

Executive Summary

Background to GRTI: The Gender and Rural Transport Initiative (GRTI) was established November 1999 with funding from the World Bank Development Grant Facility (DGF) as a support programme to the World Bank's Rural Travel and Transport Programme (RTTP) – a component of the Sub-Saharan African Transport Programme (SSATP). The goal of GRTI was to mainstream gender in rural transport policies, programmes and projects. As a support programme to RTTP, GRTI sought to strengthen the capacity of RTTP national programmes to incorporate gender issues and to improve upon existing methods and approaches for the design and implementation of gender responsive rural travel and transport projects.

To achieve these objectives, the GRTI programme supported a variety of projects and activities at the regional and country levels. Overall, the activities can be grouped into five components: promotion of pilot projects, facilitation of studies, country workshops, capacity building / advisory services and information dissemination / awareness raising. Sixteen Sub-Saharan African countries participated in the GRTI programme. The number and type of projects carried out in each country varied. These projects were carried out on a demand-driven basis.

Organization and Funding of GRTI: The overall management and supervision of the GRTI programme was carried out by the Steering Committee (SC) made up of a representative of the United Nations Economic Commission for Africa (UNECA), two RTTP national coordinators and the African Regional RTTP Advisor from the World Bank. The management support for overseeing the implementation was carried out by a regional NGO based in Harare - Mwelekeo wa NGO (MWENGO), while technical assistance was provided by a Technical Advisor (TA). Both the executive director of MWENGO and the TA were also members of the SC.

GRTI was provided with funds from DGF over three phases on a yearly basis beginning from June, 1999. The amounts for each phase were US\$ 190,000 (Phase 1), US\$ 280,000 (Phase2) and US\$ 330,000 (Phase 3).

Independent Evaluation of GRTI: An independent evaluation of GRTI was commissioned in July, 2002. The purpose of the evaluation was to comply with the DGF statutory requirements for the external evaluation of all grant support programmes, to evaluate the performance of each of the five GRTI components while assessing progress in mainstreaming gender in participating countries and to make recommendations for the way forward, based on the strengths and weakness of the GRTI programme. MWENGO contracted the Eastern and Southern African Management Institute (ESAMI) to undertake the evaluation. The evaluation consisted of two phases involving a review of all literature related to GRTI and field work to gather data from a sample of the GRTI participating countries. A number of constraints affected the data collection phase such as unreliable communication systems in some countries, low response rate, inadequate logistical support and language barriers. In addition, some of the GRTI activities were still on-going which made their assessment difficult.

Framework for Evaluation: The Bamberger - Maramba (BM) Model was adopted as the general framework of evaluation for each of the components of the Initiative. The BM model takes into consideration the project context, project design and inputs, project implementation process, project

outputs, project impacts and project sustainability / replicability. In considering the contextual framework for the GRTI programme, an assessment of the economic, political, institutional and socio-economic characteristics for the project participants was conducted. It has been acknowledged that well over half of the population in Sub-Saharan Africa live in rural areas and directly rely upon natural resources for meeting their livelihood needs. Both males and females are economically active, but their opportunities for income diversification and enhanced income generation often depend upon transport conditions and accessibility of social and economic services and facilities.

Attempts to improve transport conditions have largely focused upon road construction, but the results in terms of mobility for inhabitants of rural communities and their accessibility to basic goods and services has not been encouraging. Transport services are demand-driven and based on the ability of users to pay for such services. The rural African population is generally poor and credit is largely unavailable. The high cost of transport also affects the ability of farmers to take their produce to markets, resulting in a high level of wastage and lack of motivation to increase productivity. The consequence is that the poor rural producers remain poor.

Walking with head loading remains the most prominent means of travel, particularly for females. The use of intermediate means of transport (IMTs) such as animal-drawn carts and bicycles is generally low and dominated by males. Social norms reflect clearly delineated gender division of tasks with deep gender gaps disadvantaging women. Gender responsive development strategies have been recognized as important, but little has been done to mainstream gender in transport policies and the skills to do so have generally been lacking.

Factors affecting Success of GRTI: Considering the prevailing economic, political, social and institutional factors in the region, it was determined that there are both enabling and constraining factors in each of their spheres that would affect the success in meeting the objectives of GRTI and the implementation of programme activities. In most of the participating countries, the conditions reflect weak national economies and narrow government revenue base which constitutes a constraining factor that can potentially affect GRTI negatively. Politically, there are signs of increasing awareness and commitment to promoting gender equity, but there is a generally low level of actual accomplishment. Most of the decision makers are males lacking gender sensitivity.

