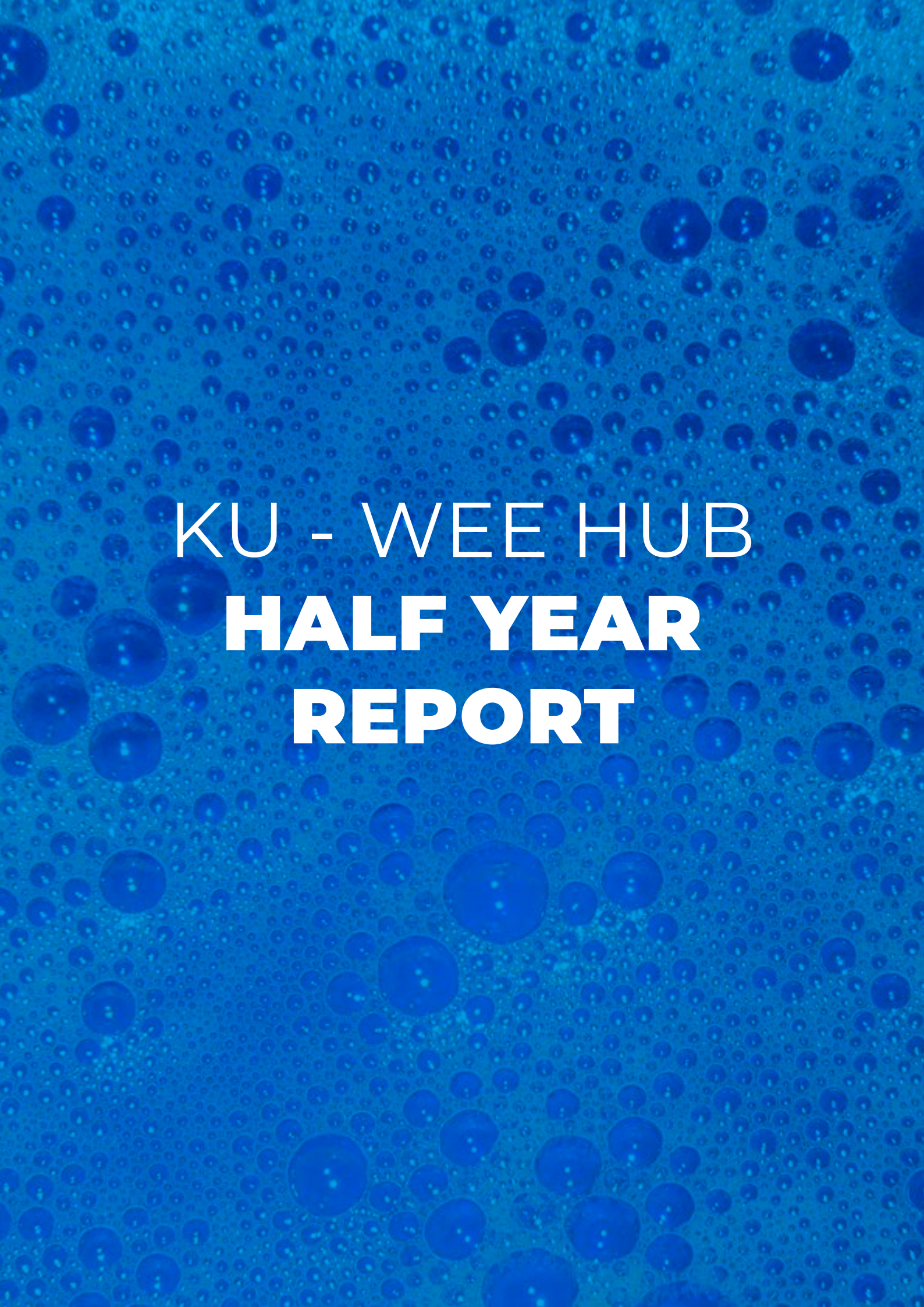


KU - WEE HUB **HALF YEAR REPORT**





KU - WEE HUB **HALF YEAR REPORT**

TABLE OF CONTENTS

1.0	INTRODUCTION	6
1.1.	THE KU WEE HUB	7
1.2	CORPORATE GOVERNANCE AT THE HUB	8
1.2.1	KU WEE Board Membership	9
1.2.2	Strengthening capacity of the Board of Governors	10
1.2.3	Board Meetings	10
1.2.4	The Hubs Theory of Change	12
1.2.5	Monitoring and Evaluation	13
1.3	LESSONS LEARNT	14
1.4	WAY FORWARD	15
2.0	THE RESEARCH PROJECTS	16
2.1	WOMEN'S ROLES IN PUBLIC AND PRIVATE SECTORS	18
2.1.1.	Women's Participation in Management and Leadership in the Public Sector: Closing the Gender Gap	18
2.1.2:	Participation of Women in Governance in Kenya	19
2.1.3:	Effectiveness of Women-in-Manufacturing Program in Promoting Economic Empowerment for Women Entrepreneurs in the Manufacturing Sector in Kenya	21
2.1.4	Constructing Women's Economic Empowerment Index for Kenya: Determinants at the Micro-Level.	22
2.1.5:	Gender Responsive Budgeting: Tracking the Effect of Budgets and Public Spending on Women's Economic Empowerment Initiatives	24
2.2.	WOMEN'S SKILLING AND MENTORING	28
2.2.1	Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya	28
2.2.2:	Impact of Apprenticeship, Internship and Mentorship Programmes on Employment of Young Women	30

2.2.3	Impact of Lifelong Learning on Women Managed Small and Medium Enterprises: The Case of Kenya Women Microfinance Bank (KWFT), Plc.	31
2.3.	VIOLENCE, CRISIS, AND WOMEN'S WORK	33
2.3.1:	Effectiveness of SGBV Mitigation and Prevention Programmes	33
2.3.2:	Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 Pandemic on the Tourism Industry in Kenya	35
2.3.3	Enhancing Women's Livelihoods, Labor Force Participation, Psychosocial Wellbeing, and Child Development through the Creche Program in Tharaka Nithi County, Kenya	36
3.0	MONITORING QUALITY OF THE RESEARCH OUTPUTS	46
3.1	The piloting of research instruments	47
3.2	The research outputs	47
3.3	The aspect that worked well	47
3.4	Challenges and Mitigation Measures	47
4.0	KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.	48
4.1	Engagement at Both National and Global Levels	49
4.1.1	Global Women's Economic Empowerment Hub's steering committee	49
4.1.2	National WEE Advocacy Coalition	50
4.2	Hub in the Media	50
4.3	KU WEE HUB, the international women's month and the 66 th CSW and women's international day 2022	51
5.0	LOCAL AND INTERNATIONAL PARTNERSHIPS	56
6.0	CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS	63
6.1	- strengthening capacity of researchers	64
6.1.1	Research Ethics, Compliance and Field Protocol Training: A Partnership with Busara	64
6.2	- Capacity strengthening of researchers on the Use of 'survey solution' research tool	65
6.3	- Graduate Students	66
7.0	GOOD FINANCIAL PRACTICES	69
7.1	- Financial Update	70
7.2	- Latest Period Variance	70
7.3	- Future Period Projections	73
7.4	- Sub-Awards (If Applicable)	74

List of Tables

Table 1. 1:	Members of the KU WEE Hub Board	9
Table 1. 2:	Deliberations and Action Status of the issues Highlighted	11
Table 2. 1:	List of completed key informant interviews	...25
Table 2. 2:	List of all upcoming events and outputs in 2022	...27
Table 2. 3:	RCT Activities (sequenced in the order in which they will be performed)	..42
Table 4. 1:	A Summary of Advocacy and Policy Engagement Sessions	...53
Table 5. 1:	The status of KU WEE hub Partnerships and Collaboration	...57
Table 6. 1:	Graduate students in the initiative for what works for women's economic empowerment project	...67

EXECUTIVE SUMMARY

The Kenyatta University Women's Economic Empowerment Hub (KU-WEE Hub), is marking the second half 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 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 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, these studies have carried out pilot work in different counties in Kenya. The findings have been shared through stake holder engagement, and draft five policy briefs have been 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, Senior Citizens Affairs & Special Programmes.

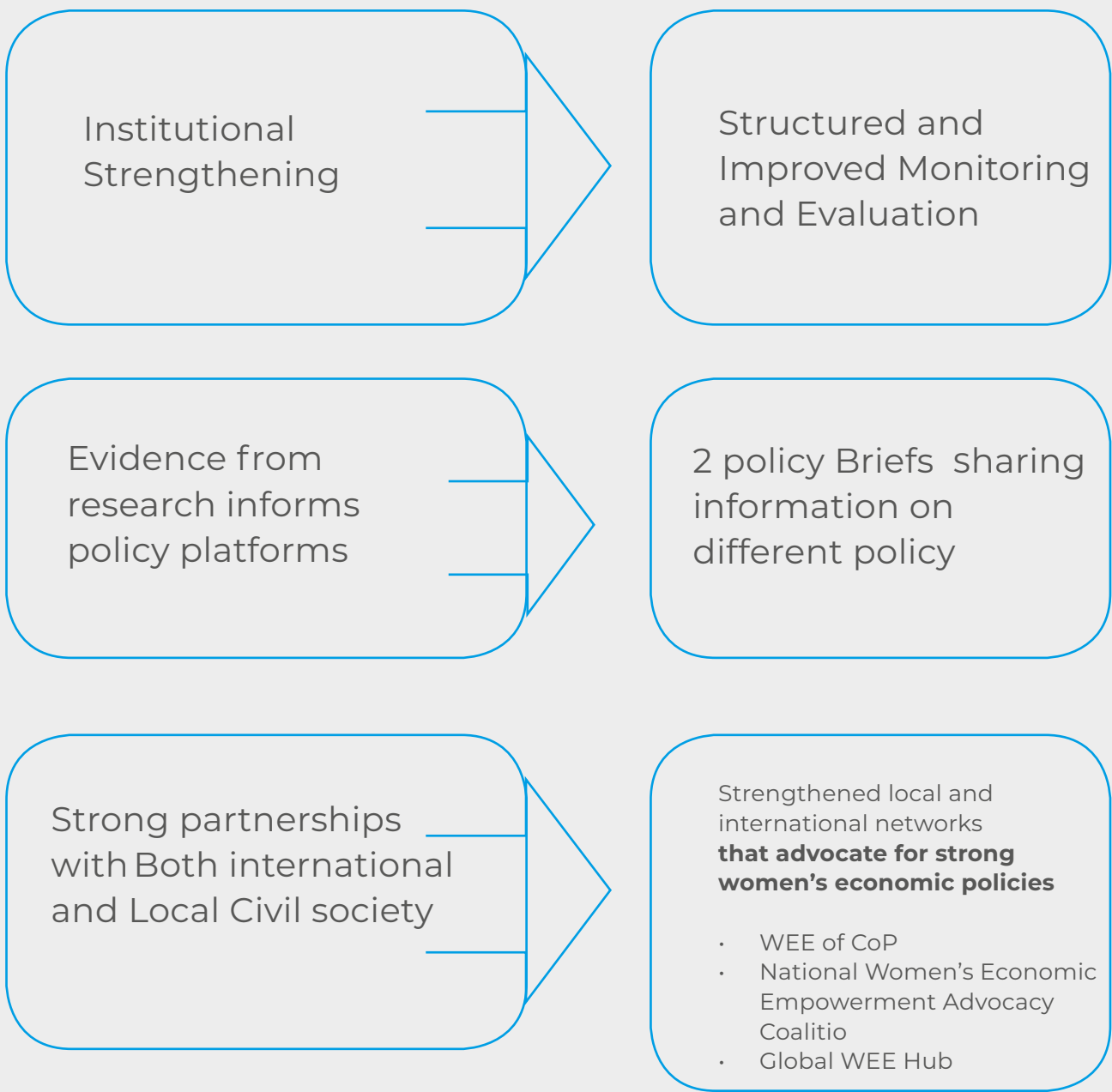
The project's grant of \$4,051,750 was awarded to the KU-WEE Hub on September 18, 2020. The hub has put in place prudent financial management procedures to manage this grant. In addition, the Foundation has recommended an audit firm to oversee good financial practices within the university. To improve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

Towards the end of 2021 and beginning of 2022, the government restrictions on COVID-19, still applied up to mid-March 2022. However, the researchers have made good progress in carrying out piloting 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.

The Hub's administrative structure is functional. However, we propose that the Technical Committee meets quarterly in order to serve the Hub better and that the positions of Research Fellow and Senior Research Fellow be created in the hub structure to incentivize senior scholars to visit the hub.

**The
project's
grant of
\$4,051,750
was
awarded to
the KU-WEE
Hub on
September
18, 2020.**

THE HALF YEAR AT A GLANCE



1.0 INTRODUCTION

1.0 INTRODUCTION

1.0 INTRODUCTION

1.1. THE KU WEE HUB

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, i.e. 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 initiated 12 research studies to gather the required data. The Project's aim is to use credible research evidence to shape policies, programs, interventions, and advocacy efforts that move Kenyan women

forward in all spheres of the economy. 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 & 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.

1.0 INTRODUCTION

1.2 CORPORATE GOVERNANCE AT THE HUB

The year 2022 began with a week-long working retreat organized to bring all implementing partners together to reflect on the initiatives' achievement against targets, chart a way forward, and strengthen teamwork and collaboration. The program of events included an Advisory Board forum on the 6th and 8th of December 2021, all Principal and Co-Principal Researchers forum on the 8th and 9th as well as a Technical Committee forum on the 9th and 11th of December 2021. This retreat took place at Sarova Woodlands Hotel in Nakuru City County. All partner institutions were represented in the retreat. Hon. Rachael Shebesh, the Chief Administrative Secretary (CAS) in the Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programs inaugurated the conference on behalf of the Cabinet Secretary, Ministry of Public Service and Gender, Prof Margaret Kobia. The CAS in her keynote address a "Reflection on the Importance of Gender Data for Policy Direction" reiterated the critical role of gender data in the formulation and implementation of relevant policies and programs.

The CAS commended KU's role as a research institution in ensuring that government policies and programs are informed by reliable gender data, noting that generation of evidence on what works to advance women's economic empowerment will be useful in advocating for real, sustainable solutions to the persistent inequalities between men and women, boys and girls.

Stakeholder mapping and engagement will ensure that the hub cultivates strong linkages with relevant sectors that will help

in advocating for what works to bridge the gap between gender data and gender policies and programs, while evaluative research will help reveal barriers to Women's Economic Empowerment, which is a critical component of overall economic growth. As the project enters its second year, the CAS encouraged Hub leadership to intensify stakeholder engagement to ensure that findings are disseminated and feedback is sought at every level of the research. As a result, stakeholders will grasp the initiative's objectives and take ownership of the evidence-gathering process, which will aid in the development of a solid advocacy strategy. The retreat had 35 participants from the hub. The address was highlighted on [KUTV news](#). Read the retreat report [here](#)



Photo 1: CAS Hon. Rachael Shebesh delivers the Keynote Address.



