



*Empowered lives.
Resilient nations.*

EMPOWERING WOMEN AND YOUTH THROUGH ROAD INFRASTRUCTURE DEVELOPMENT IN UGANDA

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1.1 Introduction

Promotion of gender equality is a significant contributor to progress and achievement of all the goals and targets of the Sustainable Development Goals (SDGs)¹. The SDG development agenda articulates uneven access to paid employment and addressing uneven division of unpaid care and domestic work as key challenges to address by 2030. Ensuring that people have jobs that pay enough to support themselves and their families is considered a critical aspect of economic growth.

Infrastructure development, particularly road infrastructure and the follow-up roadside businesses are critical to eradication of poverty (SDG 1), eradication of hunger (SDG 2), creation of employment opportunities and sustained livelihood (SDG 8). Given that investments in road infrastructure development are a pre cursor to improvement in access to markets by women, trading opportunities, farm inputs and consumer goods all of which are critical ingredients for women and youth empowerment. Improvements in road infrastructure are closely linked to increased opportunities for income generation through roadside markets².

The Beijing Platform for Action (BPfA) spells out actions governments should take to improve participation of women in the economy to "Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas".

1.2 Country Context

Despite a history of political upheavals and violent conflicts, Uganda has enjoyed relative peace and stability since 2006, with the reinstatement of multi-party democracy, a strong constitution that protects women's human rights, and an end to two decades of conflict in Northern Uganda. Economic growth has averaged 5.5% between 2010/11 and 2013/14, though this is below the 7.2% target set in the first National Development Plan (GOU 2015). The share of people in poverty fell from 56% in 1992 to 24.5% in 2011, and further to 19.7% in 2013 (MPFED 2014). However, growth has been uneven, as has its impact on poverty, shown by the persistence of significant regional disparities, notwithstanding an overall improvement in the Gini-coefficient measuring inequality from 0.426 in 2009/10 to 0.395 in 2012/13 (UBOS 2014 b).

While Uganda has made impressive gains in reducing the overall level of poverty, these have been limited to central and western regions, and marked regional disparities persist (Table 1.1). Poverty rates remain high and relatively stagnant for the Eastern and Northern regions (MPFED 2014). This has been attributed in part to conflicts that engulfed those regions for much of the

Defining Youth

The United Nations Secretariat defines youth as "those persons between the ages of 15 and 24"¹ although it acknowledges that this definition is context specific, and must be flexible in defining youth based on the contextual basis of member states.

There are a number of different categorizations of youth in Uganda, depending on the source being referenced. For example, the government's National Youth Policy defines youth as all those aged 12 to 30 years old¹, whereas the draft National Action Plan for Youth Employment expands the definition to include individuals between 14 and 35 years of age.¹

For the purpose of this document, the definition of youth is left broad and includes all residents of Uganda aged 14 to 35 years

¹ United Nations (2015). Post 2015 Development Agenda

² World Bank, 2003. Integrating Gender into World Bank Financed Transport Programmes

1980s and 1990s. Nevertheless, poverty in East Central (Busoga) and the rest of the Eastern region remains entrenched, even though these areas have remained largely peaceful over the last 30 years.

Table 1.1: Regional Measures of Poverty and Inequality

Region	Insecure non-poor		Middle class	Evolution of Gini Coefficient			
	Poor			2002/03	2005/06	2009/10	2012/13
	2012/13 (in %)						
Kampala	0.7	10.1	89.2	0.47	0.39	0.43	0.338
Central 1	3.7	32.0	64.4	0.44	0.42	0.46	0.384
Central 2	7.3	47.2	45.5	0.35	0.35	0.38	0.354
South Western	7.6	42.8	49.7	0.36	0.35	0.40	0.326
Mid-West	9.8	44.9	45.3	0.35	0.33	0.33	0.329
East Central	24.3	50.5	25.2	0.38	0.36	0.33	0.336
Eastern	24.7	56.9	18.4	0.35	0.35	0.31	0.302
Mid North	35.2	41.4	23.2	0.35	0.33	0.34	0.363
West Nile	42.3	40.4	17.3	0.28	0.32	0.31	0.338
North East	74.2	16.4	9.4	0.44	0.40	0.51	0.426
Uganda	19.7	43.3	37.0	0.43	0.41	0.43	0.395

Source: Uganda National Household Survey, various years as indicated, in MFPED 2014.

Key: "Poor" = household consumption per adult equivalent below the official poverty line of US\$1/day; "Insecure non-poor" = consumption between the poverty line and twice the poverty line, i.e., US\$2/day; "Middle class" = consumption above US\$2/day.

Rural areas lag behind, especially in terms of employment and human development outcomes, with Karamoja sub-region being the most economically disadvantaged, where about 65% of its population lives below the poverty line (UNDP 2014). Similarly, the country has a high gender inequality index (0.517), as measured by of maternal mortality, adolescent fertility rates, and empowerment and economic activity, ranking 110 out of the 148 countries assessed (UNDP 2014).

1.3 The new development context: Gender Equality and the Sustainable Development Goals

The country's second National Development Plan (2015-2020), has already integrated all the 17 sustainable development goals (SDGs). This was deliberated upon in July 2015 at the high level dialogue on Financing Sustainable Development in Uganda, organized by the United Nations in Uganda in partnership with Ministry of Finance, Planning and Economic Development and the Ministry of Foreign Affairs. For gender equality, financing women's economic empowerment within agriculture, tourism and mineral development was discussed and flagged by both UN and government officials, as a priority for domestic resource mobilization through public-private partnerships, complimented by ODA (Office of the United Nations Resident Coordinator, 2015).

As Uganda pursues a sustained path to development, programmes and policies will require adaptation to changes in global goals and gender norms. First, is the breadth with which GEWE issues have been integrated into the new global sustainable development agenda, with nine (9) gender-specific targets to be customized to the peculiarities of the country's context. Second, is the need to ensure that institutional capacities match the radical change in global commitments to GEWE, in what is known as: 'being fit for purpose?' Uganda will have to build on and consolidate the achievements and lessons learnt under MDG 3 ; Beijing Platform of Action (1995) ; and CEDAW (1979) , while situating her next course of action into the three dimensions of sustainable development: i) economic sustainability (jobs, prosperity and wealth creation for all); ii) social sustainability (reduced vulnerability to poverty,

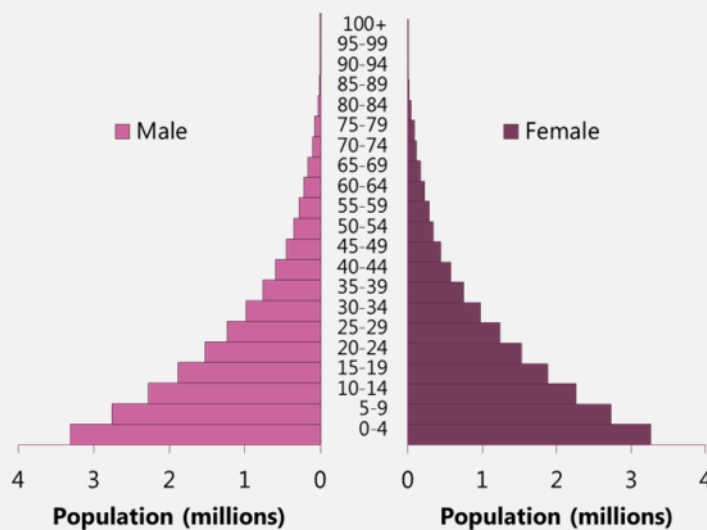
inequality and insecurity); and iii) environmental sustainability (production and consumption patterns that respect planetary boundaries) .

For this to happen, however, MDAs need to overcome the limitations in expertise for gender analysis of projects and programmes; inadequate gender disaggregated data and technical guidance on the nature of flagship programmes that could lead to lasting transformations in gender relations and in the lives of women and girls. The opportunity lies in enforcing the gender provisions in Uganda's Public Finance Management Act, 2014. The Act states that a Gender and Equity Certificate (GEC), issued by the Equal Opportunities Commission, has to be obtained by a ministry, with technical guidance from MFPED, after including gender-allocations in annual policy statements and budget framework papers.

