



KENYATTA UNIVERSITY
WOMEN'S ECONOMIC EMPOWERMENT HUB

**WOMEN'S ECONOMIC EMPOWERMENT IN KENYA: POLICIES, PROGRAMS,
AND POTENTIAL AREAS OF RESEARCH**

LANDSCAPING REPORT

| | |
|--|----|
| TABLE OF CONTENTS | |
| ABBREVIATIONS AND ACRONYMS | 3 |
| 1.0 INTRODUCTION | 8 |
| 1.1 Motivation | 8 |
| 2.0 WEE POLICY ISSUES | 24 |
| 2.1 Women’s roles in public and private sectors | 24 |
| 2.2 Women’s skilling and mentoring | 25 |
| 2.3 Violence, crisis, and women’s work | 26 |
| 3.0 STUDY OBJECTIVES | 26 |
| 4.0 METHODOLOGY | 26 |
| 5.0 FINDINGS | 27 |
| 5.1 Women’s Roles in Public and Private Sectors | 27 |
| 5.1.1. Women’s Participation in Management and Leadership in the public sector | 27 |
| 5.1.2. Corporate Governance | 30 |
| 5.1.3 Women in manufacturing sector | 31 |
| 5.1.4 Women’s Economic Empowerment Index | 32 |
| 5.1.5 Gender Responsive Budgeting | 32 |
| 5.2 Women’s skilling and mentoring | 33 |
| 5.2.1 Transferable skills | 33 |
| 5.2.2: Apprenticeship, Internship and Mentorship (AIM) Programs | 35 |
| 5.2.3 Impact of lifelong learning on performance of women managed enterprises | 35 |
| 5.3 Violence, crisis, and women’s work | 36 |
| 5.3.1 Sexual and Gender Based Violence in Kenya | 36 |
| 5.3.2 Travel Restrictions and COVID-19 Pandemic in Kenya | 37 |
| 5.3.3 Women’s Labor Force Participation and Child Development through the Crèche Program in Tharaka Nithi County, Kenya | 38 |
| 6.0 SEIZING OPPORTUNITIES AND ADDRESSING CONSTRAINTS | 39 |
| 7.0 HIGH-POTENTIAL RESEARCH TO DRIVE POLICIES AND PROGRAMS | 40 |
| 8.0 CONCLUSIONS AND RECOMMENDATIONS | 41 |
| 8.1 Conclusion | 41 |
| 8.2 Recommendations | 43 |
| 10.0 CURRENT WEE CATALOGUE | 43 |

ABBREVIATIONS AND ACRONYMS

| | |
|-----------|--|
| ACGD: | African Centre for Gender and Women Development |
| ADP: | Annual Development Plans |
| ADR: | Alternative Dispute Resolution |
| AGPO: | Access to Government Procurement Opportunities |
| AIM: | Apprenticeship, Internship and Mentorship |
| ASAL: | Arid and Semi-Arid lands |
| AU: | African Union |
| BEST: | Basic Employability Skills Training |
| BMZ: | The German Federal Ministry for Economic Cooperation and Development |
| CBC: | Competence based curriculum |
| CBET: | Competence-Based Education and Training |
| CEDAW: | Convention on the Elimination of all Forms of Discrimination Against Women |
| CIDA: | Canadian International Development Agency |
| CIDP: | County Integrated Development Plan |
| COMESA: | Common Market for East and Southern Africa |
| DFID: | Department for International Development |
| DOT: | Digital Opportunity Trust |
| DRC: | Danish Refugee Council |
| EAC: | East African Community |
| ECA: | Economic Commission for Africa |
| FFLP: | Female Future Leadership Program |
| FGM: | Female Genital Mutilation |
| FKE: | Federation of Kenya Employers |
| FPE: | Free Primary Education |
| GBV: | Gender based violence |
| GDP: | Gross Domestic Product |
| GER: | Gross Enrolment Rate |
| GII: | Gender Inequality Index |
| GOs: | Governmental organizations |
| GVCRS: | Gender Violence Recovery Centres |
| HIV/AIDS: | Human Immunodeficiency Virus/Acquired Immunodeficiency |
| ICPD: | International Conference on Population and Development |
| ICT: | Information Communication Technology |
| IDLO: | International Development Law Organization |
| IDRC: | International Development Research Centre |
| IGAD: | Intergovernmental Authority on Development |
| KAB: | Know About Business |
| KAM: | Kenya Association of Manufacturers |
| KCDF: | Kenya Community Development Foundation |
| KDHS: | Kenya Demographic Health Survey |
| KEPSA: | Kenya Private Sector Alliance |
| KES: | Kenya Shillings |
| KEWOPA: | Kenya Women Parliamentarians Association |
| KEWOSA: | Kenya Women Senators |
| KICD: | Kenya Institute for Curriculum Development |
| KIIs: | Key Informants' Interviews |
| KIPPRA: | Kenya Institute of Public Policy and Research |
| KNBS: | Kenya National Bureau of Statistics |
| KU-WEE: | Kenyatta University Women's Economic Empowerment |

| | |
|---------|--|
| LLL: | Lifelong Learning |
| LLP: | Lifelong Learning program |
| LVCT: | Liverpool VCT |
| MDGs: | Millennium Development Goals |
| MDGs: | Millennium Development Goals |
| MSME: | Micro Small Medium Enterprise |
| MTEF: | Medium-Term Expenditure Framework |
| MTEF: | Medium Term Expenditure Framework |
| MTP: | Medium Term Plan |
| NARC: | National Rainbow Coalition |
| NCKK: | National Council of Churches of Kenya |
| NEPAD: | New Partnership for Africa's Development |
| NER: | Net enrolment ratio |
| NERC: | National Emergency Response Committee |
| NGAAF: | National Government Affirmative Action Fund |
| NGEC: | National Commission for Gender and Equality Commission |
| NGOs: | Non-governmental organizations |
| NHO: | Confederation of Norwegian Enterprises |
| NPGAD: | National Policy on Gender and Development |
| PAYE: | Pay-As-You-Earn |
| PC: | Performance Contracting |
| PCR: | Pupil Completion Rate |
| PSTR: | Primary to Secondary Transition rate |
| PTSD: | Post-Traumatic Stress Disorder |
| SDG: | Sustainable Development Goal |
| SGBV: | Sexual gender based violence |
| SIDA: | Swedish International Development Cooperation Agency |
| STEAM: | Science, Technology, Engineering, Arts and Mathematics |
| STEM: | Science, Technology, Engineering, and Mathematics |
| TB: | Tuberculosis |
| TFC: | Tourism Finance Corporation |
| TVET: | Technical, Vocational education and Training |
| UDHR: | Universal Declaration on Human Rights |
| UK: | United Kingdom |
| UN: | United Nations |
| UNCEF: | United Nations International Children's Emergency Fund |
| UNCRC: | United Nations Convention on the Rights of the Child |
| UNCTAD: | United Nations Conference on Trade and Development |
| UNDP: | United Nations Development Programme |
| UNECA: | United Nation Economic Commission for Africa |
| UNHCR: | United Nations High Commission for Refugees |
| UNWTO: | United Nations World Tourism Organization |
| USD: | United States Dollars |
| VAT: | Value Added Tax |
| WEE: | Women's economic empowerment |
| WEEI: | Women Economic Empowerment Index |
| WEF: | Women Enterprise Fund |
| WEI: | Women Empowerment Index |
| WHO: | World Health Organization |
| WIM: | Women in manufacturing |

WOBN: Women on Boards Network
YEDF: Youth Enterprise Fund
YEF: Youth Entrepreneurship Facility

EXECUTIVE SUMMARY

Despite the development of various Women's Economic Empowerment (WEE) policies and programs at the global, regional and national levels, there are still many barriers to the achievement of WEE. This landscape report provided an analysis of the context, trends, status and barriers to women's economic empowerment in order to validate the current studies being carried out by KU-WEE Hub. It also highlighted research gaps that will form the basis for future research for the hub, and provided timely literature for WEE studies in Kenya.

The report provided a contextual analysis of the global, regional as well as Kenyan WEE scene, including the various global declarations that Kenya is party to, and regional WEE policies and programs. An analysis of Kenya's WEE policy terrain was provided, focusing on the legislative framework, progress in policy and legislation, affirmative action funds, and SGBV as a barrier to WEE as well as the various legislative responses by the Kenyan government over time. The study took a methodological approach that adopted an analytical framework involving review of international conventions, protocols and declarations on women's equality and empowerment. These laid the foundation for development of policy and interventions at regional and national levels. The documents were sourced online and a desk-based review was carried out to identify the women's empowerment focus areas that informed the gaps for the KU-WEE studies. The purpose of the review of literature was to recognise the need to address gender inequality from academic research, Government Institutional reports, and policies and programs that have been implemented over the years. In order to achieve the report's objectives, an appraisal of WEE policy issues in Kenya was conducted, based on the three thematic areas of the KU-WEE Hub project, namely: Women's roles in private and public sectors, women's mentoring and skilling, and violence, crises and women's work. 12 areas of focus, each representing a study within the project, were analysed.

Study findings indicated that, although the Kenyan government has made significant effort in empowering women by addressing matters of equality through various empowerment programs and policies targeting WEE, women are still underrepresented in various sectors of the economy due to both historical and socio-cultural factors. Furthermore, there is lack of gender disaggregated data on women's work. It is noted that various policies do already exist that need to be built on. It is also noted that women's economic empowerment is both transformative, democratic and necessary for broad development of the society.

The study recommends that:

1. Based on current knowledge, there is need for evaluative research studies to generate evidence that will be used to formulate policies and programs that support WEE in Kenya. These will require communicating with policy makers through policy briefs to translate the evidence based research to policy.
2. There is need to conduct evaluative research studies to generate gender-disaggregated data on wage rates, enterprise ownership, career progression, resource ownership, credit access, skills, SGBV and women's work, and the gendered impact of COVID-19 pandemic to shed more light on WEE in Kenya.
3. There is need to have sex disaggregated data in all budget and budget implementation reporting documents.
4. Skilling and mentoring is key to WEE, therefore evaluative studies should be undertaken that will generate data needed to: revitalize technical education for girls and women,

fortify the right skills, design and scale up apprenticeship, internship, and mentoring models, and reskilling and upskilling at the workplace.

5. Data linking SGBV with survivors' economic output is not available, hence the need to generate this evidence, but also carry out evaluative studies to generate data on efficacy of programs and initiatives to demonstrate this link and promote women's economic empowerment.
6. The COVID-19 pandemic has presented researchers with the opportunity to take an in-depth study of potential new policies and programs that may be put in place to address and mitigate the myriad constraints and obstacles that have in the past and continue to hamper WEE in Kenya
7. As the year 2030 fast approaches, there is a need to take stock of the progress made with regards to women's empowerment under the social pillar to identify the gaps that still exist and build upon the success this far. Overall government investment and initiatives have been on the rise but whether this is translating to improved WEE is not clear. Thus, it is timely to take stock.
8. There is need to produce WEEI indicators that will inform National and County Governments on the state of Women's and girls' empowerment and enhance its use in influencing policy formulation.
9. Establish a KU-WEE Hub with the following objectives: to build a national, leading-edge evidence platform for a multi-disciplinary understanding on the BMGF Investment on the IWWEE in Kenya and beyond; promote a contextually responsive understanding of WEE by cultivating and maintaining strategic networks among academia (researchers) practitioners, (grassroots women), policy makers etc., create space for global exchange, and promote career development and sustain research-based evidence on what works to improve WEE.
10. Create a chapter on women's participation in the economy in the WEE policy that is being developed by the State Department for Gender under the Ministry of Public Service and Gender.

1.0 INTRODUCTION

1.1 Motivation

Women's Economic Empowerment (WEE) has been a key feature in Kenya's development agenda since independence in 1963. Globally, several policies and programs have been developed to address gender equality in all aspects of human life but even then, there has been little improvement in women's economic status. At the global stage, some of the frameworks in support of WEE include: The Universal Declaration on Human Rights (1948); The International Covenant on Civil and Political Rights (1976); The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) (1979); United Nations (UN) Security Council Resolutions 1325 and 1820 on Women Peace and Security and Violence Against Women (UN,1979); The Nairobi Forward Looking Strategies for the Advancement of Women (1985); The Beijing Declaration and Platform for Action (1995); The Optional Protocol to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW OP) (1999); and the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003). In Kenya, among the most recognizable documents in which women's empowerment is addressed include: The Constitution of Kenya (2010); Economic survey 2020 - Chapter 18; Vision 2030; Medium-Term Expenditure Framework (MTEF); County Integrated Development Plan (CIDP); and the Big Four agenda launched in 2017. Additionally, the Government has established various affirmative action funds such as: Youth Enterprise Development Fund (2017); Women Enterprise Fund (2007); *Uwezo* Fund (2014); and *Biashara* Bank (2020).

Despite the existence of various initiatives to support WEE in Kenya, there are barriers to the achievement of this objective. These barriers include a patriarchal society, limited opportunities for education, limited skilling and mentorship programs, limited Information Communication Technology (ICT) skills, and lack of credit. Unless these barriers are addressed, the gender gap will still remain, hence the purpose of the Kenyatta University Women's Economic Empowerment (KU-WEE) project. The goal of the KU-WEE project is to contribute to the bridging of the gender gap in economic empowerment of women by generating rigorous research evidence. The KU-WEE is anchored on three thematic areas as: women's roles in public and private sectors; skilling and mentoring; and violence, crises, and women's work.

Violence and crises constrain and negatively affect women's role in the economy; thus removing or reducing these constraints will increase women's participation in all sectors of the economy. Skilling and mentoring would increase both participation and productivity of women in the economy. This landscape report provides an analysis of the context, trends, status and barriers to women's economic empowerment in order to validate the current studies being carried out by the hub. This report also highlights research gaps that forms the basis for future research for the hub. It also provides timely literature for WEE studies in Kenya.

1.2 Context

a) Global Scene

The global declarations on human rights, equality and empowerment of women indicates a universal agreement on the challenges the women are facing and that limit their wellbeing (UN, 1948; UN, 1975; UN, 1979; UN, 1980; UN, 1985; UN, 1995; UN, 2004; UN Women, 2019). The UN (1948) declaration followed the excesses of violence during World War II that played out in 1939-1945 and with 30 broad based Articles, is touted as the first serious effort on human rights. The first UN World Conference on women was held in Mexico, 1975 and the first decade

on women's agenda was celebrated in Nairobi in 1985 where the UN appraised the world on the progress women had made on three fronts: equality, development and peace. Both meetings provided a platform where policy directives on women's issues were addressed. They provided a sound ground on the global journey on legal empowerment of women. Worldwide, discrimination against women is still seen today and is masked in cultural practices that range from religion, rites of passage, and responsibilities in the household, childcare to embracing gender-based violence as a social norm. The cultural oppressive practices and gender relations call for legal empowerment strategies put forth by the International Development Law Organization (IDLO, 2013) during its Convention on the Elimination of all forms of Discrimination against Women that entered into force on 3rd September 1981 following the UN General Assembly resolution 34/180 of 18th December 1979 (UN, 1979). In the UN meeting "discrimination against women" was defined to *mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*"

In the celebration of the Second Decade of Women and the Fourth World Conference on Women, the Beijing declaration (UN, 1995) put forth a wide agenda. The platform for action for the 12 critical areas for women (poverty; education and training; health; violence; armed conflict; economy; power and decision-making; institutional mechanisms; human rights; media; environment; and the girl child) was anchored on political commitment through institutional and financial arrangements at three levels: National, Sub-regional/Regional and International (UN, 1995). Following this, the Millennium Development Goals (MDGs 2000-2015) consolidated previous agreements on women's rights, women's empowerment and gender equality that defined the global development agenda and set a goal on gender equality. The goal was considered a precondition to achieving other set goals, that is: poverty and hunger, education, gender equality, child mortality, maternal health, combat Human Immunodeficiency Virus/Acquired Immunodeficiency (HIV/AIDS), malaria and other diseases, environmental sustainability, and global partnership.

In Africa, the United Nations Economic Commission for Africa (UNECA) tasked the African Centre for Gender and Women Development (ACGD) to support the implementation of both the Dakar and Beijing Platforms for Action. A regional review of the progress made in addressing women's empowerment led to the Addis Ababa 2004 solemn declaration on gender equality in Africa. The declaration was based on the interconnected key outcomes of the Economic Commission for Africa (ECA) and the International Conference on Population and Development (ICPD) reviews, namely: ICPD 1994 Cairo Process, 1999 (ICPD + 5), 2004 (ICPD+10) and 2009 (ICPD + 15). The review processes focused on human rights of individuals, gender, equality and development. It opened opportunities for cooperation between government organizations (GOs) and non-governmental organizations (NGOs). The 2009 ICPD +15 outcomes expressed the need for African governments to invest more in the women's wellbeing in all facets of their lives including their political status. In succession, the notable global and continental commitments and campaigns on women's agenda in Africa are reflected in: 2003 Maputo Protocol to the African Charter; 2004 African Union Solemn Declaration on Gender Equality; 2008 African Development Forum campaign to end Violence Against Women; 2009 African Union Gender Policy; and 2010 Banjul Declaration with strategic focus on:

- a) Economic empowerment of women
- b) Peace, security and development
- c) Violence against women
- d) Representation and participation of women in all areas of decision-making
- e) Sexual and Reproductive Health and HIV/AIDS
- f) Climate change and food security; and
- g) Financing for gender equality.

