



KENYATTA UNIVERSITY
WOMEN'S ECONOMIC
EMPOWERMENT

END OF YEAR TWO REPORT

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SEPTEMBER 2022



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EMPOWERMENT

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Table of Contents

EXECUTIVE SUMMARY 6

SECTION 1 BACKGROUND AND CONTEXT 14

1.1 Introduction 15

1.2. The Hub's Theory of Change 16

1.3 Monitoring and Evaluation 17

1.3.1 Bi- Monthly Monitoring Schedules 17

1.3.2 The Use of the Almanac..... 17

1.3.4 Oversighting Fieldwork 17

1.3.5. Knowledge management..... 17

1.4 The Impact of the political elections environment on the research studies..... 17

2.0 CORPORATE GOVERNANCE..... 18

2.1 The Advisory Board..... 19

2.1.1 Expertise 19

2.1.2 Subcommittee on strategy 19

2.1.3 Subcommittee on Research 19

2.1.4 Technical committee..... 19

2.2 Existing and Additional Policies..... 19

2.3 Advisory Board Committees..... 19

3.0 PARTNERSHIPS IN BOTH RESEARCH AND POLICY INFUENCE 20

3.1 New Partners and Added finances..... 21

4.0 MEDIA AND COMMUNICATIONS..... 24

4.1 Website Analytics for last 6 Months (April-September 2022)..... 26

4.2 Social Media..... 26

4.3 Mainstream Media Coverage..... 26

4.3.1 Broadcast: 26

4.3.2 Print/Electronic: 26

5.0 THE FIRST INTERNATIONAL WOMEN'S ECONOMIC EMPOWERMENT CONFERENCE 2022 27

5.1 Objectives of the Conference:..... 29

5.1.2 Outputs 29

5.1.3 Broad thematic areas 29

5.1.4 Mode of engagement..... 30

5.2 Engagement at the Gender Sector Working Groups in the State Department for Gender 31

5.3 Working Group on Kenyan Political Economy (WGAPE) Informal Workshop 31

5.4 WE Prosper Advocacy Platform..... 31

5.5 WEE- Cop Advocacy Platform..... 31

6.0 SECTION TWO: MEETING OUR OBJECTIVES THROUGH RESEARCH..... 33

6.1 Objective One: To Enhance Women's Engagement And Influence In All Spheres Of The Economy. 35

6.1.1 Women's Participation in Management and Leadership in the Public Sector: Closing the 35

6.1.2: Participation of Women in Governance in Kenya 38

6.1.3 Effectiveness of Women-in-Manufacturing Program in Promoting Economic Empowerment for Women Entrepreneurs in the Manufacturing Sector in Kenya 39

6.1.4 Constructing Women's Economic Empowerment Index for Kenya: Determinants at the Micro-Level..... 41

6.1.5 Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives 44

6.2 Objective Two: To increase women's employability through training, internships and skilling 47

6.2.1 Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya 48

6.2.2: Impact of Apprenticeship, Internship and Mentorship Programmes on Employment of Young Women..... 49

6.2.3 Impact of Lifelong Learning on Women Managed Small and Medium Enterprises: The Case of Kenya Women Microfinance Bank (KWFT), Plc. 50

6.3 Objective three. To prevent and reduce sexual and gender-based violence and secure women's empowerment and agency. 52

6.3.1: Impact of programmes and Initiatives addressing Sexual and Gender-Based Violence as a constraint to Women Economic Empowerment..... 52

6. 3.2: Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 Pandemic on the Tourism Industry in Kenya 55

6.2.3 Enhancing Women's Livelihoods, Labor Force Participation, Psychosocial Wellbeing, and Child Development through the Creche Program in Tharaka Nithi County, Kenya..... 57

EXECUTIVE SUMMARY

The Kenyatta University Women's Economic Empowerment Hub (KU-WEE Hub), is marking the second year since inception in 2020, with funding from Bill and Melinda Gates Foundation. The goal of this project is to address the weak nexus between Women's Economic Empowerment policies and programs, and gender data in Kenya.

To bridge this gap, KU-WEE Hub initiated 12 research studies to gather the gender and women's economic empowerment data. The Project's uses credible research evidence to shape policies, programs, interventions, and advocacy efforts that move Kenyan women forward in all spheres of the economy.

Women's Economic Empowerment (WEE) has been a key feature in Kenya's development agenda since independence in 1963. Although several policies and programs have been developed to address gender equality in all aspects of human life but, there has been little improvement in women's economic status.

The situational analysis is followed by the pathways for change which have been summed up as follows: •

- Undertake analytical studies
- Carry out an impact evaluation
- Stakeholder engagement.
- Capacity building

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, crises, and
- women's work.

Within these three thematic areas, the project is comprised of 11 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 the 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 Programs;
10. Gendered Impacts of Kenya Government Policy Response to Covid-19 Pandemic;
11. Enhancing Women's Livelihoods, Labor Force Participation, Psychosocial Wellbeing, And Child Development Through the Crèche Programme In Tharaka Nithi County, Kenya

In the reporting period, end of October 2021 to September 2022, most of these studies have carried out either field pilot or pilot and field work and are currently analyzing and writing their findings. Some of the teams have shared their findings have been shared through stake holder engagement, and draft five policy briefs have been developed while others are being developed. There has also been more engagement in terms of advocacy and cross sharing.

The KU-WEE Hub has continued to expand her established watertight partnerships from 9 to 16, and collaborations across the world to ensure that its work will significantly advance women's economic empowerment in Kenya and beyond. The hub has also joined global networks such as the Global WEE Hub, WEE Community of Practice and the Gender Sector Working group led by the Ministry of Public Service, Gender, and Senior Citizens Affairs & Special Programmes. 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.

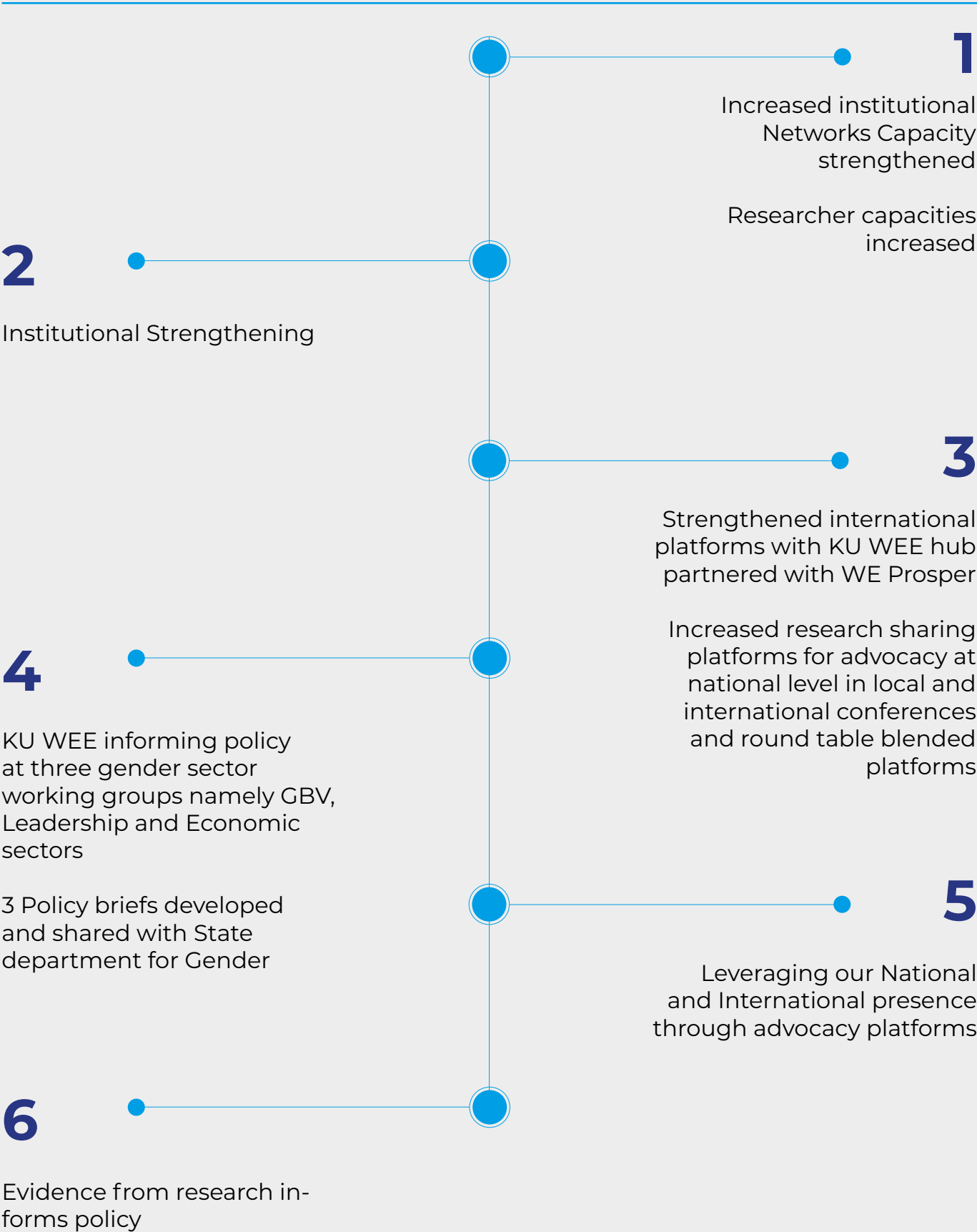
To improve on the good financial management, the university management appointed a committee to work with the audit firm towards audit certification. Further the Hub is currently working with an international Audit firm recommended by B&MGF to audit it. Government restrictions on COVID-19, applied up to mid-March 2022, however, the researchers have made good progress in carrying out piloting and the actual studies and have also strengthened their networks with the partners they are working with. Both virtual and face to face methods have been used to collect data.

16 partnerships and collaborations across the world

\$4,051,750

Grant awarded to the KU-WEE Hub on September 18, 2020

OUR YEAR A GLANCE



Collecting Data through FGD Field inter-views in Kitui, Bomet and Mombasa



Capacity of researchers strengthened by Sean Callaghan



Ms. Jessie Shawyer Investment Coordinator & Gender Equality at Bill & Melinda Gates Foundation Investment Coordinator & Gender Equality at Bill & Melinda Gates Foundation visited the KU WEE hub and researchers shared their Pilot findings

KU WEEHub hosted the 1st international conference International Women’s Economic Empowerment conference themed: 'Women Economic Empowerment in the 21st Century: What Works?



SECTION 1:

Background And Context

1.1 Introduction

The Kenyatta University WEE Hub is founded on the support of both the University and the Bill and Melinda Gates Foundation partnership. 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. It is intended by both Kenyatta University and B&MGF that all evidence produced by the hub will be used by persons and organizations interested in improving WEE - the stakeholders such as policy makers, practitioners, researchers, national governments, county governments, NGOs and development partners - to improve women's economic empowerment. This is achieved through conducting research which impacts on both policy and legislation for gender equality and women's economic empowerment. 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 has continued to research on 11 studies to gather the required data. In the process, hub has been engaged in other studies with both UN Women and with KNBS, University of California - San Diego (EMERGE) at different times. 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. The research studies therein contribute to areas where global breakthroughs are needed, such as ending extreme poverty - SDG 1; promoting gender equality - SDG 5, and Decent work and economic growth - SDG 8. The focus on Women's economic empowerment at the hub not only addresses gender equality and women's empowerment, but also how women engage in decent work, move out of poverty and work on an environment of equity and equality. The project is in tandem with not only Vision 2030 but also B&MGF on the Kenya Country plan which syncs with Vision 2030. The partnership of research falls within the B&MGF's plan to elevate the salience of gender equality and invest in testing and design of policies to improve programs, policies, and resources that advance women's work, economic empowerment and SDG 5 goals, and Improve the availability and quality of data, including gender statistics, produced at the country-level and the capacity of governments to plan and deliver using data. The first year 2021 laid a foundation to the studies, the networks and the partnerships which would lead to strategic impacts. The second year involves a lot of stakeholder engagement, data production, analysis and translating the data into policy documents used by the stakeholders to drive policy and legislation. It is also a time to focus on publication of articles in refereed journals.

1.2. The Hub's Theory of Change

The hub developed a theory of change. The theory of change for the hub is based on the premise that there exists a weak nexus between WEE policies, programs and gender data in Kenya. To bridge this gap, KU-WEE Hub initiated 11 research studies to gather the gender and women's economic empowerment 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. The theory of change begins with a situation analysis. Women's Economic Empowerment (WEE) has been a key feature in Kenya's development agenda since independence in 1963.

Although several policies and programs have been developed to address gender equality in all aspects of human life, there has been little improvement in women's economic status. The situational analysis is followed by the pathways for change which have been

summed up as follows:

- Undertake analytical studies
- Carry out an impact evaluation
- Stakeholder engagement.
- Capacity building of the hub researchers internally and through various partnerships

The theory of change also brings out the Advocacy and Communications strategy for the hub. The key partner, Action AID, will support researchers in advocacy and communications strategy in the following areas: packaging of research evidence for media; effective policy communications and advocacy; modes of communicating evidence effectively; how evidence needs to be packaged in order to be most impactful.

1.3 Monitoring and Evaluation

In the second year the hub has been able to better manage what the second year entailed. One of the outputs of the conference in Nakuru in November 2021 was that all the projects developed an activity and output plan of their projects for both March and up to September 2022. This means that researchers are able to work on a pre-planned work.

Further, the hub developed monitoring systems which include a bi-monthly monitoring schedule, and the use of the almanac. The monitoring schedule helped in monitoring fieldwork. Monitoring the research team work through bi-monthly meetings also worked well.

The hub also planned activities and outputs which are also monitored through the weekly meetings by the hub research team, while the technical team was made more robust. The use of a knowledge management plan has also assisted in the tracking process.

1.3.1 Bi- Monthly Monitoring Schedules

The bi- monthly monitoring schedule was developed and this has made it possible for the hub to keep a follow up on what is happening with all the study teams. The bi-monthly reporting has become a cross learning experience with teams learning and supporting each other. The reporting comes in two formats. The first is the written report and the second is the meeting where discussions are held. These meetings scaled down from May to August when most of the teams went out to collect data because some areas had no internet connectivity. However, starting September 2022 they have begun.

1.3.2 The Use of the Almanac

The hub was able to create an almanac with all planned activities which has made it easier to coordinate, implement and monitor progress on all planned activities and the outputs thereof. The use of the RACI matrix Following the training from Busara,

the hub was able to generate RACI matrices from the hub to the project level. This has helped create a clear division of responsibilities and accountability.

1.3.4 Oversighting Fieldwork

To enable the hub oversight fieldwork, a monitoring tool to enable oversight and cross learning was developed ([Click here](#)). Senior professors were able to visit the researchers in the field and monitor the ongoing research.

1.3.5. Knowledge management

For better knowledge management, the hub has developed a [Google Drive folder](#) as well as a progress tracking [Google Sheet](#). Outputs are also uploaded on the B&MGF's [Dropbox Folder](#)

1.4 The Impact of the political elections environment on the research studies

The fact that a national election was being held on August 9th 2022 had implications on the research process in that the research would be delayed. To circumvent this, the hub encouraged all researchers to weigh how elections might impact on their data collection. Some teams adjusted their deadlines for full data collection because their interviewees were existing members of county assembly and were seeking re- election so they had to be interviewed before H.E the president disbanded the parliamentary and county assemblies. All other researchers adjusted and collected field and pilot data before election date. However, there are still loose ends to be tied, but the persons and institutions to be contacted especially in relation to stakeholder workshops, and extra information which is available through the Ministry of government or National government the researchers, are being requested to wait for government to be formed.

