



KENYATTA UNIVERSITY
WOMEN'S ECONOMIC EMPOWERMENT
HUB



**THE INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN'S ECONOMIC
EMPOWERMENT IN KENYA**

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ABBREVIATIONS AND ACRONYMS

AGPO:	Access to Government Procurement Opportunities
AIM:	Apprenticeships, Internships and Mentorships
B&MGF:	Bill & Melinda Gates Foundation
CAP YEI:	Community and Progress Youth Empowerment Institute
CBET:	Competency-Based Education and Training
CDACC:	Curriculum Development and Assessment and Certification Council
CGEE:	Centre for Gender Equality and Equity
COVID-19:	Coronavirus Disease of 2019
CRAWN TRUST	Community Advocacy and Awareness Trust
Crèche:	Day Childcare Centre
CSOs:	Civil Society Organizations
EE:	Economic Empowerment
EMERGE:	Evidence-based Measures of Empowerment for Research on Gender Equality
FAWE:	Forum for African Women Educationalists
FFLP:	Female Future Leadership Programme
FGD:	Focus Group Discussion
FGM:	Female Genital Mutilation
FKE:	Federation of Kenya Employers
GROOTS:	Grassroots Organizations Operating Together in Sisterhood
ICRW:	International Center for Research on Women
ICT:	Information and Communication Technology
IDRC:	International Development Research Centre
IEA:	Institute of Economic Affairs
IWWWEE:	Initiatives for What Works to Advance Women's Economic Empowerment
KAM:	Kenya Association of Manufacturers
KDHS:	Kenya Demographic and Health Surveys
KICD:	Kenya Institute for Curriculum Development
KII:	Key Informant Interviews
KIPPRA:	Kenya Institute for Public Policy Research and Analysis
KNBS:	Kenya National Bureau of Statistics
KPHC:	Kenya Population and Housing Census
KU:	Kenyatta University
KU-WEE:	Kenyatta University Women's Economic Empowerment
KWFT:	Kenya Women Finance Trust
KYEOP:	Kenya Youth Employment Opportunities Project

LVCT:	Liverpool Voluntary Counselling & Testing
M&E:	Monitoring and Evaluation
MOU:	Memorandum of Understanding
MOA	Memorandum of Agreement
MSC:	Most Significant Change
NACOSTI:	National Commission for Science, Technology and Innovation
NGAAF:	National Government Affirmative Action Fund
NGEC:	National Gender Equality Commission
NGO:	Non-Governmental Organizations
PSC:	Public Service Commission
PSIP:	Public Service Internship Programme Kenya
PSM:	Propensity Score Matching
RCT:	Randomized Control Trial
RRRP:	Rescue, Rehabilitation and Reintegration Programmes
SGBV:	Sexual and Gender Based Violence
SMEs:	Small and Medium Enterprises
STEM:	Science, Technology, Engineering and Mathematics
TVET:	Technical, Vocational Education and Training
UK:	United Kingdom
UN:	United Nations
UNICEF:	United Nations International Children's Emergency Fund
USD:	United States Dollars
WEE:	Women's Economic Empowerment
WEEI:	Women's Economic Empowerment Index
WEF:	Women Enterprise Fund
WIM:	Women in Manufacturing

EXECUTIVE SUMMARY

The Kenyatta University Women's Economic Empowerment Hub (KU WEE Hub), an initiative on what works to advance women's economic empowerment in Kenya was established in September, 2020 with funding from the Bill & Melinda Gates Foundation and officially launched on January 28th 2021 by the Cabinet Secretary for Public Service and Gender, Honorable Professor Margaret Kobia. The goal of this project is to address the weak nexus between Women's Economic Empowerment policies, programs and gender data in Kenya. The KU-WEE Hub research Project is organized into three interconnected thematic research areas namely: - women's role in the public and private sector; women's skilling and mentoring and violence, crisis and women's work. Within these three thematic areas, the project is comprised of 12 research concepts, namely:

- 1) Women's Participation in Management and Leadership Positions in the Public Sector: Closing the Gender Gap;
- 2) Participation of Women in Corporate Governance;
- 3) Effectiveness of Women-in-Manufacturing Program in Promoting Economic Empowerment of Women Entrepreneurs in the Manufacturing Sector;
- 4) Constructing Women's Economic Index for Kenya: Determinants of Women's Economic Empowerment at Microlevel;
- 5) Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives;
- 6) Integration of Transferable Skills into Basic and Technical, Vocational Education and Training (TVET) Levels for Employability of Women in Kenya;
- 7) Improving Young Women's Work Readiness and Employability through Apprenticeship, Internship and Mentorship;
- 8) Impact of Lifelong Learning on Performance of Women-managed Small and Medium Enterprises: the case of Kenya Women Finance Trust (KWFT) Bank;
- 9) Effectiveness of Sexual and Gender-Based Violence (SGBV) Mitigation and Prevention Programmes;
- 10) Gendered Impacts of Kenya Government Policy Response to Covid-19 Pandemic;
- 11) Promoting Mothers' Market and Child development through the Crèche program in Tharaka Nithi County: A Randomized Control Trial;
- 12) Female Labor force Participation in Kenya: A Conceptual and Empirical Framework.

To achieve its primary outcome, this project is undertaking the following tasks: carrying out evaluative analytical studies; capacity building for students, researchers and partners; stakeholders mobilization and engagements; formation of partnership and collaborations, and participation in knowledge sharing with other Bill & Melinda Gates Foundation's hubs. The Hub is working with scholars and professionals across the world to ensure that its research outputs and policy engagements are of the highest quality. The KU-WEE Hub has established watertight partnerships

and collaborations across the world to ensure that its work will significantly advance women's economic empowerment in Kenya and beyond.

The Hub's administrative structure comprises of the Vice Chancellor, Deputy Vice Chancellor in charge of Research Innovation and Outreach (DVC, RIO), Hub Advisory Board, Hub Leader, Project Leader, Technical Committee, Research Coordinator, Research Associate (Quality Control & Partnerships), Research Associate (Fieldwork Coordination), Advocacy and Policy Engagement Expert, Administration and Finance Manager, Information and Communication Technology (ICT) and Communications Specialist. The hub also has five support staff for an enabling work environment. All the administrative positions are filled and operational. The Hub has engaged 102 researchers and 11 postgraduate students (five doctoral and six master's degree students).

The project's grant of \$4,051,750 was awarded to the KU-WEE Hub on September 18, 2020. The hub has put in place prudent financial management procedures to manage this grant. In addition, the Foundation has recommended an audit firm to oversee good financial practices within the university. While the firm has commenced its work within the University, the university management appointed a committee to work with the audit firm towards audit certification.

In spite, of the government restrictions on COVID-19, the hub has managed to make good progress in proposals development, partnership formation and capacity building for its researchers and intends to collect data through virtual and face-to-face methods. As a way forward, the hub has observed that the Advisory Board is male-dominated and is recommending the inclusion of additional women from Kenya Private Sector Alliance (KEPSA), Kenya National Chamber of Commerce and Industry (KNCCI), Kenya Federation of Jua Kali Associations (KNFJKA), and Ministry for Labour, UN Women and the Council of Governors. The Hub also proposes that the Technical Committee meets quarterly in order to serve the Hub better and that the positions of Research Fellow and Senior Research Fellow be created in the hub structure to incentivize senior scholars to visit the hub.

1.0 INTRODUCTION

Kenyatta University received a generous Research Grant of USD \$4,051,750 from Bill & Melinda Gates Foundation to establish a hub whose purpose is to generate a body of evidence to advance Women's Economic Empowerment (WEE) in Kenya. The evidence will be used by persons and organizations interested in improving WEE, i.e., the stakeholders such as policy makers, practitioners, researchers, national governments, county governments, NGOs and development partners. The evidence on what works to influence policies that advance women's economic empowerment in Kenya is in line with similar evidence being generated by a sister Hub in India, the "Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE). The KU WEE Hub has a close working relationship with IWWAGE.

The rationale for the Project is to address the weak nexus between WEE policies, programs and gender data in Kenya. To bridge this gap, KU-WEE Hub initiated 12 research studies to gather the required data. The Project's aim is to use credible research evidence to shape policies, programs, interventions, and advocacy efforts that move Kenyan women forward in all spheres of the economy.

1.1 Approach

The Project is undertaking twelve analytical studies using mixed methods, which include collection of quantitative and qualitative data and Promoting Mothers' Market and Child development through the Crèche program in Tharaka Nithi County: A Randomized Control Trial. In addition, the Project is building capacity of KU researchers and stakeholders in various research tools such as construction of WEE indicators, feminist research methodologies, RCTs and other program evaluation techniques. The Hub will communicate evidence to policy makers and vigorously advocate for its use through stakeholder engagements, such as policy dialogues with policy makers, citizens, civil society, and non-governmental organizations. In addition, the Hub has developed and activated a website to publicize the Hub and its activities.

The research evaluation studies are in three thematic areas: (i) Women's Roles in the Public and Private Sectors; (ii) Skilling and Mentoring; and (iii) Violence, Crisis, and Women's Work.

2.0 THE KU-WEE HUB

The KU-WEE Hub was established in October 2020 with a generous Grant from the Gates Foundation. The Hub is located at Kenyatta University's main Campus. It was officially launched on 28th January 2021 by the Cabinet Secretary for Public Service and Gender, Honorable Professor Margaret Kobia (Picture 1).



Picture 1: Cabinet Secretary, Prof. Margaret Kobia when she presided over the launch of the Kenyatta University Women's Economic Empowerment (KU-WEE) Hub on January 28, 2021, an Initiative for What Works to Advance Women's Economic Empowerment in Kenya

2.1 Strategic Focus

The strategic focus of the hub is linked to Kenyatta University core function which is to enhance lives through research, teaching and community service. The fundamental statements of the Hub are:

Vision: A society free of gender inequities and inequalities with economically empowered women.

Mission: Generation of robust evidence to inform the design and implementation of women's economic empowerment policies and programs.

Goal: To promote women's economic empowerment through policy driven research.

Core Values: Gender Equality, Teamwork, Efficiency, Accountability.

Objectives:

- a) To enhance women's engagement and influence in all spheres of the economy.
- b) To increase women's employability through training, internships and skilling.
- c) To prevent and reduce sexual and gender-based violence and secure women's empowerment and agency.
- d) To construct women's economic empowerment indices for tracking progress made in empowering women.
- e) To promote gender responsive budgeting processes.
- f) To strengthen capacity to conduct policy driven research at Kenyatta University and to generate gender data and statistics to advance the wellbeing of women, girls, men and boys.

2.2 Governance Structure

The KU-WEE Hub has been established in line with the Kenyatta University's Council framework for creating new research and academic units at the University and in accordance with the Project's Investment Document. The Hub's administrative structure comprises of the Vice Chancellor, Deputy Vice Chancellor for Research Innovation and Outreach (DVC, RIO), Hub Advisory Board, Hub Leader, Project Leader, Technical Committee, Research Coordinator, Research Associate (Quality Control & Partnerships), Research Associate (Fieldwork Coordination), Advocacy and Policy Engagement Expert, The hub is also supported by five support staff to assist create an enabling working environment. (Figure 1). All the administrative positions are occupied and fully operational. The Hub has engaged 102 researchers and 11 postgraduate students (five doctoral and six master's degree students).