1.4 Youth in the Ugandan Economy

Uganda has experienced an impressive compounded annual growth rate of 6.4% since 2002.³ This has been predominantly driven by growth in exports and public sector investments⁴ and is expected to continue on the back of Government reform and the broader-, longer-term commitment to build a "competitive, upper middle income country" by 2040, as set out in Uganda's Vision 2040 plan.⁵ The plan is anchored on three core areas: Governance; Human Capital Development; and Sustainable and Inclusive Economic Development.⁶ Core to the agenda is promoting the productivity of the country's large working population – a large percentage of which is comprised of youth.

Uganda has a large youth population – one of the highest in the world estimated, at 17.5 million – which comprises a large segment of the working population (15-64 years). As shown in Figure 2 below, nearly 80% of the population is under the age of 30. Uganda is experiencing a youth bulge," where 50% of the population is under age 15, and nearly 70% under age 25 as shown in Figure 2 below.



The total youth population in the country is estimated at 6.5 million (21.3%) of the total population of the country⁷. It is estimated that 79 percent of the youth population in Uganda, live in rural areas where the poverty levels are higher. Unemployment remains one of Uganda's biggest development challenges. While Uganda's working labor force is estimated at 75% in 2010/2011, the proportion of labor force in paid employment was merely at 18.5% in 2012/2013.

Fig 2. The Structure of Uganda's Population.

Source: UNESA, World Population Prospects

³ Uganda UNDAF 2016-2020
⁴ Africa Economic Outlook, Uganda 2014
⁵ Uganda Vision 2040
⁶ Uganda UNDAF 2016-2020, NDP II 2015/16-2019/20
⁷ MGLSD, 2013. Youth Livelihood Programme

1.4.1 Youth Unemployment remains high at a staggering 78%. The youth constitute about 4.4 million of the total labor force. Of this, 3.5 million live and work in rural areas and about 80 percent of them are employed in non-wage employment as of 2011⁸. Uganda has a large youth population – one of the highest in the world estimated, at 17.5 million – which comprises a large segment of the working population (15-64 years). Unemployment in Uganda is driven by a mismatch between the demand and supply of labor in the broader economy, exacerbated by low educational attainment and the lack of relevant skills.⁹

As with other countries in the region, Uganda has a high youth unemployment rate–11%, compared to approximately 6% for adults.¹⁰ According to the Ugandan Bureau of Statistics, the proportion of unemployed youth (national definition, 18-30 years) among the total unemployed persons in the country was 64% in 2011.¹¹ Other surveys, such as the Uganda's labor Market Profile 2014, have reported the proportion could be as high as 83%.¹²

The magnitude of the youth employment challenge increases substantially when accounting for unemployed youth not actively looking for employment, or, critically, youth who are under-employed. In 2011, youth not in employment, education or training as a proportion of the youth population was estimated at about 18% in Uganda.¹³ Underemployment rates are likely to be much higher.

Characteristics of the unemployed population vary widely, with urban youth more likely to be unemployed (12% vs. 3% for rural youth).¹⁴ Unemployment is a particular challenge for more vulnerable youth, including women and displaced or refugee youth.¹⁵ For example, female youth are twice as likely to be unemployed compared to male youth.¹⁶

Out of the 6.9 million illiterate Ugandans aged 15 and above, 5.5 million are women. Women continue to face the challenges with access to and ownership of businesses and productive resources such as credit. There is limited employment of women in skill-based based industries which further constrains their income potential. The percentage of Labour force in paid employment fell from 21.5 to 18.5 during the period 2009/2010 – 2012/2013 with youth unemployment rate estimated at 78%. About 80% of the employed youths in the country are employed in non-wage employment and in rural areas.

“.....Young women have more difficulties finding paid work than young men, and the youth unemployment rate stands at 7.0% for females and 6.1% for males. This gender difference has been attributed to the difficult transition to working life; limited access to information channels and job search mechanisms; lower pay in the informal economy; unprotected low-skill jobs as well as lack of access to training, social protection and other resources; making young women comparatively more vulnerable than young men to poverty and sexual exploitation....”

⁸ NDP II, pg 4

⁹ Youth Coalition on Electoral Democracy in Uganda (YCED), The National Youth Manifesto 2016-2021 (A Social Contract with Young Ugandans)

¹⁰ United Nations Youth Engagement and Employment Convergence Group, Terms of Reference

¹¹ Uganda Bureau of Statistics, Government of Uganda

¹² Uganda Labour Market Profile 2014

¹³ The National Labour Force and Child Activities Survey 2011/2012, Uganda Bureau of Statistics (July 2013)

¹⁴ “Youth Unemployment Challenge in Uganda and the Role of Employment Policies in Jobs Creation”, The Brookings Institute (August 26, 2014)

¹⁵ Uganda Demographic and Health Survey 2011

¹⁶ “Youth Unemployment Challenge in Uganda and the Role of Employment Policies in Jobs Creation”, The Brookings Institute (August 26, 2014)

1.4.2 Youth labor underutilization rates remain high at 63%¹⁷ with youth that are employed often relegated to lower earning sectors. Almost 66% of youth employment opportunities are concentrated in agriculture.¹⁸ The services and industrial sector employ about 28% and 7% of the labor force respectively.¹⁹ Approximately 60% of the working population is engaged in the informal sector which is characterized by low earnings and minimal job security.²⁰ As a result, approximately 18% of the employed are working poor, engaging mainly in occupations in the primary and productive sector over the same period (UBOS, 2010).²¹ The lack of employment opportunities have also led some youth to seek employment outside of Uganda – both in the East African region and further afield. Despite the allure of foreign jobs, these pursuits are often risky – particularly for unskilled youth – resulting in cases of exploitation and forced labour.²²

1.4.3 Government Interventions to address Youth Unemployment

For Uganda, this will involve a two-pronged effort: (i) ensuring that the energy, potential, and innovation of Uganda's young population are harnessed to promote development and opportunity; and (ii) slowing the birth rate, to ensure that the ratio of working age people increases.

On the first prong, the government is making marked steps in its human capital development efforts. In addition to through promoting the creation of economic opportunities, the government and its partners are supporting youth's capacity to tap into them through interventions in health, education, and skills training.^{23,24} In addition, the government and its partners are looking for more and more innovative ways to ensure that youth are able to participate in civic and political processes – to ensure that the 'youth voice' is heard, and that the country benefits from the transformative potential of youth engagement.

“.....This large youth population, combined with the country's economic potential in the coming years, presents the government with the opportunity to harness a demographic dividend – the economic growth that accompanies a declining fertility rate and a shift in a country's age structure.¹

¹⁷ Uganda School to Work Transition Report

¹⁸ Government of Uganda, The National Employment Policy 2011

¹⁹ Youth Unemployment Challenge in Uganda and the Role of Employment Policies in Jobs Creation", The Brookings Institute (August 26, 2014)

²⁰ "Youth Unemployment Challenge in Uganda and the Role of Employment Policies in Jobs Creation", The Brookings Institute (August 26, 2014)

²¹ Uganda Demographic and Health Survey 2011

²² The US Department of State, Uganda 2015 Trafficking in Persons Report, <http://www.state.gov/j/tip/rls/tiprpt/countries/2015/243555.htm>

²³ NDP II 2015/16-2019/20

²⁴ Harnessing the Demographic Dividend: Accelerating Socioeconomic Transformation in Uganda (July 2014)

One the second prong, the government will need to ensure universal access to family planning and the empowerment of female population through reproductive health education. Done effectively, this will help reduce the overall fertility rate and the incidence of unwanted pregnancies, accelerating the rate of decline in birth rates.²⁵ There have been major steps towards this through the recent signing and of the FP2020 programme which will support the rights of women and empower them in planning for children. The Government of Uganda is also investing in reproductive health services through skill training and other policies to foster more effective modes of delivery of goods, services and education.²⁶

In as far as combatting Youth unemployment is concerned, the NDP also focuses on reducing the high youth unemployment rates through promoting youth in business. The youth Livelihood programme is a priority intervention for responding to high rates of youth unemployment and poverty rates in the NDPII.

