



KENYATTA UNIVERSITY
WOMEN'S ECONOMIC EMPOWERMENT
HUB



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

ID NO: 002289

END OF YEAR REPORT

SEPTEMBER 18TH 2020 TO SEPTEMBER 30TH 2021

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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. In the inception report, the hub observed that the Advisory Board was male-dominated and recommended the inclusion of additional women from different key partners.

In the Month of September, the Ministry of Labour and the Council of Governors seconded a woman each to the board. Further, the hub proposed that the Technical Committee meets quarterly in order to serve the Hub better. The last quarter Technical committee meeting was held on September 20, 2021 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. The two positions have been created.

The hub proposes the need for the inclusion of a senior legal officer and one junior legal officer to assist in the policy and legislative gap identification and drafting as well as networking with key government Ministries to share the same.

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.

This report should be read alongside the inception report submitted August 30th, 2021 to the Funder. The report outlines the achievements of the hub for the first month of September. For this reason, the report highlights the achievements for the month of September.

2.0 THE KU-WEE HUB PROJECT

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. The Cabinet Secretary officially launched it on 28 February 2021 for Public Service and Gender, Honorable Professor Margaret Kobia.

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



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

The Hub has held a stakeholders' forum to sensitize the Kenyan public about her work.

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 programmes.

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 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, Administration and Finance Manager, ICT and Communications Specialist, Administrative Assistant, Accounts Assistant, secretaries and a driver (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).

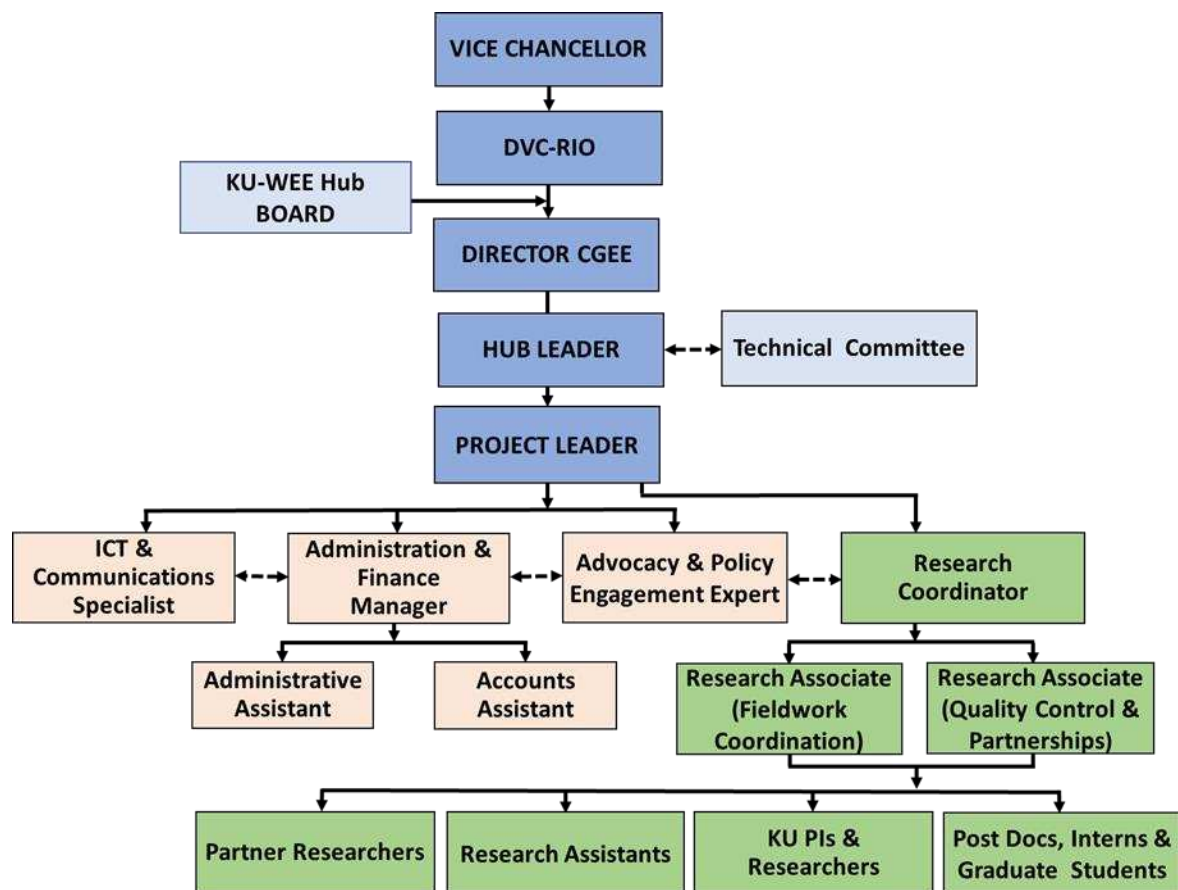


Figure 1: The KU-WEE Hub Organogram

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.

- 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 **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.

2.4 Proposed Re-structuring of the Hub

The inception report proposed several re-structuring strategies to the hub, which have been accomplished. In the Month of September, the Ministry of Labour and the Council of Governors seconded a woman each to the board. Further, the hub proposed that the Technical Committee meets quarterly in order to serve the Hub better. The last quarter Technical committee meeting was held on in September 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. The two positions have been created.

The hub further notes that there is need to re-structure in a manner that allows for an ICT officer, the hub also requires a senior lawyer and a younger young lawyer in support. They will in particular monitor policies and legislations so that the hub can more intensely influence policy and legislation and generate more policy briefs in the WEE sector.

3.0 THE KU-WEE HUB PROJECT

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 in the Public Sector in Kenya: Closing the Gender Gap
- 1.2: Participation of Women in Corporate Governance
- 1.3: Effectiveness of Women-in-Manufacturing Program in Promoting Economic Empowerment for Women entrepreneurs in the Manufacturing Sector in Kenya.
- 1.4 Constructing Women's Economic Index for Kenya: Determinants of Women's Economic Empowerment at Microlevel;
- 1.5: Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives

2. Women's skilling and mentoring

- 2.1: Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya
- 2.2: Impact of Apprenticeship, Internship and Mentorship Programmes on Employment of Young Women
- 2.3 Impact of Lifelong Learning on Performance of Women-managed Small and Medium Enterprises: the case of Kenya Women Finance Trust (KWFT) Bank;

3. Violence, crisis, and women's work

- 3.1: Effectiveness of Sexual and Gender-Based Violence (SGBV) Mitigation and Prevention Programmes;
- 3.2: Gendered Impact of Travel Restriction's Government Policy Response to COVID-19 Pandemic on the Tourism Industry in Kenya;

- 3.3 Enhancing Women's Labor Force Participation and Child Development through the Crèche Programme in Tharaka Nithi County, Kenya
- 3.4 Female Labor Force Participation: A Conceptual and Empirical Framework

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 as follows:

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

Overview

Despite accepted worldviews on the crucial role played by the participation of women in formal employment to improve incomes and therefore livelihoods, their participation in appointive positions by 2019 was less than 30.0% (Atieno, 2006; KNBS, 2020). Women's triple role poses a hindrance to their economic empowerment and their under-representation in the labour market has negative effects on overall productivity (Ellis, 2007). This gender gap in labour productivity is likely to narrow as more women move into formal employment with concomitant addition of approximately 26 percent, to the global annual GDP by 2025 (MGI (2015)).

