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KU-WEE HUB QUARTERLY NEWSLETTER

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Advocating for gender data in the private and public sectors



AT A GLANCE:

Sensitizing the Media on Gender reporting:

KU-WEE Hub, IEA hold
Breakfast media briefing

Policy Engagement:

KU-WEE Hub holds meeting
with Ministry of Public Ser-
vice, Gender and Affirmative
Action

From the Hub Leader



Greetings from the KU-WEE Hub and welcome to the third issue of the Hub's newsletter. The Hub has been actively engaged in various activities since the last issue. The Hub has continued to closely engage key WEE stakeholders as we advocate for the utilisation of the data generated in our studies. In this edition, we highlight some of the key advocacy activities both at the Hub and individual study levels.

As always, we are glad to share with you our progress and look forward to your valued engagement. Feel free to give us your feedback through our various communication platforms.

Enjoy the read!

Prof. Judith Waudu



Hello, and welcome to the third issue of the Hub's Newsletter. Since the last issue, our teams have intensified dissemination and advocacy activities with both policy makers, and practitioners. These advocacy activities were carried out at the national and county governments, with civil society as well as Community Based Organisations and women's organisations.

At the national government, the activities have included different engagements which focus on women in leadership, women in the economy; focusing on barriers to Women's Economic Empowerment as well as women's continuous learning. The hub is also increasingly engaging with oversight institutions such as National Gender Equality Commission (NGEC), the Public Service Commission and the Council of Governors on current debates which are at the core of the Government agenda and within the President's 10-point agenda.

Data shared with the State Department for Gender has been used in different fora, such as the World Economic Forum on women in leadership and other policies where gender is now entrenched in the revised policies. The

From the project leader

hub in partnership with Institute of Economic Affairs(IEA) contributed to the finance bill 2023.

At the county level, the hub is engaged in influencing county policy in all the fifteen counties where the studies have been conducted. The data is not only impactful at the county cabinet level, but also influencing policy formation at the counties. We have also been active in cross learning and cross sharing with key partner institutions such as Institution for What Works to Advance Gender Equality (IWWAGE)- India and WeProsper, among others.

We acknowledge our key partners: Kenya National Bureau of Statistics, (KNBS), Tharaka Nithi County Government and IEA. We also acknowledge our key stakeholders, such as the Ministry of Gender, Culture, the Arts & Heritage (and many other Ministries of Government) without whom our work on WEE would not be possible. Each of the studies is linked to a ministry at the national government, a county government, or an oversight institution of government. Some are also linked to banks and civil societies. Indeed, the studies have shifted the academia from the ivory tower to the realities of the everyday life in communities, with civil society and policy makers.

I hope you find the information herein impactful, and look forward to sharing with you more of our progress in our future editions!

Dr. Regina Mwatha

Engaging the policy makers:

KU-WEE Hub holds advocacy workshop with line Ministries, Departments and Agencies



Participants pose for a group photo following the advocacy workshop

Many MDAs are currently developing or reviewing some of their existing policies, hence the need for continued dialogue

The Kenyatta University Women's Economic Empowerment (KU-EE) Hub, engaged government Ministries, Departments and Agencies (MDAs) in a workshop to discuss

gender data. The half-day workshop held at the La-Mada Hotel is part of a larger Advocacy strategy aimed at engaging in county and national level dialogues to not only disseminate but also advocate for the uptake of generated evidence. This is in line with the Hub's research approach that seeks to go beyond generation to application of gender data in the formulation and implementation of Women's Economic Empowerment (WEE) policies and programmes across government levels in Kenya and beyond.

In total, there were eighteen representatives from different ministries, 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

Engaging the policy makers:

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).

In her opening remarks, the KU-WEE hub Leader, Prof Judith Waudu, emphasized 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 under-

stand the goal and own the evidence generation process, and in turn help develop a strong advocacy strategy.

Hub Researchers shared the findings of the ongoing studies from the three thematic areas, namely: Women's Roles in the Public and Private sectors, Women's Skilling and Mentoring, and Violence, Crises and Women's Work.

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 conducted at the KU-WEE Hub so that these findings can be utilized to inform policies.

It also revealed the need to engage more with county governments to inform them of the study findings and adopt the findings in the policy development process.



In her opening remarks, the KU-WEE hub Leader, Prof Judith Waudu, emphasized the importance of quality data production and use.