These areas of focus for Africa were intended to accelerate the implementation of the Beijing Platform for Action and the Beijing + 15 with proposed key players at national, sub-regional and regional levels. It also provided a forum for monitoring and evaluating the effectiveness of the strategic interventions. To this end and with regard to the implementation of the Millennium Development Goals (MDGs), Kenya reported a low decline in poverty from 52% in 2000 to about 46% in 2014 (Republic of Kenya, 2016). With a rallying call of leave no child behind the net enrolment ratio (NER) rose from 67.8% in 2000 to 88.2% in 2014 and the proportion of pupils completing primary education rose from 57.7% in 2000 to 80.3% in 2014. To steer gender equality and empowerment of women, Kenya's government established the National Gender and Equality Commission (NGEC) in 2011 under an Act of Parliament and pursuant to Article 59 (4) of the Constitution of Kenya 2010. This has seen the share of women in mainstream development activities and in employment improve especially in the public service and in parliament. Progress was also made in reducing child mortality, albeit with disparities between the Arid and Semi-Arid lands (ASAL) counties and the other counties. Although significant progress was made to combat HIV/AIDS, Malaria and tuberculosis (TB) during the MDG period, in recent years, cancer, non-communicable diseases and now Covid-19 are threatening to reverse progress on the health front.

Kenya's commitment to the global agreements and agenda is engrained in her Constitution (Republic of Kenya, 2010) that has been referred to as the most forward-looking Constitution in Africa. The Constitution has clear provision for human rights and the rights of the people in Chapter Four on the Bill of Rights with a constitutional commission, the Kenya National Human Rights and Equality Commission, to oversee the implementation of those rights. The Constitution also has equality and freedom from discrimination in law, customs and practices with legislative provision to: implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender; and coordinate and facilitate gender mainstreaming in national development

b) Regional Scene

Gender equality, women's empowerment and many other gender related issues remain a thorny issue in many countries worldwide. The East African Community (EAC) gender policy, Common Market for East and Southern Africa (COMESA) and Intergovernmental Authority on Development (IGAD) have both worked hard to ensure that these gender disparities are addressed, even though it is still work in progress.

The EAC population has more women than men who play a major role in the economy of the region despite facing many challenges like unemployment, sexual gender based violence (SGBV), resource distribution, and political representation. Key in the EAC Gender Policy (2018) is empowering women and gender equality. The policy advocates for equal rights for the female gender and is against any form of gender discrimination. It looks at local solutions for gender problems and supports affirmative action. The policy expects to achieve its goals by

2022 by ensuring that the implementation is done within the stipulated time frame. Each partner state of the EAC has their own Gender policies at national levels and other legal frameworks in place. They are expected to harmonize their present policies with the provisions of EAC policy and also develop their own policy execution action plans based on national priorities.

The member states are expected to use the unifying factors to oversee the implementation of this EAC gender policy at their level with the hope that this framework will majorly contribute in fast tracking the achievement of gender equality and equity in the East African region irrespective of the differences in partner member states. A secretariat of EAC will ensure that implementation of the policy is monitored with periodic, reliable and coordinated reporting on the progress, and Partner states updated accordingly. The EAC Gender policy has identified fourteen priority areas to enhance gender equality and equity. Most of the priority areas align to the thematic areas as identified by the KU-WEE Hub. These include: governance and participation, education and training, trade business and economic empowerment, gender equality in employment and labour force, gender based violence (GBV) and harmful cultural practices.

COMESA, on the other hand, has a secretariat that is working towards promoting and providing leadership, direction and oversight towards the achievement of Gender equality and women's empowerment. This is done through the promotion of the application of the COMESA Gender policy. The policy believes in identical and complete contribution of women in all facets of COMESA events and other tasks taking place in the region. COMESA has also developed a series of online courses on gender mainstreaming, trade and gender in a bid to enhance economic empowerment in the region.

The founding leaders of IGAD were driven by the need to have a region where people identified with each other, were not poor, lived peacefully and had a clean environment, bearing in mind gender issues. This was with the realization that gender equality and women's empowerment are fundamental prerequisites for the region's socio-economic and political change. From global evidence, women and men are relatively equal and economies grow faster when both genders are involved and it makes poverty eradication easier (IGAD, 2015).

Additionally, The African Union (AU) through The New Partnership for Africa's Development (NEPAD) identifies a number of challenges hindering the full participation of women and girls in economies including the limited integration of gender perspectives in national policies and plans, weak and under resourced gender institutions coupled with poor budgeting and uncoordinated implementation of laws, limited skills in gender management and weak gender data management systems and tools.

c) The Kenyan Scene

i) The Legislative and policy Framework

The Constitution

Gender equality, freedom from discrimination and other forms of inclusion are enshrined in Kenya's Constitution. In particular, Article 27 (3 and 4) are pillars on which gender equality and affirmative Action women and men's rights to equal treatment are hinged. Further Article 81(b) articulates that in terms of leadership and representation, *“Not more than two thirds of the members of elective or appointive bodies shall be of the same gender”*. It is further illustrated in Article 27(8) that *the State shall provide further legislation and other measures to address affirmative Action and other inequalities even those experienced in the past.*

Kenya's Development Blueprint- Vision 2030

Kenya's blueprint to national development, Vision 2030 is built on three pillars, economic; social; and political governance (Republic of Kenya, 2007). Both the Vision agenda and Sessional Paper No 10 of 2012 on Vision 2030, articulate Affirmative agenda and gender equality in the social pillar. The pillar points out that equity will be achieved through making changes in four key areas. These are provision of opportunity, empowerment, improving capabilities and reducing vulnerabilities. Key areas highlighted include education, health housing, and water and sanitation flagship projects. Transformative governance is also projected through the creation of an enabling institutional framework for quality service provision as key (Republic of Kenya, 2012, Sessional paper No 10. 2012).

The Medium Term Expenditure Framework (MTEF)

The Medium Term Expenditure Framework (MTEF) process was adopted by Kenya in 2001. It is rolled in three year planning and budget frameworks by the national government (Republic of Kenya, 2017b) and as CIDP at the county government level. The MTEF III is considered by the government as one of the important reforms of the budgetary process. MTEF III has three key priority areas namely (i) governance, peace and security; ii) inclusive growth and structural transformation; and iii) environmental sustainability, climate change and resilience (Republic of Kenya, 2017b; UNDP, 2018).

At the County Government, the CIDP guides development over a five-year period. The CIDP contains information on development and the priorities of a particular county which inform the annual budget process, particularly the preparation of annual development plans, the annual county fiscal strategy papers, and the annual budget estimates. As provided for in the legislative framework, each county is expected to provide a platform for unifying planning, budgeting, financing programs, implementation and performance review. The CIDPs are aligned to the Vision 2030 and the Medium Term Plan (MTP), and thus linked to the Medium Term Expenditure Framework (MTEF) budget ceilings for each sector. The CIDP is reviewed every year to come up with Annual Development Plans (ADP) that form the basis for preparing the annual Budget.

MTEF is intended to link broad spending patterns with national priorities. Several studies (SID, 2012) document the Kenyan experience in gender-responsive budgeting indicates that there has been great progress in terms of raising awareness and pushing for government accountability, but there has not been much success in pushing for change in the budget-making process. Key actors have included civil society organizations, donors, and independent researchers, with a major focus on research, advocacy, and training. An analysis of the 2014/2015 budget by the Parliamentary Budget Office reveals that the budget is still assumed to be gender neutral. In addition, the performance indicators in sector reports and the Budget Policy Statement are gender neutral. Gender budgeting or popularly addressed as inclusive budget has faced several challenges. First being up-to-date sex disaggregated data at the sector level. The buy-in for GRB has been difficult, especially when some of the decision makers do not understand the role of women in budgeting. The use of the word "gender" has met with a lot of resistance. To circumvent this problem, NGEC proposed the use of "equal and inclusive budgeting", as opposed to gender-responsive budgeting.

Female Labourforce

There are no specific policies which address female labour force or gender equality and inclusion in labourforce directly. All employment is addressed under the Kenya Employment Act 2007. Only 37 % of women are in formal employment (Republic of Kenya, 2020a). Further, this is largely skewed towards agriculture, education sectors and are located in low paying jobs. However, a Presidential directive (in 2006) necessitated that all government ministries and state corporation's appointments of Chief Officers and Directors must adhere to 30% affirmative action. In furtherance to this directive, the government instituted the gender indicator within the performance contracting (PC) in all government institutions. The challenges are that the indicator is sometimes removed from the PC, and further the data is not analyzed to show a yearly status.

ii) Progress in Policy and Legislation

Over time, and especially after the promulgation of the constitution in 2010, a number of policies, legislative reforms, plans and programs have been put in place and they address different sectors which women experience most discrimination and marginalisation. These include legal, social, economic realms, access to and control of resources, opportunities and benefits.

They include: The Marriage Act (2014); The Matrimonial Properties Act (2013); The Protection Against Domestic Violence Act (2015); Kenya Citizenship and Immigration Act (2011); The Prohibition of Female Genital Mutilation Act (2011); The Land Act (2016); The Land Registration Act (2012); Climate Change Act (2016); The Community Land Act (2016); The Political Parties Act (2011); Sexual Offences (Medical Treatment) Regulations (2012); and the Sexual Offences Rules of Court (2014). National Human Rights Policy and Action Plan; Policy; National Land Policy; Kenya National Action Plan for the implementation of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security (2016-2018 and recently the revised 2020-2024 version);

Further, through Article 48 of the Constitution, women have been provided with access to justice in Kenya through the enactment into law of the National Legal Aid Act of 2016 which established the National Legal Aid Service, the successor of the National Legal Aid Program.

The National Policy on Gender and Development (NPGAD) is central to advancing women's economic empowerment. Its priority areas include, among others, improving women's livelihoods, protecting their rights, increasing their participation in decision-making and governance, and promoting their empowerment in macro-economic management.

Despite the progress made in the policy and legislative frameworks, implementation and enforcement remains a challenge due to a myriad of challenges resulting in slow progress in closing the gender gap and enhancing women's empowerment in the social, economic and political spheres. Consequently, Kenya has not ranked well both in the world economic forum as well as in the United Nations Development (UNDP) rankings. Kenya ranked number 109 out of 153 countries in the year 2020. In the rankings of the UNDP, using the Gender Inequality Index (GII), Kenya ranked 137 out of 189 countries ranked from best to worst performers.

iii) Affirmative Action Funds

The Vision 2030 sought to avail opportunities for women, youth, people with disabilities and other special interest groups that are disadvantaged. This is also contained in the Constitution of Kenya article 27 (4) (Republic of Kenya, 2010). To this end, the Republic of Kenya introduced affirmative action funds that include Women Enterprise Fund (WEF), 2007, Youth Enterprise Fund (YEDF), 2006 the National Government Affirmative Action Fund (NGAAF), the *UWEZO*, 2014, and *Biashara* fund. Kenya's third MTP brought on board these special funds and affirmative action initiatives purposely to create an enabling environment for women to engage in small and medium enterprises as well as do business with the government. The following section explains the status of these funds.

Access to Government Procurement Opportunities

Through the Access to Government Procurement Opportunities (AGPO) policy directive, 30% of government procurement opportunities have been reserved for women, youth, and persons with disabilities. This program ensures that 30% of public procurement in every financial year is allocated to women, youth and persons with disabilities. As of April 2019, beneficiaries have received Kshs. 32.2 billion (USD 319,549,580) since its inception (Republic of Kenya, 2019a). A number of challenges have been highlighted. A study by the University of Nairobi WEE hub established low uptake with only 7.71% of the public tenders going to AGPO registered firms, which is way below the 30% envisaged threshold. Further, low registration of AGPO target groups due to lack of awareness and information, while bureaucracy in getting renewal of AGPO certificates is frustrating and cuts out women. Further, women have limited skills for bidding/tendering and high compliance costs among others.

Other challenges inhibiting effective implementation of the program have been cited as late payment after service delivery and lack of understanding of the bidding process. In addition, most of the big tenders are in construction-related areas, and are concentrated in Nairobi, locking out the majority of AGPO-registered enterprises which are in the service industry. Conflict of interest by AGPO public officials has seen ineligible people bid for the tenders, further reducing chances for the target group to access the opportunities.

Women's Enterprise Fund (WEF)

To address women's access to credit, the government established the WEF in 2007 through a Legal Notice no.147. WEF provides access to affordable credit and business support services to women entrepreneurs. The following graph shows a trend in the number of WEF beneficiaries.

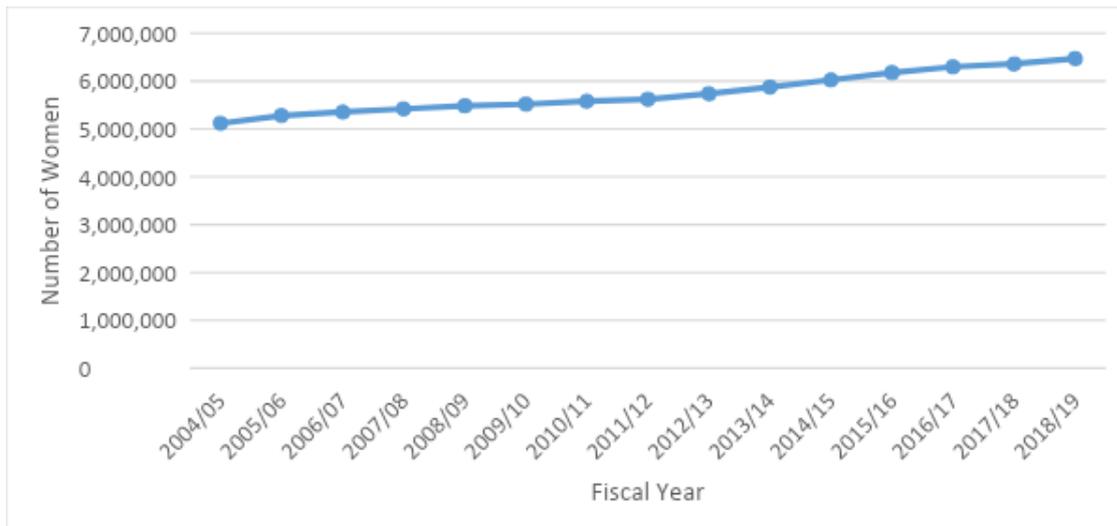


Figure 1: Trend in the Women Enterprise Fund (WEF) beneficiaries.

The figure shows that over the years, the number of women who have benefited from the fund has been increasing. The trend in the amount of funds that had been disbursed by the government so far by 2018/19 is shown below.

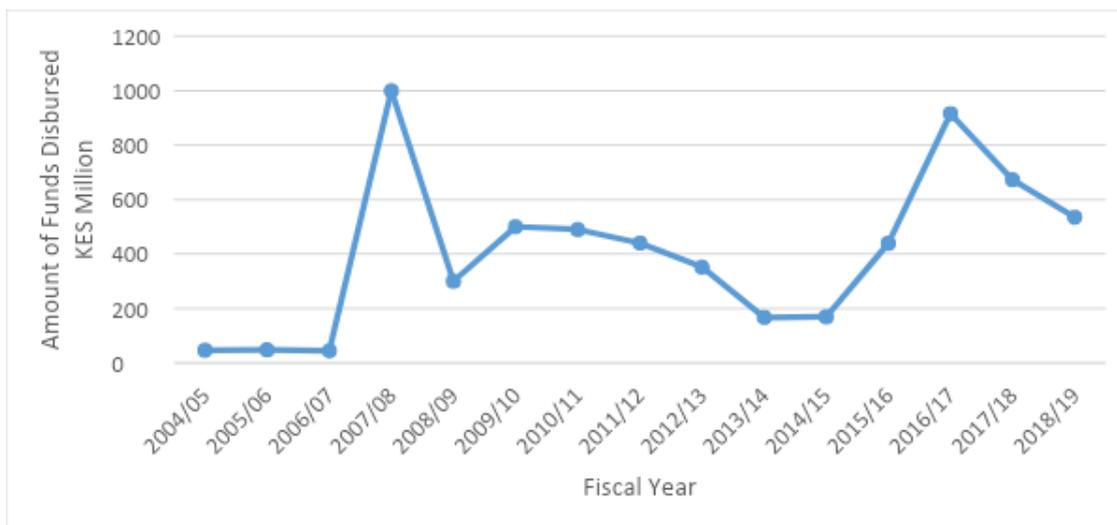


Figure 2: Trend in the amount of grant from the Republic of Kenya in millions of Kenya shillings

Unlike the upward trend in the number of beneficiaries, the trend in government grants to the WEF shows fluctuation and unpredictability over the years.

It is also key to note that WEF is faced with challenges among them, inadequate grant from Government to support beneficiaries and low return on investment that makes it difficult to repay back the loan. Additionally, most investments are in the agricultural sector and therefore are adversely affected by climatic changes that lead to poor harvest and low returns (Republic of Kenya, 2020). Administrative costs are quite high since most beneficiaries operate microenterprises. Also the cost of acquiring licenses is quite high because of the high number and variety of these licenses that are not found in a centralized place.