2.0 Corporate Governance

2.1 The Advisory Board

The WEE hub is an arm of the university whose core mandate is to inform policy on WEE using gender and WEE data and feminist thinking. The board of governors has the responsibility of providing stewardship. The Board sets its strategic direction and oversees the hub management and the research studies in line with the University Act (2012) and uses best practices in governance.

2.1.1 Expertise

The board of governors continued to be drawn from expertise drawn from various sectors of Government, the private sector as well as a representative of the research development partners.

2.1.2 Subcommittee on strategy

- i. Advising Hub Leadership on administrative
- ii. Strategic decisions, collaborations, partnerships, and investment of the Project funds

2.1.3 Subcommittee on Research

- i. Oversight on the Research studies and the Policy direction
- ii. Oversight over quality of research

2.1.4 Technical committee

Membership of this committee is drawn from the three thematic areas of studies.

- i. The technical committee oversees progress of research in the thematic areas
- ii. Promotes a contextually responsive understanding and applications of IWEEE programme
- iii. Ensures quality output
- iv. Ensures prudent distribution of research budgets reviews and approves research work plans
- v. Monitors and identifies gaps for research and further ranks future proposals for funding
- vi. Reviews knowledge products before they are released to the public
- vii. Addresses any areas of conflict arising from among the researchers or the researchers and the partners

2.2 Existing and Additional Policies

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](#)
- Child Protection policy

2.3 Advisory Board 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:

- 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:** Advises 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.

The KU-WEE hub has continuously improved and strengthened on her existing partnerships within the reporting period. This strong partnership has seen extra funding received from University of California - San Diego (EMERGE) to KU for the partnership with KNBS on the WEE indicators.

Table 3.1 Summary of the status of ku-wee hub partnerships and collaborations, with emphasis on the period

Partner	Date Signed	Level of engage-ment / type	Purpose of MoU	Implementation Status/ joint activities
Kenya National Bureau of Statistics (KNBS)	24 th July 2020	Project level with a Sub-award (17 th June 2021)	Jointly develop train on WEE Indicators that could be used in the KNBS and to be included in future census Conduct RCT and Impact evaluation Data collection and analysis.	• Briefed on report for Y1 • Participates in meetings • Assigned KNBS Researchers to directly support KU_WEE projects. • KU WEE Hub researchers trained on Survey Solution online application and use in the field • Supporting field data storage • Additional sub-award project activities with sub-grant from EMERGE (on WEE Indicators) • Cross learning meetings
Tharaka Nithi County (TNC)	28 th January 2021	Project level with a Subaward (17 th June 2021)	KU-WEE Projects piloting in county communities Jointly implement Childcare development programme intervention using RCT	-Briefed on report for Y1 - Joint studies on women's Livelihoods, female labour force participation, child development, women's psychosocial wellbeing -RCT design jointly with Yale university and Busara for Creche programme
Institute of Economic Affairs, Kenya (IEA-Kenya)	28 th January 2021	Project level with a Subaward (17 th June 2021)	Joint implementation of KU-WEE Hub research Programme with a focus on: Community mobilization, advocacy,	• Briefing on report for Year 1 • Dealing with government departments on a gender sensitive budgeting • Cross learning meetings

3.0 Partnerships in both Research and Policy Infuence

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/ joint activities
EGC-Yale University (Yale)	23 rd Sept 2021	Project level with a Subaward (5 Oct. 2021)	Capacity building on WEE Research, Joint research on RCT, Labour Force participation and support for other hub studies on request	• RCT draft <u>Design</u> and draft RCT <u>budget</u> completed • Refinement of the design ongoing • Development of FLFP framework completed • Preliminary econometric results on <u>various aspects</u> of women's livelihoods and female labor force participation using pilot data are available; • -drafting of analytical papers and (thereafter of policy briefs) using the pilot results will be completed in the third quarter of the Project (April. May, June, 2022) • This work complements RCT evaluations of crèches on WEE using non-experimental data • Female labour force participation cuts across all WEE studies (each of the studies has an element of female labour force participation and female labor supplies in public private sectors • Female labour force participation and labour supplies study (to be done in the <u>field</u> in Tharaka Nithi County complements the virtual <u>lab</u> experiments on female labour supply norms (to be done) in Busara Center, Nairobi).
Busara Center for Behavioral Economics (Busara)	08 th Nov. 2021	Project level with a Subaward (2 nd Nov. 2021)	Conduct joint research in the lab and in the field	• Trained on research ethics, data collection design and instruments support Creche RCT
UN-Women	16 Feb. 2022	Project level	Jointly train on gender sensitive research, feminist approaches, gender data generation and access	• Collaboratively engaged in women in transport in Nairobi

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/ joint activities
University of California - San Diego (EMERGE)	Yet to sign an MoU	Project level	Jointly and with KNBS working on WEE indicators	WEE indicator questionnaires are already being fielded as a component of the continuous KNBS Household survey
Action Aid	Yet to sign an MoU	Project level	Joint Collaboration on stakeholders and policy engagements	Training on Policy briefs, dissemination and attendance in cross-learning sessions
Johns Hopkins University (School of Public Health)	Yet to sign an MoU	Study level	Jointly developing WEE Indicators that could be included in the KNHS	• Collaborating on the SGVB Project • Prof. Michelle Decker Visited KU-WEE Hub in March 2021
Strategic Impact UK Ltd	17 th January 2022	Project level	Training on Theory of change and explore areas of collaboration	Trained on Theory of change
Kenya Association of Manufacturers (KAM)	3 rd Nov. 2021	Study level	Jointly evaluating Women in Manufacturing	Collaborating in evaluating the status of women involvement in Manufacturing
Kenya Women Finance Trust (KWFT)	16 th Feb. 2022	Study level	Jointly evaluating role of lifelong learning in micro financed loans management and profitability of small businesses	Collaborating in evaluating micro-financed loans
Women's Empowerment Link (FEL)	16 th Sept 2021	Study level	Jointly working on women in leadership and cooperate governance	Partnering in the pilot studies with their staff as part of the researchers
Kenya Institute for Curriculum Development (KICD)	No MOU	Study level	Partnering in the study on relationship between transferable skills and WEE outcomes	Partnering in the pilot studies with their staff as part of the researchers
Kenya Youth Employment Opportunities and Project (KYEOP) – State Department for Youth Affairs, Ministry of ICT, Innovation and Youth Affairs	No MOU	Study level	Partnering in the study on Apprenticeship, Internship and mentorship (AIM)	Partnering in the pilot studies with their staff as part of the researchers
Ministry of Public Service and Gender		Project Level	Engaging and sharing on policy, sensitization and cross-learning on gender empowerment and equity organized by the Ministry	Engaging through the Policy and advocacy at KU-WEE Hub
Ministry of Education		Project Level	Partnering in the study on Apprenticeship, Internship and mentorship (AIM)	Partnering in the pilot studies with their staff as part of the researchers

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/ joint activities
Ministry of Tourism		Project Level	Implementing the Covid-19 study jointly with the Ministry staff	Engaged in the pilot process of study instruments ongoing
National Gender and Equality Commission (NGEC)		Project Level	Expressed interest receiving finding of KU-WEE study in Tharaka Nithi County	Engaged in various researches: theme 1:1 on women in management and leadership in the public service; with IEA on gender budgeting, and exploring collaboration Through the CEC Education in Tharaka Nithi County

3.1 New Partners and Added finances

The KU-WEE hub has continuously improved and strengthened on her existing partnerships within the reporting period.

Sub grant from EMERGE

An extra funding was received from EMERGE to KU for the partnership with KNBS on the WEE indicators. This came as a sub-grant to KU which was also sub-awarded to KNBS. The contractual agreements have been finalized.

The WEE hub also received a new grant worth USD \$53219 from We Prosper in the period February 1st. to November 30th. 2022. Global WEE Hub, KU-WEE Hub was voted to sit in the former's steering committee. We Prosper also supported the KU WEE hub with usd 2391.000 during the conference. Action Aid also supported the conference of June2022. The WEE hub received further funding for the conference from other partners such as KNBS, Cocacola which is a newcomer.

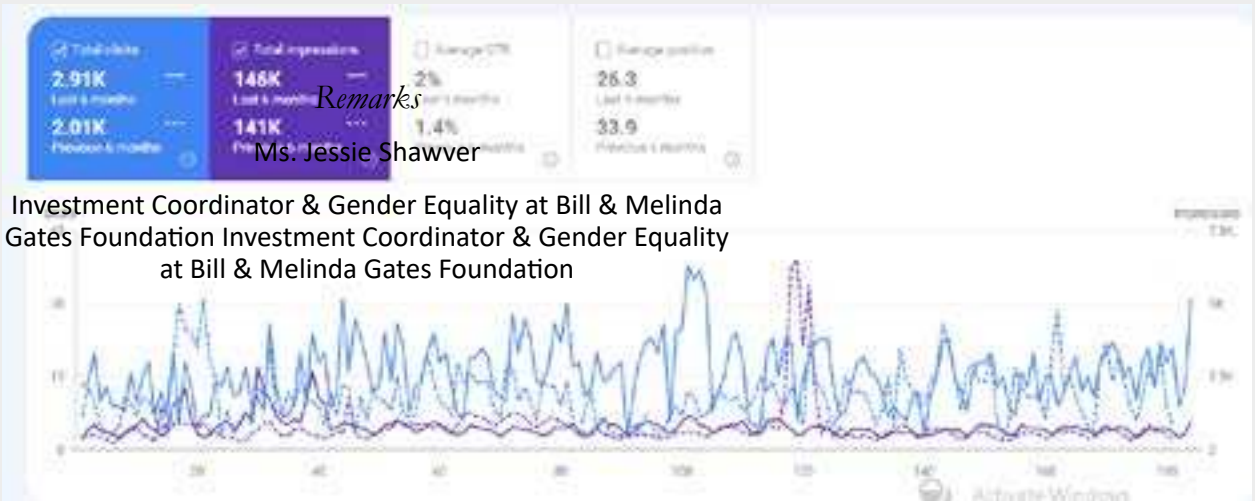
4.0
Media and Com-
munications

SECTION ONE:

1.0. Background and Context

The media and communications in the hub covered both broadcast and print/electronic. A media analysis indicated increased impressions as the Hub built momentum towards the first International WEE conference. In the days leading to the WEE conference held 6-8th July, there was heightened activity in the number of clicks.

4.1 Website analytics for last 6 Months (April-September 2022)



Investment Coordinator & Gender Equality at Bill & Melinda Gates Foundation
Investment Coordinator & Gender Equality at Bill & Melinda Gates Foundation

From the statistics in the graph, the website clicks have increased from 2.01K to 2.91K, the Impression increased from 141K to 146K, the Average CTR increased from 1.4% to 2% and the Average position raised from 33.9 to 26.3. The [Hub's March Newsletter](#) attracted 24 subscribers and a 50% open rate. The hard copy was also distributed to the over 100 conference participants.

4.2 Social Media

In September, Twitter followers increased to 165, up from 161 the previous month. There was a 110%, 396.8% and 343.9% increase in the number of tweets, Tweet impressions and profile visits respectively, from the [Hub's twitter Handle](#). The [Hub's LinkedIn](#) followers grew from 170 to 200 in the last 6 months.

4.3 Mainstream Media Coverage

The Hub's mainstream media coverage was as follows:

4.3.1 Broadcast:

- i. Project Leader, Dr. Regina Mwatha and Researcher Dr. Pacificah Okemwa discussed the Hub's project and WEE conference [Here](#)
- ii. Recordings of the 1st International WEE Conference sessions, [here](#), [here](#) and [here](#)
- iii. Project Leader discusses Women and political Participation on *Impact Kenya*, KTN News, available [here](#)

4.3.2 Print/Electronic:

i. Apprenticeships and Internships Key to tackling

unemployment (PI, Work Readiness (AIM)The standard Newspaper) : [Apprenticeships and internships key to tackling unemployment - The Standard \(standardmedia.co.ke\)](#)

- ii. **KU-WEE Hub voted to sit in the Global WEE Hub's Steering Committee:** <https://nation.africa/kenya/news/gender/ku-voted-to-sit-in-global-women-s-empowerment-committee-3744560?fbclid=IwAR19jc3dSfnGv99hEKYPqH-jwEnVhmTgk8z3MH4q5fKhkT378XTwD-0-B8dk>
- iii. **Time to seize post-Covid opportunities in Tourism (Daily Nation newspaper) :**[Time to seize post-Covid opportunities in tourism | Nation](#)
- iv. **IEA Blog post: Role of Education in Women's political participation:** [The Role of Education in Women's Political Participation in Kenya \(ku.ac.ke\)](#)
- v. **Hub Blogpost:** [We need a comprehensive exit strategy for the youth apprenticeship program in Kenya \(ku.ac.ke\)](#)
- vi. **Hub Blogpost:** [Gender-responsive pedagogy for Technical Vocational Education and Training will enhance Women's Economic Empowerment \(ku.ac.ke\)](#)
- vii. **Let us support girls to pursue engineering (The Standard Newspaper)** <https://www.standardmedia.co.ke/opinion/article/2001448500/let-us-support-girls-and-young-women-to-pursue-engineering>
- viii. Hub was represented during a discussion on WEE on Twitter Spaces, available [Here](#)

5.0
Advocacy

The First International Women’s Economic Empowerment Conference 2022

The KU-WEE Hub in collaboration with implementing partners hosted an International Conference from 6th – 8th July 2022 at the International Languages and Culture Centre (ICLC) at Kenyatta University. The broad theme of the conference was “Women Economic Empowerment in the 21st Century: What Works?” The purpose of the Conference was to disseminate findings of the above-mentioned Project as well as to expand networks, increase visibility and outreach. In that regard, the conference sought to bring together researchers, scholars, networking groups and partners, stakeholders including policy makers and implementers to share knowledge and experiences pertaining to the broad theme of the conference.



The Cabinet Secretary Ministry of Energy, Amb. Dr. Monica K. Juma was the Chief Guest during the 3-day International Women’s Economic Empowerment Conference



The Chief Guest receives a gift from Prof. Onywera. They are flanked (L-R) by The Hub’s Project Leader, Dr. Regina Mwatha, Advocacy Lead, Prof. Wamue-Ngare, Prof. Jayne Mugwe, Ag. Registrar Research, Innovation and Outreach, KU-WEE Hub’s Advisory Board Chair, prof. Thoruwa and Leader Prof. Judith Waudo

5.1 Objectives of the Conference:

- To share experiences and learn lessons on women’s economic empowerment – what works?
- To network and collaborate through partnerships that will enhance the development of policy for increased women’s economic empowerment across Sub-Saharan Africa;
- To identify knowledge gaps that could be explored during future research, training and programming.