Research Objectives

The study aims to establish factors contributing to women's under-representation in leadership and management positions for WEE in Kenya's public sector, evaluate the implementation of NPGAD 2000, and subsequent amendments 2011 and 2019, examine existing M & E indicators, and recommend policy reviews to enhance women's participation in these positions.

Sampling

A mixed sampling procedure, using cluster-stage, purposive and systematic random sampling, will be applied to sample institutions as well as the units of analysis.

Data collection method

Data collection will be carried out using various research instruments which include interview schedules, case study guide schedules, secondary data collection sheet/templates, a two weeks 24-hour diaries and observation checklist to enhance the triangulation of data

Analytical strategy/ Methods (experimental, quasi, mixed methods etc)

A mixed method non-experimental research design that combines elements of quantitative and qualitative data will be applied. Usage of different data is deemed necessary for increased data validity and minimal researcher bias.

Timelines and way forward/ next steps

The next step which should in the next two week and last four weeks is a stakeholder meeting followed by corrections on the study. Piloting all the research tools will also be followed by data analysis. Further, instruments tested will be improved in preparation for fieldwork activities, and a pilot report will be written and drat the inception report.

1.2 Participation of Women in Corporate Governance in Kenya

Research Overview

The underrepresentation of women in corporate boardrooms in Kenya has received increasing attention from the regulatory authorities and the media. Efforts have been made to address underrepresentation of women in corporate boards. The Female Future Leadership Programme (FFLP) is such an initiative. This programme was developed by Confederation of Norwegian Enterprises (NHO) in 2003 and implemented in Kenya in 2011. Whereas a total of 198 middle level women managers have gone through the FFLP programme to become board ready, no known evaluation has been done to establish the effectiveness of FFLP in up scaling participation of women in corporate boards. This study will generate knowledge on the current level of women participation in corporate boards and whether the implemented programme has had a positive effect on board representation.

Research questions:

- a) How has the Female Future Leadership Programme (FFLP) influenced women to participate in corporate governance?
- b) How have existing mechanisms supported the up scaling of women's participation in corporate governance?

Data Collection and Methods

The evaluation of the effectiveness of the FFLP implemented by NGEK and FKE will employ mixed methods approach. The evaluation design will be quasi-experimental where the entire

population of 198 trained women will be assessed before and after the training. Data collection to evaluate FFLP will use a questionnaire as well as an interview schedule. The questionnaire will be administered to the 198 trained women while interviews will be conducted with programme managers of the two implementing partners.

Sampling

To establish the impact, a pre and post analysis approach will be used. To avoid confounding the impact of FFLP on the outcomes with individual and institutional characteristics, the study will control for individual and institutional characteristics.

Descriptive and thematic descriptions will complement the findings from quantitative analysis.

Timelines and way forward

It is expected that the proposal will have been approved by the end of September, 2021. The team will pilot the instruments in October, 2021 and thereafter proceed to collect data from all the participants. The team has also organized to hold a webinar in October, 2021.

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

Overview

Studies done by International Centre for Research on Women (ICRW) and Kenya Association Manufacturers (KAM) found that most women-owned and managed enterprises in the manufacturing sector are micro, small and medium enterprises. These enterprises face hurdles emanating from gender socialisation, cultural norms and stereotypes. Additionally, women had limited access to and control over resources, and possess inadequate business skills. KAM came up with women in manufacturing program (WIM) to address these constraints and increase women participation in the sector. Therefore, this study on WIM will generate evidence that will be used to formulate policies to boost women's economic empowerment.

Research Objectives

The specific objectives are to evaluate how the WIM program has impacted on: women's industrial entrepreneurship; performance of women-owned enterprises; business skills; women's access to and control over resources; women's economic decision-making in public and private spheres; gender power relations and attainment of National Industrialization Policy objectives.

Sampling

The study's target population are all women entrepreneurs and employees in manufacturing sector in Kenya who are spread across seven KAM defined regions, namely: Nairobi, Central, Eastern, Nakuru, Uasin Gishu, Coast and Nyanza. 400 women (200 trained and 200 untrained) will be sampled from three regions: Nairobi, Coast and Nyanza.

Data collection method

The study will employ mixed method approach to collect qualitative and quantitative data. Guided questionnaires, Focus group discussions and Key informants' interviews will be used, also content analysis of women entrepreneur records from KAM will be done. Financial records of the businesses on turnover and profits will be obtained.

Analytical strategy/ Methods (experimental, quasi, mixed methods etc)

Propensity Score Matching will be used to estimate the impacts of WIM on WEE. Content analysis will be applied when analysing qualitative data. Verbatim statements will be cross-referenced with quantitative information. Qualitative data that add detail information to the quantitative data will be used as voices to vivify the findings.

Timelines and way forward/ next steps

Piloting will be conducted in Kiambu County between 28.9.2021 and 16.10.2021. Data analysis and adjustment of research tools will be done between 17.10.2021 and 30.10.2021. Actual data collection will be done between 1.11.2021 and 30.12.2021. Data analysis will be done between 1.1.2022 and 28.2.2022.

1.4 Constructing Women's Economic Index for Kenya: Determinants of Women's Economic Empowerment at Microlevel;

Overview

Women's Economic Empowerment Index and Policy Implications in Kenya is one of the eleven the study under KU-WEE hub under the role of women in the economy thematic area. The study is conducted by Kenya National Bureau of Statistics (KNBS) as a partner in the KU-WEE hub with an aim of developing a measure of women's economic empowerment. Additional role of the KNBS is to offer technical support in production of statistics to the other 10 studies. This study is based on secondary data collected from previous and future surveys undertaken by KNBS.

Research Objectives

The main objective of this study is to construct a Kenyan Women Economic Empowerment Index based on the previous and future survey conducted by KNBS. Specifically the study will:

- a) Develop micro-level estimates of women's empowerment index by disaggregated WEI statistics at county and below sub-county levels.
- b) Identify key relevant variables for the indicators and domains from other studies and incorporate them in major surveys at KNBS, and use for development and measurement of Women's Economic Empowerment Index (WEEI);
- c) Increase the demand and utilization of Women's Empowerment Index and Women's Economic Empowerment Index.

