traffic Act, 1973
			Surface and Maritime Transport Regulatory Authority (SUMATRA) Act, 2001
Road Traffic Regulations, 2012			Road Regulations, 2009
Ghana Highway Authority Act, 1996	Uganda National Roads Authority Act, 2006	Kenya Roads Act, 2007	Tanzania National Roads Agency [TANROADS] Act, 1997
Road Fund Act, 1997	Road Fund Act, 2008	Road Fund Act, 1994	Road Fund Act, 1990

Ghana	Uganda	Kenya	Tanzania
<b>Key Policies</b>			
<b>National Transport Policy</b>	Transport Policy and Strategy, 2003	National Transport policy, 2009	National Transport Policy, 2011
		Policy on Aligning the Roads Sub-Sector with the Constitution, 2012	
	Gender Policy Statement for the Roads Sub-Sector, 2008		
	Guidelines for Mainstreaming Gender into the Roads Sub-Sector, 2008		
	National Construction Industry Policy, 2010		Construction Industry Policy, 2003
	Non-Motorised Transport Policy, 2012		
	Draft Rural Transport Policy and Strategy, 2013		
<b>Strategic and Development Plans</b>			
Integrated Transport Plan for Ghana 2011-2015	Sector Strategic Plan 2011/12-2015/16	Roads 2000 Strategic Plan 2013-2017	Implementation Strategy of the Transport Policy 2011-2025
Transport Sector Medium-Term Development Plan, 2014-2017	Draft Ten Year Third Road Sector Development Programme (RSDP3)	Road Sector Investment Programme (RSIP) 2010-2024, 2011	Transport Sector Investment Programme, 2012/13-2016/17
		KeRRA Strategic Plan 2013 – 2018	
<b>Implementation and Performance Assessment Tools</b>			
	Transport Sector Development Management System	Transport Integrated Management System	
Transport appraisal manuals	District Road Works Manuals [2002]		
Standard Specifications for Road and Bridge Construction	General Specifications for Road and Bridge Works, 2005	Standard Specifications for Road and Bridge Construction	Standard Specifications for Road Works, 2000

## 6 Revised work plan

There has been no change in the work plan and the implementation strategy as was presented at the proposal phase. The implementation strategy hinges on close collaboration and communication among the case study leaders with support from the Technical Team Leader and the Project Manager.

An important element of our approach is the use of the networked research approach that will facilitate the linking up of the research teams in the four countries through a common but adaptable research framework, continuous exchange of information at various stages of the research, mutual peer review and support, development of a comparative perspective, a common synthesis, dissemination and policy advocacy strategy. Close interactions will be maintained with AfCAP liaison persons in Ghana, Uganda, Tanzania and Kenya.

Importantly, this project will closely network and exchange information with the other 7 projects that are involved in “gender mainstreaming in rural transport research cluster” that is being supported by AfCAP. AfCAP has already supplied the contacts of people involved in the 7 projects, and synergies will be exploited especially in Kenya and Tanzania where other colleagues are implementing research that is part of this programme cluster.

Close communication will also be maintained with the AfCAP Programme Management Unit for reviews, clarifications and concurrence.

Table 10: Duration of Activities in Months

Activity	Month
Inception/Detailed Planning	September 2016
Literature Review	September-
Methodology Development and Cross-country harmonization	October 2016
Country Case Study Implementation	
Key Informant Interviews	November 2016-
Data analysis	January 2017
Draft Country Case Studies and Synthesis	
Final Project Report	March 2017
Policy Brief	March 2017
Research paper for peer reviewed journal	
Dissemination	Continuous
Project Completion	April 2017

## 7 Management Approach

The management approach has not changed since the proposal was submitted and approved. The Research will be implemented in two primary countries, Ghana and Uganda, with supplementary desk-top case studies being carried out in Tanzania and Kenya. For each of the four countries, a lead researcher has been contracted. An overall Technical Team Leader responsible for coordination of the country research outputs, overall synthesis and quality control has been contracted. An external reviewer responsible for advising on quality of key outputs has been included in the team

## 8 Technical Inputs and Budget and Inputs

There have been no changes to the team members of the budget.

Expert	Input (number of days)	Unit rate	Total
Nite Tanzarn (Overall Technical Leader)	20	450	9,000.00
Regina Obilie Amoako (Team Leader Ghana)	25	350	8,750.00
Justina Stroh (Team Leader Uganda)	25	350	8,750.00
Jane Ndirangu (Team Leader Kenya)	10	350	3,500.00
Hans Mhalila (Team Leader Tanzania)	10	350	3,500.00
Peter Njenga (Project Manager)	15	450	6,750.00
Gina Porter (External Reviewer)	10	500	5,000.00
Shedrack Wililo (Project Admin Assistant)	10	200	2,000.00
Grace Muhia (Newsletter and web support)	10	200	2,000.00
		Total	49,250.00

## 9 Community Access

The research project relates to identifying lessons and opportunities for ensuring more gender equitable benefits from rural access interventions. It is based on a recognition that opportunities to access, use and benefit from rural transport systems differ between men and women. In particular, women are more constrained in accessing and affording means of transport and are more sensitive to issues of predictability, reliability, security and safety of transport services. Furthermore, how transport infrastructure is prioritised and the usage patterns that develop often leads to a divergence of opportunities that become available for women and men.