5.1.2 Outputs

1. **Book of abstracts** (See Book of Abstracts [Here](#))
2. Articles to be published in refereed Journals-**Still being prepared**
3. Communique shared with Government-

5.1.3 Broad thematic areas

1. Measuring Women’s Economic Empowerment
2. Theme speaker; Prof. Anita Raj, Director, Centre on Gender Equity and Health, University of California,

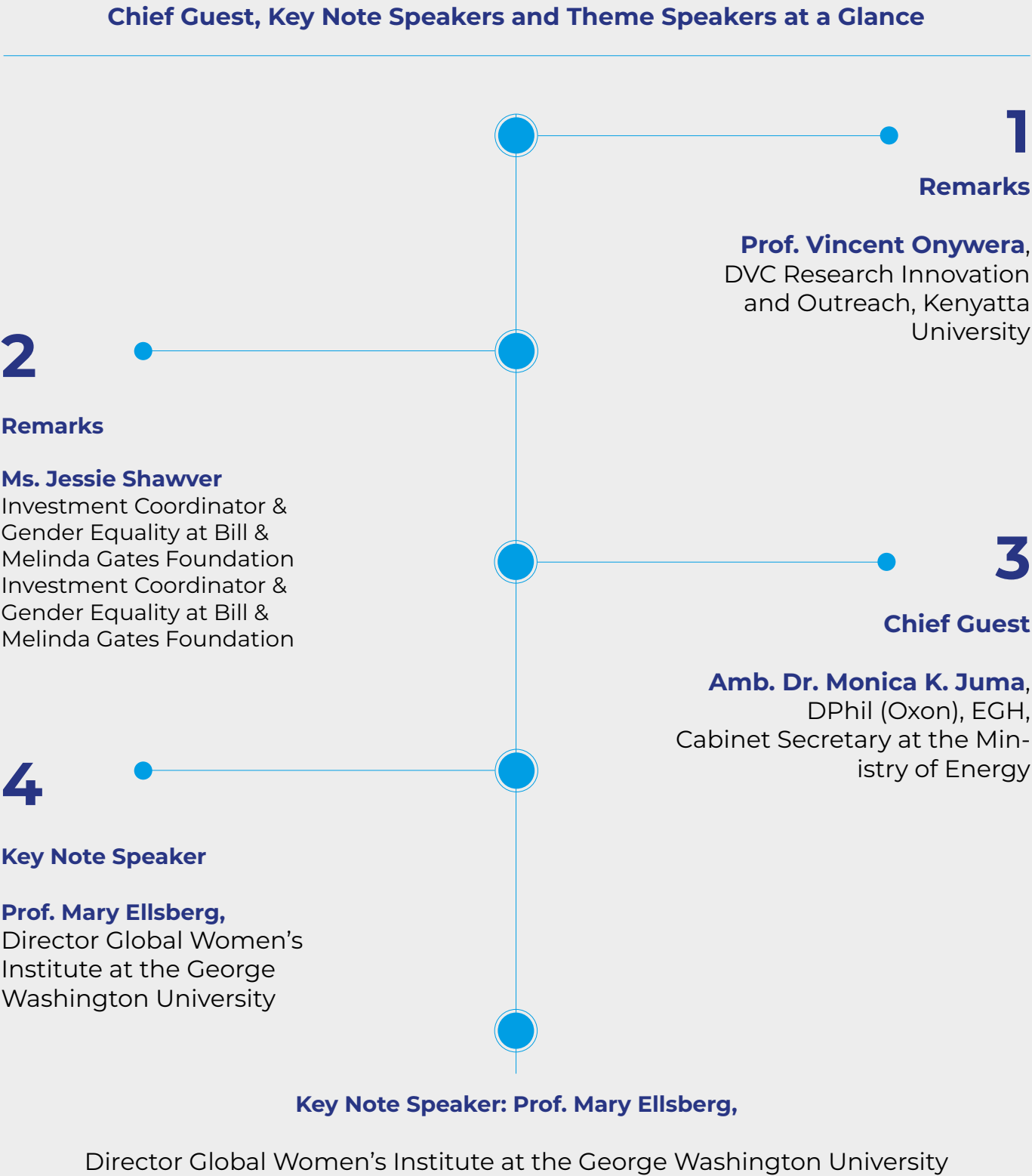
San Diego

3. Education, mentoring, skilling and innovation for Women’s Economic Empowerment.
4. Theme speaker; Hendrina Chalwe Doroba, Division Manager, Education Human Capital and Employment, African Development Bank
5. Enhancing Women’s role in governance and decision making through transformative leadership and inclusivity
6. Theme speaker; Prof. Collins Odote, Faculty of Law, University of Nairobi
7. Violence, crisis and women’s work.
8. Theme speaker; Prof. Michelle Decker, Johns Hopkins University
9. Creating an enabling environment for Women’s Economic Empowerment in the formal and informal sectors.

5.1.4 Mode of engagement

The conference adopted a hybrid model conducted through a virtual and face-to-face platform to ensure wide participation. A three-day program of events,

which included several modes of presentations: plenary sessions with keynote speakers, thematic parallel sessions, panel discussions and poster displays.



knowledge and ideas across disciplines especially on quantitative/qualitative methodologies (Click here).

5.2 Engagement at the Gender Sector Working Groups in the State Department for Gender

Engaging with National Government Gender working sector groups. The hub is represented in three working groups of the state Department for gender, Ministry of public service gender senior citizens and special programmes. These are the GBV working group, the socio-economic working group and the Women in leadership working group (Reports available on the Foundation's DropBox Folder, [Here](#))

5.3 Working Group on Kenyan Political Economy (WGAPE) Informal Workshop

Working Group on Kenyan Political Economy held an Informal Workshop Sponsored by Busara and MIT GOV/LAB on Monday, July 18, 2022 from 12pm to 6pm. The Location was at Busara Offices, Dakyo Plaza, Nairobi, Kenya.

This was the first informal session and the goal of the meeting was to provide open, constructive feedback on research designs, early drafts, pre-analysis plans, and recently completed work. The workshop gave an opportunity for presenters to get constructive feedback on their works in progress. It also explored ways of engaging Global North and Global South scholars in an open and friendly exchange of

5.4 WE Prosper Advocacy Platform

As a member of the Global WEE Hub, KU-WEE Hub was voted to sit in the former's steering committee. The Global WEE Hub, dubbed WeProsper, works to build and utilize the global evidence base on women's economic empowerment using a feminist and intersectional approach as the basis for strategic advocacy to shape policy and increase funding to advance gender equality, address structural barriers, and foster women and girls' voice and power as economic actors at the global, regional, and in select national levels. WeProsper simultaneously challenging existing power structures and systems while amplifying the voice and agency of women and girls as economic actors.

5.5 WEE- Cop Advocacy Platform

KU partnered in the virtual workshop on entitled: Skilling Young Women: Bridging Gender gaps for Employability and Entrepreneurship

KAM Kenya runs a mentorship program for young women to impart knowledge and mentorship to women in the manufacturing industry.

Program Partners



Current Partners: 52
Target Communities: 30145

SECTION 2:

Meeting Our Objectives Through Research

The hub has four objectives around which six studies are centered. These are based on the KU WEE hub theory of change whose focus is generating WEE and gender data using feminist thinking. The three objectives also form the foundation of the hubs thematic areas and studies.

The following are the hub objectives.

- To enhance women's engagement and influence in all spheres of the economy.
- To increase women's employability through training, internships and skilling.
- To prevent and reduce sexual and gender-based violence and secure women's empowerment and agency.
- 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.

KU-WEE Hub has in the second year of the project embarked on collecting data for case studies, data analysis, report writing, preparation of policy briefs, dissemination, communication of evidence, and advocacy. During the third year, the outcome of these studies will focus on increasing availability of evidence to inform programs and policies such that they can better support women's economic empowerment in Kenya.

All the research teams piloted their studies, have finalized and shared their reports to the Quality Control office for review and subsequent dissemination and utilization. The pilot reports have also been shared with the funder and Busara Center for Behavioral Economics, who represents the donor in monitoring aspects.

To track the progress of the research teams, the Hub Leadership developed an M&E plan which comprises bi-weekly progress meetings with all the PIs and Co-PIs as well as monthly reporting whereby a template was provided.

- The partners, KNBS and IEA, are progressing well

with their desk reviews and are expected to finalize within the next month.

- The RCT design is taking long although development is ongoing. The greatest challenge is that the team lacks statistical power and has no objectives to guide the study.

In the year 2021-2022, all the studies completed piloting. This ensuing section describes the studies, status, key partners, products produced or expected, key learnings/recommendations, impact/what has changed and the articles on the KU-WEE website.

6.1 Objective One: To Enhance Women's Engagement And Influence In All Spheres Of The Economy.

Under this objective Five studies have been carried out focusing on women in the Public and Private Sectors. Three studies are summarized below:

- 1.1: Women's Participation in Management and Leadership in the Public Sector: 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 Empowerment Index for Kenya: Determinants at the Micro-Level.
- 1.5: Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives

6.1.1 Women's Participation in Management and Leadership in the Public Sector: Closing the

1. Problem

To show commitments in addressing gender inequalities in Kenya, the Government has ratified a number of international instruments that promote gender equality and further enacted local policies to domesticate these instruments. In addition, there is a legislative framework for gender equality entrenched in the Constitution of Kenya 2010 and several attendant legislative and policy documents exist, the most well-known of which is the National Policy on Gender and Development of 2000, 2011, 2019, which focuses on gender equality and development. The National Policy on Gender and Development guides gender mainstreaming processes in Kenya. In addition, it helps promote gender equality, affirmative action is embedded in the Kenyan Constitution of 2010 with the aim leveraging and mainstreaming the needs of women and girls in society. However, despite all these efforts women continue to be significantly under-represented in management and leadership positions in the formal labour markets and in leadership positions in government institutions. This under-representation has led to gender gaps in wages and in other indicators of economic empowerment in the Kenyan population (KNBS, 2019). This project was initiated by the KU-WEE Hub to generate evidence that can be used to rectify this situation.

2. Gap

Women remain underrepresented in management and leadership in the public sector despite the legislative and policy frameworks for gender equality being in place. Implementation of the National Policy on Gender and Development of 2000, and its subsequent amendments of 2011 and 2019 to enhance women's placement, participation and advancement

in management and leadership in the public sector for women's economic empowerment has not enabled expansion of women leadership representation in the public sector.

3. How the Research Project is Filling the Gap

To assess women representation in the public sector an audit trail method was employed to trace progress made by women in the civil service over the period 2010-2020. A trend analysis was done to understand changes in the composition and size of women employees within the public service. In addition, quantitative and qualitative data was obtained from public service to assess challenges that women in management and leadership positions in the public sector in Kenya faced to get to the positions they occupied over the ten-year period (2010-2020). To collect all the needed data mixed methods were used to obtain information from middle and senior level managers using questionnaires, key informant interviews, and observational checklist. The study utilized CAPI based survey solution tools to store data which was later analysed using NVivo 10 software and Excel based software.

4. Data

- The gender audit trail used sex-disaggregated data to identify gender gaps in the public sector.
- Women in middle and senior level management in a variety of professions in the public service continue to face a number of structural barriers to career progression.
- Men were found to represent 75% as compared to women who were represented by 24%; an indication of underrepresentation of women in the public service.
- Institutional discriminations, lack of mentoring, limited training and development coupled with a challenging work environment which prohibits women from furthering their studies and lack of confidence were also leading causes of barriers to their delayed promotion. In addition, family responsibilities coupled with social and work life balance were perceived by many women as key impediments to delayed promotion.
- Contrary to the barriers to career progression some respondents felt that they were comfortable with their positions and hence did not consider moving. Also fear of being transferred away from their families also played a role in delayed promotion. Hence some women preferred not to apply for promotions. The fear of additional responsibilities made some women shy away from promotions because of their already overburdening social-cultural roles.

5. Key Learnings (and how the data informs these learnings)

- While the audit trail does not provide reasons on the prevailing situation, the question that lingers on is why the current situation continues to exist despite the clamor for gender equality from international communities and progressive forces in Kenya.
- Despite the established benefits of gender diversity in Kenya, there are still deficits of women in leadership and management positions in public service as compared to their male counterparts.
- Most existing policies and legislations frameworks in Kenya need translation into practice.
- There is a need to interrogate practices and perceptions on the women in management and leadership positions in the public sector with the aim of realising gender equality.

6. Recommendations (specific and actionable based on the key learnings)

- Policy in form of Sessional Paper No 2 of 2019 and legislations exist as frameworks in paper, it is time that the scene is translated into practice through programmes with indicators for measurement, monitoring and evaluation.
- There is a need to interrogate the meanings and interpretations of ~~3~~ gender principle in the constitution.

7. Key Partners

The key partners that identified include:

- The Ministry for Public Service and Gender (State Department for Gender), the Repository of the National Policy on Gender and Development Sessional Paper No. 02 of 2019. The State Department is supporting the team in the collection of data on the Audit trail in the Ministries and State Departments.
- Tharaka Nithi County: partner and research county.

- Other research Counties include Nairobi and Kisumu City Counties, and Kiambu County
- Community Advocacy and Awareness Trust-CRAWN Trust who will support the team in advocacy and dissemination of research findings
- Council of Governors to support the team in collection of data on the Audit trail in the 47 counties.
- The National Gender and Equality Commission (NGEC), which will support the team in the development of M and E indicators.
- The Institute of Economic Affairs which will support the team in advocacy and in the determination of lost income due to women's under representation in management and leadership positions the public sector
- Kenya National Bureau of Statistics, which will provide server space and safekeeping of data, provision of tablets for data collection, and support the team to develop and implement data collection tools.

8. Outputs

The study has so far produced the following:

Webinar Report; Piloting report; Audit trail; Media brief - KUTV presentation; Social media (twitter) messages; Rotary club presentation; Report on Training of researchers on survey solutions platform; and One M.A Research Proposal

9. Upcoming Activities and outputs, 2022/2023

The teams activities and outputs for 2023 are outlined in Table 6.1

THEME 1:1 - KEY ACTIVITIES AND OUTPUTS - OCTOBER 2022/ SEPTEMBER 2023

	ACTIVITIES	STAKEHOLDERS	OUTPUTS	TIMELINES	VENUE
1.	Actual field work	- National Government – selected government ministries - County Government - Kisumu, Tharaka Nithi	Research Findings	October/ November - 2022	
2.	Planning and Consultation workshop	- NGEC - State Department for Gender	Consultation Re- port	November/ December 2022/	
3.	Stakeholder Consultation Workshops -2	- NGEC - State Department for Public Service Commission - State Department for Gender - CoGs - Selected County Governments	- Gender Equality Indicators - Gender Tracking tools/Score card	January - June	
4.	Stakeholder Consultation Workshop - 2	- CoGs - Selected County Governments	- Gender Equality Indicators - Gender Tracking tools/Score card	January - June	
5.	Validation work- shops -1	- NGEC - State Department of Public Service - State Department of Gender - CoGs	Validation report	July - August	
6.	Validation workshops -1	- CoGs - Selected County Governments	Validation report	July - August	
7.	Policy Briefs			August - September	
8.	Conference paper				
9.	Journal article			August - September	

6.1.2: Participation of Women in Governance in Kenya

1. The Problem

In Kenya, most governance processes marginalize the contribution and participation of women. In the 2017 general election, for example, there were 172 (9.1%) elected women out of a possible 1,883 elective positions. This proportion of elected women does not meet the two thirds constitutional requirement.

To address this situation, Women's Empowerment Link (WEL), a Kenyan NGO, has been implementing the Strengthening Inclusive Leadership project (SIL) in its Transformative Leadership Programme. The SIL project focusses on increasing the number and level of participation of women in decision making positions, socially, economically and politically in Kenya.

2. Research Gap

Many organizations in Kenya both local and international have initiated projects aimed at empowering women. These organizations have conducted project evaluations during the projects' life - cycles, particularly because the funding agencies require evidence to justify the continuation of such projects. Such project evaluations focus on specific aspects being funded such as WASH, education, health micro finance with the intention of establishing whether project goals have been achieved and whether resources have been used for intended purposes.

There is no information to date, regarding effects of the SIL project on women's leadership and governance roles and responsibilities in the project areas.

3. How the research project is filling the gap

Little has been done in terms of conducting in-depth evaluations that focus on how such projects have impacted on women socially, economically and politically with a view to informing policy and programmes. The current study goes beyond establishing whether WEL's project intended outcomes have been achieved. Using Kabeer's framework, the research conducted an evaluation to assess how WEL's project contributed to women's economic empowerment in counties in which the project is being implemented.

4. Data

- a. The project reached diverse social economic clusters of women at the grassroot and was able to retain them for long, an indication that the participants were satisfied with the project performance. The findings revealed that respondents were involved in diverse occupations, e.g. 52% were business owners, 38% were farmers, 8% were employed, 2% were housewives.
- b. The project delivery approach was effective in that the study participants indicated that they were aware and understood the key content areas of the training and mentoring (leadership, political governance, advocacy, equal representation) at

over 90%.

