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Gender Mainstreaming in the Rural Transport Sector in Kenya

Inception Report



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Cover Photo: Picture of a woman back loading firewood in Gathanji, Nyandarua Region, Kenya. Source: Annabel Bradbury

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Abstract

The Research for Community Access Partnership (ReCAP) has contracted Tacitus Ltd to undertake research into gender mainstreaming in the rural transport sector institutions in Kenya. The research is being carried out in Nairobi, where key rural transport sector and financing institutions headquartered, and in three counties: Murang'a, Machakos and Homa Bay. The aim of the research project is to answer the key question: *What is the evidence of gender mainstreaming transforming efforts the institutions that deliver and support rural transport infrastructure and services?*

The Inception Report provides the context and rationale for gender mainstreaming research in Kenya, and describes the supportive policy, legal and strategic frameworks that underpin the rural transport sector. It provides an interim review of literature relating to gender mainstreaming in the transport sector, especially in Kenya. It explains the methodology by which the research will explore institutional analyses of the national, county and community level institutions responsible for gender policy development, oversight, and implementation of rural transport infrastructure and services. Qualitative and quantitative research methods are described; survey instruments and a logframe of activities, outputs and outcomes are provided. The report describes activities undertaken during the Inception Phase and next steps towards the project's fieldwork phase.

Key Words

Gender, mainstreaming, Kenya, rural transport, quantitative and qualitative research, inclusivity

AFRICA COMMUNITY ACCESS PARTNERSHIP (AfCAP) ***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 AfCAP 1 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.

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List of Acronyms, Units and Currencies

AfCAP	Africa Community Access Partnership
AsCAP	Asia Community Access Partnership
CECM	County Executive Committee Member
CIDP	County Integrated Development Plans
DFID	Department for International Development
DoGA	Department of Gender Affairs
GATNET	Gender and Transport Network
GBP	Great Britain Pound (GBP 1.00 = KES 130)
GoK	Government of Kenya
IDLO	International Development Law Organisation
IFRTD	International Forum for Rural Transport Development
ILO	International Labour Organisation
IMT	Intermediate Means of Transport
KENDAT	Kenya Network for Dissemination of Agricultural Technologies
KeNHA	Kenya National Highways Authority
KeRRA	Kenya Rural Roads Authority
KES	Kenya shillings
KIHBT	Kenya Institute for Highways and Building Technology
KRB	Kenya Roads Board
KURA	Kenya Urban Roads Authority
LVRR	Low Volume Rural Roads
MCA	Member of County Assembly
MDA	Ministries, Departments and Agencies
MDG	Millennium Development Goals
MoDP	Ministry of Devolution and Planning
MoTI	Ministry of Transport and Infrastructure
MTP	Medium Term Plan
NCA	National Construction Authority
NGEC	National Gender and Equality Commission
NMT	Non-Motorised Transport
NTSA	National Transport Safety Authority
PLWD	People Living with Disability
PSV	Public Service Vehicle
ReCAP	Research for Community Access Partnership
SACCO	Savings and Credit Cooperative
UK	United Kingdom (of Great Britain and Northern Ireland)
UKAid	United Kingdom Aid (Department for International Development, UK)

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1. Executive Summary

The Research for Community Access Partnership (ReCAP) has contracted Tacitus Ltd to undertake research into gender mainstreaming in the rural transport sector institutions in Kenya. The research is being carried out in Nairobi, where all the key rural transport sector and financing institutions are headquartered, and in three counties of Kenya: Murang'a, Machakos and Homa Bay.

The aim of the research project is to answer the key question: *What is the evidence of gender mainstreaming efforts transforming the institutions that deliver and support rural transport infrastructure and services?*

The main objective of the research is to provide evidence indicating the extent to which gender mainstreaming has or has not transformed the rural transport sector institutions at policy, legislative and executive levels, resulting in equitable gender mainstreaming in staffing composition, budget and expenditure allocations and decision-making processes.

This Inception Report provides the context and rationale for gender mainstreaming research in Kenya, and describes the supportive policy, legal and strategic frameworks that underpin the rural transport sector. It provides an interim review of literature relating to gender mainstreaming in the transport sector more widely, and specifically in Kenya. The report further explains the methodology by which the research will explore institutional analyses of the different institutions that are active in gender policy development and oversight, and in the implementation of rural transport infrastructure and services at the national, county and community levels.

The report describes the proposed fieldwork approach that will involve investigations into institutional gender differences in three counties of Kenya:

- Murang'a - where the county government awarded a Women's SACCO a roadwork construction tender.
- Machakos - is well endowed with investments, natural capital and strong gender supporting NGOs.
- Homa Bay - which has a high poverty index especially among women and children and poverty, is thought to hinder their access to transport services.

Qualitative and quantitative research methods are described, and survey instruments are provided, along with a logframe of activities, outputs and outcomes.

Achievements during the inception phase can be summarised as follows:

- i. Kenya Rural Roads Authority (KeRRA) wrote introductory letters to all transport sector and gender institutions at the national and county levels informing them of the research;
- ii. Meetings took place with targeted rural transport and gender institutions in Nairobi and the three counties resulting in nomination of Focal Points for the research;
- iii. National Gender and Equality Commission (NGEC) and Kenya Roads Board (KRB) committed in writing to support the research;
- iv. An in-depth literature review to inform this report was conducted;
- v. Draft research questionnaires were prepared.

The next step is to continue the comprehensive literature review that will shape the research questions, and to proceed with the fieldwork stage of the project. The researchers shall seek to confirm meetings with key stakeholders of targeted institutions, and begin planning for data collection.

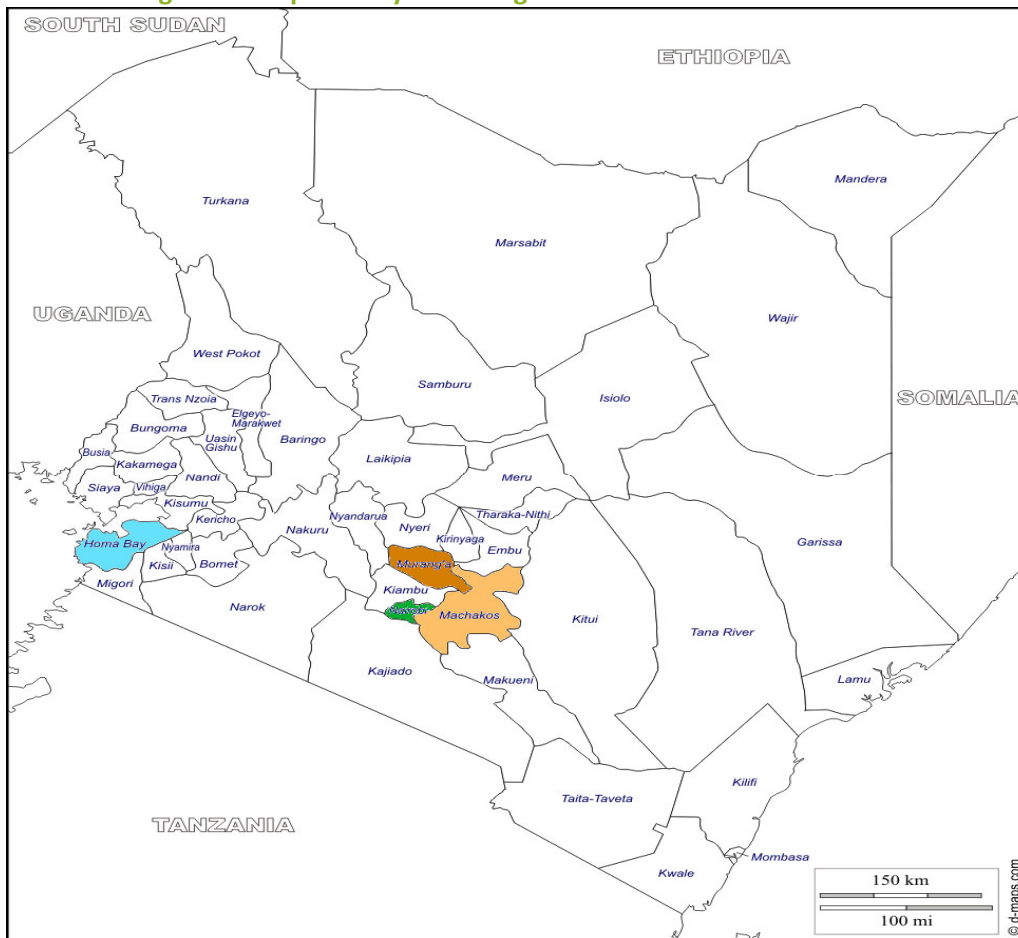
2. Introduction

Research for Community Access Partnership (ReCAP) has contracted Tacitus Ltd to undertake research into gender mainstreaming in the rural transport sector institutions in Kenya. The research is being carried out in Nairobi, the capital city of Kenya, where all the key rural transport sector and financing institutions are headquartered; and in three counties of Kenya: the agriculture-rich county of Murang'a, Machakos County which is about 50 km from Nairobi; and Homa Bay County, which is located on the shores of Lake Victoria (see Figure 1 below for the study locations). All three counties have different socio-economic and livelihood activities and are composed of different ethnic groups that require different transport infrastructure and services needs for women and men.

Each county has its own elected government, exercising executive and legislative authority including the accompanying mandates and powers, to raise limited revenue, establish policies, plan, and budget and carry out the processes of governance. The researchers will explore the targeted counties' rural transport sector, gender policy status, plans, achievements and constraints, with a focus on the following key research question (see Section 4.1 for more details): *What is the evidence of gender mainstreaming efforts transforming the institutions that deliver and support rural transport infrastructure and services e.g. government institutions, local and international financial institutions, sectoral institutions?*

The contract between Tacitus Ltd and ReCAP is from 1st August 2016 to 30th June 2017. The total cost of the research project in Kenya is GBP 49,591, including three county level workshops and one national workshop.

