



# Diversifying Uganda's Professional Driver Workforce

*As part of the BMZ funded Professional Driver Training – Uganda 2 project (PDT-U 2), Transaid and Safe Way Right Way Driver Training Centre have sought to improve the gender imbalance within Uganda's transport industry by bringing more women through professional bus and truck driver training and supporting them into employment.*

## Speakers:

Neil Rettie (Transaid)

Susan Tumuhairwe (Safe Way Right Way)

Jason Finch (Transaid)



# Professional Driver Training Programme





**Zambia**

*itc* Industrial  
Training Centre

**2008**





**Zambia**

**Tanzania**

***itc*** *Industrial  
Training Centre*



**2008**

**2010**





**Zambia**

**Tanzania**

**E.A.C.**

**itc** *Industrial  
Training Centre*



**2008**

**2010**

**2015**



**Zambia**

**Tanzania**

**E.A.C.**

**Uganda**

**itc** *Industrial  
Training Centre*



**2008**

**2010**

**2015**

**2016**



**Zambia**

**Tanzania**

**E.A.C.**

**Uganda**

**Ghana**



**2008**

**2010**

**2015**

**2016**

**2021**











# Professional Driver Training Project 2

- Sustainability of PDTU I successes/ achievements
- Advocacy (EAC Curriculum and female participation)
- Marketing and Business strategy implementation
- Driver training and employment

# Why few women in the industry

- Male dominated
- Poor/inadequate facilities for women e.g. restrooms, showers, sleeping options
- Work life balance
- Harassment and criticism
- Lack of experience which affects employability
- Biased employers e.g. worried about taking time off for maternity leave etc





# Breaking the barriers

Women on wheels program by Hima Cement supported by Victoria Motors

## Benefits achieved from driver diversity

- Break the monopoly of men on the wheels
- 7% Increase in safe kilometres driven
- 6% more mileage per litre of fuel compared to the male counter part
- 12% Improvement on fleet turn around time
- 15% Improved driver behaviour
- Improved Customer relations
- 15% Lower vehicle maintenance cost

# Attracting and retaining female drivers

- Equal pay and benefits with the male counterparts
- Encourage work life balance
- Reward and recognition
- Conducive rest facilities at the base/hub
- Female drivers are encouraged to speak up
- Balanced convoy for difficult routes
- Fair treatment
- Quick emergency response





# **Our successes**

**Under PDTU 2, 53 women have been trained and over 60% are in employment**





# Justine

*"I have always loved to be exceptional, to stand out. I have a university degree however after I completed school I did not feel that was the career path I wanted to follow. I chose to drive trucks. I have been driving trucks to deliver sand to building sites however my driving skill was still wanting especially reversing. Since the training at Safe Way Right Way, my driving confidence has gone so high, my male counterparts who used to make fun of my job are left in shock. I also use the truck to support my farming business."*





# Rachel

Rachel won the Professional Driver of the Year Award 2022. She trained with Safe Way Right Way and has been going strong since.

*“I have a university degree in Industrial Art but my passion has always been driving. I am a good driver thanks to Safe Way Right Way’s training. My life’s goal is to inspire more women to join the driving profession and challenge the stereo type. If I can do it so can other women out there.”*





# Efforts to attract more female drivers for training

- Subsidised cost of training
- Workshops and experience sharing meetings
- Continuous engagement with companies to provide employment
- Support to companies through gender awareness and sensitisation training



# Gender awareness and sensitisation training

## Addressing the challenges

- Prevailing negative gender stereotypes which marginalise women
- Discriminating work conditions
- Absent or ineffective workplace social protection policies
- Lack of willingness or ability to change



