



KENYATTA UNIVERSITY
WOMEN'S ECONOMIC EMPOWERMENT
HUB



**REPORT OF THE ADVOCACY WORKSHOP WITH MDAs HELD ON 1ST
AUGUST, 2023 AT THE HOTEL LA-MADA, OFF THIKA RD.**

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REPORT OF THE ADVOCACY WORKSHOP WITH MDAs HELD ON 1ST AUGUST, 2023 AT THE HOTEL LA-MADA.

Preface

Kenyatta University is implementing a five-year initiative entitled “What Works to Improve Women’s Economic Empowerment in Kenya” with the goal of developing a body of knowledge that can be utilized to drive policies, interventions, and advocacy initiatives that promote women's economic empowerment (WEE) in Kenya. The initiative is being undertaken in collaboration with Tharaka Nithi County Government, Kenya National Bureau of Statistics (KNBS), and the Institute of Economic Affairs (IEA-Kenya). The goal of the KU-WEE Hub is to improve Kenya's tenuous relationship between Women’s Economic Empowerment (WEE) policies, programmes, and gender data. The Project's objective is to employ reliable research evidence to influence policies, projects, interventions, and advocacy campaigns that progress Kenyan women in every sphere of the economy.

As part of the strategy, KU-WEE Hub is expected to host national and county policy dialogues to discuss generated evidence from research, with policymakers as well as citizens and civil society groups so that a range of informed stakeholder groups can come together to advocate for evidence-based policy making. As such, Hub intends to convene a stakeholder workshop to disseminate findings from its current studies to Council of Governors and related County Governments. This is consistent with the project investment agreement, which states that the Hub will engage in advocacy efforts to influence WEE policies.

To this end, KU-WEE Hub organized a half-day stakeholder workshop at the Hotel La-Mada on August 1, 2023, to present findings from its current research to key line ministries. In total there were eighteen representatives from different ministries present, including those from the State Department of Basic Education, the State Department of Higher Education and Research, the State Department of Tourism, the State Department for Gender and Affirmative Action, the State Department for Public Service, the State Department for Industry, the Technical and Vocational Education and Training Authority (TVETA), the Public Service Commission (PSC), the National Gender and Equality Commission (NGEC), the Kenya Institute for Curriculum Development (KICD), the Tharaka Nithi County Government and the Kenya National Bureau of Statistics (KNBS).

The Ku wee hub Leader, Prof Judith Waudo gave her opening remarks by emphasizing the importance of quality data production and use. The workshop was officiated by the Vice-Chancellor Kenyatta University, Prof. Paul K. Wainaina, who was represented by Prof. Caroline Thoruwa, Ag, Deputy Vice-Chancellor Research Innovation and Outreach (RIO). Prof. Thoruwa read the Vice-Chancellor's remarks, in which he noted that despite arduous efforts, there are still substantial disparities between research, policy, and practice. These gaps are exacerbated by a lack of understanding of how researchers can produce

more valuable work, how practitioners can obtain and use that work effectively, and how policymakers can foster the conditions necessary for both to happen. He urged researchers to strengthen their stakeholder engagement to ensure that they share findings at every stage of the research. This way, stakeholders will understand the goal and own the evidence generation process, and in turn help develop a strong advocacy strategy.

1. Presentations by the Research Teams

The KU-WEE Hub is undertaking twelve analytical studies using mixed methods, which include collection of quantitative and qualitative data. The research evaluation studies are in three thematic areas: (i) Women's Roles in the Public and Private Sectors; (ii) Skilling and Mentoring; and (iii) Violence, Crisis, and Women's Work. As such the presentation by the study teams were grouped in these themes as follows:

1.1 Women's Participation in Leadership and Governance Processes in Kenya

To increase the participation of women in leadership and governance processes by 30% by 2025 in the targeted counties, this study team assessed the "*Strengthening Inclusive Governance*" project, which was implemented by Women's Empowerment Link (WEL), and which sought to increase women participation in political, economic, and social aspects of governance in their respective counties and Kenya as a whole. It was expected the results of the evaluation would inform scaling up WEE and thus translate into effective advocacy for their social and economic rights at all levels. The objectives of the evaluations were to;

- i. To examine the extent to which the programme had enhanced participation of women in leadership and governance processes in the selected Counties.
- ii. To assess the extent to which women's participation in the programme had increased their access to services, resources and leadership opportunities for women.
- iii. To create a dashboard providing analytical information on women's performance in leadership and governance across the selected counties in Kenya.