Figure 1: Map of Kenya showing counties selected for research



3. Background

3.1 Request for the Initiative

The objective of ReCAP is to promote safe and sustainable transport for rural communities in Africa and Asia. In line with this objective, ReCAP is currently undertaking research into *Gender Mainstreaming in Rural Transport* in partnership with a number of research organisations in the AfCAP and AsCAP regions following an open procurement process. In February 2016, Tacitus Ltd responded to a Call for Concept Notes in two research areas:

Research Area 1: What is the evidence that gender mainstreaming efforts in the rural transport sector have been transformative of gender relations at the household, community and national levels?

Research Area 2: What is the evidence of gender mainstreaming efforts transforming the institutions that deliver and support rural transport infrastructure and services?

Tacitus Ltd was invited to tender, and submitted a technical and financial proposal in June 2016 for the implementation of Research Area 2 in Kenya. The main objective is to provide evidence indicating the extent to which gender mainstreaming has or has not transformed the rural roads institutions at policy, legislative and executive levels, resulting in equitable gender mainstreaming in staffing composition, budget and expenditure allocations, and decision making processes.

Following a successful evaluation, the subcontract between Tacitus Ltd and ReCAP became effective on 1st August 2016 and will continue until 30th June 2017.

3.2 Context and Rationale for Gender Mainstreaming Research in Kenya

3.2.1 Context

The rural transport sector in Kenya is characterised by supportive policy, legal, strategic and institutional frameworks as well as challenges and constraints. The supportive policy, legal and strategic frameworks for gender mainstreaming include:

3.2.1.1 The Constitution of Kenya (The Kenya Law Reports, 2010)

In Kenya today, gender mainstreaming is both a constitutional promise and a national policy requirement in all public (and private) sector institutions. A key principle of the Bill of Rights - chapter 4 of the constitution – concerns gender equality and makes the following provisions which are relevant to this project, among others:

- Article 27 (3) states that: Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres;
- Article 27 (8) states that: the state shall take legislative and other measures to implement the principle that not more than two thirds of members of elective or appointive bodies shall be of the same gender;
- Article 227 (b) states that: An act of Parliament shall prescribe a framework within which policies relating to procurement and disposal of assets shall be implemented and may provide for the protection or advancement of persons, categories of persons or groups previously disadvantaged by unfair competition or discrimination.

3.2.1.2 Public Procurement and Asset Disposal Act (The Kenya Law Reports, 2015)

To give effect to article 227 of the Constitution of Kenya, 2010, Parliament enacted the Public Procurement and Asset Disposal Act, 2015. Article 3 (b) of the Act, which is relevant to this study, states that public procurement and asset disposal by state organs and public entities shall be guided by the following values and principles of the Constitution regarding equality and freedom from discrimination provided for under Article 27 of the constitution (see bullets 1 and 2 above), and relevant legislation.

The research project in Kenya will seek to determine the extent to which the transport institutions have engendered their policies, strategies and plans in line with the above constitutional and legislative provisions. In this regard, the researchers will assess whether:

- There have been changes to the composition of staff of those institutions
- The budget of these transport institutions has been 'engendered' in terms of budget allocations against identified gender needs and related activities for addressing the needs of women and men at institutional and operational levels
- The identified gender related activities including procurement of works have been in line with the constitutional and legislative provisions cited above.

In addition, the research will examine whether gender mainstreaming has resulted in the way decisions are made in the transport institutions in terms of women and men being appointed to decision-making positions. Finally, the research will seek to affirm the monitoring roles of the Department of Gender Affairs (DoGA) in relation to rural transport institutions, and how DoGA has supported those institutions in their gender mainstreaming efforts.

3.2.1.3 Integrated National Transport Sector Policy

Kenya has an Integrated National Transport Sector Policy (Kenya Roads Board, 2009). The mission of the policy is to develop, operate and maintain an efficient, cost effective, safe, secure and integrated transport system that links the transport policy with other sectoral policies, in order to achieve national and international development objectives in a socially, economically and environmentally sustainable manner.

The policy recognises the presence of rural transport gender inequality and states that:

Women perform most of the household, social and economic activities and bear more than their fair share of the drudgery of walking and head or back loading at household and community levels. It is necessary to enhance the gender balance especially in the performance of individual and household-based economic activities. There is an urgent need to "balance the load," by reducing women's time spent on transport activities around the village e.g. fetching water, collecting firewood, trips to market centres, health clinics, grinding mills, and the time spent on harvesting.

Besides improvement of transport at village and household levels through Non-Motorised Transport (NMT) and Intermediate Means of Transport (IMT), the policy recommends non-transport interventions that would reduce or eliminate long distance travel and increase rural domestic economic productivity (especially in agriculture). Such interventions include increased accessibility to water, electricity and establishment of markets and health centres in readily accessible places. The integration of non-motorised transport (NMT) and Intermediate Means of Transport (IMT) in the design, development and operation of all modes of transport is recommended by the policy to promote development and step up regulatory measures in the use of NMT and IMT both in rural and urban areas.

The integrated transport policy provisions imply coordinated and concerted efforts among public institutions charged with responsibilities for the provision of various services in order to reduce the transport burden, especially of women. The research will examine the strategies that the State Departments of Transport and Infrastructure (in the Ministry of Transport, Infrastructure, Housing and Urban Development) have put or are putting in place to realise the stated policy goals.

3.2.1.4 Kenya's Vision 2030 Medium Term Plan (2013-2017)

Vision 2030 is the country's blueprint for development which is based on the Social, Economic and Political pillars. Its objective is to create a globally prosperous and competitive nation with a high quality of life by providing a roadmap to fulfil the objectives through the implementation of five-year Medium Terms Plans (MTPs). Gender Mainstreaming has been incorporated into the MTP 2013-2017 under the Social pillar. The plan identifies two challenges related to the ReCAP research: (i) low levels of implementation of gender related policies and laws; and, (ii) low levels of awareness on gender equality and women's empowerment.

One of the interventions proposed in the MTP is coordination and monitoring of gender mainstreaming across Ministries, Departments and Agencies (MDAs) and enhancing the capacities of the institutions in order to effectively push forward the gender mainstreaming agenda. The research will seek to affirm the monitoring roles of the Department of Gender Affairs (DoGA) in relation to rural transport institutions and how the department has supported those institutions in their gender mainstreaming efforts. In addition, the findings from this research will be useful in providing transport planners with information for engendering transport infrastructure and services plans.

3.2.1.5 The KeRRA Strategic Plan 2013-2018

The strategy lists gender mainstreaming in KeRRA under objective seven, and identifies the following activities for achieving this objective at the institutional level of KeRRA:

- Conducting a survey to determine the level of gender mainstreaming;
- Develop a gender mainstreaming policy;
- Implement the workplace gender mainstreaming policy.

The research in Kenya will seek to determine the extent to which KeRRA has implemented the above activities and changes in: (i) staffing composition; (ii) budget and expenditure allocations for identified gender specific needs; and (iii) changes in the way decisions are made within KeRRA as an institution.

3.2.1.6 The Roads 2000 Strategy (Kenya Roads Board: Roads 2000 Strategic Plan 2013 – 2017)

This is KeRRA's operational strategy for the provision of rural transport infrastructure and is therefore an appropriate entry point for gender mainstreaming in the rural transport infrastructure sub-sector. One of the activities under objective three of the strategy is to lobby for the transformation of the strategy into a national policy, with KeRRA, Kenya Roads Board (KRB), Kenya National Highways Authority (KenHA) and Kenya Urban Roads Authority (KURA) being responsible for this action. The strategy lists gender mainstreaming (under objective 4) as a key corporate and sub-sector policy need and identifies the following activities for achieving the objective:

- Facilitating the development and implementation of sub-sector and corporate gender policies;
- Incorporating cross-cutting issues requirements (including gender equality) in operational and reporting systems and ensuring compliance with sub-sector gender policies in Roads 2000 programmes;
- Encouraging women's participation through targeted awareness campaigns (revising contract procedures to ensure this happens);
- Providing a conducive working environment for women's specific needs. (Indicators: number and type of facilities provided; flexible working hours);
- Including minimum threshold for women's participation in performance contracts of agencies (Target: Increase participation of women to at least 33% in all road works).

The research will seek to establish the extent of implementation of these activities and whether the implementation has resulted in: (i) increased awareness among potential women contractors and

workers, enabling them to participate effectively in rural road works. (ii) budget and expenditure allocations for awareness creation and related capacity building; and (iii) changes in the way decisions are made within the Roads 2000 programme.

3.2.2 Supportive Institutional Frameworks for Gender Mainstreaming

In response to the constitutional and policy requirements for gender mainstreaming, the Government of Kenya (GoK) has established two key institutions for purposes of gender policy development and oversight of policy implementation respectively. On their part, all public sector docket holders are expected and required to have their institutional level gender mainstreaming policies and strategies, and to implement the same in accordance with the constitution. The two policy development and oversight institutions for gender mainstreaming are:

3.2.2.1 The Department of Gender Affairs (DoGA)

DoGA's fundamental goal is "...advancing gender equality and the empowerment of women". To this end, the key functions of DoGA that are of interest to this research include:

- a. Formulation, review and management of gender related policies;
- b. Coordination of gender mainstreaming into national development;
- c. Monitoring of 30% access to government procurement opportunities for women, youth and persons with disabilities;
- d. Promotion of equitable socio-economic development between women and men.

Annex 9 C - Gender Mainstreaming - of the Africa Development Bank (AfDB) Group's Kenya Country Strategy Paper 2014-2018 - affirms the gender mainstreaming of the GoK at the institutional level.