Photo 2: CAS Hon. Rachael Shebesh receives a gift from the Vice-Chancellor, Kenyatta University, Prof. Paul K. Wainaina

1.0 INTRODUCTION

1.2.1 KU WEE Board Membership

The board is made of the following expertise drawn from various sectors of Government the private sector as well as a representative of the research development partner.

Table 1.1: Members of the KU WEE Hub Board

SN	Name	Position	Institution
1	Prof. Caroline L. Thoruwa	Chair person	Kenyatta University
2	Prof. Waceke Wanjohi		DVC Academics, Kenyatta University
3	Mr. MacDonald George Obudho	Partner	Director General, Kenya national Bureau of Statistics (KNBS)
4	Mr. Kwame Owino	Partner	CEO, Institute of Economic Affairs (IEA)
5	Ms. Mary Mwiti	Member	CEO, Council of Governors
6	Mr. Michael Kariuki	Member Representing PS Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department	Assistant Director Gender, Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department
7	Dr. David Watene	Member Representing Ministry of Education	Deputy Director, University Education, Ministry of Education
8	Mrs. Rispa Moruri	Member Representing PS Labour	Director Social Department Ministry of Public Service and Gender
9	Hon. Abraham Maruta	Representing County Government of Tharaka Nithi	CEC, Public Service, Administration & Devolution Affairs, Tharaka Nithi County
10	Ms. Lorna Waghoe	Donor Representative	Research Manager, Busara Center for Behavioral Economics
11	Prof. Judith N. Waudu	Secretary to the Board	KU-WEE Hub Leader

1.0 INTRODUCTION

1.2.2 Strengthening capacity of the Board of Governors

Training

The first year retreat provided an opportunity for training of the Board of Governors on good governance. The training sessions focused on three broad themes:

- *The role of the Board: Good Governance and Oversight*
- *A Good Oversight Board and its Interactions with the Technical Team*
- *Understanding the Hub's Theory of Change*

Key Output

The DVC in charge of Research oversight was replaced by the DVC (Academic) who is also female due to conflict of interest as identified in the good governance training.

1.2.3 Board Meetings

The first board meeting of the hub took place on 8th December, 2021. This was the first time all board members met face to face. The key issues highlighted are shown in Table 1



1.0 INTRODUCTION

Table 1. 2: Deliberations and Action Status of the issues Highlighted

SN	Key Issue Discussed	Recommendation	Status
1.	Current governance structure was presented to the board including the current challenges in its implementation.	The Board requested that the Hub Leadership make a proposal on the proposed changes and present to board for deliberation and approval.	Proposed Structure developed awaiting Board approval
2.	Following the training on Good Governance, it was noted that having the DVC Research as a Board member was a conflict of interest seeing that the Hub is a research project that is anchored in the Division of Research	Proposed that the DVC Academic who is female replaces the DVC Research as a Board member .	Already Actioned
3.	Two sub-committees were formed at the advisory board i.e. Research and the Strategic investment sub-committees.	Research and the Strategic investment sub-committees.	Committees are Functional
4.	It was noted that there was more male representation in the current Hub Board and a suggestion was made to increase the number so that there can be more female representation.	This suggestion was rejected based on the fact that the maximum board representation of 9 has been surpassed and so the current membership should be retained.	No action Needed
5.	Two sub-committees were formed at the advisory board i.e. Research and the Strategic investment sub-committees.	Research and the Strategic investment sub-committees.	Are working and held their meetings in February and march 2022 making recommendations to the Board second meeting
	It was noted that there are some crucial capacities at the Hub but are lacking including that of an M&E expert, Legal officer and Policy Expert and ICT/ Data Analyst.	It was hence Board proposed the recruitment of these persons with permission from the Research Partner B&MGF.	In the process of seeking necessary permissions to recruit

1.0 INTRODUCTION



Photo 3: The Vice-Chancellor, Prof. Paul K. Wainaina, poses with the CAS, Advisory board Chair, Hub Leader and some of the representatives of the Hub partners, including Mr. Macdonald Obudho (Kenya National Bureau of Statistics) (far left), Hon. Abraham Maruta (third from left) from the Tharaka Nithi County Government, and Mr. David Watene (second right), Ministry of education.

The second board meeting was virtual and was held on 25th March 2022.

1.2.4 The Hub's Theory of Change

The hub has within the last six months 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 12 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*

1.0 INTRODUCTION

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.

1.2.5 Monitoring and Evaluation

In the second year the hub has been able to better manage what the second year will entail. One of the outputs of the conference in Nakuru was that all the projects developed an out plan of their projects for both March and up to September 2022. This means that they are able to follow up on that. Further, the hub developed monitoring systems which include bi-monthly monitoring schedule, and the use of the almanac.

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.

Bi- Monthly Monitoring Schedules

A bi- monthly monitoring schedule has been developed and this which makes it possible for the hub to keep a follow up on what is happening with all the study teams. The bi-monthly reporting has also 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.

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 matrixes from the hub to the project level. This has helped create a clear division of responsibilities and accountability.

1.2.6. 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](#).

1.0 INTRODUCTION

1.3 LESSONS LEARNT

The hub in the reporting period has a number of lessons learnt. These are varied from importance of strong team works, to critical role of strong and varied networks, importance of seizing opportunities to show case the hub's work, to relating gender and women's research and data to both policy and community.

Strong Team Work

A great lesson learnt is the importance of strong networks as researchers go to pilot. The critical strengths and roles played by different researchers come to play especially when what is planned on paper does not work on the ground and teams go back to the drawing board.

Weighting the Impact of the Situation at Country Level

Being an election year in Kenya, the hub had to nudge researchers to weigh how elections might impact on their data collection. Some teams have had to adjust to beat the deadlines for full data collection because their interviewees are members of county assembly and are seeking re- election. This means they will be back or will be out. They had to be interviewed before H.E the president disbands the parliamentary and county assemblies.

Strong and Varied Networks

The critical role of strong and varied networks has enabled the hub and the researchers be exposed both at the national networks but also international ones where they are presenting their pilot findings and the hub is

being requested to sit in panels.

Seizing Opportunities to show case the Hubs Work.

The exposure to the varied national and international networks has also brought the importance of seizing opportunities to show case the hubs work.

Use of Different Media avenues to communicate

The experiences of the networks have boosted the hubs innovative ways of communicating research using different platforms such as social media, TV networks and blogs among others.

1.0 INTRODUCTION

1.4 Way Forward

The hub intends to lean on its theory of change developed to move forward in achieving the goal of strengthening the weak nexus between women's economic empowerment data and gender and women's policy.

The hub intends to keep strong networks already created.

The strong monitoring system using the tools such as the Raci matrix, knowledge management and the bi-weekly meetings.

With data being generated, the hub intends to engage more at policy level through stakeholder engagements and advocacy.

The availability of data will also provide more room for publication of journal articles, and presence of the researchers in different scholarly forums which also bring out boldly WEE supported by data.

2.0 THE RESEARCH PROJECTS

2.0 THE RESEARCH PROJECTS

2.0 THE RESEARCH PROJECTS

KU-WEE Hub has in the first six months of the second year of the project embarked on both pilot for most of the studies and data collection. In addition, there has been development of several pilot reports and policy briefs. Other studies conducted the stakeholders' webinars. The first outcome of these studies was to increase availability of evidence that can inform programs and policies such that they can better support women's economic empowerment in Kenya.

In the first half of 2021-2022, all the studies, except for the "Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 Pandemic on the Tourism Industry in Kenya" carried out piloting for their studies. The 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.

All the studies fall within three thematic areas as follows:

1.0 Women's Roles in Public and Private Sectors

- 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

2.0 Women's Skilling and Mentoring

- 2.1: Integration of Transferable Skills into Basic and TVET Levels for Employability of Women in Kenya
- 2.2 Impact of Apprenticeship, Internship and Mentorship Programmes on Employment of Young Women
- 2.3: Impact of lifelong learning on performance of women-managed small and medium enterprises: the case of KWFT Bank

3. Violence, Crisis, and Women's Work

- 3.1: Effectiveness of SGBV Mitigation and Prevention Programmes
- 3.2: Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 Pandemic on the Tourism Industry in Kenya
- 3.3 Enhancing Women's Market Participation and Child Development through the Crèche Programme in Tharaka Nithi County: A Randomised Control Trial
- Women's Labor Force Participation: A Conceptual and Empirical Framework

2.1 WOMEN'S ROLES IN PUBLIC AND PRIVATE SECTORS

2.1.1. Women's Participation in Management and Leadership in the Public Sector: Closing the Gender Gap

This study recognizes increasing women's participation in management and leadership in the public sector as key in empowering women economically. It aims to ensure a sustainable increase in women's representation in the public sector in Kenya through increasing the proportion of women in management and leadership positions by 30% by the year 2025. To achieve this, the study will evaluate the implementation of the National Policy on Gender and Development of 2000 and its subsequent amendments of 2011 and 2019. The study is guided by four objectives namely to: establish factors that contribute to women's under-representation in management and leadership positions for women's economic empowerment in the public sector; examine the extent to which the National Policy on Gender and Development (2000) and its subsequent amendments of 2011 and 2019 have been implemented in the public sector; examine Monitoring and Evaluation indicators for measuring women's participation in management and leadership positions in the public sector for women's economic empowerment; and suggest how the National Policy on Gender and Development can be made more effective in enabling women's participation in management and leadership positions in the public sector for economic empowerment. The study uses the theory of change as conceived by Weiss (1995) that hypothesized causal connections between the study's activities, inputs, outputs, outcomes and the ultimate

goal. The study deploys the Marxist feminist thinking that seeks to draw attention to the hidden nature of sexism in the workplace. The study employs a mixed method approach that involves both qualitative and quantitative analysis. A trend analysis will be carried out in the Ministries and State Departments to come up with an audit trail report covering the years 2013 to 2021. In addition, review of policy documents and national repository data from Kenya National Bureau of Statistics (KNBS), institutional records, as well as archival materials will be carried out. A two-week 24-hour smart diary will be administered to selected women in senior level management. An observation checklist will be used to document the organizational gender responsive initiatives that are in place. Interviews are being held with key informants at the counties of the study inclusive of the pilot county. The data collection tools were piloted in Nairobi City County. The study is being carried out in four counties namely, Nairobi City, Kisumu City, Tharaka Nithi, and Kiambu.

Currently, the team is piloting the research tools in Nairobi City County in both the County and National Government. The team has also collected audit trail data from 2013 to 2021 from the State Department for Gender, Ministry for Public Service and Gender, and is now analyzing it to come up with an audit trail report.

2.0 THE RESEARCH PROJECTS

The key partners identified include:

1. 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.
2. Tharaka Nithi County: partner and research county. Other research Counties include Nairobi and Kisumu City Counties, and Kiambu County
3. Community Advocacy and Awareness Trust-CRAWN Trust who will support the team in advocacy and dissemination of research findings
4. Council of Governors to support the team in collection of data on the Audit trail in the 47 counties.
5. The National Gender and Equality Commission (NGEC), which will support the team in the development of M and E indicators.
6. 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
7. 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.

The study has so far produced the following: Pre-pilot stakeholder engagement Webinar Report; Media brief - KUTV presentation; Social media (twitter) messages; [Rotary club presentation](#); [Report](#) a report on [Training of researchers on the survey solutions platform](#); and One M.A Research Proposal

Key learnings:

1. Activities may not always go as per scheduled. There can be delays getting permission from the different institutions to carry out research, and hence there is always need for a plan B.
2. Some of the interviews can be done over the phone
3. There is need to budget for interviewee lunch/snacks/water

There are no Key findings and recommendations just yet. Piloting is on going

The list of upcoming events in 2022 include: Pilot report; Audit trail report; Policy brief; Journal article; Research report; Dissemination of pilot study Webinar; Dissemination webinar report and a second postgraduate research proposal.

2.1.2: Participation of Women in Governance in Kenya

Given the direct and indirect benefits of the relationship between women's participation in governance and economic empowerment, there is a dire need for multi-sectorial approaches in programming to scale up strategies and other proven enablers to women's ascendance to positions of decision-making and leadership. It is in this context that this study seeks to evaluate the extent to which a programme, focusing on "strengthening inclusive governance and leadership for women" has achieved its mandate in four Counties in Kenya, namely, Kitui, Bomet, Nakuru and Kirinyaga. The program, in its third phase, was initiated in 2016 by Women Empowerment Link, a Non-Governmental Organization, based in Nairobi, Kenya.

The aim of this study is to evaluate the impact of the 'Strengthening Inclusive Governance',

2.0 THE RESEARCH PROJECTS

project that is being implemented by Women Empowerment Link (WEL) in enhancing Women's participation in political, economic and social aspects of governance in Kenya. Specifically, the research seeks to: establish the extent to which the project has enhanced participation of women in governance processes in the selected Counties; and assess the extent to which women's participation in the project has increased access to services, resources and leadership opportunities for women.

Under the transformative leadership and governance program, WEL with support from Brot fur die welt, Germany, is implementing a project dubbed Strengthening Inclusive Leadership (SIL). The project focusses to increase the number and participation of women in decision-making positions, socially, economically and politically in Kenya.

The pilot study was carried out in Kitui and a [pilot report](#) has been written. Actual data collection is ongoing. So far, data collection in Kitui and Bomet counties is complete. A stakeholders' webinar was conducted in the last quarter of 2021 and another one is scheduled for March 28th 2022 to disseminate the results of the pilot findings. Research Assistants were trained on how to conduct quality research and a [report](#) generated.

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

Products produced /expected so far include pilot report, two stakeholders' webinars and a Kitui County policy brief.

The Key findings are that:

1. More than nine in every 10 trained women developed interest in the governance processes.
2. Eight in every 10 trained women developed self-confidence and

structured convincing arguments.

3. Eight in every 10 trained women have developed pro-social behaviour. Pro-social behaviour involves the ability to perceive and be sensitive to the emotional states of others, coupled with a motivation to care for their well-being.
4. Due to the training, women offered themselves for leadership positions at the community rather than political level.
5. Training increased the attendance of women in public participation meetings in Kitui County.
6. Training increased awareness and enforcement of two-thirds gender rule when electing leaders in the communities where trained women come from.

The recommendations arising from the findings is that:

1. There is need for a County Plan of Action for the implementation of the said gender policy, which is currently lacking.
2. The planning department of the county government should ensure that WEE activities are included in the CIDP County integrated development plans (CIDP) to enable the same activities to be part of the annual development plans and Key performance Indicators in the performance contract.
3. There is also need for the county to allocate annual budget for the implementation of county gender policy.

The following are the upcoming events in 2022.