The findings from the evaluation revealed that;

- i. The study revealed that majority of the trained women (Kitui 97.1%, Bomet 92.19%, Kirinyaga 89.87% Mombasa 78.08%) reported having **increased awareness on importance of women acquiring leadership skills and effectively participating in decision making**. While in Nakuru awareness on savings and internal lending knowledge and skills was at 95%.
- ii. The evaluation also revealed that training had resulted in a **positive change in women's behavior towards leadership and governance** (Bomet 92.19%, Kitui 86.95%, Kirinyaga 85.29%, Nakuru 83%, Mombasa 79.45%).

- iii. The evaluation similarly found that trained **women acquired techniques of surmounting barriers to WEE** (Bomet 98.44%, Kirinyaga 93.46%, Kitui 88.4%, Mombasa 85.62%, Nakuru 79.6%)
- iv. On decision making, the evaluation revealed that the trained **women increased their negotiation skills**. The women are now advocating and championing for their and other women's rights. The women who lobby and advocate for self and others were: (Bomet 60.94%, Kitui 59.42%, Kirinyaga 42.16%, Mombasa 38.36%)
- v. The trained women **increased awareness on the importance of women acquiring and effectively practicing leadership and governance skills**. Those who were aware of the importance of equal gender representation at all levels were (Bomet 98.44%, Kitui 92.75%, Kirinyaga 88.56%, Nakuru 88% Mombasa 78.08%). Those who were participating in leadership (offered themselves for leadership position) were (Bomet 68.75%, Kirinyaga 56.21%, Kitui 55.07%, Nakuru 49.51% Mombasa 43.84%).
- vi. The training enhanced the **awareness and advocacy of the 2/3 gender rule by the trained women in all community programmes** across the five counties (Bomet 62.5%, Kitui 59.42%, Kirinyaga 53.27%, Mombasa 31.51%).
- vii. The trained women have been **championing elimination of retrogressive cultural practices** that restrict women from being productive or accessing/owning productive assets at family or group level were: (Bomet 81.25%, Kirinyaga 63.73%, Kitui 55.07%, Mombasa 43.84%).

Based on the findings of the study, the team therefore recommends that; i.) There is need to fast track operationalization of the county gender polices; ii.) There is a need to institutionalize the allocation of resources for WEE programme; iii.) To support and collaborate more with non-state actors who are engaged in WEE interventions in the counties and iv.) To mobilize women for the basic adult literacy program at the grassroots level.

The study team also recommended that i.) WEL should consider providing seed money to each of the women individual groups to increase their kitty for borrowing; ii.) Training alone as a strategy for WEE is not adequate without addressing the poverty and lack of information that make women unable to balance their daily chores or to afford the basic needs to enable more of them to attend the group meetings; iii.) WEL should consider the inclusion of men and youth in WEE initiatives; and iv.) To broaden the curriculum to include training on entrepreneurship in addition to leadership and governance.

Observations from the Workshop Participants

The workshop participants sought to know why there was a variation in uptake in the various counties where the project was implemented and were informed that culture impacted greatly on uptake. The participants were also informed that the found very many non-state actors engaged in the similar activities

and offering similar kinds of trainings in the counties of study but they lacked synergy in the implementation. This similarly affected the uptake of the training.

1.2 Women's Participation in Management and Leadership in the Public Service in Kenya: Closing the Gender Gap

Under-representation has led to gender gaps in formal labour; wages and in other indicators of economic empowerment in the Kenyan population. This project that aims to ensure a sustainable increase of women's representation in the public service in Kenya through increasing the proportion of women in management and leadership in the public service by 30% by 2025, was initiated to contribute to improving the situation. It is recognized that increasing women's participation in management and leadership in the public service is a key enabler of empowering women economically.