The paper states that:

The Ministry of Devolution and Planning is the anchor for the GoK's efforts to promote gender equality and women's empowerment in Kenya. The Ministry, through the Department of Gender¹ is responsible for the promotion of gender mainstreaming in the national development process and across all public institutions - ministries, departments and agencies - as well as the formulation and implementation of national policy and strategic frameworks for gender equality. In addition, Kenya's 2010 constitution and the MTP II make provisions for affirmative action to promote gender equality and women's empowerment in the country. GoK in recent years has taken several steps towards enhancing gender equality. These include:

1. *The effective coordination of gender mainstreaming across ministries; appointment of Gender Focal Persons at ministries and parastatals to champion the gender equality agenda;*
2. *Inclusion of gender mainstreaming as a deliverable in the performance contracts of Cabinet Secretaries effective 2013;*
3. *Revision of procurement laws in 2013 to earmark 30% of government procurement to women, youth and persons with disabilities;*
4. *Furthermore, since 2013, maternal and child health services supervised by trained health workers have been freely available in all public medical facilities.*

The research will seek to affirm the role played by DoGA in helping the transport institutions in their efforts at gender mainstreaming, the presence of gender focal points, staffing composition as well as the monitoring roles of the Department to ensure that the transport institutions have actually engendered their strategies, implementation plans and actual implementation.

3.2.2.2 The National Gender and Equality Commission (NGEC)

The Commission was established via the NGEC Act, 2011. Its mandate is to ensure gender mainstreaming in public and private sectors in Kenya. The Commission therefore plays an important oversight role in ensuring that national institutions, including rural transport institutions, prioritise gender mainstreaming as a key policy and constitutional requirement. The provisions of articles 27 (3) and 81 (b) of the Constitution of Kenya, 2010, are an affirmation that all development sectors and

¹ This department was moved to the Ministry of Public Service, Youth and Gender Affairs in 2015

institutions should translate the gender rules into action and NGEC should be at the forefront of these efforts.

In order to help all public institutions to fulfil the constitutional requirements on gender equality, NGEC has issued a framework – Performance Contract Toolkit – for measuring progress towards gender equality and mainstreaming. According to this framework, the Ministry of Transport and Infrastructure (of which KeRRA is a part) is required to undertake the following:

- a. Develop and implement gender policy to guide gender mainstreaming in its activities;
- b. Develop and implement workplace policy on gender based violence;
- c. Training and sensitisation of all staff on gender mainstreaming;
- d. Comply with the one third gender rule on appointments, promotions and employment in public service as per the constitution;
- e. Collect sex disaggregated data to guide the planning and programming by public institutions;

The National Gender Equality Commission (NGEC) has been sensitising government institutions in gender equality and mainstreaming. It has also published useful and informative materials for public sector institutions, including Performance Contracting Toolkit for the Public Sector, Watching the targets of Millennium Development Goals (MDG) for Women and Girls, and the County Government Leadership Guide on Gender Integration and Inclusion. In April 2016, the NGEC launched *USAWA* (Swahili word for equality), a quarterly Newsletter for informing the public about its set-up and activities.

The research team will seek to determine whether the rural transport institutions namely KeRRA, KRB, KIHBT NCA and County Infrastructure and Transport departments have implemented the five activities listed above and their impact on those institutions in terms of: (i) changes to the composition of staff of those institutions; (ii) whether the transport institutions' budgets have been engendered in terms of budget allocations against identified gender needs and related activities for addressing the needs of women and men as a result of the gender disaggregated data analysis; (iii) whether the identified gender related activities have been in line with the constitutional and legislative provisions, especially in relation to employment; and, (iv) whether gender mainstreaming has resulted in the way decisions are made in the transport sector institutions in terms of having women and men in decision-making positions. Finally, the research will seek to affirm the monitoring roles of the Department of Gender Affairs (DoGA) in relation to rural transport institutions and how the Department has supported those institutions in their gender mainstreaming efforts.

3.2.3 Non-Governmental Institutions that Support Gender Mainstreaming

There are a number of national and international organisations that are supporting gender mainstreaming in the public sector in Kenya. Below are some of them which the researchers intend to interview during the course of this project.

3.2.3.1 International Development Law Organisation (IDLO)

IDLO is focused on the rule of law and the development of justice systems. It is currently working with the government of Kenya to advance gender equality across the country and enact the gender provisions contained in the Constitution. In this regard, IDLO is helping the Ministry of Devolution and Planning (MoDP) to co-ordinate policy development, legislation, planning, and resource allocation in the field. In order to build the capacity of government staff, IDLO is also helping to train gender-focused trainers in the Central Planning Program Monitoring Unit of each government ministry. In addition, IDLO is providing guidance on policy making and helping compile a national baseline on civil servants' gender balance, as well as simplified tools for monitoring gender recruitment, promotion and dismissal trends.

The research team will invite IDLO to the national workshop with a view to: (i) presenting its role in the gender mainstreaming efforts of public institutions, and particularly, its contribution to gender mainstreaming in the rural transport sector; and, (ii) to enable the national and county level transport institutions to understand the urgent need for gender mainstreaming from a policy and legislative perspective, and how to undertake this in practice.

3.2.3.2 Kenya Network for Dissemination of Agricultural Technologies (KENDAT)

This is one of the organisations that have consistently lobbied for inclusion of NMT into government policies since the 1990s. Its mission is to promote animal traction technologies (among others) and empower users with capacity to make informed choices towards opportunities for productive partnerships with their animals and development supporters. KENDAT's operational theme is "Empowering Resource Poor Communities for Sustainable Development."

The researchers intend to invite KENDAT to the national workshop to share their experiences and lessons learnt in relation to the uptake of animal traction as a form of rural transport in its areas of operation, with special emphasis on its impact on women.

3.2.3.3 United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

In recognition of the challenges of gender mainstreaming in government institutions in developing countries, UN Women supports governments in the formulation of gender mainstreaming policies, global standards and norms and for implementing these standards. In Kenya, UN Women is supporting NGEK in its efforts on gender mainstreaming of public institutions in terms of inclusive national planning, public sector reforms and national budgetary processes.

The researchers will invite UN Women to share their experiences and lessons learnt in the course of their work in gender mainstreaming in government, with a view to encouraging rural transport institutions to embrace gender mainstreaming as a transformational agenda.

3.2.4 Challenges/constraints in the rural transport sector

3.2.4.1 Institutional level challenges

Despite the availability of supportive policy, legislative and institutional frameworks for gender mainstreaming in Kenya, challenges persist. According to the Africa Development Bank (AfDB) Group's Kenya Country Strategy Paper 2014-2018 Annex 9 C: Gender Mainstreaming, constraints by public institutions include the following:

- *The National Gender and Development Policy of 2011 remains to be revised and effectively implemented, and systems to monitor compliance need to be put in place, especially in light of the devolved government structure;*
- *The collection of sex-disaggregated data at national and lower levels needs to be enhanced. Many sector ministries have developed monitoring and evaluation frameworks for their work on gender, but the unavailability of gender-disaggregated data has been a challenge;*
- *Capacity for gender mainstreaming remains uneven across sector ministries and constitutes one of the major challenges to successful gender mainstreaming;*
- *There is no coherent national strategy to engage men on gender equality and women's empowerment issues.*

Nyachieng'a (2011) states that Kenya as a country has made great efforts to mainstream gender in its activities, but there have been challenges that have derailed the process:

The study findings show that the main institutional barriers affecting the gender mainstreaming process include lack of political goodwill from the government, the slow pace of developing gender policies by various ministries, lack of sensitisation of staff on gender related issues, lack of adequate budget and technical staff and lack of proper training on gender related issues. The study also shows that socio-cultural factors are the main external barriers that hinder the gender mainstreaming process in the public sector of Kenya. Factors like

patriarchy, gender stereotyping, socialisation and lack of societal awareness on issues pertaining to gender have been seen as the major barriers of gender mainstreaming. Others include the literacy disparities between men and women and the belief by many people that gender mainstreaming is all about women. The study recommends that the public sector of Kenya should take all the necessary steps to:

- *Deconstruct the socio-cultural factors that have been seen to be the main challenge facing gender mainstreaming in Kenya;*
- *Ensure that all ministries have working policies and that all the objectives of these policies are achieved;*
- *Facilitate integration of gender perspectives in the budgetary process and aim to provide funding for specific programmes that will address challenges facing gender mainstreaming.*

Njeru, Ndungo and Ngare (2013), state that while the GoK has taken steps in establishing policies and institutional mechanisms for gender mainstreaming. However, the gender mainstreaming programmes are not effective. The study found that:

Methods used to mainstream gender in planning and budgeting process include training, integration of gender in the planning and budgeting frameworks, establishment of gender focal points and development of ministerial gender policies. Effectiveness of these methods was hindered by lack of monitoring, low gender mainstreaming skills, ineffective gender mainstreaming structures and lack of budget. The study concluded that for gender mainstreaming to be effective there is urgent need to build gender mainstreaming skills of officers in government ministries, strengthen gender focal points, allocate sufficient budget to gender work and coordinate policy development across sectors to ensure gender mainstreaming coherently runs across all sectors.

Research by Muyomi (2014) in the Ministries of Devolution and Ministry of Labour found that:

The government did very little to create awareness among its employees on gender issues. There were also gaps in terms of resource mobilisation especially the allocation of human resources. It was further established that male dominance is still evident in the ministries. Furthermore, the study revealed that despite the existence of policies, their functionality was still very low in terms of gender mainstreaming.

Notwithstanding the existence of political will as well as legal and policy instruments, the research highlighted a lack of commitment (via resource mobilisation) necessary to achieve or deliver policy and legal provisions by implementers and policy makers.

On gender mainstreaming in public Service vehicle (PSV) SACCOs, Gicheru et al (2011) found that:

Membership of women in the SACCOs was low, a majority of the SACCO's had slightly above twenty members while, a few had fifteen to twenty. In the majority of SACCOs, there were very few or no women members. However, in a few of the SACCOs, the number of women was high. Low membership of women in SACCOs, and their representation may be attributed to the fact that there were few women investors in the industry. Perhaps the low numbers are due to the compliance requirements, harassment from police and "gangs", stiff competition, high operational risks, high capital requirements and the disorganised manner in which the players manage the business.

This research project will examine the extent to which the transport institutions are addressing the challenges identified in the AfDB Group's Kenya Country Strategy Paper 2014-2018. It will also review the research undertaken by Nyachieng'a (2011), Njeru et al (2013), and Gicheru et al (2011), in terms of policy guidelines, legislation and related regulations and enforcement of these transport institutions.