1. Complete data collection in Kirinyaga and Nakuru
2. Develop 2 journal articles from the main study
3. Hold at least 2 webinar to disseminate research findings

2.0 THE RESEARCH PROJECTS

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

Studies show that the manufacturing sector in Kenya has over the years been male dominated as in many other African countries. Vision 2030's social pillar propagates the closure of gender gaps in all sectors of the economy. Closing the manufacturing gender gap for example is highlighted in the Big 4 Agenda for shared prosperity that requires increasing the size of the country's manufacturing sector. Recently, women have gained entrance into the manufacturing sector and are contributing to Kenya's economic growth pillars. These women however, face various hurdles and bottlenecks emanating from gender socialisation, cultural norms and stereotypes. This means that, due to lack of a level playing field in the manufacturing industry, women do not participate optimally. Studies done by International Centre for Research on Women (ICRW) and Kenya Association Manufacturers (KAM) noted that most women-owned manufacturing businesses are micro, small and medium enterprises (MSME) and operate in the informal sector. Additionally, women have limited access to and control over productive resources, inadequate business knowledge and skills which affect their economic advancement. To address the gender gap, the KAM came up with intervention strategies to assist women investing in the sector. Among the strategies is Women in Manufacturing (WIM), a training and mentorship program introduced in 2017. Since inception, its effectiveness in translating into women economic empowerment has not been evaluated. The task of the study is to evaluate effectiveness of WIM program in promoting WEE and subsequent participation of women in the manufacturing sector in Kenya.

The specific objectives are therefore to evaluate how the WIM program has impacted on: women's industrial entrepreneurship; business skills of women; productivity of women-owned enterprises; women's access to resources; women's economic decision-making within households; and explore how the WIM program can contribute to the attainment of National Industrialization Policy objectives. The study uses mixed research method where both quantitative and qualitative data are being collected.

Piloting of the study was implemented in Kiambu County to help refine the research Instruments for fieldwork. One FGD was also conducted. Currently, actual data collection exercise is going on in Nairobi before moving to Mombasa and Kakamega/Kisumu by mid-April 2022.

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.

The study has produced a [pilot report](#), a [policy brief](#) and one Postgraduate student research proposal. It is expected that within the remaining period to September 2022, a research report, several policy briefs, journal article, postgraduate project, Ph.D research proposal, and stakeholder engagement report will be completed.

Key learning: a review of the data collection kit established that the sample respondents could be inappropriate, where applicable, financial records and other supporting

2.0 THE RESEARCH PROJECTS

documents should be used to collect data on business performance. In addition, KAM should increase efforts to sensitive women and encourage their involvement in WIM program. Challenges observed during piloting include an unrefined, long and tedious interview schedule, and unavailability or unwillingness to respond to some questions regarding business income.

The findings established that 16 out of 19 businesses were registered, with 8 as private companies; 4 as sole proprietorships; and 4 under partnership. The average number of employees for the sample businesses is 15 employees, with an average asset value of about 8.9 million. Most of the businesses (15/19) are location in urban or peri-urban settings and located in small towns (12/19). Out of 19 respondents 74 percent of respondents were KAM members but only 4 were WIM members. A number of those who are not members of WIM said that they had not heard about WIM. A significant number of WIM members had participated in networking activities. WIM members held the view that the program improved their leadership skills, facilitated utilization of voice and agency and generally enhanced their business skills. Majority of respondents reported that households owned productive assets but only 4 out of 19 respondents had land title deed. 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 report 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. Due to the small sample, there are no serious recommendation that the study can come up with. Since there are no recommendations, there has been no impact and influence on policy just yet.

The upcoming events for the year 2022 include completion of data collection, data analysis, research report-writing, development of policy briefs, journal articles, conference paper, position paper, stakeholder engagement, advocacy and dissemination of the findings.

There are no articles published on WEE yet.

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

Description: In Kenya the unit of policy implementation is at the county level for example revenue allocation among other policies. The 2020 WEI provides indicators at national, rural and urban levels. This measure however, does not provide indicators at county level. To meet the county and sub-county data gap created by the existing 2020 WEI, there is need to construct a comprehensive index that provides indicators at the lowest level of governance and policy implementation.

While 2020 WEI report utilized the three concepts of Kabeer's framework but did not provide linkage to the control of resources which can lead to women's economic empowerment. Kate Grantham, Sonia Laszlo (2017), points out that "The process by which women acquire access to and control over economic resources, opportunities and markets, enabling them to exercise agency and decision-making power to benefit all areas of their lives". There is need to construct an index to fully comply with the adopted Kabeer's framework in order to properly measure women's economic empowerment. This study aims at constructing a new Women's Economic Empowerment Index at National, County and Sub-county levels. In order to construct this new index there is need to identify and incorporate key and relevant domains and indicators from other

2.0 THE RESEARCH PROJECTS

studies to construct a Kenyan WEEI by using a similar methodology to WEI. The variables of interest will be included in the KNBS surveys.

Since the launch of the 2020 WEI, it has been established that there has been a low uptake in its usage by stakeholders in the gender sector. This study will explore ways of encouraging stakeholders in the gender sector to use the index in promoting women's empowerment. The evidence from the WEI and WEEI will be packaged and depicted in high resolution maps (interactive maps and dashboards) so as to inform planning, decision-making, policy formulation, and subsequent implementation of the national policies and strategies.

The main objective of this study is to construct a Kenyan Women Economic Empowerment Index based on the most recent survey data from the Kenya National Bureau of Statistics. The WEEI will provide a basis for monitoring the government's progress toward Sustainable Development Goal 5 (SDG5) on achieving gender equality and empowerment of all women and girls. The specific objectives are to: develop micro-level

The construction of the new Women's Economic Empowerment Index will be compiled from WEE module which will ride on 2022 Kenya Continuous Household Survey (KCHS), which is cross-sectional and use quantitative research method. The Kenya Continuous Household Survey is designed and conducted by KNBS in all the 47 counties.

Current project status:

Data collection and analysis is ongoing.

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

estimates of women's empowerment index by disaggregated WEI statistics at county and below sub-county levels; identify key/ relevant domains and indicators from other studies and incorporate them in major surveys at KNBS; construct women's economic empowerment index in Kenya; present the distribution patterns of the Women Empowerment Index and Women's Economic Empowerment Index in Kenya using high resolution maps showing variation of the indicators by county and other various levels; establish the determinant of women economic empowerment; and increasing the demand and utilization of Women's Empowerment Index and Women's Economic Empowerment Index.

The SAE approach involves constructing an association model between WEI and household characteristics that are common to both the census and the household survey. After carefully constructing the variables in the exact same manner in each data set, a regression model of WEI is estimated on the other constructed variables that consist of household composition, education, housing characteristics, and access to services.

support and budget.

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.

Key learning/ findings and recommendations: data collection still

2.0 THE RESEARCH PROJECTS

ongoing.

Impact: not yet

Upcoming events 2022: Data collection and analysis; preparation and submission of research report; dissemination of results/debriefing; and media brief - KUTV presentation, Social media platforms e.g. twitter

Published articles: not yet.

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

Description: Following the promulgation of the Constitution of Kenya in 2010, the government initiated various measures through policies, legislative and institutional reforms towards enhancing women economic empowerment. Women Economic Empowerment (WEE) is about improving the welfare of women through increased income levels, enhancing their decision-making powers and control over resources. The various women economic empowerment initiatives by the government is an indicator of its commitment to women empowerment and gender equality. Overall government investment and initiatives have been on the rise but whether this is translating to improved women economic empowerment is not clear. Thus, it is timely to take stock.

Decisions about budget and spending are key to the success or not of these initiatives in impacting and advancing women economic empowerment outcomes. After all, decisions about resource allocation and spending may enable or constrain women economic empowerment. 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 study targets the country as a whole and will largely rely on secondary data of recurrent and development expenditure from various budget document to determine the extent of gender responsiveness in Kenya's budget process. Secondary data is supplemented by primary data from targeted key informant interviews to generate key findings, conclusions and key recommendations.

Current project status: To enhance the quality of data collected and analyzed during desk review, IEA Kenya undertook key informant interviews in the month of January. The interviews were both face to face and virtual as per the interviewees request. The key informants are composed of people who have first-hand knowledge and involvement with the budget process and women initiatives and programs in Kenya. This will provide an opportunity to incorporate insights and recommendations from a wide range of people with different expertise.

The key informant interviews were structured around the data on national government budget implementation reports to give an understanding of the WEE environment. IEA Kenya will take measures to ensure the data collected during the key informant interviews is protected by storing the data in a password protected folder. The informants were also assured that the information shared will not be linked directly to them and that the provided information is to be used only for this study.

Kenyatta University Women Economic Empowerment Hub also provided training through Busara on research ethics, compliance and field work management. The training that took place on the 28th of

2.0 THE RESEARCH PROJECTS

January aligned with completion of key informant interviews by IEA Kenya. However, IEA Kenya abided to all the core principles of research ethics and the knowledge gained during the training will go a long way in improving the institution's capacity for future field work.

The questionnaire for the key informant interviews is structured around various key issues with the aim of understanding

the mandates and functions of the various institutions, key measures of women economic empowerment initiatives promotion, resource allocation, success stories and challenges. Enquiries on basis of budget allocation to women economic empowerment initiatives will help in determining whether spending by government is evidence and need based or not.

Table 2. 1: List of completed key informant interviews

NO	COMPLETED INTERVIEWS
1	Interview with Programme Manager CRAWN Trust held on 17 th December 2021-Virtual
2	Interview with Gender Statistics Advisor, UN Women held on 13 th January 2022-Virtual
3	Interview with Ministry of Education held on 13 th January 2022, At Jogoo House, 1 st Floor
4	Interview With Director of Social Statistics, Kenya National Bureau of Statistics held on 14 th January 2022, KNBS Offices, Upper Hill
5	An Interview with Programme Manager, Monitoring and Evaluation, Women Enterprise Fund (WEF) held on 17 th January, NSSF Building 12 th Floor
6	Interview With Senior Deputy Secretary, National Treasury held on 24 th January 2022-Virtual
7	Interview with Director social development, state department for labor, held on 18 th January 2022 NSSF Building 13 th Floor
8	Interview with Director Policy, Research and Gender Mainstreaming, state department for youth held on 20 th January 2022, Ken com House 3 rd Floor
9	Interview with Programme Officer, Uwezo Fund, held on 7 th January 2022, Lonrho House 16 th Floor
10	Interview with social economic directorate, state department for gender, held on 12 th January 2022, Telposta Towers (GPO) 4 th Floor
11	Interview with Programme Manager, KEWOPA, held on 24 th January 2022-virtual
12	Interview with National Gender and Equality Commission, held on 27 th January 2022-virtual
13	Interview with State Department for Planning, held on 26 th January 2022- virtual
14	Interview with State Department for youth

2.0 THE RESEARCH PROJECTS

Key Partners: IEA undertook stakeholder mapping at the inception of the project and identified key partners who are instrumental to the project cycle. After the stakeholder engagements on 13th September 2021, IEA has continuously engaged the stakeholders who contributed to primary data collection during the key informant interviews. As shown in the completed interview schedule, majority of the key informants are also partners under the project given their expertise on women economic empowerment.

On 9th December 2021, IEA made a presentation at a webinar hosted by one of the partners, Collaborative Centre for Gender Development (CCGD). The webinar titled, "Implications of national gender responsive budgeting analysis and advocacy activities on the county budget process" brought together civil society organizations from Busia, Kisumu and Kwale county with the aim of promoting gender responsive budgeting at the county level. IEA made a presentation on Kenya's commitment to gender responsive budgeting, justification for gender responsive budgeting, progress made at the national level and lessons for counties.

Products produced: IEA has prepared a consolidated report on findings from the key informant interviews and a field work report that were submitted to the hub for review and feedback. The findings from the key informant interviews will be incorporated into the analysis in a selective manner to strengthen the secondary data from budget documents.

IEA also prepared a blog that is currently undergoing review by the hub. The blog synthesizes key issues in the role of education in women's political participation in Kenya. The issues highlighted in the blogs are in line with the preliminary findings in desk review analysis. Blogs also drive traffic to the website and once uploaded, IEA hopes that the blog will increase public discourse on the

gaps in women's political participation given the election year.

To mark International Women's Day and share findings on Kenya's progress towards gender equality, IEA hosted a webinar on 8th March where three staff made presentation on: i) Kenya's legal and policy framework towards gender equality, ii) women and the economy, and iii) regional comparison on progress towards gender equality. A representative from the hub also made a presentation on the objectives of the hub and the various projects commissioned under the hub. IEA will consolidate the presentation into a policy brief to be submitted to the hub on 4th April 2022.

The upcoming events and outputs are as stated in the table 2.2.

2.0 THE RESEARCH PROJECTS

Table 2. 2: List of all upcoming events and outputs in 2022

Activity	Activity Period	Intermediate Output (under review internally)	Output	Output Timeline
Desk Review and Data Collection	July 2021 - March 2022	- Desk review report - Data collection template - Budget data	Desk review report	29 th March
Policy brief based on desk review report	March 2022	Draft policy brief	Policy brief	29 th March
Blog- Kenya's commitment to GRB	March 2022	Draft blog	Blog	4 th April
Policy brief: Kenya's progress towards gender equality	March 2022	Draft policy brief	Policy brief	4 th April
Training WEE Hub on budget analysis/ program budgeting analysis	March - April 2022	Training manual	Webinar report and manual	May 2022
Analysis of WEEI	April 2022	Draft report	Report	15 th June
GRB analysis	April 2022 - August 2022	Draft report	Report	22 nd July
Policy Brief and blog, webinar based on GRB analysis	March 2022	- Draft policy brief - Draft blog	Policy brief Blog	9 th August

Key learnings and recommendations:

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, 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. For example, the Linda mama initiative under the ministry of health

does not qualify the ministry's entire budget as gender responsive but only the portion allocated to the initiative.

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.

During the preparation for field work, timelines kept changing due to unavailability or unresponsiveness from some state

2.0 THE RESEARCH PROJECTS

and non-state actors. IEA Kenya reported the challenge to KU-WEE Hub who were very helpful in sharing their database and connecting IEA team to representatives in various institutions. For future engagements, IEA takes note of government calendar and align our activities.

Key recommendations: IEA Kenya recommends full implementation of the aspirations of Vision 2030, specifically gender mainstreaming in government policies,

plans, budgets and programmes. This far, the focus has been on individual initiatives meant to address specific challenges that limit women economic empowerment. As much as IEA applauds the government for the progress made this far, there should be a shift towards gender responsive budgeting given that limitations to women empowerment are multi sectoral and not sector specific.