On the other hand, it is extremely important to note that while youth-specific issues were mainstreamed in NDP II, they are not part of financing priorities and thus have no particular monitoring frameworks. Specific actions and reference to youth needs is made within human capital development but with not youth-specific national-level indicators for measurement of progress, which implies that accountability and evaluations along NDP II might subsequently obscure the challenges that require redress amongst the youth.

2.0 Road Infrastructure Development in Uganda: A Catalyst for Women and Youth Empowerment

The road transport in Uganda carries about 95% of the country's goods and 99% of traffic²⁷. Road infrastructure provides opportunities for women and youth to participate in business through roadside markets. The growing potential offered by the road infrastructure development for marketing and business growth offers an opportunity to stakeholders in poverty reduction and promotion of gender equality to tap. The roadside markets provide opportunities to achieve the priorities and targets for international and national development through facilitating self-employment, increased incomes, accessibility, livelihoods, productivity and ultimately poverty reduction. These markets are an opportunity for the promotion of women empowerment and eradication of poverty through increasing employment opportunities and access to markets for women and the youth along the roads. Although the development of roads infrastructure offers such an opportunity, there is limited documentation and information on the empowerment needs and experiences of women and

Uganda's second National Development Plan (NDP II) has prioritized enhancing women entrepreneurship and employment through creating an enabling environment for their participation in cultural and creative industry as well as agro-tourism¹ through building entrepreneurship skills, provision of incentives, and enhancing their participation in decision making at all levels. A commitment to increasing the percentage of women accessing economic empowerment initiatives from 12 percent in 2009/10 to 30 percent by 2019/20 is also noteworthy.

²⁵ Harnessing the Demographic Dividend: Accelerating Socioeconomic Transformation in Uganda (July 2014)

²⁶ Family Planning 2020, <http://www.familyplanning2020.org/entities/80>

²⁷ MOFPED 2014, Road Sector Annual Monitoring Report. Financial Year 2013/2014

youths utilizing road infrastructure and the attendant services as a work zone.

To this effect, UNDP Uganda in collaboration with the Ministry of Gender, Labour and Social Development (MGLSD), UN Women, selected Civil Society Organizations and the private sector commissioned this study. The study investigated how the development or improvement of road infrastructure in Uganda contribute to the empowerment of women and youths through roadside business. This study specifically examined the roadside women and youth businesses on selected national, urban and district roads, to document their experiences, challenges and empowerment needs.

2.1 Overall objective

The overall objective of the study was to document how road infrastructure development and improvement supports empowerment of women and youths in Uganda.

2.2 Specific objectives

- a) Understand how road infrastructure supports women and youth empowerment²⁸
- b) Identify points of intervention to enhance gender mainstreaming in the roads sector.²⁹

2.3 Methodology

The study was participatory with particular focus on capturing and documenting the experiences of women and youth roadside market vendors on the selected roads. The consultant conducted desk review of the roads subsector key planning and budget documents, conducted field work interviews and focus group discussions. The study was conducted between December, 2015 and January, 2016. This section describes the scope of the study, data collection tools and methods that were used to gather the information as per the objectives of the study. The study drafts and inception report were presented and discussed with the UNDP gender team.

2.4 Scope of the study

This study focused on the roads infrastructure and roadside businesses. Specifically the study covered the following;

- Conducted interviews and focus group discussions with women and youth on the 4 selected roads. The roads covered **national roads, district roads** for comparative results. Specifically, interviews with women and youths were conducted on the following roads;
 - (i) **Kampala – Gayaza- Ziobwe** Road up to Busiika
 - (ii) **Matugga – Kiira** Road, Wakiso district
 - (iii) **Mityana Road upto Ttomi, Buloba**

Table I: Markets consulted and the respective roads

	Market	Road
1.	Lutamu Foundation Market, Nalyanamagonja	Kampala – Gayaza – Ziobwe Road
2.	Agalyawaamu Market - Busukuma	Kampala – Gayaza – Ziobwe Road
3.	Kiketika Mbuuzi Market	Kampala – Gayaza – Ziobwe Road
4.	Nangabo Farmers' Market	Matuuga – Kira Road

²⁸ Documented the stories, narratives and photographs of women and youth engaged in roadside business through interviews and focus group discussions along selected markets on national, urban, district and community access roads within the central region.

²⁹ Assessed the extent to which gender has been addressed in road transport sub-sector policy formulation, planning, budgeting, implementation, performance monitoring and impact assessment;

5.	Bulaga Daily Market	Mityana Road
6.	Kasalaba Daily Market	Mityana Road

Key informant interviews were conducted with women involved in market leadership and market vendors. Focus group discussions were conducted with market vendors and the market leadership. For the key informant interviews with market vendors, the informants were either identified randomly or through the guidance of the market leadership.

- Reviewed the road sub sector plans and budgets for the financial year 2013/2014 – 2015/2016 for their gender responsiveness
- Conducted consultations with sector technical staff in the Environment Liaison Unit at the MoWT, staff in the planning unit of MoWT, and Mt. Elgon Labour-Based Training Centre (MELTC).

2.5 Data Collection Tools

Interview guides for the key informant interviews and the focus group discussions were developed and shared among the team before the beginning of the study. Specifically, an interview guide for gender focal persons in the participating ministries were developed, and interview guide for women and youths in roadside markets. These guides are annexed to this report as Annex III, IV & V. Data was collected under the following thematic areas. The interview guides prioritised collection of data on;

- Participation of women and youth in roadside markets and how the availability or unavailability of related roadside amenities, furniture and hardware effected or enhanced their participation. Data collection equally focused aspects of socioeconomic characteristics of women and youths involved in the markets, the type of businesses they are involved in, how their involvement in the business has changed their lives, challenges and opportunities for empowerment through roadside business.
- The status of gender mainstreaming in the road infrastructure. An interview guide targeting the gender focal persons was developed that specifically focused on the capacity of the focal person to coordinate gender mainstreaming, the various initiatives undertaken by the subsector to mainstream gender, the cordial relationship between the ministry and the national gender machinery, challenges and opportunities for gender mainstreaming.

2.6 Data Analysis

Qualitative and quantitative data analysis methods have guided this study. Qualitative information gathered from focus group discussions, key informant interviews, document reviews was analyzed using thematic analysis. The proposed themes under the thematic indicator matrix and the report structure annexed to this report formed the bulk of the data analysis.

Interview guides for the key informant interviews and the focus group discussions were developed and shared among the team before the beginning of the study

3.0 Road Infrastructure and Women Employment and Enterprise Development Needs

Available evidence shows that most of the women owned enterprises in Uganda are small, home-based and informal in nature³⁰. Through businesses such restaurants, women have been able to educate their children, rent houses (rooms) where they sleep, connect them to village financial groups and build even bigger and sustainable businesses.

Namatovu (2012), investigated motivations for women starting their businesses, sources of capital, presence or absence of infrastructure and business operations, the challenges of business operations, opportunities and aspirations. Majority of the women indicated that they were involved in particular businesses because that's what they knew how to operate; it is what they could afford and because they recognized an opportunity in the areas where they were running their businesses.

Some of the challenges for women entrepreneurs included; lack of skills required for running the businesses, limited access to credit, limited use of social networks, discriminatory cultural practices such as seeking permission for credit, limited access to modern technologies, high costs of business. *The questions of security around the market areas, connections to their homes, and the time of resuming the market operations and street lighting for the areas where the markets are located constrain the business operations.* There are unique road safety issues that women would want to have on the roads for their safety. Some of these needs include; street lighting, footpaths, drainage, speed limits on roads, policing, bus shelters, emergency phones near bus stops, speed humps, pedestrian crossings, and road safety signs³¹. Other issues include; parking space for delivery vehicles and for the customers who come to transact from such markets, motorcycle and bicycle lanes.

Findings from the field discussions during this study indicate a fragile situation for women working in the markets. Whereas the designs of these roads did not have markets planned for, their development has attracted several local inhabitants to carry out business on these roads. The table below provides a summary of the findings on the key indicators covered under this study.

".....evidence shows that most of the women owned enterprises in Uganda are small, home-based and informal in nature¹. Through businesses such restaurants, women have been able to educate their children, rent houses (rooms) where they sleep, connect them to village financial groups and build even bigger and more sustainable businesses...."