3.2.4.2 Challenges related to transport policies and strategies at the county level

In their paper presented at the International Conference on Transport and Road Research, Opiyo and Mitullah (2016) argue that apart from the County Integrated Development Plans (CIDP), which have a chapter on transportation matters, most Counties seem to lack dedicated transport policies or plans that clearly spell out the strategic criteria of dealing with transportation matters and functions. They conclude that:

With the existence of the integrated national policy and the requirement that all counties formulate land use plans and CIDPs, there is a great opportunity for all counties to seize this moment by developing real integrated county transport policies which can pin-point strategic transporting opportunities addressing the unique mobility needs of specific Counties including provision and management of various transport services of the rural residents and farmers, vulnerable groups such as People Living with Disability (PLWD), children, women and the old who are likely to shun their movements due to the condition of transport infrastructure and services. The policies should give due attention to public transport including NMT in an integrative manner with other modes of transport.

The research work at the County level will examine what the County level institutions are doing in the formulation of gender sensitive policies for rural transport infrastructure and services, in addition to determining the current situation with regard to staffing composition, budget and expenditure allocations and decision making processes.

3.2.4.3 Challenges related to rural transport services, safety and affordability

Other challenges in the transport sector relate to vehicle operating costs in rural areas where poor road conditions often prohibit motorised transport services from operating, particularly the mini-buses and midi-buses (*matatus*). This is because passenger demands and financial returns can be low in rural areas while the cost of fuel, repairs and spare parts can be unprofitable. Consequently, over the past 5-10 years, there has been an expansion of motorcycle taxis (*boda boda*) in Kenya and East Africa, particularly in rural areas where there is demand for all weather off-road vehicles that can provide door-to-door access. Some of the challenges associated with the motorcycle taxis are the twin issues of safety and affordability.

On the issue of safety, Singoro, Wakhungu, Obiri and Were (2016) state that:

The motorcycle taxi is a “bottom-up” response to a shortage of transport affecting private vehicles, road infrastructure and public transport... Functionally, boda bodas are used for children and teachers to go to school, workers and employees to go to work and, in the villages, it facilitates travel to markets and health facilities. Motorcycle taxi driving, however, is not an easy job and it is currently only the work of young men. Every day they travel around 50 kilometres, and this factor, together with accidents and the dust they inhale, lead to illnesses and general body weaknesses. A further indication that the boda boda job is dangerous comes from citing police reports, which reveal that between 2008 and 2012, the injuries among drivers increased from 1,795 to 3,043.

Motorcycle taxis are the predominant means of transport in rural areas and stimulate numerous economic and social benefits including youth employment, although they are also considered to be expensive and unsafe. According to a motorcycle user from Homa Bay County, the cost of a one way 15 km journey across three transport services are as shown below:

<i>Motorcycle Taxi (boda boda)</i>	<i>Mini-bus (matatu)</i>	<i>Lorry (for transporting goods)</i>
KES 150-200 (USD 1.5-2)	KES 100 (USD 1)	KES 50 (USD 0.5)

Goods lorries are comparatively cheaper but are dangerous and sporadically available; while matatus are available only twice a week during market days. Boda boda services, while readily available, are beyond the financial means of most rural dwellers. In rural areas, the economically vulnerable groups that cannot afford high transport service costs are typically women and children. There is a paucity of data from Kenya about the provision of boda bodas, the prevalence of female motorcycle taxi operators, owners and passengers, and the ability of different disaggregated groups (by gender, age and disability) to access these transport services in rural areas.

This research will seek to determine the role of transport institutions, in particular, the Ministry of Transport and Infrastructure (MoTI) and the National Transport Safety Authority (NTSA) in:

- i. Formulating and enforcing policy guidelines and regulations on transport fares and safety, especially for motorcycles taxis in rural areas;
- ii. Providing gender disaggregated data on the use of motorcycle taxis in rural areas;
- iii. Promoting alternative/appropriate modes of transport, including IMTs and non-transport interventions. This will be in relation to the integrated national transport policy which seeks to bring services such as medical, water, energy and markets among others, closer to the people in rural areas in a holistic manner to mitigate against high transport costs and safety issues;
- iv. Ring fencing budgets for undertaking these gender mainstreaming activities.

3.2.5 Relevance of the research project to the main objectives of ReCAP

The main objective of ReCAP is to promote safe and sustainable transport for rural communities in Africa and Asia and to support knowledge sharing between participating AfCAP and AsCAP countries in order to enhance the uptake of low cost, proven solutions for rural access that maximise the use of local resources. In both Asia and Africa, rural transport is still marked with gender inequalities (as confirmed by the literature review findings in section 3.2 above) with women bearing the burden of the 'invisible' transport tasks which form the core of rural travel and transport. For this reason, this research will contribute to the main objective of ReCAP as findings will be used to influence rural transport institutions to develop policies and plans that result in gender sensitive rural transport infrastructure and services. Research findings will also be used as a knowledge resource to be shared among participating AfCAP and AsCAP countries. Finally, it will contribute to the achievement of the outcome, and outputs 1, 2 and 3 of the ReCAP Logframe (see Section 4.2).

3.2.6 Rationale

There is a significant amount of research on the gendered division of labour in rural Africa, and how women's and men's travel and transport requirements can markedly vary, but these mobility needs and constraints are not given sufficient consideration in the planning of rural road infrastructure and transport services provision.

In the recent ReCAP report on "New Initiatives to Mainstream Gender in Transport", Visser (2016) explained that:

Gender equality, equity and social inclusion are an important cross-cutting research theme for ReCAP. Potential research areas have been identified for a range of gender issues across transport services and infrastructure and as a central issue to community access. Poor transport is a gender and social exclusion issue, as women, persons with disability and the elderly are less likely to travel when infrastructure and services are poor, unpredictable or unsafe.

The World Bank's Gender and Transport Resource Guide (2006) identifies three basic types of transport tasks of women and men. Their involvement and related needs for these tasks are shaped by their gender roles and responsibilities. The nature of these tasks varies by country, socio-economic and ethnic groups, location, and other factors. The three tasks are:

- a) **Livelihood-related tasks** (such as travel for agriculture, markets, business, and labour), which are largely predominated by men and is part of market economy.
- b) **Service-related tasks** (such as accessing health care, education and other services).
- c) **Household-related tasks** (such as carrying water, firewood, grains for processing, etc.), an area dominated by women and which remain 'invisible' to transport planners and providers. Women and girls have primary responsibility for the 'invisible', unpaid household-related transport tasks and generally have less access to and control of means of transport. As a result, they spend many hours daily walking and carrying heavy loads such as water and firewood.

The 2015 meeting of the Gender and Transport Network (GATNET) and World Bank report of 2010 indicated that women remain disadvantaged compared to men in access to transport owing to skewed planning practices and less productive efforts.

The Operational Guidance for World Bank Staff on Mainstreaming Gender in Road Transport (2010) notes that:

Conventional rural transport planning has tended to focus on road networks and long-distance transport of produce; which has led to the neglect of transport solutions for many rural women who lack access to motorised transport, tend to travel on feeder roads and tracks on foot or who use intermediate means of transport such as donkey carts and bicycles. Improvements to the road network can improve contacts between rural villages and nearby communities as well as the delivery of inputs and consumption goods and the possibilities of selling produce to traders or bringing produce to market. For women, road improvements, particularly the repair of potholes and the installation of traffic lights, are also beneficial if they translate into greater and safer access to goods and services. There should also be a clear focus on footpaths, footbridges and track improvements for women.

Since transport infrastructure and services are a means for accessing economic and social benefits, transport planners should be well informed of gender related transport tasks and needs, and include these travel and access requirements when undertaking planning, design, construction, operation, and maintenance of transport infrastructure and services.

Gender mainstreaming has become a key component of the ReCAP research strategy in order to: (i) present to rural transport policy makers, planners and implementers, facts and figures for ensuring inclusive and gender sensitive policy, planning and implementation of rural transport infrastructure and services; (ii) contribute to ReCAP's key objective of promoting safe and sustainable transport for rural communities in Africa and Asia; and (iii) enable ReCAP to facilitate knowledge sharing between participating countries in order to enhance the uptake of low cost, proven solutions for rural access that maximises the use of local resources.

4 Approach and Methodology

4.1 Research Objective

The key question to be answered by the research on gender mainstreaming in rural transport institutions is: *What is the evidence of gender mainstreaming efforts transforming the institutions that deliver and support rural transport infrastructure and services e.g. government institutions, local and international financial institutions, sectoral institutions?*

Building on this question, the main objective of the research is therefore to provide evidence on whether gender mainstreaming has or has not transformed the rural transport institutions at the policy, legislative and implementation levels. To answer the question, the research will explore institutional analyses of the different institutions that are active in gender policy development and oversight, and in the implementation of rural transport infrastructure and services at the national, county and community levels. The analyses will endeavour to answer the following questions:

- i. Whether or not having had to deliver a gender mainstreaming agenda has resulted in:
 - changes to the composition of staff of those institutions;
 - changes in budget and expenditure allocations;
 - changes in the way decisions are made in those institutions;
- ii. The factors that have stimulated (or constrained) such changes;
- iii. Whether changes are positive or problematic;
- iv. Whether or not the changes are sustainable.

4.2 Geographical Location of the Research Project

The research will be undertaken in Nairobi, the capital city of Kenya, and in three counties – Murang'a, Machakos and Homa Bay.

Nairobi has been chosen for this study because it is the headquarters of all the public transport and financing institutions that the researchers will be interviewing for this project. It is also the location of the envisaged national workshop due its easy accessibility for participants from the counties.

Muranga County has been identified for study mainly due the County Government's outstanding initiatives in meeting the quota requirement that 30% of procurement services should go to women and youth. It is in this County where a Women's SACCO clinched a 30 million Kenya Shillings roadwork contract. This would be a critical case study for learning on direct and indirect transformative impacts of women's involvement in the transport sector. In addition, the Muranga boda boda Transport Society which has invested Kenya Shillings 12.5 million should be a case for a good story.