- c. The study also revealed that majority of the targeted women are aware of their rights, more socially empowered to make decisions and advocate for their rights and that of other vulnerable individuals in their communities at over 85%. The trained women developed voluntary behaviour in that 84% of the women developed pro-social behaviour which is critical in offering oneself for community and political leadership positions.
- d. The evaluated program enhanced women's capacity and ability to participate in the leadership and governance of their CBOs which ultimately influenced governance in the county, creating an alternative accountability mechanism.

5. Key Learnings (and how the data informs these learnings)

- a. Developing capacity of women using a holistic approach not only empowers them economically but also strengthens their position in the community to advocate for their rights and offer themselves for leadership as evidenced by 71% who indicated that they had offered themselves for leadership positions.
- b. Women who actively participation in community and political leadership and governance processes provide an alternative accountability mechanism as evidenced by over 85% of the respondents who indicated that they participated in decision making in county for a and also advocated for women rights.
- c. From the pilot study the outcome of the intervention enhanced the agency of the women in that 88% reported being able to express their opinion in public and that they were more self-confident when preparing and voicing their arguments. They also reported being able to participate in some meetings which were previously perceived to a preserve for men. Also, 58% or the trained women reported improved negotiation skills.

6. Recommendations (specific and actionable based on the key learnings)

- While appreciating the commitment by County Government, Community Based Organisations and Non-State Actors in Kitui Central and West Sub- Counties to support Women's Economic Empowerment initiatives, study participants were concerned that there are no mechanisms to harmonise the actors to avoid duplications which result in wastage or sub-optimal utilization of resources. A framework to coordinate all actors be put in place.
- The County Government is commended for having put in place a County Gender Policy

aligned with the National Gender Policy. However, its impact is yet to be felt due to the low level of awareness among women groups who are the key advocates for its implementation. Efforts should be made to enhance policy awareness.

- The county Government has not allocated specific resources for the implementation of the gender policy. This needs to be a priority area in county budgeting.

7. Key Partners

Key Partners include Women Empowerment Link, National Gender and Equality Commission, and County Gender Offices in the four sampled counties.

8. Outputs

Products produced /expected so far include [pilot report](#), a [pre-pilot](#) and [post-pilot](#) stakeholders' webinar reports and a Kitui County policy brief.

9. Upcoming Activities, 2022

Main study report, covering 5 counties

A journal article

A policy brief to Kitui County Government

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

1. Problem

The manufacturing sector in Kenya is dominated by male-owned enterprises and low participation of women. Despite the National industrialization policy framework being launched in 2012, the situation has not improved. A key issue in the policy is failure to explicitly address gender inequalities in the sector. While evidence suggests that women generally have smaller shares of ownership of the high-value enterprises and that only 21 percent of women are formally employed in the manufacturing sector, the policy does not address these gender specific issues. In essence, the policy does not overtly and adequately support and encourage women-owned enterprises as witnessed by low rate of participation by women in this sector. This situation contributes to low levels of women's economic empowerment in Kenya.

2. Gap

While the WIM program is a noble attempt to empower women economically, it is not clear to what extent and how it has translated into an increase the proportion of women in the manufacturing sector. Additionally, there is no evidence to show what can be done in terms of designing policies that can be implemented to increase the scale and profitability of

women's industrial entrepreneurship (women-owned industrial firms).

3. How the research project is filling the gap

The study uses mixed research design to evaluate the extent to which the WIM program has improved women's industrial entrepreneurship; business skills; productivity of women-owned enterprises; women's access to resources; and women's economic decision-making within households.

4. Data

Both quantitative and qualitative data were collected using questionnaires and focus group discussions. These data were collected through digitalized *survey to go* solutions [for pilot study] and survey solutions techniques for actual data collection. The pilot data is with the WIM team while the actual data is being relayed digitally and stored at the KNBS server. These will be retrieved in excel, STATA and SPSS format for analysis.

5. Conclusion and Key Learning (and how the data informs these learnings)

The average number of employees for the sample businesses was 15 employees, with an average asset value of about 8.9 million. Most of the businesses (79%) are located in urban or peri-urban settings in small towns (63%). Majority of the respondents reported that households own productive assets but only 21% of the respondents had land title. A significant number of women reported that they had limited control over household productive assets and could not make exclusive decisions about business and household income. Focus group discussion established that society does not relate informal business as part of manufacturing sector. The survey revealed that husband's dominance and control over women's personal resources and business life is a major problem that hinders business development among women. The second constraint identified is taxation. The enterprises are getting frustration through heavy taxation, both at the county and at the national levels. Thirdly, women face challenge in meeting business registration requirements due to multiple stop shops. Fourth, enterprises fail to get necessary assistance from the institutions that are in charge. Fifth, land ownership is majorly by men and women are viewed as home care takers, which limits their engagement in various production activities.

Participation in KAM/WIM program impacted on women's power, voice and agency to varying extents. The study noted the ambiguity in the correlation between the WIM program and women's access to and control over resources, and decision making at the household level, which, in part, could be related to the men's opinion that they are not prepared to

handle the empowered woman at home.

The registration requirements including legal, regulatory, and compliance are not consolidated in a single place. This leads to inefficiency and increases the cost of doing business. Moreover, women are not sensitized on available opportunities to engage in the manufacturing sector. This sensitization is required in order to encourage growth of micro, small enterprises.

Taxation featured as a key concern affecting the enterprises' performance. The women suggested the need to restructure the tax system, provide tax relief and review the Income Tax Act, so as to improve the productivity of the women owned enterprises. The issue of cross County taxation impacts negatively on women's enterprise performance.

Women reported limited control over household productive assets and could not make exclusive decisions about business and household incomes. Spousal dominance and control over Women's personal, resources and business life is a major problem that hinders business development among women.

Key learning

- i. Inadequate sensitization of women on the available opportunities in the manufacturing sector.
- ii. Lack of consolidation of legal, regulatory, and compliance requirements in a single place/ office leading to inefficiency and increased cost of doing business.
- iii. Lack of targeted tax incentives for women who opt to join in the manufacturing sector.
- iv. Cross-county taxation affects women enterprises since it limits sales to the county of production only.
- v. Women reported limited control over household productive assets and could not make exclusive decisions about business and household incomes. Spousal dominance and control over Women's personal, resources and business life is a major problem that hinders business development among women.
- vi. Most women in the manufacturing businesses do not have knowledge on the existence of a WIM program and therefore are not members.
- vii. The women who have gone through the WIM program alluded to the fact that it does not adequately enhance their voice, agency or power to participate in decision making within the household.
- viii. The survey revealed that husband's dominance and control over women's personal, resources and business life is a major problem that hinders business development among women.

- ix. The enterprises are getting frustrated due to heavy taxation, both at the county and at the national levels.
- x. Women face challenge in meeting business registration requirements due to multiple stop shops.
- xi. Enterprises fail to get necessary assistance from the institutions that are in charge.
- xii. Land ownership is majorly by men and women are viewed as home care takers, which limits their engagement in various production activities.

6. Recommendations (specific and actionable based on the key learnings)

Government should:

- i. sensitize women on the available opportunities for women engaged in the manufacturing sector to encourage growth of micro, small enterprises.
- ii. consolidate legal, regulatory, and compliance requirements in a single place to enhance efficiency and reduce the cost of doing business.
- iii. introduce tax incentives for women entrepreneurs in the manufacturing sector
- iv. deal with the issue of cross-county taxation in order to create a conducive environment for women-owned enterprises to thrive.
- v. advocate for women's control over household productive assets and participating in making of exclusive decisions about business and household incomes in order to avoid spousal dominance and control over women's personal, resources and business life.

KAM should:

- a. enhance help their members join the WIM program
- b. assess and review the WIM program to target better voice and agency in household decision making.
- c. KAM should engage a gender specialist to help co-create gender responsive programs using gender transformative approaches

7. Key Partners

The key partners include KAM, who are facilitating the research on the primary respondents, dissemination of findings to the wider sector and scaling up of the findings. The Kenya National Bureau of Statistics (KNBS) who are providing research support during data collection while the Institute of Economic Affairs (IEA) is assisting with secondary data and advocacy and the Ministry of Industrialization, Trade and Enterprise Development for National Industrialisation

Policy review, changes and enactment.

8. Outputs

- 1. Research proposal [1]
- 2. [Pilot research report](#) [1]
- 3. [Policy brief](#) [1Pilot]
- 4. Master of Economics proposal [1]
- 5. [Stakeholder engagement report](#) [1]
- 6. Pilot data sets [Pilot & Actual]
- 7. Conference papers [2]
- 8. FGD Reports [2]
- 9. [Upcoming Activities and outputs, October, 2022 – September, 2023 Activities](#)
 - i. Stakeholder engagement
 - ii. Data analysis
 - iii. Preparation and of research report
 - iv. Preparation of journal articles
 - v. Carrying out case studies
 - vi. Dissemination of results/debriefing
 - vii. Media briefing [KUTV presentation, Social media platforms e.g. twitter]

10. Outputs

- i. Research report
- ii. Policy brief
- iii. Ph.D. in Economics Proposal
- iv. Master of Economics proposal
- v. Master of Economics Project
- vi. Stakeholder engagement reports
- vii. Conference papers
- viii. Position Paper
- ix. Journal articles

6.1.4 Constructing Women's Economic Empowerment Index for Kenya: Determinants at the Micro-Level.

1. Problem

The concept of women empowerment is one of the key agendas globally. It is widely recognized by governments and businesses around the world as a critical driver of economic growth. The UN Millennium Declaration (2000), under MDG Goal 3 state to promote gender equality and empower women by 2015. This was reaffirmed in September 2015 when world leaders adopted the Sustainable

Development Goals (SDGs) - SDG 5: Achieve gender equality and empower all women and girls, to date about 80% of indicators do not have measures. At the continental level, African Union Agenda 2063, Aspiration 6- Strategy for Gender Equality & Women's Empowerment (2018-2028) while at the regional level we have the East Africa Community (EAC) Gender Policy under the EAC Vision 2050. All the above commitments are to empower women and girls, however there is lack of indicators to measures this empowerment.

The Constitution of Kenya (2010) has several articles for empowering women and girls which include:

- Article 21 on Implementation of rights and fundamental freedoms
- Article 27 on Equality and freedom from discrimination
- Article 81 on General principles of the electoral system
- Article 100 on Promotion of representation of marginalized groups

The Vision 2030 and Medium-Term Plan III (2018-2022) propose promotion of gender equality through equal access, economic opportunities, prevention and response to GBV, elimination of FGM, gender mainstreaming and provision of sanitary towels. Other policies and legislative acts that have been passed are matrimonial property Act of 2013 and national policy on gender and development 2019 among others. The above discussion lacks indicators for assessing gender equality and empowerment of women and girls. SDG indicators related to women's economic empowerment need to be measured/constructed.

2. Gap

The 2020 Women Empowerment Index (WEI) in Kenya does not provide measures at county level. The units of policy implementation such as sharing of the national budget and cash transfers vulnerable groups are at the county level, e.g. wards and constituencies. There is therefore an existing data gap at the county level that is not addressed by the existing 2020 WEI. This necessitates the construction of a comprehensive index that provides indicators at the lowest level of governance and policy implementation.

There is no WEEI computed for Kenya and the existing data is not comprehensive enough to construct the index. In order to construct the index, there is need to identify and incorporate key and relevant domains and indicators from existing and new studies.

Notably, there has been a low uptake of existing WEI in Kenya for data informed planning and policy making. This study will explore ways of engaging stakeholders to utilize the WEEI and WEI indices. The results of the study will be packaged and depicted in user friendly modes so as to inform planning,

decision-making, policy formulation, and subsequent implementation of the national policies and strategies.

3. How the research project is filling the gap

The Kenya National Bureau of Statistics in collaboration with its partners (UNICEF and UN) constructed and launched Women Empowerment Index in 2020. The 2020 WEI utilized the 2014 Kenya Demographic Survey data being the most proximate data available at the time of the construction of the index. The index is the inaugural measure of women’s empowerment in Kenya and represents a major milestone in the country’s evidence-based policy-making. The finding show that women in urban areas are nearly twice (40.1%) more likely to be empowered while 29.3% women in Kenya are empowered.

The research seeks to fill the gap by ensuring that county estimates of Women Empowerment Index are available for guiding appropriate policy at the county and national level.

Micro-level Estimation of Women's Empowerment Index

The 2020 WEI provides indicators at national, rural and urban levels, there is need to provide the index at county level (47 counties). The 2014 KDHS was a household surveys sample, which was representative subset of the population, which collects detailed information regarding all the variables that may reflect women’s empowerment across different conceptual domains. The 2014 KDHS small sample sizes of household surveys preclude estimation of meaningful WEI measures below the national level. If the sub-national level estimates are to be obtained by the traditional direct survey estimators, based only on the sample data from the area of interest itself, small sample sizes lead to undesirably large standard errors for them.

In order to provide estimate below the national

level, data collected via instruments such as the Population and Housing Census which are sufficiently large (the 2019 Census actually enumerates the entire population) is used to provide representative measurement below the national level. However, this

data does not contain the detailed information on variables that may reflect women’s empowerment which are required to estimate WEI indicators. All this gives rise to the need of special small area estimation methodology. SAE provides an analytical framework for improving the level of granularity without necessarily collecting additional data in the field.

This methodology integrates multiple data sources and capitalizes on the strengths of each source. SAE approach involves constructing an association model between WEI and household characteristics that are common to both the census and the household survey. Household characteristics consist of household composition, education, housing characteristics, access to services and geographic variables. The selected variables should be of the **same** manner and have the**same** distribution in **both** the **datasets** (survey and census).

Construction of Women's Economic Empowerment Index (WEEI)

The first step in constructing the measure of women’s economic empowerment is identification of key and relevant indicators to be included in the Surveys-referred to us WEE-module. The following dimensions under WEE-module have been incorporated into 2022 Kenya Continuous Household Survey (KCHS).

1	Demographics	6	Safety in Public spaces and Freedom of Movement
2	Labour (Employment) including Household Income	7	Social Network and Political Leadership
3	Digital engagement	8	Family and Intimate Partner
4	Access to Financial Services	9	Gender Based Violence
5	Assets Ownership	10	Psychological wellbeing

KNBS uses Computer-Assisted Personal Interviewing (CAPI) method to collect data. In this method the interviewer uses a mobile device (tablet/ mobile phone) to capture data, using *Survey Solutions* software. The data collected is transmitted to the central servers where it is encrypted. The data managers at Headquarters usually download the data from the server and transform it into statistical applications formats e.g. STATA and SPSS in readiness for cleaning and analysis.

WEEI construction

Contextualization

- Review of national and international policy and legal documents
- Consultations with national stakeholders and development partners

From the transformed dataset empirical analysis for women age 15-49 years carried out.

- Women in union (married women and women with partner);
- Women not in union (single/widowed/divorced/separated)

To construct the WEI, each of the domains identified in the Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA) we assigned equal weights and the weight of the domain is then distributed equally to each of its constituting indicators. A woman is considered *empowered* if she is empowered in at least 80% of the total weighted indicators.

4. Data

The study will utilize two sets of data. The construction of micro level Estimates of Women’s Empowerment index will utilize the secondary data i.e. the 2014 Kenya Demographic Health Survey (KDHS). There is already a report on Women Empowerment Index which gives indicators at the National level. The second sets of data is from the Kenya Population and Housing Census of 2019.

Construction of the Women’s Economic Empowerment Index (WEEI) will utilize the field survey data which is being collected through the Women’s Empowerment Module under the Kenya Continuous Household Survey (KCHS).