Sampling

The sample used in the analysis are selected using a two-stage household-based sample design. The first stage of selection is called the *Primary Sampling Unit* (PSU); the sampling unit for the second stage of selection is called the *Secondary Sampling Unit* (SSU). The sample is drawn from the national sample frame, which is selected with Probability Proportional to Size (PPS) from the Population and Housing Census Enumeration Areas (EAs). The survey is based total of 50 study domains, namely; national, urban, rural and 47 counties. The sample is a two-stage stratified cluster sample, where EAs are selected with PPS from KPHC master sample, in the first-stage is selection of EA in a stratum from the master sample and lastly in the second –stage is selection of households within the EA.

Data collection methods

The study is a desk analysis based on the secondary data collected by the KNBS in the previous surveys and the future planned surveys. The data collection is face to face which is collected mainly through paper based -PAPI. However, with advances in technology data collection using Computer Assisted Personal Interviewing (CAPI). Survey questionnaires with pre-coded responses are designed to solicit for information from the respondents. The questionnaires are then loaded on to the handheld devices and data is captured and sent to the server in real time.

Analytical strategy/ Methods

The data managers will download the data from the server and transform the data into statistical tables using the existing statistical applications eg STATA and SPSS. Results will be presented through tables and a workshop will be held to review tabulations, analyze survey results and draft the chapters for the final report.

Timelines and way forward/ next steps

Most of the activities for the study have been plan to be completed between October-December 2021. These activities include conducting capacity building for researcher staff of KNBS and KU, and holding stakeholder's/collaborators engagement to discuss key variables for to be use in construction of Women's Economic Empowerment Index (WEEI). This will be achieved through domestication of the questionnaire developed by Evidence-Based Measures of Empowerment for Research on Gender Equality (EMERGE).

The activities for the second year are expected to be conducted from January –September 2022. These activities will encompass participation on data collection for the key variables for WEEI through major surveys conducted by KNBS, Small Area estimation modelling to produce Women's Empowerment Index (WEI) at county level, report writing, dissemination of spatial report on Women's Empowerment index to the public through virtual launch, put the report on the KNBS website and KU-WEE Hub sites.

.1.5 Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women Economic Empowerment Initiatives (WEEI)

Overview

Kenyan Government accounts for empirical evidence that public spending and revenue raising patterns may have differential impacts on women compared to men. In this connection, Kenya's vision 2030 incorporates women economic empowerment initiatives to improve service delivery to the benefit of all groups. As the year 2030 fast approaches, IEA recommends taking stock of the progress made with regards to women empowerment under the social pillar to identify the gaps that still exist and build upon the success this far. Overall government investment and initiatives have been on the rise but whether this is translating to improved WEE is not clear. Thus, it is timely to take stock.

Objectives of the study

- a) To identify main policies and initiatives designed to improve women's economic empowerment in Kenya.
- b) To analyze whether government budget, including the spending pattern, respond to differences in people's needs arising from their gender or gender roles.
- c) To examine if public investment on women economic empowerment initiatives or programs are informed by evidence as to their effectiveness in improving women's wellbeing?

Sampling and Data Collection Method

The Government of Kenya have investment and initiatives that are geared towards promoting women empowerment. This study will focus on the initiatives including women enterprise fund, youth enterprise fund, Uwezo fund and access to Government Procurement Opportunities.

The study will rely on secondary data and IEA-Kenya will undertake literature review in order to understand the legal and policy mechanisms under women economic empowerment programmes in Kenya are anchored on. The main sources of secondary data to this study will involve review of relevant legislation and policy documents as well as budget documents. Secondary data will be supplemented by key informant interviews with relevant stakeholders from government ministries, departments and agencies.

Analytical strategy/ Methods

The study will use both the quantitative and qualitative methods to generate key findings, conclusions and key recommendations. On the quantitative approach, IEA-Kenya team will adopt the analytical approach that is largely drawn from Programme Budgeting Analysis (PBA), which entails a "big picture" expenditure trend analysis. Qualitative research on the other hand will involve analysing existing women empowerment policies and initiatives to build a rich understanding of these policies. R, Excel and Stata will be used to analyse the data collected from budget documents and produce graphical visualization of the results where necessary.

Timelines and way forward

IEA has already undertaken stakeholder meeting with CRAWN Trust, Transparency International, Kenya Women Parliamentarian Association and is set to hold a similar engagement with government officials. IEA has also developed a template for data collection and data collection is currently work in progress. Data collection is set to be completed by end of September to enable data cleaning and begin analysis.

Theme 2: Skilling and Mentoring

2.1 Integration of Transferable Skills into Basic, Technical, and Vocational Education and Training Levels for Employability of Women in Kenya

Project Overview

Gaps in skills are impacted by changes in the world of work, which demand a workforce with a broader set of skills including critical thinking, collaborative problem solving, information literacy, and creativity, among others (Foresight Africa, 2017). Transferable skills are essential in enhancing the employability and productivity of young people and, therefore, have an immense impact on various labor market outcomes such as employment, self-employment, and earnings, especially for women who are underrepresented in quality employment (Brunello & Schlotter, 2011). The mix of diverse cognitive and non-cognitive skills enable individuals adapt to diverse work environments (MasterCard Foundation, 2017).

Research Questions

- a) What is the nature of transferable skills provided in Kenya?
- b) How do transferable skills impact on employability and entrepreneurship of women and girls in Kenya?
- c) Are the newly rolled out CBC and CBET programs likely to be effective in enhancing girls' school to the work transition?

Sampling

Qualitative data will be collected through 25-30 semi-structured interviews with key stakeholders including project managers and staff, government representatives, and the employers to understand their perspectives on the impact of the two select projects. A survey will be administered to 1200 students and beneficiaries of transferable skills programs.

Data collection method

Project valuation data will be collected from both primary and secondary sources. A mixed method design will be used for purposes of triangulation. A Tracer Study, and School to Work Transition

Approaches will be utilized to track beneficiaries and evaluate their employability and entrepreneurial activities of graduates from the programmes.

Analytical strategy

To evaluate the impact of transferable skills on women employability and earnings, we will use propensity score matching (PSM). A balance test will be carried out in the matched sample. The expected outcome indicators would include: Employability of women; Uptake of entrepreneurship opportunities; Incomes; and Women school to work transition.

Timelines and way forward/ next steps

In the next six months researchers will pilot and refine instruments, finalize the transferable skills map and launch fieldwork. The outputs expected in the next 6 months will be final landscaping paper and a piloting report. Activities for the next one year will be data collection for the evaluation projects.

2.2: Impact of Apprenticeship, Internship and Mentorship Programmes on Employment of Young Women

Project Overview

The study seeks to assess the impact of work readiness programmes, specifically apprenticeship, internship and mentorship (AIM) in increasing women's employability. AIM programs have been introduced in Kenya to bridge the gap of unemployment and solve the challenge of non-readiness and unpreparedness for the labour market. The study will be conducted in sampled counties as follows; Mombasa, Nairobi and Kisumu.

