

## A Gendered Approach to Unlocking the Potential for Sustainable Development



Proceedings of the KIPPRA Regional Conference  
Held From 11th – 13th June 2019, Mombasa, Kenya





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## KIPPRA in Brief

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## Other Available Proceedings

- 1 Report of the proceedings of the AERC-KIPPRA World Trade Organization (WTO) Workshop, 2000
- 2 Report of the proceedings of the International Conference on Finance and Development: Evidence and Policy Issues, 2001
- 3 Urban and regional planning as an instrument for wealth and employment creation: Proceedings of the national conference held from 2-3 February 2005, Nairobi – CP No. 3
- 4 Economic impact of illicit trade in East Africa: Proceedings of the regional conference held on 6 May 2005, Nairobi – CP No. 4
- 5 Social budgeting initiative in Kenya: Proceedings of dissemination workshops held in Isiolo, Kwale and Turkana districts, 2005 – CP No. 5
- 6 Improving the enabling environment for business in Kenya: Proceedings of the conference held on 20 January 2005, Nairobi – CP No. 6
- 7 Development finance institutions in Kenya: Proceedings of the workshop held on 24 May 2006, Nairobi – CP No. 7
- 8 Building resilience to mitigate the impact of droughts and Floods. Proceedings of the KIPPRA Regional Conference Held From 5<sup>th</sup> – 7<sup>th</sup> June 2018, Nairobi – CP No. 8, 2018

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## Preface

*Adapted from Speech by Prof. Margaret Kobia, MGH, Cabinet Secretary for Public Service, Youth and Gender during the 2<sup>nd</sup> KIPPRA Annual Regional Conference on a Gendered Approach to Unlocking the Potential for Sustainable Development; Sarova Whitesands Hotel, 11th –13th June 2019*

Distinguished guests, ladies and gentlemen, it gives me great pleasure to be with you this morning at the official opening of this important conference on a gendered approach to unlocking the potential for sustainable development. The Conference is happening when we have just returned from the UN Commission on the Status of Women in New York in March and the Women Deliver Conference in Vancouver – Canada in the 1st week of June this year. In both conferences, a lot was discussed on what UN member states ought to do to achieve gender equality with a focus on all the Sustainable Development Goals and women's reproductive health rights.

As you all know, the journey for gender equality begun in 1948 with the Declaration of Human Rights and the adoption of the Universal Human Rights Charter. The 4<sup>th</sup> World Conference on Women adopted the 12 critical areas of concern in the campaign for gender equality. Women and poverty, education, employment and income as well as women in decision making are some of the concerns.

The Convention on Elimination of all forms of Violence against Women – CEDAW (1979) compels member countries to pass and implement laws that prevent and criminalize violence against women.

The Solemn Declaration on Gender Equality in Africa (2004) calls on all African countries to implement the 12 critical areas of concern in the Beijing Platform for Action.

Women are half the population of the globe and slightly more than half the population of Kenya. We cannot ignore them and neither can there be real change in any field of development without involving women.

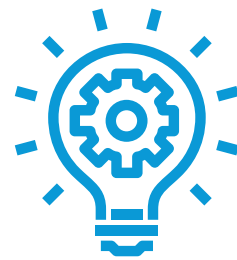


**In agriculture**, women own less than 6% of arable land. They have limited access to credit and extension services as services are tilted to benefit owners of land title deeds and tangible forms of guarantee.



**In leadership** and decision making, women hold just about 22% of parliamentary positions and are about 40% in the public service, with most of them holding middle and low level positions.

**In business, manufacturing and industry,** women account for less than 2% of business/industry owners. This is further reflected in ICT where women account for less than 5% of people with ICT skills, largely due to a lower tendency for women to take Science, Technology, Engineering and Mathematics (STEM) courses.



**In the health sector,** women remain the highest casualties of non-communicable and communicable diseases like cancer and HIV/AIDS.

However, I must thank the Government of Kenya for the great strides made so far towards the achievement of gender equality. Institutional, policy and programmatic measures have been undertaken, including the establishment of the State Department of Gender to coordinate the implementation of gender programmes at the national and county levels and the National Gender and Equality Commission to play an oversight role and ensure accountability by all players in the gender discourse.

**The Constitution of Kenya** professes gender equality and respect for human rights. The bill of rights and various articles on public leadership and representation of the people seek to ensure that gender equality and respect for human rights are embedded in all systems of executing development business.

Article 27 part 6 provides for affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.

**In the economic sector**, there are several initiatives by the Government to promote gender equality and women's empowerment. These include:

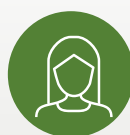
Youth Enterprise Development Fund | Women Enterprise Fund | Uwezo Fund | 30% Access to Government Procurement Opportunities (AGPO) | National Government Affirmative Action Fund (NGAAF) | Cash Transfer to the elderly (over 70 years) | Cash Transfer to the severely handicapped



**In the education sector**, Free Primary Education, Free Day Secondary Education, Subsidized Boarding Secondary Education and bursaries to needy students in secondary school and universities are in place. These programmes enable more girls to enroll and complete secondary and university education. The Government also implements the re-entry programme for girls who became pregnant before completing primary or secondary education and provision of sanitary towels to keep girls in school.



**In health**, the Government is implementing the free maternal health care services since 1<sup>st</sup> June 2013 when delivery fees was abolished in all public health facilities with an aim of promoting public health facility delivery service utilization and reducing pregnancy-related mortality in the country. The effect has been a significant increase in public health facility delivery service utilization and reduction in maternal and neonatal mortality in the country. The Government has also initiated the Universal Health Coverage programme as part of the “Big Four” agenda and this will benefit women more as service consumers or care givers.



**In employment**, the Government is committed to the 2/3 gender rule in recruitment and promotion to ensure that women are represented in the public service. As a result, women in the public service rose from 28% in 2009 to 40% in 2018. Women in the executive sector rose from 2% in 2008 to 16% in 2017 (Economic Survey, 2019).

## *Ladies and Gentlemen,*

**Challenges faced;** the campaign for GEWE has many challenges including weak enforcement of existing policies and legislation. The other problem is limited resources for implementation and enforcement of gender equality programmes. Patriarchy and misunderstanding of the concept of gender equality prevents the enactment of legislation and assigning of resources to gender work.

This 2<sup>nd</sup> KIPPRRA Conference is therefore very important to my Ministry as it will generate suggestions and strategies for unlocking the potential for achieving gender equality for sustainable development. I am therefore grateful to KIPPRRA Board of Management, conference organizers, speakers and panelists. I also thank all conference participants for sparing time to attend this conference. The knowledge shared at this conference will strengthen us all to move together towards the attainment of gender equality for sustainable development.

Finally, the management of this hotel is thanked for providing first class facilities for the conference.

Thank you and wish you rich deliberations.



## Foreword

One of the key mandates of KIPPRA is to organize symposia, conferences, workshops and other meetings to promote the exchange of views on issues relating to public policy research and analysis. Every year, KIPPRA endeavours to organize a conference on pertinent policy issues to serve as a point of communication and encourage the exchange of views between the National Government, County Governments, the private sector and other bodies or agencies of the Government on matters relating to public policy research and analysis.

The 2019 conference is themed ***Gendered Approach to Unlocking the Potential for Sustainable Development***. The conference provides a viable opportunity to explore alternative policies to address gender issues in Kenya. Numerous studies have pointed to the importance of gender equality in driving prosperity and addressing gaps in human endowment, economic opportunities and voice and agency in a sustainable manner, in recognition of the need to understand how certain factors determine the way in which women and men relate to each other and the resulting differences in power between men and women. The conference aims to address the gaps between females and males in human endowments in areas such health, education, food security, housing, employment, and in decision making.

The second KIPPRA Annual Regional Conference as aimed at providing a forum for all stakeholders to deliberate and come up with recommendations that will inform policy towards closing gender gaps. Conference participants interrogated the existing legal frameworks related to gender equality, evaluating the extent to which gender issues are addressed and highlighting what it would take to engender aspects in key development policies. The conference also addressed issues of coordination and enforcement of gender policies and monitoring and evaluation of policies with a gender dimension.

At the same time, Kenya is implementing “The Big Four” agenda which focuses on the realization of Chapter 4 of the Constitution on the Bill of Rights and achievement of the Kenya Vision 2030. During the conference, it was necessary to provide a forum for policy makers, implementers, development partners, citizenry, data producers and data users to discuss the “Big Four” development agenda from a gender perspective with a view to identifying gender gaps, seeking solutions, and unlocking the potential for sustainable development.