Taking stock of Kenya's progress towards Gender equality and Women's Economic Empowerment:

KU-WEE Hub, Institute of Economic Affairs hold public forum



Hub Leader, Prof. Judith Waudo, shares KU-WEE Hub's work during the Public Forum

The Kenyatta University Women's Economic Empowerment (KU-WEE) Hub held a breakfast meeting with stakeholders from the public and private sectors to discuss Kenya's progress towards gender equality and women's economic empowerment.

The hybrid event, held jointly with the Institute of Economic Affairs, took place at the Stanley hotel in Nairobi and brought together researchers, government agencies and civil society representatives to take stock of the progress made in the country's journey towards gender equality and the empowerment of women and girls. During the event, the KU-WEE Hub leader, Prof. Judith Waudo, emphasised the need to align women's economic empowerment with the overall economic agenda of the country, adding that the utilisation of gender data in the formulation of Women's Economic Empowerment policies and programmes is critical.

Sharing some of the preliminary findings

from the Hub's ongoing project, the Project Leader, Dr. Regina Mwatha highlighted that a 10-year gender audit conducted by the Hub indicated that since the promulgation of the 2010 constitution, the proportion of women representation in upper management levels (Q to V) in the public service has been on the ascendancy, albeit insignificantly. In addition, preliminary research on the effectiveness of the Kenya Association of Manufacturers' women- in- manufacturing programme indicates that women reported limited control over household productive assets, and could not make exclusive decisions about business and household income.

"Most women have power in time agency, but with significant variations between those engaged in domestic work and those in income generating activities", said Dr. Mwatha.

Participants noted that data gaps continue to limit efforts to not only track but also quantify the contribution of and girls to the economic growth of countries across the region and world. Speakers also called for advocacy of women's initiatives across all government ministries, departments and agencies, for sustainable women's economic empowerment and gender equality.

Engaging Key stakeholders during the Women's Economic Forum, 2023



Cabinet Secretary, Public Service, Gender and Affirmative Action, Hon. Isha Jumwa (seated, third from left) officiated the forum

KU-WEE Hub partnered with the Community Advocacy and Awareness Trust (CRAWN Trust) on 27th & 28th February 2023 in a Women's Economic Forum 2023 at Safari Park Hotel. The initiative was designed under the leadership of women's economic rights organizations offering space for them to determine key priorities selection processes and results while remaining flexible to the needs of the Kenyan women rights movement. The forum intended to contribute to gender equality and the enjoyment of human rights of women and girls in Kenya by improving the governance, management, programming and sustainability of local women's rights organizations by enhancing their ability to deliver quality services and in-

creasing the effectiveness of Kenyan women rights platforms. The Hub was represented by Prof. Waudu (who was among the Keynote speakers on KU Programme. In addition, Dr. Mwatha and Prof. Ngare Ms Darmi Jattani were key panelists on the themes on: Women's Economic Empowerment priority areas, Barriers to WEE and Gender-Responsive Budgets respectively. Further KU-WEE hub, which was one of the planners of this event, brought on board the Kenya Association of Manufacturers to direct and steer the panel on women in the manufacturing sector. The widely attended meeting was officiated by the Cabinet Secretary, Public Service, Gender and Affirmative Action, Hon. Isha Jumwa and Principal Secretary, State Department of Gender and Affirmative Action Ms. Veronica Nduva. The WEF-K can be accessed on the website: <https://crawntrust.org/>

The forum presented to the CS a very clear Communique on what stakeholders want to see in terms of the implementation of the two thirds of either gender principle. As a result of these deliberations with various stakeholder, KU WEE hub included, H.E the President appointed a 15-member committee through a gazette notice to deliberate on the process of actualizing 2/3 gender principle.

Sensitizing the Media on Gender reporting



KU-WEE Hub, IEA hold Breakfast media briefing

In keeping with the Hub's approach of capacity building and stakeholder engagement, KU-WEE Hub and the Institute of Economic Affairs (IEA) held a media briefing with the editors' guild at the Sarova Stanley in Nairobi. The briefing aimed at sharing findings of ongoing research as well as building the capacity of media practitioners to report on gender-related issues in a sensitive and impactful manner. Engaging the media also helps foster a mutually-beneficial working relationship between the Hub and the members of the fourth estate.