Machakos County will be studied due to its proximity to Nairobi, which has inevitably seen the county benefit from a number of investments, including transport infrastructure and rural transport services. The focus will be to understand the transformations, especially within the county transport docket, as a direct or indirect result of transport sector investments.

Homa Bay is targeted due to its high level of poverty index, especially among women and youth, with a view to determining the correlation between transport infrastructure and services and poverty, and what the county's transport docket is doing in terms of transport policy and strategies to address the situation.

4.3 Research Methodology

In order to deliver on the objectives and questions to be answered by the research project, the Tacitus Ltd research team will apply a mixed methods approach to data collection, comprising qualitative, quantitative and participatory research methods and tools as well as case studies as appropriate. In this regard, and to facilitate an in-depth analysis of all issues with the full involvement of officials of the relevant institutions and other relevant stakeholders at every step, and in order to arrive at the desired informative conclusions, a highly participatory and experiential methodology to the study is proposed.

The proposed methodology is aimed at analysing the extent of gender mainstreaming within these institutions, and the relative constitutional, legal (Kenyan legislation and international conventions) and policy demands for gender mainstreaming. It will explore how gender mainstreaming is practiced within their institutions, the changes that have taken place in terms of decision making, budget and expenditure allocations and staffing composition since the promulgation of the Constitution of Kenya 2010, and establishment of NGEC, which is spearheading the gender mainstreaming efforts of all public (and private) institutions in Kenya. In addition, factors that stimulate or constrain the implementation of the gender mainstreaming agenda will be identified.

Finally, the proposed tools and methods for conducting the assignment will enable the institutions' staff, management and other stakeholders to identify opportunities for the advancement of practical implementation of gender mainstreaming policies at all levels. In this regard, the staff and decision-makers as well as other stakeholders will be encouraged to propose measures and practical recommendations for influencing policy and what needs to be done to enable the smooth implementation of gender mainstreaming.

The mainstreaming analysis will identify the extent to which women and men are included in the staffing, and decision-making of both national and county transport institutions. To this end, discussions will be held with the national and county level transport institutions in the three counties to be studied, with a view to determining how gender mainstreaming policies, legislation and regulations are being translated into action and practice at these 'grass-roots' levels. The researchers will collect primary data through personal and group face-to-face interviews and questionnaires administered to the respondents at decision-making levels. The interviews will give in-depth information as to the processes of gender mainstreaming in the various institutions and who has been involved. Observations as to the modes of transport used by both men and women will also be obtained in the three counties.

Literature review as the first research technique: Both desk research and field work are needed in order to collect the required data and information for determining the status and impact of gender mainstreaming in rural transport institutions. In this respect, an in-depth literature review is already being undertaken and will continue throughout the duration of the project. The initial literature review has played a role in the formulation of the research questions that will be answered during the fieldwork stage. From the literature that has been reviewed so far, it has been possible to determine some of the challenges and constraints in gender mainstreaming in the rural transport sector, as shown in Section 3. As the research progresses during fieldwork, key literature will continue to be reviewed to compare the findings as they exist on paper, and the realities on the ground.

Quantitative research methods during fieldwork: Numerical data and statistics related to budgets, expenditure and staffing, as well as graduate figures for female engineers and transport practitioners will be collected from the implementing and financing institutions to be studied, in order to corroborate anecdotal information collected from key informants and the case studies.

Qualitative research methods during fieldwork: Qualitative techniques will be used to gain understanding of underlying reasons, opinions, and motivations for gender mainstreaming or otherwise, in rural transport institutions. It will provide insights into the challenges of gender-mainstreaming and help the researchers to develop ideas or hypotheses to complement the quantitative data. Qualitative research will also be used to uncover trends, and obtain a deeper understanding of the issues.

To support the collection of quantitative and qualitative data, the Tacitus Ltd researchers have prepared draft questionnaires with both quantitative and qualitative questions to be administered to each of the participating institutions as the key survey instruments. See Annex C for the draft questionnaires. For the clustering of research institutions to be studied, see minutes of the research team's meeting in Annex D.

Among the key quantitative and qualitative participatory research tools that the researchers will apply are:

1. *Face to face interviews*, guided by structured questionnaires (for quantitative data) and semi-structured questionnaires (for qualitative data) will be held with institutional leaders (key people who are involved either in policy development, oversight or implementation) of the selected institutions to understand availability of key gender mainstreaming policies, legislation and regulations, and, the practical actions being taken by each of the institutions to ensure gender mainstreaming.

2. *Institutional-level Focus Group Discussions* guided by semi-structured checklists with various female employees of national and county government institutions as well as the Women's and boda boda SACCOs in Murang'a.
3. *Key Informant Interviews* guided by semi-structured questionnaires will be applied to the staff of key departments/sections of the study institutions at the national, regional, county and constituency levels. In this regard, among the county level key informant interviewees will be male and female county level legislators – Members of County Assembly (MCAs) – and male and female County Executive Committee Members (CECM) who are the equivalent of Cabinet Secretaries at the national level - especially those responsible for the core function of gender mainstreaming and transport docket. The key question to this category of respondents will be whether or not these representatives are informed of the challenges rural women face in accessing economic and social services due to transport related challenges, and what they are doing to ensure gender mainstreaming in the transport sector which is a key social and economic issue.
4. *Triangulation* will be done at two levels: first, with the groups and key informants themselves and secondly, issues from one group/key informant will be cross checked with other groups and key informants in order to cumulatively verify accuracy of information.
5. *Non-conventional research techniques*: In order to generate in-depth understanding of the transformative impacts on gender relations in the rural transport sector, and the institutional changes that have (or have not) occurred, especially since the Constitution of Kenya (2010) became effective and the establishment of NGEC, the following techniques will be used alongside the conventional methods:
 - a. *Most significant change stories* will be solicited, especially from women employees of KeRRA, NGEC, the Heads of Procurement and the tender committee of Murang'a County which awarded road works tender to a women's cooperative society, and from members of the women's cooperative society.
 - b. A *Case study* will be conducted to understand the real-life situation of the Murang'a Women and the Murang'a boda boda [Youth] Cooperative Society in terms of their history, composition, objectives, how they got into business, their achievements/successes, challenges, lessons learnt and recommendations to women in other counties of Kenya.
6. *County and national level stakeholder workshops* will serve a dual purpose: As a forum for feedback, verification and validation of findings with the aim of enabling stakeholders to re-evaluate their input and make corrections where necessary. This strategy will be applied in each of the study counties and will culminate in the national stakeholders' workshop. The national stakeholders' workshop will be a forum for the dissemination of key findings and lobbying appropriate institutions, to use such findings in their work with government in gender mainstreaming efforts and to publicise them in their websites.

Data sources: data will be collected from the following clusters of rural transport stakeholders:

- i. Policy development, implementation and oversight institutions;
- ii. Implementation and practice related institutions that are responsible for programme and strategies design, implementation and supervision;
- iii. Financing institutions;
- iv. Implementation agents (contractors);
- v. Regulatory institutions
- vi. Local (community level) institutions that oversee cross-cutting development projects including rural transport;
- vii. Rural transport service providers.

4.4 Links to the ReCAP Logframe

The main objective of the research is to provide evidence that shows whether gender mainstreaming efforts have or have not transformed rural transport sector institutions at the policy, legislative and implementation levels. In this regard the research findings will provide information indicating that the delivery of a gender mainstreaming agenda by rural transport institutions has or has not resulted in the following changes in those institutions:

- Staff composition of those institutions;
- Budget and expenditure allocations;
- Decision making that is cognisant of gender differences, both within the transport institutions themselves, and among rural transport service users as well.

The research will also deliver information on factors that have stimulated (or constrained) such changes, whether the changes are positive or problematic and whether or not the changes are sustainable.

- i. **Expected outcome:** An informative research report that is capable of influencing gender mainstreaming policy in the rural transport sector institutions in Kenya and elsewhere.
 1. Output Indicators: Implementation of the research findings and recommendations contained in the Final Report among key transport institutions
- ii. **Expected outputs:** Inception report; Midterm progress report; Research report; Illustrated report; and Academic paper.
 1. Output indicators: Written approvals of each research output by ReCAP
- iii. **Baseline and expected target per output:** Not applicable to this project.
- iv. **Assumptions:** It is assumed that the current support that has been promised to the research team from key institutions will hold throughout the research period, and that the focal points for this research that have been appointed by the key study institutions will be able to mobilise staff at the various levels of their institutions to participate in the study.

The research findings will contribute to the achievements of a number of outputs in the ReCAP Logframe. These include: (i) influencing rural transport service policy and strategy; (ii) availability of research findings in open access format; (iii) sharing of findings with stakeholders; (iv) findings will be used by ReCAP and by the institutions mandated to spearhead gender mainstreaming in Kenya – DoGA and NGECC - to accelerate the pace of gender mainstreaming in rural transport institutions in terms of policies, strategies, staffing and budget and expenditure allocations. For details on the exact ReCAP outputs to which the research findings will make a contribution, see Annex A.