In order to gain insight into changes in the composition and size of women employees within the public service, the study team obtained quantitative data from the State Department for Public Service (Integrated Payroll and Personnel Database - IPPD, 2010-2020) and conducted a trend analysis. Women's advancement from entry-level management to senior management and leadership, where they may have an impact on public policy and important choices, was the focus of the adopted approach. The purpose of the gender audit was to determine if policy is supportive of increasing women's representation in Kenya. The implementation of the NPGD from 2000 to 2011 and 2019 as well as the gender parity concept outlined in the Kenyan Constitution from 2010 have been thoroughly explored during this time. This report is prepared with the core aim of providing empirical evidence that bridges the gap between statistics and policies. The gender audit formed a baseline that provides an evidence base upon which the main study anchors its research. The objectives of the study were to;

- i. To carry out a gender audit using a baseline survey for 10 years (2010-2020)
- ii. To establish factors that contributes to women's under-representation in management and leadership for women's economic empowerment in the public service in Kenya.
- iii. To examine to what extent the National Policy on Gender and Development (2000) and its subsequent amendments 2011 and 2019 have been implemented and its impacts on women's ascension to employment (in leadership & management in the public service in Kenya
- iv. To examine the extent to which women's participation in management and leadership in the public service as evidenced by monitoring and evaluation indicators promotes women's economic empowerment.

- v. Suggest how the National policy on Gender and Development (2019) can be made more effective in enabling women's participation in management and leadership in the public service for economic empowerment.

The findings of the study revealed that;

- i. The proportion of women in management in the public service declined by the year 2020. The statistics from the Ministry of State for Public Service, (Integrated Pay Roll and Personnel data base-IPPD 2010-2020) reveal that women comprised 31.3% while men were 68.6%.
- ii. Women with a first degree increased from 27.0% in 2010 to 45.0% in 2020 while the proportion of men with a first degree in the same cadres declined from 64.0% in 2010 to 46.0% in 2020.
- iii. Similarly, women with a Master's degree increased from 2.5 % to 4.4% in 2020 while men with a masters declined from 7.0% in 2010 to 5.0% in 2020.
- iv. This finding brings a sharp contradiction on promotions where more men were promoted within the same period begging for the need to establish why the proportions of women in management especially middle and upper levels had been declining at the same period.
- v. The trend analysis for 10 years shows that the percentage of women who remained single steadily increased from 49.6% in 2010 to 63.7% in 2020. –do women sacrifice family and care work for productive work and career progression?

Based on the findings of the study, the team therefore recommends that; i.) There is need for a purposed intention by the Public Service Commission to ensure **full implementation of the two thirds of either gender principle in ensuring success in closing the gender gap** and even beefing it up to 50:50 ratios in all sectors of the public service; ii.) The Public Service Commission should set up milestones for achievement within a set timeline to ensure this implementation. **Implementation of the gender policy as articulated in the Sessional Paper No 2 of 2019 should be fully and systematically monitored and evaluated by the NGEK which is mandated to do so in the legislation creating the commission.** Findings from the monitoring should inform PSC towards set milestones in achieving the two thirds of either gender principle; iii.) There is need for the **public service commission to examine why there exists a sharp contradiction on education and promotions where more men were promoted** within the same period of 2010-2020 but more women had gained more education while that of men declined. It will be important to decipher education is a factor for promotion and establish why the proportions of women in management especially middle and upper levels had been declining at the same period when their education increased; iv.) There is need for a strong and effective policy shift, in provision of necessary resources to strengthening monitoring and evaluation frameworks on 2/3 gender principle as articulated and the NPGD which gives direction on gender equality and development in

Kenya; v.) Make deliberate efforts to ensure full implementation of the two-thirds of either gender principle; and v.) **Workplace sensitization of the benefits of having women in leadership may contribute positively to more women in management and leadership** cadres to influence policy.

Observations from the Workshop Participants

As policy is typically not designed for a particular sector, the workshop participants urged the research team to take consider doing a comparative study in the private sector. This would allow them to have more inclusive and comprehensive data that can guide policy.

The study revealed that more women than men in the public sector had advanced in their academic achievement and obtained master's degrees. The workshop participant pointed out that majority of women shy away from permanent and pensionable jobs (PNP), noting that majority opt to leave the job market when they attain a certain age to venture into other economic activities that offer flexibility. As such, there is a need to generate data as to why this happens so that the policymakers can be advised on how to best maximize on women, as a resource.