Specific Objectives:

- a) Assess the effect of KYEOP apprenticeship program on employment of young women.
- b) Determine the effect of STEM Kenya mentorship program on employment of young women.
- c) Evaluate the impact of the Public Service Internship Policy (2016) on employment of young women
- d) Depending on the evidence, suggest how the program can be made more effective.

Data collection methods

Data for programs will be sourced through snow ball. A scientific sampling formula will be used to achieve the actual sample size. A tracer study approach will be used to solicit information from those who received intervention and those who had applied but did not secure a chance. Both quantitative and qualitative data will be collected using questionnaires, interview schedules, and focus group discussion guides and women empowerment.

Sampling

Sample size formula: $n = \frac{N}{1+N(e)^2}$: The estimated population is 10,000, and at 95 percent level of confidence, sample size is 399

$$\text{Graduates; that are:} = \frac{138,416}{1+138,416(0.05)^2} = 399$$

The target sample size is 600. The proportion of women and men will be based on the proportions in the population

Analytical strategy

The study will use the cohort studies approach. Quantitative data analysis will be conducted using STATA. Qualitative analysis will involve conducting Focused Group Discussions (FGDs), Interviews (KIIs), Participatory Rural Appraisals, Observations and Transect Walks necessary triangulating the findings. Qualitative will be analyzed using NVIVO.

2.3: Impact of Lifelong Learning on Participation of Women-Managed Small and Medium Enterprises: The Case of Kenya Women Microfinance (KWFT)

Literature: Emerging evidence indicates that programmes and policy interventions ,especially Kenya Women Microfinance (KWFT) focus on providing logistic and financial support women.to enhance their economic empowerment and independent decision making However, there is an evidence gap regarding the impact of the programme, in contributing to increased income, and wellbeing of women in the workplace This study will, therefore, evaluate the impact of lifelong learning on participation of women managed small and middle enterprises using a case of Kenya Women Microfinance (KWFT)

Research questions are: (i) What is the effectiveness of KWFT Biashara Loan training programme at imparting essential business skills to girls and women through lifelong learning? (ii) How has the KWFT Biashara Loan impacted on women's success in business expansion and productivity? (iii) How have the program beneficiaries the training for women enhanced their economic empowerment.

Sampling will be done from a stratified population of KWFT 800 000 women beneficiaries, 2,800 staff and 12 Board of Directors, Slovene Formula will be used select 400 women, 60 and 12 staff and Board members, respectively. The entire sampling matrix will yield an overall sample size of 466 participants spread out in the three study zones

The data collection will be based on mixed methods incorporating variety of quantitative (surveys, and quasi-experimental randomized control treatment RCT groups) and qualitative methods (i.e., case studies, life histories,). Questionnaires and key-informant interviews will be used to collect quantitative and qualitative data, respectively.

Analysis of quantitative data will be done with the aid of the Statistical Package for Social Sciences (SPSS) to generate both descriptive statistics (mean and standard deviation) and inferential statistics such as correlations and chi-square (χ^2),). The qualitative data will be analysed with the aid of Atlas.ti Software to generate narratives and quotes.

The timelines data collection and report writing will be done in September /October 2021. The findings will be disseminated to various stakeholders; will upscaling of the best practices will be done during the last three of the project's cycle.

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

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

Overview

Literature on SGBV shows prevalence has been on the rise nationally and globally with devastating effects on survivors. This study is aimed at providing empirical evidence on efficacy of the different models/programmes that have been used for prevention and response to SGBV within the country. It will build on the body on evidence the efficacy of these programmes/models in responding to and preventing SGBV considering the rise in number of cases. The study will also provide evidence on the impact of SGBV on women survivor's economic empowerment.

Research Objectives

- a) Establish the economic cost of SGBV on women survivors.
- b) Determine effectiveness of GVRC/RRRPs in facilitating SGBV survivors' recovery.
- c) Establish effect of skills and experiences gained from RRRPs/GVRCs on WEE.
- d) Test acceptability of an adapted Tamar Campaign Model in Tharaka Nithi County.
- e) Test the efficacy of the adapted Tamar Campaign Model in addressing SGBV and promoting WEE in the study area.

Sampling

A sample of 207 SGBV survivors will be randomly selected from the study sites. The sample size for implementation of Adapted Tamar Campaign Model in Tharaka Nithi will be determined by the number of reflect circles that will be established. To achieve this, two sub counties will be purposefully selected. These will be Chuka (urban) and Tharaka South (rural). There after one (1) ward will be selected from each sub country and three reflect circles set up.

Data collection method

Data will be collected using in-depth interviews, observation guide, Key Informant Interviews (KII), and storytelling, which will be done through most significant change stories.

Analytical strategy/ Methods

The study will use exploratory survey, Regression Discontinuity Design (RDD) and Quasi-Experimental designs. Qualitative data collected will be analysed using content analysis as well as Interpretative Phenomenological Analysis (IPA). Through the support of NVivo Software, word tree, project maps and relationship coding will be developed. Quantitative data will be

analysed using using multivariate logistic regression to establish the economic cost of SGBV, impact of skills gained at RRRPs/GVRC on survivor's economic empowerment.

Timelines and way forward/ next steps

The team completed proposal writing, development and piloting of data collection instruments. A pilot study report is being written. Thereafter, tools will be reviewed and actual data collection in research sites of Naivasha and Makueni will commence concurrently in October, 2021. During the same month, Reflect Circles will be set in the Tharaka Nithi. Data analysis and report writing will start during data collection period.

3.2 Gendered Impact of Travel Restriction's Government Policy Response to COVID-19 Pandemic on the Tourism Industry in Kenya

Overview

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 impact, the Government put in place a raft of policies. The travel restrictions, one of the policies, has had disastrous impacts on tourism industry. These will have far-reaching effects and burden to social safety networks and government programs. In crises like coronavirus, women are often the first to drop out of paid work and the last to join back. Their experiences are compounded by fewer employment opportunities, disruptions in childcare, and increased burden of unpaid care.

Research Objectives

The project aims to evaluate the gendered impact of travel restrictions on tourism industry on employment, incomes/revenue, analyse the gendered access to credit, assess effects on remittances/taxes to the government and counties; and; identify gendered interventions to promote women's economic empowerment in times of disasters and crises.

Data collection methods

Mixed methods and longitudinal descriptive research design will be utilized. A cross section of enterprises in the tourism industry will be randomly selected. The unit of analysis will be large, medium and small-scale enterprises. WEE variables will include employment, incomes, remittances to government and access to credit.

Sampling

Stratified and simple random sampling will be used to identify subjects of the study based on the different categories of enterprises. From the total target population, a sample of 370 enterprises will be selected using Yamane (1967:886) formula. The sample will be selected from each region and each category proportionately.