4.5 Tacitus Ltd Research Project Logframe

Intervention Logic	Indicator	Source of verification	Assumptions
Outcome: Informative and insightful research report produced that is capable of influencing rural transport policy to make it gender sensitive	<ul style="list-style-type: none"> Research findings shared with key rural transport sector institutions in Kenya and beyond Research findings published by key rural transport institutions 	<ul style="list-style-type: none"> National dissemination workshop report Websites of the key rural transport institutions 	<p>Key rural transport and gender mainstreaming institutions will continue to support the research project to its conclusion</p> <p>Financial flow will not delay the timely implementation of the research findings</p>
Output 1 Inception phase successfully completed and report submitted to ReCAP	<ul style="list-style-type: none"> Proof of commitment by key institutions to support the research project Inception report submitted according to the timeline stipulated in the work plan 	<ul style="list-style-type: none"> Contact addresses of focal points appointed by key institutions to work with Tacitus Ltd on the research project Email showing date of report submission Written approval of the report by ReCAP 	
Output 2 Mid-term progress report indicating continued support from key rural transport and gender mainstreaming institutions at national and county level	<ul style="list-style-type: none"> Mid-term progress report produced and submitted according to the timeline stipulated in the research project's work plan 	<ul style="list-style-type: none"> Email showing date of report submission Written approval of the report by ReCAP 	
Output 3 3.1. Research report has clearly documented findings, challenges, sustainability factors and recommendations for enhanced gender mainstreaming in rural transport institutions 3.2. Illustrated report has clearly documented key findings, conclusions and recommendations on gender mainstreaming in the rural transport sector institutions 3.2. Academic oriented paper has clearly documented theoretical aspects of gender mainstreaming in the rural transport sector institutions and the relationship between gender mainstreaming in these institutions and improved gender sensitive planning and implementation of community level rural roads and transport services	<ul style="list-style-type: none"> Research project completed within the stipulated timeframe High level national workshop has endorsed the research findings and made clear recommendations on the way forward Rural transport and gender mainstreaming institutions (KeRRA and DoGA/NGEC) and ReCAP have published research findings on their websites ReCAP has shared the illustrated report with rural transport stakeholders ReCAP has facilitated the publication of the academic paper in international transport journal 	<ul style="list-style-type: none"> Email showing date of report submission Written approval of the research outputs National workshop report Websites of the relevant institutions 	

4.6 Achievements during the Inception Phase

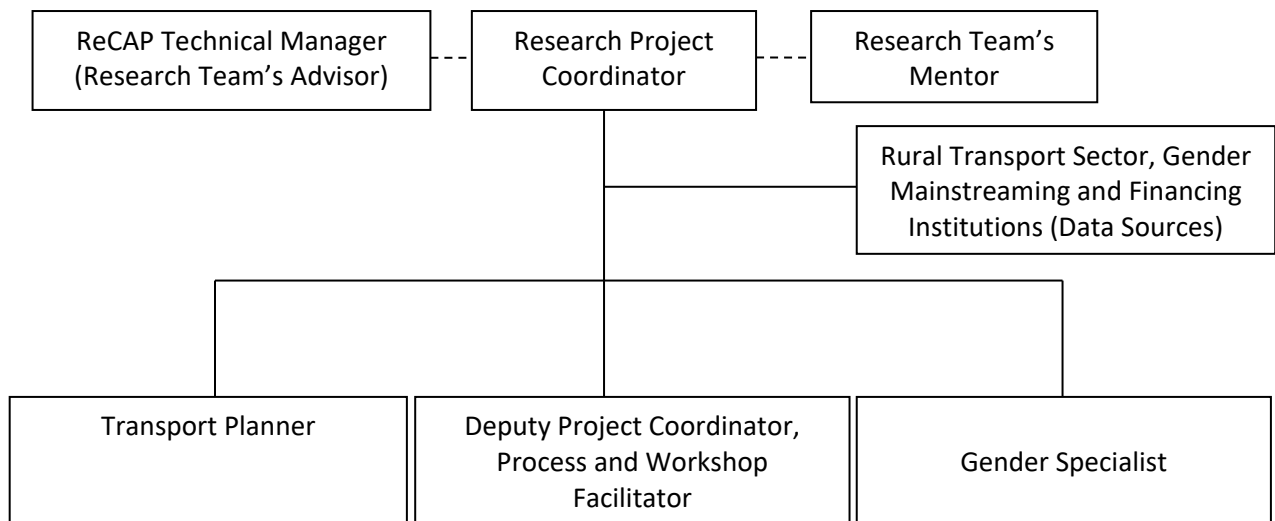
The Tacitus Ltd research team has undertaken a number of activities during this inception phase. They include: (i) brainstorming meeting of the research team to agree on a shared understanding of the activities of, and strategy for inception phase of the research project and division of related roles; (ii) introductory meetings with heads of key personnel of KeRRA, KIHBT, NGEC, DoGA, KRB, NCA, NTSA and each of the three study counties – Murang’a, Machakos and Homa Bay - to brief them on the research project, its objectives, expected outcomes and benefits to their institutions; (iii) initial literature review to inform the preparation of the inception report and development of the draft research questionnaires; (iv) preparation and submission of the draft inception to the Mentor and ReCAP. For details of the inception phase activities and outcomes, see Annex B.

4.7 Revised Work Plan

As at the inception phase, no changes to the basic work plan presented in the proposal are foreseen except for changes in the timeframes which can only be accurately known once the inception report has been approved by ReCAP. See Annex F for the work plan.

4.8 Management Approach

The management strategy presented in our original proposal will continue throughout the main phase of the project, in which the Tacitus Ltd research team will continue to consult ReCAP, through the Mentor, as appropriate. In this regard, the project management has not changed since submission of the technical proposal and, as at the time of writing this Inception Report, no changes are envisaged in the project management. Accordingly, the following chart is an illustration of the project management structure for this research project.



4.9 Technical Inputs and Budget and Inputs

The technical inputs and budget for the research project remains the same as stipulated in the Contract between Cardno Emerging Markets (UK) Ltd and Tacitus Ltd. In this regard, Tacitus has provided four core consultants for this project – Samuel Orwa, Margaret Ombai, Samuel Nyangueso and Salma Sheba. Changes in the budget are not foreseen at this stage, and the upper limit of the budget remains GBP 49,591.

4.10 Community Access

The research project in Kenya is examining the extent to which gender mainstreaming efforts have (or have not) transformed the rural transport sector institutions at the policy, legislation and

executive levels, resulting in equitable gender staffing composition, budget and expenditure allocations, and decision making processes.

a. Gender.

The researchers envisage that the findings from this study will:

1. Influence the development of gender sensitive rural transport infrastructure policy to make it possible, especially for the counties, to prioritise for development, those community access roads, [foot] bridges and footpaths that are more beneficial to rural women and men, based on their gender disaggregated access needs.
2. Influence the regulation of rural transport services to ensure safety of the users and promotion of affordable innovative modes of rural transport services that are gender friendly and capable of responding to the gender based tasks of women and men.

b. Other marginalised groups or beneficiaries

The other marginalised groups at the community level who would benefit from gender based prioritisation and development of rural access roads are school going children (boys and girls), the elderly and people with physical disabilities. A number of people from this category of rural community members often lose their lives while trying to manoeuvre their way through makeshift foot bridges or while crossing flooded rivers during rainy seasons.

4.11 Monitoring and Evaluation Plan

The monitoring approach for the research activity being implemented by Tacitus Ltd in the rural transport sector institutions in Kenya has been will be based on three factors. In the first place, the Tacitus Ltd proposal contained a work plan/timeline for the implementation of this project, as well as four milestones against which payments will be triggered. These two items will be used to monitor progress of the research project. In addition, Tacitus Ltd has prepared a logframe for the research project based on the outputs agreed with ReCAP in the technical proposal. Both ReCAP and the Tacitus Ltd researchers will use these three items to monitor progress being made on the activities under the research project. (See Annex F for the research project's Gant Chart and section 4.3 for the Tacitus research project Logframe).

4.12 Risks

While Tacitus Ltd had not indicated any risks in its technical proposal, the table below presents possible risks that could lead to delayed completion of the research project.

Risk Assessment and mitigation matrix		Very High	High	Medium	Low
Potential Risk	Risk Grading		Description	Mitigation Action	
	Probability	Impact			
A. Programme management					
Implementation delays due to change/transfer or reassignment of research support Focal Points appointed by the rural transport, gender mainstreaming and county institutions	L	L	In government institutions transfer or reassignment of staff duties is a normal occurrence	Initial discussions with KeRRA, NGEC and DoGA have resulted in the appointment of at least two alternative Focal points for this research. Other institutions will be asked to do the same	
Withholding of key information	M	M	Some individuals within the key institutions may choose to withhold key information from the researchers if they feel they have nothing to gain from the research project	The research team would diplomatically involve the heads of such institutions to enable access to the relevant information	
Unavailability of key informants	M	M	Some key informants may be unavailable at the time they are required to participate in the research resulting in completion delay	Interview programme will be given to the institutions in advance of the meetings Researchers would reschedule meetings with such key informants	
Financial flow	L	L	Due to unforeseen circumstances, Cardno may delay the remittance of funds to Tacitus	Tacitus Ltd would appeal to Cardno for timely remittance of funds	

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- Visser C, 2016. New initiatives to mainstream gender in transport. Research for Community Access Partnership. Available at: <http://research4cap.org/Recap-news/Lists/Posts/Post.aspx?ID=40>

Annex A: ReCAP Logframe

Outputs to which the research project will contribute

Intervention Logic	ReCAP Indicator	Contribution of the Research Findings to Intervention Logic
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)	Research findings on transport services in rural areas will contribute to influencing rural transport service policy and strategy
Output 1: 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. (Low Volume Rural Roads : LVRR / TS – Transport Services)	1.1 LVRR: Number of peer reviewed papers generated from ReCAP supported or related LVRR research projects made available in open access format.	One of the outputs of the research project is an academic oriented paper which, if successfully peer reviewed and published, should be available in open access format
	1.2. TS: Number of peer reviewed papers generated from ReCAP supported or related LVRR research projects made available in open access format.	
	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 practice as a result of ReCAP engineering research (including climate change adaptation and AfCAP and SEACAP adaptations). To include introduction of new policies and modification to existing policies.	
	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) To include introduction of new policies and modification to existing policies.	The findings of the research on gender mainstreaming in rural transport sector institutions in Kenya will be used by ReCAP and (hopefully) by the institutions mandated to spearhead gender mainstreaming in Kenya – DoGA and NGEC - to either accelerate the pace of gender mainstreaming in rural transport institutions in terms of policies and strategies