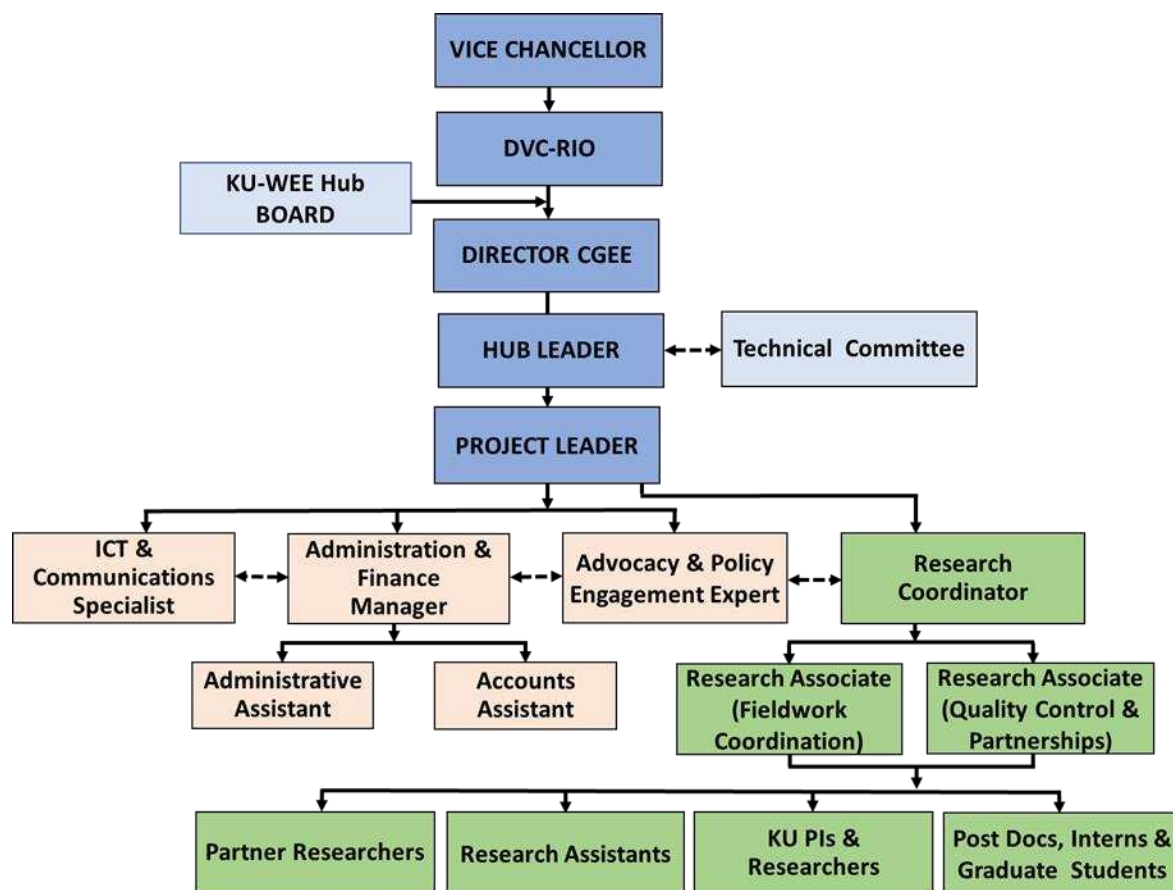


Figure 1: The KU-WEE Hub Organogram

The management and operational systems of the Hub have been piloted and successfully implemented. The following operational policies have been presented and approved by the Hub Advisory Board:

- Finance, Administration and Procurement Policy
- Research Policy
- Advocacy and Communications Strategy

In addition, the Hub has developed a Service Charter, which has received the Board's approval.

2.3 Committees

To ensure effective Project implementation, two committees have been constituted, namely, the Advisory Board, whose mandate is to provide oversight and the Technical Committee that oversees research quality assurance processes. The Advisory Board membership consists of: a

chairperson; representatives of the Ministries of Education, the Ministry of Public Service and Gender, the Hub's partners (KNBS, Tharaka Nithi County, and IEA); The Bill & Melinda Gates Foundation; the KU Management (Deputy Vice Chancellor for Research Innovation and Outreach) and the KU-WEE Hub Leader, who is also the Director, Centre for Gender Equality and Equity (CGEE). The Advisory Board consists of two sub-committees namely:

- a) **The Research Committee:** Responsible for ensuring the highest research quality, approving research budgets, and facilitating dissemination and utilization of research evidence.
- b) **Strategic and Investment Committee:** Advices on administrative and strategic decisions, collaborations, partnerships, and investment of the Project funds.

The Advisory Board has met twice within the last six months as stipulated in the Investment Document.

The **Technical Committee** consists of six Hub staff, three thematic research leads and three representatives of the local partners. The committee is responsible for quality of research outputs, review of proposals, approval of Project work plans, the monitoring and evaluation of the work done at the Hub, review of research evidence before it is released and shared for dissemination and advocacy. In the last six months, as per the ID, the Committee has met twice; it has also vetted all the proposals, including the operational policies.

3.0 THE KU-WEE HUB PROJECT

The KU-WEE Hub research Project is organized in three interconnected thematic areas:

1. Women's roles in public and private sectors

The following are the research topics under this theme:

- 1.1: Women's participation in management and leadership positions in the public sector in Kenya: closing the gender gap
- 1.2: Participation of women in corporate governance in Kenya
- 1.3: Effectiveness of women-in-manufacturing program in promoting economic empowerment for women entrepreneurs in the manufacturing sector in Kenya.
- 1.4 Women's economic empowerment index and policy implications in Kenya:
Determinants and micro-level estimation
- 1.5: Gender responsive budgeting: tracking the effect of budgets and public spending on women's economic empowerment initiatives in Kenya

2. Women's skilling and mentoring

- 2.1: Integration of transferable skills into basic and Technical and Vocational Training levels for employability of women in Kenya
- 2.2: Impact of Apprenticeship, Internship and Mentorship program on employability of young women in Kenya
- 2.3: Impact of lifelong learning on performance of women-managed small and medium enterprises: The case of Kenya Women Finance Trust Bank

3. Violence, crisis, and women's work

- 3.1: Effectiveness of sexual and gender based violence mitigation and prevention programs in enhancing women's economic empowerment in Kenya
- 3.2: Gendered impact of government travel restriction's policy response to COVID-19 pandemic on the tourism industry in Kenya
- 3.3: Enhancing women's labour force participation and child development through the crèche program in Tharaka Nithi County, Kenya
- 3.4: Female labour force participation in Kenya

The research process comprises 11 stages: (a) development of a research concept, (b) vetting of the concept and the proposal by the Technical Committee, (c) vetting of the proposal by quality assurance team (d) joint discussion of the proposal with quality assurance team, (e) presentation of the proposal to the Project Funder, (f) external review of the proposal by at least two reviewers, (g) ethical clearance of the proposal, (h) research permit acquisition, (i) piloting and refining of research instruments, (j) fieldwork, and (k) data analysis and the writing of research reports, papers articles and policy briefs.

3.1 Summaries of the Research Studies

The summaries of research studies under each theme are presented below:

Theme 1: Women's Roles in Public and Private Sectors

1.1 Women's Participation in Management and Leadership Positions in the Public Sector in Kenya: Closing the Gender Gap

According to Kenya National Bureau of Statistics (2019), women are major actors in Kenya's economy, particularly in agriculture and the informal sector. The McKinsey Global Institute (MGI, 2015) observes that gender inequality at work is mirrored by gendered perceptions of appropriate work by society. The participation of women in employment has a direct impact on their incomes and livelihoods (Atieno, 2006). To address gender inequalities at work, the Kenya Government has established legislative frameworks, entrenched in various policy documents that mandate

promotion of women's empowerment. Despite these measures, the Global Gender Gap Report 2021 ranks Kenya at 95 out of 156 countries on gender equity scale and identifies significant gender inequalities in several areas of the economy, including underrepresentation of women in formal segments of the labor market. Women's participation in formal employment in both public and private sectors has persistently remained low at 34% (KNBS 2019). Progressive provisions of both policy and legislation have had a debatable impact in this area. This study aims to identify and analyze factors that contribute to women's under-representation in management and leadership positions in the public sector. The effectiveness of the National Policy on Gender and Development (2000) (and its subsequent amendments in 2011 and 2019) will be the focus of the evaluation. The expected outcome of the study is an increase in the representation of women in management and leadership positions in the public sector by 30% by 2025.

The study adopts a mixed methods approach to quantify and explain changes in women's employment trends in management and leadership positions. Both secondary and primary data will be collected using the various data collection tools which include structured interview schedules, document checklists, observation schedules, Case studies guides, key informants interview schedule and two weeks 24 hour smart diary.

A mixed sampling procedure, using cluster-stage, systematic random sampling and purposive sampling, will be used to reach the institutions as well as the units of analysis. The first cluster will comprise of public institutions in all the 21 Government Ministries and 45 State Departments. These are further divided into 10 sectors in line with the National Treasury and Planning sector working group circular Number 26/2020 guideline for the preparation of 2021/2022- 2023/2024 Medium term budget, for planning purposes. Three sectors (30%) out of the 10 were purposively sampled, and four Ministries from these sectors purposively selected based on their mandate and scope.

Data is currently not available on the management placement in the public service both at national and county level. Therefore, stratified random sampling will be used to sample women in management level Job group J to L (tier 11 to 9), M to P (Tier 8 to 7) and Q (not tiered) to V (tier 1) in all the four Ministries. A list of all women working in each ministry in the three levels will be created. From the list, every *n*th woman will be sampled until a representative sample of 30% is arrived at. Tharaka Nithi County Government, which is also a partner in this study, will be purposively sampled as a rural setting with both high potential agricultural areas and a semi-arid environment best suited for pastoralism. Kisumu County is selected as a representative city, which boasts of a blue economy, an entry port, and a rapidly growing city. In Tharaka Nithi County the total population in the management comprises 675 employees of whom 292 (43.3%) are women and 383 (56.7%) are men in low upper and top management of the county. A sample of 183 (27%) in Tharaka Nithi will be adequate. The same will be done for Kisumu County.

The control group in the study will comprise of women who have managed to get serving in top management, job groups Q to V. These will give their experiences and provide data on what drives women to decision-making and policy shaping positions. These will be identified from the ministries and county governments in the study and through snowballing and chain-referral method.

The partners in the project are the Ministry of Public Service and Gender; National Gender and Equality Commission (NGEC); Public Service Commission (PSC); Kenya National Bureau of Statistics (KNBS); Community Advocacy and Awareness Trust, CRAWN-Trust; the Council of Governors; Tharaka Nithi County and Kisumu County.

In the month of September, 2021, will complete the landscaping report, and do piloting in Nairobi County to help refine research instruments.

Progress by End of August 2021

Partners identified: Eight partners already identified. These include Ministry for Public Service and gender (State Department for Gender), Tharaka Nithi County, Council of Governors, KNBS, Public Service Commission, and Community Advocacy and Awareness Trust, CRAWN Trust. Some like the Ministry for Public Service and Gender (State Department for Gender) and Tharaka Nithi County have already had discussions with the group. The partners will play different roles in the study. The partners were purposively identified by the role they are expected to play in the study. These roles included the custodian of information, oversight, policy implementation, supervisory, and advocacy.

Products Developed: A complete proposal.

Key learnings / findings: None yet

1.2 Participation of Women in Corporate Governance in Kenya

Globally women's participation in corporate governance has received increasing attention (Agbalajobi, 2010). Underrepresentation of women in corporate boardrooms in Kenya still exists because of gender barriers that prevent female executives from reaching top positions regardless of professional qualifications (Semakafu, 2014). Superior performance of firms and Boards' effectiveness have globally been attributed to the presence of women (Catalyst, 2007; Adam & Feirreira, 2009). Efforts to address gender gaps in boardrooms in Kenya have been made through specific programmes, such as the Female Future Leadership Programme (FFLP). This study will generate evidence on the current levels of women's participation in corporate boards and the effectiveness of FFLP. The project's implementing partners are the National Gender and Equality Commission and the Federation of Kenya Employers (FKE).

The evaluation of the effectiveness of the FFLP implemented by NGEC and FKE will employ mixed research methods, embodying use of quantitative and qualitative data collected using quasi-experimental research designs. Primary data will be collected from participants of FFLP and secondary data will be sourced from the implementing partners. The study will conduct a census. The entire population of 198 trained will be involved in this study.

This project has been presented to the quality assurance team and to the Project Funder. To establish the impact of FFLP, a Difference in Differences approach will be used.

Progress by End of August 2021

Partners identified: So far, four partners have been identified. They include: National Gender and Equality Commission, the Federation of Kenya Employers (FKE), Kenya National Bureau of Statistics and Institute of Economic Affairs.

Discussions are already going between the FKE and KU-WEE that will culminate into signing of MOU on 16th September, 2021. The partner's roles include: custodian of information, oversight, policy implementation, supervisory, and advocacy.

Products Developed: A complete proposal.

Key learnings / findings: None yet

The way forward: In the month of September, 2021, stakeholder meetings will be conducted and data collection instruments will be piloted and refined.