Analytical strategy/ Methods

Data will be analysed using equity-focused evaluation methods. Impact analysis will form part of the quantitative data. Both intended and unintended results of the travel restrictions will be examined. The analysis will examine trends in key WEE indicators in the tourism enterprises to tease out gendered impact of travel restrictions.

Timelines and way forward/ next steps

The proposal has been submitted for quality review and draft research tools have been developed. Over the next few weeks, the ethical review and research permits will be obtained. A pilot study will be done followed by refinement of research instruments and field tools in readiness for actual research.

3.3 Enhancing women's Labour Force Participation and Child Development through the CRECHE Program in Tharaka Nithi County, Kenya.

Overview

Parents attach great value to childcare, which plays an integral role to the child development and wellbeing. Due to childcare responsibilities, mothers often find themselves in a dilemma as to whether or not to work within the home or outside the home. If they choose the latter, children are left without supervision, and this can have serious consequences for their welfare and survival. Moreover, the pressure to balance the competing demands for childcare and the need to work outside the home to earn income can cause mental stress to the mothers. Tharaka Nithi County government established a crèche (day childcare centre) at Chuka Market in 2018 and launched it in 2020. This was based on the realization that many children were suffering because of inadequate childcare that results from the inability of mothers to balance the twin roles of providing care and participating in income generating activities.

Research Objectives

- a) Evaluate the effects of the crèche programme on child development, women's labor force participation and their psychosocial wellbeing
- b) Evaluate the factors that determine the preference of use of the crèche programme by the women in the study
- c) Quantify the time spent on childcare by women in the study and its implication on their economic empowerment and psychosocial wellbeing
- d) Evaluate the contribution of lactating rooms program to child development and women economic empowerment
- e) Evaluate women livelihood strategies and their influence on the women's economic empowerment and psychosocial wellbeing
- f) Make policy recommendations based on evidence for institutionalization of the crèche and lactating rooms programme

Sampling and Data collection methods

The sampling of women will be based on the recent data on Tharaka Nithi Population Structure as reported by the 2019 Kenya Population and Housing Census (Republic of Kenya, 2019). Due to the geographical dispersion, stratified random sampling will be used and from each strata the women who have children aged below five years will be purposively selected from the households and then simple random sampling will be applied to pick the final respondents for the study. The study will ensure that it captures the three main ecological and livelihood zones in the county for representation.

A category of key informants across the ecological and livelihood zones will also be singled out purposively for qualitative study whereby Focus Group Discussion (FGD) will be held with the partners in the childcare program. In-depth interviews will also be held with those in leadership positions to find out their view on the influence of childcare programs to women economic livelihoods in Tharaka Nithi County.

Timelines and way forward/ next steps

The proposal has been submitted for quality review and draft research tools have been developed. Over the next few weeks, the ethical review and research permits will be obtained. A pilot study has been done followed by refinement of research instruments and field tools in readiness for actual research.

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 be 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.

4.0 RESEARCH LANDSCAPING REPORT

One of the outputs of the project was a research landscaping paper. This was finalized in the month of September 2021 with the contributions of all researchers. The paper can be found on the hub website (Click [here](#)).

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 1: Partnerships, Collaborations and Stakeholders

KU-WEE Hub partnerships and collaborations				
S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
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 Contributed to the draft research landscaping report Have embarked on fieldwork	Finalise the field work Share tentative findings Conduct capacity building for researcher staff of KNBS and KU. Hold stakeholder's/collaborators engagement to discuss key variables for to be use in construction of Women's Economic Empowerment Index (WEEI). This will be achieved through domestication of the questionnaire developed by Evidence-Based Measures of Empowerment for Research on Gender Equality (EMERGE).

S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
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 Contributed to the research landscaping report Embark on fieldwork	Share tentative findings Provide 1 Policy Brief on matters of livelihood
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 Contributed to the research	Finalise the field work Share tentative findings To attend the public participation on budgetary hearings in October 2021. To share proposals on budgetary planning and

S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
			landscaping report Has embarked on desk review of their work Held pre budget forums for both social and corporate sector where we invited partners to present proposals that will be consolidated and presented to the Treasury.	allocation with Treasury alongside other proposals.
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	Sub award agreement concluded	Training in programme evaluation and RCT design on Regression undertaken Prepare RCT curriculum for the children in the CRÈCHE Programme Train the childcare givers on the curriculum

S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
		Co-supervision of Postgraduate students		Implement RCT
5	Action Aid	Communication, dissemination of Research evidence Advocacy for its utilisation to improve WEE	Actively engaged in Advocacy activities	Conclude signing of an MOU Design and implement advocacy activities 2022
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	Training on : (i) Finding WEE Measures (ii) Building the Field - Measures Development 15 th . September 2021, via this zoom link	Conclude signing of an MOU Sub-award agreement completed
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	Sharing national and county level data on women (Click here for the links)	Review an existing MOU to expand the scope of engagement to be completed by end of October 2021 Training on gender norms and gendered analysis

S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
		Policy advocacy		
9	Strategic Impact UK Ltd	Training on the theory of change and programme evaluation Review of research papers	Researchers trained on theory of change	MOU to be concluded by end of October 2021 Additional training on theory of change
10	Johns Hopkins Bloomberg School of Public Health, Johns Hopkins University	Support SGBV and COVID-19 studies on measurement ethics Digital Data collection tools Review of concepts and research papers Co-supervision of postgraduate students/staff exchanges	Reviewed of concept and research papers Shared platform for a Symposium with the Hub	Complete formalisation of the engagement
12	International Centre for Research on Women (ICRW)	Knowledge sharing through mutual cross-learning platforms on communication and advocacy	At preliminary level of engagement Knowledge sharing ongoing	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	Conducted Training on knowledge management (see link here)	Formalise engagements and implement partnership activities

S/N	Name	Areas of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
			Training on planning and conducting Webinars	
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	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
1	Ministry of Public Service and Gender (State Department for Gender)	Stakeholder engagement Provision of data and information on gender for all the studies Advocacy for policy implementation Translation of evidence into policy and programmes Knowledge sharing	Participating in the Advisory Board Appointed Focal representation in specific studies	Active participation in the implementation of the project 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

S/No	Name	Area of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
4	National Gender Equality Commission (NGEC)	Provision of data and information on gender for all studies Communication and dissemination Policy advocacy Knowledge sharing	Appointed Focal representation in specific studies	Active participation in the implementation of the project Support stakeholder engagement, dissemination 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	Appointed Focal representation in specific studies	An existing MOU to expand the scope of engagement being reviewed 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 MOU signed	Active participation in the implementation of the project Support stakeholder engagement, dissemination and uptake of research evidence