KU-WEE Hub Project Leader, Dr. Regina Mwatha addresses the media during the briefing

Hub fully incorporated into the Gender Sector Working Group

The Hub is now fully incorporated in the gender sector working group. The hub was engaged in the Gender Based Violence (GBV) and women in leadership consultative sector working groups, and was represented at the gender sector working groups meeting held at Safari Park hotel, Nairobi. The meeting was chaired by the Cabinet Secretary for Public Service, Gender and Affirmative Action. The working group noted that although there has been remarkable progress in promoting positive social norms, attitudes and behavior that prevent gender-based violence, a lot more still needs to be done. It was also noted that although women are represented at leader-



Prof. Grace Wamue shares research findings during a past Gender sector working group meeting on Women's Social Economic Empowerment and Financial Inclusion

ship level, a huge gap still remains. These sentiments reiterate the findings of our 10-year [Gender Audit trail](#) that revealed a steady but insignificant ascendancy of women in upper management levels.

The socioeconomic empowerment and financial inclusion Gender sector working group report is available at : [Reports \(ku.ac.ke\)](https://reports.ku.ac.ke)



Principal Secretary, state department for Gender and Affirmative Action, Ms. Veronica M. Nduva (center) poses with the team from KU-WEE Hub led by the Hub Leader, Prof. Judith Waudo (third from left).

KU-WEE Hub holds meeting with Ministry of Public Service, Gender and Affirmative Action

Deliberations centered around utilization of gender data for WEE policy impact.

During the meeting chaired by the Principal Secretary, state department for Gender and Affirmative Action, Ms. Veronica M. Nduva, the two institutions deliberated on ways the Hub can continue to better align itself with national government to ensure that the data generated through research can be used to impact Women's Economic Empowerment programme and policy design and implementation.

This was a critical meeting for KU WEE hubs continued policy advocacy following the establishment of a newly elected government in August 2022 and the appointment of a new CS and PSs not just in the Ministry for Gender and Affirmative Action but all other Ministries of national government.

The Women Deliver Conference in Rwanda

The KU WEE Hub was engaged in the [Women Deliver \(WD\) Conference](#) in Rwanda. The conference was held between 17th July and 21st July in Rwanda, Kigali. This conference takes place every three years, and galvanizes momentum for gender equality. It is a bold and diverse gathering and a fueling station of ideas; a generator for action to drive change for women and girls. Rwanda's strong and demonstrable commitment to gender equality and girls and women's health and rights made it an acceptable and appropriate host of WD, 2023.

The conference was attended by more than 6,300+ feminists representing 170 countries, 240+ journalists and content creators, 600 scholarship recipients and 87+ sponsors and funders, and over 10,000 people joining us online, WD2023 created a vibrant environment for solidarity and collective action.

You can listen in to the deliberations at: [Women Deliver Conference 2023 | Opening Ceremony, 17 July 2023 - YouTube](#)

WeProsper side event at Women Deliver

This event explored relationships and work being done by institutions affiliated to [WeProsper](#). KU WEE hub presented the work it is doing at the hub on gender data and this compared well with work done by policy analysis at UCLA. Another session focused on the Care Economy/Unpaid Care, while a third session focused on Gender-Based Violence & Harmful Practices.

The Hub leader also shared a presentation on reflections serving as a Steering Committee Member during the past 18 months. The presentation focused on the responsibilities undertaken as a steering committee member, reflections, and recommendations for the potential candidates for steering committee members. She also led a discussion group on decent work as an outcome for conference messaging. The group agreed that there is

need to define decent work, noting that the definition of decent work varies across different sectors.

WeProsper is a global coalition that promotes women's economic empowerment (WEE) by engaging in strategic advocacy to advance gender equality, address structural barriers, and foster women's and girls' voice and power as economic actors. The coalition works to build and utilize the global evidence-base on women's economic empowerment using a feminist and intersectional approach to meaningfully inform global policy, increase funding for WEE, and support prosperity for women and girls in all their diversity. Read more on WeProsper at: [WeProsper: Global Coalition for Women's Economic Empowerment - ICRW](#)

Commencing RCT Research activities in Tharaka Nithi County



The visiting team poses for a photo with the Governor of Tharaka Nithi county, Hon. Muthomi Njuki (center) and stakeholders from KU-WEE Hub and the county.