1.3 Effectiveness of Women-in-Manufacturing Program in Promoting Economic Empowerment for Women entrepreneurs in the Manufacturing Sector in Kenya

Studies (World Bank, 2020) show that the manufacturing sector in Kenya has over the years been male dominated as in many other African countries. Vision 2030's social pillar advocates for the closure of gender gaps. The closing of the manufacturing gender gap, for example, is highlighted in the Big 4 Agenda for shared prosperity that requires increasing the size of the country's manufacturing sector and encourages participation of women therein. Recently, women have gained entrance into the manufacturing sector and are contributing to economic growth. Women however, face various hurdles, emanating from gender socialisation, cultural norms, and stereotypes that discourage female entrepreneurship in manufacturing. This means that due to lack of a level- playing field in the manufacturing industry, women do not participate optimally. Studies done by International Centre for Research on Women (ICRW) and the Kenya Association of Manufacturing (Africa Development Bank, 2015; Mugenyi et al, 2020) noted that most women-owned manufacturing businesses are micro, small and medium sized and are located mainly in the informal sector. To address this gender gap the Kenya Association of Manufacturers (KAM) initiated an intervention to empower women entrepreneurs in the sector. Among the interventions employed is the Women-in-Manufacturing (WIM) programme, a mentorship programme

introduced in 2017. Since inception, its effectiveness as a women's economic empowerment mechanism has not been evaluated. The objective of the study is to evaluate the impact of the WIM programme in promoting WEE and particularly in increasing participation of women in Kenyan the manufacturing.

The study will use both quantitative and qualitative research methods. The data to be used for the evaluation will be derived from four samples: WIM participants, non-WIM participants, men-owned businesses under KAM, and men-owned businesses not associated with KAM. The list of manufacturing businesses in Kenya's industrial sector will be used as the sampling frame. The four samples will be analysed separately and as a pooled sample. Propensity Score Matching (PSM) will be used to estimate the impacts of the WIM programme on women's industrial entrepreneurship; business skills; enterprise productivity; and access to business capital.

A probit model of selection into the WIM programme will be applied on the pooled sample, to construct propensity scores for each observation. Matching methods (for example, the nearest neighbour algorithm) will be employed to pair WIM programme participants with non-participants (based on similarities of the computed propensity scores), thus creating intervention and comparison groups that are statistically similar.

Progress by End of August 2021

Partners identified: The study has identified four key stakeholders, namely Kenya Association of Manufacturers (KAM), who will facilitate the research on the primary respondents, dissemination of findings to the wider sector and the scaling up of the findings. The Kenya National Bureau of Statistics (KNBS) will provide research support during data collection while the Institute of Economic Affairs (IEA) will assist with collection of administrative data and advocacy. The Ministry of Industrialization, Trade and Enterprise Development will be involved as a potential user of the evidence to be generated to design national industrialization policies. Other players identified in the manufacturing sector include: Ministry of Labour; National Gender and Equality Commission; State Department of Gender, National Environment Management Authority (NEMA); Anti-Counterfeit Authority (ACA); Kenya Revenue Authority (KRA); Kenya National Chamber of Commerce and Industry and International Center for Research on Women.

Products Developed: A webinar report from the webinar that was held on 25.08.2021 that was attended by over 36 stakeholders, twenty of which are key stakeholders in the study.

Key learnings / findings

The webinar helped realise that the women in micro- enterprises operating in the manufacturing sector have many hurdles related to policy direction both at national and county levels. The current policy on SME does not support the women-owned and managed micro-enterprises in the manufacturing industry. The team felt there is need to explore this area more closely and urgently especially policy issues touching on the cost of doing business by microenterprises.

Way Forward

In the month of September, 2021, the team will complete the landscaping report and the piloting of the study in Kiambu County and publish the results, and share in a webinar with the stakeholders

1.4 Women's economic empowerment index and policy implications in Kenya:

Determinants and micro-level estimation

Promotion of women's empowerment (WEE) is one of the key agendas of governments globally. WEE is widely recognised by governments and businesses around the world as a critical driver of economic growth, a precondition for alleviating poverty, and the foundation for a sustainable future (European Commission, 2016). The economic empowerment of women contributes to women's human capital formation and the development of human capabilities generally. Additionally, economic empowerment of women is a matter of human rights, and social justice. This was reaffirmed in September 2015 when world leaders adopted the Sustainable Development Goals (SDGs). SDG 5, in particular, focuses on gender equality and women's and girls' empowerment. Nationally, the Constitution of Kenya 2010, Vision 2030, and the Medium-Term Plan (MTP) III (2018-2022) outline the legal and policy frameworks geared towards promotion of gender equality and gender equity.

In 2020, the Kenya National Bureau of Statistics in collaboration with its partners (UNICEF and UN Women) developed and launched the Women's Empowerment Index (WEI) as an approach to women's empowerment. The WEI covers the national, rural and urban levels only. Thus, it does not report WEE at the county and lower levels. This study aims at furthering the WEI measure at the county and sub-county levels, by producing small area statistics on WEE using international best practices. This index will thus be constructed at the lowest administrative levels of Kenyan counties to facilitate its application in the aggregation of WEE indicators collected from households and individuals. The evidence from the cascaded measure will increase its use at the sub-county levels and thus facilitate disaggregation of WEE indicators. The disaggregated WEE can be constructed for various socioeconomic over time and over space. The study will construct the WEE Index using the key components of WEE and advocate for its widespread use in at least ten counties by 2025.

Progress by End of August 2021

Partners identified: The study partners include the Ministry of Public Service and Gender (State Department for Gender), The National Treasury and Planning, UN Women and UNICEF.

Products Developed: Some of the WEE indicators are being used to inform the Kenya Democratic Household Survey 2022.

Achievements by August 2021

1. Appointment of a project implementation team (Technical Working Committee –TWC) with clearly spelt tasks and terms of reference (TOR) has been done;
2. At inception stage, it was required that a detailed project proposal be prepared, presented, defended and approved by the KU-WEE Hub. The proposal has so far been presented and

- defended before the KU-WEE Hub for funding approval. Comments from the KU team have been implemented and its now in the finalization stage (**copy attached**);
3. Consultative meetings with the KU-WEEI Hub team have been ongoing;
 4. Stakeholder and collaborators identification and engagement for Women Economic Empowerment Index (WEEI) indicators, is being planned and is scheduled for implementation in September, 2021;
 5. Partial Capacity Building of Research Staff/team has been ongoing in house;
 6. Identification of key/ relevant variables and domains necessary for development of WEEI have been discussed along other variables during the DHS meetings with TWC for inclusion during the survey;
 7. The discussions to finalise the survey instruments (questionnaire and manual) and sample design of the survey which is expected to piggy ride on DHS, is at an advanced stage;
 8. Hiring of a consultant to transfer SAS code to Stata do files for Small Area Estimation (SAE) modelling and simulation is ongoing and is slated to be completed by end of September, 2021;
 9. Procurement of 2 laptops, a screen, a keyboard and docking station for the study is planned for September 2021. The laptops and associated accessories will aid in handling the large census data for SAE analysis;
 10. Small area estimation (SAE) analysis has been initiated with desk research on 2014 KDHS and 2019 KPHC data sets in order to disaggregate Women Empowerment Index (WEI) at County Level.

Key learnings / findings: WEE index indicators can be replicated at county level to influence women's economic empowerment

The way forward: In the month of September, 2021, the team will finalize the proposal and convene an inception meeting with the stakeholders. The team will complete and publish the landscaping report, carry out the piloting exercise and submit a report on the same before commencing construction of the WEE index.

1.5 Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives

The government of Kenya established the Affirmative Action Funds to foster social and economic equity for women and vulnerable groups. The funds include: Women Enterprise Fund (WEF) (National Gender and Equality Commission (NGEC), 2016), the National Government Affirmative Action Fund (NGAAF), Youth Enterprise Fund, *Uwezo* Fund and Access to Government Procurement Opportunities (AGPO) (Access to Government Opportunities (2021)). In addition, the provision of sanitary pads to schoolgirls and efforts towards eradicating Female Genital Mutilation (FGM) (Anti-FGM Board (2021)) has been used to retain girls in school. Based on the policies and initiatives above, this study will establish barriers to WEE in Kenya and track the extent to which budgets and outlays are allocated in favour of women, i.e. Gender

In shaping decisions on WEE policy measures and their financing, as well as increasing government budget prioritization towards WEE initiatives, IEA will engage with state and non-state actors, who include the following: the National Treasury, State Department of Planning State Department for Gender, State Department for Youth, State Department for Social Protection; National Gender and Equality Commission, Anti-FGM board, Kenya National Bureau of Statistics, Academia and research organizations, including KIPPRA, civil society organizations on governance -related work; the legislature, and Development Partners.

Progress by End of August 2021

Contribution to policy through Webinars and policy Briefs: The IEA team organized two virtual webinars and prepared policy briefs. The first webinar was on International Women's Day titled: *Women in Leadership: Celebrating Women's Performance in the Provision of Public Services during the Pandemic*. The second webinar was an *analysis of the global gender gap report 2021, with focus on Kenya's performance*.

Partnerships established: IEA has already undertaken stakeholder mapping and identified key partners. Upon approval of the proposal by the technical committee, IEA will prepare a formal letter that will be shared with stakeholders detailing the activities and the roles expected of each partner. IEA plans to have continuous engagements with partners throughout the project cycle by sharing progress updates

Products Developed

- (i) IEA has developed a template for data collection and data collection is currently work in progress and to be completed by end of October to enable data cleaning.
- (ii) IEA examined core issues in public economics to provide insights to influence fiscal policy in application of public finances and efficient delivery of public goods and services immediately after the budget speech in 2021. It is envisaged that, through the IEA pre-budget hearings and Citizen Alternative Budget, there is likely to be an increased civil society engagement in county government planning and budgeting. The Citizen budget was shared with National Treasury in a document titled *The Citizen's Alternative Budget* and available in the IEA website and the KU WEE Hub website.

Key learnings / findings

From the literature review, Kenya has made various efforts towards women empowerment. However, the initiatives and policies implemented this far are limited to specific sectors (mainly

education, health and social protection). Women empowerment should be targeted across all sectors since poor performance in one sector affects Kenya's overall performance towards achieving gender parity as seen in the global gender gap report 2021.

In the process of data collection, the team noted the mismatch in the reporting framework across the different government budget documents. This limits comparison of output and performance indicators across the different publications. IMF Kenya report on fiscal transparency evaluation¹ confirms this observation. Kenya's budget unity and comparability of fiscal data was ranked as basic, with fiscal policy objectives ranked as not met.

Innovative sourcing of data from sources such as LinkedIn and Ipsos was used in some of the studies reviewed. This revealed a new opportunity for IEA on how to supplement the data collected from the government budget documents for a more informed study.

On the citizen alternative budget, IEA recommends that in the budget guide for financial year 2021/22, IEA recommends taking stock of the progress made to identify the gender gaps that still exist and build upon the success this far. Furthermore, pandemics such as Covid-19 increase inequality among groups and makes the existing inequalities salient. The post-Covid-19 Economic Recovery Strategy targets to give greater focus to social inequality, gender, social cohesion, and regional integration. This is an opportunity to integrate the existing policies to address inequalities into the budgets efficiently since budgets are a powerful tool for the government to execute its priorities.

The way forward: complete landscaping report and embark on data collection for the study

Theme 2: Skilling and Mentoring

2.1 Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya

This study evaluates effects of enhanced basic and vocational skills on employability of women and girls in Kenya. There is an apparent link between transferable skills and access to employment

¹ IMF Country Report No. 20/2: Fiscal Transparency Evaluation Update

and entrepreneurship for women and girls (Rankin et al., 2015). This has not been adequately analyzed in Kenya. Emerging evidence indicates that cognitive, intrapersonal, and interpersonal competencies can be taught and learned in ways that promote transfer of skills. This is facilitated by instructions that help learners develop a deep understanding of the structure of a problem domain and applicable solutions. The study will focus on two case studies - Project Baobab and Be the Change Programme - that will contribute the evidence and generate lessons for use in the Competency Based Curriculum (CBC) and Competency-Based Education and Training (CBET) programmes.

This study will use a mixed research method to collect data that will fill the evidence gap on how to bring training on transferable skills into the formal education systems in Kenya. Quantitative and qualitative data will be collected through semi-structured interviews with key stakeholders who have interacted with the programmes. The respondents will include the project management and the beneficiaries to understand their perspectives on the impact of the two programmes.

Impact of the selected interventions will be measured using a quasi-experiment and after collecting data from treatment and control groups. To evaluate the impact of transferable skills on women's employability and earnings and school to work transition, the research team will use propensity score matching (PSM) tool.

Progress by End of August 2021

Partnerships established

The project team has engaged with relevant stakeholders to identify evidence gaps, build demand and inform policy and programmes. The key collaborators are Kenya Institute for Public Policy Research and Analysis (KIPPRA), Forum for African Women Educationalists (FAWE), Kenya Institute for Curriculum Development (KICD), and TVET Curriculum Development and Assessment and Certification Council (CDACC).

Products Developed: Complete proposal. Mapping of transferable skills programmes in Kenya has been done and a research landscaping submitted to the KU WEE hub.