1.3 Effectiveness of Programmes and Initiatives addressing Gender-Based Violence as a Constraint to Women's Economic Empowerment

Available data demonstrates that Sexual & Gender Based Violence (SGBV) is rampant in Kenya. Its prevalence, however, differs according to context and source of data. Observably, other than the variations on actual rates, most cases also go unreported. This team aims generate evidence on what works to effectively respond and prevent SGBV, through a rigorous evaluation of programs that have been designed and implemented to address SGBV in different parts of the country. The evaluation objectives are:

- i. Determine the effectiveness of services offered by selected GBVRC/GVRC/RRRPs in facilitating the recovery of GBV survivors.
- ii. Establish the economic cost of GBV on women survivors who had graduated from selected GBVRCs/GVRC/RRRP before 2020.
- iii. Establish the extent to which skills and experiences gained from the selected GBVRCs/GVRC/RRRPs led to women's economic empowerment.

The findings of the study found the types of violence experienced by the survivors were physical violence (90.6%), psychological/ emotional violence (78.1%), economic violence (59.4%) and sexual violence (46.9%). The findings of the study also revealed that the majority of the survivors experienced multiple types of violence concurrently. However intimate partner violence was dominant (Husbands 84.4%; boyfriends – 9.4%). The results also found that main forms of help sought & received from the recovery

centers were mainly Medical, psychological & legal assistance significant in both sites, and that shelters not very highly demanded. The indicators of survival recovery were that programmes enabled survivors regain their worth in society (89.3%); survivors were inspired to campaign against GBV (69.8%), survivors were inspired to stand up for themselves (86.6%), survivors joined a women's group (68.5%), joined table banking groups (42.29%), and that survivors were motivated to start saving (20.8% - formal, 16.1% - informal & 19.5% - mobile phone). The study also found that GBV had numerous direct costs through lost/damaged property, medical, transport, legal, counselling, accommodation; as well as Indirect costs through hours of work (domestic and formal) lost, children's school days. Study revealed that total GBV cost in Nakuru - Ksh. 109,551; and Makueni - Ksh. 111,113.

Based on the findings of the study, the team therefore recommends that; i) GBV is costly to the nation and its **prevention should be a priority** especially within the family setting and at the intimate space; ii.) Because survivors don't get comprehensive services due to limited mandates, the **services provided at the recovery centres should respond to multiple forms**; medical, psychological & legal services should be central to immediate response; iii.) Programmes should double up as assessment centres to capture survivors' multiple needs, as such there is need to **need to include economic aspect directly** or through referral; iv.) **Comprehensive studies/documentation required** on cost of GBV since many aspects cannot be easily quantified.

The existing anti-SGBV programs are designed to rehabilitate and treat SGBV survivors. Currently, there are no concrete prevention programs that can be evaluated. As such in the Phase II of this study, a contingent valuation will be conducted on the Tamar Campaign Model through the Reflect Circles approach to SGBV prevention. The existing Tamar Campaign module will be enhanced to incorporate a WEE component. In doing so, the Reflect Circles will not only focus on SGBV's responses and prevention within a community, but also interrogate its impacts on WEE. The Reflect Circle model thus becomes a forum for cross-examination on the interrelationship between SGBV and women's economic status, thus target not just responses and prevention, but improving the economic status of individual women, their families and communities and SGBV as a Constraint to Women's Work.

Observations from the Workshop Participants

Workshop participants sought clarity on the sampling criteria used, and they were informed that multistage sampling was adopted why the team initially conducted a purposive search to establish who were the actors in the GBV space. Inclusion and exclusion was thereafter used to select that different organizations using different diversities like rural and regional among other considerations.

1.4 Gendered Impact of Travel Restriction's Government Policy Response to Covid-19 on Tourism Industry in Kenya

COVID-19 pandemic outbreak had devastating disruption to the global economies. Global hospitality data showed a 96% drop in occupancy rates in the entire global hospitality industry due to COVID-19 pandemic. Travel restrictions led to employment, wages and business income reduction. A study on the impact of COVID-19 on tourism in Kenya revealed, 32% of tourism companies had instituted pay cuts to 70% of their workforce. The COVID-19 pandemic had profound differences in its gendered impact on employment from other previous crises, widening the gap in women's access to business credit. This research team sought to evaluate the gendered impact of travel restriction's government policy response to the COVID-19 pandemic on the tourism industry in Kenya. As such the team sought to;

- 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 evaluate the gendered impact of travel restrictions on women's access to credit/finances in the tourism industry.
- iv. To identify gendered interventions to promote women's economic empowerment in times of disasters and crises.