The conference brings together diverse stakeholders to share their views, experiences and showcase interventions towards gender equality. We are glad that the conference brings together diverse commentators to share their rich experiences and deliberate on actionable areas and good practices on matters relating to gendered approach to human development. The conference also provides a platform for building networks among stakeholders championing a gendered-approach to development.

The successful organization of this conference would not have been possible without the dedication and commitment of many actors who have spent time and resources to ensure that the event achieves its objectives. While it may not be possible to highlight the unique contributions of everybody, on behalf of the KIPPRA Board of Directors, Management and Staff, we would like to sincerely thank individuals and institutions who played a role in organizing the conference.

We acknowledge the KIPPRA Board of Directors for providing leadership and oversight in the preparation of this conference.

The preparation of the conference was made possible through financial support from various partners, to whom we re very grateful for their generous support.

We sincerely thank the Chief Guest, Prof. Margaret Kobia, MGH, Cabinet Secretary for Public Service, Youth and Gender for officially opening the conference. We extend sincere appreciation to the Principal Secretary, State Department of Planning Dr Julius Muia for providing support in fulfilment of KIPPRA’s mandate, and for his guidance and encouragement to KIPPRA.

We wish to express gratitude to the presenters and panellists who dived deep into the topics and provided invaluable insights that enabled the identification of Actionable Areas for this conference that will be useful in informing policy formulation and implementation. We thank the exhibitors who show-cased the various interventions in addressing gender equality.

We thank the entire KIPPRA staff that worked to ensure the success of the conference. Special thanks go to the 2019 Research and Survey Committee and the Conference Committee. The preparations for the conference took months and throughout they remained determined and resilient.

We would like to convey our gratitude to the university students who actively participated in providing unique perspectives and experiences on the theme of the conference.

Finally, we extend appreciation to the Sarova Whitesands Hotel for their cooperation in the organization of the event, and the media for their presence and for giving excellent coverage of the event, and good entertainment by the vibrant and patriotic NHIF Choir.

Thank You All

**Dr Rose Ngugi**  
**Executive Director, KIPPRA**

## Executive Summary

### Background

Gender equality is part of a wider struggle for overall equality for all. The struggle for gender equality can be traced to the first United Nations (UN) Women Conference held in Mexico in 1975 solely focused on women issues. Later, the Nairobi conference held ten years later in 1985 aimed at assessing the progress made in implementing the goals set by the Mexico conference. The foundation for women empowerment is rooted in the Beijing Platform for Action. Drawn from the Beijing Conference held in 1995, the platform aimed at stressing the importance of the achievement of gender equality and opportunities for women. Later, gender mainstreaming was established as a major strategy for promoting gender equality and achievement of gender parity. Organizations such as the UN Women play important and leading roles in coordinating gender mainstreaming. The Sustainable Development Goals (2015-2030) have also incorporated issues related to gender equality and women affirmative action initiatives. At the national level, issues of equality, gender and empowerment are addressed by the Constitution under Article 27.

Moreover, People with Disabilities (PWDs) have different experiences, needs and interests hence there is need to pay attention to gender-specific realities and sensitivities when developing policies, laws and strategies for their empowerment and emancipation. Further, PWDs is not a monolithic group thus understanding the socio-economic and cultural contexts is critical in shaping and guiding intervention measures and strategies that are responsive to the PWDs' various needs. Mainstreaming gender and disability in the country's development process requires pragmatic policies and laws that respond to the needs and interests for different genders of the PWDs. Ultimately, political will is also imperative in ensuring that the five (5) percent constitutional provision with regards to inclusion of PWDs in public and private institutions is fully realized.

Kenya has made progress in advancing gender equality and human rights. This is demonstrated by ratification of international instruments that advance protection of women's, girls' rights and gender equality. Further, several commissions such as the National Gender and Equality Commission, and Kenya Commission on Human Rights have been formed to specifically deal with gender equality and human rights. The State Department of Gender Affairs has also formed instruments for coordinating gender mainstreaming, including Gender Sector Working Groups. There are also various innovation funds for women encouraging and helping them to work in groups. Several laws and policies have also been enacted in relation to gender equality and affirmative action, including the Matrimonial Act, the Counter-trafficking Act, among others, that form the foundation for promotion of gender equality and women empowerment in Kenya.

Despite the progress made in advancing gender equality, implementation of gender equality in Kenya falls short of the two-thirds gender rule at the national and county levels. For instance, only eight (8) counties in Kenya complied with the two-thirds gender rule in public service appointments as of 2018. Further, several gaps and challenges exist in the achievement of gender equality including lack of implementation of gender-related laws and policies, inadequate public education on gender mainstreaming, lack of gender disaggregated data, delays in the investigations of sexual and gender-based violence

cases, and limited human and financial resources.

In view of the above, the second KIPPRA Annual Regional Conference, themed A Gendered Approach to Unlocking the Potential for Sustainable Development, was aimed at providing a forum for all stakeholders to deliberate and come up with recommendations that will inform policy towards closing gender gaps. The conference participants have interrogated the existing legal frameworks related to gender equality, evaluating the extent to which gender issues are addressed and highlighting what it would take to engender aspects in key development policies. The conference has also addressed issues of coordination and enforcement of gender policies and monitoring and evaluation of policies with a gender dimension.

At the same time, Kenya is implementing “The Big Four” agenda which focuses on the realization of Chapter 4 of the Constitution on the Bill of Rights and achievement of the Kenya Vision 2030. During the conference, it was necessary to provide a forum for policy makers, implementers, development partners, citizenry, data producers and data users to discuss the “Big Four” development agenda from a gender perspective with a view to identifying gender gaps, seeking solutions, and unlocking the potential for sustainable development.

### **Food Security**

Noting that women are majorly involved in the agricultural sector, their contribution is invisible and therefore not considered in national plans. Gender inequalities in agriculture hinder optimum production and effective participation in the sector due to patriarchal systems which perpetuate stereotypes, cultural norms and gender roles. Lack of financial resources, inadequate transport systems and lack of access to markets and information predisposes women to the negative impacts and effects of climate change. These gaps reduce women and men’s resilience to cope with environmental shocks and perpetuate the incidence and severity of poverty.

Kenya is prone to frequent weather-related episodes of droughts and floods. The most affected counties are in the arid and semi-arid lands (ASALs) particularly Kwale, Mombasa, Taita Taveta and Garissa. Further, female-headed households are more likely to suffer from food insecurity in ASALs.

Micronutrient deficiencies are common in low and middle-income populations. Some of the common micronutrient deficiencies are: Iron deficiency; Zinc deficiency and Vitamin A deficiency. Majority of the low-income population subsist on staple food crops such as maize, rice and wheat, which are low in essential micronutrients. Fortification of crops is an important ingredient in addressing nutritional security envisaged in the “Big Four” agenda as it helps alleviate micronutrient deficiencies especially among the rural poor who are dependent on staple carbohydrates.

### **Universal Health Coverage**

Loss of lives due to limited access to health care services and particularly maternal death remains a reality in most developing countries such as Kenya. However, previous research shows that these deaths can actually be prevented by ensuring that the people and especially



women have access to quality healthcare before, during and after childbirth. However, access to quality health care in Kenya remains a challenge largely due to limited financing for all to access the services. Therefore, the design and implementation of Universal Health Coverage (UHC) programmes should be such that it ensures that the needs and priorities of women, men, boys and girls are fully considered to ensure their access to health care and maintaining good health care facilities countrywide. As such, UHC is envisaged to ensure that all people and communities can access and use the preventive, curative and rehabilitative health services they need.

In the efforts to realize UHC, Sexual Reproductive Health (SRH) and Gender Based Violence (GBV) remain important components which have gained the attention and support of regional policies such as the African Union Agenda 2063 and National SRH policies. In addition, recognition of the health impact of Gender-Based Violence (GBV) has led to calls to address it within the health sector. To alleviate the situation, UHC offers an opportunity to make available quality, survivor-centred, timely and affordable medical services countrywide in all health facilities.

To ensure that the use of medical services does not expose the user to financial hardship, financial risk pooling offers an opportunity to ensure UHC is a success particularly under the “Big Four Agenda” in Kenya. So far, strides have been made to achieve affordable medical services through health care finance risk pooling using different mechanisms offered by the public and private sector. However, while the National Hospital Insurance Fund (NHIF), has in the recent past upscaled the coverage to all, the scope of coverage for diseases and illnesses is limited and people have not been able to benefit fully from the scheme.