From the social sphere, there are several factors constraining rural development in Africa. These factors include low literacy rates, high levels of poverty, high prevalence of HIV / AIDS with otherwise low health status and social restrictions on the participation of women. On the positive side, there has been an increase in rural development projects, many that involve NGOs and donor agencies that are committed to improving gender conditions. In the institutional sphere, the RTTP national steering committees provided a good entry point for GRTI take-off. In several ministries, gender focal points are in place and provide some support, but it has also been found that organizations, agencies and groups have sometimes worked at cross purposes, resulting in duplication and / or competition. The analysis of the contextual framework for GRTI showed that formidable challenges existed. This is an important consideration when evaluating the successes and failures of the programme.

Evaluation of Workshop Component of GRTI: One of the components of the GRTI programme was to conduct workshops. The objectives of the workshops were to create an enabling policy environment for effective gender mainstreaming in rural transport, provide a more proactive public and private sector response to gender issues, sharpen individual skills in gender mainstreaming, harmonize stakeholders'

activities and initiatives and increase networking between stakeholders in rural travel and transport. Overall, eleven workshops were held in seven participating countries. The average number of participants was 40.

In evaluating the workshop titles and targeted participants, it was found that all the workshop titles were gender specific. This was due to the very rigorous guidelines given by the GRTI SC on the criteria for making workshop funding decisions. However, only the 'Gender and Transport Workshop for Principal Secretaries' run in Malawi targeted a specific group for participation in the workshop. The lack of target group specification in the other ten workshops was due to the organizers' desire to attract a wider audience to the gender sensitization workshops. The workshops generally failed in segmenting (breaking potential target audiences into smaller groups) and positioning (focusing on a narrow range of issues) with their audiences.

A further finding from the evaluation of the workshops identified the general lack of 'need statements'. A statement of felt needs before the objectives of the project could have provided a stronger framework for stating workshop objectives. This would have ensured that workshop objectives were quantifiable and qualified with a specified time frame, leading to effective verification of workshop outputs and impacts.

The average duration of the workshops was two days. A significant proportion of the respondents felt this time was too short for actualizing the objectives of the workshop. Nevertheless, over half of the sample felt the time period was appropriate. This reflects the need to tailor the implementation of the workshops according to the specific objectives and groups for each case. Any activity targeting policy makers and administrators must be of relatively short duration while a longer period may be required for district officers or local community leaders. This points out the need to be specific in targeting participants.

The GRTI programme developed two manuals. It is recommended that these manuals could be improved by incorporating specific examples gained from the experiences of GRTI activities in participating countries. Training in gender in rural travel and transport should not only be issue and problem identification driven, but should also lead to the acquisition of fundamental skills for project planning, management, control, monitoring and evaluation skills.

Adequate funding appears to have been made available for hosting the workshops. It was also found that there was flexibility in funding the workshops depending upon specific characteristics of each proposed event.

In the evaluation of the workshop implementation, the respondents generally agreed that the quality of the workshop content was very good, the content was very useful to their work situations and the overall quality of presentation was very high. The workshops were quite participatory which is necessary in this instance. In addition, the resource persons and guest speakers had the necessary expertise in their respective fields. With the exception of the workshop in Madagascar, however, none of the workshops included a field visit.

While the workshops were evaluated quite highly by the sampled respondents during the independent evaluation of GRTI, it was noted that the evaluations carried out during the workshops made use of evaluation instruments that could have been improved. The evaluation of GRTI, however, did not carry out an analysis of the participants' evaluations of the workshops at the time of implementation.

One of the major outcomes of the workshops was intended to be the development of country action plans. While these plans were not drawn in each participating country, it appears that little actualization of even

the developed action plans has occurred. The workshop findings were found to be widely disseminated through a variety of channels including local country as well as GRTI secretariat avenues.

The respondents unanimously agreed that there was a need for follow-up workshops. The specific aspects that were considered significant for the follow-up activities included mainstreaming gender in projects, policies and the budget, as well as conducting gender sensitive research with skills in gender analysis. It was suggested that a wide range of stakeholders required this type of activities – from public civil servants and coordinators of RTT, and representatives of NGOs, to members of cooperatives and other CBOs. In general, it was also suggested that the duration of the proposed workshops should be increased. This would allow for additional training in gender support disciplines that could not be imparted in a two day workshop.

