



WIT Paris 2014 : Women's Issues in Transportation

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## *LESSONS LEARNED FROM UGANDA'S GENDER POLICY IN THE ROAD SECTOR*

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## Main Messages

- **Uganda** adopted a strong framework for focusing on **gender**
- But **implementation** is lagging (low employment levels of women; little improvements of women's mobility)
- **More could be done at institutional and project level** to ensure success of policy implementation



# Outline

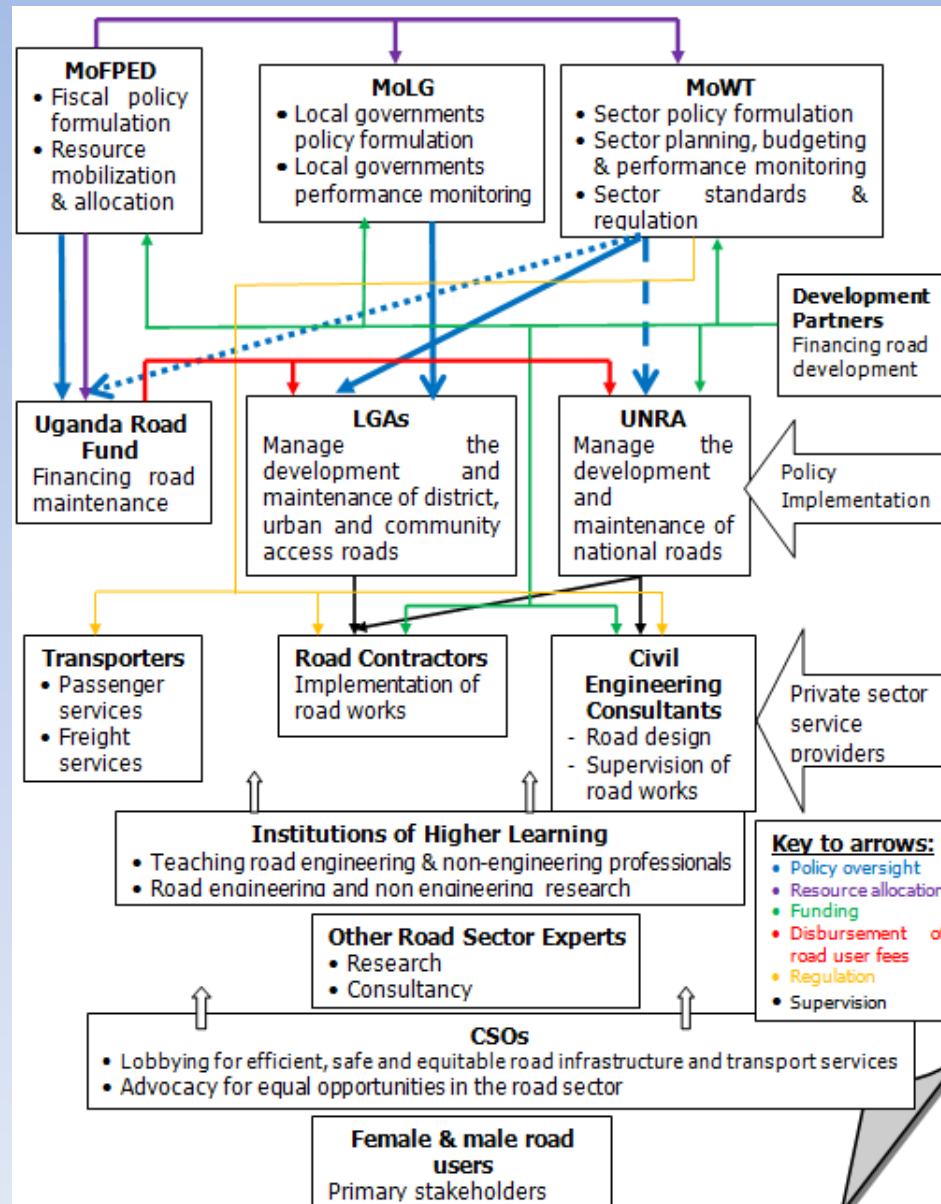
- Uganda's gender policy framework in road sector
- Scope and methodology of study
- Study findings
- Conclusions & Recommendations