### **Infrastructure and Affordable Housing**

The conference discussed the Affordable Housing Programme (AHP), which is part of the “Big Four” agenda on national development for 2018-2022. The focus of discussions was on how gender mainstreaming can be factored in the programme to enhance equality and sustainable development. The main objective is to facilitate Kenyans to access descent and adequate housing, and therefore prevent mushrooming of slums and informal settlements.

Some of the strategies being pursued by the Government in implementing the AHP include: provision of state-owned land for free or at low cost to the developers; coordination and expedited statutory approval from authorities and utility providers; and development or subsidization of bulk infrastructure for the identified sites; use of alternative building materials and technologies; purchase aggregation; leveraging economies of scale; and establishing institutional partnerships. The AHP had received considerable support, with 21 County Governments having signed Memoranda of Understanding (MOU) with the National Government to provide land for construction of 2,000 housing units per county. Some of the challenges facing delivery of affordable housing are inadequate financing, landownership/litigation issues, inadequate housing supporting for social and physical infrastructure, political interference especially in upgrading slums and informal settlements, and high population growth rate compared to the GDP. It was noted that women’s access to land needs to be addressed through implementation of existing laws. Table banking system was noted to be an important alternative funding and financing mechanism and can be institutionalized and registered to ensure its efficiency in the affordable housing

programme, especially to the benefit of women

In addition to housing, the conference discussed gendered access to energy. Access to energy, especially electricity, has various gender implications. For instance, access to electricity has led to economic empowerment because people could do businesses easily. It also found that this addressed the issue of time poverty and supported the strategy for a 24-hour economy. There was also improved service in public facilities such as public schools, health centres and markets. In the health centres, there was improved health services due to good refrigeration for medicines, improved laboratories services, medical equipment and services in the theatres. In schools, the impacts were increased security, increased hours of study and increased retention rates, with particular benefits for the well-being of girls. Electrification projects led to improved enterprise and value addition at household and community levels. Home-based processing activities had grown into small roadside restaurants, salons, barber shops and cyber cafes. Further, electrification had enabled the establishment of beach fish storage services which created employment.

The discussion of gender and safe spaces focused on addressing gender-based violence, which is experienced in the various spheres of active life and engagements. In the transport sector, as women go to work, or visit health care centres, or send their children to school, they face sexual harassment related challenges. Sexual harassment hinders productivity and performance and career development. It is a violation of human rights.

On the discussion of gender and access to water, it was noted that in many parts of the country, women and children still walk long distances in search for water, taking up time that would otherwise be invested in productive activities. In urban settings and especially informal settlements, access to water remains a challenge because households have to procure in small quantities on a daily basis and pay for it at the point of purchase. Inadequate urban sanitation disproportionately impacts women's health, dignity, and human rights. Millions of urban poor women lack access to adequate water and sanitation even though this is a basic human right. Women and girls who rely on shared toilets, at schools or in densely populated urban settlements, lack privacy, safety and hygiene to comfortably manage their daily toilet and menstruation needs. It was noted that there is need to improve access to basic services such as water and sanitation. Public participation with people living in informal settlements is key. Women's participation is key to ensuring the success of slum upgrading/housing development programmes for the poor, and linked services (water and sanitation). Policy makers and researchers need to develop new strategies and technological innovations to scale up sanitation and water access to increase women's safety and privacy.

### **Manufacturing: ICT, Entrepreneurship, Innovation and Trade section**

Bridging the gender divide in women economic participation and inclusion remains key in meeting development outcomes globally. Target 8.3 of the SDGs envisions development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-small-and medium-sized enterprises. In Kenya, most of these global and regional gender-responsive policies and goals have been accommodated in the constitution, with key sectors such as manufacturing identified to drive growth and transformation of the economy. While milestones have been registered in areas of financing to facilitate entrepreneurial

development among women, constraints still abound. Access to credit and low participation of women in the manufacturing sector are among the key challenges hindering women participation in economic activities. Thus, efforts that enhance financial inclusion from a gender lens should be supported. Additionally, there is need to reverse the trend of low participation of women in the manufacturing sector to leverage on more opportunities for growth. Engagement of women in decision making levels such as boards, both in the public and private sectors is also vital. Lastly, the private sector should make deliberate efforts to increase participation of women, youth and persons with disabilities in procurement processes.

### **Gender Statistics**

Gender statistics is crucial for realization of SDGs. Gender statistics and gender disaggregated data is vital for planning and resourcing. It is important that data producers ensure that the statistics produced reflect gender issues, questions, problems and concerns pertaining to the lives and livelihoods of both women and men alike. This must also include their specific needs, opportunities and contribution to the society. Gender statistics should also adequately address the differences and inequalities in the situation of women and men.

This is one of the tenets of the UN-Women program on Making Every Woman and Girl Count. This programme seeks to bring fundamental change in production, utilization and promotion of gender statistics. Partnering with KNBS, the programme has achieved various milestones including development of the Gender Data Sheet, Women and Men in Kenya Booklet, and development of templates for collection and tracking of SDGs.

In this vein, the role of policy research is emphasized. Government think tanks and research institutions are called upon to enhance their research in gender-related topical issues to highlight legal and policy gaps, inform generation of gender statistics and provide pertinent information to the design and conduct of gender-responsive budgeting and modalities for developing gender policy in Kenya.

### **Way Forward**

The conference came up with a detailed communique with specific actions by specific players and stakeholders. The broad areas of interventions are:

1. Implementation and Enforcement of Gender-related Laws
2. Enhancing Capacity Building for Enforcement of Gender Laws
3. Promoting Civic Education
4. Family as the Foundation for Promoting Gender Equality
5. Gender-responsive Budgeting
6. Allocation of Adequate Resources for Gender Mainstreaming
7. Promoting Gender-balanced Participatory Approaches in Agriculture
8. Challenging the Patriarchy System and its Effects on Food Security

9. Mitigating the Effects of Droughts and Floods on Food Security in ASALs
10. Effective Inclusion and Participation of the Poor and Vulnerable Groups in Infrastructure and the Affordable Housing Programme
11. Data and Transparency in Design and Implementation of the Affordable Housing Programme
12. Enhancing Women's and Girls' Safety in Rural Public Spaces
13. Collaboration and Partnerships for Affordable Housing in Kenya
14. Women and Affirmative Actions for Entrepreneurship Development
15. Improve Response to Gender-based Violence through Universal Health Coverage
16. Improving Sexual and Reproductive Health (SRH) for All
17. Financing Universal Health Care through Financial Risk Pooling
18. Creation of Awareness on the Concept of Gender and Gender Equality
19. Need for Extensive Gender Research to Build case for Gender Equality
20. The Kenya Institute for Public Policy Research and Analysis commits to ensure that these issues raised are communicated with the relevant agencies identified in this communique. The Institute also commits to follow up on these actions proposed during the conference and annually reports on progress made towards implementation of these recommendations.

## Abbreviations and Acronyms

<b>ADA</b>	Alcohol and Drug Abuse
<b>AFC</b>	Agricultural Finance Corporation
<b>AGPO</b>	Access to Government Procurement Opportunities
<b>ANDY</b>	Action Network for the Disabled
<b>ASALs</b>	Arid and Semi-Arid Lands
<b>ASDS</b>	Agriculture Sector Development Strategy
<b>AU</b>	African Union
<b>CEDAW</b>	Convention on Elimination of all forms of Violence against Women
<b>CEO</b>	Chief Executive Officer
<b>CIDPs</b>	County Integrated Development Plans
<b>CMA</b>	Capital Markets Authority
<b>COG</b>	Council of Governors
<b>CPSK</b>	Cerebral Palsy Society of Kenya
<b>CRPD</b>	Convention on the Rights of Persons with Disabilities
<b>CSOs</b>	Civil Society Organizations
<b>FFBS</b>	Farmers' Field and Business Schools
<b>FFS</b>	Farmer Field School
<b>FGM</b>	Female Genital Mutilation
<b>GBV</b>	Gender-Based Violence
<b>ICT</b>	Information and Communication Technology
<b>KALRO</b>	Kenya Agricultural and Livestock Research Organization
<b>KDHS</b>	Kenya Demographic and Health Survey
<b>KIHBS</b>	Kenya Integrated Household Budget Survey
<b>KIPPRA</b>	Kenya Institute for Public Policy Research and Analysis
<b>KNBS</b>	Kenya National Bureau of Statistics
<b>KNCCI</b>	Kenya National Chamber of Commerce and Industry
<b>KPLC</b>	Kenya Power and Lighting Company
<b>KYEOP</b>	
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MDAs</b>	Ministries, Departments, Agencies
<b>MDG</b>	Millennium Development Goal (MDG)
<b>MEWGC</b>	Making Every Woman and Girl Count
<b>MOU</b>	Memorandum of Understanding
<b>MTP</b>	Medium-Term Plan