The networked research project in Ghana, Uganda, Kenya and Tanzania will review key lessons and identify successes and challenges in measuring and upscaling gender impacts in the rural transport/access sector.

## **10 Monitoring and Evaluation Plan**

The project has a short life span of 8 months. Of particular importance is to ensure good management of delivery timelines for key outputs. This will be the roles of the Project Manager and the Technical Team Leader.

## **11 Risks**

The major risk to the successful implementation of the project was the possibility of lack or inaccessibility of documentation key documentation.

However, this has been addressed at the inception phase by the respective case study project teams who have spent considerable time collecting necessary documentation.

## **12 References**

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## Annex A: Updated Workplan

### Activity Gantt Chart

	2016				2017			
Activity	September	October	November	December	January	February	March	April
Inception								
Literature review								
Background analytical document with relevant literature and a statement of methodology and analytical tools								
Country case study implementation and draft write-ups								
Final Project Report								
Policy Brief								
Report on dissemination activities								
<b>Milestones/Deliverables</b>								
Milestone 1: Inception Report								
Milestone 2: Literature Review, Methodology and Research Tools Document								
Milestone 3: Draft Case Study and initial synthesis:								
Milestone 4 Final Project Report Consisting of (a) 4 Final Case Studies, and (b) An overall Synthesis (externally reviewed)								
Externally Reviewed, (a) Policy Brief, and; (b) Paper for Peer Reviewed Journal								
Report on Dissemination Activities								

#### Key –Activity Type

	Advisory Input
	Milestones

## Annex B: Contribution to ReCAP Log Frame

Service Providers should forecast the contributions the project will make to the ReCAP logframe over the period of the project. Details of basis for calculation and recording are contained below. Number of columns should be adjusted to suit the length of project.

Intervention Logic	Indicator	Source of Verification	Baseline (Date)	Milestone 1 31 July 2016	Milestone 2 31 July 2017	End of Project Target (Date)	Assumptions
Outcome: Sustained increase in evidence base for more cost effective and reliable low volume rural road and transport services, promoted and influencing policy and practice in Africa and Asia	1. SUSTAINABILITY: Partner Government and other financiers co-funding research with ReCAP. Contributions in kind (K) and Core Contributions (C)						
	2. Concrete examples of change (applied or formally adopted), influenced by ReCAP research that will be allied to #km of road in focus countries.						
	3. Number of citations in academic articles of ReCAP peer reviewed articles and/or working papers, conference papers etc.	Web Search for citations					
Output 1:	1.1 LVRR: Number of peer reviewed papers						

*Scaling up gender mainstreaming in rural transport: policies, practices, impacts and monitoring processes*

Intervention Logic	Indicator	Source of Verification	Baseline (Date)	Milestone 1 31 July 2016	Milestone 2 31 July 2017	End of Project Target (Date)	Assumptions
<p>RESEARCH and UPTAKE: Generation, validation and updating of evidence for effective policies and practices to achieve safe, all-season, climate-resilient, equitable and affordable LVRR and transport services in African and Asian countries.</p> <p>(Low Volume Rural Roads : LVRR / TS – Transport Services)</p>	<p>generated from ReCAP supported or related LVRR research projects made available in open access format.</p>						
	<p>1.2. TS: Number of peer reviewed papers generated from ReCAP supported or related LVRR research projects made available in open access format.</p>	<p>Title of paper, date and name of writers and publishers of a peer reviewed paper;</p> <p>Four Country Case Studies,</p> <p>A Synthesis Report;</p> <p>Policy Brief</p>		<p>1 peer reviewed paper published;</p> <p>Four Country Case Studies, A Synthesis Report and a Policy Brief disseminated through IFRTD and AfCAP websites</p>			
	<p>1.3 Engineering Research: National policies, manuals, guidelines and/or research outputs that have been fully incorporated into Government/Ministerial requirements, specifications and recommended good</p>						

*Scaling up gender mainstreaming in rural transport: policies, practices, impacts and monitoring processes*

Intervention Logic	Indicator	Source of Verification	Baseline (Date)	Milestone 1 31 July 2016	Milestone 2 31 July 2017	End of Project Target (Date)	Assumptions
	<p>practice as a result of ReCAP engineering research (including climate change adaptation and AfCAP and SEACAP adaptations).</p> <p>To include introduction of new policies and modification to existing policies.</p>						
	<p>1.4 TRANSPORT SERVICES Research: National policies, regulations and/or practices for rural transport services modified or introduced as a result of ReCAP research (including road safety and gender and AfCAP and SEACAP research )</p> <p>To include introduction of new policies and modification to existing policies.</p>	New or revised Gender and Transport Policy Frameworks in AfCAP countries				Research influences transport policy and practice	Continuous policy engagement using research outputs
	1.6. LVRR and TS information generated	Titles and authors of output					