Key Learning

There are various programmes that are integrating different types of transferable skills in Kenya at project level. They provide lessons to inform integration of transferable skills in the CBC (competence based Curriculum and Competence Based education and Training curriculum at basic and TVET levels respectively).

Way forward: In the month of September, 2021, the team will pilot and refine instruments, map transferable skills programmes and embark on fieldwork. In addition, the landscaping and piloting reports will be completed.

2.2 Impact of Apprenticeship, Internship and Mentorship program on employability of young women in Kenya

Kenyan employers have raised concerns on work relevance of the skills possessed by young men and women joining the job market (Republic of Kenya, 2019) Female participation in the Kenyan job market is 29.5 per cent compared to males at 36 per cent (Owino et al., 2016). The gender disparity is more apparent in STEM related fields. Apprenticeship, Internship and Mentorship (AIM) programs have been introduced in Kenya to bridge the gap of non-readiness and unpreparedness for the labor market. This study will evaluate impacts of Public Service Internship Program (PSIP), Kenya Youth Employment Opportunities Project (KYEOP), STEM Kenya Mentorship programme and Public Service Internship Policy (2016) on women's work readiness in Kenya. The main objective is to evaluate the effectiveness of the programmes in enhancing young women's work readiness and employability.

It is recognized that policy analysis and programme impact analysis utilize a variety of methodological approaches. In this study, a non-experimental approach will be used. For data collection, the study will utilize a combination of survey and non-survey techniques.

Both descriptive and inferential statistics will be generated to assess the needed evidence, thus both primary and secondary data will be sourced. The study will employ both qualitative and quantitative approaches where the cohort study's methodology will be employed. Regression methods suitable for longitudinal data will then be employed to estimate program effects, controlling for confounding factors. The study targets a population of 10,000 young women and men who have completed college education. Using a scientific formula, a sample size of 270 will be selected.

Progress by End of August 2021

Key Learning

There are various programmes that are integrating different types of transferable skills in Kenya at project level. They provide lessons to inform integration of transferable skills in the CBC (competence based Curriculum and Competence Based education and Training curriculum at basic and TVET levels respectively).

Products Developed: A report for a webinar held on 27th August, 2021 (with stakeholders will be shared).

Way Forward

In the month of September, 2021, the team will undertake a pilot study and submit a report based on the pilot. The team will complete and publish the landscaping report. The collaborators in this study are Ministries of Education, Public Service and Gender, and Information Communication Technology and Youth Affairs.

2.3 Impact of lifelong learning on performance of women-managed small and medium enterprises: The case of KWFT Bank

Women's economic empowerment is crucial in realizing gender equality in Africa's modern and ever-changing societal landscape. According to Ighobo (2019), Africa's hopes for prosperity in the future can be attributed to the foundation laid by women who in the past were custodians of wealth, kingmakers, nation-builders and pillars of the society. Emerging literature indicates that programmes and policy interventions in small and medium enterprises (SMEs), e.g., by the Kenya Women Microfinance Bank (KWFT), have not been adequately studied and thus condemn women to dead-end jobs and un-innovative career paths (Samman, 2016). The mechanism of using lifelong learning to empower women economically is currently not established.

The purpose of this evaluation is to produce evidence on what works to advance WEE in this programme. The explanatory sequential mixed methods design will be adopted for the evaluation. The quantitative component of the study will include a longitudinal survey of enterprises to collect data to assess the impacts of *Biashara* Loans on enterprise performance. The qualitative component will include case studies of successful and less successful women managed businesses.

The study will adopt robust estimation methods such as Slovenes' formula to determine sample size of 1,000 comprising 400 trained KWFT women, 400 KWFT women undergoing training and 200 businessmen not trained. Purposive sampling methods will be employed to select 60 KWFT staff and six board of Directors, yielding a sample size of 1066.

Partnerships Established

The project partner is KWFT and Kenya National Bureau of Statistics (KNBS). The expected outcome will be exposure of 20% women to lifelong learning programs to enhance their skills for economic self-empowerment by 2025. The proposal has undergone the required reviews. Way Forward

Products Developed: A complete proposal

The way forward: In the next six months, the team will convene an inception meeting with the stakeholders, complete and publish the findings of landscaping study on this topic and conduct a pilot study before commencement of fieldwork.

Theme 3: Violence, Crisis, and Women's Work

3.1.1 Effectiveness of SGBV Mitigation and Prevention Programmes in Enhancing Women's Economic Empowerment

Literature has shown that violence is a daily reality for women and girls across Kenya. According to government data, 45% of women and girls aged 15 to 49 have experienced physical violence and 14%, sexual abuse (Human Rights Watch, 2020). Existing laws and policies indicate that the national government requires every County Government to establish a Gender Violence Recovery Centre or shelter to provide Sexual and Gender Based Violence (SGBV) survivors with services necessary for their recovery (NGEC, 2016). This study sets out to evaluate the effectiveness of RRRPs in preventing and responding to SGBV in Nakuru and Makueni Counties. The evaluation will be conducted using samples for SGBV victims exposed to RRRs and those who used alternative support mechanisms. The samples will be collected using snowballing methods (Zikmund, 2003). A modest randomized experimental design is being considered as an additional evaluation procedure.

The study will further test acceptability and efficacy of the Tamar Campaign Model packaged in Reflect Circles in challenging the culture of silence surrounding SGBV among families and communities in Tharaka Nithi County. It aims at generating evidence on what works to effectively respond to and prevent SGBV in communities. The contingency valuation method will be used to test acceptability of Tamar in communities. At the end of the study, awareness, reporting and effective action against SGBV would be increased by 30 % for WEE in Tharaka Nithi County. The proposal has gone through a series of internal reviews and is currently being externally reviewed.

Progress by End of August 2021

Partnerships Established: Four key partners have been established, namely Tharaka Nithi County, Kenya National Bureau of Statistics, Inclusion Economics Yale (at Economic Growth Center and MacMillan Center), Yale University, Johns Hopkins School of Public Health and Institute of Economic Affairs have been identified as key partners. The study has about eight other key stakeholders such as the National Gender and Equality Commission, National Crime Research Centre, Coalition on Violence Against Women, Liverpool Voluntary Counselling and Testing (LVCT), Ministry of Health, and other NGOs and CSOs have been identified as key stakeholders.

Ethical Review applications have been submitted for approval and the landscaping study has commenced. The master's degree student under this study has been identified, and his proposal presented to the appropriate university academic board for approval.

Products Developed: A complete proposal and a report presented for the webinar held with stakeholders.

Key learning

1. There are no laws governing establishment, management, maintenance and the standard operating procedures of safe spaces, shelters and GVRCS. Currently shelters are run and managed by CSOs and Private enterprises. These embrace different approaches and models.
2. Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ): This remains a sensitive issue in the country due to religion-cultural beliefs and practices The Constitution of Kenya (2010) provides for inclusion and non-discrimination of all people in the country, hence the LGBTQ remains an issue still under discussion and concern.
3. There is no legal framework to support the shelters which are currently registered as societies or community-based organizations. A legal framework should be comprehensively reviewed for strengthening shelters
4. Alternative Dispute Resolution (ADR) continues to undermine the laws and policies governing prevention and response to SGBV. The application of ADR in resolving SGBV cases is a pointer to weak enforcement of existing policies and laws that should be addressed

Way forward to End of August 2021

In the next six months, the team will convene an inception meeting with the stakeholders, complete and publish the findings of the landscaping study, pilot data collection instruments, analyze the data and submit the pilot report and proceed to do fieldwork. Based on the pilot, the team will also review tools as well as hold a webinar on SGBV status.

3.1.2 Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 Pandemic on Tourism Industry

The Coronavirus global crisis has affected every aspect of people's livelihoods, jobs, incomes and social life. To contain the spread and mitigate the devastating impacts of COVID 19, the Government put in place a raft of measures/policies. These measures included travel restrictions that has had devastating short-term and long-term impacts on tourism industry. This investment project aims at evaluating the gendered impact of the travel restrictions on tourism industry. The general objective of the project is to evaluate the gendered impact of travel restrictions on tourism industry on women's economic empowerment. The specific objectives are; (i) to evaluate the

gendered impact of travel restrictions on employment in Kenya's tourism industry; (ii) to evaluate the gendered impact of travel restrictions on incomes/revenue in the tourism industry; (iii) to analyse the gendered access to loans/credit in the tourism industry; (iv) to assess the effects of travel restrictions on remittances/taxes for the government and counties; (v) to identify gendered interventions to promote women's economic empowerment in times of disasters and crises.

The study will employ a longitudinal and descriptive research design. The descriptive design will be used to establish the outcomes of travel restrictions implemented within the tourism industry. A cross section of enterprises within the tourism industry all over Kenya will be randomly selected. The unit of analysis will be large, medium and small scale enterprises within the tourism industry. The WEE variables of interest will be employment, incomes and remittances to the government. Access to loans/credit to tease out gender differentials will be done.

The expected primary outcome of the project will be at least four gendered responsive policies implemented to protect women and communities against sudden adverse socio-economic shocks (particularly those related to pandemics) by 2025.

Partnerships Established

The project will have a wide collaborative partnership with among others, Ministry of Tourism and Wildlife, Council of Governors (officers dealing with tourism), -East Africa Tour Guides and Drivers Association (EATGDA), -Kenya Association of Travel Agents (KATA), Kenya Association of Women in Tourism (KAWT), Kenya National Bureau of Statistics (KNBS), Ministry of Trade and Evidence-based Measures of Empowerment for Research on Gender Equality (EMERGE).

Products Developed: One complete proposal

The way forward

Conduct a webinar with stakeholders by end of September and pilot by October 2021

3.3 Enhancing women's labour force participation and child development through the CRECHE program in Tharaka Nithi County, Kenya.

Childcare is often cited one of the reasons that limit female labour force participation (Morrissey, T.W. 2017). Childcare, which is mostly the jurisprudence of women often leave them with limited time for viable economic activities (U.S. Bureau of Labor Statistics Beta Labs May 2021).

Alternative means of childcare impacts negatively on the children's health and wellbeing. To address this challenge Tharaka Nithi County Government established the CRÈCHE Programme in Chuka Market to relieve mothers off childcare burden and give them time and space to participate in viable and productive economic activities. This study will evaluate the impact of the CRÈCHE Programme and make policy recommendations for it as a strategy for women's economic empowerment in other Kenyan counties.

The study will utilize the Randomized Control Trials (RCTs). The study group will be mothers in CRÈCHE Programme and the control group will be mothers in other markets centres without the CRÈCHE Programmes.

The key partners and stakeholders are the Ministries of Public Service and Gender, Labour/Social Services and Development, Devolution and Planning and Health, Council of Governors, Chuka University, Plan International, Caritas Kenya, and the InterFaith Network Group.

3.4 Female Labor-force Participation in Kenya

This study is the Hub's new research initiative started jointly by KU researchers and researchers from the Inclusion Economics Yale (at Economic Growth Center and MacMillan Center), Yale University. This research project responds to the observation that there might a potential trade-off between women's participation in labor markets and home production, especially in the provision of goods and services that are inputs into child development. Thus, there is need to develop a conceptual framework of the relationship between women's work and home production in the Kenyan context and test the predictions of the framework, especially with respect on how female market work affects the formation of human capital of both women and children. The framework will be estimated using observational and experimental data being collected by the KU WEE Hub, enriched with existing data from censuses and household surveys.

3.5 Graduate Students on the KU WEE Hub Project

There are 11 students (five for master's degrees and six for doctorates) who have been recruited into the Project. The students' work is governed by the Kenyatta University Graduate School Policy. Table 1 presents the names of graduate students and their research titles.