<b>NACADA</b>	National Authority for the Campaign Against Alcohol and Drug Abuse
<b>NCIC</b>	National Cohesion and Integrity Commission
<b>NCPWD</b>	National Council for Persons with Disabilities
<b>NGAAF</b>	National Government Affirmative Action Fund
<b>NGEC</b>	National Gender and Equality Commission
<b>NHIF</b>	National Hospital Insurance Fund
<b>NITA</b>	National Industrial Training Authority
<b>OFSP</b>	Orange Fleshed Sweet Potatoes
<b>PFM</b>	Public Finance Management
<b>PSRI</b>	Population Studies Research Institute
<b>PWDs</b>	Persons with Disabilities
<b>SACCO</b>	Savings and Credit Cooperative Society
<b>SDGs</b>	Sustainable Development Goals
<b>SGBV</b>	Sexual and Gender-Based Violence
<b>SME</b>	Small and Medium Enterprise
<b>SRH</b>	Sexual Reproductive Health
<b>STEAM</b>	Science, Technology, Engineering, Arts, and Medicine
<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>TVET</b>	Technical and Vocational Education Training
<b>UHC</b>	Universal Health Coverage
<b>UN</b>	United Nations
<b>UNEP</b>	United Nations Environment Programme
<b>UNIDO</b>	United Nations Industrial Development Organization
<b>VAC</b>	Violence Against Children
<b>WAAW</b>	Women Affirmative Access Window
<b>WEF</b>	Women Enterprises Fund
<b>YEDF</b>	Youth Enterprise Development Fund



# Chapter 1: Introduction

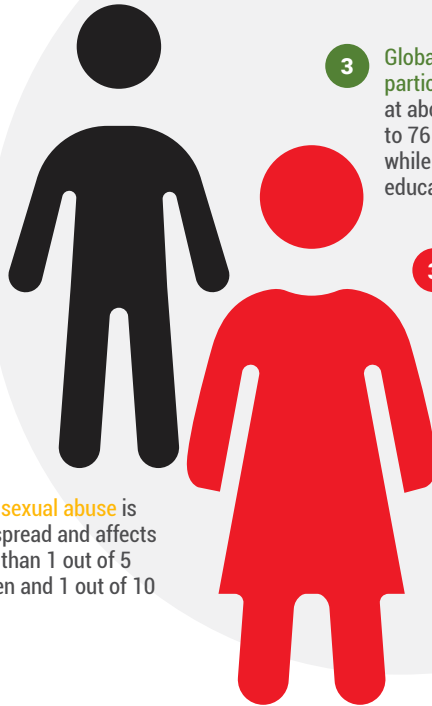
## 1.1 Background

The Constitution of Kenya (2010) acknowledges **gender equality** as an important principle for sustainable development of the country. For instance, Article 27(3) confers upon women and men the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. In addition, Article 21(3) requires that all State organs and all public officers address the needs of vulnerable groups within society, including women, youth, the elderly, children and the marginalized and minorities. Pursuant to this objective, Article 81(b) of the Constitution obliges the State to take legislative and other measures to ensure that no single gender shall have more than a two-third representation in elective or appointive bodies. These Constitutional provisions seek to promote gender equality by giving voice and agency to all, being an enabler of shared prosperity.

Gender equality is a key driver of shared prosperity aimed at addressing gaps in human endowment, economic opportunities and voice and agency in a sustainable manner. *Gender equality* refers to how various factors determine the way in which women and men relate to each other and the resulting differences in power between men and women, and thus gender equality should aim to address the gaps between females and males in human endowments, economic opportunities, and voice and agency.

The link between gender equality and development is crucial for policy making. Evidence from developed countries shows that higher development contributes to greater gender equality, and global prosperity generally leads to the narrowing of gender gaps. However, not all gender gaps shrink with rising incomes, thus the need for policy attention through a gender lens. All said, gender gaps have shrunk worldwide, and financial access has widened to more women around the world leading to development.

The process of poverty reduction and the goal of attaining sustainable development affects men and women differently.



**3** Child sexual abuse is widespread and affects more than 1 out of 5 women and 1 out of 10 men.

**3** Global female labour-force participation rates remain low at about 50 per cent, compared to 76 per cent for men, while women still lag men in educational attainment levels.

**3** The prevalence of rape ranges between 6 and 59 per cent of women, with children being most vulnerable and girls at greatest risk, especially while at school and at home.

There is evidence that the process of poverty reduction and the goal of attaining sustainable development affects men and women differently. Global female labour-force participation rates remain low at about 50 per cent, compared to 76 per cent for men, while women still lag men in educational attainment levels. Women and girls experience sexual violence, resulting in a pressing health and human rights concern. The prevalence of rape ranges between 6 and 59 per cent of women, with children being most vulnerable and girls at greatest risk, especially while at school and at home. Child sexual abuse is widespread and affects more than 1 out of 5 women and 1 out of 10 men. Maternal mortality and adolescent fertility rates are also high in Sub-Saharan Africa.

Similarly, women's contribution to food security is sub-optimal due to constrained decision-making capacities and inadequate access to productive agricultural assets. In addition, female entrepreneurs are fewer than male entrepreneurs while gender gaps in entrepreneurship remain high in industrialized countries. Gender wage-gaps and gender inequality are also significant in many countries. Further evidence from the Kenya Integrated Household Budget Survey (KIHBS) 2015/16 indicates that in Kenya, as in many parts of the world, barriers to access education, health, financial and economic resources remain, with substantial distortionary effects on economic participation along gender lines. On account of these facts, any attempt to alleviate poverty warrants sensitivity to gender differences.



## 1.2 Conference Theme and Objectives

In view of the above, the second KIPPRA Annual Regional Conference, themed **A Gendered Approach to Unlocking the Potential for Sustainable Development**, was aimed at providing a forum for all stakeholders to deliberate and come up with recommendations that will inform policy towards closing gender gaps. The theme of the conference is aimed at interrogating the existing legal frameworks related to gender equality, evaluating the extent to which gender issues are addressed and highlighting what it would take to engender aspects in key development policies. It also aims to address issues of coordination and enforcement of gender policies and monitoring and evaluation of policies with a gender dimension.

At the same time, Kenya is implementing “The Big Four” agenda which focuses on the realization of Chapter 4 of the Constitution on the Bill of Rights and achievement of the Kenya Vision 2030. During the conference, it was necessary to provide a forum for policy makers, implementers, development partners, citizenry, data producers and data users to discuss the “Big Four” development agenda from a gender perspective with a view to identifying gender gaps, seeking solutions, and unlocking the potential for sustainable development.

- To address the above sustainable development issues, conference deliberations were structured around the following sub-themes:
- Understanding the policies, legislative, regulatory and administrative frameworks that support a gendered approach to development
- Adopting a gendered approach in achieving the objectives of the “Big Four” agenda
- Data and gender statistics
- Gender-Based Violence (GBV), Female Genital Mutilation (FGM), and early and forced marriages
- Promoting gender equality in leadership and decision-making
- Inequalities in labour market including unpaid care, wage disparities, and women/men in male/female dominated areas
- Gender dynamics in institutions of higher learning and persons with disability

***Understanding the policies, legislative, regulatory and administrative frameworks that support a gendered approach to development:*** The aim was to interrogate existing legal frameworks, evaluate the extent to which gender issues are addressed, and discuss what it takes to enshrine gender aspects in key development policies, coordination and enforcement of gender policies, and monitoring and evaluation of policies with a gender dimension.