S/No	Name	Area of collaboration	Achieved within the month of September 2021	Proposed Activities in the Next six (6) Months (October 2021 to March 2022)
8	Population Council of Kenya	Review of proposals Advocacy and communication	At preliminary level of engagement	Formalize engagements and implementing partnership activities
9	Women's Economic Empowerment Hub, University of Nairobi	Joint Policy engagements Knowledge sharing through mutual cross-learning platforms Data sharing repositories Co-review of research concepts and research papers Joint supervision of postgraduate students	virtual cross-learning sessions held Already engaged	Implementing partnership activities

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 2: Knowledge Sharing

S/No	Organization	Knowledge Sharing	Training
1	Inclusion Economics Yale (at Economic Growth Center and MacMillan Center), Yale University		Capacity building Regression Prof. Charity T. Moore and Team (Prof. Rohini Pande, Prof. T. Paul Schultz et al)
2.	Center on Gender Equity and Health, UC San Diego School of Medicine Evidence-Based Measures of Empowerment for Research on (EMERGE) Initiative.		WEE Measurements

6.0 ACHIEVEMENTS IN THE LAST MONTH OF SEPTEMBER 2021

The revised inception report has all the achievements of the hub from September 18th 2020 to August 30th 2021 (Click [here](#)).

6.1. Research.

- The IEA and KNBS have begun desktop reviews of their studies.

The SGBV team has written and submitted their piloting report, available [here](#)

Four research teams that have conducted their stakeholder engagement webinars have submitted their reports; available on Hub website .These are the following studies:

(i)Theme 1: Women’s Roles in the Public and Private Sectors

Promoting Participation of Women in the Manufacturing Sector in Kenya, available [here](#)

(ii) Theme 2: Skilling and Mentoring

Integration of Transferable Skills into Basic, Technical, and Vocational Education and Training Levels for Employability of Women in Kenya. Click [here](#)

Improving Young Women's Work Readiness and Employability through Apprenticeship, Internship and Mentorship. Click [here](#)

(iii) Theme 3: Violence, Crisis, and Women's Work

Gendered Impact of Travel Restriction's Government Policy Response to COVID-19 Pandemic on the Tourism Industry in Kenya Click [here](#) .

6.2 Piloting and Rapid Assessment Reports

Report from the Title: Impact of programmes and Initiatives addressing Sexual and Gender-Based Violence as a constraint to Women's Economic Empowerment

Introduction

The prevalence of SGBV in Kenya is high at over 35% among women and girls aged 15-49 (KDHS, 2014) with 72% neither reporting nor pursuing justice (Orlale, 2015). This study was done at the Nairobi Women Hospital Gender Violence Recovery Centre (NWH GVRC). The KU- WEE Hub SGBV team also interviewed 32 women survivors with the aim of establishing the efficacy of its program in helping women recover and be economically empowered.

Research Questions

- a) What forms of SGBV do survivors seeking services from RRRPs/ GVRC report?
- b) What assistance was sought and received?
- c) Do RRRPs/ GVRC programs contribute to physical, psychological, social recovery?
- d) Does uptake of these programs impact WEE?

Data Collection and Methods

This pilot study adopted a mixed method design. Both qualitative and quantitative were collected.

Findings

- (a) Majority (81.2%) of SGBV survivors were aged between 26 and 45; had low levels of education and lacked professional skills to enable them engage in productive work. Most (90 %) got married/ started cohabiting between ages 18-25 (75%) and below 18 years (10%). They tolerated SGBV for years and sought help at tipping point i.e when intensity

of violence and extent of injuries resulted in fear for own life as it exceeded their threshold of tolerance.

- (b) SGBV survivors experienced multiple types of violence including; physical, (90.6%), sexual (59.4%), social, psychological (78.1%) and economic (46.9%) concurrently. Husbands and boyfriends (current or former) in households were identified as the primary perpetrators by 84.4% and 9.4% of the survivors respectively.
- (c) The priority forms of assistance sought by survivors visiting GVRC are psychological (96.9%), medical help (75%), legal assistance (46.9%) and 25% shelter. Those that needed shelter and economic assistance were referred to as Talia Agler and WEL. The services accessed upon referrals included business training (12.5%), legal information and referral (6.3%), psychological support (71.9) and shelter (3.1)
- (d) There is a connection between SGBV and WEE. Most survivors earned meagre monthly incomes of between Kenya Shillings 1000 (~10 USD) and 10,000 (~100 USD) before seeking help from the RRRP/GVRCs. They reported loss of property and income due to SGBV. After the RRRP/ GVRC, (78.13%) reported improved incomes attributed to WEE programs and impetus resulting from self- reflection and hope for violence free life.

Policy Recommendations

- a) That the multiple forms of SGBV experienced by women between 18-45 years be addressed holistically through referral networks and coordination.
- b) Response and prevention programs should target households where SGBV happens.
- c) Services by RRRP/GVRCs be based on needs assessment and

Outputs

- (1) Draft policy brief shared with Action AID Titled: **Impact of programmes and Initiatives addressing Sexual and Gender-Based Violence as a constraint to Women's Economic Empowerment** (Appendix 1)
- 1) Pilot Report (click [here](#))
- 2) Revision of research instruments (ongoing)

6.3 Partnerships

- KU-WEE Hub/FKE MoU signed on 16th September, 202 - [pictorial](#) and broadcast news [clip](#) on website
- KU-WEE Hub/Tharaka Nithi county Government- [Pictorial](#), newspaper [article](#) and broadcast news [clip](#) on the website.
- Yale signed the Sub award agreement for the capacity-building component on 23rd September, 2021, now awaiting the signature of the Vice Chancellor, Kenyatta University.
- Busara have given a Sub-award for the Lab Experiment, being processed administratively

- Strategic Impact UK the MOU signed by Strategic impact. Awaiting KU signatures.
- Partnership with Public Service Commission kick started- hope to sign an MOU by end of November 2021
- Partnership with UN Women progressing- Awaiting signatures from UN Women. Hope to sign an MOU by end of November 2021

6.4 Capacity Building

- Busara- Busara facilitated a workshop on Knowledge Management, enabled the Hub to create a progress reporting platform On 8th September, 2021,
- Busara- Researchers had a similar session on how to plan and conduct an effective webinar 22nd. September 2021.
- A session with Inclusive Yale was held and 52 participants attended the training with Charity Moore on Fri 10 Sept 2021 4:15pm – 5:45pm (EAT):
<https://yale.zoom.us/j/91093288244>

EMERGE- On WEE Indicators. Training held on 15th September 2021. 9:00 AM-10:30 AM (UTC-08:00) Pacific Time (US & Canada).<https://uchealth.zoom.us/j/kduRNZwdqd>. The training focused on three key issues: EMERGE Project Overview 2. Finding WEE measures 3. Building the Field - Measures Development