In general, the workshop component of GRTI was found to have been somewhat effective in raising gender awareness and generating interest for the participants to acquire more gender knowledge beyond rural transport. In most cases, the workshops were the first steps in mainstreaming gender in RTT in GRTI target countries. Although limited in scope, the positive attitude changes of participants can help to encourage use and enhance sustainability of gender mainstreaming.

Evaluation of Pilot Project Component: In the case of the pilot projects component of GRTI, ten projects were implemented in seven countries. Again, there was some flexibility in funding depending upon the type and scope of the proposed project. In the development of project concepts, the bottom-up approach was used. The felt needs came from the communities and their organizations, including women's groups. In general, a high level of local participation was maintained. The unique socio-economic and agro-ecological conditions of a locality were also voiced by the local population and taken into consideration in project design.

The selection of project sites was based upon a number of criteria including degree of inaccessibility, demographic characteristics, perceived need for transport interventions, community receptibility and development potential. The role of women in the local economy as well as their ability to take advantage of transport improvements for performing their livelihood activities was also taken into consideration. In essence, the selection of the pilot projects and their sites was to provide an enabling environment for communities and their inhabitants to develop their capabilities through transport interventions.

The process of project proposal submission was considered to be quite simple although the time for their review and funding was considered too long. With the pilot projects, as well as some of the other activities, the transfer of funds was somewhat delayed. Similarly, there were some delays in procurement of equipment and materials. Nevertheless, the beneficiaries received the right quantities of materials, equipment and animals.

A number of pilot project characteristics affected the level of the effectiveness in implementation. One of the important aspects of the component was the degree community involvement, including leaders and women, and their motivation and commitment to the success of the projects. Availability of installed maintenance and repair facilities was another measure of project management effectiveness. On the other hand, the issues of affordability and loans servicing were impeding the implementation of pilot projects in some cases. The evaluation also showed limited private sector response in developing and supplying IMTs or other transport services.

Poverty eradication and the need to address the gender issues in RTT have provided a favourable climate for the promotion of pilot projects. There was ample evidence of local government and NGO support in the initiation and support of transport projects. It was established that national and local governments are not only willing, but also committed to changing policy.

The strength of pilot projects is their tangible benefits to local communities and the momentum it creates. The management and administration structures of all of the pilot projects evaluated had strong representation by women from the design and planning to the implementation levels. There was also evidence of increased IMT usage and ownership by women. Women also had greater access to small loans, although there were identified factors that limited their access to credit for the purpose of purchasing IMTs. As a result of the pilot projects, there was a reported increased willingness by women to form more groups to ensure greater access to IMTs.

From a project-by-project assessment of the impacts of the pilot projects, it was found that there were positive impacts upon productive activities, reproductive activities and community activities of the local population in general and the rural women in particular. These impacts included greater access to markets providing motivation for increased production and enhancing income generation. Reproductive benefits included times saving that could be used for family and personal welfare activities, less physical exertion required to carry out routine household tasks and greater access to educational, health and social services. In terms of community activities, the greater involvement of women and other socially disadvantaged groups in the planning and implementation of pilot projects has increased their social integration and encouraged their wider social participation.

One of the measures suggested to strengthen the impact of the pilot projects was to replicate the projects in other areas. In terms of sustainability, there are some signs that the pilot projects could be sustained and expanded due to the improved capacity of local groups and the interest stimulated. Involvement of NGOs and other development agencies would still need to be involved, however, to provide the needed technical and financial support to ensure the spread of the innovative rural transport projects. There is also a need for better information dissemination at the level of the local communities. There have been mixed findings in terms of the follow-up actions needed for sustainability.

Evaluation of Studies Component of GRTI: Studies were carried out in thirteen of the GRTI participating countries. The studies were evaluated in terms of their study design and inputs according to several parameters. In terms of topic selection, quality of study proposals and compliance of guidelines, the performance in the studies component was considered very good. The areas selected for study varied, but in most cases, the studies selected a few districts or communities. The limited area for study was largely due to the funds provided, but the areas were selected to be representative of larger geographical regions. Nevertheless, this is a constraint due to the ecological and ecological diversity found in most African countries. Because of these locality-specific differences, the gender-related difficulties and the potential solutions to transport problems vary. The inability to carry out a more comprehensive study reduced the applicability of the findings to a larger geo-political area. The technical assistance was considered adequate and was provided at appropriate times throughout the research project. However, availability of logistical support, level of funding and availability of sex-disaggregated secondary data were considered to be very poor. Nevertheless, the capacity of the researchers was found to be quite high.