**Adopting a gendered approach in achieving the objectives of the “Big Four” agenda:** Kenya is implementing the “Big Four” agenda, which focuses on the realization of Chapter 4 of the Constitution on the Bill of Rights and achievement of the Kenya Vision 2030. **Food Security and Nutrition:** The conference discussed the pathways to gender equalities in access, utilization and stability of food. This is important to understanding the social norms and cultures that hinder the achievement of food and nutrition security, and availability of gender disaggregated data to advance gender equality in food and nutrition security. **Universal Health Coverage:** Communicable and non-communicable diseases are a challenge for public health, and their prevalence has stretched the health system. The conference highlighted biological and social vulnerabilities, myths, misconceptions and cultural beliefs around gender, and communicable and non-communicable diseases. The focus was on financing of universal health coverage. Maternal health care is one of the most important human-right needs in the life of a woman. However, maternal mortality has remained high despite various interventions. **Affordable Housing:** Housing and infrastructure such as road transport, energy, water and sanitation serve a direct and indirect role in availing opportunities for participation in economic and social activities. The conference emphasized the need to mainstream gender in housing and infrastructure provision and sought to build a narrative on how housing and infrastructure can be turned into a gender “equalizer” and driver of sustainable development. Participants also discussed mortgage financing and housing in the informal sector and its effect on both men and women. **Manufacturing:** ICT, entrepreneurship, innovation and trade play a key role in increasing the efficiency and effectiveness with which businesses operate. Moreover, several affirmative funds have been established to provide financial support to special interest groups, including women, youth and persons with disabilities. The conference examined the status of gender equality in access to credit, decent jobs, participation in entrepreneurship and innovative opportunities. Availability and accessibility of gender disaggregated data was also discussed. Trade plays a significant role in growth and development of the country by promoting linkages across all sectors of the economy. Aspirations 1 and 2 of the AU Agenda 2063 acknowledge the significance of trade for inclusive growth and sustainable development. Therefore, the conference looked at the cost of doing business, access to markets, SME participation in cross border trade, export standard requirements, tariff and non-tariff barriers, taxes and levies imposed on goods and services, and redress mechanisms in compliance with the laws to make it possible for both men and women to equally participate in trade opportunities.

**Data and gender statistics:** Promoting gender equality is an important intervention for addressing multiple dimensions of deprivation and reducing gender inequality and vulnerability. Despite increased global efforts, monitoring progress on the achievement of key indicators in development goals is still challenged by lack of comparable, high quality data on indicators of critical concern. The conference discussed the relevance of production of comparable gender statistics to enable the monitoring of national policies and reporting commitments under various development blueprints.

**Gender- Based Violence (GBV), Female Genital Mutilation (FGM), and early and forced marriages:** The potential of any country to realize its development goals is strongly correlated with its capacity to enhance the standards of living, self-esteem and freedoms

of its citizens. Critical among these catalysts for development is a guarantee of freedom from oppression. The conference focused on the status of gender-based violence in its various forms and attempted to identify the impediments to sustainable development occasioned by gender-based violence and associated inequities.

**Promoting gender equality in leadership and decision-making:** The ability of an individual to influence decisions that affects their well-being is an important component of human development. The conference deliberated on gender gaps in leadership and decision making in political, private, public, religious and local levels. It examined the concept of voice, choice and agency in exploring the social and cultural factors that impede or promote leadership and decision making among men, women, boys and girls. Discussions sought to identify the various channels through which participation in leadership positions and decision-making at household, community and institutional level influence development, self-esteem and freedom.

**Inequalities in labour markets, including unpaid care, wage disparities, and women/men in male/female-dominated areas:** There has been an increase in labour-force participation among women globally in the last two decades. However, the quality of employment has not necessarily improved. Women remain overly represented in precarious, uncommon, and informal employment, compared to men's patterns of employment. The conference examined the status of women and men in the labour market, including unpaid domestic and care work and its position in national accounts, social protection, and in provision of special amenities at the workplace for working mothers. Experiences of women who have succeeded in male-dominated spheres against many odds and similarly men who have been successful in female-dominated circles were shared widely.

**Gender dynamics in institutions of higher learning and persons with disability:** Over time, university students have faced various gender-related challenges, and female students have borne the brunt. Cases of drug abuse, prostitution, sexual harassment and police brutality during strikes have affected both male and female students. The conference comprised side events for university students where they discussed gender-related issues, and youth empowerment, access to affirmative funds and how to translate their innovation to profitable ventures.

### 1.3 Expected Conference Outcomes

The conference was expected to take stock of measures taken to achieve gender equality, and identify gaps in implementation. This will be shared in form of a communique to all stakeholders. The communique identifies salient actions to be taken, the key actors, and proposes timelines for implementing the various actions. KIPPRA undertakes to work with the various actors to develop a realistic action plan for mainstreaming gender perspectives in the development agenda. The proceedings of the conference will also be published as a reference document, and will be distributed widely to create a better understanding of the status of gender inequality in Kenya, the gaps in policy implementation, and the way forward in ensuring progress towards achieving gender equality.

## 1.4 Conference Organization and Structure

The conference targeted 500 participants from Government agencies, development partners, universities and research institutions in addition to key personalities. The participants presented experiences, practices and lessons on what works in relation to engendering development. The discussion forums were designed to appeal to the interests of a multi-disciplinary audience and to maximize the interaction of participants and networking. There was a mix of presentations, panel discussions, breakaway sessions, interactive sessions, side-events, roundtables, keynote addresses, and experiences.

In plenary sessions, panels had presentations to guide discussions and then a plenary panel discussion followed. At the end of each plenary, key issues were highlighted to feed into discussions during the breakaway sessions.

Break Away Groups (BAGS) enabled direct interactions among participants in identifying common challenges and major barriers, sharing examples of interesting practices and agreeing on practical solutions in managing engendered development practices. Within each group, there was an opportunity to explore technical assistance needed in overcoming the challenges and barriers linked to the theme of each group.

Side events for university students enabled them to candidly discuss gender dynamics among themselves. There was also an essay competition for students.

Industry expos attracted relevant stakeholder providers and users from all over the world to network, provide advice, educate, and showcase products and technologies relevant to the theme of the conference.

At the close of every day, there were summing up sessions during which delegates summarized the various deliberations, guided by the rapporteurs. The key lessons and way forward were identified, with the aim of producing the conference communique adopted at the close of the conference.

## 1.5 Student Side Events

### 1.5.1 Innovation and entrepreneurship

Various presentations were made on the theme of innovation and entrepreneurship.

The Project Manager of Emerging Leaders Foundation-Governance, Stella Nderitu, pointed out that universities should help students set the pace for their lives. Regarding gender equality and gender dynamics, all State organs and all public officers have the duty to address the needs of vulnerable groups within the society, including women, older members of society, persons with disabilities, children, youth, members of minority or marginalized communities, and members of particular ethnic, religious or cultural communities. Cultural dynamics were identified as important determinants of how far people go in their lives. University students should be at the forefront of breaking these

barriers. They should be thinkers and influence decision making for a better future. They can do this through engagement in leadership and in thought processes.

The role of the Constitution and the rights it confers to women, marginalized communities, people with disability and devolution (decentralization of powers and resources was emphasized). Devolution gives power to the people and students have a key role to play in making devolution work.

Femicide has become common of late amongst students. It is essential to address the gender inequality and gender dynamic issues. The increasing level of femicide among the youth is of concern and it calls for addressing the gender dynamics, since both men and women are vulnerable to violence. There should be voice to ensure gender dynamics are addressed.

Ms Philis of Care International (Head of Economic Empowerment and Inclusion (a non-governmental organization) observed that there are many problems facing the youth; they have no regular income, no job and are very dependent. There is therefore need to develop out-of-school capacity. Care International went to Bangladesh, India and learnt several lessons which have been implemented in Kenya. What was learnt in India was implemented in Kenya with the following results being achieved so far:

- Youth graduation programme: Youth have been exposed to programmes, given assets, technical skills, social integration and business mentorship.
- They tripled the value of their assets in two years and their businesses were sustainable
- Improved economic status of the youth.

In her presentation, she emphasized that mentorship is key to the youth to unlocking the barriers facing the youth.

Catherine Kiama, from Akili Dada, in her presentation, indicated that lack of credit, and lack of soft skills, are major impediments in the empowerment of women. The organization has developed a women mentorship programme called *Awasha* where they train and give seed capital to women aged between 18 and 35 years. Women get empowered to be innovative through social activities. In the programme, women are paired with a coach or mentor, since mentorship is key for learning and for continuous growth in innovation. The *Akili Dada* initiative is based on the belief that youth can play a critical role in society when equipped through mentorship and skills.