7.0 APPOINTMENTS OF RESEARCHERS TO INFLUENCE GOVERNMENT POLICY

Some members of the KU WEE hub are influencing Government policy through various institutions:

- (i) Two (3) Researchers Influencing National Government Policy in Education

Link 1: The Gazette notice No 10599 dated October 4th 2021. Gazette Notice Vol.CXXIII-No.206. [http://kenyalaw.org/kenya_gazette/gazette/volume/MjQ2NQ--/Vol.CXXIII-No.206/#:~:text=G.P.O.\),Vol.CXXIII-No.206,-NAIROBI%2C%2008%20October](http://kenyalaw.org/kenya_gazette/gazette/volume/MjQ2NQ--/Vol.CXXIII-No.206/#:~:text=G.P.O.),Vol.CXXIII-No.206,-NAIROBI%2C%2008%20October)

Link 2: The Gazette notice Vol.CXXIII. [http://kenyalaw.org/kenya_gazette/gazette/volume/MjQ2Mw--/Vol.CXXIII-No.201/#:~:text=G.P.O.\),Vol.CXXIII-No.201,-NAIROBI%2C%2001%20October](http://kenyalaw.org/kenya_gazette/gazette/volume/MjQ2Mw--/Vol.CXXIII-No.201/#:~:text=G.P.O.),Vol.CXXIII-No.201,-NAIROBI%2C%2001%20October)

One (1) Researcher sitting at a Tertiary Institution (TVET) board in Kakamega County.

(ii) One (1) Researchers Influencing Education Research

Women Education Researchers of Kenya (WERK): <https://werk.co.ke/the-board/>

(iii) One (2) Researchers Influencing County Government- County Government of Kakamega and County Government of Kiambu

8.0 SYMPOSIUMS

A symposium entitled COVID-19 & Beyond: Accelerating use of evidence to maximize on opportunities to improve health and livelihood of adolescents and youth in Kenya” was held and KU WEE Hub researcher participated. Prof Grace Wamue- Ngare made a presentation. link: https://jh.zoom.us/webinar/register/WN_rPNXoSZdT1mj0LI6Zxpf7Q.

9.0 SUB-AWARDS

Five sub-awards were granted by the end of September 2021 to the three stakeholders, namely Kenya National Bureau of Statistics (KNBS), Tharaka Nithi County Government (TNCG) and Institute for Economic Affairs (IEA) and to two partners; Yale and Busara. Details on the sub-awards are indicated in Table 5

Table 3: Sub-Awards to Various stakeholders and Partners

Sub Awards							
	Yr 1 \$	Yr 2 \$	Yr 3 \$	Yr 4 \$	Yr 5 \$	Total \$	Comment
KNBS	80,000	50,000	50,000	35,000	35,000	250,000	Projected at the original levels since sub award agreement is already signed
TNCG	80,000	50,000	50,000	35,000	35,000	250,000	
IEA	50,000	30,000	30,000	20,000	20,000	150,000	
Yale	100,000	100,000	30,000	45,000	25,000	300,000	Yr1 sub ward is for capacity building activities (100,000) Yr2 to 5 will be for RCT study. Specific activities and sub award agreement to be agreed and signed (200,000)
Busara	100,056	55,000	20,000	15,000	10,000	200,056	Yr1 sub ward is for lab experiment.(100,056) Yr2 to 5 will be for RCT study. Specific activities and sub award agreement

							to be agreed and signed.(100,000)
Total \$	410,056	285,000	180,000	150,000	125,000	1,150,056	

10.0 CONCLUSION AND LESSONS LEARNT

The 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.

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.

The support provided by the consultant in the Months of August and September has heightened the hubs view and perspective in report writing, knowledge management and in developing a very clear perspective of the expected outcomes of this project and the processes.

This Project has also 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.

12.0 WAY FORWARD

The Hub plans to continue with pilot data collection, refining of research 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.

The hub wishes to mention special knowledge gained from emerge University of Sandiego and proposes to intensify the nature of partnership especially in the areas of WEE indicators.

The hub In the Month of September, the Ministry of Labour and the Council of Governors seconded a woman each to the board. Further, the hub proposed that the Technical Committee meets quarterly in order to serve the Hub better. The last quarter Technical committee meeting was held on and it proved to be a very useful exercise in creating synergy and providing clarity on the way forward in to year two (2) of the project. The positions of Research Fellow and Senior Research Fellow have been created in the hub structure to incentivize senior scholars to visit the hub. The two positions have been created.

APPENDIXES

Appendix 1: Draft Policy Brief on: Impact of programmes and Initiatives addressing Sexual and Gender-Based Violence as a constraint to Women's Economic Empowerment

Introduction

Global estimates show that one out of every three women in romantic relationships is subjected to physical and sexual violence, or both by a partner (WHO, 2013). In Kenya, the prevalence of SGBV stands at over 35% especially among women and girls aged 15-49 (KDHS, 2014). Upto 72% of the cases go unreported with survivors reluctant to pursue justice (Orlale, 2015). This raises questions on the efficacy and relevance of response and prevention frameworks such as state and non-state Rescue, Recovery, Rehabilitation Programs (RRRPs) and Gender Violence Recovery Centres (GVRCs). Available data indicates that there are about 51 shelters/safe houses in Kenya (Center for Domestic Training and Development, 2020). Most are owned/managed by non-state actors while only one (1) is owned by the County Government of Makueni.

The Kenyatta University Women's Economic Empowerment Hub SGBV team, under the aegis of the Bills and Melinda Gates Foundation Initiative, conducted a pilot study on 32 women survivors from the Nairobi Women's Hospital GVRC (Hurlingham and Rongai branches), Women's Empowerment Link (WEL) and Talia Agler to establish the types of SGBV experienced, assistance sought and received and the economic status of the survivors. The findings inform this ;policy brief.

Finding 1: Demographic characteristics of survivors

Majority (81.2%) of the SGBV survivors were aged between 26 and 45. This means that *SGBV mainly occurs during the economically productive age of the individual's life cycle.*

More than half of the survivors (62.5%) had attained only primary and secondary levels of education while 28.1 % had middle level college and university education. Observably, *majority of the survivors are young and had no professional or skills training.* Such levels of education may jeopardize one's chances of employment, income generation and ultimately economic empowerment. In this regard, the study established that the high percentage of women survivors with low levels of education highly depended on male partners for basic needs, a factor related to their toleration of abusive relationships for long periods.

An overwhelming number of survivors (90 %) got married or started living with a partner when they were aged 18-25 (75%) and below 18 years (10%). Correlated with the finding that husbands are the majority perpetrators of SGBV, this means that the vice *begins early and persist within the marital cycle.* For many, the tipping point was the intensity of violence and extent of injuries which resulted in fear for own life. Thus, many survivors only got to RRRPs/ GVRCs when the violence exceeded their threshold of tolerance.