Researchers from Yale and Bangor Universities visited the Hub in May 2023 to oversee the commencement of research activities for our Randomised Control Trial (RCT) study in Tharaka Nithi County. The five-day visit started with a half-day workshop for all the implementing partners, including the Kenya National Bureau of Statistics (KNBS), Tharaka Nithi County Government (TNCG) led by the County Executive Committee Member (CECM) in charge of Education, Ms. Dorothy Naivasha and Eng. Kimathi Njeru, the Chief Officer of Agriculture who also serves as a KU-WEE Hub Advisory Board member. Members were taken through the RCT project design, which attempts to evaluate an innovative approach for childcare provision in rural Kenya that emphasizes child development and economic involvement for women in a cost-effective manner. The project will examine the impact of allowing children to attend preschool from the age of three versus the current early childhood development programming in Kenya which focuses on children aged four and above. The intervention will provide a

new and improved playgroup curriculum that will be tailored to the Kenyan environment and will include coaching for child caretakers. The intervention attempts to improve child development and school readiness for children aged three and four at the outset and to increase participation in income generating activities among parents of 3-year-olds.

The [curriculum](#) for three-year-olds has already been developed and validated.

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The inequality diagnostic study workshop: KU-WEE Hub joins WEE stakeholders

KU-WEE Hub joined other WEE stakeholders in a validation workshop for the Inequality diagnostic study. The study was carried out by the National Gender Equality Commission (NGEC) and Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ). The key highlights in the diagnostic had a macroeconomic perspective presenting the major developments in the past decades in terms of economic growth, poverty and inequality. The study examined the causes and drivers of inequality in the areas of labour market developments, taxes and transfers, and gender. Further, major national policies and strategies are reviewed and highlighted the extent to which they featured inequality, as well as the strategies of key international donors. The study also presented selected policy options to address inequality. The



WEE stakeholders pose for a group photo after the validation workshop

diagnostic is mainly based on secondary data. Read the full report at: [Inequality_Diagnostic_Kenya_2023_v010.pdf](#) (ngeckenya.org)

Seeking stakeholder validation at the county levels: Women-In-Manufacturing study findings endorsed in Kakamega County

Our research team in the study on Women in Manufacturing (WIM) embarked on validation and advocacy activities in the County Governments of Kakamega, Kisumu, Nairobi and Mombasa. In Kakamega, the Validation workshop was conducted on 19th September, 2023 with a total of 28 participants. The objectives of the workshop were to: disseminate WIM evaluation study findings; receive feedback from stakeholders; and build strategies for upscaling the WIM programme within and outside Kakamega County. The findings were warmly received and endorsed by the participants. However, they suggested that the team expunges hustler fund as a source



Participants of the WIM findings validation workshops in Kakamega County.

of capital for their businesses from the report. The women shared their experiences in the manufacturing sector that included gender discrimination, inadequate capital, and inadequate government support. As a way forward, they resolved to intensify networking activities, join both WIM programme and Kenya Association of Manufacturers (KAM), and encourage more women to start manufacturing businesses.

Some of the case studies on Women-In-Manufacturing are available at weehub.ku.ac.ke

Engaging Counties on Gender Based Violence Data



Participants follow proceedings during the workshop in Makueni County

A study done by a team of scholars from KU-WEE hub on the intersection between Gender Based Violence (GBV) and Women's Economic Empowerment focused on the effectiveness of initiatives by State and Non-state actors in facilitating the recovery of GBV survivors. Most significantly, it looked into the costs incurred by GBV survivors as a result of the violence.

As part of dissemination of study findings for policy influence, the team engaged different cohorts from the County governments' key personnel through a series of workshops. The target audience was the Gender Sector Working groups in three counties, namely Nairobi, Makueni, and Nakuru. This was done in partnership with Innovations for Poverty Actions (IPA), a research and policy organisation that promotes use of rigorous evidence. IPA conducts assessments followed by capacity building, embeds technical data staff and builds internal capacities of partners on data generation and use, a role they have so far engaged the Makueni GSWG.

These workshops, that took place on March 22nd (Makueni), May 29th (Nairobi) and 4th

July (Nakuru) 2023 gave an opportunity to KU researchers to highlight key findings in the ongoing study. Of significance is the observation that, default services offered by the initiatives studied rotated around psychosocial, medical and legal assistance, mostly omitting the inevitable economic angle. Given that the typical GBV survivor is often impoverished, sometimes due to situations of violence; or those that lead to violence, it is imperative to include economic empowerment in the menu of services offered. The cost of GBV was subsequently noted to thus place a heavy financial burden on individuals, households, communities and the entire nation, duly affected by GBV be it directly or indirectly. Such finances could be diverted to productive use if GBV was effectively addressed or eradicated altogether.