³⁰ Namatovu et al, 2012. Understanding Women Micro and Small Business Entrepreneurs in Uganda

³¹ World Bank, 2014. The Challenges of Enhancing Women's Mobility: Examples from Road Rehabilitation Projects in Timor Leste and Karibati, pg 15

3.1 Summary of the key indicators and the findings of the study

Thematic Indicator	Summary Findings
<p>Major Economic Activities by type of road</p> <ul style="list-style-type: none"> • Economic activities on urban roads by gender • National roads • District roads 	<p>Fresh foods and vegetables are the most dominant items in the markets visited. Items such as mangoes, tomatoes, water melons, pineapples, onions, fresh green vegetables, bananas, passion fruits, ginger, jackfruits and pumpkins</p> <p>There are some restaurants but very limited</p>
<p>Road infrastructure hardware</p> <p>Access to affordable and alternative transport modes by women and youth roadside businesses for reduced time and costs in taking goods to the market</p>	<p>There are several taxis and bodas that make transport affordable for the vendors on all roads visited</p>
<p>Sufficiency of road signage in providing visual clues and safety of from accidents women and youth roadside businesses</p>	<p>No road signs near the markets for all the markets visited. None of the markets visited had any sign for motorists that there was a markets in a closer distance.</p>
<p>Adequacy of speed-culming hardware (traffic lights, humps and lanes) in ensuring safety of roadside business vendors</p>	<p>Only one market had a hump to control the motorists. There wasn't even the smallest of the humps along the other markets.</p>
<p>Drainage works in controlling flooding and proper water management for roadside business/markets</p>	<p>This is one of the major challenges for the markets visited. Markets are located so near open trenches with no proper channeling for running water. Business is limited during rains. Sanitation and hygiene become appalling during the rains. This is critical since majority of these markets are dealing in foodstuffs</p>
<p>Presence of telephone and other communication modes in meeting the emergency needs of women and youth who own businesses</p>	<p>All participating vendors owned mobile telephone numbers and expressed satisfaction with the services.</p>
<p>Sanitary and waste bin availability for environmental services to road side businesses</p>	<p>There were no designated waste disposal bins except for one markets. All markets identified public places where they threw the waste including behind their markets, across the roads. The only market that had a formal waste disposal area had waste for over two weeks.</p>
<p>Bus stops and waiting sheds are adequate and safe for transportation of goods and services</p>	<p>One of the major challenges of all the roads visited is lack of packing space for both the market vendors and the customers.</p>
<p>Access to security services for safety from theft and traffic accidents</p>	<p>Market vendors have private security personnel through monthly contributions that vary from market to market. This is an additional cost on the small capital run by the poor women and youths. Security contributions varied from 500 UGX daily to 5000 UGX per month. This amount does not exclude whose operating capital is as low as 5000 UGX</p>

Access to electricity and energy services for reduced business operating costs	<p>Most of the markets rely of the local lighting system called "tadooba". Only one government aided market was connected to electricity while one had acquired a solar panel through vendor contributions. Some of the markets have electricity in close neighborhood but haven't connected the markets due to high costs for the initial connection.</p>
Level of knowledge amongst MDAs to identify and plan for youth and women empowerment issues in the road transport sector	<p>Sector has undertaken initiatives to improve the level of understanding of and incorporation of gender issues among staff. such initiatives include; development and dissemination of gender mainstreaming guidelines, incorporation of a module on gender and women's participation in the MELTEC and an elaborated gender guide for district road works</p>
Frequency and quality of the gender training provided to MDAs	<p>No further information on training accessed beyond the training offered at MELTEC</p>
Ability of the national gender machinery to provide periodic technical assistance to the road transport sector	<p>A senior gender officer at the Ministry responsible for technical guidance to the sector. discussions with the sector however indicated that they were not aware of this which indicates limited collaboration</p>

4. Road Infrastructure and Employment for Women and Youth



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with her kids to work every day starting from 4:00pm till 10:00pm in the night simply because there is no one to look after them....

of survival and especially for the



capital, she chose a fruit vending business, selling bananas and mangoes which did not require heavy capital to invest.

"The total sales of the bananas and the mangos was 60,000 UGX which gave her an indication of how viable the business would be for her. Today, she is able to meet the school fees expense of 800,000/term for her daughter. She rents a house of 200,000 UGX where she stays with three other members of her family. She also meets her utility payment dues from her roadside business earnings. She has also established a shop worth 3 million UGX out of the same business in a different location. The parent business is now earns her about 1.5 million UGX. Fatuma is also not in debt as she did not take a loan to start her second business.



Isaac Mukasa (above) prepares beans at a he jointly owns with his peers David and Jaffer.



4.2 Roadside business as a source of employment

The roadside markets have become a hub of employment for the youths and women. Some come to these markets to work on the stalls as workers with an average of 5000 UGX per day. These later graduate to start up their own businesses from the profits and savings generated. The markets also have provided jobs for former government and private sector casual workers. A number of Young people have also been able to transition from employees to roadside business owners such as Jakasi, whose story is shared briefly below:-

4.2.1 Case study: From an employee to a business owner

Born in Ntungamo district 23 years ago, Jakasi was brought to the roadside goat roasting by his village friend. He is a primary five dropout. He joined the business in 2004 as an employee and transitioned to self-employment in 2015. Through a monthly salary of 150,000 UGX and a daily allowance of 50,00UGX, Jakasi managed to save 1,200,000 UGX which he used to start his own goat roasting business at the beginning of 2015. He bought two cows at 550,000 UGX each. From his roadside business, Jakasi contributes to the welfare of his peasant parents in the village and pays school fees worth 400,000 UGX per term for his young brother and sister who are both in secondary school.



".....From his roadside business, Jakasi contributes to the welfare of his peasant parents in the village and pays school fees worth 400,000 UGX per term for his young brother and sister who are both in secondary school....."

4.3 Providing market for women's produce

Women in the roadside businesses have used the roads as ready markets for their own produce from their own gardens. The women sell their vegetables and food stuffs to road users. They are able to sell their agricultural produce at a higher rates than it would be if the produce was sold to the middle men. Some of the items included Matooke, cucumbers, green paper, pumpkins, sugarcane, and green vegetables among others. The access to the roads by women with their produce has contributed to savings on transport costs. Along the district and new national roads, several women have reportedly used produce from their gardens such as bananas for restaurants, green vegetables which they sell to road users.

4.4 The visibility advantage of roadside businesses

Despite the construction and furnishing of markets in urban areas and major towns, vendors have frequently shunned markets that are located away from the roadside as they believe they will not be visible. The respondents believed that the road sides were a more strategic location for their businesses. Another example of the strategic visibility benefit that roadsides have can be appreciated from a story that run in one of the local dailies.

When the government completed a market for vendors in Lira town, it is reported that most of them left and relocated to degazetted areas and the roadside arguing that there were no customers in the main market located 20 meters or so from the main road³². Similarly, at Bulaga daily market on Mityana road, women vendors have also insisted on selling their merchandise by the roadside because that's where they expect to be seen and sell to customers.

“.....When the government completed a market for vendors in Lira town, it is reported that most of them left and relocated to de-gazetted areas and the roadside arguing that there were no customers in the main market located 20 meters or so away from the main road, with no sign posts to direct customers to their new location... Market vendors are leaving the market to roadside because those who operate there have not been restrained by the authorities and they are presumably taking away all the customers who would have otherwise used the market.

³² New Vision, Monday, January 25, 2016. Pg. 15



(Left) (Space reserved for Matooke vendors at Bulaga Daily Market that has been abandoned by the vendors. Feeling hidden from their clientele, they argued that they would be visible by road users if they remained by the roadside.



Youth vendors on the Northern by-pass highway target road users heading home at the end of every working day and below, vendors place commodities along a taxi stage in Makerere-Kikoni.



4.5 Women in roadside businesses:

Findings of this study indicate that most of the women are active in vegetable/food market businesses with fewer men. Women representation in the markets is on average over 85% especially for the markets that are predominately in produce. The design of the markets and the services provided to the markets should put in consideration the needs and challenges of women and the youths such as the toilets, washrooms, interest free loans and security among others.