Policy Implication

- The young age and low levels of education of majority of the survivors who seek help implies that programs aimed at addressing SGBV ought to be aligned with their developmental needs. Such programs should also be informed by a needs assessment/ gender analysis so as to establish, the needs as well as the influencing factors that would then inform programming.

Finding 2: Income and employment

Economic self-reliance can enhance women's autonomy and reduce the stresses that culminate in violence, such as inability to contribute to the household income hence enable them to prevent and escape from violent relationships (Jatfors, A-K,2017). The study therefore sought to establish the survivors' employment status and income. The findings indicate that majority (62.2%) of the women depended on informal sources of livelihood namely petty businesses and casual work, which did not translate into substantial income. Only 25% were in formal salaried employment. *The limited economic resources and opportunities translated into high levels of dependency on partners, which may explain why as many as 35% of survivors stayed in abusive relationships for more than seven (7) years.*

Policy Implication

- Arising from the economic dependency of survivors and its relation to SGBV; programmes offered in the RRRP/GVRC should include an economic/financial literacy aspect directly or through referral.

Finding 3: Types of violence experienced and their perpetrators

The vast majority of respondents (90.6%) had suffered physical followed by psychological/emotional violence (78.1%). Economic and sexual violence were reported by 59.4% and 46.9% of survivors respectively. *Majority of the survivors had experienced multiple types of violence concurrently.*

Husbands and boyfriends (current or former) were identified as the primary perpetrators of SGBV by 84.4% and 9.4% of the survivors respectively. This indicates that *intimate partner violence is the leading manifestation of SGBV and that the household is central for both prevention of and response to the vice.*

Policy Implications

- Management approaches to SGBV should be multifaceted and versatile so as to address the multiple forms of violence experienced and their effects on survivors. Since no one programme can possibly do this, it is necessary to establish a strong referral network of critical service providers spanning the needs of survivors.
- Given that intimate partner violence was the leading manifestation of SGBV, there is need for a strong interface between the SGBV programmes and the household. Focus should not only be on those seeking help but also on members of households and communities through awareness and mobilization targeting both women and men to form a formidable alliance against the vice.

Finding 4: Services sought, received and their impacts

Majority (96.9%) of the survivors sought psychological counselling followed by medical help (75%) and legal assistance (46.9%). Only 25% needed a safe place to stay and therefore required shelters.

In terms of services received at the NWH GVRC, 78.1% of survivors reported medical treatment with 21.9% indicating psychological support. Those that needed shelter/temporary safe house and other forms of help were referred to other service providers such as Talia Agler and WEL. The services accessed upon referrals included business training (12.5%), legal information and referral (6.3%), psychological support (71.9) and rescue/ shelter/ housing (3.1%). It is also noted there are 51 RRRPs (shelters) owned by individuals and non-profits. Thus, there is a need for such services.

These findings show a close tally in the services sought and those offered with psychological and medical assistance being the priority in both cases. This study, therefore, notes that *psychological and medical care are the priority forms of assistance sought by SGBV survivors, given by the GVRC and are therefore, central in the continuum of services SGBV survivors needed in the journey to recovery.* This notwithstanding, legal services, business training, start-up capital and shelter/safe houses are adjunct services needed.

The work of the KU-WEE Hub SGBV team revolves around the nexus between SGBV and economic empowerment. The study, therefore, investigated what the survivors earned before and after the RRRP/GVRC programs. Majority (68.8%) reported monthly incomes ranging between Kenya Shillings 1000 (~10 USD) and 10,000 (~100 USD) before seeking help from the RRRP/GVRCs. For the majority, the incomes were inadequate to meet their economic needs hence their dependence on partners.

The study further sought to ascertain whether participation in the RRRP/GVRC had any economic impact on the respondents. A majority of survivors (78.13%) indicated that their income levels had improved after going through RRRP/GVRC programs. They attributed this to personal initiative to be self-reliant, encouragement from the service providers and business capital advanced. Some 15.63% indicated that their income had not changed, attributing this to limited opportunities in the labour market. The others (6.25%) could not determine whether the programs had an economic impact on them or not. It is thus clear that there was marked improvement on survivors' income after the programs regardless of whether they had an economic empowerment component or not. Specifically, experiences gained from the program facilitated survivors to reflect on their status and how they could survive without the violent partners, a factor that energised them to become self-reliant and less vulnerable.

Policy Implications

- Psychological and medical care are the priority forms of assistance that should be central to all programmes offered by RRRPs/GVRCs.
- RRRPs and GVRCs should, beyond the technical services offered, be sites for needs assessment and referrals so as to enable survivors benefit from a comprehensive range of services to make their recovery wholesome.

Conclusions and Recommendations

- 1) Majority of the survivors who seek help from the NWH GVRC are **young and have no professional or skills training**. This means programs aimed at addressing SGBV ought to be aligned to the needs of young women aged between 18-25 including economic empowerment.
- 2) Majority of the SGBV survivors are married or in intimate marriage-like relationships in which they suffer multiple forms of violence including **physical, psychological/emotional, economic and social**. **It is therefore recommended that programs offered to survivors including those in shelters should be versatile and inclusive of elements that can help survivors recover socially, economically, physically and psychologically. It must be emphasized that psychological / counselling is very important in the continuum of care for survivors.**
- 3) Majority of the survivors suffer Intimate Partner Violence within the context of households. Hence, survivors suffer SGBV in silence for so long before seeking help. This being the case, it is recommended that programs for survivors should not only focus on those who seek help in the GVRC/ RRRPs but also raise awareness and mobilization that targets women in communities and households. There is also a need to target the men, both as perpetrators who ought to be helped to reform, but also as allies in the fight against SGBV. **It is therefore**

recommended that shelters do more than just providing safe houses, they should be focal points for both response and prevention initiatives.

- 4) Survivors often seek four main services, namely; medical, psychological, legal and shelter/ safe houses but majority get medical and psychological help. There are however, cases where the help given is not necessarily what was sought or needed. This means that some women actually go through RRRP/GVRC programs without necessarily healing. **The study therefore recommends that shelters should be sites for needs assessment and referrals. Such screening should be professionally done so that meaningful help can be availed to survivors.**
- 5) Programs offered in the RRRP/GVRC should not only address **psychological, physical and emotional, but also have a financial/economic aspect.** There should however be a **regulatory framework guiding their operations. How these are structured should be clear e.g GVRCs could offer short term shelter (up to a maximum of 48 hours); but there should also be a half house (where a survivor can stay for a few weeks to 1 month after leaving the GVRC. Here proper needs assessment and counselling would be carried out to identify the actual needs of survivors. Finally, there should be institutions/ programs where SGBV survivors are referred to so that those issues that predispose them to SGBV are addressed meaningfully e.y business training, education etc.**

Appendix 2 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

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