Following the workshops, Makueni County Government participants proposed streamlining of the GBV reporting system, development of an integrated GBV data management system and training of data personnel. On the same note, their counterparts in Nairobi proposed a data quality assessment for the county GBV sector and agreed on the need for a county and national GBV database. Nakuru, on the other hand, endorsed capacity assessment, customised training and embedment of technical staff within the county to support data cleaning and harmonization processes.

All groups demonstrated an appetite for partnership with IPA and Kenyatta University to implement the proposed solutions. Makueni participants in particular, proposed a follow-up meeting of Kenyatta University, IPA and the County Governor towards a memorandum of understanding to kick-start the arrangement.

Evidence-sharing policy workshop in Kitui County



The team on Participation of Women in Corporate Governance engaged stakeholders in Kitui County sharing findings on our recently concluded study that sought to evaluate the extent to which a programme, focusing on “strengthening inclusive governance and leadership for women” run by Women Empowerment Link (WEL) has achieved its mandate in propelling women into governance.

Stakeholders recommended WEL to advocate for the formation of a strong women

league in the county and nationwide. They also agreed on the need to have a Gender Policy in Kitui and liaise with the legislatures (Members of County Assembly) to advocate its enactment.

Comprehensive report is available at: weehub.ku.ac.ke

Engaging Regional Stakeholders on Financing Human Capital Investment



Hub represented in Workshop under the Collaborative Research Programme by the African Economic Research Consortium

KU-WEE Hub's Dr Purity Muthima was among the selected applicants to attend a regional three –day technical training workshop on **Financing Human Capital Investment Workshop under the Collaborative Research Programme by the African Economic Research Consortium (AERC)** funded by Bill and Belinda Gates Foundation. The Collaborative research programme comprised of Seven Sub-Saharan countries namely: Kenya, Ethiopia, Uganda, Burkina Faso, Nigeria, Senegal and Madagascar. The workshop took place at the Protea Hotel in Kampala, Uganda.

The aim of the workshop was to provide policy makers, researchers and technical staff

of policy making and research institutions with analytical skills and tools in order to enhance their research capability and to be able to carry out evidence-based policy-oriented research. Further, in line with the Hub's approach of capacity building and knowledge sharing, the workshop aimed to strengthen local individual and institutional capacity to conduct independent, rigorous inquiry into problems pertinent to the management of Sub-Saharan African.

Details of the outcome of the workshop are available at: aercafrica.org

Republic of Kenya (2020a). Impact of COVID-19 on Tourism in Kenya, the Measures Taken and the Recovery Pathways (Issue June). <https://kooc.org/kenya/wp-content/uploads/2020/07/Tourism-Research-Report-2020-JUNE-22.pdf>

Significance of Tourism

 Total GDP contribution:

Year	GDP Contribution	USD
2019	10.4%	USD 9,170 BN
2020	5.5%	USD 4,671 BN

 Total Travel & Tourism jobs:

Year	Total Jobs	Ratio
2019	334MN	= 1 in 10 jobs
2020	272MN	= 1 in 11 jobs



Hub findings have influenced policies in the tourism industry in Kenya

The Hub's findings on the **Gendered impact of travel restriction's government policy response to covid-19 pandemic on the tourism industry in Kenya** were incorporated into key tourism policies, following targeted stakeholder engagement and advocacy by the researchers. This is in line with the Hub's approach of advocacy and policy uptake that seeks to go beyond data collection to utilisation.

Our findings led to the inclusion of gender aspects in the [Revised Tourism Policy](#), [Tourism Sector induction Manual](#) and inclusion of Gender-responsive Sustainable Tourism Development into the [Tourism Sustainability in Kenya White paper](#).

Situational analysis of women's livelihoods in Tharaka Nithi County reveals constraints to gainful livelihoods for women

The Tharaka Nithi County Government has initiated women-specific projects and programmes with the view to empowering them economically. Examples of such programmes include the crèche at Chuka Open Air Market located in Chuka Town, which is the largest town in the County. Legal frameworks are key to success of government supported programmes, projects and policies. The crèche programme in Tharaka Nithi County is currently not anchored on any legal framework. This study provides evidence that can be used by the county government to formulate childcare policies and legal frameworks and thus facilitate implementation of child care centers throughout the County.