2.2. WOMEN'S SKILLING AND MENTORING

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

The study on transferrable skills for Kenyan women and girls seeks to enhance women's and girls' skills development and employability through evidence-based influence on gender responsive policies. This project uses a mixed research method to fill the evidence gap on how to bring training on transferable skills into formal education systems in Kenya, with a focus to enhancing employability of women and girls. The study is evaluating a program, CAP Youth Empowerment Institute (CAP YEI) that uses Basic Employability Skills Training (BEST) model to contribute the evidence and generate lessons on types of skills needed to enhance women's economic empowerment. The evaluation includes both impact of the program on previous beneficiaries, and an RCT involving a current cohort training for the blue economy. Documentation of evidence-based practices drawn from CAP YEI that is already integrating transferrable skills in their training program will inform implementation of educational reform programs in Kenya, specifically the newly rolled out Competence Based Curriculum

(CBC) and Competence-Based Education and Training (CBET) at basic education and Technical, Vocational Education and Training (TVET) levels respectively, to bridge the knowledge gap on what works for women and girls skills development. The project team seeks to engage with government, program implementers, donors, civil society, and media to identify evidence gaps, build demand for evidence, and ensure that evidence informs policy, programs, and public discourse, contributing to effective decision-making.

Current status: Currently we are finalizing the pilot study report. The study has been piloted in three CAP YEI centres out of a total of ten training centers - **Kisauni in Mobasa, Buruburu in Nairobi and Kodiero in Kisumu.** Both quantitative and qualitative primary data was collected during the pilot. Qualitative data for the pilot was collected through semi-structured interviews with key stakeholders who have worked with or have been impacted by the primary transferable skills program in the case study projects. The respondents included the project executive Director, managers and staff, beneficiaries (including tutors and institutional management), policy makers (PS basic education, Directors of basic and

2.0 THE RESEARCH PROJECTS

TVET education and representatives of KICD and TVET CDACC, and employers of the alumni. 80 beneficiaries and 70 non beneficiaries (control group drawn from unsuccessful applicants) responded to the survey for quantitative data. For the RCT we have collected baseline data from more than 400 trainees for the RCT. We hope to reach our target of 500 trainees as soon the registration is completed. Baseline data for the RCT control group will commence in April.

Key Partners: The project is engaging with the CAP YEI; policy influencers - Kenya Institute for Public Policy Research and Analysis (KIPPR) 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).

Products produced /expected this year include pilot report, Policy brief, and masters student proposal.

Key learnings/ findings and recommendations: Preliminary findings from the pilot indicate that more than 70,000 young people have either directly or indirectly benefitted from the CAP YEI program. Since inception in 2011 till 2020, up to 70 % -75% of the graduates (both male and female) from every cohort transit to formal employment while, 10 % transit to self-employment. However, due to covid-19, the transition rates reduced to 50% between 2020 and 2021. Further, skills attained under the program have enabled young people recover after COVID 19 owing to the transferable skills offered. The findings show that 46% of the trainees are women. However, due to women taking up women friendly courses like hospitality, they tend to receive less pay compared to men. Besides, women do not have flexibility to go where opportunities are.

Recommendation: There is a justifiable need to integrate transferable skills in learning institutions to support youth in job search. There is also need to encourage women to take up male dominated courses like engineering related courses to raise their chances of quality employment and increased compensation.

Impact: Formation of vital partnerships with the evaluation programme, policy influencers and education policy makers/implementers.

Upcoming events in 2022: Carry out actual fieldwork; expand the interview with stakeholders and the survey for students and beneficiaries. In addition, 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. We will also conduct the RCT during the same period

The actual deliverables expected in the coming months include: a Journal article; Policy brief; Study data sets; Fieldwork report; Masters thesis; Conference paper; and Press release/Blog

So far there is one policy brief.

2.0 THE RESEARCH PROJECTS

2.2.2: Impact of Apprenticeship, Internship and Mentorship Programs on Employment of Young Women

The study seeks to assess the impact of work readiness programmes, specifically Apprenticeship, Internship and Mentorship (AIM) in increasing women's employability. AIM programs have been introduced in Kenya to bridge the gap of unemployment and solve the challenge of non-readiness and unpreparedness for the labor market. The study is conducted in sampled major cities as follows: Mombasa, Nairobi and Kisumu. The objectives of the study are to: Assess the effect of KYEOP apprenticeship program on employment of young women; determine the effect of STEM Kenya mentorship program on employment of young women; evaluate the impact of the Public Service Internship Policy (2016) on employment of young women and depending on the evidence, upscale the programmes that works for WEE

The status of the project: The pilot study is complete and a [pilot report](#) has been submitted. Currently the team is going on with main data collection activities of the three programs. Some of the programs like mentorship may take longer due to national exams as it is difficult to access schools during this period. In Nairobi County, it may take a little more days due to some formalities

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

Products produced /expected this year: There are several products produced by the team that include a student's proposal, refined tools, stakeholders webinar report, debriefing report after piloting, [pilot report](#), [KUTV discussion on women and girls](#)

in STEM, [CAPI Researchers and Research assistant training report](#), and [presentation](#) made during ICRW's quarterly meeting, also presented during a meeting with the donor, Progress report.

The expected outputs this year include: conference presentations, nationally and internationally, research findings report, I policy brief, a stakeholders Validation and dissemination meeting, debriefings report that will be done at the close of the year 2022.

The Key learnings/findings and recommendations:

1. There is a positive relationship between participation in an AIM programme and employability.
2. Beneficiaries of apprenticeship and mentorship programs had higher chances of getting employed than those who went through internship programme
3. Level of education and membership to a professional organization were significant determinants of employment'
4. Bachelor's degree, Certificate and Diploma holders were more likely to get employed than those having a secondary school certificate
5. Membership to professional organisations enhanced chances of securing employment

Recommendations from the pilot study include:

1. Multiple data collection approaches (online, telephone, email and face-to-face interviews) should be considered so as to increase the response rate.
2. There is need to build a data base for

2.0 THE RESEARCH PROJECTS

non-participants before embarking on main field work.

3. The questionnaires should be further fine-tuned to capture all the relevant variables and information needed in this study.
4. Each of the AIM programs should have an independent questionnaire
5. The questionnaires for policy makers and implementers should be adapted/modified and instead used as interview schedules.
6. There is need to establish a reference point for respondents who may have questions that are outside the mandate of this project.
7. All promises made during this study should be honoured before completion of the project.

Impact: So far there is no change in policy, however, the group wishes to seek guidance on how the pilot study report recommendations can be presented to the Ministry of Education that is currently drafting the STEM policy.

Upcoming events in 2022: Another TV talk newspaper dissemination article, stakeholders' dissemination and validation meeting and a policy brief.

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

There are multiple positive outcomes that materialize because of women's economic empowerment such as: increased productivity, improved economic diversification, household development, relation enhancement and conflict alleviation. This research sets out to evaluate impact of lifelong learning on performance

of women managed small and medium enterprises (SMEs), especially the Kenya Women Microfinance Bank (KWFT) in order to establish their effectiveness in bringing about the desired change in livelihoods and economic empowerment. Is the capacity low because of poor training curriculum, instructional technology, pedagogy or incompetent trainers? Is it possible to improve the quality of training and achieve women economic empowerment through lifelong learning? The primary outcome for the project is exposure of 20% girls and women to lifelong learning programs enhance their skills for economic self-empowerment by 2025.

Current project status: Pilot has been completed, first draft of pilot report completed. The pilot study identified key weaknesses in the initial research instruments in terms of the length of the instruments (time taken to complete was too long), some repetitive sections and lack of clarity on some sections. This prompted the team members together with key partners especially the KWFT and KNBS to convene a two-day session to review and revise the instruments. These instruments were then uploaded in the Survey Solutions portal in readiness for use in the exploratory survey. The one-week exploratory survey to generate baseline data in all the four countries confirmed that the instruments were working quite well. Active research activities have been slowed down by the funding process for the next phase of activities.

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

2.0 THE RESEARCH PROJECTS

been awesome.

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.

The key learnings /findings of the project are that:

1. The cooperation between KWFT and KNBS has enabled the research team to identify and reach nearly all sampled women beneficiaries.
2. Women beneficiaries are engaged in various business enterprises with varying degree of success in all the four counties of Kakamega, Kilifi, Machakos and Vihiga
3. The training of beneficiaries on business skills was not standardized across the zones of KWFT operations with some areas benefitting while others left behind. Those trained has comparatively higher business growth compared to the non-trained counterparts.

Recommendations

1. Exploratory survey to for benchmark data to continue in all the four counties to map out the main issues responsible for differential business growth and expansion.
2. The KWFT to revive their yearly education day to educate beneficiaries on emerging issues related to entrepreneurship.
3. The research team to start on reviewing and revising the KWTF training curriculum as the main shortcomings are

clearly identified.

4. Subsequent project funding to be based on the activities identified by the project as per initial proposal and emerging insights rather than a flat figure for all projects.

Changes that influence policy: The KWFT main partners are privy to the issues and challenges facing their members and are willing to change their training and monitoring policy to strengthen the practices. The findings point to the need to improve the content, training pedagogy/ andragogy and frequency of training of women in business management and other relevant skills. New innovative module will certainly be useful in integrating programs with new business entrepreneurs. This a vital partnership niche.

Upcoming events in 2022 include:

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

Journal Articles on WEE: None so far, but some are being drafted based on pilot and exploratory survey findings

2.0 THE RESEARCH PROJECTS

2.3. VIOLENCE, CRISIS, AND WOMEN'S WORK

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

The prevalence of SGBV in Kenya stands at over 35% especially among women and girls aged 15-49 (KDHS, 2014). A pilot study undertaken by the team at the end of last year on 32 women survivors from three non-state RRRPs/GVRCs to establish the types of SGBV experienced, assistance sought and received and the economic status of the survivors. The findings show that: 81.2% of the SGBV survivors were aged between 26 and 45; 62.2% of the women depended on informal sources of livelihood; majority of the survivors had experienced multiple types of violence concurrently; husbands and boyfriends were identified as the primary perpetrators of SGBV; 96.9% of the survivors sought psychological counselling followed by medical help (75%) and legal assistance (46.9%); the survivors incurred direct and indirect costs as a result of the violation; the RRRPs/GVRCs did not have economic empowerment programmes but the experiences gained from their services facilitated survivors to reflect on their status and energized them to become self-reliant and less vulnerable. The services sought and those offered tallied closely. Based on this, the study concludes that: SGBV mainly occurs during the economically productive age of the individual's life cycle; intimate partner violence is the leading manifestation of SGBV; and psychological and medical care form the core of services SGBV survivors need. It recommends inclusion of an economic aspect in the services offered by the RRRPs/

GVRCs; a strong referral network of critical service providers spanning the needs of survivors; a strong interface between the SGBV programmes and the household and community.

Current status: The team has concluded the actual data collection in both Makueni and Nakuru Counties. This comprised of qualitative (most significant stories) and quantitative (surveys), which was evaluating the role of RRs in helping GBV survivors to recover. The team has also embarked on rolling out the prevention strategy in Tharaka Nithi county, where we are testing the Tamar Campaign model. Six reflect Circles are being set through a consultative engagement with key stakeholders.

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.

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

Key learnings/findings and recommendations

i) Demographic Characteristics of Survivors

Majority (81.2%) of the SGBV survivors were aged 26 to 45 and got married or started living with a partner when they were aged

2.0 THE RESEARCH PROJECTS

18-25 (75%). Dependency on the partners makes them susceptible to GBV

(ii) Income and Employment

Majority (62.2%) of the survivors depend on informal sources of livelihood which do not translate into substantial income. Only 25% were in formal salaried employment. These informal livelihoods imply low levels of income, limited economic resources and opportunities, which translated into high levels of dependency on partners, a plausible explanation for GBV.

(iii) Types of violence experienced and their perpetrators

90.6% of survivors suffer physical followed by psychological/emotional violence (78.1%). Economic and sexual violence were reported by 59.4% and 46.9% of survivors respectively. Husbands and boyfriends were identified as the primary perpetrators of SGBV by 84.4% and 9.4% of the survivors respectively. Majority of the survivors, however, experience multiple types of violence concurrently, meaning a multiplicity of consequences. Husbands and boyfriends being the main source of intimate partner violence makes the household central for both preventions of and response to the vice.

(iv) Services sought, received and their impacts

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

Reports on the economic impact of the programmes on the survivors show that there was marked improvement on survivors' income after the programs regardless of whether they had an economic empowerment component or

not. Specifically, experiences gained from the program facilitated survivors to reflect on their status and how they could survive without the violent partners, a factor that energized them to become self-reliant and less vulnerable.

Impact/ what has changed: Policy brief shared with the ministry. There is integration and recommendation to streamline the responses to SGBV.

Upcoming events in 2022: Conference on Shelters on 31st March at Nairobi Safari Club- making a presentation on the "Nexus Between SGBV, Economic Empowerment and Shelter.

Proposed Validation workshop in April to discuss the data

Presentation on WEE hub related topics: "Safeguarding Women and Girls against GBV, vulnerabilities and effects of Climate Change: Prevention and Protection Policies & Strategies" on Wednesday 16th March 2022 from 5:30- 8:30 pm EAT at Radisson Blue Hotel in Nairobi, Arboretum.

2.0 THE RESEARCH PROJECTS

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

The Coronavirus global crisis has affected every aspect of people's livelihoods, jobs, incomes and social life. To contain the spread and mitigate the devastating impacts of COVID19, the Government put in place a raft of measures/policies. These measures included travel restrictions that have had devastating short-term and long-term consequences on tourism industry. This investment project aims at evaluating the gendered impact of the travel restrictions on tourism industry. The general objective of the project is to evaluate the gendered impact of travel restrictions on tourism industry on women's economic empowerment. The specific objectives are; (i) to evaluate the gendered impact of travel restrictions on employment in Kenya's tourism industry; (ii) to evaluate the gendered impact of travel restrictions on incomes/revenue in the tourism industry; (iii) to analyze the gendered access to finance/credit in the tourism industry; and (iv) to identify gendered interventions to promote women's economic empowerment in times of disasters and crises.

Status of the project: The investment project has making steady progress. Since this project aims at analysing the gendered impact of the corona virus on enterprises, the first activity was to identify a cross section of enterprises in the tourism in industry as per Tourist Revenue Authority (TRA) classification. The second engagement was to get lists of enterprises owned by women and those owned by men to facilitate gendered analyses. This was a slow process and was concluded in the middle of March. In the meantime, after quality review of the project proposal, the Team in the project developed a data collection tool, identified Survey Solution Application for data collection and trained both the researchers

and research assistants on the Application. The Team was also trained on research ethics and embarked on pilot study. The pilot study will be concluded at the end of March. Pilot study data analysis, report writing and policy brief will follow soon after data collection. In the meantime, the two students in the project, a PhD and Masters, have defended their thesis at the Departmental level and are doing corrections in readiness for submission of the proposals to School of Graduate Studies in readiness to embark on fieldwork.

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. The expected products in 2022 include: Reports on Survey Solution Application and research ethics training; Pilot study Report highlighting the key findings; a Policy Brief; PhD and Masters students registered in the School of Graduate Studies; Actual Research Report and findings; disseminations of key finding plan; and implementation of the findings plan.