Youth Enterprise Fund (YEDF)

To ensure inclusion of youth, young women included, the Government established the Youth Enterprise Development Fund (YEDF), 2006. This is one of the flagship projects of Vision 2030, under the social pillar and seeks to create employment opportunities for young people through entrepreneurship and promotion of job creation. The YEDF Fund was gazzeted in 2006 with the aim of encouraging entrepreneurship among the youth through provision of financial and other support services. It was transformed to a state corporation in 2007. According to the fund's board's performance report, between 2016 and 2019, approximately 1,159,393 youth across the country had received about Kshs. 12.8 billion both directly and through on-lending and other agreements. 508,368 youth had their capacity built on entrepreneurship skills, 10,767 were facilitated to market their products both locally and internationally, over 1000 were facilitated to access affordable work spaces and more than 20,000 others were facilitated to access jobs abroad. However, the board reported challenges related to inadequate funding, youth's apathy towards entrepreneurship as well as uncertainty emanating from the proposed restructuring of affirmative action funds.

UWEZO Fund

In furtherance to a wider access to credit, the UWEZO (Empowerment) Fund was established through the Public Finance Management Regulations, 2014; Legal Notice No. 21 of 21st February 2014. The objective was to enable women, youth and persons with disabilities access finances to promote businesses and enterprises at the constituency level. This was aimed at enhancing economic growth and the realization of the Sustainable Development Goal No.1 on promotion of gender equality and empowering women). The Fund is devolved and decision making done at the grassroots.

iv). Education sector

100% Transition in Education

In its attempts to universalise basic education, the government put a lot of emphasis on achieving a 100% transition rate from primary to secondary levels of education. The constitution of Kenya 2010 recognises basic education as a right for all Kenyan children, and the Basic Education Act 2013 emphasises the need for all children to access basic education. It illegalises refusal by parents to enroll their children for primary and secondary education.

Since Kenya rolled out free primary education in 2003, the country has observed a consistent significant increase in both Gross Enrolment Rate (GER) and Net Enrolment Rates (NER). Data by the Kenya National Bureau of Statistics (KNBS) indicate that Pupil Completion Rate (PCR) increased to 85.4% in 2019 from 84.2% the previous year, while Primary to Secondary Transition rate (PSTR) stood at 85.5%, up from 83.3 in 2018. However, the Republic of Kenya (2020a) economic survey indicated that the number of primary and secondary schools reduced to 32,344 and 10,463, a reduction by 14.7 and 8.2 per cent, respectively.

The increase in enrolment rates has led to a subsequent increase in pupil to teacher ratios potentially lowering the quality of learning especially for slow learners who might require more attention from the teachers. Many schools have also experienced a strain in physical infrastructure, including classrooms and other facilities (Ochieng & Otieno, 2020).

Free education/Universal education

After a failed first attempt in the 1970s, Kenya reintroduced Free Primary Education (FPE) in 2003 when the National Rainbow Coalition (NARC) government came to power. The aim was to enhance enrolment by abolishing associated costs, including those related with instructional materials. As at 2018, the Gross Enrolment Rate (GER) stood at 104 per cent with a Net Enrolment Rate (NER) of 92.4 Per cent (Republic of Kenya (2019b)). In 2008 the Free Day Secondary Education was rolled out to enhance the government's policy on 100 per cent transition from primary to secondary schools. As at 2018, GER and NER for secondary education stood at 70.3 and 53.2 per cent, respectively. The introduction of the Competence Based Curriculum led to a decline in the enrolment to Pre-primary education due to the consideration of only pre-primary one and two (Republic of Kenya, 2019b).

However, the free education program saw a major increase in the number of pupils enrolling into public schools and, subsequently, a major strain on infrastructure and teaching personnel. Other challenges facing the program include big learner to teacher ratios resulting in poor quality of education (Ochieng & Otieno, 2020).

v) SGBV as a Barrier to WEE

In Kenya, data shows that SGBV is rampant and affects both men and women; but women and girls are particularly more prone (Republic of Kenya, 2014b). SGBV is a violation of human rights and affects men and women disproportionately. It has enormous impacts on survivors among them physical, psychological, emotional, mental and sexual. KNBS, cited by NGEC 2014, categorised incidences, amongst them those against morality, to include rape, defilement, incest, sodomy, bestiality, indecent assault, abduction and bigamy, which as per the report have increased enormously (Republic of Kenya, 2017c). Centre for Health Solutions noted that it encompasses threats of violence and coercion. It can be physical, emotional, psychological, or sexual in nature, and can take different forms including denial of resources or access to services. SGBV does not just affect women and girls, it also happens to and harms men and boys.

Data on SGBV statistics from KNBS, UN Women and NGEC indicates that the magnitude of SGBV has increased. According to the World Health Organisation (WHO), an estimated 150 million girls and 73 million boys experienced sexual abuse before attainment of 15 years. The Kenya Demographic Household Survey (KDHS) (Republic of Kenya, 2014a) showed that almost half (45 %) of women aged 15-49 have experienced either physical or sexual violence. The 2011 police crime report documented 2,660 cases of defilement and 130 cases of sodomy.

Republic of Kenya (2015b) explored attitudes towards men and women's beliefs/attitudes towards SGBV, in particular wife beating. Forty-two percent of women believe wife beating is justified for at least one of the specified reasons 284, which ironically resonates with being beaten for flimsy reasons such as burning food. Although Women and men's attitudes towards wife beating have improved somewhat since the 2008-09 KDHS as per the 2014 survey, Gender Based Violence (GBV) has not reduced.

Other forms include rape, stalking and physical abuse and Female Genital Mutilation (FGM) which KDHS 2014 reports to stand at 21%. Observably, as NGEC notes, FGM has declined significantly. Nevertheless, despite this, prevalence is still very high amongst specific communities such as Somali at 94%, Samburu 86%, Kisii 84%, and Maasai at 78% (NGEC, 2019). SGBV constitutes of the numerous forms of its manifestation ranging from physical (wife/husband beating; emotional (mental); and Sexual (rape, assault, harassment, defilement).

In many countries, including Kenya, impacts of SGBV are numerous ranging from Post-Traumatic Stress Disorder (PTSD) and depression (NGEC, 2014). KNBS data indicates that

women are often socialized into tolerating and rationalizing a key component of domestic violence, namely violence by husbands against wives and to remain silent about it when it occurs. Violence of any kind has a detrimental impact on the economy of a country through increased disability, medical costs, and loss of labour hours; however, because women bear the brunt of domestic violence, they disproportionately bear the health and psychological burdens as well (Republic of Kenya, 2015b).

Republic of Kenya Response to Violence

Republic of Kenya (2020a) noted that since independence, the government has addressed gender equality and women's empowerment by putting in place programmatic, policy, legislative and administrative measures and supportive institutional frameworks. NGECC, (2016); COVAW (2018) puts the National Framework on Prevention and Response to Gender Based Violence to include:

(i) National Policy for Prevention and Response to Gender Based Violence, 2014,

The overall Goal of this National Policy is to accelerate efforts towards the elimination of all forms of GBV in Kenya. The Policy seeks to ensure; a coordinated approach in addressing GBV and effective programming; enhanced enforcement of laws and policies towards GBV prevention and response; increase in access to quality and comprehensive support services across sectors; and improved sustainability of GBV prevention and response interventions. It takes cognizance that effective GBV prevention and response requires strong and efficient systems and structures to operationalize laws, policies and plans. The policy provides an implementation framework which spells out the roles and responsibilities of stakeholders towards its implementation and subsequently recognizes the functions between the two levels of Government at the National and County levels on accountability, reporting and management lines, and provides a structure that harnesses and synergizes GBV prevention and response interventions through involvement of different stakeholders.

(ii) The Constitution of Kenya

In this, several articles, especially in the Bill of rights, the need for all to enjoy the rights and fundamental freedoms, equality before the law, equal protection and equal benefit of the law is outlined. This is also translated into fundamental freedoms besides equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. In clause Article 28, 43, and 45, the Constitution outlines the right to dignity, equal access to health, adequate housing, marital freedom and equal rights at the time of the marriage, during the marriage and at the dissolution of the marriage. The government has gone further to establish policies for instance to regulate marriage. These are described below.

(iii) The Marriage Act 2014

The Act repeals and consolidates the following previous laws into one statute: Marriage Act 1902; Subordinate Courts (Separation and Maintenance) Act 1929; Mohammedan Marriage and Divorce Registration Act 1906; Matrimonial Causes Act 1941; Hindu Marriage and Divorce Act 1960; African Christian Marriage and Divorce Act 1931; and customary laws.

It defines marriage as a “voluntary union of a man and a woman whether in a monogamous or polygamous union” (Article 3-1). Parties to a marriage have “equal rights and obligations at the time of the marriage, during the marriage and at the dissolution of the marriage” (Article 3-2). The provision that all marriages registered under the Act have the same legal status (Article 3-3) equalizes monogamous and polygamous unions, hence outlaws treatment of woman in the

latter as inferior, and makes registration and certification of all marriages, whether polygamous or monogamous, a requirement.

Through this, the law ensures documentary proof of marriage, which has the effect of reducing burial and succession disputes as well as equalizing the status of wives in polygamous and monogamous unions, all of which have been seen to perpetuate gender discrimination and violence. However, though the law is very succulent in promoting gender equality in marriage, in certain circumstances, religion and cultural beliefs supersede the law, subsequently discriminating against women. For instance, marriages under Islamic law are exempted from the provision.

Culture on the other hand becomes a catalyst for discrimination. Although the prescribed minimum age of marriage is 18 years, and Article 4 categorically protects children, especially girls from traditional practices that allow under-age marriages, the law validates marriage, when dowry is paid. As such, marriage of the under-age is subsumed hidden under the clause on dowry. This potentially addresses commercialization of the practice, to men's detriment, and objectification of women as items for trade.

One weakness in the law is that it is not uniform for all women in Kenya. Under Article 3 (4), the law provides that "Subject to sub-section (2), the parties to an Islamic marriage shall only have the rights granted under Islamic law". Sub-section (2) provides that "parties to a marriage have equal rights and obligations at the time of the marriage, during the marriage and at the dissolution of the marriage". These provisions are contradictory because Sub-section 2 is absolute while Sub-section 4 conditions enjoyment of rights on religious doctrine.

(iv) The Matrimonial Property Act (2013)

The Act consolidates into one law the following previous statutes: Indian Succession Act 1865 (Indians); Probate and Administration Act 1881 (Europeans); Hindu Succession Act 1961 (Hindus); Mohammedan Marriage, Divorce and Succession Act 1962 (Muslims); and Africans' Wills Act 1961 (Africans). Article 6 defines matrimonial property as the: "matrimonial home or homes; household goods and effects in the matrimonial home or homes; or any other immovable and movable property jointly owned and acquired during the subsistence of the marriage". A matrimonial home is defined as "any property that is owned or leased by one or both spouses and occupied or utilized by the spouses as their family home, and includes any other attached property" (Article 2).

Recognition of a wife's domestic labour as contribution to generation of marital property (Article 2) ensures that she is entitled to inherit it even if she did not provide finances towards its acquisition. Property of each spouse before the marriage remains theirs individually but they can choose to share it with the partner. The provision ensures that women do not lose their prenuptial property to men. The law provides that women in polygamous marriages would be entitled to only their prenuptial assets and the property generated from the period of marriage.

Article 4 grants both men and women the right to acquire, administer, hold, control, use and dispose of property whether movable or immovable. Article 5 separates property acquired or inherited before marriage from what is considered as matrimonial property. Observably, the law vests ownership of matrimonial property in the spouses according to their individual contribution towards its acquisition, this being a determinant of their share if they divorce or their marriage is otherwise dissolved (Article 7). Quite often, due to the intricacies of pursuing justice, women often are unable to claim their husband's property, despite Article 8 defining how matrimonial property is to be assigned to women in polygamous marriages.

In the division of matrimonial property between and among spouses, Article 11 allows for application of customary law, subject to the Constitution of Kenya, consideration being given to (a) the customary law relating to divorce or dissolution of marriage; (b) the principle of protection of rights of future generations; and (c) the principles relating to access and utilization of ancestral land and the cultural home by a wife, wives or former ones. In these, a spouse is protected from being evicted from the matrimonial home during the subsistence of the marriage without a court order (Article 12- 3). This creates a lever through which women can continue to reside in the home after breakdown in marriage.

Like mentioned above, religion at times prevents women from full benefits of the matrimonial property. Like the Marriage Act 2014, this law, in article 3, exempts persons of Islamic faith from its provisions. This essentially means that women's inheritance rights are determined by religious law, which provides a loophole for discrimination. Another concern is that women still have to prove the proportion of their financial contribution to generation of property in order to determine their share when marriage breaks down.

(v) Sexual Offences Act, 2006

Enacted by an Act of Parliament in July 2006, the Sexual Offences Act, 2006 makes provision about sexual offences, their definition, prevention and the protection of all persons from harm, unlawful sexual acts, and for connected purposes (Sexual Offences Act, 2006). Despite its definition and categorization of sex crimes, much has not been achieved to curb violence (NGEC, 2019). Numerous factors account for this key among them the hidden face of sexual crimes especially within conservative male-dominated communities, who accept many forms of it as accepted custom. This was demonstrated during the debate for enacting the law, which manifested itself as a gender war between male and female parliamentarians (Wamue-Ngare 2012). With conceived male chauvinism, some critical clauses were dropped e.g. marital rape, age of consent and others that diluted it. Consequently, though the Act responds to critical issues especially capital punishment for rapists and child defilers, the law has not done much to deter offenders, judging from the current reports in the media. With its numerous shortcomings, more fundamental ways of addressing Sexual Violence ought to be redefined.

(vi) Gender Desks in police stations

These were established in the police stations of Kenya to address the GBV. It is worth noting that scarcity of the gender desks, not separating sexual crimes from other crimes, non-conducive environment for survivors, besides basic infrastructure militates against their success. However, their availability boosted confidence amongst the public, which prompted reporting of GBV cases. As observed, a multi - sectoral approach to addressing SGBV would be inevitable.

NGEC 2019 also highlights capacity building on SGBV supporting toll- free SGBV hotlines. UNHCR categorizes the services as hotlines/contacts; 1195 -National GBV hotline; 1190 – Counseling hotline; 1517 – UNHCR toll-free number; 0800720309 – Danish Refugee Council (DRC) toll- free number; 0800-720600 –Tele counseling AMANI counseling Center; 0790781359 – CVT; 0770451236 / 0777784009- HIAS; 0704-873342 -NCKK Health coordinator; 1196 – Child line; 0711400506 – MSF hotline; 0800720121 – LVCT toll-free number and 999 / 112 – Kenya police emergency hotline. These facilitate quick reporting. The Nairobi-based helpline for instance, which is a free-to-call service, gives immediate assistance to the public in the event of all forms of SGBV. However, public awareness limits access.

Other initiatives include use of Alternative Dispute Resolution mechanisms, Provision of shelters for survivors; and provision of minimum benefits package under Universal Health Care

to enable GBV survivors to get health services amongst others. Observably, research on their efficacy is inadequate

(vii) Protection against Domestic Violence Act (2015)

This is the first law in Kenya to define domestic violence. This includes harmful traditional practices, economic abuse, emotional or psychological abuse, physical abuse, sexual abuse (Article 2 – 1 and 2). Article 4 outlines the scope of domestic relationships hence those who are covered by the Act. This includes family members and other acquaintances. Article 6 (4) requires the Inspector-General of Police to ensure the development of procedures for (a) training police officers to deal with family related matters or domestic violence; (b) facilitating the reporting process so that complainants may report to the police without fear or otherwise; and (c) ensuring that complaints are processed expediently and efficiently.

Article 13 allows courts of law to make a protection order to protect persons under threat of domestic violence. The acts against which such an order can be issued are elaborated in Article 19. Article 14 (1, 2) mandates the Court to direct the parties to participate in counselling and conciliation programs or any other program that is acceptable to the Court for purposes of promoting a protective environment and harmonious domestic relations. In Article 32, the law provides for compensation of the target of domestic violence by the perpetrator. It protects both men and women and includes harmful traditional practices in the definition. It requires that the police are trained on handling survivors of domestic violence.

(viii) Counter-Trafficking in Persons Act (2010)

The Act includes sexual exploitation, child marriage and forced marriage in the definition of “exploitation”. It also outlaws forced labour and “trafficking for sexual exploitation” in line with the Sexual Offences Act, 2006. The Minister in charge is mandated to “formulate plans for the provision of appropriate services for victims of trafficking in persons and children accompanying the victims” and to consider gender, among other variables, when doing so.

(ix) The Penal Code: Criminal law (Amendment) Act (2012)

Offences against Morality: Article 151 makes it criminal to detain any other person against his or her will for unlawful sexual purposes. In Articles 152 and 154, the Act criminalizes acts persons (male, female) who live off the proceeds of prostitution and/or aid the trade. Article 155 allows police officers to enter and search premises believed to be occupied by females for purposes of prostitution while Article 156 makes it illegal for anyone to operate a brothel. Article 157 makes it illegal for anyone to conspire to aid another to gain sexual connection with a female. Article 158 outlaws administration of substances meant to procure abortions to any woman. Article 160 outlaws the supply of drugs or instruments to procure abortion.