There is no empirical evidence on the link between childcare and women's empowerment in the County. This study provides information that will be used by the KU WEE Hub in collaboration with Tharaka Nithi County Government to design and implement crèches on a pilot basis and evaluate their impacts on women's labour force participation, child development and women's health before these day childcare centers can be made available to all the mothers in the County

From the study findings, some of the constraints to gainful livelihoods for women include:

Childbearing at young ages: Some young women in the area bore children at very tender ages, resulting to school drop outs. Many dropped out of school so as to be able to take care of their children. As a

result, their low education attainment, has continuously limited their livelihood options.

Unpaid Domestic work and child rearing resulting into increased child care burden: Many women, are solely responsible for taking care of children and domestic chores without the help of family members or relatives. This is compounded by the lack of crèche services in localities. As a result of the child care burden on women, they have limited time to concentrate on viable economic ventures to improve their livelihoods.

Early Marriages with parental consent: The study observes that there were women who were married off at tender ages as a result of parental consent. Many women slightly above the age of eighteen had started their families and many had either dropped out of school or not proceeded to higher levels of education due to child bearing and rearing. This ultimately limits their livelihood options affecting their livelihood outcomes.

Gender Based Violence: Intimate Partner Violence was observed in some households. This was evidenced by how traumatized the affected women were, and by the physical manifestation of the abuse. When abuse happens, the women are not able to be present at their workstations and are not able to be fully productive. This has cumulatively reduced the gains by intervention programmes on women economic empowerment in the Ward.

Gender Responsive Budgeting

Legal and institutional framework is sufficient but implementation gaps persist

Our study on Gender-Responsive Budgeting evaluates whether the decisions on public investment on women's economic empowerment are evidence based. This study targeted the national government sectors as a whole and largely relied on secondary data of recurrent and development expenditure from various budget document, that is supplemented by primary data from key informant interviews to generate key findings, conclusions and key recommendations.

Some of the key findings include:

1. The existing legal and institutional framework is sufficient to promote gender responsive budgeting. However, there are implementation gaps across the budget cycle which need to be addressed.

2. Data gaps limit efforts to track progress towards gender equality and quantify contribution of women to the economy. As at December 2020, UN Women reported that only 41.8% of indicators needed to monitor the sustainable development goals from a gender lens were available. The largest gaps were in areas of unpaid care/ domestic work and key labour market indicators. In addition, many areas such as gender and poverty, physical and sexual harassment and women's access to assets lack comparable methodologies for regular monitoring. Closing these gender data gaps is a predecessor for achievement of gender equality in Kenya.

3. The gender responsive budgeting guideline is clear on the definition and processes towards achieving GRB. There is poor translation of these guidelines as existing gender gaps are addressed through specific need-based programmes and initiatives. The best alternative policy tool is gender responsive budgeting. Women empowerment initiatives are limited to certain sectors (mostly health, social protection and education sectors), yet gender gaps exist across all sectors and as-

pect of the society. Gender responsive budgeting on the other hand is a wholistic multi sectoral approach to ensure government spending addresses the needs and interests of all groups.

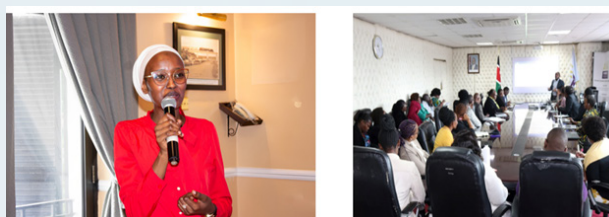
4. Lack of gender disaggregated data as a limitation towards assessing the impact of the various women economic empowerment initiatives. Despite Kenya's vision 2030 stating that the government will pursue gender mainstreaming in its policies, plans, budgets and programmes, women empowerment is still tied to initiatives.

Key Impacts of the study:

The study generated a lot of debate on the finance bill 2023 on taxation measures as proposed by the National Treasury. Institute of Economic Affairs-Kenya shared a taxation proposal on abolishing excise taxes on wigs because there is a substantial number of Kenyans who wear wigs not for luxurious consumption but because of the results of life-saving treatment such as chemotherapy.

The Finance committee of the National Assembly, in the spirit of public participation shared a feedback in form of a report which is publicly available in the National Assembly website.