Key learning so far: It has not been an easy task when still on duty to move with speed expected as there will always be delays. This particularly happens during exam time when one is expected to invigilate, mark and enter marks. This is a tedious process that takes a lot of time and that diverts attention from the project. The second learning is that although the Tourism Revenue Authority has been helpful, the process of obtaining a list of enterprises, was not as fast as expected. This delayed the sampling process for the enterprises to work with during the pilot study. Further, during the pilot study, what is emerging is that some owners of enterprises are very mobile and it is not easy to get appointments for interviews. This

2.0 THE RESEARCH PROJECTS

has slowed down the pilot study as most of enterprises are travel agencies.

What has changed so far: We have formed very useful relationships with different stakeholders in the Ministry of Tourism and Wildlife. These relationships have been a major strength to move ahead as they are waiting for the findings of the study to implement them.

List of activities for the year: Pilot study data analysis and report writing, generation of policy brief, organizing a stakeholders webinar to dissemination 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.

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

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, globally, 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 disproportionately large care responsibility has a detrimental impact not only on women but also on children's welfare (Addati et al., 2018). Due to childcare responsibilities, mothers often find themselves in a great dilemma, as to whether or not to work within or outside the home, or whether or not to leave their children unattended at home, or elsewhere, as they go out to work or to seek work. If

they choose to work or to seek employment, children are left without supervision, and this can have serious consequences for their wellbeing and even survival. Moreover, the pressure to balance the competing demands for childcare and the need to work outside the home to earn income can cause mental stress to the mothers.

Despite being taken for granted due to its invisible nature, unpaid work is now increasingly gaining recognition in mainstream economic policy debates as an impediment to the overall economic growth and to women's economic empowerment (Cantillon and Teasdale, 2021). The increasing recognition of unpaid childcare and its negative impact on women and children has made many countries across the world to adopt childcare programs and policies as strategies for reducing the burden of unpaid childcare on women (Cascio, Haider and Nielsen, 2015). The common programs include kindergartens, day care centers, pre-schools, crèches and lactating rooms (Gromada, Richardson and Rees, 2020). Although these programs are becoming commonplace in many parts of the world, they are almost non-existent in Kenya and there is no policy evidence as to how much unpaid childcare burden could be relieved on women were such programs implemented. This is a challenge in Tharaka Nithi County and other counties in the country where there is also no evidence on how women could best utilize the time relieved by the childcare program and whether the benefits derived contribute to women's economic empowerment.

Tharaka Nithi County Government established a crèche (day childcare centre) at Chuka Market in 2018 and launched it in 2020. This was based on the realization that many children were suffering because of inadequate childcare that results from the inability of mothers to balance the twin roles of providing care and participating in income generating activities. The crèche program

2.0 THE RESEARCH PROJECTS

is a strategy by the County Government of Tharaka Nithi to promote child welfare and relieve mothers of childcare burden. It is expected that the childcare program improves the psycho-social well-being of lactating mothers as well as the growth and development of the child. To collect evidence on whether the establishment of a crèche program will support labor force participation by women and whether that improves their social and economic wellbeing, a Randomized Control Trial (RCT) research design will be utilized. Since Randomized Control Trial is not applicable on a single unit, similar facilities will be established in Early Childhood Development (ECD) centers across the county to fulfill the requirements for setting up an experiment.

The study seeks to: Map out women's livelihood activities across the three agro-ecological zones and the administrative units in Tharaka Nithi County; assess the contribution of different livelihood activities to women's economic empowerment; assess the impacts of the crèche programme on child development, female labor force participation and women's psychosocial wellbeing; analyze the determinants of both the crèche usage and female labor force participation; quantify the time spent on childcare and home production by women; determine the impacts of women's time spent on childcare and home production on their economic empowerment, labor force participation and psychosocial wellbeing; assess the contribution of lactating rooms programme to child development and women's economic empowerment; and demonstrate using evidence obtained the effects of institutionalizing and scaling up creches on women's economic empowerment and child development..

The features of the programmes to be evaluated: Crèche Program; Crèche and Lactation Rooms Program; and Sustainable Women's Livelihoods. Once the childcare burden on women is reduced through

the crèche program, the study is keen on understanding which sustainable livelihood strategies women would pursue in the county. In particular, we want to know how women allocate their time across activities, and the returns to these labor and other resource allocations. Also, the study will evaluate power relations with regards to the control of income and assets within the household. The study findings will inform government and other stakeholders on the kinds of targeted support that can be given to various sustainable livelihoods in Tharaka Nithi County. This is an endeavor to realizing women's rights and economic empowerment. The outcome of the study will be anchored on policy interventions.

Status of the study: RCT Design; data collection and analysis; preparation and submission of preliminary research reports; dissemination of preliminary results/debriefing; media brief - KUTV presentation; and social media platforms e.g. twitter

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.

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

2.0 THE RESEARCH PROJECTS

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.

Key learnings/findings: This being a collaborative research, the benefits derived from it were as follows:

1. There was first hand field experience in collecting data, analyzing and reporting. This has greatly helped improve on enquiry skills, observational skills, data collection and analysis, map work, investigative, technical, reporting and writing skills.
2. The household survey conducted helped acquire information on crèches in Tharaka Nithi that could not be found in published literature. This is because Tharaka Nithi is a unique context.
3. The importance of various stakeholders in the project became very prominent in the source of the research. These included:
 - Community Health Volunteers in the identification, mobilization of women with children under the age of four years for the study.
 - Tharaka Nithi County government in providing important human and non-resources that expedited the research activities.
 - Kenyatta University and Tharaka Nithi County researchers: exchanged or shared their knowledge and experience in developing tools for data collection.
 - Yale University (EGC) provided superb technical support in conceptualizing the fieldwork, in the determination of sample sizes and in the design of the overall pilot study.
4. Networks at the institutional and individual levels have been created with the County government, Civil Society, Non Profit Organizations and will be

useful for related projects in the future.

5. Reducing the burden of child care through programmes such as the Crèche will be instrumental in improving women livelihood outcomes.
6. Child care and domestic work in almost all households comprises unpaid work.
7. Capacity building for women through skills training will be key in the future in enabling women to learn new ways of livelihoods, and how to diversify and intensify existing livelihoods strategies.

The study recommends the following for both policy and practice:

- Incentivizing women on the importance of Crèche Programme in improving their women labor force participation and child development.
- Institutionalization of the Crèches by the County government.
- Funding of the Crèches as community social assets through Public and Private Partnerships
- Women empowerment thought skills development to enable them diversify and/or intensify their livelihood strategies by the Ministry of Education, Vocational Training, Sports, Youth, Culture and Tourism, Tharaka Nithi County Government.
- Development of Curriculum suitable for children (0 to 4 years) attending the crèches by Kenyatta University in conjunction with Yale University and Ministry of Education, Vocational Training, Sports, Youth, Culture and Tourism, Tharaka Nithi County Government.
- Equipping crèches with proper personnel and equipment by the County government and other stakeholders.
- Continuous monitoring and evaluation of Crèche and Women Economic Empowerment programmes by Kenyatta University and Tharaka Nithi County.
- Scale up of the Crèche and Women Economic Empowerment programmes in the county by the Tharaka Nithi County

2.0 THE RESEARCH PROJECTS

Government.

- Changes that influence policy: the county government has already taken action on some of the ten policy briefs.

Upcoming events in 2022: The upcoming events for the year 2022 include completion of data collection, data analysis, research report writing, development of policy briefs, journal articles, conference paper, position paper, stakeholder engagement, advocacy and dissemination of the findings.

Articles published: not yet.

DESIGN OF THE CRÈCHE PROGRAM

An RCT design will be used to answer the following policy questions in Tharaka Nithi County:

1. What are impacts of the impacts of establishing crèches (initially for 3-4 year-olds) on the following women's economic empowerment (WEE) indicators and related outcomes?
 - i. Women's livelihoods (the types of economic activities women choose to engage in);
 - ii. Female Labor Force participation (women's market work versus domestic work);
 - The amount of time women spend in paid work, e.g., wage employment, entrepreneurship/business, tra;
 - Unpaid work (including child care and care for the sick and elderly family members, and other household chores such fetching water, collecting firewood, herding and farming;
 - The amount of time spent on leisure;
 - Income from wage employment and or self-employment;
 - iii. Control of resources within the household;
 - iv. Decision making power within the household;
 - v. Child development outcomes (learning, health, cognitive skills, character

development, physical growth, and so on);

- vi. Women's psychosocial wellbeing.

2. What are the institutional, infrastructural requirements and budgetary requirements for scaling up (within Tharaka Nithi County across all Kenyan Counties) the interventions that enhance WEE and related outcomes?

Intervention: The intervention will target 3–4-year-olds and will use the infrastructure of PP1. PP1 is the first part of the Pre-primary program, which currently admits only four-year-old children for one year. Under the proposed intervention children will attend PP1 starting when they are three. They will remain in PP1 for two years. For the 3-year-olds the first year will be PP1-Blue and in the second year they proceed to PP1-Green. Here they will formally be assigned a registration using NEMIS that is given to all 4 year-olds as they enrol as PP1. The intervention will have to make sure to accommodate PP1 (4 year-olds) and PP1-Blue (3-year-olds) in a way that is consistent with their ages.

In the second year the PP1 who were the counterfactual in year one will now meet PP1-Blue. The performance of the two groups now in the same class can be measured to evaluate the difference in performance.

ECDE in Kenya refers to programs and provisions for children from 4 years to six years of age (RoK, 2020). Implying the development of the child is dependent on quality and diversity of early education. However, globally Early Childhood Care and Education (ECCE) covers prenatal (6 months) to six years of age, and programs and provisions are given to them to cater to the needs of a child in all domains of development <https://www.nipccd.nic.in/file/cmu/ECCE/pse.pdf>, accessed 20/03/2022. The domains include physical, motor, language, cognitive, socio-emotional, creative and aesthetic appreciation and other aspects

2.0 THE RESEARCH PROJECTS

of a child's growth. Synergy with health and nutrition aspects is also considered (Attanasio, et al. 2012a, Attanasio, et al. 2012b, Rubio-Codina, et al. 2016). These needs are an indispensable foundation for lifelong learning and development, and it has critical impact on success to primary education. In the ECCE, childcare and education are integrated (Rao, et al. 2021).

Curriculum: PP1 already has a curriculum from the Kenya Institute for Curriculum Development (KICD) focused on the four-year olds. We will use and enhance this curriculum and extend it for the broader age range. The enhancements will be based on a curriculum developed by us for preschools in India for 3–5-year-olds (Anganwadi Centers).

Specifically, the proposed enhanced curriculum includes activities focusing especially on executive function, and addresses cognitive concepts such as size, shape, color, position, difference/similarity, and quantity through various play activities, connected to children's daily experiences. Attention is paid to improving teacher-child interactions by encouraging two-way conversations, using open-ended questions and positive feedback. Scaffolding and building from easy to difficult helps ensure that activities fall within each child's proximal developmental zone. It also introduces some learning methods from "tools of the mind". It promotes socio-emotional development by encouraging sharing, taking turns, and helping others, and teaches empathy often through stories. Activity corners are set-up daily. For part of the day, children choose their activities. There is at least one structured group-learning session daily, and it adds some pre-literacy and pre-numeracy activities. There is also daily singing and story time. It introduces dialogic reading methods emphasizing language skills. It promotes meaningful conversations during breakfast and lunch among children and with adults keeping in mind the principles of activity-based learning. The Reach-up,

curriculum originally developed for a famously successful intervention in Jamaica, will be used as a further resource for new activities.

Delivery of the Intervention: The intervention will be delivered by the current teacher in PP1 and a helper (assistant). It is envisaged that the helper will be necessary, particularly if the group of children is large. This is particularly important given the varying ages and abilities of the children since the program will have to take into account the needs of each individual child. In other words, we need to make sure that children are taught at the right level, without being pushed too fast, while at the same time being appropriately challenged.

Teachers and their helpers will receive two weeks of training (10 days) (or more if feasible) to introduce them to the new curriculum. In order to support the teachers and ensure implementation takes place smoothly, it is suggested that we introduce coaches/mentors (these will need the same training) who will spend 1 day every week in the preschool, guiding and training the teacher and solving any practical problems with implementation.

There will also be a curriculum for mothers to help them implement the program at home. This will require an additional helper to support the engagements with the mothers. This can be recruited and trained from among the Community Health Volunteers (CHVs). The curriculum to be implemented at home can be considered as another arm of the intervention. There will be a group of mothers without any intervention at home.

We will need 1 mentor for each 5 PP1s. They should be qualified, possibly child psychologists or social workers. They should be carefully trained not only in the curriculum, but also in their interpersonal relationships with the teachers so that they can be seen as supporting them, rather than

2.0 THE RESEARCH PROJECTS

monitoring/inspecting them. They should be authoritative and supportive.

Evaluation by Randomized Control Trial:

The intervention should be implemented in 60-100 ECDEs (PPIs), which means we need to identify a population of 120-200 ECDEs (PPIs), from which to draw randomly the treatment and the control group. We will randomly sample children within a pre-specified radius from the ECDEs (PPIs) in each community. The sampled children will be the ones coming in as 3 year-olds (PPI-Blue). They will be evaluated a year later and hopefully also at the end of their PPI (PPI-Green i.e., now as 4year-olds), i.e., two years later. The control group which will also be evaluated at the same time will be children who will be at home. In year two the current control group will be 4 years old and will enter PPI and join PPI-Green who will also now be 4 years old. In year two the development of both groups will be measured to see if the intervention on PPI-Blue had a developmental impact. In the event of oversubscription to PPI-Blue the 3 year-olds will be selected through lottery. In the event of undersubscription, the number of treatment schools (ECDE centres) will be expanded to allow recruitment of more children by resampling anew.

The survey will collect data on household characteristics at baseline (including, income, wealth, composition, activities of husband, etc. – administer a comprehensive enough survey questionnaire). There will be two household samples with children below 4 years of age. One sample will be drawn from the households irrespective of willingness to attend and an additional one based on willingness-to-attend-score,

collected in an earlier census. The first will be informative about questions of labor supply, while the second will be informative on questions of child development covering both the treatment and control.

Sampling of children will take place in treatment and control areas based on a score of willingness-to-attend before the program is known. It is crucial that the same identification and sampling process is used in treatment and control areas to avoid any selection bias. An alternative approach would be to define the radius around the ECDE (PPI) so that it includes such a number of children that could be all sampled. This issue requires more discussion with the research team, but it is a very sensitive question statistically.

Power: Assuming the sample in each community is 10 children and an intra-cluster correlation of 0.2 (which is quite conservative) the minimum detectable effect with 60 in treatment and 60 in control is 0.36 of a standard deviation of whatever assessment tool we decide to use. If we go up to 100/100 the minimum detectable effect (MDE) becomes 0.28. This improves substantially if the spatial correlation is lower. So, if spatial correlation is say, 0.05 then at 60/60 the minimum detectable effect becomes 0.24 and at 100/100 it becomes 0.19. Of course, we cannot know in advance what spatial correlation we get. The above MDEs improve even more when randomization is at the individual rather than the cluster level. For 3 year-olds, randomization will be at the level of the mother and the child, whereas for 4 year olds, the intervention will be randomized over clusters (PPI classes).