*Scaling up gender mainstreaming in rural transport: policies, practices, impacts and monitoring processes*

Intervention Logic	Indicator	Source of Verification	Baseline (Date)	Milestone 1 31 July 2016	Milestone 2 31 July 2017	End of Project Target (Date)	Assumptions
	for dissemination, and disseminated, that is not peer reviewed. Total to include research papers, final research reports, workshop reports, manuals and guidelines.	documents arising out of the study					
Output 2: CAPACITY BUILDING: The building of sustainable capacity to carry out research on low volume rural roads, and rural transport services in African and Asian countries.	2.1. African / Asian experts or institutions taking lead roles in ReCAP Research Projects.	Contract documents between IFRTD and AfCAP and IFRTD and research team			6 African experts taking lead roles in ReCAP research projects		
	2.3. Research projects with female researcher inputs at senior technical level.	Contract documents between IFRTD and AfCAP and IFRTD and research team			4 female researcher inputs at senior technical level		
Output 3: KNOWLEDGE: Generated evidence base of LVRR and transport services knowledge is widely disseminated and easily accessible by policy makers and practitioners (including education and training institutions).	3.2. ReCAP generated knowledge presented and discussed at high level international development debates and conferences						
	3.3. ReCAP generated knowledge disseminated through significant workshops and dedicated training,						

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Intervention Logic	Indicator	Source of Verification	Baseline (Date)	Milestone 1 31 July 2016	Milestone 2 31 July 2017	End of Project Target (Date)	Assumptions
	virtually or physically, that are rated by participants as effective..						

## Annex C: Risk Matrix

Programme Risk Assessment and Mitigation Matrix			Very High	High	Medium	Low
Potential Risk	Risk Grading <sup>4</sup>		Description of risk	Proposed Management and mitigation actions		
	Probability	Impact				
<b>A. Programme Management Risks</b>						
A1: Implementation delays due to hazards / risks at country level	M	M	<p>A number of natural and man- made factors (e.g. climatic shocks or conflict/security) could occur during the course of programme that could impact on country engagement and the achievement of objectives.</p> <p>Despite the presence of some areas where the probability and impact of these potential risks are likely to be high the overall risk is assessed to be medium due to the geographical spread of the programme.</p>	<p>An initial analysis of generic hazards and risks associated with countries of priority interest and engagement has been undertaken and is included in Part II of this Annex.</p> <p>These will be used to help to inform not only the choice of strategies and approaches but also the development of safety procedures and protocols for programme personnel and partners. This approach will be applied to new countries of operation as these are developed.</p> <p>Cardno's Zero Harm Policy puts of duty of care and safety at the centre of everything we do ensuring that we support our teams to operate safely at all times and in all circumstances. Within the current list of countries of priority focus for AFSCAP2 is South Sudan which currently carries an extreme risk rating and DRC where the risk rating for the East and North is also high. Specific professional security assessments will be carried out prior to the start-up of any programme activities involving staff travel to S Sudan and North or Eastern DRC.</p>		
A2: Financial fraud	L	M	<p>The improper use of resources is unacceptable and will also impact negatively on the achievement of programme objectives.</p>	<p>XXXX will be responsible for ensuring the sound financial management of the programme. This will be overseen by xxxxx reporting to xxxxxxx.</p> <p>Established strong financial management and monitoring systems and practices which will be tailored for use within the project. These measures will include:</p> <ul style="list-style-type: none"> <li>- Anti-bribery and anti-corruption undertakings in all supplier contracts</li> <li>- All staff required to complete training on how to detect and act on combat fraud and corruption issues</li> <li>- No advance payments to suppliers</li> <li>- Payments of expenses against original third party receipts</li> </ul>		

<sup>4</sup> **Probability** = the likelihood of this risk occurring despite the management and mitigation activities being in place. **Impact:** = the effect on the ability of the programme to achieve its objectives without major revision or review.

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Programme Risk Assessment and Mitigation Matrix				Very High	High	Medium	Low
Potential Risk	Risk Grading <sup>4</sup>		Description of risk	Proposed Management and mitigation actions			
	Probability	Impact					
<b>B. Risks associated with Research</b>							
B1.							
B1.							

## Annex D: Technical Inputs

Position Title	Name	Total Number of Days	Indicative Input Schedule
Overall Technical Leader	Nite Tanzarn	20	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Team Leader Ghana	Regina Obilie Amoako	25	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Team Leader Uganda	Justina Stroh	25	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Team Leader Kenya	Jane Ndirangu	10	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Team Leader Tanzania	Hans Mhalila	10	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Project Manager	Peter Njenga	15	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
External Reviewer	Gina Porter	10	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Project Admin Assistant	Shedrack Wililo	10	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
Newsletter and web support	Grace Muhia	10	1 <sup>st</sup> August 2106 -30 <sup>th</sup> April 2017
			Total Remuneration