The research methodology was generally considered appropriate taking into consideration the research design and objectives of each study. In nearly all of the studies, collection of primary data formed the major

focus in determining the methods to be used. Several studies combined quantitative, or survey, methods with qualitative methods including Focus Group Discussions (FGDs) and In-depth Interviews (IDIs) with key informants. In two of the studies, the analysis relied upon secondary documentation. The flexibility in research design was necessary and appropriate due to the varying objectives of the studies and the variable availability of existing secondary data. The use of qualitative methods was also beneficial due to the general paucity of information on gender and rural transport. The response from the target population was found to be quite good. Limitations to the studies included the small sample size, poor state of the roads and transport conditions hindering access to selected areas, difficult climatic conditions and terrain, lack of existing information and lack of time. These limitations are common to studies conducted in rural African study areas.

The Evaluation also focused upon the outputs of the studies in terms of their technical quality, gender sensitivity and quality of recommendations. A number of parameters were used to evaluate the technical quality and depth of the reports. Most of the titles clearly indicated the scope and target groups of the studies. Statements on the need for the study were broadly stated rather than giving a specific and clear statement for the study. All of the studies presented their objectives. These objectives varied from one study to another but most were concerned with obtaining policy-relevant information related to rural transport and the gender differences in activities, needs and constraints. In general, the research studies were found to be sufficiently comprehensive. Most of the studies also were free from contradictions and generally appeared logical in concept and analysis. The resulting data were of high value for policy formation and provided valuable baseline data for further studies.

One of the observed problems of the studies is that many of the studies concentrated most or all of its attention to women, rather than a balanced view of gender in terms of the relationships between males and females and the collection of data on both groups. Similarly, most studies did not present gender-disaggregated data. While the goal of GRTI may be to alleviate the disproportionately heavy rural transport burden of rural women, the conditions cannot be changed for females in isolation or separated from the reality of their socially prescribed roles relative to males. The findings of the studies, however, supported the earlier assumptions on the heavy transport burden borne by women particularly in meeting their domestic responsibilities. The studies also confirmed that in most cases women's activities were constrained by transport and ecological conditions and had very limited access to IMTs or credit.

The studies generated very useful and practical recommendations for addressing gender concerns in rural transport. Nearly all of the studies recommended further sensitization of stakeholders at all levels on the importance of rural transport and the focus on gender. Other common recommendations included locating infrastructural facilities and services closer to rural communities, promoting innovative strategies to overcome socio-cultural restrictions on women's activities, encouraging greater local involvement of both males and females in the development and implementation of transport projects and provide capacity building at the community level for more effective participation. Another set of recommendations focused on the need for appropriate IMTs to be further disseminated and more accessible to rural women, including easier access to credit as well as repair and maintenance services.

The evaluation also considered the impact of the research studies. It was expected that the studies would help to identify more pilot projects, provide a situation report on the rural areas and lead to gender mainstreaming in RTTP. In several countries that carried out GRTI studies, however, the process of studying the issues of gender and rural transport was found to be an end in itself, rather than a means to an end. In several instances the recommendations resulting from the studies and the dissemination

workshops did not materialize into any concrete actions taken even though action plans were formulated. Consequently, while the studies have improved the knowledge base on the topic of gender and rural transport and sensitized various stakeholders in several countries, there is need to now use that information to improve conditions for rural males and females.

The studies component of the GRTI programme has resulted in pioneering research that can encourage consideration of gender issues in policy formation. There is, however, the need for further studies to better understand the locality-specific gender constraints to rural transport needs, particularly given the unique socio-cultural and ecological conditions from one area to another. There is a need to also improve upon the quality of the methods and resulting data, especially in terms of disaggregating research findings by gender.

Evaluation of Capacity Building and Advisory Services Component: The objectives of the capacity building and advisory services were to enhance the local gender mainstreaming skills of officials and personnel of the RTTP programme so that transport projects could be more responsive to gender concerns. This is considered to be a very important part for achieving the overall goal of GRTI. The significance of this component is found in the fact that all of the activities embarked on by the GRTI programme had a capacity building aspect. The capacity building component was based upon the recognition that capacity gaps existed. The activities and outputs of GRTI were, therefore, evaluated on the basis of their relevance as capacity building interventions.