# Mapping incidents of gender bias or inequality in the training space

Access	Theory training	Yard instrucion	Practical training	Assessment
<ul style="list-style-type: none"><li>• Application and training costs;</li><li>• Male granted permission to participate;</li></ul>	<ul style="list-style-type: none"><li>• Male participants questioning a woman's ability to drive;</li><li>• Placement by male colleagues of women in the classroom space (at the front);</li></ul>	<ul style="list-style-type: none"><li>• Male participants interrupting (physically) women in practical activities;</li><li>• Other unwanted physical touching;</li></ul>	<ul style="list-style-type: none"><li>• Bystanders and others not involved in the training mocking or jeering women participants;</li><li>• Other road users reacting differently to women drivers under instruction;</li></ul>	<ul style="list-style-type: none"><li>• Trainers having lower expectations of women;</li><li>• Trainers setting lower standards for women and forgiving minor mistakes;</li></ul>



# Mapping incidents of gender bias or inequality in the work space

Gaining practice and experience	Recruitment and retention	Workplace (hub)	Driving (trips)
<ul style="list-style-type: none"><li>• Women asking to accompany unknown/recommended (predominantly male) drivers on trips to gain experience;</li><li>• Safety/security issues associated with cohabiting a cab with a male driver;</li></ul>	<ul style="list-style-type: none"><li>• Employers disingenuously advertising equal employment opportunities, e.g., ‘women are encouraged to apply’;</li><li>• Employers not responding to women applicants;</li></ul>	<ul style="list-style-type: none"><li>• Employers not having robust gender equality practices/processes;</li><li>• Unwanted attention from male colleagues;</li></ul>	<ul style="list-style-type: none"><li>• Poor/inadequate facilities for women drivers at lorry parks and other trip junctures;</li><li>• Safety and security issues in the event of breakdown;</li></ul>





# The training audience



**Professional  
Driver Training  
Providers**



**Private Sector  
Transporters**



**Transport  
Associations**



# Training inclusions

- Discuss gender concepts
- Introduce new vocabulary
- Learn to identify problems
- Practice new tools
- Embrace change