Table 1: Graduate students in the KU Women's Economic Empowerment Project

Name	Registration Number	Level/Area	Topic
Julia A. Otieno	K102/26996/19	M.Econ (Finance)	Performance of women-owned enterprises in the manufacturing sector: A case of Nyanza Region, Kenya.
Winnie Wangui Kimaru	K101/CTY/PT/31076/15	M.Econ (Cooperation & Human Development)	Effects of Gender Inequality on Economic Growth in Kenya
Osman Mohammed	C50/CTY/PT/27009/19	MA Gender	Implications of Affirmative Action on Women Legislators' Performance in the Legislative Processes in Wajir County, Kenya.
Ruth Kendagor Chepkorir	K96/CTY/20426/20	PhD Economics	Women in manufacturing programme and its effect on economic empowerment of women in the manufacturing sector in Kenya.
Nicodemus Kirima	C82/CTY/28712/18	PhD Public Policy	Analysis of Governance of Public Private Partnerships in Kenya.
Patrick Muthungu	C82/25353/18	PhD Gender	Efficacy of the Public Service Interns' Training Programme on Gender Responsive Transition to Work: A case of Nairobi City County, Kenya.
Miriam W. Thuo	K96/CTY/27385/19	PhD Economics	Impact of Financial Literacy on Women's Economic Empowerment in Micro, Small and Medium Enterprises: A Case of Tharaka-Nithi County, Kenya.
Simon Peter Okoth	C50/27174/19	MA Gender	Effectiveness of Financial Literacy Programs in Economic Empowerment of Sexual and Gender Based Violence Survivors: A case study of Life Bloom Services International, Nakuru County, Kenya.
Ekulan E. Deborah	C50/26249/19	MA Sociology	A situation analysis of women economic empowerment and its implications to

			their welfare in Tharaka Nithi County, Kenya.
Catharine Masaki Ogake	C50/27660/18	MA Gender	Exploring the coping mechanisms to Covid-19 pandemic restrictions for women casual domestic workers from informal settlement in Nairobi
Juliet Mesa	T130/20324/2020	PhD Hospitality	Influence of COVID-19 Coping Mechanisms on Women Job Performance in Star-Rated Hotels in Nairobi City County Kenya

4.0 EXTERNAL REVIEWERS AND PANELISTS

The Hub deliberated and came up with a panel of twenty nine reviewers. Some of the reviewers are already working with the hub. Other panelists are engaged in capacity strengthening of the KU WEE hub researchers. Table 2 shows the list of the reviewers and /or panelists and their status.

*Table 2: Reviewers and panelists for the KU-WEE Hub**

S/N	Name	Institution	Country	Area of Specialization	Status
1.	Prof Michele Decker	Johns Hopkins university	USA	Gender-Based Violence	Accepted and Reviewed 1 Proposal
2.	Prof Leah Ruppanner (Prof Ngare to add details)		Australia		Accepted
3.	Prof. Nancy Glass	Johns Hopkins University	USA	Gender Based Violence	Accepted
4.	Prof Kathryn Yount	Emory University	USA	Global health and sociology focus on GBV	Accepted
5.	Prof. Karen Trojensen	Claremont Graduate School of Education	USA	Tamar Campaign Model	Accepted
6.	Prof. Kathryn Poethig	California State College, Monterey	USA	Transnational Feminism	Accepted

7.	Prof. Susan M. Shaw	Oregon State University	USA	Women, Gender, & Sexuality Studies	
8.	Prof. Barbara Wejnert	University at Buffalo, SUNY	USA	Political Sociology, Gender & Sustainability	Accepted
9.	Prof. Hazel Barrett	Coventry University	UK	Socioeconomic aspects of development/Gender	Accepted
10.	Dr. Sean Callaghan	Leicester University	UK	Training on Theory of Change	Accepted to train only
11.	Dr. Elizabeth Pollitzer	Gender Summit 2011	UK	Gender equality in STEM	Accepted
12.	Prof. Asha Shukla	Barkatullah University, Bhopal	India	Gender/women studies	Accepted
13.	Prof. Moly Kuruvilla	University of Calicut	India	Women's Studies	
14.	Prof. A Duraisamy	Madras Christian College	India	Econometrics/gender	No Response
15.	Prof. M. Jeyarathnam	Bharathiar University Coimbatore	India	Women's Studies	No Response
16.	Dr. Kamalaveni, Assistant Professor	Department of Women & 39 Studies; Bharathiar University, Coimbatore	India	Gender Studies	No Response
17.	Prof. Tarry Palmer	Rhodes University	South Africa	Training on Adaptive Systems	
18.	Dr. Jemima Njuki	IFPRI Africa Director	Kenya and ethiopia	Gender and women studies	Accepted
19.	Dr. Alice Ochanda	UNESCO	Kenya	Coordinator of STEM Education at UNESCO Mentorship	No Response
20.	Ms. Monica Aleman Cunningham	Ford Foundation, New York	USA New York	Women studies	Accepted
21.	Dr. Wanjiru Rutenberg	African Women in Agricultural Research and Development (AWARD)	Kenya	Gender and leadership	Accepted

22.	Dr. Nicholas Ozor	African Technology Policy Studies network (ATPS)	Kenya	Research, fundraising, capacity building, training and leadership, Policy issues	?
23.	Dr. Sheila Wamahiu	Women Educational Researchers of Kenya (WERK)	Kenya	Gender & Education	Accepted
24.	Ms Monica Alleman Cunningham	Senior Program Officer, Ford Foundation - New York	USA	Senior program officer on the BUILD team, of the FORD Foundation.	Accepted
25.	Dr. Jemima Njuki	Director for Africa · International Food Policy Research Institute (IFPRI)	Ethiopia	Gender and sustainable livelihoods as well as the Results Based framework.	Accepted
26.	Dr. Wangari Gichiru	Associate Professor and Co-Director, Center for Africana Studies, Central Connecticut State University, Carroll Hall #348, 1615 Stanley Street New Britain, CT, 608 770 6470	USA	Educational Leadership, Policy and Instructional Technology	Accepted
26	Dr. Andrew Rasugu Riechi	Board Member, UNESCO Institute of Statistics (UIS); Senior Lecturer & Head of Economics of Education Thematic Area, Department of Educational Administration & Planning, College of Education &	Kenya	Consultant & Policy Analyst with over 20 years of work experience in educational leadership, teaching, research and consultancy in education and development in Kenya and other African countries.	

		External Studies (CEEs) University of Nairobi.			
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* However, only a few of the panelists have accepted their proposed roles in the Hub.

5.0 INTERNATIONAL AND LOCAL PARTNERS

The KU-WEE Hub has established partnerships and collaborations across the world to ensure that its work will significantly advance women’s economic empowerment in Kenya. In the next three months, relationships with partnerships will be concretized through MOUs and MOAs. The partners and collaborators as well as the roles they will play in the Project are shown in Table 3

Table 3: Partnerships, Collaborations and Stakeholders

KU-WEE Hub partnerships and collaborations				
S/N	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
1	Kenya National Bureau of Statistics	Construction of WEE index Support in development of survey research instruments Training on survey administration Provision of National gender data relevant to studies Collection of additional data on WEE Data analysis Joint publications Knowledge sharing	MOU Signed Sub-award agreement concluded Actively engaged in the research activities	Signing of the sub award agreement by May 2021 Finalise proposal Complete and publish the landscaping report Pilot the study and submit a report Embark on fieldwork
2	Tharaka Nithi County Government	Design, implementation and evaluation on childcare Facilitation and provision of a platform for RCT A site for testing initiatives that work to improve women's economic empowerment	MOU Signed Sub award agreement concluded Actively engaged in the research activities	Finalise proposal Complete and publish the landscaping report Embark on fieldwork

S/N	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
3	Institute of Economic Affairs	Design and implementation of a study on gender responsive budgeting Support in communication & advocacy activities Preparation and dissemination of policy briefs. Mobilise communities with KU-WEE Researchers for dissemination of findings, information etc.	MOU Signed Sub award agreement concluded Actively engaged in the research activities	Finalise proposal Complete and publish the landscaping report Pilot the study and do a report Embark on fieldwork
4	Inclusion Economics Yale (Economic Growth Center and MacMillan Center), Yale University	Training in programme evaluation and RCT design Implementation of RCT on childcare in Tharaka Nithi County jointly with Hub researchers Labour force participation Review of research concepts Co-supervision of Postgraduate students	Training in programme evaluation and RCT design ongoing Draft sub-award agreement Partnership discussions	Signing of the sub-award agreement by May 2021 Review the Tharaka Nithi County CRÈCHE Programme Prepare RCT curriculum for the children in the CRÈCHE Programme Train the childcare givers on the curriculum Implement RCT
5	Action Aid	Communication, dissemination of Research evidence Advocacy for its utilisation to improve WEE	Actively engaged	Conclude signing of an MOU Design and implement advocacy activities in June 2021

S/N	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
6	Evidence-Based Measures of Empowerment for Research on Gender Equality (EMERGE), University of California, San Diego	Collaboration in research work Joint design of research tools for WEE Measurements Work together on Gender and COVID-19 and SGBV studies	At preliminary level of engagement	Sub-award agreement completed Training on qualitative and quantitative research designs Training on data collection tools Collaborative piloting of research tools
7	UN-Women	Training on feminist methodologies and WEE Indicators Training on gender norms and gendered analysis Sharing national and county level data on women Shared platforms for Gender-equality mainstreaming Policy advocacy	Preliminary engagement	Review an existing MOU to expand the scope of engagement August 2021
9	Strategic Impact UK Ltd	Training on the theory of change and programme evaluation Review of research papers	Researchers trained on theory of change	Formalise engagements Additional training on theory of change
10	Johns Hopkins Bloomberg School of Public Health, Johns	Support SGBV and COVID-19 studies on measurement ethics Digital Data collection tools	Actively engaged	Complete formalisation of the engagement

S/N	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
	Hopkins University	Review of concepts and research papers Co-supervision of postgraduate students/staff exchanges		
12	International Centre for Research on Women (ICRW)	Knowledge sharing through mutual cross-learning platforms on communication and advocacy	At preliminary level of engagement	Start and continue with cross-learning every half year
13	The Busara Centre for Behavioural Economics (Busara)	Training on digital data collection tools Use of social studies laboratory for data analysis	Actively engaged	Formalise engagements and implement partnership activities
14	Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE) New Delhi, India	Knowledge sharing through mutual cross-learning platforms Co-review of research concepts and research papers	Three virtual cross-learning sessions held	Formalise the engagement through an MOU Continue with the cross-learning sessions every quarter

KU-WEE Hub Policy and Programme Stakeholders

S/No	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
1	Ministry of Public Service	Stakeholder engagement	Participating in the Advisory Board	Active participation in the implementation of the project

S/No	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
	and Gender (State Department for Gender)	Provision of data and information on gender for all the studies Advocacy for policy implementation Translation of evidence into policy and programmes Knowledge sharing	Focal representation in specific studies	Support stakeholder engagement, dissemination and uptake of the research evidence
2	Ministry of Education	Provision of data and information on gender for specific studies Advocacy for policy Implementation Translation of evidence into policy and programmes Knowledge sharing	Participating in the Advisory Board Focal representation in studies	Active participation in the implementation of the project Support stakeholder engagement, dissemination and uptake of research evidence
3	Ministry of Tourism and Wildlife	Provision of data and information on gendered effects of Covid-19 pandemic study Advocacy for policy Implementation Translation of evidence into policy and programmes Knowledge sharing	Focal representation in studies	Active participation in the implementation of the project Support stakeholder engagement, dissemination and uptake of research evidence
4	National Gender Equality Commission (NGEC)	Provision of data and information on gender for all studies Communication and dissemination Policy advocacy	Focal representation in specific studies	Active participation in the implementation of the project Support stakeholder engagement, dissemination

S/No	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18 th Sept. 2021
		Knowledge sharing		and uptake of research evidence
5	Kenya Association Manufacturers (KAM)	Provision of data for the project on WIM Evidence dissemination Stakeholder mobilization for the study and policy engagement	Actively engaged in the research activities	Review an existing MOU to expand the scope of engagement June 2021 Participate in the implementation of the project
6	Kenya Institute of Curriculum Development (KICD)	Provision of data for transferable skills, work readiness and lifelong learning	Ongoing discussion on MoU Active participation in research activities	Conclude the MOU by June 2021 Active participation in the implementation of the study
7	Federation of Kenya Employers (FKE)	Provision of data and information on gender and labor for all the studies Policy advocacy	Focal representation in studies Ongoing discussion on MoU	Active participation in the implementation of the project Support stakeholder engagement, dissemination and uptake of research evidence
8	Population Council of Kenya	Review of proposals Advocacy and communication	At preliminary level of engagement	Formalise engagements and implementing partnership activities
9	Women's Economic Empowerment	Joint Policy engagements Knowledge sharing through mutual cross-learning platforms	virtual cross-learning sessions held	Implementing partnership activities

S/No	Name	Area of collaboration	Activities over the last six months	Action to be taken by the Hub and partners by 18th Sept. 2021
	Hub, University of Nairobi	Data sharing repositories Co-review of research concepts and research papers Joint supervision of postgraduate students	Already engaged	

5.1 Knowledge Sharing

One of the B&MGF grant agreements was to hold capacity-building workshops for researchers and stakeholders on various research fields and programme evaluation. A number of activities have been undertaken as shown in Table 4.