Article 162 deals with “unnatural offences”. It outlaws sexual intercourse between males without consent or if it is obtained “by force or by means of threats or intimidation, or by means of false representations as to the nature of the act”.

Offences Relating to Marriage and Domestic Obligations: Under Article 171, it is unlawful for any person, male or female, to go through a nuptial ceremony while his or her spouse is still alive unless there has been separation for at least seven years. Article 172 nullifies any marriage that is procured dishonestly or fraudulently. Article 173 criminalizes failure by a master or mistress to provide for an apprentice or servant the necessary food, clothing or lodging.

Murder and Manslaughter: Article 210 on infanticide provides that a woman who, by reason of a disturbed mind due to giving birth, causes the death of her child, who is under the age of

twelve months, would be charged with manslaughter rather than murder. This recognizes temporary insanity from childbirth as a condition women should not be punished for. Article 211 commutes the death sentence for a pregnant woman to life imprisonment.

Assaults: Article 250 prescribes a sentence of one year for unlawful assault while Article 251 imposes a penalty of five years for assault that causes actual bodily harm.

Offences against Liberty: Article 259 outlaws the kidnapping or abduction of a person with the intent to confine.

(x) Witness Protection Act (2006)

Victims of sexual and gender-based violence are included in the definition of “vulnerable witness” (a person who, for justified reasons, should be interviewed or allowed to testify in a special manner).

Article 4 of the Witness Protection Regulations (2011) provides that the court will take measures to protect the safety, physical and psychological well-being, dignity and privacy of witnesses bearing in mind gender, among other considerations.

Female Genital Mutilation (FGM)

FGM is detrimental to the physical, social and emotional well-being of women and girls. FGM is a human rights violation that has a trickle effect on the country’s social, economic and political development. Republic of Kenya (2014a) shows that 21 per cent of women and girls aged between 15-49 years in Kenya have undergone FGM. The prevalence of FGM varies widely across regions and ethnic communities. Despite the National decline in the prevalence, it is still high in such communities as the Somali at 94 per cent, Samburu at 86 per cent, Kisii at 84 per cent and Maasai at 78 per cent. This has been worrying trends of increased cases due to secrecy and collusion within the practicing communities on FGM. It has been found that some communities have been targeting newly born girls and married women for the cut. The Kenya government has set out laws and policies to address the vice as outlined below:

The National Policy on Abandonment of FGM, 2010 provided the platform for the enactment of the Prohibition of FGM Act, 2011 and the establishment of the Anti- FGM Board. The Policy classified Harmful Traditional Practices as a form of GBV. The policy was approved by the Cabinet in June 2010. The main purpose of the Policy was to establish a clear vision on FGM and make commitments that would guide and accelerate abandonment of FGM in Kenya. This policy gave way to National Policy on Eradication of FGM 2019 (Republic of Kenya (2019c)

The National Policy on the Eradication of FGM (2019) was a revision of the National Policy on the Abandonment of FGM (2010). The policy (National Policy on the Abandonment of FGM (2010) was revised because it was adopted before the promulgation of the new Constitution 2010; hence it was inconsistent with the provisions of the constitution. The policy was not also consistent with the FGM Act 2011 and also not in line with the SDGs global targets. This policy was reviewed to conform to the FGM Act 2011 and the revised version of 2012 as National Policy on Eradication of FGM 2019 (Sessional Paper No. 3 of 2019). Despite the numerous legislations and policies, the prevalence of SGBV remains high (Republic Kenya, 2015a).

The Constitution in its part requires any treaty or convention that is ratified by the Republic of Kenya forms part of the laws. Kenya had ratified a number of international instruments such as: The Universal Declaration on Human Rights (UDHR, 1948), International Covenant on Civil and Political Rights (1966), International Covenant on Economic, Social and Cultural Rights

(1966), the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW, 1979), the Convention Against Torture and other Cruel and Inhuman or Degrading Treatment or Punishment (1984) and the United Nations Convention on the Rights of the Child (UNCRC, 1989) the Maputo Protocol (2003) in 2010 and other International and Regional instruments protecting human rights as well as those outlawing violence against women and girls. In addition, the Aspiration 6 of Africa's Agenda 2063 calls for full empowerment of women and girls including eliminating gender based violence and Africa Charter on the Rights and Welfare of the Child (1990) and its Article 21 mandates governments to make every effort possible to stop harmful social and cultural practices such as FGM that affect the welfare and dignity of girls.

These international regimes have to be domesticated into the laws and the policies in the country. The National Policy on Eradication of FGM 2019 is anchored on the SDG 5 (Achieve gender equality and empower women). It is seen as to contribute to SDG 3 and 4 on (Good Health and Well-being and Quality Education respectively). The policy is also anchored on promotion of education empowerment, elimination of early marriage and adolescence pregnancy, child labour, risk of gender based violence, HIV & Aids and eliminating poverty. The Policy classifies Harmful Traditional Practices as a form of GBV. It provides for a coordinated approach in addressing GBV, effective programming, enhanced enforcement of laws and policies towards GBV prevention and response, increase in access to quality and comprehensive support services across sectors, and improved sustainability of the GBV prevention and response interventions. The policy identifies key issues and proposes high impact strategies to address FGM in key sectors such as health, education, security, access to justice and public information. It is in line with The Protection against Domestic Violence Act, 2015 which classifies FGM as violence and consistent with the National Policy for Prevention and Response to Gender Based Violence, 2014, classifies Harmful Traditional Practices as a form of GBV.

The policy, regularly through set indicators provides for Monitoring and evaluation and tracking the progress of its implementation. It provides for research and documentation especially collection, collation of FGM data (prevalence to inform policies, planning and decision making), establishment of data base for updating information and knowledge management and guides in evaluation of the programs implemented on the alternative rites of passage to gauge their impacts on the target beneficiaries.

Research on FGM shows emerging trends and why some cultures continue to perpetuate the vice despite the harmful effects and violation of human rights. Partnering with the health sector and other relevant sectors on innovative ways to enhance collation of data on FGM and production quarterly and annual progress reports including facilitation of timely reporting on progress of implementation at both levels of Government are key.

This Policy is set to be reviewed every five years and on need basis, to take into account changes in laws, priorities and emerging issues/trends on FGM, as may be determined by the Ministry responsible for gender affairs.

The Prohibition of Female Genital Mutilation Act (2011) was passed on 30 September 2011 and came into force on 4 October 2011. The Act: prohibit the practice of female genital mutilation, to safeguard against violation of a person's mental or physical integrity through the practice of female genital mutilation and for connected purposes; forbids female genital mutilation (FGM) and provides that if FGM is carried out and causes death, the perpetrator is liable to life imprisonment; criminalizes the act of a person taking another inside or outside Kenya to perform FGM on her, as well as those who aid or abet FGM; criminalizes the act of

a person who knowingly allowing any premises, which they have control of, or responsible for, to be used for purposes of performing female genital mutilation; criminalizes the act of being found in possession of tools or equipment for peruse of performing FGM; it is a criminal offence if a person being aware an offence of FGM has been, or in the process of being, or intends to be committed and fails to report to a law enforcement officer; and it is an offence to use abusive or derogatory language to ridicule or harm a woman who has undergone FGM and anyone found guilty can be imprisoned for 6 month or fined not less than fifty thousand shillings or both.

The Act provides that a law enforcement officer may, without warrant, enter any premise to establish whether there is or has been any contravention of the Act. The Act state the penalty for anyone who commits an offence under this Act is liable on conviction to a prison term of not less than three years, or a fine of two thousand shillings or both.

The Anti FGM Board was established in December 2013 in line with the provisions of Prohibition of Female Genital Mutilation Act 2011, under the Ministry of Public Service and Gender. The Board functions include: designing and formulating policy on the planning, financing and coordinating all activities on FGM; designing, supervising and coordinating public awareness programs against the practice of FGM; providing technical assistance to institutions, agencies and other players engaged in eradicating FGM; advising government on matters relating to FGM and implementation of the Act; and resource mobilization for the programs and activities aimed at eradicating FGM.

Challenges in implementation of laws and policies addressing FGM include: weak Coordination Framework; inadequate resources to accelerate the eradication of FGM; weak enforcement of the laws relating to FGM; stigma; increased medicalization of FGM; community resistance to the implementation of the Anti-FGM Laws; opposition to the enforcement of laws by change agents - although policies and strategies have been developed monitoring of the progress made remains a challenge; political interference – some politicians continue to support FGM on the pretext of promoting their constituents’ culture and giving the people identity and corruption – leading to release of perpetrators and/or no arrests. COVID-19 has exacerbated acts of FGM, hence increasing the vulnerability of many girls to sexual and gender-based violence.

Opportunities for implementation of laws and polices include: favorable legal foundation; political good will and support at national level; strategic partnerships; media engagement; community-led approaches, and implementation of National Policy for Prevention and Response to Gender Based Violence, 2014 and County Government Policy on Sexual and Gender Based Violence – 2017.

2.0 WEE POLICY ISSUES

2.1 Women’s roles in public and private sectors

Women remain underrepresented in policy-making and management levels with a majority of them occupying lower paying jobs. Failure to take up management and leadership positions among women employees is likely to lead to wage differentials among female and male employees of comparable training and experience. There is need to therefore evaluate the NPGAD of 2000, the Gender policies of 2011 and 2019 to assess their effectiveness in enabling women’s placement, participation and advancement in management and leadership positions in the public sector for economic empowerment.

Current recruitment and hiring practices by employers seem not to promote active participation of women in corporate governance and, although more women are highly educated, very few of them hold higher managerial positions. Efforts have been made to address underrepresentation of women in corporate boards. The Female Future Leadership Program

(FFLP) is such an initiative. Whereas a total of 198 middle level women managers have gone through the FFLP program to become board ready, no known evaluation has been done to establish the effectiveness of FFLP in up-scaling participation of women in corporate boards.

The manufacturing sector in Kenya is dominated by male-owned enterprises and has low participation of women. While the women in manufacturing (WIM) program is a noble attempt to empower women economically, it is not clear to what extent and how it has translated into an increase in the proportion of women in the manufacturing sector. Additionally, there is no evidence to show what can be done in terms of designing policies that can be implemented to increase the scale and profitability of women's industrial entrepreneurship (women owned industrial firms). Therefore an evaluation of WIM would provide such evidence.

The lack of a comprehensive and disaggregated measure of Women Economic Empowerment adversely affects policy formulation, implementation and monitoring of progress towards the country's goals and international targets for development. The inadequacy and low uptake of the 2020 women economic index (WEI) denies the policy makers an efficient tool for evidence based decision making. There is therefore a need to construct a new Women's Economic Empowerment Index that will provide estimates at National, County and Sub-county levels to facilitate policy formulation, implementation and monitoring.

The various women economic empowerment initiatives by the government is an indicator of its commitment to gender equality. Budgets are the strongest expression of a government's political priorities but little success is seen in incorporation of WEE initiatives in the budget making process as reported by the NGECE in an assessment of Kenya's gains with gender responsive budgeting (NGECE. 2016).

2.2 Women's skilling and mentoring

Emerging evidence indicates that cognitive, intrapersonal, and interpersonal competencies can be taught and learned to promote the transfer of skills facilitated by instruction that helps learners develop a deep understanding of the structure of a problem domain and appropriate solutions. However, the lacuna that still exists is the apparent link between transferable skills and access to employment and entrepreneurship for women and girls in Kenya. There is therefore a need to establish the nature and various ways of integrating transferable skills into the delivery of basic and technical, vocational education and training (TVET) levels of education and their impact on the employability of women and girls in Kenya. The impact evaluation will be done on two projects (Be The Change Academy- Kenya and Project Baobab) to inform the design and delivery of CBC (Competence-Based Curriculum) and Competence-Based Education and Training (CBET) programs.

Despite the benefits that students gain from work readiness programs like apprenticeship, internship, and mentorship programs (AIM), many, especially female students, still lag behind as far as up taking these programs is concerned. Since AIM programs are meant to solve the challenge of non-readiness for absorption to the labour market, a study on evaluation of the effectiveness of these programs in promoting young women's employment by securing formal and non-formal career opportunities should be conducted to provide evidence on what works to absorb women in the labour market.

Several projects with funding components such as the KWFT *Biashara* Loan and others run by NGOs have been put in place to implement policies on female empowerment. However, no evaluation has been carried out to explore the impact of lifelong learning on performance, capacity building enhancement and impact on livelihoods in narrowing the gender gap. There is therefore a need to evaluate the impact of lifelong learning on performance of women

managed small and medium enterprises and establish the barriers that militate against low women and girls' economic empowerment capacity building programs.

2.3 Violence, crisis, and women's work

Despite numerous approaches to address SGBV in Kenya, its prevalence amongst women and girls remains high (at over 35%). There is therefore a need to evaluate the success of the National Policy for Prevention and Response to Gender Based Violence (2014) given the escalating rates of SGBV among families and communities.

COVID-19 pandemic brought about unprecedented and unforeseen circumstances in Kenya, adversely affecting people's livelihoods, incomes, and social life. The travel restrictions instituted by governments worldwide to contain the virus have brought the tourism industry to a standstill. There is a need for a study to evaluate the impact of travel restrictions on the tourism industry in relation to loss of employment, income, and revenue in Kenya.

The increasing recognition of unpaid childcare and its negative impact on women and children, has made many countries across the world to adopt childcare programs and policies as strategies for reducing the burden of unpaid childcare on women. The common programs include kindergartens, day care centres, pre-schools, crèches and lactating rooms. Although these programs are becoming commonplace in many parts of the world, they are almost non-existent in Kenya and there is no policy evidence as to how much unpaid childcare burden could be relieved on women were such programs implemented. There is also no evidence on how women could best utilize the time relieved by the childcare program and whether the benefits derived contribute to women's economic empowerment. There is, therefore, a need to collect evidence on whether the establishment of a crèche program will support labour force participation by women and whether that improves their social and economic wellbeing. A joint estimate of the participation in paid work for women and the hours they work in this paid activity will also generate evidence for policy formulation if undertaken.

3.0 STUDY OBJECTIVES

- a) To identify the range or kinds of programs that have been implemented to improve WEE (from literature and government documents).
- b) To determine the programs with impacts on WEE and the methods used to measure impacts.
- c) To determine the mechanisms through which programs work to determine WEE and the methods used to determine the mechanisms (qualitative interviews, conceptualisation).
- d) To determine areas for further research during or after the project.
- e) To learn lessons for sampling procedures, data analysis and orderly implementation of current studies from existing policies and programs on WEE.
- f) To determine barriers that deter women from achieving economic independence.

4.0 METHODOLOGY

This landscape study took a methodological approach that adopted the analytical framework shown in Figure 3. The framework is a summary of the key steps that were taken and involved review of international conventions, protocols and declarations on women equality and empowerment. These laid the foundation for development of policy and interventions at regional and national levels. The documents were sourced online and a desk-based review was carried out to identify the women empowerment focus area that informed the gaps for the KU-

WEE studies. The purpose of the review of literature was to recognise the need to address gender inequality from academic research, Government Institutional reports, and policies and programs that have been implemented over the years.