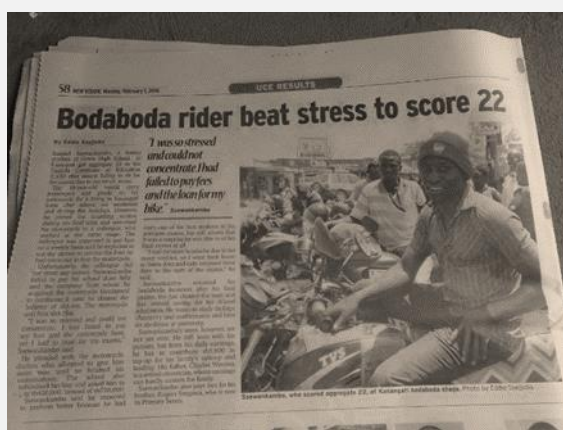
The table below shows the comparisons between men and women involvement in roadside economic activities.

Market	Total number of vendors	Number of women	Percentage of women
Lutamu Foundation Market, Nalyanamagonja	58	57	98
Agalyawaamu Market - Busukuma	22	1	95
Kiketika Mbuuzi Market	160		
Nangabo Farmers' Market			
Bulaga Daily Market	92	91	99 ³³
Kasalaba Market	20	13	65

4.6 Roadside businesses as a major transition point for the youth

The roadside businesses such as produce markets, motor bike riding (*boda-boda*), working in restaurants and bars, chapatti baking, welding and goat roasting have become a hub for youths who are temporarily out of school or are waiting for their examination results to move to the next education level. Further, the informal and physically laborious nature of most roadside enterprises make Youth on school holidays an option for free/cheap labour and as such, a number of youth provide labour for their parents' businesses.

(Below left: a newspaper extract story :) Ssewankambo is a 19 year old youth who paid his school fees from the earnings of his motor bike (boda boda) business. He would use the long end of year holidays to make the most of his time away from school and ride passengers from dawn to dusk. He successfully completed his Ordinary level examination, excelling as one of the best performing students from his school and Nalinya helping out her mother at her roasting business during the long end of year holiday. Her mother derives the family livelihood from this business.



³³ The only man inside this market runs a money lending business to the women running business. The money is borrowed and paid on a daily basis. There are men who come only in the morning and sell their merchandise on the roadside and not in the designated market. It is difficult for the market administration to estimate their numbers.



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Above: Chapattis are a delicacy found at every roadside, prepared by mostly young male food vendors



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Focus group discussions with women and youth in the markets selected for this study revealed the plethora of challenges faced in accessing capital and business financing to start and grow their businesses, the majority of who are widows and as such, took loans to begin road side businesses to sustain their families. The women interviewed acknowledged different sources of capital they had sought before taking loans such as;

- Help from relatives,
- Simple savings they had generated when they still lived with their partners
- Proceeds from the sale of family items such as goats, chicken, etc.
- Using agricultural produce from the family farmland
- Minimal savings from their former casual employments

Notable among the challenges to financing/access to credit for the vendor are:-

- High interest rates on business loans that limit the ability of business owners to plough back as profit goes into debt financing. The vendors in Lutamu Foundation Market indicated that they were been engaging with microcredit institutions but with very high interest rates.
- Limited operating capital, constrained by the charges that the vendors are subjected to. In all the markets, vendors have to pay the initial payment for the stalls to the land owners (ranging from 40,000 – 120,000) the security charges (500 - 1000 per day), market fees (paid to the Local Government authorities, electricity and water for some markets. This is made worse by the fact that most of the women found in the markets are single mothers, and youthful. They are women who did not go to school although some of them have up to senior six. In Agalyawaamu market for example out of the 21 women operating in the market, only 3 women are married³⁴. This relates with previous studies that showed divorced women as one of the groups of women that have found livelihood in roadside business. These women have challenges accessing livelihood alternatives to support the dependents left by the death of their spouses³⁵.

5.2 The deplorable state of market sanitation and drainage facilities

All the markets visited had problems with drainage systems and the vendors expressed the challenges they experience working during the rainy seasons. In all the markets visited, the trenches were open and most of them did not have specific direction for water movements when the rains come. Given that the vendors want to be closer to the roads, they make use of every possible space available where they operate.

There was also a challenge of open trenches along the road side. These significantly increase the risk of:

- Waterborne diseases and infections that are contracted as a result of water stagnation. These include typhoid, bilharzia and malaria especially for those vendors who work at night.

“.....Our biggest challenge here is that drainage’’. When it rains, it become hard for the customers to cross to the markets, the water floods up to the produce and some of the items are lost in the process.....”

³⁴ Married referring to women who are living with a man regardless of formalisation.

³⁵ <http://www.theguardian.com/global-development-professionals-network/2013/nov/22/uganda-entrepreneurs-market-their-skills-case-studies>

- Open trenches lead to floods that spill into the market, compromising food hygiene and many times causing fresh produce to soak and spoil ,causing losses to the vendors.

Further, 80% of the markets selected for this study did not have designated waste disposal sites, leaving vendors to dispose of rubbish in open spaces, including the open trenches highlighted above. The rubbish heaps pose a health hazard for both the vendors and their children, and for the women in particular, a sick child means a day away from the roadside. A day away from the roadside means reduced incomes.

5.3 High Credit risk associated with women

Some financial institutions consider women as a risk in access to credit³⁶. Women face gender biases in access to credit, have limited access to formal saving mechanisms especially group lending, limited access to security, limited access to credit information including limited knowledge of the information required to obtain credit from formal institutions.

Discussions with women and youths in the markets indicate that women do not have access to credit for their businesses. Only women in Lutamu Foundation Market indicated that they were been engaging with microcredit institutions but with very high interest rates.

5.4 Road side safety

In most of the markets visited, the vendors expressed a constant fear of being hit by over speeding vehicles especially those whose businesses operate along busy high ways.

A quick glance around the road side markets showed no indication of road signs or speed humps to regulate the speed of vehicles and no pedestrian crossings and no walkways increasing the risk for women who tend to their business while minding children.

³⁶ The International Bank for Reconstruction and Development/The World Bank, 2006. Gender and Economic Growth in Uganda



Images of the different challenges roadside vendors face: Drainage and sanitation challenges, below, a typical market day where goods are at the roadside as cars speed by and due to limited access to water, a young vendor sips on a sachet of water to quench his thirst. All Photography by Esther Mbabazi, Alvin Kamalikoli and Kibazzi photography.



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6. The status of gender and equity mainstreaming in roads sub sector

The Uganda Gender Policy, 2007, requires all government Ministries, Departments and Agencies (MDAs) to incorporate gender in their planning and budgeting processes. The policy identifies four priority areas of livelihoods, rights, governance and macro-economic management. The policy requires sectors to specifically translate the UGP into sector-specific strategies and activities; Build capacity of staff in gender analysis, planning and budgeting; - Monitor and evaluate sector programmes for their impact on gender equality; Commit adequate resources for implementation of gender related activities; Disaggregate data and information by sex and gender where applicable; Collaborate with MGLSD on matters of gender mainstreaming (UGP, pg. 23). This section presents the various initiatives that the sector has undertaken to implement the international and national gender provisions for gender mainstreaming.

6.1 Guidelines for mainstreaming gender in the roads sector, 2008.

The roads sub sector gender mainstreaming guidelines are a step-by-step guidance to the stakeholders on how to incorporate gender in roads to ensure that gender is explicit in all the sub sector's institutions, policies, plans, programmes and budgets. The guidelines provide specific;

- Checklists for review of the sub sector policies, plans and budgets for gender sensitivity.
- Key steps in mainstreaming gender into policies, plans and programmes
- Key considerations for mainstreaming gender in sub sector

A white paper on sustainable maintenance of district, urban and community access roads (DUCAR), 2001.

As part of the efforts to increase women's participation in road works, 30% women of the workforce would be targeted in road works, sensitization and training of role-players on the benefit of involving women, introducing flexible working hours to enable women to harmonize their domestic duties with road works, increasing women's access to training opportunities, inclusion in the contract legal framework to address gender equality and preparing specific gender guidelines as part of the current District Road Works Manuals³⁷.