2.0 THE RESEARCH PROJECTS

Table 2. 3: RCT Activities (sequenced in the order in which they will be performed)

Activities	Description	Quantity	Cost Estimates
Dissemination of RNA Results	Dissemination of the rapid needs assessment to each of the 6 wards of the County. This is to get support and buy-in from stakeholders and permission from School Boards of Management to use the PPI infrastructure for our RCT(TNC and KU-WEE Hub)	6 concurrent dissemination workshops	To be provided (tbp) by KU WEE Hub and the Busara Center in due course
Rapid assessment of schools	This is for assessment of availability of additional space for 3 year-olds and the adequacy and status of curriculum implementation materials and play materials in schools.(TNC and KU-WEE Hub)	100 Schools (treatments only)	Tbp
Rapid assessment of households	Document number of households within a radius of 2-3km of each School(TNC and KU-WEE Hub)	200 Schools (treatment and controls)	Tbp
Visit by Yale PIs	Advise on the formation of treatment and controls and on power(Yale PIs to advise)	1 week (5 days)	Tbp
Adaptation and planning manual	That provides guidelines on how the intervention can be adapted to our context and the steps that need to be taken when planning the implementation of the intervention. (Done jointly with KICD and TNC ECDE Department)	2 Manuals per school = 200	Tbp
Training manual and demonstration videos	The training manual that includes a training schedule, aims and activities for each training session, and guides for using various videos, in the training sessions. The content includes topics such as how children develop and the importance of parents, how to conduct a successful home visit, how to use the manuals at home, and how to demonstrate specific activities and toy making. Training videos to be developed by qualified films firm in Kenya. (Guidance from child specialists). Three at least 15-min films (one in each zone) demonstrate key steps in a home visit.	40 training manuals 6 videos 2 per zone	

2.0 THE RESEARCH PROJECTS

Curriculum	The curriculum to be designed for use by teachers and their assistants including Community Health Volunteers conducting home visits. List all the material needed and the activities they will support. Give steps in introducing an activity and some suggested dialogue. Structure the curriculum and organize it for weekly and fortnightly activities.	200 (2 each per school)	Tbp
Toy manual	The toy manual gives step-by-step illustrated instructions on how to make and use all the play materials. List all the types of toys critical to learning (10)	5-8 of different type per School	Tbp
Supervisor manual	The supervisor/mentor manual that provides guidelines for supervision and the evaluation checklist for observing intervention implementation. It includes qualities of a supervisor, and their responsibilities, how to provide supportive feedback and build positive relationships with the teachers. The content is supported by short scenarios that depict challenges that supervisors and visitors may encounter, which are used as practice activities during supervisor training.	40 manuals for the 20 mentors	Tbp
Training of baseline data collection enumerators	On the administration of the baseline survey tools in the field(Advise by Busara, KNBS)	4 days (30 enumerators paired = 15 pairs)	Tbp
Baseline survey	The survey will collect data on characteristics of the mothers (households), their spouses household level information, 3 year old children (for both controls and treatments). Information on schools will also be collected to link children to schools). Build a qualitative module into the survey (Advise by Yale PIs, Busara, KNBS and KU-WEE Hub)	500 respondents (each enumeration team visits 35 respondents) 3-4 weeks	Tbp
Placing of interventions	This will be done in treatment schools and treatment households (mothers) that includes home visits by CHVs/coaches(Advise by Yale PIs, Busara, KNBS and KU-WEE Hub)	100 in schools, 500 treatment mothers	Tbp

2.0 THE RESEARCH PROJECTS

Follow-up surveys	This will involve in addition testers knowledgably in children psychology. Activity will involve testing of developmental milestones (achievements by children) in addition to a repeat of some of the characteristics covered in the baseline Build a qualitative module into the follow-up survey (Advise from Yale Pis and Busara)	100 in schools, 500 treatment mothers	Tbp
Data Checking, validation, verification	This is to ensure whether we are getting the targeted information. This activity will be done while in the field (Advise from Busara and KNBS)	500 treatment mothers and their children. 30 testers will be recruited	Tbp
Data Processing	Generation of basic descriptive statistics and transcription of qualitative data Enhancement of quantitative information using quantitative data to be reflected in reports	4 reports (i) livelihoods, (ii) FLFP, (iii) Child development, (iv) psychosocial wellbeing of mothers	Tbp
Preparation of research manuscripts for journals	Estimations and triangulations of qualitative and quantitative evidence	4 analytical papers as above	Tbp
Open access publication costs	Payment to ensure the research results are widely available for policy applications		Tbp
Time inputs of Yale PIs and staff	RCT design, formulation of interventions and curriculum, formulation and estimation of female labour force participation models. Formulation of child development testing procedures, guide on RCT Literature, Conducting additional capacity building, estimation of causal impacts of the intervention using RCT methods, drafting of manuscripts, editorial work required for submission and revision of manuscripts, advise on joint activities, preparation of policy briefs.	4 papers, 2 academic books, 4 policy briefs, 4 story maps and videos for popular use on our research outputs	Tbp

2.0 THE RESEARCH PROJECTS

Time inputs of Busara (staff time, and field data collection costs)	Review of instruments, time spent in the field to collect and supervise data collection, travel expenses, enumerators expenses, fieldwork related capacity building for KU researchers, training of enumerators and testers, data collection tablets (Busara to advise on data storage as fieldwork goes on). Focussed group discussions (FGD) and Key Informant Interviews (KII)(to be done jointly by KU and Busara)	1000 questionnaires (500 for treatment, 500 for control) for baseline and follow-up 6 FGD and 5 KII in each area (30 in total)	Tbp
--	--	--	-----

NB: Preparations to place interventions in the treatment group are expected to start in October, 2022, in readiness for January 2023, when the next PPI class starts (after the April 2022 intake of 4 year-olds). The preps will include recruitment of staff, purchasing of extra toys, benches/tables, chairs, mats, community mobilization, etc.

Policy and follow-up studies: The findings of the evaluation be used to scale up aspects of the crèche interventions that improve WEE; first in Tharaka Nithi, using the Policy Committees which have already been established for that purpose. The Council of Governors will be used to scale up the interventions across Counties. In both cases the existing PPI infrastructure will be used.

Next, RCTs to evaluate impacts of crèches for kids under 3 years will be designed and implemented in the same study site for a period of 3-5 years, depending on the availability of additional resources. The scaling up of the interventions to cover toddlers and younger ages will require new crèches and new regulations, and will therefore be more challenging.

3.0 MONITORING QUALITY OF THE RESEARCH OUTPUTS

3.0 MONITORING QUALITY OF THE RESEARCH OUTPUTS

3.0 MONITORING QUALITY OF THE RESEARCH OUTPUTS

This section discusses the status of the quality of research processes and outputs at the KU WEE hub.

3.1 THE PILOTING OF RESEARCH INSTRUMENTS

Ensuring quality of data to be collected by the study teams is paramount to the hub. The first stage in ensuring quality was the piloting of tools to be used to collect data. This exercise enabled researchers to revise their survey instruments and sampling designs and understand the research sites. Challenges were experienced in the coordination of monitoring the actual pilot, but these were overcome by improved communication between PIs and the hub.

3.2 THE RESEARCH OUTPUTS

The research outputs from the pilot surveys are very informative and contain information that can be used to influence policy in areas of interest to the Hub. One important qualitative finding that came out of the pilot survey on women in leadership and corporate governance, is that the programs that women attended made them aware of the inner strengths that they already possessed, as opposed to giving them new skills that they could use, e.g., in the market place to make money. Some women said they realized that they already had the ability to speak confidently in public spaces, an aspect they value highly.

However, many of the pilot reports contain tiny

portions of the quantitative and qualitative data collected from the field. We hope to address this issue in reports based on full surveys. The internal and external reviews of the pilot reports need to be diversified so that the authors can get different perspectives on their manuscripts. The main research report and the policy brief(s) derived from it should be sent to the same reviewer so that the reviewer can determine whether the policy recommendations in the policy brief follow directly from the analysis conducted in the report.

3.3 THE ASPECT THAT WORKED WELL

Proposal development was participatory and rigorous. The EGC at Yale provided very valuable external comments.

3.4 CHALLENGES AND MITIGATION MEASURES

Generally, it was difficult to find external reviewers on time. The hub will use those external reviewers available such as in Johns Hopkins and Yale as well as University of San Diego as it also seeks for alternative ones.

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

In the first year of the project networks and platforms for engagement were created. In the second year, some of the study findings are being disseminated through the established networks to provide gender statistics and women's data in various sectors using several modalities which are discussed. The expected outcome is to engage National and County level government stakeholders, policy leaders, implementing agencies and donors so that they have an increased knowledge on how to support WEE in Kenya. A number of advocacy and policy engagements have been carried out since September 2021 to March 2022. The key output

was to directly engage with policymakers, agencies, donors, and national and county level government stakeholders to deliver and discuss evidence on how to support WEE in Kenya. The activities include workshops and other engagements with policymakers, focused on discussing research findings, and/or innovative intervention designs.

Further, the studies have used cross sharing sessions since the piloting began for most studies. The advocacy and policy engagements are outlined below:

4.1 ENGAGEMENT AT BOTH NATIONAL AND GLOBAL LEVELS

4.1.1 Global Women's Economic Empowerment Hub's steering committee

KU-WEE Hub was recently voted to sit in the Global Women's Economic Empowerment Hub's steering committee. The Global hub 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.



Photo 4: Global WEE Hub membership

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

4.1.2 National WEE Advocacy Coalition

Stakeholder engagement and advocacy form the core of our project approach, and, in keeping with this, we are glad to be represented in the National Advocacy Coalition on Women's Economic Empowerment in Kenya. Established by ActionAid Kenya, the coalition aims to streamline bilateral advocacy engagements between the WEE stakeholders and the government. This representation positions the Hub well enough to contribute in the packaging and linking of research evidence to WEE policies and programs through government engagement.



Photo 5: The Launch of the WEE Advocacy Coalition

4.1.3 KU-WEE Hub is a member of the WEE Community of Practice

The women's Economic Empowerment-Community of Practice (WEE-CoP) is a three-year project funded by the Bill and Melinda Gates Foundation and implemented by International Center for Research on Women (ICRW), to create a learning and sharing space for best practices in the WEE work. CoP members mainly constitute researchers who generate evidence to inform WEE policies and interventions. The

study focusing on [Apprenticeship Internship and Mentorship \(AIM\) study](#) shared their findings during the community's quarterly meeting themed Skillset Development for Young Women on 10th March, 2022. You can watch the launch of the WEE community of Practice [here](#).

4.2 Hub in the Media

We have initiated media coverage to create awareness of our work this far and share our focus moving forward. Here are the links to some of the print media articles and TV discussions we were part of in our first year.

Media Engagement on STEM Program

Following a successful piloting of the Apprenticeship Internship and Mentorship (AIM) project titled "Impact of Apprenticeship, Internship and Mentorship programmes on employment of young women in Kenya", the KUTV media was used as one of the platforms to disseminate the findings. The theme of the TV interview was Women and Girls in STEM. [Click this link](#) to watch the interview aired on Thursday 24th February 2022.

Other Links of the Hub in the Media

<https://www.standardmedia.co.ke/opinion/article/2001434873/we-need-research-evidence-to-boost-women-empowerment>

<https://www.standardmedia.co.ke/opinion/article/2001424135/research-will-enhance-fight-against-gender-based-violence>

[Endeavour to improve strained spousal relations on Men's Day - The Standard \(standardmedia.co.ke\)](#)

[Click here](#) for the broadcast news items.

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

4.3. KU WEE HUB, the international women's month and the 66th CSW and women's international day 2022

The hub was very engaged in the CSW activities. Both study teams and the hub have been engaged at CSW activities which contribute to knowledge sharing.

At the WEE hub level, the hub organized a virtual side event on 4th March 2020. The chief guest, Dr. Mercy Mwangangi- Chief

Administrative Secretary Ministry of Health - delivered the Keynote address on Breaking the Bias in SGBV in times of COVID. Present also among the panel of speakers was the CARE International – who spoke on The Role of Women Voice and Leadership in Gender Transformative Climate Action in Kenya'. Dr. Jane Njuguna, the Deputy Director Kenya Forestry Research Institute spoke on Challenges Faced by Women due to Deforestation in Kenya This side event was attended by about 50 participants.

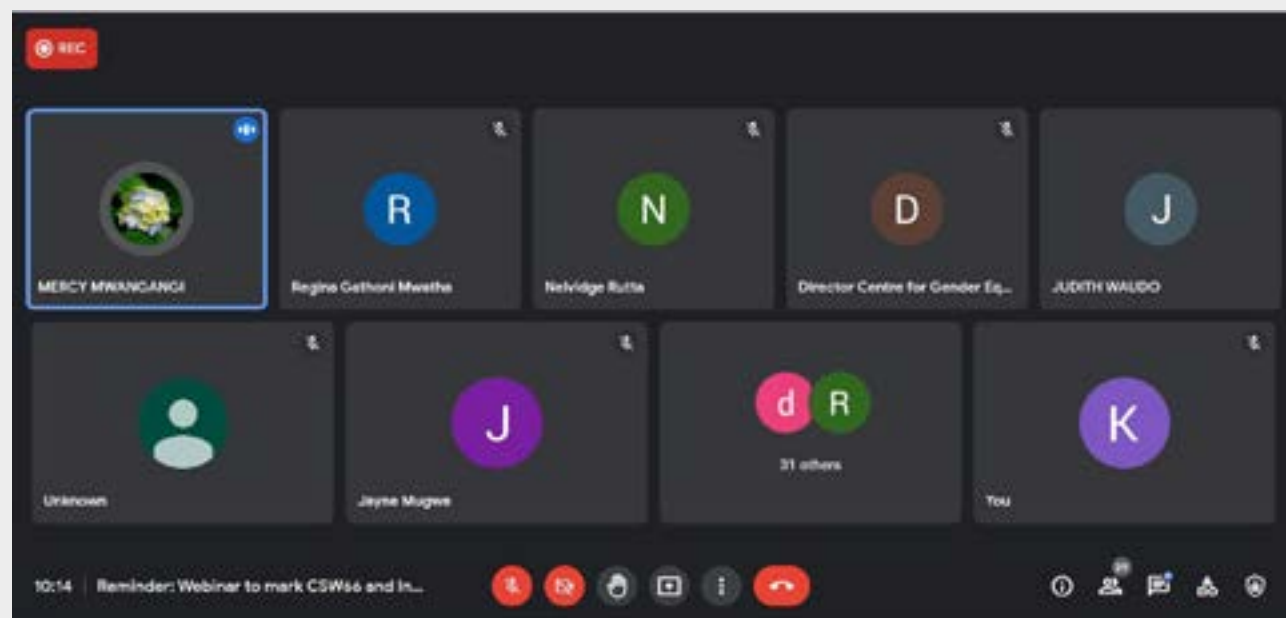


Photo 6: A screenshot of the 4th March Webinar participants

The webinar brought together stakeholders from private and public institutions to deliberate on, among others, The Role of Women's Voice and Leadership in Gender Transformative Climate Action in Kenya and Challenges Faced by Women due to Deforestation in Kenya. These are key issues as the world marks the 66th session of the Commission on the Status of women (CSW66), under the theme Achieving Gender

Equality and the Empowerment of all Women and Girls in the Context of Climate Change, Environmental and Disaster Risk Reduction Policies and Programmes.