The 2022 KCHS design covers 50 study domains, namely; national, urban, rural and 47 counties. Data collection carried out on quarterly basis with 375 clusters per quarter. The sample size for the survey is 1,500 clusters with 16 households per cluster. Sampling of the households normally done centrally at the head-office and interviews carried out in the

preselected households. The overall sample size of 24,000 households. Further for every household sampled, the WEE module is administered to eligible two female aged 15-49 years selected using KISH grid method.

5. Key Learnings (and how the data informs these learnings)

In order to construct the micro level estimates of WEI, there is need for researcher to continuously capacity build on STATA. The construction of this index will be highly technical since it will require some background knowledge on small area estimation theory and thorough understanding of SAS. The estimates will be reported at individual rather than at household level and this also poses a challenge due to this micro level of reporting.

Variance imputation approach is bootstrapping. These are variances which are due to vector of disturbances from location or cluster; second, variances due to vector of disturbances from household; and last, but not least, is from vector of disturbances from individuals within a given household.

The overall sample size of 24,000 households; however due to non-response from some households due to refusal or being away for extended period of time might lower the expected sample size.

6. Recommendations (specific and actionable based on the key learnings)

- The research team recommends acquisition of the latest version of SAS and capacity building on SAS software by the Hub to enable the teamproduce the small area estimates of WEI.
- Improve advocacy on the use of WEEI to inform legislative, policy and resources allocation towards gender equality and women’s empowerment.
- Enhance coordination of all relevant stakeholders and partners to increase demand and utilisation of gender statistics including the WEEI.
- Strengthen timeliness of production of WEEI and its integration in reporting mechanisms for gender equality and women’s empowerment such as Vision 2030 and SDGs.

7. Key Partners

Key Partners: Ministry of Public Service and Gender-State Department for Gender is policy review and enactment, The National Treasury and Planning is policy review and planning, UN women and UNICEF to provide research support during the analysis and Kenyatta University to provide research support and budget.

8. Outputs

Products produced: Research proposal revised; training on SAS [report](#); stakeholders' Webinar report - on the WEEI Study; and report on building capacity across all researchers at KNBS. WEE module on ongoing Kenya continuous Household survey.

Products expected to be produced: WEE module on ongoing Kenya continuous Household survey- implementation status report; analysis on the existing secondary data- status report; and small area estimation of WEI Report.

9. Upcoming Activities and outputs, 2022/2023

The field data collection for WEE module under KCHS is ongoing on quarterly basis. The quarterly implementation is as follows:

- Quarter IV- November 2022
- Preparation of Tabulation Table based on WEE module under KCHS.
- WEE module data cleaning
- WEE data weighting
- Construction of WEEI
- Small Area Estimation of WEI, with availability of SAS software

The field data collection report for each quarter is generated. At the end of the last quarter, several activities will be implemented including data merging, data cleaning, data transformation analysis and report writing. With availability of SAS software WEI report at county level will be generated and shared.

Upcoming events 2023: Preparation and submission of research report; dissemination of results/debriefing; and media brief - KUTV presentation, Social media platforms e.g. twitter

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

1. Problem

The Kenya National Population and Housing Census conducted in 2019 puts the percentage population of women at 50.5% of the entire population making their contribution vital to the growth of the country. The success of women participating in all economic activities equally is not only limited to ensuring realization of constitutional mandate but also increased income levels, enhanced their decision-making powers, control resources and effectively participate in improving the country's welfare. For these reasons, Kenya has witnessed fiscal

¹(UN Women,2020)

policy geared towards advancing gender equality.

In the quest to address past discrimination and promote gender equality in all economic, social and political decision-making processes, the government established various affirmative action policies and programmes. For example, the establishment AGPO Programme is aimed at empowering women by giving them more opportunities to do business with government. Women and other marginalized groups are allowed to procure 30% of public goods and services. The various women economic empowerment initiatives by the government indicates its commitment to gender equality.

Over the years, resources have been allocated and spent on various WEE programs and initiatives. Regardless of this fact, women and girls are still quite disadvantaged economically. UN Women, in their recent Women Empowerment Index, acknowledges that there are widespread challenges regarding women economic empowerment, with only 29% of women aged 15-49 years in Kenya empowered¹. Budgets are the strongest expression of a government's political priorities but little success is seen in incorporation of women economic empowerment initiatives in the budget making process (National Gender and Equality Commission (NGEC), 2016).

2. Gap

Overall government investment and initiatives on women empowerment have been on the rise but whether this is translating to improved WEE is not clear. This far, most gender responsive budget exercises have focused on targeted expenditures to specific women empowerment initiatives by government ministries, departments and agencies and it is still quite unprogressive in that they are limited to specific sectors.

3. How the Research Project is Filling the Gap

Decisions about budget and spending are key to the success or not of the various WEE initiatives in impacting and advancing women economic empowerment outcomes. Based on identified policies and initiatives, this project will first establish barriers to women economic empowerment in Kenya and track the extent to which budgets and spending is responsive to these challenges. In addition, the project will evaluate whether the decisions on public investment on women economic empowerment initiatives are evidence based by examining how government resource distribution and policies on women programmes influence performance of women empowerment. This far, most gender responsive budget exercises have focused on targeted expenditures by government ministries, departments and agencies and it is still quite unprogressively. This study therefore seeks to investigate the bottlenecks,

query design of women economic empowerment initiatives and ultimately propose remedy actions.

4. Data

This study targets the country as a whole and 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. This analysis will assist in ascertaining and understanding whether government spending is coherent to its policies and plans. This exercise will largely rely on secondary data of recurrent and development expenditure from various budget document, including Estimates of recurrent and development expenditure, Programme Based Budgeting, Budget Policy Statement, Sector Working Group Reports, Quarterly Economic and Budgetary Review Reports. These documents are published by the National Treasury and the Office of the Controller of Budget. Qualitative research on the other hand will involve analysing existing women empowerment policies and initiatives to build a rich understanding of these policies through purposive key informant interviews and review of sector reports.

5. Key Learnings (and how the data informs these learnings)

Kenya's policy and legal framework to gender responsive budgeting is sufficient but has not translated to implementation and actualization of engendering the whole budget process. This is seen in the annual budget allocations and government spending where gender sensitive share of the budget is still low. IEA's preliminary findings confirm this with only 11% of the national budget for financial year 2021/22 being gender responsive.

The key informant interviews revealed that women empowerment initiatives are seen as synonym to gender responsive budgeting. While women empowerment initiatives are programs meant to promote women participation in the economy to reduce gender gap due to past discrimination, gender responsive budgeting aims at mainstreaming a gender perspective into the whole budget cycle, starting with planning and ending with evaluation. This confusion is seen in respondents' feedback on the mandates of the institutions where a state department or ministry with one women empowerment initiative qualifies its budget as gender responsive. This confirms the data in budget documents where women initiatives are limited to specific sectors despite challenges to WEE being multi sectoral.

Though women empowerment initiatives are a necessary step to correct past inequality in the short term, as a long-term strategy, it isolates rather than

integrates gender issues throughout the development process. They also undermine achievement of GRB as it contradicts the very goal of GRB of ensuring that gender considerations are not boxed into a specific sector. Women empowerment initiatives aimed at correcting past gender inequalities should be taken as complementary to gender mainstreaming.

The respondents also noted the lack of gender disaggregated data as a limitation towards assessing the impact of the various women economic empowerment initiatives. Despite Kenya's vision 2030 stating that the government will pursue gender mainstreaming in its policies, plans, budgets and programmes, women empowerment is still tied to initiatives. IEA Kenya during data collection notes the data gaps as well, with the largest gaps in areas of unpaid care/ domestic work and key labour market indicators. In addition, many areas such as gender and poverty, physical and sexual harassment and women's access to assets lack comparable methodologies for regular monitoring. The consequence is that tracking of progress is only in sectors where data is available. At the same time, most governments base their budgets on those sections of the economy on which data are gathered – the formal, paid labour market and those areas which contribute to GDP. During policy development, policy makers might overlook key issues because the data are missing.

6. Recommendations (specific and actionable based on the key learnings)

IEA recommends for synchronicity of fiscal data across the different budget publications. The National Treasury and the Office of the Controller of Budget should use similar template in the preparation of budget documents, both during planning and budget implementation, to allow tracking of indicators.

The national government should improve details of budget information by not only providing disaggregated information on government programmes on women's economic initiatives but explicit gender budget codes to facilitate budget analysis and tracking. This should be provided through the chart of accounts for standardization in order to facilitate comparative analysis.

IEA recommends gender mainstreaming across all departments in all ministries at the National level and cascade mainstreaming at the county level. This analysis identified only eight state departments ministries which are sensitive to WEEI and for realization of mainstreaming of gender issues at both level of governance, advocacy should go beyond the eight-state department to all government state department. Through the key informant interviews, this analysis noted that gender mainstreaming should cut across all departments. This is a notable effort in enhancing gender equality and women economic empowerment. Further, the Treasury has established a gender mainstreaming committee to ensure issues affecting both men and women are handled effectively. In the same effort, they have

developed and trained gender committee members on its content and produced several gender reports on how to integrate gender equality in all its programs and initiatives which should be replicated to all the state departments at the national and county level in Kenya. As a sector convenor, the National Treasury should take lead in this initiative by ensuring that sector reports have specific programmes on women's initiatives across all the state departments.

Further, in order to realize improved gender outcomes, the state departments at the national level should address bottlenecks affecting absorption of gender sensitive budgets especially in regard to synchronizing work plans with procurement plans which is a major cause of low absorption rates. Additionally, progressively scale up investment in gender through adhering to WEEI policy commitment towards realizing targets of SDG and improved gender spending by 2030, on gender related ministries of Health, education and social sector state departments should progressively increase proportionate allocation to gender related projects.

7. Key Partners

The key partners identified include:

- i. Kenya Women Parliamentarians Association (KEWOPA)- who will support the team in advocating for the findings and promotion of GRB in budget making process in Kenya
- ii. Collaborative Centre for Gender Development (CCGD)- who will support the team in mobilizing of participants for the launch and dissemination activities
- iii. Kenya Gender Budget Network- who will support the team with dissemination activities at the county level given their presence across the counties
- iv. Community Advocacy and Awareness Trust-CRAWN Trust who will support the team in advocacy and dissemination of research findings at the national level
- v. Transparency International (TI)- who will support the team in advocacy of research findings, specifically on effect of revenue raising measures on women and men
- vii. County Assemblies Forum- who will support the team through incorporation of lessons learnt at the national level on GRB into county budget making process.
- viii. The National Gender and Equality Commission (NGEC)- who will support the team in the study approach, design and areas of focus in budget analysis

8. Outputs

For the year ending September 2022, IEA undertook various activities and produced output for the activities. First, IEA completed the key informant interviews and consolidated the responses from the various state and non-state actors into a field work report. IEA also completed and submitted the first draft of the gender responsive budgeting study to the hub for review by the technical team.

To sustain the conversation while undertaking the gender budgeting analysis, IEA has published other products such as blogs, articles and policy briefs. To mark International Women's Day 2022, IEA reviewed Kenya's progress towards gender equality and published a policy brief. Two blogs were also developed; the role of education in advancing women's political participation and Kenya's commitment to gender responsive budgeting. The blog on "the role of education in advancing women's political participation" was published by the Standard and a short summary published by the Continent.

The outputs for the year ending September 2022 are;

- Field work [report](#)
- Gender responsive budgeting study- draft submitted
- Policy brief- Kenya's progress towards gender equality
- Blog- [The role of education in advancing women's political participation](#)
- Blog- Kenya's commitment to gender responsive budgeting

9. Upcoming Activities and outputs, 2022/2023

Upon review of the gender responsive budgeting study by the technical committee, IEA will subject the study to peer review in a roundtable meeting with stakeholders. The study will be published and launched in Nairobi, with subsequent roundtable meetings with legislatures, state departments and agencies. Additionally, a virtual webinar will also be hosted to share findings of the study.

A dissemination strategy will be developed to guide the activities in line with the project objectives. The gender responsive budgeting study focused on national government budget. to cascade the analysis to the county level, as part of dissemination activities, IEA will share findings of the study and a mini-training on the approach used in three counties. IEA anticipates that the grassroot civil society organizations trained will subsequently use the skills to incorporate gender responsive budgeting in their own analysis. The civil society organizations will be strategically selected to achieve a representative of partners actively advocating for inclusivity in public finance.

Key Activities (October 2022- September 2023)		Output
1.	Roundtable meeting with stakeholders to review GRB analysis	Meeting Report and Final GRB Study
2.	Gender Responsive Budgeting Study Launch	Activity Report
3.	Roundtable meeting with legislatures	Policy Brief and Memorandum
4.	Roundtable meeting with state departments and agencies	Policy Brief and Memorandum
5.	Dissemination Activities in Coastal Region- Kwale County	Dissemination Strategy- prior to engagements Advocacy Messages- prior to engagements Activity Report
6.	Dissemination Activities in Central Region- Kitui County	Dissemination Strategy- prior to engagements Advocacy Messages- prior to engagements Activity Report
7.	Dissemination Activities in Western/ Nyanza Region- Busia/ Kisumu County	Dissemination Strategy- prior to engagements Advocacy Messages- prior to engagements Activity Report
8.	Webinar: Gender Responsive Budgeting Study	Blog post Webinar Report



6.2 Objective Two: To increase women's employability through training, internships and skilling

Under this objective three studies have been carried out focusing on women's employability through training, internships and skilling

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 KWFT Bank

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

1. Problem

Majority of young people leaving primary, tertiary and university education cannot find jobs, a problem blamed on lack of skills.

2. Gap

It is believed that TVET and other programs integrating transferable skills can enable the youth perform a variety of wage jobs and entrepreneurial activities to address this problem. However, there is no evidence as to whether programs imparting these skills increase employability of the youth and especially women. The study is designed to provide this evidence.

3. How the research project is filling the gap

The team is undertaking an impact assessment on CAPYEI graduates to fill the evidence gap on how to integrate training on transferable skills into the formal education system in Kenya, focusing on enhancing the employability of women and girls. The evidence from the impact evaluation illustrates various ways of integrating transferable skills into basic and TVET levels of education through CBC and CBET policy reforms delivery; and enhancement of roles played by multiple actors to promote women economic empowerment

4. Data collection and analysis

Observational data collected using mixed methods: (i) Qualitative data on participants perceptions on relevance of the programme obtained from focused group discussions and key informant interviews (ii) Quantitative data on participants demographics and skills obtained and on work opportunities after participation. (iii) attention will be focused on collecting large enough random samples to permit detection of programme effects using statistical methods. (iv) Qualitative data will be used in interpreting the results and using compelling stories of participants' experiences about the usefulness of the programmes.

5. Key Learning (and how the data informs these learning)

Evidence from qualitative data:

- Some of the notable changes that we can pick are young mothers being able to survive on their own (key informant 1, a teacher).
- Some of those who have done the programme are now working and are able to pay for their care, and are able to feed themselves (key informant 2).

- They do not need to rely on the family or anyone else to support them. Now we have young mothers who are able to work and manage life on their own.
- We had girls under parental care but now they are able to survive by themselves, they are working, they are earning, they have moved from their parents and now they are living on their own.
- According to programme implementers, since inception till 2020 up to 70 % -75% of the graduates' (both male and female) transit to formal employment while, 10 % transit to self-employment.
- The respondents also indicated that 46% of the trainees were women. But due to women taking up women friendly courses like hospitality they tended to receive less pay compared to men.
- Access to employment was enhanced by periodic market scans by the programme implementers that increased employment opportunities.
- Partnering with industry in designing courses increased placements opportunities.