The findings of the study revealed that;

- i. On **Distributions and Gendered Ownership of Enterprises**, male-owned enterprises account for 64% of the total enterprises surveyed, while female-owned enterprises account for only 36%.
- ii. On the **impact of COVID-19 on employment**, generally the presence of travel restriction led to reduction in total employment by 24.7% in female owned enterprises as compared to a 16.2% reduction in male owned enterprises. In 2019, women constituted the majority of the tourism workforce, 6,375 employees (52%) compared to 5,862 male employees (48%). In 2020, women employment levels/proportions reduced drastically with 3,287 (47%) female employees and 3,673 (53%) male employees, indicating a gap of 386 in favor of males. In 2021, the number of female employees increased to 3,868, although the proportion to the total workforce reduced to (46%) while for male employees the number and the proportions increased to 4,489 (53%) (gender gap of 621 in favour of male employees).
- iii. On the **impact of COVID-19 on revenues**, there is a gender gap on annual revenue, with female owned enterprises dominating those earning below Kshs.5 million at 67% compared to male owned enterprises in same category at 63%. On the other hand, 7% of more male owned enterprises had annual revenue of above Kshs.50 million compared to 3% of female owned enterprises in the same category. Further statistical analysis revealed that an increase of one female employee in male-owned enterprises led to an increase in annual revenue increase of Ksh 84,597, while an increase of one male

employee resulted in a revenue increase of Ksh 28,735. This shows that employing an additional female had a greater impact on total revenue compared to employing an additional male. An increase in number of local tourists and international tourists by 1% led to an increase in annual revenue by 53.2% and 16.6% respectively.

- iv. On the **impact of COVID-19 on access to credit/ financing**, among male-owned enterprises, the majority 13% took loans from banks during the 2019 to 2021 period, whereas, only 11% of female-owned enterprises received loans from banks during the 2019 to 2021 period. Similarly, 1% of the female owned-enterprises receive financial support from Government as compared to 2% of male owned-enterprises.

Based on the findings of the study, the team therefore recommends that; i) The government amalgamates the licenses in the tourism sector and reduces costs associated with this; ii.) Cushion the tourism industry during times of crisis; iii.) Awareness creation through workshops and trainings.

Observations from the Workshop Participants

The workshop participants sought to know why women seem to bring in more income than women in the sector. They were informed that as women mature in age they develop emotional intelligence hence enhance their soft skills.

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

Transferable skills are important in enhancing the employability and productivity of young people. They have a huge impact on various labor market outcomes such as employment, self-employment, and earnings especially for women who are underrepresented in quality employment. Kenya integrating cognitive and non-cognitive transferable skills into their curricula frameworks, CBC & CBET. This study seeks to produce evidence to inform thinking and policies to incorporate transferable skills (TS) into education curricula to enhance women in Kenya. The study evaluated the CAP Youth Empowerment program that seeks to enhance employability skills through training with a focus on the soft skills.

Design and delivery of curricula and whether CBC and CBET programs provide tools for women access to employment. The research objectives include; i) What is the nature of transferable skills provided in Kenya? ii) How do transferable skills impact on employability and entrepreneurship of women and girls in Kenya? iii) Are the newly rolled out CBC and CBET programs likely to be effective in enhancing girls' school to the work transition? and iv) What aspects of the programmes and programmes delivery will lead to acquisition of transferable skills to enhance employability in women and girls respectively?

The study findings indicate that; i) The target is youth – age 18-35 years. Gender (50-50); school dropouts, ii) The programme uses Basic Employability Skills Training model (BEST) which works well with youth who didn't sit KCSE and or who never went to school at all, iii) The programme has 3 approaches to training: Training at demonstration centres and Replication centres - using VTCs and national Polytechnics, and Undertaking capacity building for trainers, iv) This component covers 9 training centres in the Coast Region; More than 500 young people have been trained so far. Impact: 70 % -75% of the graduates' (both male and female) transit to formal employment while, 10 % transit to self-employment.