Farida from Practical Action made a presentation on youth and agriculture: A gender perspective. She noted that most of Kenya's population is below 30 years and most of them are engaged in vulnerable jobs. Moreover, climate change and gender inequality have become key issues to be addressed. The fact that young people are not interested in agriculture should be of concern, considering the country derives more of its growth from agriculture. Strategies to make young people be involved in agriculture are required. This will also require reforms in agriculture to make the sector more attractive to the youth.

Berlyl opiyo, a woman youth engaged in agribusiness in Kisumu, indicated that she is engaged in agribusiness and produces peanut butter and soya. She identified a gap in raw material supply, because she has to import from Uganda. This challenge made her to come up with the idea of farming to supply the product. She encouraged the youth to engage in agriculture because white collar jobs are few. The youth need to be innovative and creative to create jobs outside the office set-up. She identified two major challenges facing the youth: lack of access to funds and lack of access to machines. Access to funds is a challenge to the youth since funding is availed to groups, and some people default their contributions, which eventually affects the other members.

Collins Okoth, Head of Corporations and Strategy at the Women Enterprise Fund in his presentation focused on how to create decent jobs for the youth. Life has changed over time and society is not able to meet the expectations of its people. He emphasized that we are going to create the jobs that we really want; we have to take the initiatives. Entrepreneurship helps to create the jobs that we so want. The organization provides business capital and training programmes. The Fund has a training programme by the name *Kola Foundation* whose objective is to provide training, linkage and access to funds. Plans are underway to create jobs for 45 young people and mentor them to improve their skills and create for them a better platform to move to employment.

Parents are usually excited when their children qualify to go to university in the hope that they will change the poverty situation in their homes, but frustrations come in once they complete university due to lack of jobs. Only 4% consume Government programmes and men are more aggressive in the early ages but women are more aggressive as they turn to senior adults. The youth should ask how they can take advantage of available Government opportunities to benefit.

Youths should utilize any opportunity and their potential even if the income is not commensurate to what they want to earn as it opens avenues for higher growth. Better opportunities come when one gets engaged in income generating activities, no matter how little it may be as they wait for greener pastures.

Janet from the Kenya Industrial Properties Institute (KIPI) in her presentation noted that, lately, there has been a shift from industrial to knowledge-based economy. As such, it is increasingly important to register intellectual property such as patents, trademarks, industrial designs and geographical indication to give one an advantage in the competitive market. Protecting one's innovation or invention gives one an upper hand to succeed even with competitors. It also ensures that one enjoys the rights for a long time even after expiry of the patenting period. She noted that products such as aspirin still have popularity long after the expiry of their patenting period. It also gives one an upper-hand when seeking support since most funders enquire on the patents owned by the business. She emphasized on the essence of pursuing education even after establishing a business through innovation or invention, since both innovation and education level are essential for financial progression. In summary, entrepreneurs should purpose to protect their brand/designs to enable them enjoy their innovation for a long period even after the expiry of the patenting period. Protecting brands/design gives the entrepreneurs an upper hand in success in a competitive business world.

Morris Ondieki from the Youth Enterprise Development Fund (YEDF) in his presentation observed that running a business is not just about skills, paper or idea but there should be a drive to run a business. Unemployment is driving youths to desperation especially when they go to the village after school. They interact with those in the village and start identifying with youths who have not gone to school and eventually lose the vision and engage in bad behaviour. The presenter noted that the trickiest part of any business is to identify a business opportunity. Once a viable one has been identified, there are many areas where money can be accessed from. The YEDF gives loans to youths in groups and loans go up to Ksh 5 million and the youths are given a three months grace period before starting repayments. It is essential to identify business opportunity and use even the little resources available to grow. Starting small with wisdom is paramount.

During the Panel Discussions, the following issues emerged:

- 1 When establishing a business, it is important to **define your own mission**, and not leave it to others to define it for your business.
- 2 For the youth, one needs to **go beyond the class work by applying the skills learnt**. Attending relevant forums to listen and learn from others is important.
- 3 To assist the youth, there is **need to focus on developing systems that help the informal sector entrepreneurs to grow and help them to work with each other and build each other**. Financial literacy is crucial for the youth, and more so development of programmes that address the needs of the youth, whether it is in financing or filling skills gaps.
- 4 On agriculture, the **major challenge faced by the youth is financing, lack of land and inadequate knowledge and information**. The Government should make the agriculture sector attractive to young people by optimizing value addition in agriculture and investing in agriculture value chains, ensuring sustainable agriculture, changing the perceptions towards white collar jobs, organizing agricultural training for the young people, ensuring personalized coaching from the successful small-scale agriculture, and finding new ways of developing agriculture. There is need for starting small and then growing big instead of waiting to start big. Moreover, agriculture should not be viewed as dirty work; the youth need to look at the opportunities that it brings as a source of income.
- 5 Looking at issues of income and returns to investments in agriculture, it is essential to **adopt better farming techniques** to reduce inputs and increase outputs. Also, creating markets for the end products is essential through different value chains.

- 6 In business, the main challenges facing the youth is **accessibility of funds and machines**. Youths should be creative enough in creating new jobs in their own spaces and capabilities.
- 7 General innovation and entrepreneurship require one to design a business plan. Most times, the capital in the business plan is usually big and it is high time for the youth to **learn to start small and expand in the long run**. Therefore, business plans should be realistic, fitting and affordable for start-ups without high capital base.
- 8 The slogan "**what a man can do a woman can do**" should be actionable by including women in innovation and entrepreneurship programmes.
- 9 On bridging the gap in the high capital intensity requirements vis a vis the start-ups, agricultural structural issues such as land should not be ignored; **youth need to engage in agriculture but land is expensive to acquire**.
- 10 On improving sustainability of business start-ups, **there is need to think of how the business idea is different from the others**. Think differently. Have a unique reason why you are starting your business. Think from a human centred design. In short, know your market and the value addition.
- 11 On intellectual property rights, **many young people are afraid of copyright infringement and counterfeiting**, and need more information on how to protect their innovations.

### 1.5.2 Campus lifestyle and peer pressure

George Muteti from the National Authority for the Campaign Against Alcohol and Drug Abuse (NACADA) made a presentation on alcohol, drug and substance abuse in institutions of learning.

Alcohol and Drug Abuse (ADA) affect all spheres of the society regardless of age, gender, academic standard, income or religious affiliations. Research has shown that a lot of drug peddling is done by students, employees and local business persons. Increased rates of suicide and depression among students have been reported as a result of ADA. Use of alcohol is high, with statistics indicating that the youth are the greatest users of tobacco, alcohol, khat and marijuana. The 15–24 year cohort is most affected by substance use disorders (addiction).

Susan Kahema, a Counselling Psychologist with Amani Counselling Centre, made a presentation on mental health.



Mental health covers biological, psychological, psychosocial well-being, cultural and spiritual integration. Mental illness results from struggles with life changes and stressful life events, peer pressure and financial pressure. It comprises severe stress, mood disorders, etc. Causes of mental illness include academics, relationships, developmental stages, alcohol and substance abuse, family history of mental health illness, sexual orientation, stressful life events, lack of effective coping mechanisms, gambling, social media and peer pressure. The effects of mental illness include increased suicidal thoughts, gender-based violence (GBV), murders, etc. Interventions include psychosocial support, reducing stigma, and incorporating life skills training.

Hazel Wanjia from the University of Nairobi noted that from various studies, women do not always understand sexual violence. It is any unwanted advances, and includes intimate partner violence, rape, FGM, and defilement. Victims of gender violence need to speak out to deter such events, and they need to understand that it is not their fault. They need to seek help from institutions such as include Nairobi Women's Hospital, toll numbers 1195 for adults and 112 for children, police stations that have gender desks, and State Department for Gender Affairs. Solutions to address gender violence at an institutional level include signing of behavioural contracts, developing a sexual harassment policy, and ensuring strict penalties against perpetrators of GBV.

Martha Koech from the University of Nairobi observed that 30 women have been murdered in Kenya so far since the beginning of 2019. Kenya has the highest rate of femicide in Africa. Femicide is more of a hate crime arising from issues such as rejection.

During panel discussions, it also emerged that ego in men hinders reporting of GBV among male victims. Therefore, the available statistics may be a misrepresentation because of the stigma of reporting. There are cases of men being violated by their women, and cases of men killed by their intimate partners are increasing. There is need to have safe spaces to air out cases of GBV.