Each activity implemented by GRTI involved a capacity building aspect. While a number of capacity building activities were planned at the programme inception, additional activities were carried out as the perceived need for the activities became apparent. These included the development of manuals, training notes, progress reports and country visits. The choice of capacity building activities was considered very good and generally found to have a positive impact.

From the responses of the sampled country representatives, the pilot projects, studies and workshops were considered to be very good activities for building capacity of country organizations and personnel. There was variable reaction to information dissemination as a capacity building mechanism from country to country. This is likely due to the inadequate attention of GRTI to the French-speaking countries. For example, the Gender Training Manual was evaluated as good, but its use was limited to the English-speaking countries. The same was true of the monitoring and evaluation manual. The technical notes and progress reports were found to be useful by the RTTP coordinators. The country visits, however, were considered to be valuable but inadequate and too short in duration.

A major area where additional capacity building is needed is to develop engendering tools for local use to ensure the institutionalization of GRTI in national policy and development plans. Training of local trainers is a major aspect that is required to ensure sustainability. While significant progress has been made in the area of capacity building, there is still much that needs to be accomplished.

Evaluation of Information Dissemination and Awareness Raising Component: The information dissemination and awareness and awareness raising was closely related to the capacity building activities. The major activities of the component included the posting of the GRTI website, various types of progress reporting and publications including the Technical Note Series and the training manuals. The evaluation of this component focused upon the technical quality of the inputs and resulting outputs. Generally, the activities were based upon the main objectives of providing information to a variety of stakeholders,

allowing feedback from participating countries and responses from the secretariat to issues raised, exchanging information and experiences among participants and securing the tools to enhance performance in the activities. The indicators for evaluating the reporting systems were the system objectives, appropriateness of the target and adequacy of content. The evaluation also considered the implementation process and the adequacy of the outputs. Finally, the impact and sustainability of the information dissemination component were evaluated.

The GRTI website was intended to provide information on gender and rural transport to participating countries and other interested stakeholders as well as to provide a medium for exchange of ideas and to establish a network with other sites. The target groups included a variety of stakeholders such as public and private transporters, beneficiary communities, NGOs and women's organizations, donor agencies researchers, government officials and gender focal points in ministries. In terms of design, the assessment concluded that the materials on the site were well designed and presented. GRTI succeeded in getting the website operational. Most of the internally generated literature including the training materials, notes and quarterly reports were put on the website. About one-half of the sampled respondents from selected participating countries rated the website as very good. One difficulty arose from the fact that very little material was in French language. Based on relevance, the evaluation team scored the site as very good. The material is specific to gender and rural travel and transport and is directly accessible. The materials included provide interesting reading. However, in terms of comprehensiveness, the site's score was just fair. A number of expected materials were not found on the website. In terms of impact of the website, there was varying opinion among the selected RTTP coordinators as responses ranged from fair to very good.

There were three types of progress reports: GRTI quarterly reports, country reports presented by the RTTP coordinators and the monthly TA's reports. The objectives of the progress reports was to provide regular feedback for participating countries on the achievements and activities executed, send out advance information on future activities and provide a forum for information sharing. The quarterly reports targeted RTTP coordinators in particular, while the TA's reports were directed to the secretariat and the SC. The quarterly reports was conceived midstream in the programme. There were only two quarterly reports. The evaluation team concluded the monthly reports would have been more effective to capture the activities of the projects in various countries and at the regional level. There were varying views concerning the adequacy of the reporting outputs with some concern that the reports were irregular. The regional forum provided a good avenue for the review of progress reports and an opportunity for refocus country projects.

GRTI publications consisted of the Technical Note Series, Gender Training Manual and Monitoring and Evaluation Manuals. The main objectives of the publications were to provide basic concepts and information on gender and rural transport that could be used as basic training reference materials and tools for monitoring, evaluation and reporting on projects being implemented by RTTP. The publications targeted a wide range of stakeholders. External consultants were contracted to develop the technical notes and training manual. The training manual was introduced at a training workshop held for RTTP coordinators. The M&E manual was gradually introduced to the target group through several fora. The case of the M&E framework is an example of a successful information dissemination effort that generated a lot of interest among the target groups. Three technical notes were published over the period. The publications were generally evaluated as being very useful. It was suggested that they could be improved by incorporating more local case studies.