Based on the findings of the study, the team therefore recommends that; i) There is need to integrate transferable skills in learning institutions to support youth in job search, ii) Need to formulate dynamic courses to adapt to the changing work environment, and iii) 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.

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

To increase exposure of young women to work readiness programmes to 20% by 2025 to enhance their employability, this study team evaluated the UNESCO-GoK STEM Mentorship Program that targets high school girls mainly in form two and three with the aim of encouraging them to take up STEM subjects. This is after realization that there is a glaring gender gap in STEM related fields leading to fewer women participation.

The study findings indicate that; i) Majority of the respondents who went through the program confirmed that it was an eye opener and it did broaden their scope of career opportunities, ii) The program also enabled them to have more confidence in the STEM fields which are mainly associated and dominated by male, and iii) For those who did not go through the mentorship program felt that it would have enabled them make better and informed career choices.

Based on the findings of the study, the team therefore recommends that; i) Sensitization of the respondents through a workshop prior to administering the tools would help demystify the noble initiative, thus leading to process ownership, ii) Need for Alumni Database, iii) Policy on Tracer study to maintain a strong network of their alumni at the institution level, and iv) A policy on STEM mentorship would enable implementation of programs in a structured manner thus enhancing positive outcomes.

1.7 Impact of Public Service Internship Programme on Employment of Young Women in Kenya

This study team evaluated the Public Service Internship Programme (PSIP) which is a national government initiative designed to offer the opportunity for university graduates to acquire and develop valuable technical and professional skills while gaining work experience, and that is managed by the Public

Service Commission (PSC). The objective of the evaluation was to assess the effectiveness of internship program in enhancing young women's employment. Since internship program is meant to solve the challenge of non-readiness, (unpreparedness for absorption to the labour market) the study hoped to evaluate the effectiveness of internship in promoting young women's employment by securing formal and non-formal career opportunities. Since its inception, PSIP continues to absorb a small number of applicants due to financial constraints (Kenya Gazette Notice, 2020, S. 8091). During its inception in 2019, the programme received a high number of applicants but managed to absorb only 13% of them. According to PSC guidelines, interns are not Gender balanced male interns being higher than that of their female counterparts. For example, in cohort 1 and 2, 44% of those that were absorbed into the programme were female compared to 56% of their male counterparts.

The study found that: i.) Participants in the internship programme were less likely to get a job placement than those who did not participate in the internship programme. The implication for this could be that those who went through the programme might have put less effort in seeking for a job placement than those who did not go through the programme, and that those who did not go through the programme embarked on job searching at the time that those who were enrolled for the internship programme were undertaking the programme; ii.) The study also found that the grade attained at the highest level of education had a significant impact on the employment status of young people in Kenya; iii.) More young people were placed in the services sector than any other sector; the highest number being those that took a STEM course. This reveals the limited nature of the productive sector to absorb STEM graduates; and iv.) A majority of the young women who had participated in the public service internship programme, and had gotten jobs, had moderate to high income levels. This reveals the economic empowerment attribute of the programme.

Based on the findings of the study, the team therefore recommends for re-design of the public service internship programme to ensure that it meets its aim of enhancing job placements for participants. Measure that should be considered in this endeavor include:

- i. Ensure that internship placement is aligned to the course taken at university by the participant. This will help in building practical skills for participants to top-up their theoretical skills gained at the university.
- ii. The interns should be issued with certificates after successful completion of their internship programme.
- iii. Certificates should be issued to mentors; this will encourage them to offer better mentorship to interns and help them in career development.
- iv. The public service internship programme should have linkages with the private and public sector employers to enhance the rate of job placement for participants who go through the programme.

- v. Thirdly, young women in universities should be encouraged to work hard as better grades boosted their chances of being employed.
- vi. The study recommends the development of the productive sector in Kenya to increase employment opportunities for STEM graduates in this sector.
- vii. The Ministry of Gender and Public Service to Strengthen Psycho social support of the youths as many are depressed after leaving internship
- viii. Ensure induction and orientation is conducted when interns are posted in order to familiarise with the organisation
- ix. Supervisors – recommendation letter to be issued with appointment letter and be inducted to the supervision role, participate in giving a letter of reference and some Honoraria for the assignment
- x. It was felt that the program is a pathway to achieving gender parity in employment given that young women are given equal opportunities during recruitment and therefore a projection that future employment opportunities for both men and women would be equal.
- xi. It also creates a platform for women to get mentorship support by interacting with seasoned professionals in their fields.
- xii. A mechanism to be developed whereby there can be mentorship through tapping the potential in the area where the unemployed youths can work with retirees (old human resources) to help the youths to actualize their ideas and also create hope.