## Uganda's commitment to gender is reflected through the adoption of key policy provisions

1995	Constitution	Affirmative action for women in road sub-sector institutions and road projects
2006	Employment Act	Equal employment opportunities for women and men
2007	Uganda Gender Policy	Gender dimension in transport and road sub-sector policies
2010-2015	National Development Plan	Strategic priority in 16 sectors; gender one of seven priorities for growth
2011	MoWT Gender Mainstreaming Guidelines	At least 30% women in senior management positions by 2015
		All official documents to use gender-sensitive and inclusive language
		All institutions to have active Gender Focal Point Officers.

# But how to implement a gender policy across multiple road institutions and respective mandates?



# The study to assess Uganda's gender policy in road sector

- Multi stakeholder study to assess success in gender policy (3 ministries; development partners; contractors; consultants; NGOs)
- Study surveyed both the legal and institutional framework as well as factors for implementation at local level



# The methodology

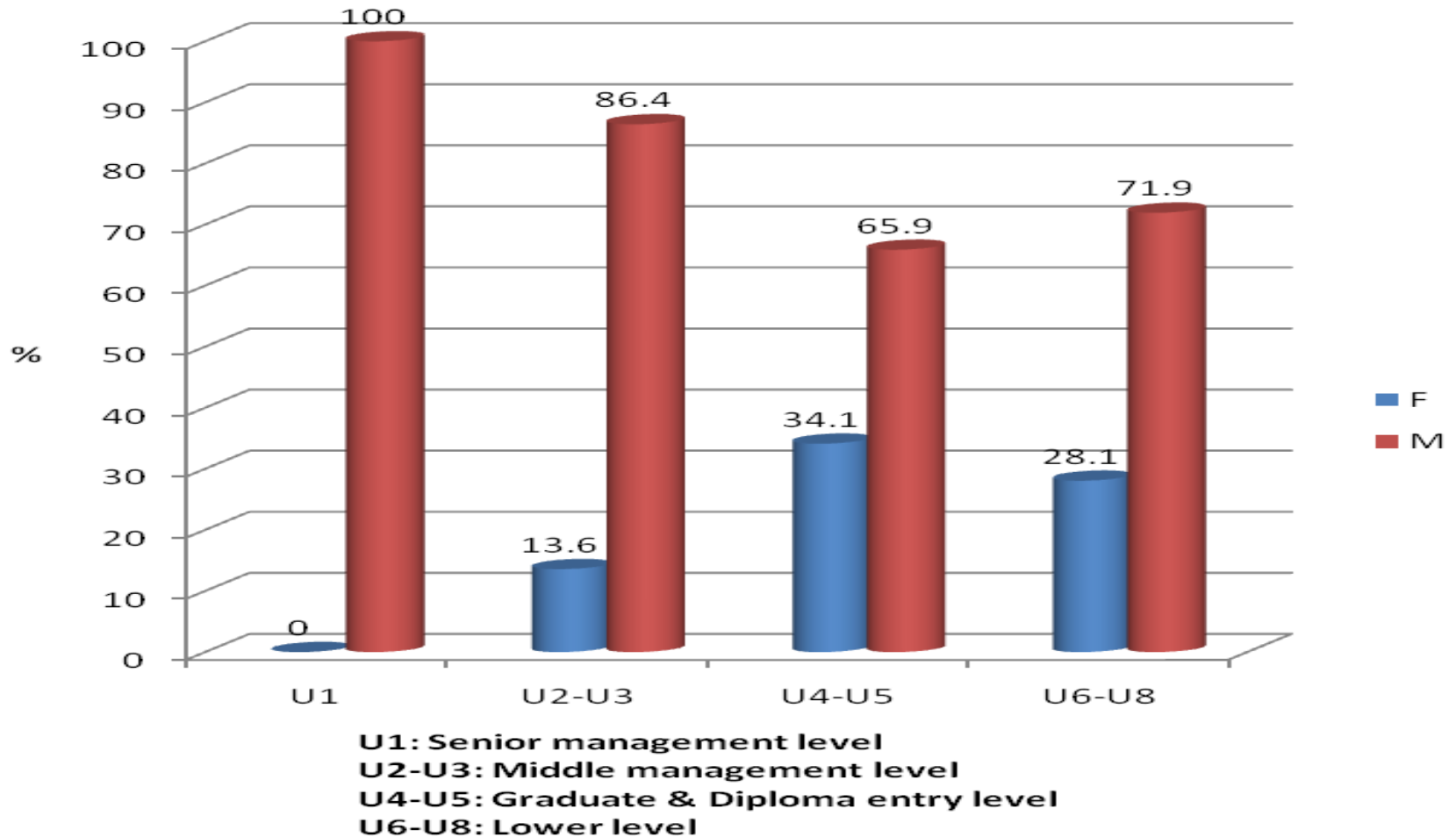
Tool	Participants		Information elicited
	F	M	
Document review			National and road sector gender equality policy framework
Institutional Assessment	2	45	Gender capacities and related training needs
Key informant interviews	16	51	<u>Gender equality in practice: road planning, resource allocation, procurement, implementation, supervision &amp; reporting</u>
Urban [Kampala City] semi-structured travel survey	99	93	Gender dimensions of urban public transport from the perspective of the road users