Evidence from quantitative data:

- The majority of participants were male (51.3%)
- The average age of participants was 23.8 years of whom 82.5% are still single
- The majority of participants were secondary (41.3%). TVET (22.5) and tertiary college (30.0%) graduates.
- Of those who participated in the programme had the following employment status; employed (42.5%), self-employed (20.0), and still unemployed (38.8%)
- Quantitative results indicate that over 90% of CAPYEI beneficiaries were exposed to skills such as communication, teamwork, negotiation skills and leadership which enhanced their chances of employability.

We are awaiting pilot data that can be used to generate statistical and qualitative evidence to check whether employment status of participants is due to participation in the programme, especially the skills it taught the youth. In particular it is of interest to understand how the contribution of transferable skills (integrated in TVET education) to employment was isolated. There is need to explore how qualitative data can be used to do this.

6. Recommendations (specific and actionable based off the key learning)

- Evidence on programme impacts; not yet available. The results available are from a small pilot sample
- Tentative learning (i) there is gender equality in the enrolment to the programmes (ii) it appears

that participants enroll to the programme to acquire skills to use to get employment or to change to better employment.

These recommendations should be received with caution as it is not clear the extent to which they are supported by data yet to be made available.

7. Key partners

Key Partners: The project is engaging with the CAP YEI; policy influencers - Kenya Institute for Public Policy Research and Analysis (KIPPRA) and Forum for African Women Educationalists (FAWE); as well as with curriculum developers and implementers - the Kenya Institute for Curriculum Development (KICD), and TVET Curriculum Development and Assessment and Certification Council (CDACC).

8. Outputs

- Draft [pilot report](#)
- Draft Policy brief
- Masters student proposal

9. Upcoming Activities and outputs, 2022/2023

We will do an actual fieldwork during which time we will expand the interview with stakeholders and the survey for students and beneficiaries. In addition, we will use a classroom observation schedule to collect data on use of relevant gender sensitive teaching and training methodologies. Qualitative data will also be collected from review of policy and program documents, case study project documents, and interviews with stakeholders. Additional data will be collected from project reports, baseline survey reports for each project where available, project mid-term report, project completion report and endline (impact evaluation) survey reports, where applicable.

The actual deliverables expected in the coming months include:

- Journal article
- Policy brief
- Study data sets
- Fieldwork report
- Masters thesis
- Conference paper
- Press release/Blog

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

1. Problem

Many young people in Kenya, especially women, lag behind in the uptake of AIM programmes despite the programmes having the capacity to enhance their employability. There is a general perception that if young people especially women were to be exposed to technical skills it will increase their presence in wage earning jobs and engagement in entrepreneurship.

2. Gap

There is no evidence to support the above position.

3. How the research project is filling the gap

The project is collecting and analyzing data on programmes that give women technical skills and will assess the impacts of participating in such programmes on wage employment, career progression and incomes. The programmes being evaluated are: (i) Kenya Youth Employment Opportunities Project (KYEOP), (ii) Public Service Internship Program (PSIP) (iii) UNESCO Nairobi's Scientific Camps of Excellence STEM - Science, Technology, Engineering and Mathematics Mentorship Program

4. Data

The study relied on both primary and secondary data. Data collection instruments included questionnaires and interview schedules. For the primary data, a sample of 211 (KYEOP apprenticeship programme), 182 (STEM mentorship programme) and 139 (PSIP internship programme) was considered in the study. The study's total sample size was therefore 532 respondents. The study employed the cross-sectional research design. The study sample comprised a group of young women that was exposed to an AIM program. The data collected was used to estimate the impact of the AIM programs on employability, salary levels and career choice of graduates.

5. Key Learning (and how the data informs these learning)

Considering that the study focused on three programmes, data was analyzed separately for each of the programmes. The report writing is on progress. However, preliminary data interpretation for the three programs is as follows:

a. The Internship Programme

- Participation in the internship programme and the grade attained are significant factors that

- influence the employment of young people in Kenya.
- Specifically, the results of the gender variable indicate that young men have a 53% higher probability of being employed than young women.
 - The other finding is that, those who participated in the internship programme were 52.4% less likely to hold a job than those who did not participate in the internship programme.
 - The grade attained had a significant impact on the employment status of young people in Kenya. Those with better grades had a 48.7% chance of being employed than those with lesser grades.
 - Age, marital status, level of education, year of graduation, and course taken in college (or university) did not have a significant influence on the employment status of young people in Kenya.
- b. The Apprenticeship Programme
- That gender is a significant factor that influences the employment status of young people in Kenya. Young men have a 54.2% higher probability of being employed or being in self-employment than young women.
 - The results also show that the participants who were married had a 49.5% better chance of being employed than those that were not married.
 - For the level of education, those that had a secondary school certificate, diploma or tertiary level certificate and those with a degree had better chances of being employed than those with primary school level education.
 - Those who completed their academic studies in earlier years had a higher probability of securing employment opportunities than those that completed in recent years.

c. The Mentorship Programme

Note: It is noted that the data is not analysable quantitatively and therefore a discussion is going on

6. Key Partners

Key Partners: The key partners in the study are the Ministry of Education-State Department for Early and Basic Education, Ministry of Public Service & Gender, and Ministry of ICT, Innovation & Youth Affairs

7. Outputs

In the course of the year 2021/2022, the group has been able to successfully submit stakeholder's engagement webinar report, researchers training [report](#), pilot study [report](#), stakeholder's pilot

dissemination and validation webinar report. Further, a there is a [talk show](#) on YouTube, discussing girls in STEM.

Further, the team submitted a policy brief on certification of the apprentices and also a [newspaper article](#) on apprenticeship and internships as key ways to tackling unemployment. Besides, the group has participated and presented in 2 (two) international conferences held at KU and in South Africa (on STEM-ERA). Both reports have been submitted and are available on the [DropBox folder](#). The team has also disseminated the pilot findings to two organizations and submitted the report. The organizations are ICRW during the quarterly meeting and during the Bill and Belinda Gates Grantees Meeting.

The team collected data and has done the analysis of the main data collected and has draft report. The master mentee student has a proposal that is yet to be refined.

8. Upcoming Activities and outputs, 2022/2023

- Full research report
- 1 working paper
- 1 policy note
- 1 policy brief
- 1 media communication
- 1 conference
- 1 Journal article
- Student mentee draft thesis report

6.2.3 Impact of Lifelong Learning on Women Managed Small and Medium Enterprises: The Case of Kenya Women Microfinance Bank (KWFT), Plc.

1. Problem

Literature review indicates that African's prosperity hopes and place in the world can be realized through women who in the past were custodians of wealth, kingmakers, nation-builders and pillars of the society. However, their full participation in the economy is limited based on some comparative statistics showing that in Egypt only 23.1% are involved in the labor force (Bank & World Bank, 2018). Several projects with funding components such as the KWFT Biashara Loan and other Non-governmental organizations have been put in place to implement policies on female empowerment. However, a knowledge gap exists as to the effect of these interventions, especially lifelong learning, on the performance of women-managed small and medium enterprises in catalyzing women's economic empowerment.

2. Gap to be filled

The knowledge gap is the lack of research evidence on what works or does not work for programs while initiating programs within the Small and Medium Enterprises meant to spur women's economic empowerment through novel strategies such as incorporation of lifelong learning (skills and competencies acquired over the life course, especially via tailored trainings) to spur women's business productivity and other aspects of WEE.

3. How the research project has filled the gap

The research project employed mixed methods research design to answer the following questions meant to address the gap identified in literature;

- What is the impact of lifelong learning on profitability of women managed small and medium enterprises from KWFT Biashara Loan?
- What is the effect of lifelong learning on decision making of women managing small and medium enterprises from KWFT Biashara Loan?
- What is the effect of lifelong learning on access and control of resources by women managing small and medium enterprises from KWFT Biashara Loan?
- What is the effect of lifelong learning on income of women managing small and medium enterprises from KWFT Biashara Loan?

(b) Quantitative and Qualitative Data

The study collected both quantitative using questionnaires and qualitative data using key informant interviews and focus group discussions. Quantitative data were collected through digitalized survey solutions techniques and data stored in the Kenya National Bureau of Statistics (KNBS) in excel, STATA and SPSS formats – from where they were retrieved for analysis.

4. Key Learning (and how the data informs these learnings)

Women entrepreneurs are engaged in various types of enterprises, including small scale trade in fish and other foods, second hand clothes, zero-grazing and bee keeping, poultry, vegetables and fruits. About 27.9% of the sample did not have training in business management. Another 46.5% had only limited exposure business management. And almost half of the rest of the sample had moderate understanding of business management.

There is a strong positive correlation between education and record keeping skills ($r = .871$). Record keeping skill is moderately correlated with usefulness of the business training received by women. The correlation between business turnover/volume and record keeping is .303. There is moderate evidence

that the skills gained from KWFT trainings improve women's performance in business. However, other determinants, especially those related to lifelong learning) will be established during the systematic analysis of field data.

Generally, women are making their own decisions regarding the type of business they want to establish and how to manage the enterprises that they have set up using KWFT 'Biashara' (business) loans and the attendant trainings. It was observed that most of the women entrepreneurs were single. Additionally, the married women made business decisions jointly with their husbands. Many reported having accessed different loan amounts (ranging from tens to hundreds of thousands shillings) on several occasions (sometimes three or four times) depending on their savings and repayment records.

5. Lessons Learned

The KWFT loans and the associated trainings have helped a diverse group of women establish small businesses. The level of success in terms of estimated growth, expansion and the amount of profits realized per week or month depends on several factors, such as level of education, marital status, age, as well as business training and mentorship.

Nonetheless, the success noted in the pilot study (N=73) will need to be validated using data from the full survey (N=400), which is being finalized.

6. Recommendations (specific and actionable based on the key learnings)

The KWFT intervention policy to shift from mere provision of funds to women and include training and mentorship that use lifelong learning to enable the beneficiaries acquire combinations of soft and business skills necessary to navigate high yielding business enterprises.

The current KWFT training manual or module be reviewed and revised in tandem with skillsets and content delivery methodologies that promote business growth for economic empowerment.

The government ministries to come up with easier ways of doing business, such as loosening certain policy requirements to make it easier for women in SME to do business.

7. Key Partners:

The most active key partners are the KWFT and KNBS who have not only been involved in all strategic planning sessions but also accompanied the research team in both the pilot phase, revision of key instruments and exploratory survey in the study counties. Moving forward, the project intends to strengthen the participation of Directorate of SMEs and the Institute of Policy affairs. So far the participation and contributions of the key

stakeholders has been awesome.

8. Outputs

Products produced /expected this year: The findings from the pilot phase has enabled the team to understand and isolate some key issues regarding KWFT which needs to be considered to accelerate women's economic empowerment (WEE). There are positive and negative practices identified by the research team together with the key partners. These, as earlier proposed will lead to the revision of the KWFT training module and training techniques for the betterment of women beneficiaries. The specific areas will be elaborated in the main pilot and exploratory survey report currently ongoing.

9. Upcoming Activities and outputs, 2022/2023

Upcoming events in 2023 include:

- Mapping for Exploratory Survey for Baseline Data
- Debriefing on Field Logistics and preparedness
- Exploratory survey/ Baseline Data in study counties.
- Writing Exploratory /Baseline Report for Western, Eastern and Coast regions)
- Survey of the KWFT and Directorate of SME interventions and further identifying research gaps.
- Designing the experimental and control groups for the Quasi-Experimental Study
- Constituting the Quasi-experimental groups
- Implementation of KWFT Training Curriculum
- Monitoring and Evaluation the KWFT Training using Revised KWFT Curriculum
- Writing Reports (Yearly Debriefing on indicators of change).

6.3 Objective three. To prevent and reduce sexual and gender-based violence and secure women's empowerment and agency.

This objective has three studies outlined below:

- 3.1: Effectiveness of SGBV Mitigation and Prevention Programs
- 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 Market Participation and Child Development through the Crèche Program in Tharaka Nithi County: A Randomised Control Trial

6.3.1: Impact of programmes and Initiatives addressing Sexual and Gender-Based Violence as a constraint to Women Economic Empowerment

1. PROBLEM

The prevalence of GBV in Kenya is over 35% with variations in form, severity and frequency across ethnic groups, local governance and administration areas of the country. It is a major cause of women's disempowerment. The persistence of this problem raises questions on the efficacy and relevance of efforts against it.

Concerns over Gender-Based Violence (GBV) in Kenya have brought together State and non-state actors. These are the Ministry of Public Service and Gender, the National Gender and Equality Commission (NGEC), Federation of Women Lawyers (FIDA), Gender Based Violence Recovery Centre (GBVRC) under the Ministry of Health (MoH) and Rescue, Recovery and Rehabilitation Programs (RRRPs) organised by NGOs, among other initiatives. All these put in place gender sensitive policies and undertake awareness and advocacy on various forms of GBV. Unfortunately, despite the efforts by all these players, GBV problem remains high.

Knowledge and/or evidence is lacking to help design and implement interventions to holistically address the problem. There is no compelling literature on the issue in Kenya.

2. GAP

Contextual analysis reveals that state and non-state actors have individually implemented Recovery, Response and Rehabilitation Programs (RRRPs) and Gender-Based Violence Recovery Centres (GBVRCs) that primarily focus on medical, psychosocial and legal needs of survivors. The typical pattern is that RRRPs and GVRCS respond to violence after it has occurred. Services to survivors are largely offered by individual actors when and where reported without much collaboration. It does not address the fact that many cases within the family and community go unreported; hence access to the RRRPs and GVRCS remains quite limited. In addition, data to link forgone economic opportunities and productivity losses due to SGBV is lacking.

3. HOW THE RESEARCH PROJECT IS FILLING THE GAP.

The main research gaps that are being addressed in this study include the computation of the economic cost of GBV, the effectiveness of RRRPs, as well as the extent to which skills and experiences gained during recovery lead to WEE. The data from this research will be utilized to influence state and non-state actors to invest more in GBV prevention and treatment

programmes.

4. EVIDENCE FROM THE STUDY

COST OF GBV

The total direct costs (TDC)of GBV

The direct costs of GBV were calculated using the following formula:

TDC = Medical costs + Transport costs + Legal costs + Counselling costs + Accommodation costs + Cost of lost property + costs as a result of children missing school due to the violence + Other costs that were incurred by survivors who participated in the study in Makueni and LBSI in Naivasha

Where.

The direct cost was estimated at KES4,386,500 [USD 43,865]

The indirect cost of SGBV

The indirect costs of SGBV were calculated using the following formula:

Indicators	LBSI (Naivasha) Cost (KES)	Makueni GBV Cost (KES)	Grand total (Kshs)
Direct costs	1,856,000	2,530,500	4,386,500 [USD 43,865]
Indirect costs	131,022,000	205,569,000	336,591,000 [USD 3,365,910]
Total Costs	132,878,000	208,099,500	340,977,500 [USD 3,409,775]

IMPACT OF INTERVENTIONS

- Physical violence was quite common with 90.6%. Of course, most of all the other forms had an element of the physical component.
- Sexual violence was at 36.2% of the survivors in the two study sites. The findings imply that sexual violence against women takes many forms such as rape by intimate partners and strangers.
- 63% survivors seeking services at LBSI (Naivasha) had suffered sexual violence, the most while (37, 40.7%) in Makueni identified psychological/ emotional GBV as the common type they experienced. Physical violence, however, was reported by34.1%and 24.1% in Makueni GBVRC and LBSI respectively. This means that a majority of the survivors had experienced multiple types of GBV with physical violence at 90.6% being the most prevalent.
- Life Bloom International Services (LSBI) in Naivasha had a greater impact in empowering women towards greater autonomy in controlling

TIC = COWDL(S) + COWDL(P) + COSDL + CODWDL

Where;

TIC is Total indirect costs

COWDL(S) is cost of workdays lost by the survivor

COWDL(P) is cost of workdays lost by the perpetrator

COSDL is cost of school days lost by children

CODWDL is cost of domestic workdays lost

The indirect costof SGBV was at KES336,591,000 [USD 3,365,910]

Total costs of GBV

Total SGBV costs were calculated by a summation of direct and indirect costs.