Observations from the Workshop Participants

The participants noted that the Public Service Commission is very interested in the findings of this study to assist them make the PSIP better for the interns and also for the supervisors. As such the committed to implementing some of the recommendations that have been given including giving the interns a certificate of a recommendation letter upon completion. The PSC representatives took note of the lack of training of the mentors and committed to ensuring that they also receive some form of training or induction so that they are better equip to impart some knowledge to the interns.

The participants took note of the finding that those who did not undertake the PSIP programme stood a better chance of gaining formal employment than those who went through the training. The PSC however would like the study team to present more evidence of this so that they it can guide them in improving their programme and ensuring that their interns have a higher employability rate.

The participants urged the study team to consider doing a similar study on the ELF mentorship program which is a six-month program that seeks to equip youth and young adults with transformative leadership skills through training, mentorship and coaching, targeting young professionals within the public service.

1.8 Enhancing Women's Market Participation and Child Development through the Crèche Programme in Tharaka Nithi County

The research study focus was to assess the economic livelihood activities of women in the County using data from a household survey designed to capture micro-data that has a strong bearing on women's wellbeing in all three of the agro-ecological zones of the County, i.e., the upper, middle and lower terrains. The study sought to determine the sustainable livelihood activities the women pursue in the County, with a focus on asset ownership, access and control of household assets, gender-based power relations, available income earning opportunities, and the daily challenges women face in pursuit of livelihoods. The study evaluated the psychosocial wellbeing of women in Tharaka Nithi County using straightforward self-assessment questions- the responses to which provide insights as to the emotional, psychological, and socioeconomic situations of the women residing in the County.

The study found that: i) crop farming is the main livelihood activity in Tharaka Nithi County. It is followed by animal keeping, casual labour and small businesses. Agriculture and casual labour, despite requiring substantial women's time and effort do not yield much income. Small businesses and formal employment give the few women engaging in them relatively good incomes and are less time intensive. Unpaid household chores and childcare take up the bulk of women's time, thereby restricting their engagement in the market economy and in public spheres. Women's human capital in the County is therefore very low: nearly **70%** of adult women have no education or have only primary education but with limited literacy.

As such, policy makers need to explore ways of expanding post-primary education to women, in Tharaka Nithi County and similarly disadvantaged counties, as better education and technical skills to handle everyday tasks are linked to higher incomes. Interventions to increase women's productivity in agriculture and small businesses are urgently needed because most women engaged in these activities practically have no alternative sources of livelihoods. The government needs to provide accessible and affordable childcare services in the County to relieve women of some childcare burden, especially during the day.

The findings also reveal that childcare is a barrier to women's economic empowerment in the County. Nearly 34% of women felt overly overburdened by their daily responsibilities. To mitigate this, community health volunteers (CHVs) may be trained to help women cope with stress associated with their daily tasks. A significant number of women (**31%**) in the County are very worried about the future of their livelihoods. More research is needed on how to address this worry.

Based on the findings of the study, the team made the following recommendations;

- a) Encourage the young, elderly, married, unmarried, educated and uneducated women in all ecological zones to practice modern agriculture and business to supplement their income through targeted household and community initiatives.

- b) Design context specific policies with a gendered focus that guide implementation of programs that would enhance women's economic empowerment.
- c) There is needs to implement various legislations and policies that provide for gender non-discrimination in the area of work, policies and legislations.

2.0 Conclusion/Recommendations

The advocacy meeting revealed the need for doing comparable, more focused workshops with the MDAs. The majority of MDAs are currently developing or reviewing some of their existing policies, so it is necessary to continue the conversation with them in order to inform them of the inferences drawn from research being done at the KU-WEE Hub so that these findings can be utilized to inform policies.

The advocacy meeting also revealed the need for engaging more with county governments to inform them of the study findings and adopt the findings in policy development process.