### **1.5.3 Youth empowerment from a gender perspective**

Rhoda, Kisauni Sub-County KYEOP made a presentation on attitudes of the youth towards employment.

KYEOP partners with the National Industrial Training Authority (NITA); Medium Small Enterprises Authority; Ministry of Labour; and Ministry of Public Service, Youth and Gender in a programme that brings on board youths aged 18–29 years with level of education of Form 4 and below. Beneficiaries choose where to undertake the programme. Mombasa County is currently in cycle 4 of the programme. The programme takes 6 months. In the first month, participants are trained on life skills. Those who take the informal route are placed in NITA and then attached to a master craftsman for 5 months. Ultimately, they take exams from NITA. In the formal route training, participants train in class for two months and the training institutions find internship for the participant. KYEOP beneficiaries are supported with Ksh 600 per month for lunch and fare. Master craftsmen are given stipend

too. KYEOP programme runs in eleven (11) counties. When a county exits, new ones are put on board. Mombasa, Kilifi and Kwale are the counties at the Coast where the programme currently runs. The attitude of the youth towards the programme has been very positive and the number of applications is massive.

Martha Koech of the University of Nairobi made a presentation on gender studies and Science, Technology, Engineering and Medicine (STEM), to give an indication of who is enrolling in these courses at university level. She pointed out that dislike of STEM is as a result of socialization and normalization of gender roles. The influences stay with the different genders up to higher education. The gap is how do we change the perspectives ingrained due to socialization by the society? Normative roles of the society and deconstructing the pre-existing gender role dynamics is critical. The comments made to boys and girls through their upbringing primes them to develop peculiar interests that may affect what they choose to pursue in higher education.

At university level, there is improvement and positive change as more women are enrolling in STEM courses. Gendered roles and social constructs in the society still hold the progress behind with entrenched stereotypes. There is need to get women to embrace STEM first then we proceed to Science, Technology, Engineering, Arts, and Medicine (STEAM). Over 10% of STEM workforce are women, showing that there is a long way to go in addressing uptake of STEM. The interest should be on bridging the gap.

Joy Wathagi Ndung'u from the University of Nairobi made a presentation on Digital Grassroots. Digital Grassroots is a youth initiative to increase digital citizenship. It targets youths between 18 and 29 years. Its objective is to build capacity on internet usage that is clean and sustainable. Internet governance is a public policy matter and everyone needs to be involved. Youths are not being recognized as policy makers, and this necessitated the need to form Digital Grassroots. So far, Digital Grassroots has trained 1,000 people on internet governance issues. The intersection with gender is that only 28 per cent of women are online; women in rural areas are not online due to lack of skills in Kenya and Sub-Saharan Africa in general.

Prof. Wanjiku Ciuri, Deputy Vice Chancellor of Laikipia University, noted that the gradual breaking of the gender gap through gender mainstreaming has come a long way but there is still more to be done. One of the indicators towards gender equality will be the passing of the two-thirds gender representation rule. Gender parity concludes to efficiency and not inefficiency. The gender bias debate can be understood from a point of scarcity mentality and fear of perceived loss due to patriarchal socialization.



A section of university students attending the students' side event on the first day of the conference.

# Chapter 2: Gender Policies, Laws, Regulations and Administrative Practices

## 2.1 Gender-Related Laws, Regulations and Policies

### 2.1.1 Review of policies, laws and affirmative action related to gender

Gender equality is part of a wider struggle for overall equality for all. The struggle for gender equality can be traced to the first UN Women conference held in Mexico in 1975. It was the first UN conference that focused solely on women issues. Ten years later, the 1985 Nairobi conference was held to assess the progress made and failures in implementing the goals set by the Mexico conference. Later, the Beijing Conference held in 1995 was a critical platform that aimed at stressing the importance of achievement of gender equality and opportunities for women. The foundation for women empowerment is rooted in the Beijing Platform for Action. However, the Millennium Development Goals and later the Sustainable Development Goals (2015-2030) have also dealt with issues related to gender equality and women affirmative action initiatives. In Kenya, the issues of equality, gender and empowerment are addressed by the constitution under Article 27. The constitution also creates a commission specifically focused on equality and human rights.

According to Hon. Priscilla Nyokabi, a Commissioner with the National Gender and Equality Commission (NGEC), Kenya has made various attempts to ratify international instruments that advance the protection of women's and girls' rights and gender equality. The passing of the Constitution 2010, the Matrimonial Act, the Counter-trafficking Act, among others, forms the foundation for promotion of gender equality and women empowerment. It is noted that Kenya has many laws and policies enacted in relation to gender equality and affirmative action.

However, the major challenge is the implementation of gender-related and other policies, and public participation in advocating for their implementation. There are also various innovation funds for women encouraging and helping them to work in groups, but there are challenges in their implementation. This requires a major change in the strategies adopted in implementation of these funds. Compliance with gender-related laws is another major challenge, an example being the two-thirds gender rule in Kenya that has not been enacted despite various attempts by the National Assembly and the stipulated constitutional deadlines that have already lapsed.

Perhaps Kenya can borrow from the Ugandan model where an agency does not receive budgetary allocation until they comply with the law. There is also need to align legislation with budgeting for issues related to gender and equality. To ensure the budget is utilized for intended purposes and eliminate graft/corruption, periodic audits at the National and County levels should be carried out in relation to spending on special funds such as those related to Persons with Disabilities (PWDs), women affirmative action funds, etc. This can be conducted by various institutions such as the NGEC, the Office of the Auditor General.

### **2.1.2 Gaps in implementation of gender-related policies and laws**

The role of the Police, the Judiciary and other institutions in enforcing gender-related laws is very crucial. However, Naitore Nyamu, from Equality Now, observes that some of the legislations have gaps in, for example, addressing issues of Sexual and Gender-Based Violence (SGBV) such as the state of reporting of the cases (requirement not to erase the evidence by washing which is not adhered to; misinformation in terms of reporting SGBVs cases (victims do not know what to do next or where to go next to ensure a case is sustainable beyond reasonable doubt) and the capacity of police officers to deal with SGBVs, like having a gender desk in all the police stations.

There are also delays in investigations of the cases, taking inordinate period for a case to move from investigation to prosecution, inviting apathy by the victims in reporting such cases, the human and financial resources are limited to ensure proper and thorough investigation are undertaken. Further, victims of SGBVs lack protection or are killed altogether by their aggressors or lack finances to pay for P3 forms. On the other hand, we may not have a human-based approach in handling SGBV cases; for example, there is need for proper health care and counselling for victims of sexual violence and ensure proper procedures when handling SGBVs cases. There is need to put in place measures such as affordable, adequate, appropriate and accessible response systems to help the victims of the SGBVs.

### **2.1.3 Coordination of Gender-Related Policies and Laws**

Nyambura Ngugi of UN Women and Protus Onyango from the State Department for Gender Affairs made presentation on coordination of gender-related policies and laws.

Coordination of implementation of gender-related policies and laws is of utmost importance because gender-related policies are interrelated with international, regional and national commitments in addressing gender and inequality. Therefore, to address one issue, the country needs to address other inter-related challenges such as provision of water, electricity and other utilities. In this regard, and in order to address the SDG targets on gender and equality, we need to address other interrelated issues such as ensuring a conducive environment to coordinate and implement laws and policies aimed at achieving SDG goals such as SDG No. 5 on achievement of gender equality and empowerment of all women and girls. To achieve this, human, time and financial resources are required to ensure proper coordination in implementation of these policies, commitments and laws. Formation of coordinating agencies at the national level, such as the National Sector Working Group on Gender and Equality, will be welcome to ensure a broadened conversation on gender and equality issues.

Gender mainstreaming was established as a major strategy of promoting gender equality and achievement of gender parity. Organizations such as the UN Women play very important and leading roles in coordination of gender mainstreaming. The major players in Kenya on gender mainstreaming include NGEC, and the State Department of Gender Affairs. The Department has formed two (2) instruments for coordinating gender mainstreaming; that is the Gender Sector Working Group with four (4) committees and represented at the county level by the Inter-Governmental Sector Working Group. However, the major challenges in the operationalization of these instruments includes limited financial and human resources, and resistance from some actors and therefore a threat to the achievement of SDG 5.

#### **2.1.4 Enforcement of gender-related policies and laws**

Hon. Justice Njoki Ndung'u spoke on the issue of enforcement of gender-related laws.