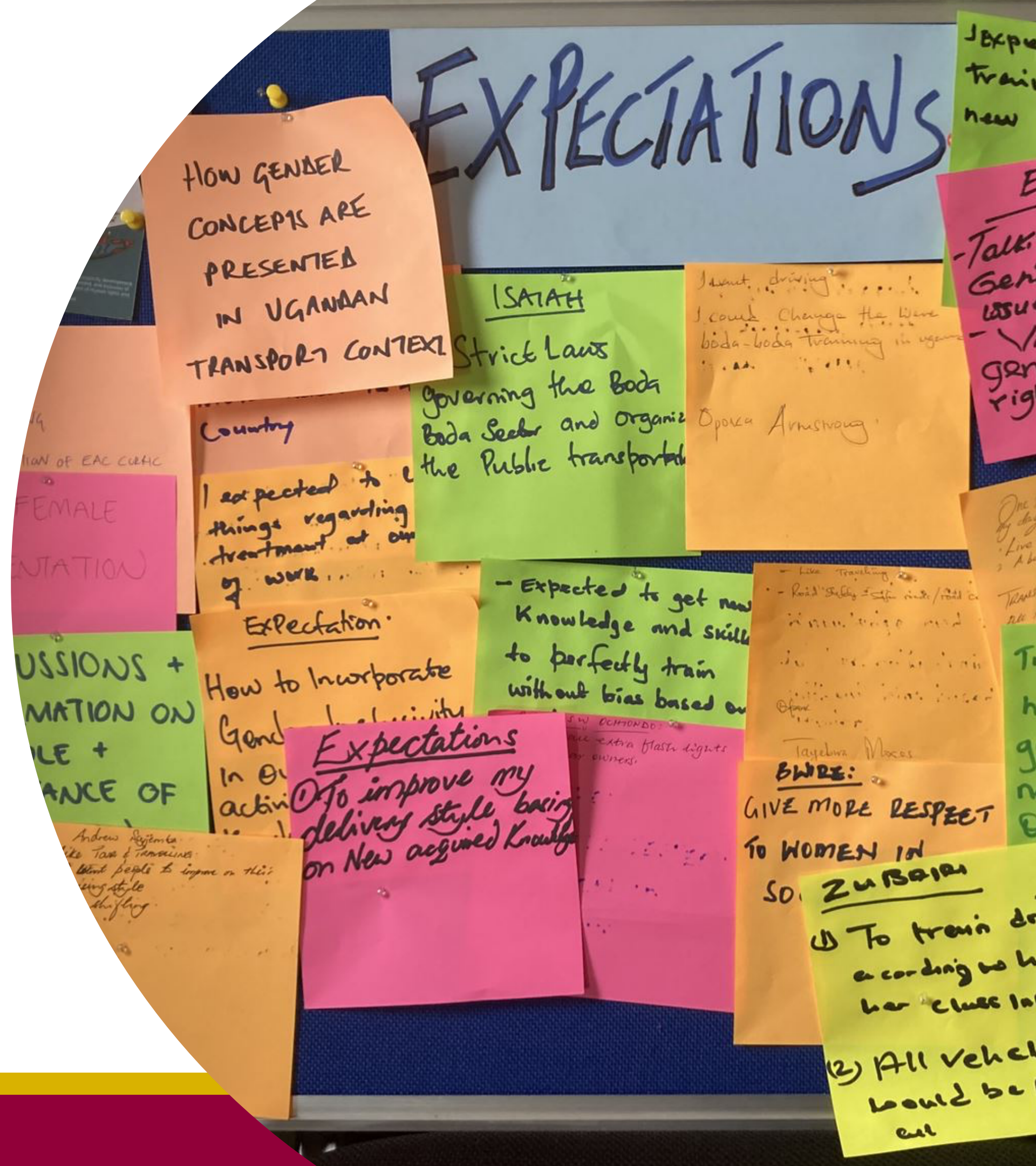


# Training content overview

# 1 Creating a safe space and sharing expectations

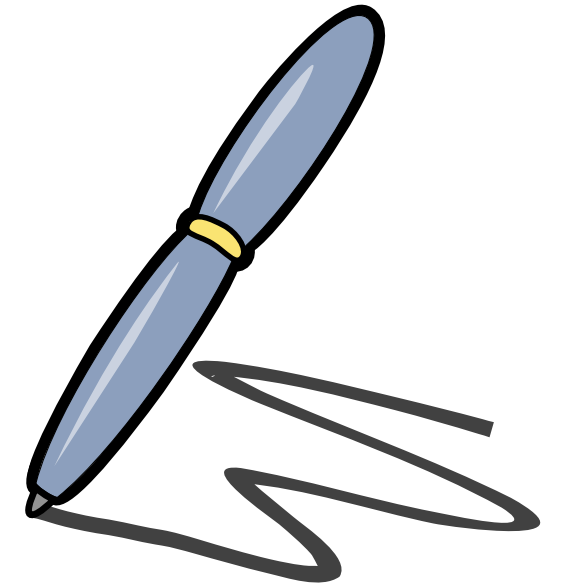
# 2 Understanding gender concepts, terminology, and why we should talk about gender in the transport sector?

### 3 Gender inclusivity and mainstreaming



**4** Existing narratives and strategies used to change them

**5** Check list and Action Planning



Action Steps (Activities)	Person Resonsible	Resources	Target	Measures	Deadline
<b>Activity 1</b> <i>Staff awareness raising on gender concepts (Institution)</i>	<i>Head of operation</i>	<i>Stationery</i> <i>Hand outs</i>	<i>Staff members (men and women)</i>	<i>5 staff orientated on programme mainstreaming</i>	<i>By December 2023</i>
<b>Activity 2</b> <i>Encourage and recommend 5 women to join driving school</i>	<i>Individual</i>	<i>Time</i> <i>Skill/Knowledge /Information</i>	<i>Community</i>	<i>5 women joined the driving school</i>	<i>By December 2023</i>





## Next Steps

- Strengthen the workplace toolkit
- Integrate the training into current and future PDT programmes
- Work with local experts to adapt and improve the contextual relevance
- Promote and make available the training manual to other organisations





# Questions and Answers

## Thank You

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