Read more on the findings and recommendations of the study on the website: wee-hub.ku.ac.ke



(L-R) Study's CO-PI, Darmi Jattani, shares findings, participants follow proceedings during stakeholders' workshop

We have initiated media coverage to create awareness of our work this far and share our focus moving forward. Here are some of the print/electronic media articles we generated in the last quarter:

1. Hub Findings in The Star:

WEDNESDAY, APRIL 12, 2022

Sacrifice? 60 per cent of women in the civil service unmarried

They forego family for further studies but are not promoted – report

JOHN MUCHANGI
@TheStarKenya

Most women in the civil service are unmarried, likely because they are sacrificing family to seek career growth, a report by Kenyatta University suggests.

Women comprise a small minority, only 24 per cent of civil service employees, while men constitute 75 per cent.

After bagging difficult-to-get public jobs, more women devote their time for Masters and PhD studies. "And this begs the question whether women sacrifice family ambitions as they seek promotions, which never come," Dr Regina Mwatha, the project leader at KU's Women's Economic Empowerment (KU-Wee) Hub, said.

KU-Wee Hub is funded by donors to promote women's economic empowerment in Kenya through policy-driven research.

Dr Mwatha spoke on Tuesday at a forum organised by the Institute of Economic Affairs, a local non-profit organisation. She released preliminary findings from a project by the hub to improve women's economic empowerment in Kenya. The information comes from an analysis of the civil service payroll, she said.

"Women [in civil service] with a first degree increased from 27 per cent in 2010 to 45 per cent in 2020 while the proportion of men with a first degree in the same cadres declined from 64 per cent in 2010 to 46 per cent in 2020," Dr Mwatha said.

Similarly, women with a master's degree increased from 2.5 per cent in 2010 to 4.4 per cent in 2020, while men with a master's declined from seven per cent in 2010 to five per cent in 2020.

Despite earning more degrees, women do not earn promotions proportionally.

In 2010, the proportion of women in the management entry cadres (Job Group J to L) was highest at 41.7 per cent while men's representation stood at 58.3 per cent.

This was followed by a steady decline for women during the Jubilee government, while men steadily climbed up. "By 2020 men comprised 68.66 per cent [in Job Group J to L] and women remained at 31.34 per cent," she said.

In the middle management Job Group M-P, women are at 34 per cent and men at 66 per cent.

The proportion of women thins out as you reach the apex. They make up just 29 per cent of upper management levels (Q to V) in public service.

"The ascendancy (23 per cent in 2010 to 29 per cent in 2022) has been steady though not significant," Dr Mwatha said.

A separate report that Public Service Commission chairman Anthony Muchiri tabled in Senate on January 3 this year corroborates the KU analysis.

Dr Regina Mwatha during the briefing in Nairobi yesterday /KEITH MUSEKE

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ALLAN KESIA has been ranked in the last 100. The Eyalit State Corps the 2021-22 Transport and position. The Mir 3.6636, n Trade and), Agricul "The p improve to that c improv The 2 of Perf service A to were p period Presid Gen Of excel Sb (poo man lic S und T as t T ran 3.7 3.7 ur ga 2 S t A

2. International men's day article by the Hub Leader published in the Standard Newspaper

MENTAL HEALTH

Keep old friends close, man, if you want to retain your sanity



JUDITH WAUDO

The World Health Organisation (WHO) defines health as the complete state of physical, mental and social well-being and not merely absence of disease or infirmity. A healthy person should enjoy holistic well-being. In society today, various health conditions vary in prevalence from one gender to the other.

In Kenya, one out of four persons who seek healthcare has a mental disorder. Majority of these are men. The major causes of mental disorders are drug abuse and stress.

The Kenya National Mental Task force, 2019, indicated that Kenya has a high burden of mental health illness which leads to ill health, psychological disability, and premature mortality resulting from huge gaps in access to care. The task force further observed that there are high levels of depression, suicidal behaviour, mental distress and substance use in Kenya.

A 2017 WHO report on world mental health situation ranked Kenya fifth among African countries with highest number of depression rates. WHO further estimates crude national suicidal deaths at 6.1 per 100,000 populations with male to female

ratio at 3:1. This means that more men than women succumb to suicide as a result of mental disorders annually. Some of the signs of mental disorder include withdrawal from family and friends, excessive anger, hostility among others. Sadly, many of those affected resort to isolation and don't seek medical care.