6.2 General specifications for road and bridge works (2005)

The roads sub sector gender mainstreaming guidelines are a step-by-step guidance to the stakeholders on how to incorporate gender in roads to ensure that gender is explicit in all the sub sector's institutions, policies, plans, programmes and budgets. The guidelines provide specific;

- Checklists for review of the sub sector policies, plans and budgets for gender sensitivity.
- Key steps in mainstreaming gender into policies, plans and programmes
- Key considerations for mainstreaming gender in sub sector

³⁷ World Bank, 2003. Integrating Gender into World Bank Financed Transport Programmes, Uganda Case Study

The specifications require contractors to comply with the existing national provisions for gender. Contractors are required to specify how they are going to address gender as well as addressing the gender specific needs in the construction. The contractor is required to specify and cost activities targeting promoting gender including description of the recruitment policy and procedures, gender awareness raising meetings, gender sensitive working conditions and facilities. The engineer is required to satisfy the outputs for the gender component by the contractor before approving for payment.

6.3 Capacity building for gender mainstreaming among the technical staff.

A World Bank report revealed that only 14.9% of the respondents had undergone some kind of gender training. The ministry established the Mt. Elgon Labour-Based Training Centre (MELTC) in 1995. The overall training objectives of MELTC can be summarized as follows:

- To train domestic contractors in road works utilizing labour-based methods
- To train domestic consultants in road works utilizing labour-based methods
- To develop labour-based technology for wide application in other sectors and create employment opportunities
- To provide alternative choice for infrastructure improvement and to enable the works to be carried out cost-effectively using local resource base.

The training Centre as part of the target beneficiaries trains the Community Development Officers/Gender Officer and environmental officer who are the critical cadres for gender mainstreaming at the Local Government levels. Gender and specific women concerns are integrated in the training curriculum for the various staff trained as a crosscutting issue.

6.4 The various aspects of gender handled by the participants at the training

A World Bank report revealed that only 14.9% of the respondents had undergone some kind of gender training.

	Gender and Women Participation
OBJECTIVE :	<p>By the end of this module, the participants should be able to:</p> <ul style="list-style-type: none"> - Have an overview of the gender policy framework - Define the key concepts of gender - Outline the potential benefits of employing women in labour-based road works - Understand the importance of gender responsive of the following in the road improvement cycle: <ul style="list-style-type: none"> (i) Policy formulation (ii) Planning (iii) Budgeting (iv) Monitoring and evaluation

CONTENT :

- Key gender concepts
- Gender policy framework
- Importance of employing women in labour-based road works participation
- Significance of the following in the road improvement cycle:
 - Gender sensitive policy formulation
 - Gender planning
 - Gender budgeting
 - Gender sensitive indicators

Other gender specific aspects include;

- The importance of community participation in road works with particular focus on women
- Developing gender responsive plans of action for implementing community participation
- Women's participation in labour-based road works
- Human rights including gender equality
- HIV/AIDS and gender
- Gender responsive sensitization, mobilization, recruitment, work system
- How to collect gender disaggregated socio-economic data during (Annual District Road Inventory and Condition Survey (ADRICS)).
- How to use gender disaggregated socio-economic data to prioritize roads for improvement
- Gender in road selection process including gender disaggregated socio-economic data collection (what, how, when and by who?).
- Enhancing the ability of district administrators to monitor contractors' compliance with gender, labour and environmental issues

The ministry has undertaken efforts to mainstream gender in the roads sub sector though continued capacity building. However, this training is still limiting in respect to the category of staff trained. There are no specific courses designed for training programmes and capacity building plans for the technical staff such as economists, engineers, environmental impact assessment, monitoring teams, and others.

6.5 Monitoring gender in sector performance

The sector has identified 18 golden indicators for monitoring performance and the 18th golden indicator 18 specifically tracks sector implementation of crosscutting issues including gender. Areas monitored include;

- Availability of gender focal persons in sub sectors
- Women in employment

The sector also monitors the number of environmental impact assessment reports for all projects submitted and approved or rejected by the National Environment Authority. Gender is one of the areas critical areas assessed during the EIAs.

Availability of gender focal persons over the years for MoWT, UNRA and URF. This indicator required a yes or no answer. There is no specific information on the position of the gender focal persons, their levels of knowledge of gender, capacity needs, the performance of the gender focal persons, etc. however, as indicated in the table below, there have been consistency in the availability of the gender focal persons including in UNRA and URF.

6.5.1: Availability of gender focal persons in the sub sector over the years

	2012	2013	2014
MoWT	Yes		Yes
UNRA	Yes		Yes

URF	Yes		Yes
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6.5.2: Women in the roads sub sector employment for 2011/2012 financial year

	MoWT		UNRA		URF	
	No. (W)	%	No. (W)	%	No.(W)	%
Management level	1	5	1	5	1	10
Senior Level	12	13	8	13	4	40
Overall	104	24	82	8	2	10

6.5.3 Women in the roads sub sector employment for 2013/2014 financial year

	MoWT		UNRA		URF	
	No. (W)	%	No. (W)	%	No.(W)	%
Management level	5	3.9	1	2.8	0	0
Senior Level	6	4.7	9	14.2	4	33
Overall	126	22.5	85	8.3	7	30

6.5.4 Women participation in road maintenance and constructions

Road	Male	% Male	Female	% Female	Total
Kiryandongo-kamdini road	120	89	15	11	135
Consultants	7	78	2	22	9
Ntungamo-marama hills road	319	320	53	14.21	373
Mbarara-ntungamo_ Kabale-katuna road	585	90	65	10	650
Bahai-ring road	Data not disaggregated by sex				110
Kampala northern by pass	Data not disaggregated by sex				330

Source: Report on the 2nd joint monitoring mission September, 2015

The data captured during the monitoring visits only capture information on the number of women in the construction teams but does not indicate the positions and type of work these women perform in the organizations. It is important to indicate the positions held by women in the contractor teams. The technical team at the ministry should provide a template for monitoring teams to capture data on the representation of men and women in various positions at the construction sites. There should be a provision to capture information on the limited representation whenever this is discovered. During monitoring the component of gender mainstreaming should be unpacked to be able to capture the information required for instance;

- Evidence of gender sensitization.
- Representation of women in road work by position.
- Availability of child care centers/services for breastfeeding mothers.
- Sanitary facilitator including washrooms for both men and women.

6.6 Status of gender mainstreaming in the Roads Sub sector Plans and budgets – snapshot

6.1 Ministerial Policy Statement, 2015/16

Issues identified	Interventions proposed	Implementing unit	Comment		
	<p>Gender mainstreaming compliance audits planned under construction standards and quality assurance.</p> <p>Training staff members in gender mainstreaming</p>	<p>Vote Function: 04 03 Construction Standards and Quality Assurance</p> <p>Programme 14: Construction Standards pg. 29</p>	<p>Activities specified under aggregated vote function budget</p>		
<p>Unequal participation of women and men in road construction activities</p>	<p>Implement the gender mainstreaming strategy for national roads construction and maintenance</p>	<p>Vote 113, UNRA</p>	<p>An estimated budget of 0.3 billion is budgeted for</p>		
<p>Women standing aside from road maintenance work</p>	<p>Designated Agencies (DAs) to be conditioned to sensitize the community with a focus on women participation in road maintenance programme</p>	<p>Vote 118, Uganda Road Fund</p>			

<p>Women shy away from road maintenance work with believe that it is exclusively for men hence men's dominance</p>	<p>Condition DAs to encourage women participation by inviting them and treating them fairly during Implementation.</p>		<p>No budgets allocated</p>		
<p>Open biasness in favour of men in the recruitment of personnel in road maintenance</p>	<p>Road fund to include in the implementation guideline the issue of equal opportunity in recruitment of road maintenance personnel</p>	<p>Vote 118</p>			