Suggestions to enhance the sustainability of the information dissemination component included the need to increase the amount of information disseminated and to a wider target audience. The Technical Notes need to be improved upon and disseminated to different countries to apply the GRTI experience to local conditions. It is also suggested that there is need for a general publication of the pilot projects and findings of the research studies. With the wider dissemination of information through the publication of project experiences, the gains of GRTI generally are likely to be expanded.

Progress of RTTP / GRTI in Participating Countries: The linkage between GRTI and RTTP is through the various components, the most active of which are country programmes, capacity building and stakeholder networking. The activities of GRTI complement those of RTTP and SSATP. The goals, objectives and components of RTTP and GRTI are mutually inclusive, integrated and reinforcing. The major specialization of GRTI is proactive engagement to ensure that the process of reforming and developing the rural travel and transport sector is engendered. Effective intervention of the GRTI in RTTP programmes was found at two levels – financial and logistical support and technical support to RTTP country programmes. A total of US\$ 231,493 was applied in direct support of RTTP country activities. In addition, US\$ 48,000 was applied as GRTI technical groups in support of innovative and promising approaches in RTTP countries.

A major objective of GRTI has been to ensure that gender became fully integrated into RTTP initiatives. This requires mainstreaming gender in policy and programme design and implementation so that gender considerations become institutionalized. The objective of gender mainstreaming is to ensure that men, women, boys and girls benefit equally from the development process. This can only occur if a systematic and deliberate approach is adopted. The evaluation confirms that GRTI has had overall impacts in the member states. Some of the impacts have been positive while others have been negative. The impacts have also varied in terms of immediate or later effects. The impacts have also been categorized according to policy, project and personal levels.

Policy level impacts relate to the changes in the process of formulating transport policies and the actual contents of such policies. GRTI has certainly raised the profile and importance of incorporating gender in rural transport. Unfortunately, the goal that all RTTP countries should have in place rural travel and transport policies and strategies in place by 2002 has not been met. With regards to policy movement on GRTI, only four countries had made progress. At the project level, there were both direct and indirect impacts, including skills acquisitions, income / earnings, transport cost savings, accessibility to markets for produce and reduction in post harvest savings. Personal level impacts are the most difficult to assess and generally occur over a long period of time as people's attitudes, values, and beliefs adjust to new situations or information. Through gender training and sensitization, people should move from gender blindness to awareness, then develop an interest in gender and finally decide to take action. It will ultimately include changes in personal behaviour.

Lessons Learnt from GRTI for Gender Mainstreaming: One of the first lessons learnt from the experience of attempting to mainstream gender in transport activities was the need to train planners to equip them with the practical tools and skills of gender analysis, gender planning methodologies, gender budgeting, engendered research and engendered project planning, implementation, monitoring and evaluation. Secondly, the trained planners can now identify gender gaps and inequities in policy, legislation, programmes and her in all sectors. Thirdly, there is need to develop a checklist or guidelines for monitoring and tracking gender mainstreaming in these policies. The following stages need to be followed to mainstream gender: first, identify the gender needs of an appropriately gender disaggregated target group;

formulate gender objectives of the project; and thirdly, the project is then likely to be designed and implemented from a gender perspective.

Gender mainstreaming is a process which takes a long time to be accomplished. The GRTI has made a start in the right direction. However, it cannot be concluded that during the three years of the programme, GRTI has succeeded in having gender mainstreamed in RTTP in the 16 participating countries, at least not in the same depth and pace. What remains to be seen is whether and how these countries will sustain the process of mainstreaming gender in rural travel and transport now that GRTI has come to an end.

The Way Forward: A general conclusion from the evaluation of the GRTI programme has been that the impact has been significant but limited. There is a repeated recommendation in all components that there is need for expansion and follow-up. This indicates that this should not be the end of the efforts to integrate gender into RTT, but should be seen as just the initial stage of the initiative.

During the 2001 Regional Workshop, the decision was taken to transform GRTI into the Gender and Transport Infrastructure (GTI). GTI would concentrate on offering three major services: consultancy services, advisory and capacity building and dissemination and knowledge creation. The advantages of this transformation include the likelihood that the gains of the GRTI programme would not then be lost but could be built upon. There is some acknowledged concern about this transformation among stakeholder countries, however. Some felt the benefits derivable from GRTI should be further exploited. For a smooth transition from GRTI to GTI, there is need for enlightenment that the new initiative could translate many of their stated needs and actions plans into reality. It is important that the mainstreaming of gender into transport infrastructure projects be ensured.