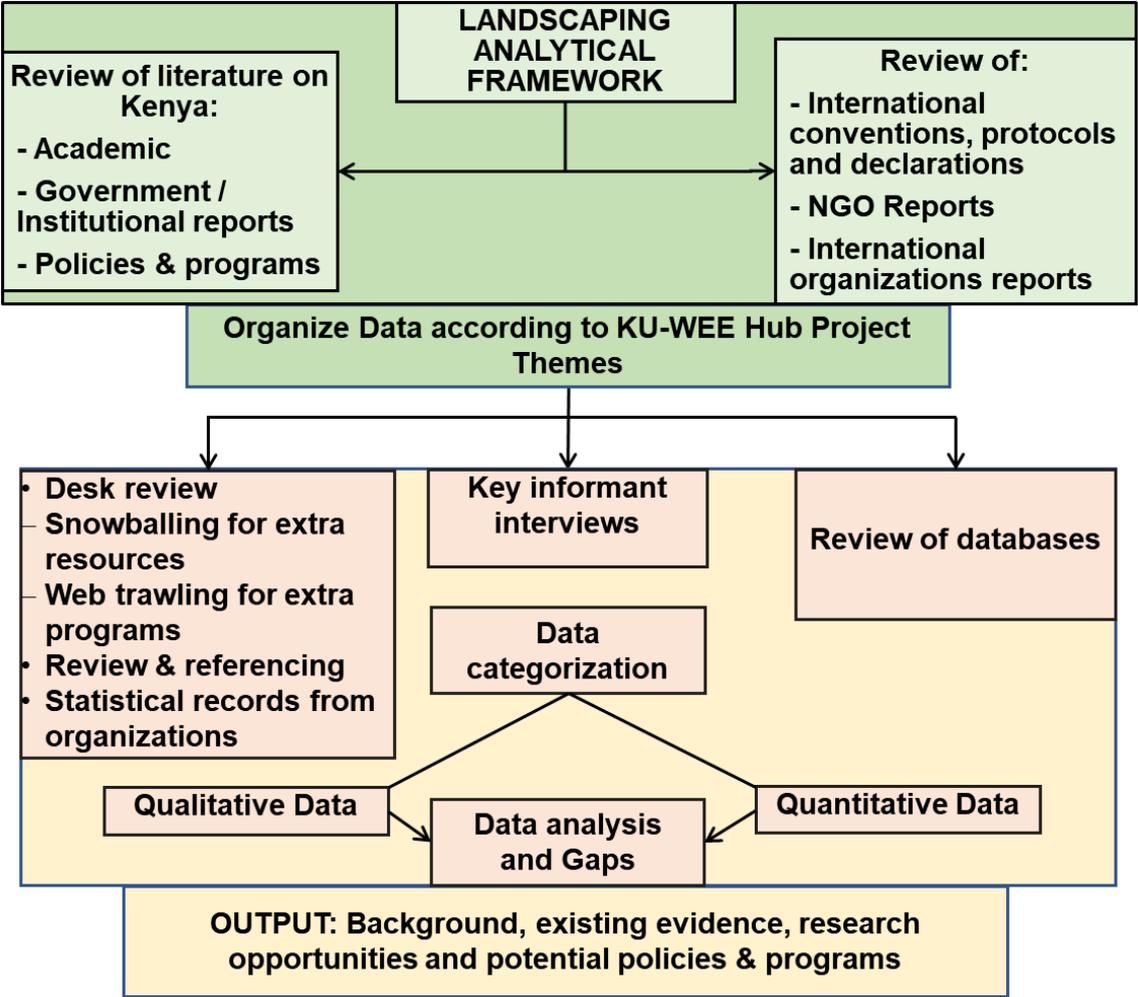


Figure 3: Landscaping analytical framework (modified from IDRC, 2020)

The derived data and policy dimensions were organized according to KU-WEE Hub Project Themes. Snowballing and web trawling for extra resources and programs led to identification of existing evidence and/or gaps based on both qualitative and quantitative data analysis. Combined systematic and iterative literature review led to a deep-dive into published academic articles, government documents, and research reports from NGOs, IGOs, and government agencies to build this report.

5.0 FINDINGS

5.1 Women’s Roles in Public and Private Sectors

5.1.1. Women’s Participation in Management and Leadership in the public sector

The foregoing sections underscore the fact that women remain underrepresented in all sectors of the economy. Notably, the number of women who sit in boards and other managerial

positions in Kenya is very low across sectors. Over the years, there have been attempts to increase the number of women in decision making positions. In 2019 for instance, women constituted nearly 30% of some appointive positions such as County Executive Committee Members, Assistant County Commissioners and Chief Administrative Secretaries, and 54% of the total magistrates in the judiciary. In elective positions, however, attainment of the one-third gender rule in the same year was not as impressive. Women's representation was 34% in the County Assembly and 31% in the Senate. It was even lower at the county level with only 2 or 4% and 17% from the 47 Counties representing Women County Governors and Deputy County Governors respectively (Republic of Kenya, 2020a). A summary of women's participation in key decision-making positions in the public service between 2018 and 2019 is indicated in Table 1.

Table 1: Participation in selected public decision-making positions by sex in public service, 2018-2019

| | 2018 | | | | 2019 | | | |
|---|--------------|------------|--------------|---------------|--------------|------------|--------------|---------------|
| National | | | | | | | | |
| Positions | Women | Men | Total | %Women | Women | Men | Total | %Women |
| Cabinet Secretaries | 6 | 16 | 22 | 27.3 | 7 | 17 | 24 | 29.2 |
| Chief Administrative Secretaries | - | - | - | - | 9 | 18 | 27 | 33.3 |
| Principal Secretaries | 8 | 32 | 40 | 20.0 | 10 | 34 | 44 | 22.7 |
| Diplomatic Corps | 13 | 43 | 56 | 23.2 | 14 | 40 | 54 | 25.9 |
| Regional County Commissioners | 1 | 7 | 8 | 12.5 | 1 | 7 | 8 | 12.5 |
| County Commissioners | 14 | 33 | 47 | 29.8 | 6 | 41 | 47 | 12.8 |
| Deputy County Commissioners | 34 | 261 | 295 | 11.5 | 37 | 285 | 322 | 11.5 |
| Assistant County Commissioners | 241 | 510 | 751 | 32.1 | 348 | 721 | 1069 | 32.6 |
| Chiefs | 132 | 2458 | 2590 | 5.1 | 392 | 3028 | 3420 | 11.5 |
| Assistant chief | 494 | 5392 | 5886 | 8.4 | 1492 | 6505 | 7997 | 18.7 |
| County | | | | | | | | |
| Governors | 3 | 44 | 47 | 6.4 | 2 | 45 | 47 | 4.3 |
| Deputy Governors | 7 | 40 | 47 | 14.9 | 8 | 38 | 46 | 17.4 |
| County Executive Committee Members | 143 | 305 | 448 | 31.9 | <u>136</u> | <u>294</u> | 430 | 31.6 |

| Legislature | | | | | | | | |
|-------------------------------------|-----|------|------|------|-----|------|------|------|
| National | | | | | | | | |
| Senators | 21 | 46 | 47 | 6.4 | 2 | 45 | 47 | 4.3 |
| Members of National Assembly | 76 | 273 | 349 | 21.8 | 76 | 273 | 349 | 21.8 |
| Speakers | 0 | 2 | 2 | 0.00 | 0 | 2 | 2 | 0.00 |
| County | | | | | | | | |
| Members of County Assembly | 761 | 1463 | 2224 | 34.2 | 737 | 1456 | 2193 | 33.6 |
| Judiciary | | | | | | | | |
| Supreme Court Judges | 2 | 5 | 7 | 28.6 | 2 | 5 | 7 | 28.6 |
| Court of Appeal Judges | 7 | 12 | 19 | 36.8 | 7 | 12 | 19 | 36.8 |
| High Court Judges | 40 | 42 | 82 | 48.8 | 40 | 42 | 82 | 48.8 |
| Magistrates | 215 | 244 | 459 | 46.8 | 269 | 234 | 503 | 53.5 |
| Kadhis | 0 | 54 | 54 | 0.00 | 0 | 53 | 53 | 0.00 |

Source: Adopted from: Republic of Kenya (2020a) *Economic Survey*, Nairobi: Government printer

Women's marginalization in positions of decision making as shown in Table 1 continues to persist, amidst efforts towards gender equality as entrenched in the current constitution. This scenario is evidence that good policies alone are seldom enough given the inherent importance of gender roles enshrined in the historical, economic and social-cultural factors and which largely affect work-family care decision making (Abbas et al., 2021; Lewellyn & Muller-Kahle, 2020; Pieters & Klasen, 2019).

Different aspects of The National Policy on Gender and Development are implemented by varied actors, mandated with the responsibility of mainstreaming, and integrating gender concerns within their programs or projects. Policy implementation adopts a multi-sectoral multi-level approach involving both state and non-state actors. To ensure a synergy among all players, the Ministry in charge of Gender Affairs oversees the coordination of activities to enhance their harmony and non-duplication.

There are two female parliamentary caucuses, the Kenya Women Parliamentarians Association -KEWOPA and the Kenya Women Senators-KEWOSA, which champion for the integration of gender issues in laws and policies. Similar committees also exist in the 47 County Assemblies. Other societies such as Civil Society Organizations, private sector and religious organizations also champion for the implementation of, the not more than two third gender principle, as well as act as accountability bodies measuring service delivery on this principle. However, the implementation of this principle would have had more success if it was anchored within a specific parliamentary committee. It is instructive to note that in the 11th parliament, gender equality issues were placed under the Labour and Social Welfare Committee. This engagement was however, only limited to budget discussions.

5.1.2. Corporate Governance

There exist several legal and regulatory frameworks that have a bearing on participation of women in corporate governance in Kenya. Article 27 of the Constitution of Kenya guarantees equality and nondiscrimination. The article guarantees that no person shall be discriminated against based on their sex. This is reinforced by section 8 of article 27 which requires the State to take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender. Article 59 of the constitution further establishes the Kenya National Human Rights and Equality Commission whose functions include promotion of gender equality and equity generally and to coordinate and facilitate gender mainstreaming in national development. Therefore, the constitution of Kenya 2010 envisages participation of women in top echelons of decision making by not less than 33 per cent. Though the requirements of the constitution of Kenya permit the attainment and surpassing of the African call of gender parity in leadership¹, it also always suppresses women's participation in leadership below the 50:50 African call.

The National Gender Policy of 2017 envisages participation of women in governance, power decision-making and politics to meet the constitutional principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender. However, according to NGEK (2017) the number of women who sit on boards is still very low for both the public and private sector in Kenya². To remedy this, the NGEK works with initiatives that are preparing women to be board ready in Kenya. These initiatives include the Female Futures program (FFLP) by Federation of Kenya Employers and Women on Boards Network (WOBN), a private sector initiative that undertakes training of women in corporate governance and helps source relevant vacancies and placements for the qualified women.

The FFLP program was developed by Confederation of Norwegian Enterprises (NHO) in 2003. The program was first rolled out in Uganda in 2010 and later in Kenya and Tanzania. In Kenya the implementing partners are the Federation of Kenya Employers (FKE) and NGEK. The FFLP program aims to strengthen gender equality in the workplace by improving women's representation in management and control (decision making processes) as well as draw more women to the top echelons of the public and private sector in all organizations and leadership positions. Precisely the program seeks to have more women in senior executive positions and boardrooms. The program targeted growth-oriented career ladies in mid-to-top level management positions in the private sector, public sector and civil society, who aspired to be at the apex of both political and corporate leadership. The program seeks to achieve this goal and assist their target through training. The training takes 15 days spread over a period of nine months. The training embodies the trainees with skills in leadership development, boardroom competence, rhetoric, network building, personal growth and those that facilitate greater visibility. By April 2019, the program had trained 198 women in Kenya.

The WOBN was developed by Dorion Associates LLP in 2014 as a part of the corporate social responsibility in Kenya. The WOBN is, therefore, a private sector initiative where women mentor each other for board readiness. The initiative targets four sets of women in the corporate world: women at the top management level whose next natural step is to be a Board Member for mentoring and training; women currently serving as board members for mentoring the next

¹ See Pp 3 in

<https://www.ngekenya.org/Downloads/Gender%20Equality%20in%20%20Kenya%20post%202010%20%20Constitution.pdf>

² See

<https://www.ngekenya.org/Downloads/Gender%20Equality%20in%20%20Kenya%20post%202010%20%20Constitution.pdf>

generation women leaders; women newly appointed as board members for training and preparing them for the task ahead; and women whose terms on boards have expired so that they can keep abreast with developments in corporate governance so as to remain board ready, to mentor and encourage the next generation of corporate women leaders. A WOBN joining fee and an annual subscription fee are charged. WOBN offers short training programs: women on boards' corporate governance training; and women mentorship and coaching programs. The women on boards corporate governance training is a 30 hour facilitator-led while the women on boards corporate governance training, mentorship and coaching program is an eight modular training with coaching and mentorship.

5.1.3 Women in manufacturing sector

The Big Four plan envisages the manufacturing sector's contribution to Gross Domestic Product (GDP) to grow by 15 % from around 10 % annually (Republic of Kenya, 2018). Despite this target, a lot of attention is paid to women participation level in this sector. Vision 2030's social pillar propagates for the closure of gender gaps in all sectors of the economy (Republic of Kenya, 2007). And yet women are underrepresented in the manufacturing sector in Kenya (Kenya Association of Manufacturers [KAM], 2018). Most manufacturing enterprises across the sector are male owned and managed. They are the same businesses that also engage in the production of high value added products that are highly profitable. Women, if they venture in manufacturing, tend to do so in Micro, Medium and Small Enterprises (MSMEs) with low value addition. According to the Republic of Kenya (2020a), women owned companies stood at 13% and women managers at 18%. Given the low numbers of women owning and/or managing manufacturing enterprises, and the type of sub- sector they operate in [only 2 percent women in the manufacturing sector run their businesses in the construction, energy and engineering sub sectors (Mugenyi , Nduta, Ajema, Afifu, Wanjohi, Bomett, Mutuku, & Yegon, 2020), it is clear that women in manufacturing face bottlenecks emanating from access and control of productive resources, entrepreneurial skills and knowledge.

The country came up with Sessional Paper No. 9 of 2012 on the National Industrialization Policy provides a framework for enhancing industrialization as a key driver for Kenya's transformation into a newly industrialized country by 2030. However, a key issue in the policy is the failure to explicitly address these gender specific issues in the manufacturing sector. To address these gaps, the KAM is actively engaged in efforts to reduce constraints faced by women in the manufacturing sector. The Association has a mandate of policy advocacy with relevant authorities, promoting trade and investment, innovation, and standards among its members.

In recognition of the underrepresentation of women in the manufacturing sector, KAM launched the WIM program in 2017. The motivation of the program was to promote, support and inspire women to participate and scale up in the manufacturing value chain. To this end, the program continues to provide a platform for young female entrepreneurs to learn ways in which to increase profitability and venture into high value addition businesses. The WIM program not only aims at improving access to the market for Kenyan women manufacturers but also to provide a favourable environment, and a platform to progress their global, regional and local networking competitiveness. KAM also mentors young women to take up and soar in Science, Technology, Engineering, Arts and Mathematics (STEAM) courses to take up more manufacturing-related jobs. Further, the program creates financial linkages for women entrepreneurs.

However, much more needs to be done to increase women's participation in manufacturing. Social and cultural contexts influence policy formulation and women's ability to take up workplace roles outside the traditional gender roles. Policy framework on gender mainstreaming and inclusion in the country has not translated into equitable participation of women in manufacturing. Legal frameworks that aim to guarantee equal rights have not achieved their goals due to systemic barriers that are yet to be dismantled.

Challenges for women in manufacturing include low uptake of STEM subjects in schools, culture, norms, and inappropriate policies, leading to inadequate skills needed in the sector. Women operating micro-enterprises also fear the unknown associated with procedures, cost, and requirements for compliance and lack of information regarding registration policies and process for starting up a micro-enterprise. Furthermore, authorities charged with certification are stationed in different places, thereby, increasing the cost incurred and time consumed by women entrepreneurs as well as biases towards women who would want to register and establish manufacturing micro-enterprises. There is also lack of gender disaggregated data in manufacturing to inform policy even as the State Department of Gender is in the process of developing WEE policy.

5.1.4 Women's Economic Empowerment Index

In 2020, the Kenya National Bureau of Statistics in collaboration with its partners (UNICEF and UN) developed and launched the 2020 Women Empowerment Index (WEI) (Republic of Kenya, 2020g) as an approach to women's empowerment in support of efforts to rigorously assess, demonstrate and learn about the impact of development interventions that are working towards women's empowerment. The 2020 WEI utilized the 2014 KDHS data being the most proximate data available at the time of the construction of the index. The index is the inaugural measure of women's empowerment in Kenya and represents a major milestone in the country's evidence-based policy-making. It provides baseline information for monitoring the country's progress towards Sustainable Development Goal 5 (SDG5) on achieving gender equality and empowerment of all women and girls. The WEI report provides indicators at national, rural and urban levels.

While the 2020 WEI report utilized the three concepts of Kabeer's framework, it did not provide linkage to the control of resources which can lead to women's economic empowerment. It is noted that since the launch of the 2020 WEI, there has been a low uptake in its usage by stakeholders in the gender sector. Lack of use of the WEI for evidence based decision making points to its shortcomings emanating from its construction which needs to be addressed.

5.1.5 Gender Responsive Budgeting

Kenyan government's commitment to a gender responsive budget is embedded in Vision 2030. Under the Vision 2030, the government states that it will mainstream gender in government policies, plans, budgets and programs and affirmative action for 30% representation of women at all decision-making levels (Republic of Kenya, 2021). Budgets remain the strongest expression of a government's political priorities but little success is seen in incorporation of women economic empowerment initiatives in the budget making process as reported by the NGEN in an assessment of Kenya's gains with gender responsive budgeting (NGEC, 2016).

The MTEF III emphasizes promotion of gender equality in the following programs: Women Enterprise Fund' UWEZO Fund; National Government Affirmative Action Fund (NGAAF); Access to Government Procurement Opportunities (AGPO); Prevention and Response to Gender-Based Violence; the Elimination of Female Genital Mutilation (FGM); and Gender Mainstreaming and the School Sanitary Towels Program. Notably these funds are important to realization of key Sustainable Development Goal number (5) on gender equality and number 8) on inclusive economic growth and the creation of decent work. For example, the establishment of the AGPO Program is aimed at empowering women by giving them more opportunities to do business with the government. Women and other marginalized groups are allowed to procure 30% of public goods and services. However, reports show that women are restricted to low value tenders.