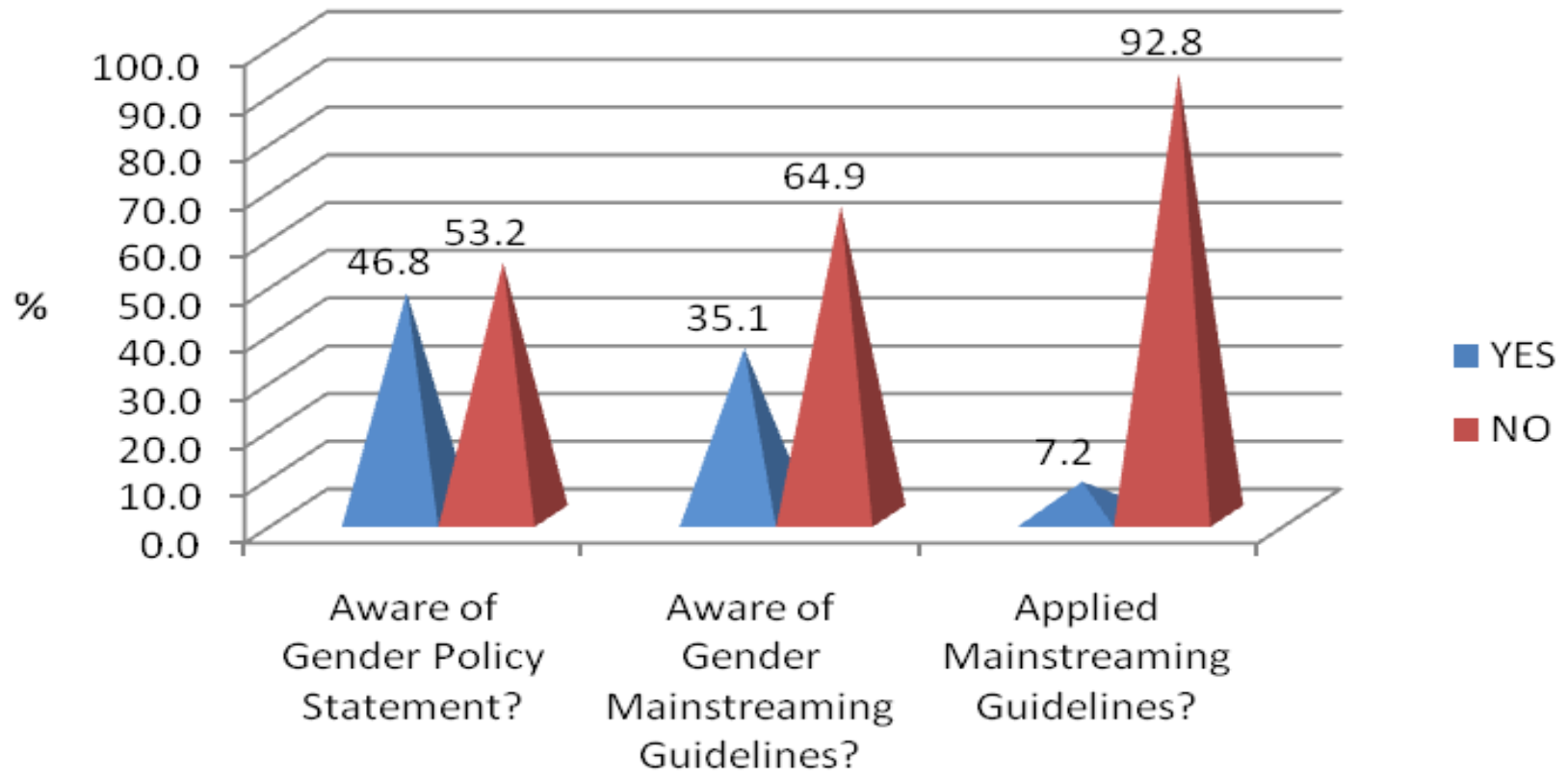
# How have the policy and its instruments been effective?