Table 4: Knowledge Sharing

S/No	Organization	Knowledge Sharing	Training
1	Inclusion Economics Yale (at Economic Growth Center and MacMillan Center), Yale University		Capacity building on programme evaluation and RCT measures Prof. Charity T. Moore and Team (Prof. Rohini Pande, Prof. T. Paul Schultz et al)
2	Strategic Impact UK Ltd		Theory of Change (Dr Sean Callaghan)
3	East Africa WEE Hubs	WEE networks in East Africa Hubs on Experiences in setting up the EA Hub	
4	India Hub	WEE networks in India hubs on Experiences in setting up the Indian Hub	
5	International Labor Organization (ILO)	Women's work on WEE Measurement Indexes	
6	GROOTS	Gender data sharing on KNBS WEE Measurements	
7	The Umbrella Fund for Gender Equality (at the World Bank)	Childcare Solutions: The impact of childcare on women's labor force participation – the devil in the details	

6.0 FINANCIAL REPORT

FINANCIAL UPDATE

The purpose of this section is to help the foundation understand how programmatic performance affects actual and projected expenditures over the life of the investment.

Feel free to reach out to your foundation contact for support with these progress reporting requirements.

Note: Budget template and financial narrative instructions can be found [here](#). If you are using an older version of the budget template, this information could be in a different location in your template.

Latest Period Variance

“Latest period variance” compares expenditures that occurred in the reporting period against the most recent forecast. See “Financial Summary & Reporting” sheet in the foundation budget template for calculated variance (for example, column AD, starting on row 29 for period 1). Note that the allowable variance is defined in your grant agreement.

1. Did the project spend more-or-less than anticipated in comparison to the most recent forecast? Please explain the primary drivers and their causes of the overall variance for the latest period (for example – programmatic changes, delays in recruitment).

The project grant of USD \$4,051,750 was signed on 18th September, 2020 which included sub-grants for the three core project implementing partners (USD 250,000 for KNBS, USD 250,000 for Tharaka Nithi County and USD 150,000 for Institute of Economic Affairs (IEA)). The first tranche for year one of USD \$1,246,717.06 was received on 7th October 2020 at an exchange rate of Kenya shillings 107 to the US Dollar.

The personnel expense category was higher than planned expense by USD 4,048 for the period 1. This variance occurred due to fact that the funds (USD 4,885) for launching the hub on 28th January 2021 were drawn from this budget line. The future projection for personnel expense category has remained unchanged. It is expected that the hub shall maintain its personnel costs at the planned levels over the project’s life cycle.

Under travel expense category USD 550 was utilized to facilitate participation in a policy engagement meeting between the Vice Chancellor and the Governor Tharaka Nithi County Government. The meeting was held on 27th July 2021 at the Chuka town in Tharaka Nithi County. Much (about 98%) of this expense category were not utilized, equally consultants expense category were also not utilized. Both of these were affected by the effects of COVID-19 directives and governments’ restrictions on movements globally. It is expected that the restrictions on in-person movements may continue throughout the project life cycle. As a result, USD 90,000 from travel and USD 10,000 from consultants expense categories have been reassigned as part of support for Randomized Control Trial (RCT) design, data collection,

implementation and reporting through a proposed sub award agreement with Inclusion Economics Yale University and Busara.

Under capital equipment expense category USD 10,964 has been spent in period 1. We had also reported that the full allocation of USD 30,000 for year one are committed in procurement of equipment process which were ongoing. We now report that in period 2, USD 23,554 has been spent and that procurement of equipment process was completed. There was an over expenditure of USD 4,518 under this expense category. During the last reporting, we requested to make adjustments to the future projection to make provisions for purchase of stationary and other consumables to be used on an ongoing basis at the hub. Thus Year two projects were USD 7,500, year three USD 5,000, Year four USD 3, 750 and year five 3,750. In this reporting, we are requesting to further revise this expense category to USD 12,500 for each of the remaining years. This will enable the hub procure enough stationery and consumables for its increasing operational activities.

In the Other direct costs category in period 1, actual expenditure of USD 1,085.98 was made to the African Academy of Sciences (AAS) for the commencement of the Good Financial Grant Practices (GFGP) certification process; USD 1,500.03 to Kenyatta University Ethics Review Committee for the approval from the Ethic Review Board; USD 1,135 for advisory board and technical committee members allowances; and USD 376 KU WEE Hub office float. In period 2. Additional expenditures have been incurred as follows: research support for a study on *‘Impact of programs and Initiatives in addressing Sexual and Gender-Based Violence as a Constraint to Women Economic Empowerment’* USD 27,379.18; payment to National Commission for Science, Technology and Innovations (NACOSTI) for research permit USD 99.07. This expense category has also affected by the effects of COVID-19 directives and governments’ restrictions on movement which limited face-to-face capacity building activities and delayed the collection of pilot data and commencement of all research studies. However, most of the studies are now expected to proceed to pilot data collection in the next one month. Adjustments have been made in the future projections for the other direct costs to cater for capacity building costs (USD 60,000) being proposed to be paid to Inclusion Economics Yale (IEY) and USD 20,000 to Strategic Impact UK for a training on the Theory of Change. There are also discussions with Busara to sub award USD, 100, 056 for a laboratory experiment on *‘Gender Biases in Work and Entrepreneurship in Kenya: A Behavioral Approach’*. The projected allocation for the certification on the Good Financial Grant Practices (GFGP) has remained unchanged.

All the sub awardees were disbursed in period 1 amounting to USD 210, 017. The University collected its indirect cost portion in period 1 at a rate of 15% on grant amount received in year one. The future projections to both sub awardees and indirect cost remain unchanged.

2. Please provide a detailed explanation for any expense category in which the variance was greater than 10%. This should include an explanation of programmatic decisions affecting expenditure amounts and/or how actual costs differed from prior assumptions.

The capital equipment expense category for year 1 (USD 30,000) was fully utilized in the purchase of hub equipment (Laptops and desk top computers) and gadgets (cameras, printers and binding machine). This expense category recorded an over expenditure of USD 4,518 in year 1. To realign the needs of the hub to the operational realities, a projection of USD 12,500 annually for years 2 to 5 have been proposed to cater for the need to purchase consumables and stationery for the increasing operations of the hub. The projected budget variance is therefore 44%. The other direct costs expense category has also been projected to accommodate a possible sub award in implementation of an RCT in Tharaka Nithi. The budget variance in this category is thus 15%.

Future Period Projections

“Future period projections” includes forecast by expense category and any additional dimensions for the future remaining reporting periods.

When populating your projections, please provide realistic projections that take into account the latest plan of expected activities and up-to-date associated costs. For example, projections usually will not simply carry forward previously unspent budget amounts into the next period or exactly match the original period budget. However, in total, the projections should match the total budget amount.

1. Explain how your future projections for the remaining periods compare to your previous forecast. Consider how the project’s performance to date influences your forecast. In your response, please address the following:
 - a. Any shifts (+/-10%) between expense categories, additional dimensions (if applicable), including the trade-offs and implications.
 - b. Have these shifts to forecast been discussed with your BMGF Program Officer? Was there a decision/approval?
 - c. Where your expected rate of spending has significantly increased/decreased, what is driving this difference?
 - d. What are the key assumptions behind the forecast (e.g. scale of activities, hiring delays, timeline changes)?
 - e. How have changes to your investment results framework affected your future period projections?

The future projections for travel, consultants, capital equipment and other direct costs expense categories have been adjusted to realign to programmatic expectations and implementation context realities. The travel and consultants expense categories have been adjusted in consideration of the reduced travel expectations due to the COVID-19 travel restrictions as advised by government authorities. A reduction of USD 90,000 from travel and USD 10,000 from consultants expense categories have been reassigned to other direct costs to support a proposed partnership with IEY and Strategic Impact UK. Further, the Advocacy, dissemination and communication activities costs will also be readjusted by USD 117,500 which will be reassigned to capital equipment (USD 17,500) and USD 100,000 data collection and research assistance costs including costs for designing and conducting RCT in Tharaka Nithi County and a possible complementary sub award to Busara.

The travel and consultants expense categories expected rate of spending has significantly reduced. The assumptions on budget uptake were done before the onset of COVID-19 pandemic. The Novel Corona Virus has come with significant restrictions on both local and international travel activities. This situation has affected the uptake of budget allocations for pilot data collection and baseline studies. There has also been a delay in closing on other partnership arrangements due to the various logistics involved to concretize agreements. The hub updated the result framework to align it to the realities of the current operating environment. Contextually, the proposals in the Investment Document have remained the same except that there has been an expansion on the methodological approaches and clarity of research questions.

Sub-Awards (if applicable)

This sub-award section provides visibility to an often critical component of the grant spending where the budget template provides limited insight. The total of actual disbursements for this reporting period should equal the actual sub-award expenses reported on the “Financial Summary & Reporting” sheet in the budget template for this reporting period.

Use the table below to provide detail of all sub-grantee(s) or sub-contractor(s).

Organization Name	Actual Disbursement for this Reporting Period (U.S.\$)	Total Disbursed from Primary Awardee to Sub to Date (U.S.\$)	Total Sub-Awardee Spent to Date (U.S.\$)	Total Contracted Amount (U.S.\$)
Kenya National Bureau of Statistics	\$80,000	\$80,000	\$80,000	\$80,000

Tharaka Nithi County	\$80,000	\$80,000	\$80,000	\$80,000
Institute of Economic Affairs	\$50,000	\$50,000	\$50,000	\$50,000
Total (ties to budget file(s))	\$210,000	\$210,000	\$210,000	\$210,000

1. For sub-awards greater than \$1M, please provide explanatory detail as requested in the latest and future period sections above.

There were no sub awards greater than USD 1Million. The current sub awards were disbursed to the sub awardees by the primary awardee after sub award agreements were signed in period 1.

Note: It is the foundation's discretion to ask for updated sub-award budget files as part of the traditional progress report review process.

Other Sources of Support (if applicable)

Other Sources of Support include interest earned, current foreign exchange impacts, and co-funding (in-kind and other contributions).

1. Explain any notable impacts from other sources of support.

-NIL-

Financial Progress Summary Assessment

This section will help the foundation determine whether changes are needed to the payment schedule.

Note: This assessment does not guarantee that the previously agreed to payment schedule will change.

1. Based on the financial progress update provided, summarize your assessment of remaining financial payment needs and current payment requested to support your work. Please consider the following in your response:

- Cash on hand as of the end of the reporting period as compared to the future period projection(s).
- Financial and programmatic performance, and any potential changes proposed to the forecast through the remaining periods.

This being period 2 (partial) reporting, there is no current payment request by the primary grantee. The cash at hand as at the time of this reporting (31st August 2021) is USD 650,462. When compared to the future period projections, there is a notable under-spend in travel, consultants and other direct costs expense categories. The under expenditure is largely due to the impact of Covid-19 and its related government directives which restricted movements globally resulting in a considerable slowing down of the progress of concepts to field activities. Otherwise it is our view that the grant's financial and programmatic performance is stable and within the allowable expense guidelines for each expense category. Except for a proposal is to sub award Inclusion Economics Yale and Busara to support designing and implementing RCT, carrying out capacity building and conducting a study on women's participation in the labour market. In view of the above, we propose to set aside USD 249,500 in a separate account at KU for the purposes of design and implementation of the RCT which has not taken off yet. But we are hopeful it will take off since we are in talks with Yale and Busara.

Checklist - As you review your answers to questions in the financial update section, ensure that your report provides the following:

1. Explanation of how project expenditures differed from plan and the implications on programmatic progress to date.
2. Realistic future period projections based on updated plans, results tracker and future cost expectations.
3. Explanation of how future period projections differ from the original budget and previous forecasts, and the implications.
4. Explanation of other sources of support (funds) from other funders, interest earned or converting to non-USD currencies.
5. Explanation of future financial payment needs based on the project's anticipated financial needs and cash on hand.

6.1 Financial Grant Practice Standard

As a requirement of the grant, the University is expected to pilot the Good Financial Grant Practice (GFGP) Standard (ARS 1651:2018) with a focus on certification. Consequently, KU WEE Hub was introduced to the African Academy of Sciences (AAS) by B&MGF. The hub staff met with the AAS team on 17th November 2020 where the certification process was presented. As a result, an online automatic scoring GH 5050 self-assessment tool was completed and submitted on 12th March 2021. Certification assessment payment of USD 1,080.37 was made to AAS on 7th January 2021.