5.2 Women's skilling and mentoring

5.2.1 Transferable skills

Transferable skills are essential in enhancing the employability and productivity of young people and, therefore, have an immense impact on various labor market outcomes such as employment, self-employment, and earnings, especially for women who are underrepresented in quality employment (Brunello & Schlotter, 2011). The transferable skills form a significant component of the recently rolled out CBC (Republic of Kenya, 2017a), and CBET at basic education and Technical, Vocational Education and Training (TVET) levels, respectively. The lacuna that exists is in addressing the apparent link between transferable skills and access to employment and entrepreneurship for women and girls in Kenya. The programs offering transferable skills in Kenya include: Be The Change Academy; The Garissa Youth Project (G-Youth); Kenya Youth Empowerment Project (KYEP); Project Baobab; Know About Business (KAB) program in Kenya; Green Entrepreneurship in Kenyan High Schools; Character and Creativity Initiative; CAP Youth Empowerment Institute (CAP-YEI); Aflatoun; and Youth-Led enterprise and development.

Be The Change Academy (BTCA) started in the year 2011 to provide entrepreneurship promotion, advisory services and access to microfinance. The average duration of the program per cohort is 70 days and the age bracket for participants is 18 to 35 year for both genders. The project is implemented by Be The Change Academy Kenya with support from Kenya Community Development Foundation (KCDF), Peace Child International (PCI), and Blue Cross Youth Community Based Organization.

The Garissa Youth Project (G-Youth) is an ongoing program that started in the year 2009 to provide entrepreneurship promotion, business advisory services and access to microfinance. It provides a road-map that helps Youth build skills, facilitate appropriate career choices, provide income generating information and provide a fun and safe space for youth to socialize. The implementing agencies are Non-governmental organization (including civil society organization), Non-profit making organization (including charitable organizations) and donor country agency such as Department for International Development (DFID) The German Federal Ministry for Economic Cooperation and Development (BMZ) and The Swedish International Development Cooperation Agency (SIDA).

Kenya Youth Empowerment Project (KYEP) started in 2011 and is ongoing targeting 15 to 29 years old potential trainees who are unemployed. It provides private sector internships and

training: workplace training: Non-formal apprenticeship schemes; and life/ soft skills training. The program is being implemented by the Government and the Kenya Private Sector Alliance (KEPSA).

Project Baobab is an ongoing project that started in the year 2000 to provide skills training, and entrepreneurship promotion. The life skills taught include confidence building, goal setting and accomplishment, gender empowerment, communication and networking, decision- making, time management, democracy and human rights, HIV/AIDS prevention and stigmatization, stress and conflict management and leadership skills. The project provides free education and entrepreneurial grants to youth, especially women, through a specialized life skills and business curriculum. Upon graduation, participants compete for USD 100 grants to fund their business idea.

Know About Business (KAB) program in Kenya is an ongoing program that started 1996 provides skills training and entrepreneurship promotion. It is meant to strengthen the capacities of governments and tripartite constituents in providing entrepreneurship education to reduce youth unemployment. It is.

Green Entrepreneurship in Kenyan High Schools was implemented between 2010 and 2014 to provide hands-on experiential program in secondary school focusing on the key pillars of entrepreneurship, financial literacy and work readiness as well as green business education. The program was implemented by the Youth Entrepreneurship Facility (YEF) and Junior Achievement Kenya with support from secondary schools and the Government of Denmark.

Character and Creativity Initiative started in 2010 to provide values, transforming school culture and equipping students for work and life. The beneficiaries' age ranged from 14 to 17 years of age. The implementing agencies are Global Peace Foundation, and the Ministry of Education.

CAP Youth Empowerment Institute (CAP-YEI): It is an ongoing program that started in 2011 that targets the disadvantaged Youth especially females with the aim of encouraging them to learn, earn and save. It is based on the Basic Employability Skills Training (BEST) model, a market-driven, short-term skills training approach, with a strong focus on 'soft' skills. It is being implemented by the MasterCard Foundation, and CAP Workforce Development Institute.

Aflatoun: It started in 2011 to provide financial Literacy and Training Programs. It helps children learn about their rights, and to save and start enterprises. Beneficiaries aged between 14 and 18 years of age go through a social and financial education curriculum designed for educators, facilitators and youth peer-to-peer mentors. The implementing agency is Aflatoun International.

Youth-Led Enterprise and Development program (Y-LED) started in 2012 targeting youths with the aim of integrating ICT and life skills, with micro-enterprise development. The implementing agency is the Digital Opportunity Trust (DOT) funded by the Canadian International Development Agency (CIDA) and the MasterCard Foundation.

The Kenya government has recently reviewed its education curriculum, at both basic and TVET levels. The review resulted in the implementation of CBC and CBET curricula for basic and TVET levels, respectively, and therefore a shift from knowledge-based to competence-based. The review of the curricula was informed by both direct feedback from the industry on the graduates' skills mismatch and several studies that had recommended a shift from a knowledge- to the competence-based curriculum. One of the studies by the Kenya Institute for Curriculum

Development (KICD) (2014) indicated that Kenya required a curriculum that serves societal needs (93.62 per cent), personal needs (91.83 per cent), economic needs (91.25 per cent), and technological needs (90.30 per cent). The study recommended that specific skills like creativity, organizing, interpersonal relationships, planning, coordinating, and decision making be emphasized in the reformed curricula to prepare a well-rounded graduate.

5.2.2: Apprenticeship, Internship and Mentorship (AIM) Programs

Apprenticeship is key to reducing the mismatch between the jobs available and the skills possessed by young people graduating from schools, colleges and universities. Students who have gone through apprenticeship training get jobs faster compared to those who have not. However, women do not benefit much due to other compounding barriers such as cultural and sectoral discrimination.

Formal mentoring is increasingly becoming an area of focus as a major tool in capacity building, especially with regard to marginalized groups that include women (Goh et al., 2008). Women become more confident and visible. Additionally, informal mentoring also provides avenues to information and resources that are effective in enhancing career growth for women.

The Kenya National Employment Authority Act 2015 requires that during or after successful completion of a person's learning and training, the learner should engage in an internship. The Act has been actualized through the Public Service Internship Policy (2016) that is being implemented through the public service internship program. The program gives university and diploma graduates a one year internship opportunity to gain work experience by being attached to various relevant government ministries and departments. The recruitment and posting of the interns is the work of the Public Service Commission. Some of the challenges of the program include: students being used as sources of cheap labour; substandard internship arrangements in violation of labour laws; an experience that is not challenging hence interns lose commitment and interest in the pursuit of their career afterwards.

Despite the expected benefits from AIM programs, many students' especially female students, still lag behind as far as up taking these programs is concerned. Female participation in the Kenyan job market is 29.5 per cent compared to males at 36 per cent (Owino *et al.*, 2016). This gender disparity is more apparent in STEM related fields. Further, employers have raised concerns on work relevance of the skills possessed by young men and women in Kenya. A host of social, cultural and economic factors are blamed for this state of affairs. Moreover,

5.2.3 Impact of lifelong learning on performance of women managed enterprises

Lifelong learning (LLL) contributes to increased income, productivity, financial stability and wellbeing of women in the workplace, community and society at large. Use of innovative knowledge and skills from lifelong learning promotes performance of women in the form of earning incomes, profits, quality of investment decisions, improvement in livelihoods and economic empowerment.

The Kenya Women Microfinance Bank (KWFT) *Biashara* loan has components on business training and LLL. The loan incorporates: first, the provision for lending arrangements where women with no collateral can guarantee each other loans, thus opening avenues to access financing; second, before women are given the loans, they undergo capacity building for eight weeks to impart business skills and financial literacy; and third, follow up activities that

includes holding monthly meetings to discuss matters finances. This approach has provided financial services, capacity building and LLL at the women's door steps for convenience and also saving time and money.

Lifelong learning provides opportunities for learning through innovative workshops, training programs, seminars, online packages, vocational training, apprenticeships, and internships. This meant to improve performance, productivity and enhance earnings. However, the success of these LLL and training activities on the performance of women owned enterprises that have benefited from *Biashara* loan needs to be evaluated to generate evidence for policy formulation on WEE.

5.3 Violence, crisis, and women's work

5.3.1 Sexual and Gender Based Violence in Kenya

SGBV is rampant in Kenya at over 35% (Republic of Kenya, 2015a). Its prevalence however, differs according to context and source of data. Observably, other than the variations on actual rates, most cases are also unreported as majority of the survivors (72%) as the majority of them are not only unwilling to report SGBV but also do not pursue justice (Orlale, 2015). Available data shows that the majority of the survivors of the vice are female while perpetrators are mainly men at 37% compared to 4% who are women (Republic of Kenya, 2014b). It further shows that intimate partner violence is the most pervasive form of domestic violence with 57% of ever married women having experienced physical violence from a current husband/partner and 55% facing sexual violence.

SGBV is a major health, social, economic and human rights' issue that affects individuals, communities and has dire consequences on national development (NGEC, 2016). It interferes with women's wellbeing, thereby constraining their work, which in turn limits their economic empowerment (NGEC, 2016). Therefore, data linking the experience of SGBV with survivors' economic output is therefore required.

In its strategic plan, COVAW (2018) identifies the major driver of SGBV as the power imbalance between women and men in patriarchal societies. This manifests in the notions that: aggression is an intrinsic male characteristic; women and girls are naturally inferior to men and boys; and family property automatically belongs to men/boys. Domestic violence is also driven by a belief that husbands have a right to "discipline" their wives, a norm supported by 42 % of women and 36% of men (Republic of Kenya, 2014b). Mc Evoy (2012) noted that SGBV is not only widely accepted by individuals and communities in Kenya but also takes place within the intricate web of families, thereby entrenching it as normal life. This reality compromises not only SGBV's prevention, but also response hence the need for SGBV prevention and response approaches that are embedded within communities.

Kenya has put in place a number of policies and laws intended to address SGBV as highlighted in the earlier sections. The laws contains provisions that potentially protect children from under age marriage, harmful traditional practices, sexual exploitation and incest. Further, the robust laws also protect women from economic violence, discrimination and oppression. In terms of institutional machinery, SGBV is addressed through the State Department of Gender, National Government Affirmative Action Fund coordinated by county women representatives, State-run Gender Violence Recovery Centres (GVCRS), other ministerial departments, and the Anti-FGM Board. Overall, gender issues are handled by NGEC. There are also a number of non-state actors that provide legal, medical, rescue and psycho-social services to survivors of SGBV.

These include; NGOs, humanitarian organizations and private entities including philanthropists. But despite these, various forms and types of SGBV have continued escalating. There is therefore a need to establish what works in ending SGBV.

5.3.2 Travel Restrictions and COVID-19 Pandemic in Kenya

The tourism industry is one sector with tremendous promise of offering jobs and investment opportunities for women worldwide. In Kenya, the tourism industry is a key player in achieving the Vision 2030 aspiration of more than 10% economic growth annually (Republic of Kenya, 2007). This requires the tourism sector players to play a key role in increasing holiday and business tourist arrivals, earnings, and diversifying tourist products, and sources of markets. However, this role has been adversely affected by the onset of COVID-19 pandemic on 13th March 2020, when the Kenya Government reported the first case of the Coronavirus (Republic of Kenya, 2020a). The government formed the National Emergency Response Committee (NERC) to effect measures that restricted movements and travels within, and out of Kenya to contain the spread of coronavirus. However, these measures devastated all facets of every individual's life. The tourism industry resulted in heavy losses in employment, income, and remittances to the national and County Governments.

The COVID-19 pandemic has since exacerbated women's vulnerability and worsened existing gender inequalities (McKinsey, 2020). Women have particularly been affected by the pandemic (Mihailescu & Rinaldi, 2021) not only because they make up the largest share of employees in the tourism industry but also they are the majority in the informal sector (Zarrilli and Aydiner-Avsar, 2020), casual, low-skilled, and seasonal workers in the industry, making them vulnerable to shocks. COVID-19 has changed women's lives considerably. Employment and income losses, low or no access to loans, and credit made it impossible for businesses, mainly those run by women, to survive.

On a positive note, the pandemic presented the tourism industry with a golden opportunity to redefine its gender balance while building on the enormous strides made towards women's empowerment by elevating female employees' recovery efforts (UNWTO, 2020) and increasing protections and reducing barriers to women participation in the industry. To mitigate against the adverse effects of the COVID-19 pandemic, the tourism industry was allocated KShs.874 million under the Economic Stimulus Program for aggressive marketing and Kshs.2.024 billion for soft loans for renovation/refurbishment of hotels administered by the Tourism Finance Corporation (TFC) (Republic of Kenya, 2020c). The industry undertook targeted marketing initiatives to source markets: UK market; Rest of Europe; Domestic Tourism; North America market; China; and India. The industry also engaged in customer relationships management and partnerships, digital marketing programs, and public relations and communication programs. Ksh.1 billion was dedicated to community conservancies under the Kenya Wildlife Service to support their activities (Republic of Kenya, 2020b). In addition, the tourism recovery strategy was developed with the aim of branding and creating a variety of tourism products and experiences. Health and safety protocols were also developed and rolled out to enhance compliance to minimum standards and facilitate implementation of magical Kenya (Republic of Kenya (2020h).

Other measures that were put in place in response to uncertainties brought by COVID-19 pandemic that have a bearing on the tourism industry include: 100% tax relief for persons earning a gross monthly income of up to KES 24,000; reduction of the top Pay-As-You-Earn (PAYE) tax rate from 30% to 25%, and reduction of corporate Tax from 30% to 25% (Republic of Kenya, 2020b). Further, non-resident tax on dividends was adjusted from 10 to 15%; VAT

was reduced to 14% from 16%, and the turnover tax was reduced to 1% from 3% for all MSMEs (Republic of Kenya, 2020c). Cash transfers of KES.10 billion to vulnerable members of society were given. Voluntary reduction in the salaries of the senior ranks of the National Executive. Banks waived bank fees for individuals who move money between their bank account and mobile wallet and reduced charges on mobile money transactions to discourage the use of cash. Further, they restructured nonperforming loans and lowered the interest rates to their borrowers. The evidence of these measures on women's economic empowerment in Kenya is yet to be evaluated for the tourism industry.

5.3.3 Women's Labor Force Participation and Child Development through the Crèche Program in Tharaka Nithi County, Kenya

Gender norms, practices and power relations in a number of communities globally places the bulk of the responsibility for childcare and domestic work in homes to women and girls. The disproportionate care responsibilities have a detrimental impact not only on women but also on children's welfare. Due to childcare responsibilities, mothers often find themselves in a dilemma as to whether or not to work within the home or outside the home. If they choose the latter, children are left without supervision, and this can have serious consequences for their welfare and survival.

There has been the increasing recognition of unpaid childcare and its negative impact on women and children, which has made many countries across the world to adopt childcare programs and policies as strategies for reducing the burden of unpaid childcare on women. The common programs include kindergartens, day care centres, pre-schools, crèches and lactating rooms. Once the childcare burden on women is reduced through these programs, the livelihoods of women is expected to improve through strategies such as how women use their assets, how and which assets they invest in, and power relations with regards to income and assets at the household level.

Despite these programs becoming commonplace in many parts of the world, they are almost non-existent in Kenya and there is no policy evidence as to how much unpaid childcare burden could be relieved on women were such programs implemented.

The County Government of Tharaka Nithi came up with, and operationalized the crèche program at Chuka Market in Chuka Town in 2018. The program was in line with the Health Act of 2017 and the Ministry of Health Guidelines for securing breastfeeding friendly environments at workplaces. The crèche provides childcare services in informal settings and offers the possibility of developing a differentiated curriculum to promote mental and psychological development of the children under its care. Whereas there are studies such as Jepkoech (2020) and Mwase, et al (2016) to document the value of childcare programs in Mathare and Mukuru slums, there is no mention of similar programs such as the crèche introduced by Tharaka Nithi County Government.

It is worth noting that there is a lack of policy and legal framework to guide development of curriculum and institutionalization of crèches. Moreover, there are no available cost estimates for establishing a decent childcare centre in rural and urban centers in Kenya (Munthali et al., 2014). There is also a lack of evidence pertaining to how availability of crèche and lactation facilities afford women more productive time to concentrate on viable economic activities. This calls for designing and executing a RCT to ascertain the facts.

6.0 SEIZING OPPORTUNITIES AND ADDRESSING CONSTRAINTS

Notably, there is a lack of current quantitative data on both men and women's economic empowerment in the public and private sectors to inform policy. There is also a scarcity of qualitative data on gender to inform women's participation in socio-economic and political spheres. Evaluation studies are therefore key to establishing the implementation and effectiveness of the NPGD 2000, 2011 and 2019 and 30% representation of women as stipulated in the Kenyan Constitution. Gender Equality Indicators for measuring women's participation in the public and private sectors will also be developed and strengthened through such studies.

The area of women's participation in corporate boards in Kenya is not well documented. Data available is neither current nor disaggregated by gender. This study will attempt to bridge this data gap by producing credible data sets. To this end, the program to evaluate is the FFLP that is being implemented by FKE as an intervention to make women board ready. This program will be evaluated with the ultimate aim of adding value to women's participation in decision-making; promoting women's roles, strengthening effort to prevent gender-based violence and help ensure that investments in relief and recovery are effective and responsive to the different needs and priorities of women and men, and also supporting safe and equitable access to assistance for women and girls. FFLP will also be evaluated in terms of shaping policy agendas and overseeing their implementation and enforcement once in office.