# Gender Representation in Road Sector Institutions



# Knowledge and Application of Gender Policy Statement and Guidelines



## Perceived challenges of policy implementation at institutional level

<b>Challenge</b>	<b>Respondents [%]</b>
Inadequate gender capacities	83.0
Inadequate financing of gender equality	51.1
Gender least of sub-sector priorities	31.9
Negative attitudes towards gender	31.9
Gender stereotypes	29.8
Guidelines not disseminated	23.4
Inadequate gender awareness	21.3
Ineffective gender focal point system	19.1

# How is gender integrated in road projects?



# Women engaged more often in 'female' jobs



Category	Women	Men
Guest house	81.1	18.0
Administration	34.1	65.9
Prime coat	19.0	81.0
Sub base	16.9	83.1
Earthworks	16.4	83.6
Quarry	14.4	85.6
Safety	12.5	87.5
Concrete asphalt	11.7	88.3
Resident Engineer support staff	10.5	89.5
Concrete	8.9	91.1
Sub soil drainage	7.7	92.3
Base section	7.4	92.6
Sub grade	2.7	97.3
<b>TOTAL</b>	<b>13.0</b>	<b>87.0</b>

# Employment of women has progressed but results have stagnated



- Mixed results depending on contractor and consultant
- Greater achievement in road development than maintenance
- Stagnation of gender mainstreaming and/or reversal of gains in labor-based projects

# Main mode of transport remains walking



Means of Travel to Work	% of Respondents Reporting		
	Women [n=99]	Men [n=93 ]	Total [n=192]
Walk to access public transportation	51.5	25.9	40.0
Hire <i>boda boda</i> to access public transportation	6.1	18.5	11.7
Walk to work	18.2	7.4	13.3
Ride bicycle	3.0	3.7	3.3
Company vehicle	6.1	11.1	8.3
Drive own car	9.1	33.3	20.0
Spouse's car	6.1	0.0	3.3





# Conclusions

- Uganda has set progressive policy to foster gender equality in road sector and projects
- Commitments not fully implemented due to weak oversight and institutional weaknesses
- Lack of dissemination and cultural norms limit women's participation in road sector and mobility
- But Government is receptive to address gaps



# Recommendations

- Institutional:
  - Increase gender balanced management team with gender focal point and working group
  - Capacity building
- Project:
  - Design projects to be gender informed (social assessment, Monitoring & Evaluation, dedicated funds)
  - Formulate contractual arrangements to be compliant with gender policy (bidding documents)





Thank you!