TSGBVC=

Where; TSGBVC is total GBV costs.

The total costs of GBV was at KES 340,977,500 [USD 3,409,775].

- own incomes, whereas Makueni GBVRC focused more in psychosocial and medical assistance.
- 98% of survivors from Naivasha were able to freely control their incomes, as LBSI had greater impact in empowering women towards greater autonomy. This was attributed to empowerment training offered, that is having financial literacy and skills' training components.
- 43% of survivors received services for more than six months, implying that the help sought required lengthy attention from the programme or that survivors became dependent on the facility.
- The study revealed more than a quarter of the survivors (30.8%) do not have a formal job or a source of income, and this could be the reason why they do not leave their abusive partners.
- 68.5% of the respondents were affirmative that the assistance from the programme facilitated them to join such groups. Joining the groups indicates reintegration into the society and ability to overcome stigma as well as focus on the future.

- The RRRPs in both Naivasha and Makueni have done very well in inculcating confidence and positive self-evaluation among women GBV survivors.
5. KEY LEARNINGS (AND HOW THE DATA INFORMS THESE LEARNINGS)
- i. There is a great economic cost incurred by survivors, and agencies (RRRPs) offering the services, which meant that the government should ensure budgets to support survivors, as well as addressing reviewing and developing policies that prevent GBV due to its economic cost on development.
 - ii. There is a strong correlation between GBV and economic disempowerment. Survivors, therefore, called for support for funding for economic empowerment from the government and other agencies.
 - iii. GVRC centers have done a lot of work in inculcating confidence and positive self-evaluation.
 - iv. Participating in the GBVRC programs, helps survivors control their incomes. However, the RRRPs need to assess the exact needs of clients seeking help and use such data to develop new services that match them or have referral partners for services not offered.
 - v. Upon receiving help from RRRPs, women survivors were able to pool their finances and undertake table banking. This shows the need for a policy that integrates survivors of violence funds into other government funds such as Women Empowerment Fund.
 - vi. Respondents decried the fragmentation of services and confusion on the correct offices to approach. This was expensive, time consuming and traumatizing. Besides, it resulted to multiple reporting, thereby distorting the actual data on the prevalence, besides being tantamount to re-traumatization. These should be a centralized system that eliminates multiple reporting.
6. RECOMMENDATIONS (SPECIFIC AND ACTIONABLE BASED ON THE KEY LEARNINGS)
- i. There should be mechanisms of measuring the cost of SGBV. This helps the government to actualize the cost and subsequently allocate funds to support survivors rebuild their lives.
 - ii. County-level governmental agencies should be facilitated to access households so as to unveil women suffering in silence within the confines of their own homes, and ensure workplace policies are put in place obligating employers to recognize GBV as a problem that affects productivity.
 - iii. Government should ensure strict enforcement of the law as well as ensure that GBV handling

- is centralized. This means ensuring provision of services as well as training and sensitization of the police and prosecutors handling GBV to fast-track cases.
- iv. Government should develop clear protocols to be followed by all RRRPs, ensure efficiency in administration of justice, free legal services and ensure perpetrators are held in accordance to the Constitution 2010.
 - v. Government should initiate financial programmes and expand Women's Enterprise Fund for women survivors and, which also integrates youth, given that dependency is directly linked to GBV. This should also include social protection and cash transfer programmes for survivors and community support systems.
 - vi. All stakeholders concerned should deliberately target sensitisation of men and boys on the negative effects of GBV. This should enhance them change the culture of violence, a message that can be passed through the formal education system.
 - vii. In addition, awareness education for women and girls to be able to recognise different types of GBV as for timely action against it.

7. KEY PARTNERS

Key Partners: Johns Hopkins University; Ministry of Public Service, Gender, Senior Citizens Affairs and Special Programs-State Department; Centre for Domestic Training and Development (CDTD); and Life Bloom Services International.

8. OUTPUTS

Products produced /expected: Report on RRRPs as a Response to GBV; 1 Policy brief on RRRPs; Adapted Tamar training module; Reflect Circles Mapping Report; 2 published journal articles; and 1 MA Thesis field data report.

9. UPCOMING ACTIVITIES AND OUTPUTS, 2022/2023

- Reports from final surveys.
- At least 1 research article
- The data from pilot and full surveys.
- At least two dissemination and policy engagements events.

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

1. Problem

The Coronavirus global crisis affected every aspect of people's livelihoods, jobs, incomes, and social life. To contain the spread and mitigate the devastating impact of COVID-19, the Government put a raft of measures and policies in place. These measures included travel restrictions, which were aimed at containing the spread of the disease. However, the measures resulted in disastrous short-term and long-term impacts on the tourism industry. More than 54% of workers in the tourism industry are women, occupying mainly low cadre jobs. The pilot survey evaluated the gendered impact of travel restrictions on the tourism industry.

2. Gap

Despite the rich literature - on the devastating effects of COVID-19 on various sectors, the magnitude of the gendered impact of travel restrictions on the tourism industry in Kenya is yet to be evaluated. This will influence the formulation of policies and programmes targeted at the tourism industry that will enhance women's economic empowerment, particularly in times of crisis.

3. How the research project is filling the gap

Since September 2021, the project has looped in stakeholders from different sectors in the tourism industry and has made them part and parcel of the project. The pilot study was carried out in the months of March, April and May 2022. The study used mixed methods to collect quantitative and qualitative from a cross-section of tourism enterprises in Nairobi County.

The project team has held two successful webinars with the tourism industry, including directors in the Ministry of Tourism and Wildlife and its parastatal, senior tourism officers at the Council of Governors and business owners and managers in the private sector and non-governmental organizations. The first webinar was held on 7th September 2021 and aimed at introducing the project to the stakeholders and soliciting partnership and support. The second webinar that was held on 16th June 2022 with stakeholders to validate pilot work discussed tentative recommendations. The design for the full survey on 370 enterprises is complete and is being fielded.

4. Data

Both quantitative and qualitative data were collected using questionnaires and in-depth interviews. These data were collected through digitalized survey solutions application. The pilot data was relayed digitally and stored at the KNBS server and was retrieved in Excel, STATA and SPSS formats for analysis.

The sampling frame comprised all the tourism enterprises registered by the Tourism Regulatory Authority (TRA) in Nairobi County. The sampling frame comprised a total of 1095, divided into five business categories. About 40 enterprises were selected using stratified random sampling but only 18 were successfully interviewed.

Among the enterprises, 61% were companies, while the rest were sole proprietorships. 72.2% of those who responded were tour operators and travel agencies. 65% of the respondents were in the category of micro-enterprises. Slightly more than half of the enterprises (10) had an annual turnover and expenditure of less than KES 5 million.

5. Key Learnings (and how the data informs these learnings)

- About 11 enterprises interviewed responded to the pandemic by reducing the number of employees; 9 reduced salaries, 10 enterprises retained contact with their employees through regular telephone conversations, while 5 gave food assistance. About 50% of the enterprises (9) sent their employees on compulsory leave. During the time of the survey, in the 18 firms, there were a total of 1726 employees, composed of 1116 males and 610 females. During the period 2016-2021 the total number of female employees dropped from 42% in 2016 to 39% in 2021 in a tourism workforce, while over the same period, the number of male employees increased from 58% of the workforce in 2016 to 61%. Only 4 out of the 18 firms surveyed reported that their employment level had not been affected by the pandemic. In these 18 enterprises, a total of 432 employees were not affected by COVID-19 and comprised 65% of males (282) and 35% of females (150). This gender differential in favor of men could be attributed to the fact that at the onset of COVID-19, the majority of the employees who were casuals, seasonal workers or short-contract holders, were women and these were the first casualties of the pandemic.
- About 65% of male employees and 69% females earned a gross salary of less than KES 25,000 (USD 250) per month during the time of this survey (March-May 2022). Among the highest-paid employees, were those earning over KES100,000 (USD 1,000), mostly males.
- About 10 enterprises had an annual turnover of less than KES 5 million in the second quarter of 2022 and only 2 had an annual turnover of more than KES 101 million (USD 1 million).
- The most serious consequence of the COVID-19 pandemic was the closure of businesses, with 6 enterprise owners reporting closure and 5 reporting substantial reductions in business incomes. According to the private sector representative, "closure of businesses for four or five months resulted in financial loss of millions per enterprise and billions cumulatively".

- This explains the devastating earnings losses experienced by the enterprises and the impacts on the employees.
- Of the 18 enterprises surveyed, the number of tourists received increased steadily up-to year 2019 (24,094 international and 23,956 domestic customers) but then there was a sharp, nearly 50% drop in the number of international tourists from 2020, stabilizing at around 10,719 by 2021. The number of domestic tourists reduced slightly in 2020 to around 23,002, but increased moderately in 2021 to 29,107. Thus, domestic tourism was less impacted by the pandemic.
 - According to the government representative, “... *the pandemic resulted in a drastic fall in revenue to the government from the tourism sector*”. The 13 enterprises that continued to operate during the COVID-19 travel restrictions responded to the crisis by lowering their prices.
 - Only 5 out of the 18 enterprises had accessed any credit, during the pandemic; 3 of these had accessed it from a bank and the other 2 from a SACCO. According to the private sector representative, “...*the banks and other financial institutions are reluctant to work with the enterprises due to the obvious risks posed by the pandemic*”. Further, all 18 enterprises reported that they had not received financial support from the government during the COVID-19 period. The follow-up webinar revealed that the reason why many enterprises failed to request financial support was due to a lack of awareness about the availability of the funds as well as a lack of guidance on the process of applying for the funds. The private sector representative emphasized the need for training of the enterprises and establishing a financial reserve that could be used in times of crisis to create resilience in the tourism industry.
 - As part of affirmative action suggested by about 6 enterprises, in the event of a crisis of the kind precipitated by COVID-19, there should be easy access to credit for women-owned enterprises, reduction in income taxes, suspension of VAT and tax rebates.

6. Recommendations (specific and actionable based on the key learnings)

- i. There is a need to provide training and capacity building for women employees and enterprises to enable them to recover from the crisis as they are the ones who were most affected by it. This is particularly the case for small businesses and employees in low cadre jobs (volunteers, casuals, seasonal and short-term workers).
- ii. During a pandemic, the tourism industry in collaboration with financial institutions and the national and county governments should put in place clear contingency measures, such as setting

- up financial reserves to assist the most affected businesses, lowering interest rates, extending loan repayment periods, and redesigning a flexible loan payment plans particularly for women.
- iii. There is a need to consider setting up a revolving fund to provide stimulus funds for women enterprises in the tourism sector during crises.
 - iv. With regard to government assistance, a clear mechanism of relaying or communicating information on the available government support to the stakeholders should be put in place. Many firms were unaware of public help available from the government, including the locations where the help could be obtained.

7. Key Partners

The project has worked closely in partnership with Ministry of Tourism and Wildlife (MoTW), Tourism Revenue Authority (TRA), Council of Governors (CoG) and Global Tourism Resilience & Crisis Management Centre (GTRCMC). The project is also working closely with Associations affiliated to the Ministry of tourism

8. Outputs

So far the team has generated a Pilot study [report](#) ,conducted a workshop on building strategic partnerships, available [here](#) and written a [newspaper article](#) on the need to seize post-Covid opportunities in the tourism sector. The team is working on generation of policy brief, organizing a stakeholders’ webinar to disseminate of pilot study key findings and feedback to improve the actual research, working on the research tool to integrate comments from the pilot study dissemination, conducting actual field data collection for the project, analysis of the data and generation of key findings, and dissemination of the research findings.

9. Upcoming activities and outputs, 2022/2023)

- Conference paper
- Webinar report
- Refined pilot research report
- Refined pilot policy brief
- Master’s student Proposal
- PhD’s student Proposal
- Story map

6.3.3 Enhancing Women’s Livelihoods, Labor Force Participation, Psychosocial Wellbeing, and Child Development through the Creche Program in Tharaka Nithi County, Kenya

A. WOMEN'S LIVELIHOODS

1. Problem

Globally, women play an integral role in poverty reduction within the household and their communities by engaging in various livelihood activities (Opoku-Ware, 2014). They contribute to the economy by participating in livelihoods activities as workers on their farms or as wage earners from other people's farms (Mukhamedova & Wegerich, 2018). In many communities, cultural norms demand that women take responsibility for their families’ day-to-day well-being. To maintain the well-being of their households, women have to perform household duties and livelihood activities *within* and *outside* the home. Due to many shocks including COVID-19 pandemic, climate change and natural calamities such as prolonged droughts and locust invasion witnessed in the recent past, many livelihoods and especially those of women are at risk and vulnerable. There is however no adequate and robust data to inform policy and interventions that can lead to women economic empowerment. Tharaka Nithi County has provided in its County Integrated Development Plan (CIDP) the need to build program and policy evidence on ‘what works’ to drive decision-making concerning women's livelihoods and economic empowerment. However, there is no data to inform such programs.

2. The Gap

Although the Tharaka Nithi County Integrated Development Plan (CIDP) recognizes and emphasizes the need to build program and policy evidence on women economic empowerment, there is no existing gender disaggregated data on livelihoods that can be utilized as evidence to inform both programs and policies.

3. How the research project is filling the gap

This study is addressing this gap by collecting data and analyzing it to generate evidence to inform policies and programs for improving women's access to productive employment or entrepreneurship opportunities.

4. Data

Both qualitative and quantitative data on women's livelihoods were collected through household interviews, focus group discussions, key informant interviews and field observations. The initial phase of data collection was done during a pilot survey that was conducted in two wards within the county namely Muthambi and Gatunga wards in September

and October 2021. The comprehensive survey was conducted and concluded in May and June 2022 using similar approaches as that of the pilot survey. The data from the full survey is currently being processed for analysis.

5. Key Learnings (and how the data informs these learnings)

- In the two wards, the majority of women (80.5%,) said their main livelihood is agriculture (crop farming and rearing livestock). Casual labor was reported to be a source of livelihood for 6.3% of the respondents and entrepreneurship for 4.2% of the respondents. Salaried employment (formal employment) was rarely mentioned as a source of livelihood. This can be attributed to low levels of female education in the area. In Gatunga ward 89 (46.8%) and Muthambi ward 101 (53.2%) had only primary education. In Gatunga (64.1%) and Muthambi (35.9%) had no formal education at all.
- In this livelihood sample for all women (including those with children aged 4 years and below), childcare and domestic work takes up most of the women's time (5-13 hours) performing unpaid care activities at home. They have little time left to concentrate on farm work and other productive activities although the respondents considered childcare a form of a livelihood activity.
- Women's participation in labor force includes availability of alternative and accessible childcare facilities (such as daycare), marital status, and level of education.

6. Recommendations (specific and actionable based on the key learnings)

- Diversification of women’s livelihood by the county government developing infrastructure that can create opportunities for absorbing women rather than depending primarily on agriculture for a living. For example, establishing light agro-processing industries that can generate job opportunities for women.
- The government and other stakeholders to establish safe childcare centres in places accessible to mothers with children under 4 years old.
- The government and other stakeholders to train women and build their capacities in various trades/skills to enhance their participation in other sectors of the economy.

7. Upcoming Activities and outputs, 2022/2023

- Full survey report on women's livelihoods
- Policy briefs
- Survey findings dissemination report
- Conference proceedings report
- 1 draft journal article

B. FEMALE LABOR FORCE PARTICIPATION (FLFP)

1. Problem

Female Labor Force Participation (FLFP) is a measure of women's level of engagement in productive activities to support their social well-being and that of their families. Women's economic empowerment (their livelihood choices, development of their children, and their own psychosocial wellbeing) are intricately linked to female labor force participation – engagement in remunerative work, particularly outside the home. A key determinant of FLFP is childcare

2. Gap

The mechanisms underlying functioning of childcare in improving FLFP in Kenya have not received rigorous investigation, except for one RCT study in Nairobi (Shelley et al, 2021). This limits what the government do to empower women via a creche initiative.