Speakers agreed that although women are disproportionately affected by crises such as climate change and others, they are also powerful response agents who need to be represented in decision making processes.

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

8th March 2022

On the 8th March 2022, the Chief Justice and President of the Supreme Court of Kenya was the chief guest, represented by Registrar,

Tribunals. This meeting was blended. In total about 600 students and 50 staff attended physically and another 100 attended virtually. Discussions centered on the CSW and IWD themes and roles and commitments of the Judiciary.



Photo 7: Registrar, Tribunals, Madam Ann Asuga assisted by the DVC (Academic) Professor Wacheke Wanjohi flags off a march around the university in celebration of IWD

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

Use of Modern ICT to Communicate through Blogs on the topic: The Role of Education in Women's Political Participation in Kenya-

The IEA has used blogging as a method of communication and advocacy on the need to have more women engaged at the political level. The hub has also used the [blog](#) section of the website to disseminate some of the findings.

Table 4. 1: A Summary of Advocacy and Policy Engagement Sessions

Activity	Organizers	Date/Venue
To present a paper on the upcoming conference on Shelters entitled “Nexus between SGBV, economic empowerment and shelter “	Centre for Domestic Training and Development (CDTD)	31st March, 2022 Nairobi
CSW Event: Launch of Private Sector Gender Mainstreaming Policy	Government of Kenya and KEPSA	24 th . March 2022 Nairobi
Launch of Women's Political Strategy	Action Aid	23 rd March, 2022 Safari Park, Hotel
Sharing of findings on AIM programs	ICRW CoP	Virtual Meeting
Launching the collective global action for meaningful change in WEE	ICRW CoP	Virtual Meeting March 17 th 2022
Panelist on: “Safeguarding Women and Girls against GBV, Vulnerabilities and Effects of Climate Change: Prevention and Protection Policies & Strategies” organized by Women's Economic Empowerment. Nairobi	ICRW, Community of Practice (CoP) and the Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department	16 th March 2022 Radisson Blue
KUTV: Speaking on GBV and Climate Change as a theme on IWD.	KU-TV	March 11 th , 2022
Impact of Apprenticeship, Internship and Mentorship (AIM) programmes on employment of young women- virtual session	WEE CoP quarterly meeting	10 th March, 2022
Webinar on: i) Kenya's legal and policy framework towards gender equality, ii) women and the economy, and iii) regional comparison on progress towards gender equality.	Institute of economic Affairs	8th March 2022,

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

“Bringing all women to the level of Eliud Kipchoge” , available here	KU-TV	8th March 2022,
Effectiveness of women empowerment projects - available here	People Daily Newspaper article.	8th March 2022
Research: Closing the Gender Gap. Click here to watch	KU-TV	7th March 2022
Bi- Annual meeting of the Gender Sector Working group	Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department	26 th February 2022
(Apprenticeship, IM Study) discussing Girls in Science, available here	KU-TV	26th Feb 2022
Panelist to Speak on “Women's Political Participation and Economic Empowerment” – Virtual	Community Advocacy and Awareness Trust-CRAWN Trust	February 24th, 2022
Stakeholders Workshop on Increasing Salience and Strategic Engagement for Women's Economic Empowerment (WEE), Women Empowerment Collectives (WECs) and Gender Integration (GI): Diversifying and Deepening Women Economic Empowerment Initiatives Across Sectors in National and County Government Ministries, Departments and Agencies	The Collaborative Centre for Gender and Development (CCGD), EAC, & Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department	February 23-24 2022 Maa-zoni-Machakos County, Kenya
Review of the National WEE Policy	Action Aid & Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes- State Department	15-18 th February, 2022 Naivasha
We need research evidence to boost women empowerment. The online article is available here	The standard newspaper article	19 th January, 2022

4.0 KU- WEE HUB: ADVOCACY AND POLICY ENGAGEMENT ACTIVITIES.

Ministry of public Service, Gender, Senior citizens' Affairs and Special Programmes lauds KU-WEE Hub on progress in first year of Women's Economic Empowerment project. Click this link to watch	KUTV	6 th -11 December 2021
Endeavour to improve strained spousal relations on Men's Day – Hub Leader. Read the online version here	The standard newspaper article	16 th November, 2021
Research will enhance fight against gender based violence. The online article is available here	The standard newspaper article	22 nd September, 2021
Empowering the woman: promoting women's Economic Empowerment through policy driven research. Click here to watch	KUTV	16 th September, 2021

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

The period September 2021 to March 2022 has been a time to concretize the existing partnerships both at the level of the hub as well as the level of the study projects. At the hub level, the partnerships have yielded a more concretized way of working together and MOUs have been completed. Within the studies, MOUs have also been completed, as they partner with institutions implementing the programs under review in conducting the pilot or the actual studies. A summary of the partnerships is provided in Table below

Table 5. 1: The status of KU WEE hub Partnerships and Collaboration

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
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 KNHS 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. 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	Joint collaboration ongoing smoothly

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
Thara-ka Nithi County (TNC)	28 th January 2021	Project level with a Sub award (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	Joint collaboration ongoing smoothly
Institute of Economic Affairs, Kenya (IEA-Kenya)	28 th January 2021	Project level with a Sub award (17 th June 2021)	Joint implementation of KU-WEE Hub research Programme with a focus on: Community mobilization, advocacy.	Briefing on report on Year 1 Dealing with government departments on a gender sensitive budgeting Cross learning meetings	Joint collaboration ongoing smoothly
EGC-Yale University (Yale)	23 rd Sept 2021	Project level with a Sub award (5 Oct. 2021)	Capacity building on WEE Research, Joint research on RCT, Labour Force participation and support for other hub studies on request	RCT Design completed Refinement of the design ongoing Development of FLFP framework completed Preliminary estimation results using pilot data available	Joint collaboration ongoing smoothly

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
Busara Center for Behavioral Economics (Busara)	08 th Nov. 2021	Project level with a Sub award (2 nd Nov. 2021)	Conduct joint research in the lab and in the field	Trained on research ethics, data collection design and instruments support Crèche RCT	Joint collaboration ongoing smoothly
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	Awaiting Signatures of MOU from UN Women
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	Engagement ongoing under KNBS Leadership
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	Joint work done ongoing smoothly Need to speed up the development and signing of MoU
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	Joint collaboration ongoing smoothly Agreed to Conclude signing of MoU and expand the areas of engagements

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
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	MOU completed. 1 Training was conducted and planning for another.
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	Joint collaboration ongoing smoothly
Kenya Women Trust Micro Finance (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	Joint collaboration ongoing smoothly
Women's Empowerment Link (WEL)	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	Joint collaboration ongoing
Kenya Institute for Curriculum Development (KICD)		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	Joint collaboration ongoing

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
Kenya Youth Employment Opportunities and Project (KYEOP) – State Department for Youth Affairs, Ministry of ICT, Innovation and Youth Affairs		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	Joint collaboration ongoing KU has MOU
Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programs-State Department for Gender and State Department for Public Service		Project Level And Study Level	Engaging and sharing on policy, sensitization and cross-learning on gender empowerment and equity organized by the Ministry	Exploring collaboration through the Policy and advocacy at KU-WEE Hub KU WEE Hub invited to sit at the Gender Sector Working Group Gender Audit trail for the Last 10 years provided to the Study on Women in Management and Leadership	Joint collaboration ongoing
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	Joint collaboration ongoing

5.0 LOCAL AND INTERNATIONAL PARTNERSHIPS

Partner	Date Signed	Level of engagement / type	Purpose of MoU	Implementation Status/joint activities	Comments and areas for improvement
Ministry of Tourism		Project Level	Implementing the Covid-19 study jointly with the Ministry staff	Piloting of study instruments ongoing	Joint collaboration ongoing KU need to initiate MOU with the Ministry
National Gender and Equality Commission (NGEC)		Project Level	Expressed interest receiving finding of KU-WEE study in Tharaka Nithi County	Exploring collaboration Through the CEC Education in Tharaka Nithi County	Joint collaboration ongoing KU with Two officers appointed as Focal Persons for KU WEE HUB
UN Women, Stockholm Environmental Institute and the Public Service, Gender, Senior Citizens Affairs & Special Programmes-State Department for Gender	September to December 2021	The Women and Public Transport study	Expressed interest to partner in carrying out the study	Study completed and shared with key stakeholders, report is available here	Exploring further areas of collaborative studies

Government Ministries hardly sign MOUs with other institutions funded through the Treasury

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

6.1 STRENGTHENING CAPACITY OF RESEARCHERS

6.1.1 Research Ethics, Compliance and Field Protocol Training: A Partnership with Busara

The aim of the training was to equip participants with the ethical knowledge and best practices required to carry out successful field research projects. This training was an interactive session that aimed at providing Hub Researchers with the ethical understanding and best practices necessary for conducting effective field research projects. It provided researchers with an in-depth understanding of Ethics and the History of Subject Research Regulation; an overview of Data Protection Regulations and why they are important; a review of Field Management, including data collection, community engagement, and quality controls; and the importance of Dissemination and Open Science.

The training focused on the following Objectives

1. An in-depth understanding of Ethics and History of Subject Research Regulation
2. Overview of Data Protection Regulations and why they are important
3. A review of Field Management ie: data collection, community engagement, quality controls
4. The importance of Dissemination and Open Science



A trainer from Busara takes participants through the day's topics

In this training a total of one hundred and two (102) attended.

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

6.2 CAPACITY STRENGTHENING OF RESEARCHERS ON THE USE OF 'SURVEY SOLUTION' RESEARCH TOOL

In preparation for field work KNBS trained all PIs and Co-PIs on use of Computer-Assisted Personal Interviewing (CAPI) programs, notably Survey Solution. This was a one-day training on January 11th 2022 at the Kenyatta University Conference Center.

The General Objective of the training was to build the capacity of Hub researchers to use Computer-Assisted Personal Interviewing (CAPI) programs, notably Survey Solution. In total there were 20 participants including 3 students on attachment at the hub.



The Researchers and Trainers pose for a photo

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS



Some of the Researchers and Trainers in Session

6.3 GRADUATE STUDENTS

Graduate Students on the KU WEE Hub Project are **11 students** (five for master's degrees and six for doctorates) who have been recruited into the Project. The students' work is governed by the Kenyatta University Graduate School Policy

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

Table 6. 1: Graduate students in the initiative for what works for women's economic empowerment project

Name	Registration Number	Level/Area	Topic	Progress made by Marsh 2022
Gilbert Koech	E55/38242/2017	Master of Education (Educational Planning)	Public vocational training centres' preparedness for provision of competence based education and training in Nakuru County, Kenya	Data collection
Julia A. Otieno	K102/26996/19	MEcon (Finance)	Performance of women-owned enterprises in the manufacturing sector: A case of Nyanza Region, Kenya.	Has successfully defended her proposal at the Department
Faith Juma	K102/20691/202	Master of Economic (Policy and Management)	Effects of microfinancing on women owned micro and small enterprises in Kakamneg County.	Developing the proposal
Winnie Wangui Kimaru	K101/CTY/PT/31076/15	MEcon (Cooperation & Human Development)	Effects of Gender Inequality on Economic Growth in Kenya	Awaiting defense of the proposal at the Department
Osman Mohammed	C50/CTY/PT/27009/19	MA Gender	Implications of Affirmative Action on Women Legislators' Performance in the Legislative Processes in Wajir County, Kenya.	Has Successfully defended the Proposal at the Department and registered at the school. Collecting Data
Ruth Kendagor Chepkorir	K96/CTY/20426/20	PhD Economics	Women in manufacturing programme and its effect on economic empowerment of women in the manufacturing sector in Kenya.	Developing the Proposal
Nicodemus Kirima	C82/CTY/28712/18	PhD Public Policy	Analysis of Governance of Public Private Partnerships in Kenya.	Awaiting the defense of the proposal

6.0 CAPACITY STRENGTHENING OF BOTH SENIOR AND YOUNG RESEARCHERS

Miriam W. Thuo	K96/CTY/27385/19	PhD Economics	Impact of Financial Literacy on Women's Economic Empowerment in Micro, Small and Medium Enterprises: A Case of Tharaka-Nithi County, Kenya.	Developing proposal
Simon Peter Okoth	C50/27174/19	MA Gender	Effectiveness of Financial Literacy Programs in Economic Empowerment of Sexual and Gender Based Violence Survivors: A case study of Life Bloom Services International, Nakuru County, Kenya.	Has Successfully defended the Proposal at the Department
Ekulan E. Deborah	C50/26249/19	MA Sociology	A situation analysis of women economic empowerment and its implications to their welfare in Tharaka Nithi County, Kenya.	Developing the proposal
Catharine Masaki Oga-ke	C50/27660/18	MA Gender	Exploring the coping mechanisms to Covid-19 pandemic restrictions for women casual domestic workers from informal settlement in Nairobi	Developing the proposal
Juliet Mesa	T130/20324/2020	PhD Hospitality	Influence of COVID-19 Coping Mechanisms on Women Job Performance in Star-Rated Hotels in Nairobi City County Kenya	Defended at the Departmental level
Ebbi Nekesa	E55/21692/2020	Master of Education (Educational Planning)	Effectiveness of apprenticeship for work readiness programme on youth employment: A case of Kenya Youth Employment Opportunities programme.	Developing the proposal
Kevin Onialo		MA Hospitality Management	Impact of Covid-19 and the resilience strategy on the performance of five star hotels in Nairobi County, Kenya.	Defended the proposal

7.0 GOOD FINANCIAL PRACTICES

7.0 GOOD FINANCIAL PRACTICES

7.0 GOOD FINANCIAL PRACTICES

7.1 FINANCIAL UPDATE

The purpose of this section is to help the foundation understand how programmatic performance affects actual and projected expenditures over the life of the investment. Feel free to reach out to your foundation contact for support with these progress reporting requirements.
Note: Budget template and financial narrative

instructions can be found here(https://docs.gatesfoundation.org/documents/budget-template_instructions.docx#CashFlow-SummaryReporting). If you are using an older version of the budget template, this information could be in a different location in your template.