Women's participation in manufacturing is central in the growth of industries, job creation transformation and general economic growth. There is a need to undertake further research on the role of women in the manufacturing sector, so as to come up with gender disaggregated data, and empirical evidence that will inform innovative plans, programs and policies for girls and women. Monitoring and coordination issues with regard to capacity building for girls and women should be addressed.

Despite a WEI index having been developed by the KNBS in the year 2020, the uptake of this index is low due its limited scope. A more comprehensive WEE index is therefore required that will provide estimates at National, County and Sub-county levels to facilitate policy formulation, implementation and monitoring. This new index should incorporate key and relevant domains and indicators of WEE. The index will aim to meaningfully measure changes in women's empowerment in the context of the development interventions for various socioeconomic groups. The changes will be presented spatially (interactive maps) and in temporal terms (dashboards) by 2025. The evidence from the measure will increase the use of the index at the County and sub-county levels by policy makers and stakeholders to promote women's economic empowerment.

The various women economic empowerment initiatives indicate the government's commitment to gender equality. However, these interventions are not multi-sectoral in that they are limited to education, health and social protection sectors. Furthermore, budgets are the strongest expression of a government's political priorities but little success is seen in incorporation of women economic empowerment initiatives in the budget making process as reported by NGECC in an assessment of Kenya's gains with gender responsive budgeting.

Lacuna that still exists on link between transferable skills and access to employment and entrepreneurship for women and girls. An evaluative study that will provide evidence on the

nature and various ways of integrating transferable skills into the delivery of basic and TVET levels of education and their impact on the employability of women and girls is needed.

Since most students graduating from Kenyan colleges and universities do not participate in internship programs or practicums due to limited opportunities, there is a need to evaluate these programs with a view of expanding the scope and particularly in the job market and make policy that will direct both private and public sector to offer internship programs to graduates. There are also limited gains at tertiary levels as fewer women than men enroll in the more lucrative careers such as engineering and computing, hence the need to generate evidence to inform policy that will ensure equal gender representation at these levels.

Currently, there is inadequate data and information on the status, trends and barriers to the implementation of the *Biashara* loan LLL program from KWFT Bank and how it impacts on the women managed MSMEs. The policy implications for enhancing the capacity of women through lifelong long learning need to be investigated. The strategies for communication, policy engagements and dissemination activities have been planned and are part of the project implementation plan.

Furthermore, despite the existing laws and policies, prevalence of SGBV in Kenya remains high. Cases that are not reported and those sorted out using Alternative Dispute Resolution (ADR) mechanisms particularly at family and community may even be higher (Orlale 2015). This is supported by a 2020 National Agricultural Rural and Inclusive Growth Project study established that reporting is constrained by: social toleration, resort to traditional conflict resolution mechanisms; intimidation; casual handling by the police; and corruption. One of the major challenges related to community attitudes and beliefs. For example, the FGM is encumbered by resistance from communities which see the practice as a mandatory rite of passage.

Moreover, despite some available literature on the devastating effects of COVID 19 on women's economic and social wellbeing, the magnitude of gendered impacts of travel restrictions on the tourism industry in Kenya is yet to be evaluated (United Nations, 2020). Also, there is a paucity of information on how these adverse effects can be mitigated or avoided in future pandemics or other disasters. Modelling of gendered impacts of the pandemic and interventions on employment, income and government remittances are not done yet. Therefore, evidence is needed to support policy and decision-makers to formulate policies that will ease the situation and prevent negative consequences impacts in the future. There is a need to generate robust scientific evidence on the effects of the COVID-19 pandemic on gendered impacts of travel restrictions within the tourism industry. This will influence the formulation of policies and programs targeted to the tourism industry and enhance women's economic empowerment.

7.0 HIGH-POTENTIAL RESEARCH TO DRIVE POLICIES AND PROGRAMS

It is important to adopt a holistic approach that addresses the underlying structural and social causes of women's economic inequality, including enacting and enforcing laws and economic policies that ensure the rights of women, while simultaneously changing attitudes, norms and behaviours that perpetuate gender and economic inequalities. The aim of legal and policy reforms is to increase prominence of women's issues in the dialogues of governmental and non-governmental organisations, ultimately to scale up women's representation in leadership and decision making positions.

Adoption of feminist approaches to WEE puts human rights and dignity at the centre of all strategies for economic empowerment the focus of which is improve economic systems and processes to ensure women's rights and empowerment. The study findings will thus add to the existing knowledge on what can work and how change can be achieved in increasing women's participation in corporate governance for WEE.

Research on WIM and lifelong learning for example will provide an opportunity to unravel the issues affecting women economic empowerment in the business sector. Furthermore, studies and assessments should be continuously undertaken to improve the existing programs on gender and women economic empowerment to feed into the NGEC agitation for policy formulations.

The regular collection, analysis and use of data disaggregated along gender and intersectional lines is necessary to benchmark progress as well as hold governments and organizations accountable for their work on WEE. Equally important are questions about how to apply the existing gender related frameworks, models and principles to program monitoring and evaluation to assess and compare the impacts of WEE programs across diverse contexts. This then would lead to recommendations on the best practices to address the social norms, laws and economic policies, and structural barriers that restrict women's choices and opportunities. It is also noted that there is a lack of use of the WEI report for evidence based decision making needs to be addressed.

This study therefore aims at constructing a new Women's Economic Empowerment Index that will provide estimates at National, County and Sub-county levels to facilitate policy formulation, implementation and monitoring. This new index will be more comprehensive and will incorporate key and relevant domains and indicators. This study will also explore ways of increasing demand and use of Women Economic Empowerment Index (WEEI) by stakeholders in the gender sector to promote women's economic empowerment and thus increasing participation of women in the socio-economic development of the country.

Other areas that provide opportunities for research include: provision and further analysis of existing gender disaggregated data, construction of WEEI for evidence based decision making; female labour force participation; gender data on how women move in and out of poverty- to address social protection; translating legal reforms to empower women (FGM, GBV etc.); addressing women's vulnerabilities and discrimination including SGVB; tapping the success of women's social capital through collective organisations (SACCOs, Chama Networks etc.); using Feminist methodologies to build local evidence on what works; integrated solutions to desegregate education; integrated solutions to address unpaid care; addressing key data gaps; RCT on childcare and development coupled with women's livelihoods and other WEE initiatives; and the effect of COVID-19 pandemic on the economy. These areas present researchers with the opportunity to take an in-depth study of potential new policies and programs that should be put in place to address and mitigate the myriad constraints and obstacles that have in the past and continue to hamper WEE in Kenya.

8.0 CONCLUSIONS AND RECOMMENDATIONS

8.1 Conclusion

It is noted from the foregoing that the government has made significant effort in empowering women by addressing matters of equality through various empowerment programs and policies targeting. However, women are still underrepresented in various sectors of the economy due to both historical and socio-cultural factors. Furthermore, there is lack of gender disaggregated data on women's work. It is noted that various policies do already exist that need to be built on.

It is also noted that women's economic empowerment is both transformative, democratic and necessary for broad development of the society. Capacity building for girls and women will enable resiliency and sustainability of women's economic empowerment.

Constructing a new Women's Economic Empowerment Index that will provide estimates at National, County and Sub-county levels to facilitate policy formulation, implementation and monitoring is required due to low usage of the existing WEI. This new index should be more comprehensive and should incorporate key and relevant domains and indicators. Ways of increasing demand and use of WEEI by stakeholders need to be explored. This will promote women's economic empowerment and thus increase participation of women in the socio-economic development of the country.

Gender responsive budgeting is expected to provide the analytical tool to public finance management by contributing to better data collection and improving efficiency by ensuring that expenditure benefits those who need it most. Therefore, gender responsive budgeting is not only a tool that enhances gender equality but one that improves the budgeting process. In the process of data collection, there is a mismatch in the reporting framework across the different government budget documents. This limits comparison of output and performance indicators across the different publications.

Furthermore, despite numerous approaches to address SGBV in Kenya, its prevalence amongst women and girls remains high (at over 35%). This raises questions on the efficacy and relevance of response and prevention frameworks that address it. COVID-19 pandemic resulted in heavy losses in employment, income and remittances due to disruptions. The tourism industry was heavily affected due to government travel restrictions that were effected. Despite the negative effects, the pandemic has presented the tourism industry with a golden opportunity to redefine its gender balance while building on the enormous strides made towards women's empowerment by elevating female employees' recovery efforts. Also, increasing protections and reducing barriers to participating actively in the industry.

Although both the mother and the father should be involved in childcare, gender norms, practices and power relations in a number of communities globally places the bulk of the responsibility for this unpaid care and domestic work in homes to women and girls. However, unpaid work is now increasingly gaining recognition in mainstream economic policy debates as an impediment to the overall economic growth and to women's economic empowerment. Tharaka Nithi County government established a crèche at Chuka Market in 2018 based on the realization that many children were suffering because of inadequate childcare that results from the inability of mothers to balance the twin roles of providing care and participating in income generating activities. Generation of evidence on whether the establishment of a crèche program supports labour force participation by women and whether that improves their social and economic wellbeing is required.

For researchers and think tanks, more focus and targeted research that support the decision making processes is required. Key reports are actively advocated to influence policy changes. Research Institutions should not research and keep/store findings but rather disseminate while for private sector, and civil society organisations, there is need to learn how to talk policy and engage governments in decision making.

8.2 Recommendations

1. Based on current knowledge, this landscaping report recommends carrying out evaluative research studies to generate evidence that will be used to formulate policies and programs that support WEE in Kenya. These will require communicating with policy makers through policy briefs to translate the evidence based research to policy.
2. There is need to conduct evaluating research studies to generate gender-disaggregated data on wage rates, enterprise ownership, career progression, resource ownership, credit access, skills, SGBV and women’s work, and the gendered impact of COVID-19 pandemic to shed more light on WEE in Kenya.
3. There is need to have sex disaggregated data in all budget and budget implementation reporting documents.
4. Skilling and mentoring is key to WEE, therefore evaluative studies should be undertaken that will generate data needed to: revitalize technical education for girls and women; fortify the right skills; design and scale up apprenticeship, internship, and mentoring models; and reskilling and upskilling at the workplace.
5. Data linking SGBV with survivors’ economic output is not available, hence the need to generate this evidence, but also carry out evaluative studies to generate data on efficacy of programs and initiatives to demonstrate this link and promote women’s economic empowerment.
6. The COVID-19 pandemic has presented researchers with the opportunity to take an in-depth study of potential new policies and programs that may be put in place to address and mitigate the myriad constraints and obstacles that have in the past and continue to hamper WEE in Kenya
7. As the year 2030 fast approaches, there is need to take stock of the progress made with regards to women empowerment under the social pillar to identify the gaps that still exist and build upon the success this far. Overall government investment and initiatives have been on the rise but whether this is translating to improve WEE is not clear. Thus, it is timely to take stock.
8. Produce WEEI indicators that will inform National and County Governments on the state of Women’s and girl’s empowerment and enhance its use in influencing policy formulation.
9. Establish a KU-WEE Hub with the following objectives: build a national, leading-edge evidence platform for a multi-disciplinary understanding on the BMGF Investment on the IWWEE in Kenya and beyond; promote a contextually responsive understanding of WEE by cultivating and maintaining strategic networks among academia (researchers) practitioners, (grassroots women), policy makers etc; create space for global exchange; and promote career development and sustain research-based evidence on what works to improve WEE.
10. Create a chapter on women’s participation in the economy in the WEE policy that is being developed by the State Department of Gender under the Ministry of Public Service and Gender.

10.0 CURRENT WEE CATALOGUE

| Title of research/publication | Author | Type of publication | Hyperlink | Date of publication |
|-------------------------------|--------|---------------------|-----------|---------------------|
| | | | | |

| | | | | |
|--|---|-------------|---|-------------|
| New Women's Empowerment Index for Kenyan Women and Girls | UNWomen Africa | report | https://africa.unwomen.org/en/news-and-events/stories/2020/08/womens-empowerment-index-for-kenyan-women-and-girls | August 2020 |
| Women's empowerment in Kenya- developing a measure | KNBS | Report | https://www.treasury.go.ke/wp-content/uploads/2020/11/Women-Empowerment-Report-2020.pdf | July 2020 |
| Kenya launches first women's empowerment index | Catherine Cheney | News online | https://www.devex.com/news/qa-kenya-launches-first-women-s-empowerment-index-97968 | August 2020 |
| Gender Equality and Women's Empowerment | USAID | Website | https://www.usaid.gov/kenya/gender-equality-and-womens-empowerment-kenya | July 2021 |
| Nine research projects seek to advance women's empowerment in East Africa | IDRC | Website | https://www.idrc.ca/en/news/nine-research-projects-seek-advance-womens-empowerment-east-africa | March 2021 |
| Mapping the policy landscape for women's economic empowerment in Kenya | IDRC | Brief | https://idl-bnc-idrc.dspacedirect.org/bitstream/handle/10625/59679/IDL-59679.pdf?sequence=2&isAllowed=y | 2021 |
| Empowering Women Entrepreneurs Across Kenya | UNDP | Website | | |
| Effect of microfinance interventions on financial empowerment of women a case of Mombasa county, Kenya | Lornah Achieng Adero, Dr. George Mbugua Kariuki | Journal | http://strategicjournals.com/index.php/journal/article/view/1809 | 2020 |

| | | | | |
|---|---|-----------------|---|---------------|
| Gender mainstreaming in Kenya Policy review and proposed action for the manufacturing sector | ICRW | Report | https://www.icrw.org/wp-content/uploads/2020/09/Women-in-Manufacturing-Policy-Brief_9.20_ICRW.pdf | 2020 |
| Impact of COVID-19 on Gender Equality and Women's Empowerment in East and Southern Africa | ReliefWeb | Report | https://reliefweb.int/report/world/impact-covid-19-gender-equality-and-women-s-empowerment-east-and-southern-africa | April 2021 |
| Social Capital and Women's Empowerment in Kenya: Case Study of Murang'a County | Phyllis Mumia Machio Patrick Chege Kariuki Alice Ng'ang'a Michael Murigi Njoroge | Case study | https://www.africaportal.org/publications/social-capital-and-womens-empowerment-kenya-case-study-murang-county/ | April 2020 |
| Social Entrepreneurship Factors Influencing Women Empowerment in Kajiado County, Kenya | Legis, Timpiyan Evelyne | Research report | http://erepo.usiu.ac.ke/handle/11732/6021 | 2020 |
| New evidence on how to empower women-owned businesses in Kenya | Sonja Kelly | Report | https://www.womensworldbanking.org/insights-and-impact/new-evidence-on-how-to-empower-women-owned-businesses-in-kenya/ | November 2020 |
| Women's Empowerment and Child Vaccination in Kenya: The Modifying Role of Wealth | Porth Julia et al | Journal | https://www.ajpmonline.org/article/S0749-3797(20)30397-4/fulltext | November 2020 |
| The journey to gender equality in | KANTAR | Website | https://www.kantar.com/inspirati on/society/the-journey-to- | January 2021 |

| | | | | |
|---|--|-----------------|--|----------------|
| Kenya and Nigeria: How policy intervention and media representation play critical roles in getting closer to the 2030 SDG Goal 5 of gender equality. | | | <u>gender-equality-in-kenya-and-nigeria</u> | |
| President Uhuru roots for women empowerment | Douglas Mochama, Irene Kechem and Stella Wairimu | Blog | <u>https://ksg.ac.ke/president-uhuru-roots-for-women-empowerment/</u> | December 2020 |
| Women Economic Empowerment Strategy 2020-2025 | Ministry of Public Service and Gender | Report | <u>http://gender.go.ke/wp-content/uploads/2021/04/Women-Economic-Empowerment-Strategy-2020-2025-REVISED-10th-march.pdf</u> | 2020 |
| USAID Kenya Final Gender Analysis Report | USAID Kenya | Report | <u>https://banyanglobal.com/wp-content/uploads/2020/05/USAID-Kenya-Final-Gender-Analysis-Report.pdf</u> | March 2020 |
| Influence of Awareness of Kenya Women Finance Trust (KWFT) Services on Socio-Economic Empowerment of Women Entrepreneurs in Kenya | Ochieng and Oyoo | Research report | <u>http://repository.rongovarsity.ac.ke/handle/123456789/2247</u> | June 2020 |
| Achieving Gender Equality in Kenya: 'A constitution is just a piece of paper if it's not implemented' | Natasha Kimani and Lyndsey Jefferson | Interview | <u>https://www.chathamhouse.org/2020/07/achieving-gender-equality-kenya-constitution-just-piece-paper-if-its-not-implemented</u> | July 2020 |
| Women's Economic | China House student fellows | Blog | <u>https://chinaafricaproject.com/student-xchange/womens-</u> | September 2020 |

| | | | | |
|--|---------|---------|--|------------|
| Empowerment in Kenya | | | economic-empowerment-in-kenya/ | |
| The Forgotten policy: Corona and Gender Mainstreaming in Economic Policies | UoN | Blog | https://uonresearch.org/blog/the-forgotten-policy-corona-and-gender-mainstreaming-in-economic-policies/ | March 2020 |
| Making Every Woman and Girl Count in Kenya | UNWomen | Report | https://data.unwomen.org/sites/default/files/documents/Publications/AR2020Annex/ Mewgc_Annual_Report_2020_Brief_Country_Report_Kenya.Pdf | 2020 |
| Empowered Women Leading Change in Kenya: How Equitas' partner organization WEL is Advancing Women's Rights | Equitas | Website | https://equitas.org/empowered-women-leading-change-in-kenya/ | Dec 2020 |