The GFGP Standard has four levels of certification as: Bronze Tier, Silver Tier, Gold Tier, and Platinum Tier. The self-assessment was undertaken at Platinum Tier and rated 92%. The AAS connected the hub to BDO UK to undertake the associated validation audit. The Hub met with BDO UK on 14th April 2021. In the meeting, the Hub staff were informed that the expectations at the platinum tier are too high and that the University may not receive certification at that level. It was also agreed that the GFGP assessment and certification should be a University level activity. It is recognized that this process is an output of the investment document and will therefore require constant engagement with assessment partners. A University committee was constituted by the Vice Chancellor. The committee met on Friday 13th August 2021 and deliberated on the matter. It was agreed the Directorate of Quality Management Systems will steer the certification process.

6.2 Partners and Collaborators Budgets

The budget shown in table 7 was necessitated by the addition of new partners and collaborators to the Hub.

Table 5: Reallocation of budget items

S/No	Name of Organization	Year 1 installment USD	Total Amount USD	Role/Activity for the grant period)
1	Inclusion Economics Yale (Economic Growth Center and MacMillan Center).	308,000 RCT 60,000 Capacity building	- 760,000	• Provide training in programme evaluation and RCT design. • Implement RCT on childcare in Tharaka Nithi County jointly with Hub researchers • Review of research concepts • Co-supervision of Postgraduate students

				(Prof. Rohini Pande, Prof. Charity Moore, Prof. Paul Schultz, Costas Meghir, and Prof. Orazio Attanasio)
		40,000	200,000	• Testing theories of women participation in the labour market in Kenya working together with WEE-Hub team, as Co-PIs. • Will work with the Hub team, on landscaping report but the Hub Team will lead the work as PIs. (Prof. Paul Schultz)
2	EMERGE, University of California San Diego		150,000	• Collaborate in research work • Work jointly with them to develop instruments to collect data on WEE • Training in mixed methods on WEE Measurements (Prof. Anita Raj)
3	The Policy Lab, University of Melbourne, Australia		40,000	• Training on the processes and implementation of policy engagement • Knowledge sharing • Joint publications • Review of research concepts • Co supervision of postgraduate students • Joint quantitative and qualitative data analysis.
4	The Busara Centre for Behavioural Economics, Kenya		20,000	• Training on digital data collection tools • Use of social studies laboratory for data analysis
5	Population, Family and Reproductive Health; Johns		40,000	• Support SGBV and COVID-19 studies on measurement ethics

	Hopkins University			• Digital Data collection tools • Review of concepts and research papers • Co-supervision of postgraduate students • Student/staff exchanges
6	Strategic Impact UK Ltd		20,000	• Training on the theory of change and programme evaluation • Review research papers • Measuring progress in project implementation (Mr. Sean Callaghan)
7	Frank Batten School of Leadership and Public Policy, University of Virginia	Per review	150	• Review of research papers and other mutually agreed training activities (Prof. Isaac Mbiti)
8	Population Council of Kenya		20,000	• Review proposals • Advocacy and communication

7.0 A SUMMARY OF OUTCOMES, OUTPUTS AND DELIVERABLES FOR THE FIRST SIX MONTHS

The project has five outcomes and these and the deliverables are discussed in a short summary

Outcome 1: Outcome 1: Increased availability of evidence that can inform programs and policies such that they can better support women's economic empowerment in Kenya.

The first goal in this outcome was produce at least 1 policy brief - Three policy briefs have been produced and shared with government entities. IEA developed the Citizen budget and shared with National Treasury in a document titled [The Citizen's Alternative Budget](#) and available in the

IEA website and the KU WEE Hub website. In the course of their study IEA also developed a policy brief entitled; **Exploring the Global Gender Gap Index 2021: Kenya's Policy Choices and shared with the NGECC and is awaiting a discussion through a webinar. To mark the International Women's day IEA produced and shared a policy brief with NGECC entitled Women in leadership: celebrating women's performance in the provision of public services during the pandemic.**

The second goal in this outcome was to produce 1 research landscaping paper covering 8 studies - identify existing gaps in WEE and ensure the research studies are well situated to address the gaps. The paper will be ready by end of year 1 in September 2021.

One of the studies, has developed a research landscaping document in their area of study entitled Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya

Which falls in theme two on mentoring and skilling.

The third goal was to have 9 concepts reviewed. Nine concept notes have been reviewed (achieved) - studies contributing to the research and policy knowledge base

The fourth goal was to have one RCT design in where an impact evaluation of a creche program in one Tharaka Nithi County to contribute to a nationwide creche policy development. The design of the crèche has started. A partnership with Yale University which is working with the Kenyatta University WEE Hub will be formalised by end of September. A stakeholders buy in meeting was held on September 3th in Tharaka Nithi county to ensure community buy-in - impact evaluation of a creche program in one county to contribute to a nationwide creche policy development

The fifth goal in this outcome was to hold four capacity building sessions on RCT in order to increase researcher familiarity on RCTs and implementation. In total seven session have been held.

The sixth goal was also to have one training workshop on WEE measurements. A workshop has been planned for September 15th 2021 with EMERGE San Diego, Sanfrancisco.

Outcome 2: National and County level Government Stakeholders, policy Leaders, Implementing Agencies and Donors have Increased Knowledge on how to Support WEE in Kenya.

The first goal was to ensure two Stakeholder engagement workshops were done. This has been achieved. The SGBV team whose study is entitled Effectiveness of SGBV Mitigation and Prevention Programmes in Enhancing Women's Economic Empowerment. A draft report has been submitted, and is being revised. A second stakeholder engagement workshop was carried out by the team conducting a study on women in the manufacturing sector on 25.08.2021 and a report is

being generated and some of the comments from this Webinar has identified policy gaps which the study will focus on.

A third stakeholder engagement workshop was carried out by the team conducting a study on **Improving Young Women's Work Readiness and Employability through Apprenticeship, Internship and Mentorship** on 27.08.2021. A draft report is being prepared and will be ready by end of year report.

The second goal was to have one introductory meeting with policy makers held. An introductory meeting led by policy makers was held and an MOU was signed with Tharaka Nithi County. The Vice Chancellor, Kenyatta University led this process. A report was produced and shared with stakeholders and the Funder, Bill and Melinda Gates Foundation.

The third goal was to have identify two advocacy groups and have at least one MOU signed. Two institutions, IEA which is a partner has been identified. The second is Action AID. One MOU has been signed with IEA and the second will be ready by end of September 2021.

Outcome 3: Networking with stakeholders to enhance the uptake of WEE evidence by Government and policy leaders

The goal was to develop one policy on communication and advocacy which has been developed and shared and can be accessed on the KU WEE hub website.

There was intention to have two 2 advocacy groups engaged. and have at least one MOU signed. Two institutions, IEA which is a partner has been identified. The second is Action AID. One MOU has been signed with IEA and the second will be ready by end of September 2021.

Outcome 4: Establishment of a vibrant KU-WEE Hub

The first goal in this outcome was to establish an operational KU-WEE Hub with governance structures, policies and personnel. Which has been achieved .The second was to set up a functional website which is completed and is updated weekly and has about XX followers in a day. The third goal was that a draft field protocol would be developed to guide field work. This one has been developed .The fourth goal was about refining the hub policies based on the advisory board guidance, Both the financial, and research policies have been developed and institutionalised. On further institutionalisation the fifth goal was to set up of coordination processes through the establishment of the technical committee, and the Minutes of the meetings are proof to the existence of the committee.

Outcome 5: Establish Research and Policy Collaboration with Partners

The first goal in this outcome was to have two partner concept notes ready for field work.

There are three partner concept notes developed by IEA, KNBS, and Tharaka Nithi County Government. Two proposals titled, Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives

Constructing Women's Economic Empowerment Index for Kenya: Determinants of Women's Economic Empowerment and Micro-Level Estimation by IEA and KNBS respectively; which are desk based are ready for the research to start. Partner agreements and funds disbursement with the two institutions has been accomplished. The Tharaka Nithi team will be ready to go to the field by end of September 2021.

8.0 CONCLUSION AND LESSONS LEARNT

The Hub suggests that in its management structure, it incorporate the position of visiting researchers/fellows in the Hub structure.

The almost-concluded partner engagement exercise has helped the KU research team in widening their horizons of knowledge from the many players and researchers in the area of Women's Economic Empowerment and capacity building especially in the use of RCT. The Hub is rich with partners derived from all over the world. The synergies brought by the international and local partners have enhanced the KU team's outlook on global research. The Hub team has also enjoyed great goodwill from the University Management. The bi-monthly meetings with the Funder have enriched the hubs technical team;s networks and management of the Project. [Further, the bi-weekly meetings with the consultant has helped in focus on deliverables.](#)

In spite of COVID-19 pandemic and Government's restrictions the Hub has been able to make progress in research concepts development, partnership formation and capacity building of researchers and students. [The hub has also conducted three stakeholder webinars and is planning for a joint symposium with Johns Hopkins University before end of year 1.](#)

Knowledge sharing among the WEE-Hubs sponsored by Bill & Melinda Gates Foundation has given the hub management a broad understanding of the process of setting up and managing the KU-WEE Hub.

Through networking with other partners, the Hub researchers have expanded their knowledge in theory of change, grounded theory, RCTs, WEE indicators and opportunities for accessing additional resources for the Hub.

This Project has enhanced interdisciplinary research within Kenyatta University.

This Project has taught us the concepts and methods of program evaluation and how to package gendered evidence generated for policy dialogue and policy implementation to improve Women's Economic Empowerment.

We have learnt the crucial role of stakeholder engagements both in evidence generation and using the evidence to improve WEE indicators/measures.

The Project has raised awareness of the need to enhance Good Financial Grant Practices in the University.

9.0 WAY FORWARD

The Hub plans to pilot data collection instruments and commence fieldwork within the next three (3) months. Due to continued government guidelines on COVID-19, the team may have to collect data through virtual methods, which may pose a challenge.

We have planned to complete landscaping report(s) and share preliminary findings.

We have observed that the Advisory Board is male-dominated and we are recommending the inclusion of additional women from Kenya Private Sector Alliance (KEPSA), Kenya National Chamber of Commerce and Industry (KNCCI), Kenya Federation of Jua Kali Associations (KNFJKA), UN Women the Council of Governors and the Ministry for Labour.

We propose to have the Technical Committee meetings quarterly in order to serve the Hub better.

APPENDIXES

Appendix 1: Connecting with Partners to Advance Research and Policy Dialogue

KU-WEE Hub Team visits the Institute of Economic Affairs (IEA-Kenya)

On Tuesday 8th, December 2020 a team of KU-WEE Hub members led by the Hub Leader, Prof Judith Waudo, visited and had a partnership discussion with the Institute of Economic Affairs at their offices. The team from IEA was led by their Chief Executive Officer, Mr. Kwame Owino. The meeting discussed the strengthening of the primary partnerships with IEA and also discussed the modalities of implementing activities in the KU-WEE Hub five-year project cycle. The IEA will support policy related dissemination and advocacy efforts for all the projects and will be represented in key committees of the Hub, including the KU-WEEE HUB Board and the Technical Committee. The IEA will implement its own study: “Gender Responsive Budgeting: Tracking the Effects of Budgets and Public Spending on Women’s Economic Empowerment Initiatives (WEEI)”. The IEA will be invited to participate in the meetings with the Donor on a case-by-case basis. The team was invited to the launch of the Hub where a Memorandum of Understanding (MoU) was tabled for signature by the Vice Chancellor of Kenyatta University, Professor Paul Wainaina. The Subaward Agreement (Memorandum of Agreement) was signed on May 31, 2021.



Picture 2: The KU-WEE Hub Staff led by The Hub leader, Prof. Judith Waudo (4th from left) during a briefing session on the KU-WEE Hub Project at the IEA office. At 2nd left is the CEO of IEA, Mr. Kwame Owino

KU-WEE Hub Team meets with the Director General of the Kenya National Bureau of Statistics

On 10th December 2020 a team from KU-WEE Hub visited Mr. MacDonald G. Obudho, the Director General of the Kenya National Bureau of Statistics (KNBS) to brief him and his team on the establishment of the KU WEE Hub and to deliberate on mechanisms for strengthening the partnership. The meeting took place at the Bureau's new offices in Real Towers, Upper Hill Nairobi. The KNBS is the Hub's key partner that will facilitate access to primary and secondary data that the Hub will need to fulfil its mandate. Among the data sources available at the KNBS include nationally representative household surveys, Economic Surveys, Statistical Abstracts, and government documents. The KNBS has the capacity to design and implement country-wide surveys and field protocols for the KU-WEE HUB studies. In the meeting, the KNBS team made a presentation on construction of "Women's Economic Empowerment Index in Kenya: Micro-level Estimation." The KNBS (the pioneer partner of the KU-WEE Hub) and Kenyatta University signed an MoU on 24th July 2020. The KNBS is represented in the KU-WEE Hub Advisory Board and at the Hub's Technical Committee. It was noted that KNBS has been an active participant in KU-WEE Hub activities with its staff have been incorporated as researchers in two of the Hub's studies: (1) Effectiveness of Women-in-Manufacturing Programme in Promoting Participation of Women in the Manufacturing Sector in Kenya, and (2) Gendered Impacts of the Kenyan Government Policy Responses to Covid-19 Pandemic. The. KNBS is represented in the Technical Committee of the Hub.