6.2 Ministerial Policy Statement 2014/2015				
<p>Inadequate strategies to address the different transport needs between men and women in communities</p>	<p>Gender mainstreaming in the perspective plans, policies and programmes in the Transport Sector – 154 A budget of 0.125 Billion is allocated</p>	<p>Vote 016, Ministry of Works and Transport</p>	<p>The proposed interventions do not specify how they will respond to the issue identified The sector does not specify specific actions that will be implemented to address the issue identified The indicator (Number of sensitizations held) identified for tracking this intervention does not relate to the intervention.</p>	
<p>Inadequate involvement of women in decision making in the transport Sector</p>	<p>Gender mainstreaming in the perspective plans, policies and programmes in the Transport Sector 0.025 billion is allocated – pg. 154</p>	<p>Vote 016</p>	<p>The sector does not specify specific actions that will be implemented to address the issue identified The indicator (Number of awareness campaigns held) identified for tracking this intervention does not relate to the intervention.</p>	

<p>Open biasness in favor of men in recruitment for road maintenance</p>	<p>Designated Agencies to give equal opportunities while recruiting for road maintenance, pg. 297 No specific budget allocated to this intervention Indicator Number of women recruited in road works</p>	<p>Vote 118: Road Fund</p>		
<p>Men's dominance in road works</p>	<p>Condition DAs and road contractors to balance participation in road works</p>	<p>Vote 118 – Road Fund</p>		
<p>Men have traditionally dominated road works with the effect of denying employment opportunities to women.</p>	<p>Sensitization of the community on the socio-economic impact of leaving out women in road works. Incorporate in the plan to ensure participation of women in road works. Budget: No specific budget allocated Indicator: Number of women engaged in road maintenance activities</p>	<p>Vote 118: Uganda Road Fund</p>		

7.0 Conclusions and Recommendations

The development of the road infrastructure has positive effects on market growth along the roads, increased participation of women and youth in economic productivity, opportunities for self-employment, providing positive engagement for the youth out of schools, increasing market access by the local communities and increased customer base among others. There is observable evidence and this study attests to it that wherever, a road is constructed especially national, urban and district roads, the nearest communities take advantage to sell their produce to the road users. In the process, other business minded people from the rest of the country join in and a market is created. The following section highlights the key concluding observations and key recommendations.

7.1 Include markets in road designs. The current market locations is running on the individuals in the communities coming together and identifying the areas along the roads that they think is strategic enough to access the customers. This explains the location of the markets in areas that are even considered safety threats. The Roads subsector should liaise with Ministry of Trade, Industry and cooperatives, MOGLSD and Local authorities to identify and designate specific areas where markets will be constructed. These markets should be included in the road designs to allow for provision of the required road signage and safety

7.2 Construction of the designated markets. 85% of the markets consulted in this study operated in open with almost 100% vulnerability to rains and excessive heat. The roads subs sector should coordinate with the MTIC, development partners and private sector foundation to mobilise resources to construct habitable roadside markets. This can be done under a well-developed national roadside markets master plan under the MTIC

7.3 Safe Water and Sanitation facilities

Ministry of Water and Environment should provide a safe water source for each of the designated markets through investments in sanitation and hygiene: The district and urban authorities wherever these markets are located should ensure sanitation and hygiene conditions through designated and well managed waste disposal areas. This should include the repair and construction of trenches to improve the drainage and sanitation with in markets. The MoGLSD should prioritise roadside markets in the Women Entrepreneurship Fund to be implemented beginning financial year 2015/2016. The MTIC should also include specific budget allocations targeting these markets. The MoGLSD and the MITC should partner with the private financial institutions to ensure low cost loans for women and youths in such markets. The Youth venture capital should have specific budget reservation for youths in such markets. Government line ministries and development stakeholders should priorities access to financial services and information to the vendors.

With over 95% representation of women in the markets, there is need for facilities for disposal of sanitary pads, washrooms for women to clean up during menstrual periods and safe water.

7.4 Capacity building in business management.

There is need for capacity building in financial management, business management, savings, and loan management. For sustainable businesses, the traders need training in how to manage their personal lives, how to relate with fellow vendors and customers care, record keeping. There was noted general lack of information and opportunities entrepreneurship for women in the country. Targeted efforts for increasing access to business information and the available opportunities for women's economic growth should be given priority.

There are efforts to mainstream gender in the roads sub sector. The findings of this study indicate that the sub sector has undertaken deliberate steps such as developing and disseminating gender mainstreaming guidelines, checklists, training modules and indicators for monitoring progress.

7.5 Capacity building for Gender Mainstreaming

Capacity building efforts are still limited to the MELTEC and participating stakeholders are mainly those involved in labour-based road works. There is no particular capacity building plan for the technical staff at the ministry headquarters and affiliated institutions. The sector should thus develop a capacity development plan for gender mainstreaming among technical staff and management.

7.6 Coordination mechanisms for gender mainstreaming

Coordination for gender mainstreaming is very limited to individuals and offices. For effective gender mainstreaming, there should be a systematic coordination framework for gender mainstreaming that feeds into the sector working group on gender issues in the roads sub sector.

Constitute a coordination team with representation from all sub sector agencies. The membership of the committee should be at a senior level and coordinated by the Environment Liaison Unit as the secretariat.

7.7 Monitoring gender mainstreaming

The sector tracks progress on women representation in staffing. However, majority of the workers in the roads sub sector are in road works and maintenance. Although it is important to track the staffing levels, it is pertinent to track the levels of women and men involvement in road construction and maintenance.

Recommendation: Expand the monitoring indications to capture data on the participation of women and men in road construction. Monitoring teams including the joint monitoring team should be oriented on the gender monitoring checklists and required to produce data

Monitoring indicators should include indicators to track the proportion of contracting companies implementing the gender equality requirements and the requirements being implemented namely;

- Proportion of women recruited in road works
- Numbers of gender sensitisations and proportion of women involved
- Representation of women and men in the various positions and responsibilities in road works such as consultants, supervisors, forepersons,

Annex I: List of stakeholders consulted

Number	Name	Institution
1.	Mr. Okello Cypriano	MoWT
2.	Mr. Mutemo Charles	MoWT
3.	Ms. Juliet Among	MoWT
4.	Gerald Ekinu	MoWT
5.	Ojok Isaac	MoWT
6.	Namusoke Fatuma	Lutamu Foundation Market

7.	Susan Nanyonjo	Lutamu Foundation Market
8.	Kalega Mohamed	Agalyawaamu Market – Busukuma
9.	Tamale Gonzaga	Kiketika Mbuuzi Market
10.	Namirembe Regina	Kiketika Mbuuzi Market
11.	Kasasira James	Kiketika Mbuuzi Market
12.	Naloongo Mpagi	Nangabo Farmers' Market
13.	Nakiboneka Kuteesa	Nangabo Farmers' Market
14.	Josephine Namanda	Bulaga Daily Market
15.	Rukandema Godfrey	Bulaga Daily Market

Annex II: List of Markets and Roads Where Consultations Were Done

	Market	Road
7	Lutamu Foundation Market, Nalyanamagonja	Kampala – Gayaza – Ziobwe Road
8	Agalyawaamu Market - Busukuma	Kampala – Gayaza – Ziobwe Road
9	Kiketika Mbuuzi Market	Kampala – Gayaza – Ziobwe Road
10	Nangabo Farmers' Market	Matuuga – Kira Road
11	Bulaga Daily Market	Mityana Road
12	Kasalaba Daily Market	Mityana Road

Annex III: Interview Guide for the Gender Focal Persons

My name is Eric Tumwesigye, I am a consultant working with the United Nations Development Programme to study Road Infrastructure development in the country and how it is contributing to women and youths empowerment in the country. Specifically, we want to see how the development of road infrastructure has contributed to business growth and women and youth participation in such business. We want to understand how women and youths are involved in road constructions and maintenance activities, what kind of work they are involved in, why and how they got involved, the benefits of their involvement, challenges and needs.

There are several international and national level laws and policy frameworks for gender mainstreaming in government business such as the Beijing Platform for Action, the Constitution of the Republic of Uganda, the Uganda Gender Policy and the National Development Plan II. We would like to see how the sector is implementing these laws in the sector.