	1.6. LVRR and TS information generated for dissemination, and disseminated, that is not peer reviewed. Total to include research papers, final research reports, workshop reports, manuals and guidelines.	The research project will have, as a key output, an illustrated report which ReCAP will share with key stakeholders.
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.	In Kenya, the research on gender mainstreaming in rural transport sector institutions is being led by Kenyans. By providing international mentors to support the AfCAP and AsCAP research teams, ReCAP is spearheading the capacity building of the researchers in the participating countries
	2.3. Research projects with female researcher inputs at senior technical level.	The research on gender mainstreaming in rural transport sector institutions in Kenya is being led by Kenyan male and female researchers in equal numbers (two women and two men).
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	Knowledge generated from the research on gender mainstreaming in rural transport sector institutions in Kenya will contribute to the knowledge base of ReCAP, which the Partnership can use at high level international discussions, debates and conferences
	3.3. ReCAP generated knowledge disseminated through significant workshops and dedicated training, virtually or physically, that is rated by participants as effective.	Key research findings from this ReCAP supported research will be disseminated by the researchers at a high level national workshop of rural transport stakeholders in Nairobi, Kenya

Annex B: Inception Phase Activities and Outcomes

Date	Activity	Outcome	Comment
July 17, 2016	<ul style="list-style-type: none"> Meeting of the Tacitus Ltd. research team with Dr. Annabel Bradbury (the research team's Mentor provided by ReCAP) for the research study, in Nairobi for guidance into the research approach, issues and clarifications reporting methodologies 	<ul style="list-style-type: none"> Agreed that the mentor will play the role of the technical quality assurance for the research reports Team informed of the ReCAP's reporting template Mentor provided key links for relevant reference materials 	
August 2- 31,	<ul style="list-style-type: none"> Introductory meetings with heads of key personnel of KeRRA, KIHBT, NGEN, DoGA, KRB, NCA, NTSA and each of the three study counties – Murang'a, Machakos and Homa Bay - to brief them on the research project, its objectives, expected outcomes and benefits to their institutions (The ReCAP newsletter by Caroline Visser entitled "New Initiative to Mainstreaming Gender in transport" and the AfCAP Introductory Leaflet by Gina Porter and Geoff Fishbourne were used to sensitise the Heads and representatives of the institutions on the role of ReCAP its relationship with AfCAP). 	<ul style="list-style-type: none"> The researchers have established a platform of a working relationship with key rural transport and gender mainstreaming institutions NGEC and KeRRA have given written commitment to support the research project (See Annex E for the commitment letters) Through its commitment letter, KeRRA has written to all the other institutions with which Tacitus Ltd held the introductory meetings urging them to support and participate in the research project All key institutions – KeRRA, KIHBT, DoGA, NGEN, KRB, NCA, NTSA and each of the three study counties – Murang'a, Machakos and Homa Bay - have appointed Focal Points to liaise with the Tacitus Ltd researchers in mobilising staff from their institutions to participate in the main phase of the research 	<ul style="list-style-type: none"> The researchers will reach out to JICA-CORE, PALWECO and SIDA – all of which finance the rural transport sector – through KeRRA while UN Women and IDLO will be reached through NGEN and DoGA respectively
August 13	<ul style="list-style-type: none"> Meeting of the research team (Sam Orwa, Margaret Ombai, Salma Sheba, Sam Nyangueso) to brainstorm and to agree on a shared understanding of the activities of, and strategy for inception phase and division of related roles. 	<ul style="list-style-type: none"> Agreed on a shared understanding of: Data to be collected Sources of information Categorisation of institutions that should participate in the research The division of inception phase roles among team members 	<ul style="list-style-type: none"> See Annex D For minutes of the meeting
August 18-31, 2016	<ul style="list-style-type: none"> Development of draft research questionnaires and literature review 	<ul style="list-style-type: none"> Draft Questionnaires shared among team members for allow each team member to give their inputs and fine-tune them Information from the literature review has been used in section 3 of this inception report 	<ul style="list-style-type: none"> See Annex C for the draft research questionnaires

Date	Activity	Outcome	Comment
September 1-10, 2016	<ul style="list-style-type: none"> Preparation of the draft inception report by team members 	<ul style="list-style-type: none"> The draft inception report 	
September 11, 2016	<ul style="list-style-type: none"> Submission of draft inception report to the research team's mentor 	<ul style="list-style-type: none"> Research team benefits from Mentor's input prior to submission to Cardno 	
September 14, 2016	<ul style="list-style-type: none"> Incorporation of the mentor's comments into the draft inception report 	<ul style="list-style-type: none"> Draft report resubmitted to the Mentor 	
September 15, 2015	<ul style="list-style-type: none"> Submission of draft inception report to Cardno 		
October 10-17, 2015	<ul style="list-style-type: none"> Incorporation of comments from ReCAP 	Draft report resubmitted to ReCAP	
October 21, 2015	<ul style="list-style-type: none"> Finalisation of the draft report 	Final report submitted to ReCAP together	

Annex C: Draft Research Questionnaires

(See separate email attachment for the following research questionnaires):

1. Department of Gender Affairs;
2. National Gender and Equality Commission;
3. Ministry of Transport and Infrastructure;
4. Kenya Rural Roads Authority;
5. Kenya Institute of Highways and building Technology;
6. Financing Institutions;
7. National Transport Safety Authority;
8. National Construction Authority;
9. County Ministry of Transport and Infrastructure;
10. Murang'a Women SACCO;
11. Community Level Institutions;
12. Transport Service Providers;
13. Service providers' institutions
14. Community level road contractors
15. County women representatives
16. County Transport Road Safety Committees
17. Community level [cross-cutting] development institutions

Annex D: Minutes of Research Team Meeting

13th August 2016

Present

1. Samuel Orwa
2. Samuel Ouma Nyangueso
3. Salma Sheba
4. Margaret Ombai

Agenda

1. Understanding the Research Objectives and the data to be collected
2. Agreement and cluster the data sources
3. Agreement on the data collection techniques
4. Division of inception phase tasks among team members

Agenda 1-17/08 (a): Understanding the Research Objectives

Research Area 2: Gender Mainstreaming in Rural Transport Sector Institutions in Kenya seeks to answer the question: What is the evidence of gender mainstreaming efforts transforming the institutions that deliver and support rural transport infrastructure and Services e.g. government institutions, local and international financial institutions, sectoral institutions? To answer this question, the research project has four specific objectives:

1. To provide evidence, indicating the extent to which gender mainstreaming has or has not transformed the rural transport institutions at the policy, legislation and executive levels, resulting in equitable gender staffing composition, budget and expenditure allocations, and decision making processes.
2. To determine the extent to which gender mainstreaming has been translated into practice/reality (or otherwise) by the rural transport sector (infrastructure and services) institutions in Kenya, at the national and county government levels and by institutions that support the rural transport sector at both levels, (such as the national and international financing and other sectoral institutions);
3. To determine the extent to which the mainstreaming has resulted into transformation at the community level, from the points of view of the institutions' managers as well as from the perspective of community based transport and other local level institutions.
4. To the extent to which such changes are the sustainable.

Agenda 1-17/08 (b): Agreements on Data to be collected

In order to answer the main research question and the specific objectives, the team agreed that the qualitative (and to some extent, quantitative) data that is to be collected from the various sources will include:

1. **Policy related data:** Have rural transport institutions and related policy institutions (such as the Department of Gender Affairs – DoGA - and the National Gender and Equality Commission - NGEC) interpreted the gender mainstreaming concept in terms of:
 - a. Gender mainstreaming supportive policies (that are backed by legislation).

2. **Data related to Gender Mainstreaming in Practice:** The extent to which rural transport institutions are gender sensitive in their programming and design including:
 - a. The practical implications of gender mainstreaming, including perceptions and attitudes;
 - b. Designing gender sensitive plans and strategies that should be seen in terms of;
 - c. Indicators/evidence of gender mainstreaming in strategies and plans including:
 - i. Criteria or justification for deciding on which rural/community roads to improve
 - ii. Budgeting and expenditure allocations for implementation (evidence that money was spent on gender programmes and that the design has been put into practice);
 - iii. Labour based technologies that limit the use of machines
3. **Data related to gender mainstreaming implementation, which includes:**
 - a. Staffing composition especially at the decision-making levels (governance structure);
 - b. Budget and expenditure allocations;
 - c. Tender committee composition;
 - d. Tender preferences e.g. wording that encourage women to apply for given tenders.
4. **Data related to impacts resulting from gender mainstreaming policies and strategies, including:**
 - a. Changes that have taken place in the rural sector institutions in Kenya;
 - b. Challenges that have been experienced while implementing gender mainstreaming policies and strategies
 - c. Lessons that have been learnt by the transport sector institutions while implementing the gender mainstreaming policies and strategies, and how positive lessons can be enhanced and up-scaled
5. **Data related to transport services from the gender perspective, including:**
 - a. Ownership of means of transport (disaggregated by gender and by type of means of transport);
 - b. Composition of transport service operators;
 - c. Gender sensitivity in the way passengers are handled;
 - d. Compositions transport service management SACCOs;
 - e. Approximate earning per means of service and benefit sharing.
6. **Data related to role in the transport sector, of community level institutions that oversee cross-cutting development, including, if any:**
 - a. Criteria for recruiting the roads infrastructure workforce;
 - b. Whether rural women present themselves for rural road infrastructure works;
 - c. Community participation in decisions regarding rural roads;
 - d. etc.
7. **Supportive and constraining factors:** Factors that have enabled or negated the gender mainstreaming efforts at all levels (policy, legislation, budgeting and expenditure allocations, and practical implementation), and what could be done to address the constraining factors.

The above data will be collected from the various sources as appropriate.

Agenda 3-17/08: Agreement on and clustering of data sources

Existing literature on rural transport will be the main source of secondary data. The agreed categorisation of primary data sources and the institutions in each category from which the agreed data (see 1-17/08 (b) above) is to be obtained are:

- *Policy Development and Implementation Oversight institutions:* DoGA, NGEC and MoTI;
- *Implementation and practice related institutions (responsible for programme and strategies design, implementation and supervision:* KeRRA, KIHBT and County governments;

- *Implementation Agents (Contractors):* Murang’a Women SACCO, Community level Private Contractors (if any) and Community Initiatives (if any);
- *Regulatory Institutions:* National Construction Authority and National Transport and Safety Authority;
- *Rural Transport Service Providers:* Boda boda SACCOs, PSV SACCOs, Non-Motorised Transport (NMT) service providers;
- *Financing institutions:* KRB, AFD, JICA-CORE, AfCAP, PALWECO and SIDA;
- *Local Level Institutions that oversee cross-cutting development projects including rural transport:* Location Chief, Ward Admin, Rural Roads Committees.