Picture 3: KNBS Research and Development Director, Mr. Paul Samoei, receives a signed copy of the MoU from the VC, KU, Prof. Paul Wainaina, in the presence of the CS, Ministry of Public Service and Gender, Hon. Prof. Margaret Kobia during the launch of the KU-WEE Hub

KU-WEE Hub’s Consultative Meeting with Tharaka Nithi County Government

Five members of the KU-WEE Hub, led by Prof Judith Waudo, visited Tharaka Nithi County Government (TNCG) on 6th January 2021. The County is a strategic partner of the KU WEE Hub, as it provides ready access to communities in which initiatives that work for women’s economic empowerment can be tested. The purpose of the visit was to understand the operating environment at the County and to deliberate on modalities for joint implementation of the KU-WEE Hub Project, as some of the studies will be piloted and carried out in the County. Researchers from the County will be participating in several KU-based studies: (1) Effectiveness of SGBV Mitigation and Prevention Programmes in Enhancing Women’s Economic Empowerment; and (2) Women’s Participation in Management and Leadership Positions in the Public Sector in Kenya: Closing the Gender Gap. Jointly with the KU researchers and researchers from Yale University (one of our key International Partners) will implement an RCT on “Improving Women’s Market Work and Child Development through the Crèche Programme”. During the visit, our host, Hon Abraham Maruta, the County Minister in-charge of Public Services reported that the KU WEE Hub has the full support of His Excellency the Governor of the County.



Picture 4: KU-WEE Hub staff led by the Hub Leader, Prof. Judith Waudo (centre, front row), pose for a photograph with the CECM Public Service Administration and Devolution Affairs, Hon. A. Maruta, outside the County Headquarters in Kathwana Town

The visiting team was informed that Tharaka Nithi is one of the Kenya's semi-arid areas, with 80% of its land receiving unreliable rainfall. The ethnic groups in the area include the Tharaka, Chuka, Mwimbi and Muthambi. For long, development programmes had been confined to the high rainfall areas along the main Embu-Meru Highway. The County Headquarters was built at Kathwana town, a semi-arid area, to correct this imbalance. The Crèche programme is currently located in Chuka market and extensions to other market centres are under way. The County Government through the County Gender Office is working with a number of stakeholders to support women's economic empowerment in the area. Among these are Chuka University, Tharaka University College, Plan International, Ministry of Labour and Social Protection, Media Groups, and CARITUS-Kenya (an inter faith networking group). The County is represented in the KU-WEE Hub Board by the County Executive Committee Member (CECM), Hon. Abraham Maruta.

KU-WEE Hub Team visits the Permanent Secretary, Ministry of Tourism and Wildlife

On 18th March 2021, a team of three KU-WEE Hub researchers working on the research project on Gendered Impacts of the Kenyan Government Policy Responses to COVID-19 Pandemic visited the Principal Secretary (PS), State Department of Tourism, Hon. Safina Kwekwe Tsungu. Present with the PS was a team from the Tourism and Gender Workforce Policy Committee and the Principal Tourism Officer at the Ministry of Tourism and Wildlife. The PS and her team laid out comprehensive strategies in place to guide the tourism industry in the Covid-19 period, including the stakeholders involved and the expected outcomes of the strategies. Further, she proposed that a team of five members from her Department join the KU Research Project to support its implementation. The team is expected to ensure that the findings of the Project are used to shape gender equality policies in the hospitality and tourism industries in Kenya. The PS appreciated the consultative WEE Hub research approach.



Picture 5: Hon. Safina Kwekwe Tsungu, (5th from left), the Principal Secretary, State Department of Tourism, with the team from KU and the Gender Workforce Policy Committee at the Ministry of Tourism and Wildlife in Nairobi

A Courtesy call on the Chief Administrative Secretary, Basic Education at the Ministry of Education

On 3rd March 2021, a team of three KU-WEE Hub members paid a courtesy call on the Chief Administrative Secretary (CAS) at the State Department for Basic Education, Ministry of Education (MoE), Hon. Dr. Sara Ruto. The purpose of the courtesy call was to inform and invite the Ministry of Education to support and participate in the research project on Gendered Impacts of the Kenyan Government Policy Responses to COVID-19 Pandemic. As the main policy stakeholder in education the CAS informed the KU team that the school calendar was disrupted by the presidential directive on schools closure and was likely to draw back the government gains on constitutional promise of "No child will be left behind and the 100% transition from Primary to Secondary School." She pointed out specifically to four frameworks that inform the 100% transition policy: the Kenya Constitution 2010, the Vision 2030, the Sustainable Development Goals and the East Africa Education Protocols. The Chief Administrative Secretary (CAS) proposed that evaluating the various policies in the MoE to assess whether they are geared towards fulfilling the objectives of the four frameworks given the likely drawbacks due to Covid-19 Pandemic response, would go a long way to supporting the Ministry in formulating measures to help schools return to normalcy. Some of the concerns of the Ministry regarding the above frameworks include how to generate evidence as to: What is working? What is not working? What are the gaps? How have the policies influenced desired outcomes? She also informed the team that in January 2021 the Principals and Head Teachers of schools collected a lot of data as per the Ministry's directives. The schools filed daily reports concerning events associated with closures

since March 2020 when the schools reopened in January 2021. The data was included the circumstance hindering pupils from reporting back to school (e.g., pregnancies, injuries, sickness, etc). These data are lying somewhere unanalysed. She proposed that it would be of great importance to analyse this data and link the results to potential policies that can be implemented to improve education outcomes.



Picture 6: The Chief Administrative Secretary, State Department for Basic Education, Hon Dr Sara Ruto (2nd from right) and three of the KU-WEE Hub staff at her office in Nairobi



Equation 7: KU Hub Leader Prof Judith Waudu (3rd left) lead a KU team to visit Mr. David Watene, Deputy Director High Education, Ministry of Education

The ministry is already represented at the KU-WEE Hub Advisory Board by the Deputy Director for Higher Education, Mr. David Watene. KU-WEE Hub team of 5 had earlier, on 16th December 2020 made a courtesy call to Mr. Watene. During the courtesy call Mr. Watene promised to liaise with his counterparts in MoE to get all the relevant data that will be needed to conduct extensive research into education policies and programmes in Kenya that aim to improve equality and empowerment of girls and women in Kenya.

Appendix 2: KU WEE HUB staff and committee allowance rates

Note: The exchange rate will be the prevailing rate at the time of receipt of grant funds.

For period 1 the exchange rate is: 1USD=Kshs 107

Position	Monthly Allowance (USD)	Monthly Allowance (Kshs)
KU - WEE Hub Leader (50% FTE)	777	83,139
Project Leader	1,433	153,331
Research Coordinator	1,404	150,228
Research Associate (Quality Control & Partnerships)	2,000	214,000
Research Associate (Fieldwork Coordination)	1,304	139,528
Advocacy & Policy Engagement Expert	1,250	133,750
Administration and Finance Manager	1,217	130,219
ICT & Communications Specialist	1,217	130,219
Administrative Assistant	842	90,094
Accounts Assistant	842	90,094
Theme Leaders	154	16,478
Principal Investigators	75	8,025
Co- Principal Investigators	73	7,811
Researchers	70	7,490
Secretary	373	39,911
Meeting Allowance per person		
Chairperson Advisory Board	140.19	15,000
Members Advisory Board	112.15	12,000
In attendance member at the Advisory Board	93.46	10,000
Chairperson Technical Committee	112.15	12,000
Members Technical Committee	84.11	9,000
In attendance member at the Technical Committee	84.11	9,000
Professional activities of the Hub including panel of experts, external reviewers, and experts on special assignment, and advocacy.	140.19	15,000
Training Kshs. 5,000 for a session of 2 hours with a maximum of 3 sessions in a day	64.73	5,000

Appendix 3: Time commitment schedule

S/N	Position	Name	% Time
1	Director CGEE (50%) and the Hub Leader (50%)	Prof. Judith Ndombi-Waudo	100 (50% on budget)
2	The KU-WEE Project Leader	Dr Regina Gathoni Mwatha	100*
3	Advocacy and Policy Engagement Expert	Prof. Grace Wamue-Ngare	70
4	Research Coordinator	Prof. Nelson H. W. Wawire	80
5	Research Associate (Quality Control & Partnerships)	Prof. Germano Mwabu	70
6	Research Associate (Fieldwork Coordination)	Prof. Simon Onywere	70
7	Administration and Finance Manager	Mr. James Onditi	100
8	ICT and Communications Specialist	Dr. Susan Kiambati Kalangi	100*
9	Administrative Assistant	Ms Phoebe Nalwa	100
10	Accounts Assistant	Ms Stella Mugo	100
11	Secretaries	Ms Nancy Gichuru	100
12		Ms Abigael Ohare	100

NB: Staff spending 80 or 70% time in the hub are allocated 2 units to teach – FTSE, Susan

Appendix 4: KU Subsistence allowance rates

WEEHUB



KENYATTA UNIVERSITY

OFFICE OF THE CHIEF FINANCE OFFICER

INTERNAL MEMO

From: Chief Finance Officer

Date: 6th October, 2016

To: Head, Imprest & Claims Section

Ref: KU/FO/IMP/A46/VOL.1

SUBJECT: SUBSISTENCE ALLOWANCE RATES

Following the newly signed CBA between the below listed unions and the university management, subsistence allowance has been revised as follows;

UASU

JOB TITLE	CLUSTER 1 Nairobi, Mombasa, Kisumu, Malindi, Kilifi, Lamu, Kwale & Naivasha	CLUSTER 2 Nyeri, Eldoret, Kericho, Kakamega, Kisii, Embu, Nanyuki, Nakuru, Lodwar & Garissa	CLUSTER 3 All other towns
Professor	16,800	12,600	10,500
Associate professor	14,000	10,500	8,400
Senior Lecturer	14,000	10,500	8,400
Lecturer	14,000	10,500	8,400
Assistant Lecturer	11,200	8,400	7,000
Tutorial Fellow	11,200	8,400	7,000

KUDHEIHA

JOB TITLE	CLUSTER 1 Nairobi, Mombasa, Kisumu, Malindi, Kilifi, Lamu, Kwale & Naivasha	CLUSTER 2 Nyeri, Eldoret, Kericho, Kakamega, Kisii, Embu, Nanyuki, Nakuru, Lodwar & Garissa	CLUSTER 3 All other towns
Senior Support Staff (III & IV)	6,300	4,900	4,200
Support Staff (I & II)	4,200	3,500	2,100

These rates take immediate effect.

J. L. GITHAII
CHIEF FINANCE OFFICER.

Appendix 5: KU-WEE Hub Service Delivery Charter

S/ N	SERVICES RENDERED	CUSTOMER OBLIGATION	CHARGES	TIMELINE
1	Response to inquiries about the hub	Attend meeting	Free	Within 2 days of inquiry
2	Responding to Clientele Inquiry	Meeting/Telephone	Free	2 days
3	Conducting Gender Responsive Primary Research	Submit request / Give feedback	Consultancy fee	1-2 months
4	Reviewing Manuscripts for Publication	Submit request/Give feedback	Consultancy fee	2 weeks
5	Sharing of research evidence	Meeting	Free	1-2 days
6	Writing Gender Responsive Policy Briefs	Meeting	Consultancy fee	2-3 days
7	Developing Gender Responsive M&E Frameworks	Meeting/Give Feedback	Consultancy fee	3-5 days
8	Training on Gender Responsive Service Leadership: Gender Budgeting and the Budget Cycle	Meeting	Consultancy fee	2-3 days
9	Designing Gender Responsive Strategic Plans and Policies	Meeting	Consultancy fee	10 days
10	Carrying out Gender Sensitive Desk Reviews	Meeting	Consultancy fee	2 weeks
11	Offering Services in relation to Women Economic Empowerment	Meeting	Consultancy fee	2 weeks

APPROVED BY: KU-WEE HUB ADVISORY BOARD

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