11.0 REFERENCES

- Abbas, S., Isaac, N., Zia, M. et al. Determinants of women's empowerment in Pakistan: evidence from Demographic and Health Surveys, 2012–13 and 2017–18. *BMC Public Health* 21, 1328 (2021). <https://doi.org/10.1186/s12889-021-11376-6>.
- Brunello, G. & Schlotter, M. (2011). Non-Cognitive Skills and Personality Traits: Labour Market Relevance and their Development in Education & Training Systems. *Discussion paper series IZA DP No. 5743*, Forschungsinstitut zur Zukunft der Arbeit Institute for the Study of Labor.
- Coalition on Violence Against Women (2018) *Strategic Plan 2018-2023*. Nairobi: COVAW.
- International Development Law Organization (2013) *Accessing Justice: Models, Strategies and Best Practices on Women's Empowerment*. https://www.idlo.int/sites/default/files/Womens_Access_to_Justice_Full_Report.pdf. - retrieved 19.09.2021.
- International Development Research Centre (2020). *Women's Economic Empowerment in Eastern Africa: An Analysis of the Literature and Data*. Euromonitor International.
- Jepkoech, A. (2020). *Household Food And Nutrition Security Among Women In Peri-Urban Areas: A Case of Mathare Informal Settlement In Nairobi County, Kenya*: Doctoral Dissertation, University of Nairobi.
- Kabeer, N. (1999). "Resources, agency, achievements: reflections on the measurement of women's empowerment." *Development and Change* 30: 435-464
- Kabeer, N., (2009). *Women's economic empowerment: Key issues and policy options*. Sussex: Institute of Development Studies.
- Kenya Association of Manufacturers (2018). *Manufacturing in Kenya Under the 'Big 4 Agenda' A Sector Deep-dive Report*. Retrieved from <http://kam.co.ke/kam/wp-content/uploads/2018/10/KAM-Manufacturing-Deep-Dive-Report-2018.pdf>
- Lewellyn, Krista & Muller-Kahle, Maureen. (2020). The Corporate Board Glass Ceiling: The Role of Empowerment and Culture in Shaping Board Gender Diversity. *Journal of Business Ethics*. 165. 10.1007/s10551-019-04116-9.
- LVCT Health, (2020). *Violence against Women and Girls amidst Covid 19 Pandemic: Mainstreaming Principles of Equality and Inclusion in Business: Guidebook for Private Sector in Kenya (2014)*
- Mastercard foundation. (2017). *Skills at scale: transferable skills in secondary and vocational education in Africa* (p. 60). The MasterCard foundation.
- Mc Evoy, C. (2012). *Battering, Rape, and Lethal Violence A Baseline of Information on Physical Threats against Women in Nairobi*. Small Arms Survey, Graduate Institute of International and Development Studies, Geneva.
- McKinsey Global Institute. (2015). *The power of parity: How advancing women's equality can add \$12 trillion to global growth*. McKinsey & Company.
- McKinsey. (2020). *COVID-19 and Gender Equality a Call to Action for the Private Sector*. April. <https://www.empowerwomen.org/en/resources/documents/2020/04/covid-19-and-gender-equality-a-call-to-action-for-the-private-sector?lang=en>.
- Mihailescu, R., & Rinaldi, A. (2021). A preliminary evaluation of the impact that the COVID-19 pandemic could have on female employability in the tourism and hospitality sectors in Italy. *Research In Hospitality Management*, 11(2), 165-169. <https://doi.org/10.1080/22243534.2021.1917085>

- Mugenyi C., Nduta N., Ajema C., Afifu C., Wanjohi J., Bomett M., Mutuku C., & Yegon E. (2020). *Women in Manufacturing: Mainstreaming Gender and Inclusion*. Nairobi: International Center for Research on Women (ICRW) and Kenya Association of Manufacturers (KAM).
- Munthali, A. C., P. M. Mvula and L. Silo (2014). Early childhood development: the role of community based childcare centres in Malawi. *SpringerPlus*, 3(1), 1-10. <https://doi.org/10.1186/2193-1801-3-305>
- Mwase, I., A. Mutoro., V. Owino., A. L. Garcia and C. M. Wright (2016). Poor infant feeding practices and high prevalence of malnutrition in urban slum childcare centres in Nairobi: a pilot study. *Journal of tropical pediatrics*, 62(1), 46-54. <https://doi.org/10.1093/tropej/fmv071>
- National Gender and Equality Commission (2016). *Gender Based Violence in Kenya: The Economic Burden on Survivors*, NGEC, Nairobi
- National Gender and Equality Commission (2017). *Model Legislative Framework on Sexual and Gender Based Violence for County Governments*. Nairobi: NGEC
- Ochieng, J.A, & Otieno, M.A. (2020). Impact of 100% Transition Policy on Public Secondary Schools in Machakos Sub-County, Kenya: Focusing on coping Strategies. *Journal of Education and Practice*
- Orlale, Odhiambo. 2015. "Shocking Statistics on Status of GBV." *Kenyan Woman*, December
- Pieters, J & Klasen, S. (2019). Randomization for women's economic empowerment? Lessons and limitations of randomized experiments. *World Development*. 127. 104820. [10.1016/j.worlddev.2019.104820](https://doi.org/10.1016/j.worlddev.2019.104820)
- Republic of Kenya (2007). *Kenya Vision 2030*. Nairobi: Government Printer.
- Republic of Kenya (2010). *The Constitution*, Nairobi: Government Printer.
- Republic of Kenya (2011). *The National Gender and Equality Commission Act*
- Republic of Kenya (2012a), *Micro and Small Enterprise Act*. Nairobi: Government Printer.
- Republic of Kenya (2012b). *Skills Gap Analysis for Graduates of Youth Polytechnics, Vocational Training Centres & Out-Of-School Youth*. Government Press. https://www.academia.edu/14105462/Republic_of_Kenya_Skills_Gap_Analysis_for_Graduates_of_Youth_Polytechnics_Vocational_Training_Centres.
- Republic of Kenya (2014a). *Kenya Demographic and Health Survey*, Nairobi: Government Printers
- Republic of Kenya (2014b). *The National Policy for Prevention and Response to Gender Based Violence*, Ministry of Devolution and Planning. Nairobi: Government Printer.
- Republic of Kenya (2015a). *Economic Survey*. Nairobi: Government printer.
- Republic of Kenya (2015b). *2014 Demographic and Health Survey Key Findings*. Nairobi: Government printer
- Republic of Kenya (2016). *Progress in Achievement of Millennium Development Goals in Kenya Report 2015*. <http://planning.nt.treasury.go.ke/sites/default/files/inline-files/Millennium-Development-Goals-Analytical-Report-3.pdf> . Retrieved 19.09.2021
- Republic of Kenya. (2017a). *Basic Education Curriculum Framework*. Nairobi: Kenya Institute for Curriculum Development.
- Republic of Kenya. (2017b). *Medium Term Expenditure Framework*. Nairobi: Government printer.

- Republic of Kenya (2017c) Twenty- fifth anniversary of the Fourth World Conference on Women and Adoption of the Beijing Declaration and Platform for Action, 1995 (BEIJING + 25) Kenya’s Report Progress on implementation of the Beijing Platform for Action – Review and Appraisal
- Republic of Kenya (2018). *Eye on the BIG FOUR; Budget Watch for 2018/19 and the Medium Term*. Nairobi: Parliamentary Service Commission, Parliamentary Budget Office.
- Republic of Kenya (2019a). Access to Government Procurement Opportunities: <https://agpo.go.ke/>
- Republic of Kenya (2019b). *Economic Survey*. Nairobi: Government Printer.
- Republic of Kenya (2019c). Sessional Paper No. 02 of 2019 on National Policy on Gender and Development; Towards creating a just, fair and transformed society free from gender based discrimination in all spheres of life practices. Nairobi: Government printer.
- Republic of Kenya (2020a). *Economic Survey*. Nairobi: Government Press.
- Republic of Kenya (2020b). *Gender in Urban Transport in Nairobi, Kenya Volume II: Employment*. World Bank. <https://openknowledge.worldbank.org/handle/10986/34610>.
- Republic of Kenya (2020c). *Impact of COVID-19 on Tourism in Kenya, the Measures Taken and the Recovery Pathways (Issue June)*. <https://koe.org/greenkey/wp-content/uploads/2020/07/Tourism-Research-Report-2020-JUNE-22.pdf>
- Republic of Kenya (2020d). *International Tourism Performance Report*. <https://www.tri.go.ke/wp-content/uploads/2021/07/INTERNATIONAL-ARRIVALS-JANUARY-TO-JUNE-2021.pdf>.
- Republic of Kenya (2020e). *The first case of coronavirus disease was confirmed in Kenya*. Nairobi: Press Release, 1–3.
- Republic of Kenya (2020f). *Tourism Performance Report 2020*. <https://www.tri.go.ke/wp-content/uploads/2021/04/Tourism-Sector-Performance-Report-2020.pdf>
- Republic of Kenya (2020g). Women’s Empowerment in Kenya. Developing a measure. Nairobi: KNBS, UN Women & UNICEF
- Republic of Kenya (2020h). *Magical Kenya Tourism and Travel Health and Safety Protocols for The ‘New Normal.’* Tourism.go.ke—retrieved 11 September 2021, from <https://www.tourism.go.ke/wp-content/uploads/2020/07/magical-kenya-tourism-and-travel-health-and-safety-protocols-for-the-new-normal-web.pdf>.
- Republic of Kenya (2021). *National Policy on Gender and Development*. Psyg.go.ke. Retrieved 11 September 2021, from <http://psyg.go.ke/wp-content/uploads/2019/12/national-policy-on-gender-and-development.pdf>.
- SID (2012) Gender Responsive Budgeting and its Application to Planning in Kenya. Society for International Development Regional Office for Eastern Africa Britam Centre Nairobi
- UN Women (2002). Beijing Declaration and Platform for Action Beijing+5 Political Declaration and Outcome. https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf?la=en&vs=1203. Retrieved 19.09.2021
- UN Women (2019). UN Women Sixty-fourth session of the Commission on the Status of Women (CSW 64) ‘Beijing +25: Current context, emerging issues and prospects for gender equality and women’s rights’, 2019 <https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/64/egm/un%20women%20expert%20gro>

- [up%20meeting%20csw%2064%20report%202019.pdf?la=en&vs=3153](#) - retrieved 13.06.2021.
- UN Women, (2020). Economic empowerment of women. New York: United Nations women.
- UNCTAD (2020). COVID-19 and tourism: assessing the economic consequences. Retrieved from <https://unctad.org/webflyer/covid-19-and-tourism-assessing-economic-consequences>
- United Nations (1980) World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14 to 30 July 1980 : Report. World Conference of the United Nations Decade for Women (1980: Copenhagen) (DHLAUTH)75650. <https://digitallibrary.un.org/record/36306/#record-files-collapse-header>. Retrieved 19.09.2021
- United Nations (1981) Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). Adopted and opened for signature, ratification and accession by General Assembly resolution 34/180 of 18 December 1979., entry into force 3 September 1981, in accordance with article 27(1). https://www.justice.gov.za/docs/other-docs/1981_CEDAW.pdf - retrieved 13.06.2021.
- United Nations (1993). Declaration on the elimination of violence against women. New York: United Nations.
- United Nations (1995), Report of the International Conference on Population and Development Cairo, 5-13 September 1994. https://www.un.org/development/desa/pd/sites/www.un.org.development.desa.pd/files/icpd_en.pdf. Retrieved 19.09.2021
- United Nations (2011). Strategies for Accelerating the Implementation of the Dakar and Beijing Platforms for Action. Economic Commission for Africa, African Centre for Gender and Social Development, Seventh Session of the Committee on Women and Development, Addis Ababa, Ethiopia. 17-20 May 2011 https://archive.uneca.org/sites/default/files/uploaded-documents/Gender/cwd7/strategies_for_accelerating_the_implementation_of_the_dakar_and_beijing_platforms.pdf . Retrieved 19.09.2021.
- United Nations (2020a). *The Impact of COVID-19 on Women*. United Nations, 21 April. file:///C:/Users/camiv/Downloads/Policy-brief-the-impact-of-covid-19-on-women-en (1).pdf.
- United Nations (2020b). *UN Secretary-General's policy brief: The impact of COVID-19 on women | Digital library: Publications*. UN Women. Retrieved 31 August 2021, from <https://www.unwomen.org/en/digital-library/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>.
- United Nations World Tourism Organization (UNWTO). (2021). UNWTO Inclusive Recovery Guide – Sociocultural Impacts of Covid-19, Issue 3: Women in tourism, (3), 9. <https://doi.org/10.18111/9789284422616>
- UNWTO (2020a). Tourism Barometer. Madrid, Spain.
- UNWTO (2020b). *Tourism and COVID-19*. <https://www.unwto.org/tourism-covid-19-COVID-19>. Updated on 27.3.2020. Madrid, Spain. Accessed on 28.3.2020.
- UNWTO (2020c) COVID-19: *UNWTO Calls on Tourism to be Part of Recovery Plans*.

<https://www.unwto.org/news/covid-19-unwto-calls-on-tourism-to-be-part-of-recovery-plans>; Accessed 28.3.2020.

Wamue-Ngare, G. (2012) “*Sexual Violence against Women and Girls in Kenya: A Critical Review of the Sexual Offences Bill 2007*” In the International Journal of Social Sciences Tomorrow (IJSST) Vol. 1 No. 6, pp 1-9 ISSN: 2277-6168 August 2012

Zarrilli, S., & Aydiner-Avsar, N. (2020). *COVID-19 puts women working in the SIDS tourism industry at risk | UNCTAD*. Unctad.org. Retrieved 31 August 2021, from <https://unctad.org/news/covid-19-puts-women-working-sids-tourism-industry-risk>.

Acts and Regulations

Climate Change Act (2016);

The Africa Charter on the Rights and Welfare of the Child (1990)

The Africa’s Agenda 2063

The Community Land Act (2016);

The Convention Against Torture and other Cruel and Inhuman or Degrading Treatment or Punishment (1984)

The Convention on the Elimination of All forms of Discrimination Against Women, 1979)

The County Government Policy on Sexual and Gender Based Violence, 2017.

The Gender Based Violence, 2014

The International Covenant on Civil and Political Rights (1966)

The International Covenant on Economic, Social and Cultural Rights (1966)

The Kenya Citizenship and Immigration Act (2011);

The Employment Act 2017

The Kenya National Action Plan for the implementation of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security (2016-2018; 2020-2024 version);

The Land Act (2016);

The Land Registration Act (2012);

The Legal Notice No. 21 of 21st February 2014

The Maputo Protocol (2003)

The Marriage Act (2014);

The Matrimonial Properties Act (2013);

The National Legal Aid Act of 2016

The Political Parties Act (2011)

The Prohibition of Female Genital Mutilation Act (2011);

The Protection Against Domestic Violence Act (2015);

The Public Finance Management Regulations, 2014

The Sexual Offences (Medical Treatment) Regulations (2012)

The Sexual Offences Rules of Court (2014).

The United Nations Convention on the Rights of the Child (UNCRC, 1989)

The Universal Declaration on Human Rights (1948)

Websites

<https://www.ngeckkenya.org/Downloads/Gender%20Equality%20in%20%20Kenya%20post%202010%20%20Constitution.pdf>

<https://www.ngeckkenya.org/Downloads/Gender%20Equality%20in%20%20Kenya%20post%202010%20%20Constitution.pdf>

<https://gender.go.ke/gender-based-violence-family-protection/>

Survivors of Sexual Violence. <https://doi.org/10.1371/journal.pmed.1002886>

- Agenda 2063 the Africa we Want, 2015. <https://www.pfmr.go.ke/wp-content/uploads/2021/03/Africa-Agenda-2063.pdf> - retrieved 13.06.2021
- Beijing Declaration and Platform for Action (Adopted at the 16th plenary meeting, on 15 September 1995) during the Fourth World Conference on Women. https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf - retrieved 13.06.2021.
- The African Union's Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa 2005. https://www.peacewomen.org/assets/file/Resources/NGO/hr_protocoltotheafricancharteronhumanandpeoplesrightsontherightsofwomeninafrica_2003.pdf - retrieved 13.06.2021
- The Nairobi Forward-looking Strategies for the Advancement of Women (excerpts). Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985. <https://www.un.org/unispal/document/auto-insert-207862/> - retrieved 13.06.2021
- The Regional Plan of Action to accelerate the implementation of the Dakar and Beijing Platforms for Action for the Advancement of Women (2000–2004). <https://repository.uneca.org/bitstream/handle/10855/3752/Bib.%2029363.pdf?sequence=3&isAllowed=y> - retrieved 13.06.2021
- The Universal Declaration of Human Rights (1948). <https://www.ohchr.org/Documents/Publications/ABCannexesen.pdf>. retrieved 13.06.2021 https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/eng.pdf