7.2 LATEST PERIOD VARIANCE

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

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

The project grant of USD \$4,051,750 was signed on 18th September, 2020 which included sub-grants for the three core project implementing partners (USD 250,000 for KNBS, USD 250,000 for Tharaka Nithi County and USD 150,000 for Institute of

Economic Affairs (IEA)). The first tranche for year one of USD \$1,246,717.06 was received on 7th October 2020 at an exchange rate of Kenya shillings 107 to the US Dollar. The second tranche of USD 787,905 was credited to the grant account on 1st March 2022 at an exchange rate of Kenya Shillings 113 to the US Dollar.

The personnel expense category was higher than planned expense by USD 4,048 for the period 1. This variance occurred due to fact that the funds (USD 4,885) for launching the hub on 28th January 2021 were drawn from this budget line. The future projection for personnel expense category has remained unchanged. It was expected that the hub shall maintain its personnel costs at the planned levels over the project’s life cycle. In period 2, the University had committed USD 79,414.74 for provisioning for the personnel costs for the months of August 2021 to November 2021 to cater for the rollover

7.0 GOOD FINANCIAL PRACTICES

phase between tranche 1 and tranche 2. The personnel expense charged to the grant in period 3 was USD 48,043 covering the months of December 2021 (USD 13,813.75) January 2022 (USD 17,499.04) and February 2022 (USD 16,730.43). The personnel has had an additional Crèche Child Specialist attached to the RCT study design for Tharaka Nithi County with a monthly allowance of USD 75. For the half year 2 reporting, this budget line was on track.

Under travel expense category USD 550 was utilized to facilitate participation in a policy engagement meeting between the Vice Chancellor and the Governor Tharaka Nithi County Government. The meeting was held on 27th July 2021 at the Chuka town in Tharaka Nithi County. Some amounts (USD 333.64) were also utilized during the signing of a memorandum of understanding between the University and the Federation of Kenya Employers held on 16th September 2021. USD 284.58 was used to facilitate travelling to Tharaka Nithi County by the research team on various dates for stakeholder engagement meetings. Much (about 95%) of this expense category were not utilized. As at 30th March 2022, period 3 reporting, the travel expense category has not been charged. However, with the relaxation of Covid-19 travel restrictions, we project that the travel expense category will be utilized as in person meetings resume.

The consultant expense category was also not utilized during the first year. Both the travel and consultants expense categories were affected by the impact of COVID-19 containment measures, various directives and governments' restrictions on movements across the globe. It was expected that the restrictions on in-person movements may continue throughout the project life cycle. As a result, USD 90,000 from travel and USD 10,000 from consultants expense categories have been reassigned as part of support for Randomized Control Trial (RCT) design, data collection, implementation and

reporting through a proposed sub award agreement with Inclusion Economics Yale University. At the close of year 1 (period 2) reporting, the University awarded sub awards of USD 100,056 to Busara Centre For Behavioural Economics to implement a project on persistence of labour supply norms experiment. Yale University also received USD 100,000 for training and other capacity building on research methods and project design. The reassignments on travel and consultants expense categories thus took effect.

Under capital equipment expense category USD 37,572 has been spent in period 1. We had also reported that the full allocation of USD 30,000 for year one were committed in procurement of equipment process which were ongoing in July 2021. We report that procurement of hub equipment process have been completed. There was an over expenditure of USD 7,572 under this expense category with a variance of 32%. During the last reporting, we requested to make adjustments to the future projection to make provisions for purchase of stationary and other consumables to be used on an ongoing basis at the hub. Thus Year two projects were USD 5,250, year three USD 4,450, Year four USD 4,200 and year five 3,599. This will enable the hub procure enough stationery and consumables for its increasing operational activities. The project has not charged the capital equipment expense category as at 30th March 2022 reporting for period 3.

In the Other direct costs category, in period 1, actual expenditure of USD 1,085.98 was made to the African Academy of Sciences (AAS) for the commencement of the Good Financial Grant Practices (GFGP) certification process; Quality Management Systems (QMS) internal audit process at USD 1,816.82, USD 1,500.03 to Kenyatta University Ethics Review Committee for the approval from the Ethic Review Board; USD 1,135 for advisory board and technical committee members allowances; and USD 1,123.66 KU

7.0 GOOD FINANCIAL PRACTICES

WEE Hub office float. In period 2. Additional expenditures have been incurred as follows: research support for a study on 'Impact of programs and Initiatives in addressing Sexual and Gender-Based Violence as a Constraint to Women Economic Empowerment' USD 27,379.18; payment to National Commission for Science, Technology and Innovations (NACOSTI) for research permit USD 846.73. The University has signed a service agreement with BDO LLP of USD 20,600 for the services of audit leading to a possible GFGP Standard ARS 1651:2018 certification at platinum tier. The auditor has been granted access to the self-assessment records uploaded on the Global Grant Community portal. We are anticipating receiving the initial report from BDO LLP before the end of period 3. The projected fund allocation for the certification on the Good Financial Grant Practices (GFGP) has remained unchanged. Rapid Assessment for the design of the RCT study USD 18,691.59, research funds for a study on 'Women In Manufacturing USD 25,596; the study on Apprenticeship Internship and Mentorship USD 25,577.88. The other five concepts have committed their study funds to support research activities at USD 130,841.12 for all the five studies namely; Women in management and leadership, the participation of women in corporate governance, the study on lifelong learning, integration of transferable skills into basic and TVET for women's employability, and the Gendered Impacts of Kenya Government Policy Response to Covid-19 Pandemic studies. The University has also committed USD 50,467.29 for supporting monitoring and evaluation activities including preparing, synthesizing and maintaining a compilation of project performance reports as per the research guidelines. The five concept studies which had not received their research funds have been fully financed with the funds from period 2. The concept on Women in management and leadership (USD 25, 594.64), the participation of women in leadership and governance (USD 25, 595.53), the study on lifelong learning (USD 25,

595.53), integration of transferable skills into basic and TVET for women's employability (USD 25,585.98), and the Gendered Impacts of Kenya Government Policy Response to Covid-19 Pandemic study (USD 25, 235.98). As at 30th March 2022, the concept studies were still utilizing the funds released in period 2. Other direct costs expense category has also affected by the effects of COVID-19 directives and governments' restrictions on movement which limited face-to-face capacity building activities and delayed the collection of pilot data and commencement of all research studies. However, most of the studies are now expected to proceed to pilot data collection in the next month. Adjustments have been made in the other direct costs to cater for capacity building costs (USD 100,000) which has been committed to be paid to Yale University. The sub award agreement with Yale University has been duly signed. USD 20,000 to Strategic Impact UK has been committed for training on the Theory of Change. We have also committed USD, 100,056 to Busara for sub award for a laboratory experiment on 'Gender Biases in Work and Entrepreneurship in Kenya: A Behavioral Approach'. In period 3 a commitment of USD 21,345.79 has been made for the dissemination of the rapid assessment report in Tharaka Nithi County. All the sub awardees (Kenya National Bureau of Statistics (USD 80,017), Tharaka Nithi County (USD 80,000), and Institute of Economic Affairs (USD 50,000)) were disbursed in period 1 amounting to USD 210, 017. In period 3, the University received USD 130,000 for sub awards. Consequently, the University has released sub ward disbursement of USD 50,000 to Tharaka Nithi County Government to continue implementing its research on women's livelihood in Tharaka Nithi County as per the agreement. Additionally, a commitment of USD 30,000 has been made for Institute of Economic Affairs to continue undertaking a study on the gendered budgeting processes in Kenya. While Kenya National Bureau of Statistics was yet to account for period 1

7.0 GOOD FINANCIAL PRACTICES

funds to enable further disbursements. The University collected its indirect cost portion in period 1 at a rate of 15% on grant amount received in year one USD 186,832.95. In period 3, the amount committed to be transferred was USD 47,916.05. The future projections to both sub awardees and indirect cost continue to remain unchanged. Please provide a detailed explanation for any expense category in which the variance was greater than 10%. This should include an explanation of programmatic decisions affecting expenditure amounts and/or how actual costs differed from prior assumptions. The travel expense category had a variance of -81% and about 95% of the expense category unutilized. The consultant expense category was also not utilized during the first year. Both the travel and consultants expense categories were affected by the impact of COVID-19 containment measures, various directives and governments' restrictions on movements across the globe. It was expected that the restrictions on in-person movements may continue throughout the project life cycle. As a result, USD 90,000 from travel and USD 10,000 from consultants expense categories have been reassigned as part of

support for Randomized Control Trial (RCT) design, data collection, implementation and reporting through a proposed sub award agreement with Inclusion Economics Yale University.

The capital equipment expense category for year 1 (USD 30,000) was fully utilized in the purchase of hub equipment (Laptops and desk top computers) and gadgets (cameras, printers and binding machine). This expense category recorded an over expenditure of USD 7,572 in year 1. To realign the needs of the hub to the operational realities, a total projection of USD 12,249 for years 2 to 5 have been proposed to cater for the need to purchase consumables and stationery for the increasing operations of the hub. The projected budget variance is therefore 32%. The other direct costs expense category has also been projected to accommodate a possible sub award in implementation of an RCT in Tharaka Nithi County. The budget variance in this category was 2%. As at 30th March 2022, none of the expense categories had a variance of more than 10%.

7.3 FUTURE PERIOD PROJECTIONS

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

When populating your projections, please provide realistic projections that take into account the latest plan of expected activities and up-to-date associated costs. For example, projections usually will not simply

carry forward previously unspent budget amounts into the next period or exactly match the original period budget. However, in total, the projections should match the total budget amount.

Explain how your future projections for the remaining periods compare to your previous forecast. Consider how the project's performance to date influences your

7.0 GOOD FINANCIAL PRACTICES

forecast. In your response, please address the following:

Any shifts (+/-10%) between expense categories, additional dimensions (if applicable), including the trade-offs and implications.

Have these shifts to forecast been discussed with your BMGF Program Officer? Was there a decision/approval?

Where your expected rate of spending has significantly increased/decreased, what is driving this difference?

What are the key assumptions behind the forecast (e.g. scale of activities, hiring delays, timeline changes)?

How have changes to your investment results framework affected your future period projections?

The future projections for travel, consultants, capital equipment and other direct costs expense categories have been adjusted to realign to programmatic expectations and implementation context realities. The travel and consultants expense categories have been adjusted in consideration of the reduced travel expectations due to the

COVID-19 travel restrictions as advised by government authorities. A reduction of USD 90,000 from travel and USD 10,000 from consultants expense categories have been reassigned to other direct costs to support a proposed partnership and a planned sub award with Yale University.

The travel and consultants expense categories expected rate of spending has significantly reduced. The assumptions on budget uptake were done before the onset of COVID-19 pandemic. The Novel Corona Virus has come with significant restrictions on both local and international travel activities. This situation has affected the uptake of budget allocations for pilot data collection and baseline studies. There has also been a delay in closing on other partnership arrangements due to the various logistics involved to concretize agreements. The hub updated the result framework to align it to the realities of the current operating environment. Contextually, the proposals in the Investment Document have remained the same except that there has been an expansion on the methodological approaches and clarity of research questions. As at 30th March 2022 no projection adjustments were made.

7.4 SUB-AWARDS (IF APPLICABLE)

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

Reporting" sheet in the budget template for this reporting period.

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

7.0 GOOD FINANCIAL PRACTICES

Period 1

Organization Name	Actual Disbursement for this Reporting Period (U.S.\$)	Total Disbursed from Primary Awardee to Sub to Date (U.S.\$)	Total Sub-Awardee Spent to Date (U.S.\$)	Total Contracted Amount (U.S.\$)
Kenya National Bureau of Statistics	\$80,000	\$80,000	\$80,000	\$250,000
Tharaka Nithi County	\$80,000	\$80,000	\$80,000	\$250,000
Institute of Economic Affairs	\$50,000	\$50,000	\$50,000	\$150,000
Total (ties to budget file(s))	\$210,000	\$210,000	\$210,000	\$650,000

Period 2

Organization Name	Actual Disbursement for this Reporting Period (U.S.\$)	Total Disbursed from Primary Awardee to Sub to Date (U.S.\$)	Total Sub-Awardee Spent to Date (U.S.\$)	Total Contracted Amount (U.S.\$)
Kenya National Bureau of Statistics	\$80,000	\$80,000	\$80,000	\$250,000
Tharaka Nithi County	\$80,000	\$80,000	\$80,000	\$250,000
Institute of Economic Affairs	\$50,000	\$50,000	\$50,000	\$150,000
Yale University	0	\$100,000	\$0	\$100,000
Busara Centre For Behavioural Economics	0	\$100,056	\$0	\$100,056
Total (ties to budget file(s))	\$210,000	\$410,056	\$210,000	\$850,056

7.0 GOOD FINANCIAL PRACTICES

Period 3 as at 30th March 2022

Organization Name	Actual Disbursement for this Reporting Period (U.S.\$)	Total Disbursed from Primary Awardee to Sub to Date (U.S.\$)	Total Sub-Awardee Spent to Date (U.S.\$)	Total Contracted Amount (U.S.\$)
Kenya National Bureau of Statistics	\$50,000	\$0	\$80,000	\$250,000
Tharaka Nithi County	\$50,000	\$50,000	\$130,000	\$250,000
Institute of Economic Affairs	\$30,000	\$30,000	\$80,000	\$150,000
Yale University	\$0	\$0	\$100,000	\$100,000
Busara Centre For Behavioural Economics	\$0	\$0	\$100,056	\$100,056
Total (ties to budget file(s))	\$130,000	\$80,000	\$490,056	\$850,056

contributions).

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

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

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

Other Sources of Support (if applicable)

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

Explain any notable impacts from other sources of support.

-NIL-

7.5 Financial Progress Summary Assessment
This section will help the foundation determine whether changes are needed to the payment schedule.

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

7.0 GOOD FINANCIAL PRACTICES

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

- Cash on hand as of the end of the reporting period as compared to the future period projection(s).

Financial and programmatic performance, and any potential changes proposed to the forecast through the remaining periods.

During period 2 reporting, there was a payment request by the primary grantee of USD 787,905. The cash at hand as at the time of the reporting (15th October 2021) was USD 62,500. When compared to the future period projections, the grant activities has either utilized or committed the funds at anticipated levels. It was, then our view that the grant's financial and programmatic performance was stable and within the allowable expense guidelines for the expense categories. Except for a proposal then to sub award Yale University to support designing and implementing RCT, carrying out capacity building and conducting a study on women's participation in the labour market and another sub award to Busara for a laboratory experiment on 'Gender Biases in Work and Entrepreneurship in Kenya: A Behavioral Approach'. In view of the above, we submitted that B&MGF consider and disburse the second tranche payment of USD 787,905 for the continuation of the implementation of the activities under the investment ID No-002289.

During period 3 (half year) reporting, there was no payment request by the primary grantee.

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

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

**Kenyatta University Women's
Economic Empowerment Hub**

P.O. BOX 43844 - 00100

Nairobi, Kenya.

Website: weehub.ku.ac.ke

Email: hubleader@ku.ac.ke