Agenda 3-17/08: Agreement on Data Collection Techniques and Instruments


Instruments for Collecting Qualitative Data	Data Sources
<ul style="list-style-type: none"> • Literature review to collect secondary data 	Policy and strategy documents at the global, regional and national levels, and national legislative and planning documents
<ul style="list-style-type: none"> • Face to face Institutional Structured Questionnaire (Survey) administered in a face to face situation 	<ul style="list-style-type: none"> • Policy and Implementation institutions • Financing institutions <p>(Target informants include Heads of Institutions, Heads of Departments and Regional Heads of respective institutions)</p>
<ul style="list-style-type: none"> • Key Informant Interviews using and Semi-Structured Interview (SSI) checklists 	<ul style="list-style-type: none"> • Policy and Implementation institutions • Financing institutions <p>(Target informants include Heads of Institutions, Heads of Departments and County Heads of respective institutions)</p>
<ul style="list-style-type: none"> • Focused Group Discussions using Semi-Structured checklist + SWOT analysis + Meta Plan Cards 	<ul style="list-style-type: none"> • Women and men in decision-making positions e.g. HoDs/Deputies/Sections/units in each institution, (Engineers, Surveyors for KeRRA), Planners, Designers, Special projects, Procurement; HR, Finance officers, Legal department (at least 2 from each department)
<ul style="list-style-type: none"> • The most significant change stories (if any) 	<ul style="list-style-type: none"> • Women in decision-making positions • Community level institutions
<ul style="list-style-type: none"> • Case studies 	<ul style="list-style-type: none"> • Murang’a women SACCO • Rural transport services (boda boda) SACCOs
<ul style="list-style-type: none"> • Observations (counting of occurrence of a particular phenomenon) 	The three counties. (observations to be conducted by Salma and Mr. Ouma)
<ul style="list-style-type: none"> • Literature review to obtain secondary quantitative data 	<ul style="list-style-type: none"> • Policy, legislative, strategy and planning documents + Progress reports

Agenda 3-17/08: Division of inception phase tasks among team members

Activity	Responsibility
Making Contacts and obtaining support from participating institutions in Nairobi, Homa Bay, Murang’a and Machakos counties 1. Which are the departments; 2. Which are the contractors;	Sam Orwa and Samuel Nyangueso

3. Who is the Focal Point (contact person for this study)	
Preparation of draft institutional questionnaires and checklists for discussions/interviews (FGDs) with: 1. Policy, Implementation, Financing and Regulatory institutions; 2. Contractors; 3. Service providers; and, 4. Community institutions	Margaret Ombai
Review of existing Literature on gender mainstreaming in general and in rural transport sector in particular, and documenting findings. Please include the Reference List for Documents Reviewed	
Global literature	Samuel Ouma Nyangueso
Regional Literature	Salma Sheba
Kenyan Literature	Sam Orwa
Spearheading the writing of the Draft Inception Report	Sam Orwa and Margaret Ombai

Annex E: Commitment Letters from KeRRA, NGECA and KRB


KENYA RURAL ROADS AUTHORITY

Tel: 020-8013846, 2710451, 2710464, 0724735568/ 0733619197/ 0771451679
Email: kerra@kerra.go.ke / info@kerra.go.ke
Website: www.kerra.go.ke
Fax: 2710442

Blue Shield Towers
Hospital Road, Upper Hill
P.O. Box 48151-00100
Nairobi, KENYA

Ref: KeRRA/10/08/VOL1/ (01) Date: 24th August, 2016

The County Secretary
Machakos County
MACHAKOS

The County Secretary
Homa Bay County
HOMA BAY

The County Secretary
Muranga County
MURANGA

The Principal Secretary
Ministry of Public Service, Youth & Gender Affairs
NAIROBI

The Executive Director
Kenya Roads Board
NAIROBI

The Director General
Kenya Urban Roads Authority
NAIROBI

The Director General
National Transport & Safety Authority
NAIROBI

The Executive Director
National Construction Authority
NAIROBI

The Director
KIHBT
NAIROBI

The Chief Executive Officer
National Gender & Equality Commission
Solutions Tech Place, Upper Hill
(Longonot Road, Next to Crowne Plaza Hotel)
NAIROBI

Dear Sirs,

RE: LETTER OF INTRODUCTION

**RESEARCH FOR COMMUNITY ACCESS PARTNERSHIP (ReCAP)
GENDER MAINSTREAMING IN RURAL TRANSPORT SECTOR
INSTITUTIONS – REF. GEN 2044F**

Reference is made to the above, and the letter from Tacitus Limited (copy attached), in which the notification of award of service contract, as Consultants for the above research to be undertaken on behalf of ReCAP was communicated.

I am writing to inform you that the Kenya Rural Roads Authority (KeRRA) has been designated as ReCAP's institutional link in Kenya. Your organizations / institutions have been identified as critical stakeholders in the rural transport sector. Your support and participation in this research will be critical in informing policy for further improvements in the rural roads transport sector.

This is therefore to confirm that KeRRA will be collaborating with your respective organizations / institutions to facilitate this research.

As key stakeholders, we look forward to engaging with you, in this critical exercise which will go a long way in opening up rural Kenya.

Yours faithfully,



ENG. JOHN O. OGANGO
DIRECTOR GENERAL
Encls.

cc: ReCAP
General Manager (Planning & R2000)
Mr Samuel O. Orwa – Tacitus Limited



The National Gender and Equality Commission,
Solution Tech Place, Longonot Road, Upperhill, 1st Flr.
P.O. Box 27512 - 00506 Nairobi - Kenya
Landline: 020 321 3199 / 020 272 77 78
Mobile: 0718 999 721 / 0732 228 869

"Kutetea usawa wa jinsia na haki za waliobaguliwa na kupuzwa"

When replying please quote

Ref No: **NGEC/CEO/M&E/039 (33)**

22nd August, 2016

Mr Samuel O. Orwa
Research Coordinator
Research Community Access Programme (ReCAP)
P.O. Box 438, 00517
Uhuru Gardens
NAIROBI

Dear *Mr Orwa*

RE: Contact Persons – Fredrick Kereri Lumiti

Your letter dated 18th August, 2016 refers.

The Commission has nominated Mr. Fredrick Kereri Lumiti (Mobile No. 0724-094-481, Email Flumiti@ngeckenya.org) as the contact person to your programme. While executing his responsibilities at ReCAP, the officer will be assisted by Jackline Makokha, the Ag. Head, Programmes and Research.

Yours

Sincerely

Paul Kuria
Ag. Commission Secretary/CEO

NATIONAL GENDER AND EQUALITY COMMISSION

"Promoting Equity and Inclusion"



Financing Road Maintenance

KENYA ROADS BOARD

3rd Floor, Kenya Re-Towers, Off Ragati Road, Upper Hill

P. O. Box 73718 - 00200, Nairobi, Kenya.

Tel: +254 (020) 2722865/6/8, Fax: + 254 (020) 2723161

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Email: info@krb.go.ke Website: www.krb.go.ke

KRB/PP/71.19/A/VOL III (80)

13th September, 2016

Tacitus LTD
P.O Box 438-Uhuru Gardens
Post code: 00517
Nairobi - Kenya

Attention Mr. Orwa

**RE: RECAP CONTRACT AWARD TO TACITUS LTD FOR GENDER
MAINSTREAMING RESEARCH IN RURAL TRANSPORT SECTOR**

Reference is made to your letter Ref: KEN2044F/4 dated 18th August 2016. Please note that Eng. Wilson Kosgei - Manager Research and Roads 2000 has been assigned as your contact person in the Research Community Access Programme (ReCAP)-UK.

Yours Faithfully

Eng. Stephen Ndinika
General Manager Technical Compliance
FOR: EXECUTIVE DIRECTOR

ISO 9001:2008 Certified

Annex F: Updated Work Plan

Research Project Gantt Chart

Phase	Activities	Duration/Time frame in Months												Expected Output
		2016					2017							
		Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	Jun		
Phase 1 Inception	<ul style="list-style-type: none"> Information to study institutions about the start of the research project Mobilisation of research team (Team Planning Meeting on 13/08/16) Literature review Preparation of study instruments (FGDs and KIIs checklist; structured questionnaires) Scheduling field work in Murang'a 													Inception Report
	Milestone 1: Inception Report													
	Receipt of comments from ReCAP													
Phase 2 Field Work and progress report	<ul style="list-style-type: none"> Interviews and Discussions in Nairobi Field work in Murang'a and Machakos 													
	Milestone 2: Mid Term Progress Report													progress report
	<ul style="list-style-type: none"> Initial Data analysis Feedback, verification and validation workshops in Murang'a and Machakos Writing and submission of research progress report 													
	<ul style="list-style-type: none"> Field work in Homa Bay Initial data analysis Feedback, verification and validation workshop in Homa Bay 													
Phase 3	<ul style="list-style-type: none"> Comprehensive data analysis 													

Reporting	<ul style="list-style-type: none"> • Writing and submission of Draft Research Report, National Feedback and dissemination workshop • Draft Illustrated Report and Draft Academic Paper 														
	Milestone 3: Draft report(s)														
	<i>Receipt of comments from ReCAP</i>														
	National dissemination and feedback workshop														
	Finalisation of research activities including: <ul style="list-style-type: none"> • National workshop for representatives of stakeholders from all national and county level institutions to present findings and to ask them to publicise the same in their respective websites and news letters • Incorporation of comments and submission of final report • Preparation of illustrated report for circulation among stakeholder • Preparation of an academically oriented research paper for submission to international peer review journals relevant to the project 														
Milestone 4: Final report, illustrated report and academic oriented paper															
Working with the International support consultant from ReCAP to publicise the research findings internationally, including															