How the research project is filling the gap

A survey-based, collaborative pilot study in Tharaka Nithi County (n = 326 to 418) mapped and assessed women's participation in labor force participation to provide preliminary information on the effect of crèches on WEE. Surveys were informed by stakeholder meetings on 3rd and 10th Sept. 2021 and conducted from 14th Sept. – 1st Oct. 2021. They targeted a random sample of 450 women with children 4 years old and below from Gatunga (lower zone), Chiakariga (middle zone) and Karingani (upper zone). There was also mapping of women's willingness to participate in the crèche program if established. A full survey was conducted in May-June 2022 and the data collected is being analyzed.

3. Data

Surveying and mapping of women's livelihood activities was done. There was also mapping of women's willingness to participate in the crèche program. The study also surveyed women's livelihood strategies and childcare work in the selected areas. A random sample of 450 women with children 4 years old and below from Gatunga (lower zone), Chiakariga (middle zone) and Karingani (upper zone) was selected.

4. Key Learnings (and how the data informs these learnings)

- Most women reported that daycare centers would increase their participation in wage employment and in other livelihood activities.
- Availability of childcare is associated with many aspects of WEE.

5. Recommendations (specific and actionable based on the key learnings)

- The Tharaka Nithi County Government (TNCG) to establish crèches in ECDE centers (not in selected markets as planned earlier), in order to give opportunities to all mothers to benefit from the initiative.
- The KU-WEE Hub, TNCG, Busara and Yale to finalize the RCT budget and the RCT design (implementation logistics) by end of July 2022 so that pre-intervention activities can start in August 2022.

6. Upcoming Activities and outputs, 2022/2023

- Full survey report on female labor force participation
- Policy briefs
- MOU with Chuka University to formalize University's support to the on-going research work in Tharaka Nithi County.
- Survey findings dissemination workshops and report
- Draft journal article on FLFP

C. CHILDCARE, CHILD DEVELOPMENT AND WOMEN'S WELLBEING

1. Problem

Literature shows that childcare is critical to women's engagement in productive activities particularly wage employment and entrepreneurship (Shelley, et al 2021, Attanasio et al 2012 Smith, et al 2018). Taking care of children is a women's responsibility especially in African societies due to social norms. Parents attach great value to childcare, an integral input into child development and wellbeing. Although both the mother and the father should be involved in childcare, gender norms, practices and power relations in a number of communities, place the bulk of the responsibility for this unpaid care and domestic work in the hands of women and girls (Sevilla and Smith, 2020 and UN Women, 2020). This greatly limits their engagement in paid work and other self-empowerment activities. Evidence to design policies to address this issue is missing.

2. Gap

In response to the above-mentioned childcare issue, TharakaNithi County Government established a crèche at Chuka Market in 2018 to support women with children, who work at the adjacent areas. The performance of the crèche and similar initiatives, such as baby care centres in the county has not been evaluated. The County Government officials need evidence from such an evaluation to improve or scale up these initiatives in ways that enhance WEE in the county.

3. How the research project is filling the gap

To understand the role of crèches in women's wellbeing and child development, a rapid needs assessment was conducted in Tharaka Nithi County on childcare availability. The county represents all the five Agro-Ecological Zones (AEZs) of Kenya. To assess the role of crèches in each of the zones, household surveys and focus group discussions were conducted in the upper zone (Highlands), the middle zone (Midlands) and the lower zone (Lowlands) as defined by altitude and rainfall reliability. In addition to the observational studies, we are also carrying out an RCT study to evaluate more precisely the effects of creches on child development, women's livelihood, female labor force participation, socio-economic wellbeing, and other dimensions of WEE. The RCT is being carried out in collaboration with Tharaka Nithi County Government, Yale University, Busara, KNBS and Chuka University with whom we are currently drafting an MoU for the purpose.

4. Data

We used survey questionnaires and focused group discussions to collect quantitative and qualitative data on livelihoods, female labor force participation, assessed ECDE centers through observation check list and the observation of the general agro-ecological zones of the county. The pilot studies covered. The pilot studies were carried out in Muthambi, Karingani, Chiakariga and Gatunga, four of the eleven wards of the county.

These revealed a significant demand for crèche facilities in all zones.

5. Key Learnings (and how the data informs these learnings)

In the sample of 357, majority of respondents in Chiakariga(N =108, 32%) and Karingani(N =115, 29%) are between 19-25 years. In Gatunga(N = 134) majority of respondents (34%) are between 26 -30 years.

18.8% of the women have not attended school nor complete primary, while majority (58.5%) have only primary education. Only 2.2% have university education whereas 13.2% are mid-level college graduates.

86%, 65% and 66% of households in Gatunga, Karingani and Chiakariga respectively are headed by men. This influences decision making at the household level.

131 respondents(37%) indicated that fathers reasonably get involved in childcare activities but not as much as the mothers. 80 respondents(22%) indicated that fathers get involved as much as the mothers.

Cost of childcare was cited as the main reason why mothers were generally not using private day care centers.

Survey data and observations in schools showed shortage of ECDE infrastructure in all zones. For example, the teacher-child ratio is quite low, playgrounds are inadequate, and there are no sleeping places or materials for children.

6. Recommendations (specific and actionable based on the key learnings)

- Feeding program and provision of mattresses to ECDEs
- Rescuing and rehabilitating teenage mothers
- Crèches in ECDE canter to Provide quality childcare services
- Protection of water sources and the environment
- Legislation in support of crèches
- Improve market infrastructure

7. Key Partners

Key partners: The stakeholders who will be participating in the crèche, lactating rooms and women livelihoods programme include but not limited to County Government of Tharaka Nithi, Kenyatta University, Chuka University, Tharaka University College, Inclusion Economics Yale (Economic Growth Center and MacMillan Center) at Yale University, Kenya National Bureau of Statistics (KNBS), Busara Center for Behavioral Economics (BUSARA) County Gender Office, Plan International, Ministry of Labour and Social Protection, Media, Caritas, Meru Catholic Diocese Office, Inter-Faith Network Group, Ministry of Public Service and Gender, Ministry of Health, Tharaka Nithi Ministry of Education Department and the community.

8. Outputs

Products/expected: Research Proposal; Pilot Report; Stakeholders engagement report; Rapid Assessment Report; 10 Policy Briefs; and Data sets.

Pilot report and ten policy: briefs. The research is expected to produce policy documents, more policy briefs, blogs, storylines, webinar, multi-sectoral round table debates, research and conference papers, journal articles, and technical reports.

9. Upcoming Activities and outputs, 2022/2023

KU Children Research Policy

Finalized RCT design and plan to implement the study in January 2023.

Final RCT Budget with signed Sub-wards to Yale and Busara

Listing and determination of women and children who will participate in the RCT

For Journal articles

Conference papers as in the book of abstracts (Click here)

Summary of the studies and outputs

SN	Tittle of Study	Outputs Q3	Outputs Q4
1.	1.1 Women's Participa- tion in Management and Leadership Po- sitions in the Public Sector in Kenya: Clos- ing the Gender Gap	Gender Audit Trail Report: http://weehub.ku.ac.ke/wp-con- tent/uploads/2022/09/GENDER-AU- DIT-TRAIL-REPORT-WOMEN-IN-MANAGE- MENT-AND-LEADERSHIP.pdf Gender Audit Policy Brief: http://weehub.ku.ac.ke/wp-content/ uploads/2022/09/GENDER-AUDIT-POLI- CY-BRIEF.pdf	Pilot Report: http://weehub.ku.ac.ke/wp-con- tent/uploads/2022/09/PILOT-RE- PORT-WOMEN-IN-LEADER- SHIP-AND-MANAGEMENT.pdf Policy Brief: http://weehub.ku.ac. ke/wp-content/uploads/2022/09/ POLICY-BRIEF-WOMEN-IN-LEAD- ERSHIP-AND-MANAGEMENT.pdf
2	1.2: Participation of Women in Corporate Governance in Kenya	1.Pilot report: http://weehub.ku.ac. ke/wp-content/uploads/2022/04/PI- LOT-STUDY-REPORT-ON-WOMEN-IN-COR- PORATE-GOVERNANCE.pdf 2. Research assistants' training report: Report on Research Assistants' Training for women in Corporate Governance in Kitui.pdf (dropbox.com) 3.Post Pilot Stakeholder webinar report: https://www.dropbox.com/s/qwplq91sj60peil/ POST%20PILOT%20STAKEHOLDER%20WE- BINAR%20REPORT%20WOMEN%20IN%20 CORPORATE%20GOVERNANCE.pdf?dl=0 4. Pilot Study findings PP presenta- tion: https://www.dropbox.com/scl/ fi/49b0grz5gwsxm6a8ls2ul/WOM- EN-IN-GOVERNANCE-PILOT-STUDY-FIND- INGS-PRESENTATION.pptx?dl=0&rlkey=- 6g9l8ufdpv369m3ljnylqegar	Field Work Report- Submitted for quality assurance 2 conference papers presented at the The 1 st International Women's Economic Empowerment Confer- ence, 2022 (See Book of Abstracts Here)

3	1.3: Promoting Par- ticipation of Women in the Manufacturing Sector in Kenya	Stakeholder webinar report: http:// weehub.ku.ac.ke/wp-content/up- loads/2021/09/WIM-WEBINAR-COMPRE- HENSIVE-REPORT.pdf Pilot study report: http://weehub. ku.ac.ke/wp-content/uploads/2022/04/ PILOT-STUDY-REPORT-ON-WOM- EN-IN-MANUFACTURING.pdf Policy Brief: http://weehub.ku.ac.ke/ wp-content/uploads/2022/03/EFEC- TIVENESS-OF-WIM-PROGRAM-IN-PRO- MOTING-WEE-IN-KENYA.pdf	Field Work Report- Submitted for quality assurance 2 conference papers presented at the The 1 st International Women's Economic Empowerment Confer- ence, 2022 (See Book of Abstracts Here)
4	1.4 Institute of Eco- nomic Affairs (IEA): Gender Responsive Budgeting: Track- ing the Effects of Budgets and Public Spending on Women Economic Empower- ment Initiatives.	KU-WEE Hub/IEA Policy Briefs: http://wee- hub.ku.ac.ke/policy-brief/ Role of education in Women's political participation Blog post: http://weehub.ku.ac. ke/the-role-of-education-in-womens-politi- cal-participation-in-kenya/	Key Informant Interviews Report: https://www.dropbox.com/s/avy- dwghwkyle65b/IEA%20KEY%20 INFORMANT%20INTERVIEWS%20 REPORT.pdf?dl=0 Gender responsive Budgeting field work report: http://wee- hub.ku.ac.ke/wp-content/up- loads/2022/09/GENDER-RESPON- SIVE-BUDGETING-REPORT-IEA.pdf Women's Economic Empower- ment Initiatives (WEEI) in Kenya 1 conference paper presented at the The 1 st International Women's Economic Empowerment Confer- ence, 2022 (See Book of Abstracts Here)
5	1.5 Kenya National Bureau of Statistics (KNBS): Women's Economic Empower- ment Index in Kenya.	WEE module with 10 dimensions outlined developed: http://weehub.ku.ac.ke/wp-con- tent/uploads/2022/09/WEE-MODULE-IN- SURVEY-SOLUTION.pdf	2022 KCHS 2 conference papers presented at the The 1 St International Women's Economic Empowerment Confer- ence, 2022 (See Book of Abstracts Here) The Director General Gave a key- note speech.
2.0 Women's Skilling and Mentoring			

6	2.1: Integration of Transferrable Skills in Basic and TVET Education for employability of Women and Girls in Kenya.	Pre-pilot stakeholder engagement Webinar Report: http://weehub.ku.ac.ke/wp-content/uploads/2021/09/TRANSFERABLE-SKILLS-WEBINAR-REPORT.pdf Draft Pilot Report: https://www.dropbox.com/s/kyzeh6k9k7v3w1v/PILOT%20REPORT%20TRANSFERABLE%20SKILLS.pdf?dl=0	✓ Field work report being finalized ✓ Aim Report For Participating During The Gates Foundation Gender And Youth Advocacy Grantees Meeting
	2.2: Improving Young Women's Work Readiness and Employability through Apprenticeship, Internship and Mentorship in Kenya	□ Impact of Apprenticeship, Internship and Mentorship (Aim) Programmes on Employment of Young Women WEE CoP Quarterly Meeting Pre-Pilot Stakeholder engagement webinar report: http://weehub.ku.ac.ke/wp-content/uploads/2021/09/AIM-WEBINAR-REPORT.pdf , Researchers' training report: https://www.dropbox.com/s/mw2ycvns7rwq1m/AIM%20RESEARCH%20ASSISTANTS%20TRAINING%20REPORT.pdf?dl=0 Presentation on skillset development for young women: http://weehub.ku.ac.ke/wp-content/uploads/2022/03/PRESENTATION-ON-SKILL-SET-DEVELOPMENT-FOR-YOUNG-WOMEN.pdf Newspaper article: Apprenticeships and Internships key to tackling unemployment : https://www.standardmedia.co.ke/opinion/article/2001444058/apprenticeships-and-internships-key-to-tackling-unemployment	1 conference paper presented at Department of Science and Technology Education (DeSTE) STEM-ERA Conference Programme 27 to 29 July 2022 2 conference papers presented at the The 1st International Women's Economic Empowerment Conference, 2022 (See Book of Abstracts Here)
	3.0 Violence, Crisis, and Women's Work		

7	3.1 Gendered Impact Of Travel Restriction's Government Policy Response To Covid-19 Pandemic On The Tourism Industry In Kenya	Stakeholder Webinar Report: http://weehub.ku.ac.ke/wp-content/uploads/2021/09/REPORT-ON-STAKEHOLDERS-WEBINAR-ON-GENDERED-IMPACT-OF-COVID-19-FINANCIAL.pdf Pilot Study Report : https://www.dropbox.com/s/dwx0ldgmv91nskd/PILOT%20STUDY%20REPORT%20COVID.pdf?dl=0 In-studio discussion by one of the stakeholders: https://www.youtube.com/watch?v=Zqetoc21Ys&authuser=0 ,	Newspaper article: https://nation.africa/kenya/blogs-opinion/blogs/time-to-seize-post-covid-opportunities-in-tourism-3840556 , Report of the Building strategic networks workshop: https://www.dropbox.com/s/fwawpyf49ougctb/REPORT%20OF%20THE%20BUILDING%20STRATEGIC%20PARTNERSHIPS%20WORKSHOP%20SEPTEMBER.pdf?dl=0 2 conference papers presented at the The 1st International Women's Economic Empowerment Conference, 2022 (See Book of Abstracts Here)
8	3.2 Effectiveness of SGBV Mitigation and Prevention Programmes	Newspaper article by the PI: https://www.standardmedia.co.ke/opinion/article/2001424135/research-will-enhance-fight-against-gender-based-violence	3 conference papers presented at the The 1st International Women's Economic Empowerment Conference, 2022 (See Book of Abstracts Here)
9	3.3 Tharaka Nithi County: Improving Child Care and Child Health through the CRECHE Program: A Strategy for Women's Economic Empowerment in Tharaka Nithi County, Kenya.	Publish pilot findings- Design RCT All study related documents and reports: https://1drv.ms/u/s!Ank-l8bS-u4nhfgurAgpZ-Prt4JXBqA?e=DDQzsC	2 conference papers presented at the KU WEE conference (See Book of Abstracts Here) CHILD PROTECTION POLICY- Developed awaiting board approval Draft Playgroup Curriculum Designs for Three Year Old Children Developed awaiting county Government approval



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