The 2022 International Men's Day theme, "creating more time for new and old mates. Helping men and boys" was a timely theme. Research shows that strong friendships and social connections can promote good health and long life among men. Mateship plays a critical role in helping men live longer, better and healthier lives. Men with various social problems like divorce and loss of employment require a strong social connection and support but they do not at times seek such support.

Implies weakness

To many African men, seeking such support implies weakness on their part and that is the last thing they would do when confronted with a problem. Thus, gender roles and expectations imposed by the society put a heavy burden upon men. These unrealistic expectations pose a threat to men's general health and survival. Men need strong social support especially from old friends/mates to handle social issues they confront in their daily lives.

The modern day world, which has embraced the use of technology, especially social media, for basic connections and communications, has worsened the issues of social relations. Social media, despite its many benefits, can never be a replacement

for real-world, in-person connection. Ironically, social media can sometimes make one feel lonelier and more isolated and therefore exacerbate mental health disorders such as anxiety and depression.

Human beings are social beings, they need the companionship of others to thrive in and the strength of these connections have huge impacts on individual mental health and happiness. Being socially connected to others, especially old mates, can ease stress, anxiety and depression, boost self-worth, provide comfort and joy, prevent loneliness and even add years to one's life.

As the world continues to celebrate men and boys beyond the International Men's Day, let us encourage men to talk about their issues, avoid isolation and always create a strong social connection. When one suffers from any health disorder, they need to be close to those that can listen to them, especially friends and family for social support.

Friendship in life and is key to longevity. As men maintain relationships with old mates, they should not forget to mentor young boys in cultivation of such friendships. Rather than perceive them as weak, we need to begin celebrating men who express their feelings and seek psychosocial support during difficult times. It is time to discard the obsolete notion that 'men do not cry' and encourage dialogue about the strength of men and boys who speak up on their vulnerabilities.

Prof Waudo is the Director, Centre for Gender Equality and Empowerment and leader, Kenyatta University Women's Economic Empowerment Hub.

3. Blog post: <http://weehub.ku.ac.ke/effectiveness-of-makueni-gender-based-violence-recovery-centre-gbvrc-moving-evidence-to-policy-influence-and-impact/>
4. Blog post: [Kenya's on-going drought situation is fuelling gender inequality \(ku.ac.ke\)](#)
5. Blog post: [Empowering women through government supported programmes in Kenya \(ku.ac.ke\)](#)
6. International Women's Day Article: Mobile phones major catalyst for Women's empowerment, equality: <https://t.co/NvmTdkwWKf>
7. Hub research highlighted on **People daily**: <https://www.pd.co.ke/news/number-of-single-women-in-public-service-increase-177020/>
8. Hub Research findings on **Daily Nation** <https://nation.africa/kenya/news/gender/audit-number-of-women-joining-public-service-falling-rapidly-4211838>
9. Op-ed on **The Standard** [Mentorship will provide a clear pathway to STEM careers for young girls - The Standard \(standardmedia.co.ke\)](#)
10. Documentary on KUTV: [\(2\) CHAMPIONING WOMEN'S RIGHTS || KU-WEE HUB || KENYATTA UNIVERSITY WOMEN EMPOWERMENT HUB - YouTube](#)
11. News coverage of International Women's Day event: [PRIMETIME NEWS - YouTube](#)

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Shout outs Segment

Welcome to our shout outs segment! Our researchers are actively engaged in various national regional and international events and activities, enhancing our opportunities for wider networks, stakeholder engagement and advocacy. Every quarter, we will highlight here some of our researchers doing us proud on the national, regional and international fronts. On this issue, we shout out to:



Prof. Grace Wamue-Ngare,
Policy and Advocacy Lead, KU-WEE Hub

*On her election into the Global WEE Hub
([WeProsper's](#)) steering committee*



Prof. Nelson Wawire,
Research Coordinator, KU-WEE Hub,

*On his appointment to the appraisal and
promotions committee, Kenyatta University*



Dr. Jackline Nyerere,
Principal Investigator, Integration of Transferable
Skills into Basic and TVET Levels for Employability of
Women in Kenya

*On her appointment as Director, Center for Interna-
tional Programmes and Collaborations, Kenyatta
University*

INTERNATIONAL CONFERENCE



Upcoming Event

We are organising the second International Women's Economic Empowerment Conference to be held in July, 2024. We will communicate details on our website: weehub.ku.ac.ke and our social media platforms.

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