- a) Name
- b) Sex
- c) Position
- d) Length in the responsibility as GFP:
- e) What are your roles as a GFP in the sub sector?
- f) What are the initiatives undertaken by the sector to mainstream gender (**for example, developing guidelines, conducting baseline studies on gender, collection of gender disaggregated data, appointment of gender experts, appointment of gender focal persons in the line departments/units, developing gender related manuals and guidelines, capacity building for staff, organizing orientation meetings for staff in gender, allocating resources for gender in the sector budgets**, etc. evidence of the above is paramount
- g) In your view, do we have sufficient legal and policy provisions for mainstreaming gender and youths issues in roads sub sector, How can /or what measure can members of parliament utilize to ensure the integration of gender responsive budgeting and accountability in the sector?
- h) How do you work with the national gender or women's machinery for technical guidance on mainstreaming gender and youth issues in roads
- i) How does the sector ensure that there is equal representation of women and youths and equal access to road construction and maintenance
- j) Has the sector undertaken capacity building initiatives? (categories of staff have trained, length of the training, areas of training)
- k) Have you undertaken and or supported a gender assessment or baseline studies in road works at national, district and urban level; what standards/indicators/procedures were followed; did the outcomes of the assessment influence the design and implementation of projects?
- l) What business services/constraints do you think apply to women and youth with specific reference to the road transport sector and how can they be supported?
- m) From your experience, how are roadside enterprises promoted or affected by projects in the sector?
- n) From your experience, how does the presence and or absence of a gender focal point in project planning and contract negotiations increase or reduce the possibilities of responding to gender issues in road infrastructure?
- o) In your experience, does the redress of gender issues require additional financing to the sector? If yes, what kind of interventions would require specific funding?
- p) How would public-private partnerships in projects enhance or affect response to gender issues in terms of financing, procurement and provision of employment opportunities to disadvantaged women and youth?
- q) What kind of measures could be taken to improve women's and youth's access to income-generating activities connected to roadside infrastructure improvements, such as in highway rest stops

- r) What is your comment about the role of NGOs in advocating for the integration of gender issues in the road transport sector? is there a gender platform to consider gender issues in the processes

Annex IV: Interview Guide for women in Roadside Business

My name is Eric Tumwesigye, I am a consultant working with the United Nations development programme to look at how the road infrastructure development in the country is contributing to women and youths empowerment. Specifically, we want to see how the development of this road has contributed to business growth in the area and women and youth participation in the business.

The objective of our discussion is to understand the relationship between the development of this road and your involvement in business. We want to understand the relationship between the development of this road and your involvement in business, how your involvement in this business has contributed to your personal development and your families, how you have managed to keep your business running and growing, and the challenges of doing your business. Your experiences and needs for business growth. We will share the results of the study with the roads sector and stakeholders to guide in making decision during planning and budgeting. Information shared with us during this interview will be treated as anonymous.

Background information

- 1) Age, Sex, Marital status, Education attainment, Type of business,

Business status (background, type, business environment, size, etc.)

- 1) Time spent doing the business
- 2) When was this road build/developed? How were you involved in the development of the road? How has the development or improvement of the road contributed to business growth and you're your participation in the business?
- 3) How did you form the business (where did you get the money? How much did you start with? Was it a loan? What were the terms of the loan? etc.
- 4) If you had extra resources, how best would you improve your business? (What would you do different in your business if you had extra resources, what are your bigger business plans?
- 5) What have you been able to achieve through this business? e.g. built houses, paid school fees, bought land, went back to school, paid medical bills etc.)
- 6) What challenges do you experience in doing such business? (such as street lights, violence, inadequate signage, changes in whether conditions, poor waste disposal, limited or no pedestrian walkways, limited or lack of roadside parking and bus stops, etc.
- 7) What kind of support do you need to better do your business?
- 8) What do you spend on daily operation costs such as water, taxes, paid fees, rent, etc.
- 9) Have you ever received any training in business management? What kind of training which areas have you been trained in? Who trained you? How long was the training?
- 10) How does the change in weather conditions along this highway and or road junction affected your business?
- 11) Has the upgrading of the highway or road junction provided cheaper transport fares for your business operations?
- 12) How did the presence of contractors and their staff affect your business operations during the time of upgrading/construction/maintenance of this highway/road junction?

Road infrastructure and improved access

- 1) How has the highway improved your access to financial services (including credit and financial services)
- 2) How has road improvement enabled you balance your domestic and commercial travels
- 3) Has the road infrastructure guaranteed more visibility of your business to the targeted customers? How?
- 4) How has the road infrastructure reduced/increased the cost of taking your family to access health and education services?

Road amenities

- 1) What is your experiences in regards to personal safety of women ever since the road was constructed, are they safer from theft and physical violence?

- 2) How safe is it for you to operate your business at night? Is there sufficient lighting around the road stretch capable of allowing you to operate your business at night? Are you safe from violence and theft? How is the security

Hardware

- 1) Is the road signage adequate in terms of reducing accidents and providing visual clues to your customers in terms of where to stop and access your business services?
- 2) How have the speed culming measures (humps and traffic lights) affected the inflow of potential customers?
- 3) Are there pedestrian walkways for ease of access to your business? How has the absence or availability of pedestrian walkways enabled customers' access your business premises?

Road furniture

- 4) Has the presence of waste bins along this road helped in better disposal of wastes by you and your customers? How adequate are these bins as compared to the market population?
- 5) How has the presence and or absence of telephone booths enabled you respond to domestic and commercial emergencies or do you prefer mobile phones in such situations
- 6) Has the road improved attracted a wider variety of transport modes (car, taxi, bicycle, boda boda) and how has this affected your business operations?
- 7) How has the presence and or absence of sanitation facilities along this highway/road junction/market affected your business operations?
- 8) How has the provision or not of security personnel (police or otherwise) translated into response to the safety needs of your business along this highway/road junction/market?
- 9) How has the upgrading, maintenance and cleaning of drainage work affected the working environment of your business?
- 10) What business services do you require that are specifically related to road transport?

Annex V: Interview Guide for Women and youths in Road Maintenance Activities

My name is Eric Tumwesigye, I am a consultant working with the United Nations Development Programme to study how Road Infrastructure development in the country is contributing to women and youth empowerment in the country. Specifically, we want to see how the development of this road has contributed to business growth in the area and women and youth participation in the business. We would like to know how the leadership and contractors in the road sub sector have taken care of the needs and interests of women and men, how both men and women are involved in road construction and maintenance, and your experiences as a worker (s) on the roads activities.

We will share the results of the study with the roads sector and stakeholders to guide in making decision during planning and budgeting. Information shared with us during this interview will be treated as anonymous.

- 1) Sex, Age, Marital status, Education attainment and skills
- 2) Position held (what kind of work are you specifically involved in such as cleaner, engineer, cook, etc)
- 3) Time spent doing the work
- 4) How much are you paid and what are the terms of your payments?
- 5) How do you reconcile working in the road construction/maintenance site with domestic responsibilities?
- 6) Do you have any kind of leave? When do you take it?
- 7) Have you received any kind of training that is related to the work you are doing in this construction? What kind of training? How long was it?
- 8) What is your level of participation in decision making in the construction management and leadership
- 9) What challenges do you experience in doing your work? What opportunities does the construction or maintenance of the road present for the poor women and the youths for their empowerment and poverty eradication

How can your participation be improved?

Annex V: Summary of the target group for the MELTEC Training Programme

TARGET GROUP	SPECIFIC PERSONNEL	
PUBLIC SECTOR	Programme Managers (Stakeholders)	<ul style="list-style-type: none"> • District Political and Administrative staff • Tender Board Members
	Contract Managers and Supervisors	<ul style="list-style-type: none"> • District Engineers • Supervisors of Works • Road Inspectors • Non-engineering District staff <ul style="list-style-type: none"> ○ Community Development Officer / Gender Officer ○ Environmental Officer ○ Labour Officer ○ Health Educators
PRIVATE SECTOR	Rehabilitation Contractor's Managing Directors	<ul style="list-style-type: none"> • Company owners • Company managers of labour-based road works • Company representatives
	Rehabilitation Contractor's Site Supervisors	<ul style="list-style-type: none"> • Forepersons • Assistant Forepersons
	National Gravel Road Consultant's Engineers and Technicians	<ul style="list-style-type: none"> • Engineers involved in labour-based road contract design and supervision • Technicians involved in labour-based contract site supervision
	Technical Support Unit Consultant's Engineers and Technicians	<ul style="list-style-type: none"> • Engineers and Technicians involved in providing technical support relevant to road works to the districts