Enforcement of policies and laws has been one of the most challenging aspects to achieve in Kenya, especially on issues related to gender and equality. The way these laws are enforced is also an issue of national concern. For instance, how many laws relating to gender and equality are being enforced in Kenya? How many institutions (whether public or private) in Kenya are implementing maternity and paternity leaves especially in the institutions with more than 20 employees requiring going for these leaves? Cases abound where organizations limit the number of their staff who can go for maternity leaves at any given time, and the number of pregnancies that one can have in a specified period. The law requires each organization to have in place sexual harassment policies. The question is are there such policies in all state agencies and government ministries?

It has also been noted that apart from sexual offenses, young people aged between 18 and 25 years commit all sorts of crimes and the sentences for these offenses seem to be harsh. It is time to explore ways of appealing to the age group to ensure they do not commit these offenses, for example educating them and creating awareness to the young men/boys to be knowledgeable on matters of consent especially on sexual offenses so that one takes responsibility in case they commit against the will of the victim(s).

Some of the major reasons why law enforcement is weak in the country include lack of political will in implementation, budget deficit for implementation of the laws because Parliament does not appropriate enough funds during budget process, and because equality is not an entrenched concept in our society. Generally, there is limited awareness in the society on the gravity of the sexual abuse.

#### **2.1.5 Gender-responsive budgeting at county level**

The implementation of gender equality falls short of the expected two-thirds rule. It has also been noted that most counties have not been implementing the two-thirds gender rule in appointments to public service appointments. For instance, only eight (8) counties in Kenya have complied with the two-thirds gender law, yet the constitutional requirements are very clear. It is noted that men in homes are good fathers and husbands but men still have a different perception of women in their family and women in the public. The challenge is how to empower the male leaders to ensure they champion gender empowerment agenda.

In order to champion the gender and equality issue through male lens, the State Department for Gender Affairs in 2018 started a public participation programme targeting men in the communities in all sectors and at both levels of Government. Not only men but everyone should be a gender and equality activist, including the civil society, the police, the judiciary and both State and Non-State actors in championing gender mainstreaming. But, as Hon. Nyokabi opined, collaboration with institution such as the National Cohesion and Integrity Commission (NCIC) will be key in achieving this objective. The NGEC, while partnering with NCIC should maintain its oversight role.

### 2.1.6 Coordination of gender mainstreaming

Hon. Martha Karua observed that to accelerate the achievement of SDG 5, actions relating to creation of awareness in gender-related issues to all citizens and commitment by all players should be undertaken. This can be done through partnership with the Ministry of Education in designing of the curriculum to include gender issues to be taught from primary school level to higher levels of education and to ensure that gender is acknowledged in job allocation and allocation of spaces in national schools, and ensure that those in positions of decision making understand issues of gender and consider them in decision making.

The actions on gender mainstreaming need to be taken right from the family level, instead of blaming the Government for not protecting and achieving equality. For example, at the family level, men need to recognize the benefits women bring into the family and communities by admitting that it is a collaborative effort between men and women.



Supreme Court Judge Lady Justice Njoki Ndung'u was a panelist in the gender-related policies and laws session.



Former MP Ms Martha Karua was part of the panel on gender-related policies and laws.

### 2.1.7 Panel discussion

The panel discussions on the gender and equality subject involved the Kenya Private Sector Alliance (KEPSA) through Ms Rachel Muthoga, Clean Start Solutions through Ms Teresa Njoroge), IGRTC through Prof. Shanyisa Khasiani, Uraia through Ms Grace Maingi, Equality Now, Development Initiatives, SDG Forum Kenya, Hon. Martha Karua, and Prof. Chege. Several questions arose on the subject, which the panellist responded to.

#### **What should be done differently to ensure that more women are elected into leadership? Hon. Martha Karua responded to the question as follows:**

Given that the patriarchal system that prioritizes men at the expense of women is what is holding the country back from advancing the equality agenda, we need to first change mindsets and culture to appreciate the role of women at all levels. Second, there is need to have sufficient political will from the political leadership and finally we need monitoring and evaluation on implementation of legislation aimed at mainstreaming gender and empowering women to achieve equality. The positive aspect is that many people are beginning to appreciate and put a premium in women's performance as indicated in their political performance.

#### **The second question was to SDG Forum Kenya: Is there any gender sensitive indicators for monitoring and implementing the SGBVs framework in the counties?**

Gender mainstreaming has remained only a concept in books. In some counties, it is believed that gender issues have not been devolved. To ensure that counties get to know that gender issues have been devolved in the 2010 Constitution, there is need for public sensitization and awareness on gender mainstreaming. County Governments should be part of this thinking by forming Gender Working Groups. Further, there is little evidence that SDGs are known at the counties. In general, there is lack of public education on gender mainstreaming and lack of gender disaggregated data. There is need to re-orient County Governments to think about gender issues.

#### **Why is gender equality important to economic development?**

Evidence show that girls seems to do better than boys in school. In the agriculture sector, women comprise the majority of the labour force at about 70%. In manufacturing and trade, however, there is gender disparity where women mainly occupy the lower cadre jobs and are mostly involved in distribution of products. About 90 per cent of women in prisons (mostly because they committed SGBV) are care givers in their families and about 60 per cent of their children have had to drop out of school. This is reflected in the country building the largest Boston institutions instead of schools.



### Why is it important to take gender issues in programme design and implementation?

The Kenya Vision 2030 has integrated gender issues in its three pillars. While it is acknowledged that unemployment and corruption are the major impediments to national development in Kenya, very few parents encourage their children to go to Technical and Vocational Education Training (TVET) that can create people with hands-on skills, and specifically for girls. There is need for Government to find ways of engaging with citizens to ensure achievement of SDGs on gender by making sure that the country complies with domestic and regional obligations. County Integrated Development Plans (CIDPs) also need to consider gender equality. There is an opportunity for all to participate in women empowerment, including civil societies, citizens and both National and County Governments.



Kenya School of Government Council Chairperson Prof. Gituro Wainaina chairs a panel session on emerging issues in gendered approaches to sustainable development.



## Chapter 3: The “Big Four” Agenda

### 3.1 Food production, Food security and Nutrition

The plenary session on food production, food security and nutrition was chaired by Ms Veronica Okoth, Vision Delivery Secretariat, where several presentations were made.

Mr Benson Mutuku, a Gender, Programme and Policy Specialist–Care Kenya, made a presentation on gender and agriculture and its role in attaining food nutrition and security. The presentation highlighted that focus on gender can increase the productivity of agriculture and livestock systems and improve food security and nutrition. Research has shown the importance of the explicit focus on gender in promoting household poverty reduction. The participation of men and women in agriculture research and development leads to better decision outcomes, better performance, creativity and innovation.

CARE’s gender equality frameworks seek to transform structure, build agencies and change relations. There are two approaches in the framework – the gender transformative Farmers’ Field and Business Schools (FFBS) approach and social analysis and action. Care’s project on ‘Evaluating Impacts of Gender Integration on Agriculture and Food Security Outcomes’ aims at contributing to women’s agricultural productivity, incomes, household food and nutrition security, and gender equality through a gender transformative FFBS compared to the standard, gender-neutral Farmer Field School (FFS) approach. Participatory demonstration trials and gender dialogue are some of the project’s activities.

Suggested solutions to tackling gender inequalities in agriculture are: reduced poverty (through market engagement, market systems, tradeoffs–cash vs food, business and entrepreneurship), increased food security by curbing food loss and waste, innovations to get high yields and a healthy ecology, technology uptake, increased availability and affordability of mechanization, and gender equality and women’s empowerment towards gender transformative change and by empowering interventions such as women’s empowerment and men’s engagement, and finally through strategic and specific gender research.

Among the key lessons noted was that integrating gender in agriculture and training of extension workers leads to more efficiency. There is need to build the capacity of agricultural extension teams, as it has been done in Nyandarua. Farmers can be strengthened through

extension services to champion for gender and food security issues in the counties. In addition, communities have diverse food varieties and development practitioners can adopt these to secure household nutrition. Further, while farmers can comprehend the marketing dynamics in their localities, there is need for exposure to market opportunities and challenges.

Mr Chrispine Omondi of Kenya Agriculture and Livestock Research Organization (KALRO) made a presentation on fortification of crops for nutrition security in light of the “Big Four” agenda. The presenter highlighted the anchoring policies for agriculture sector development in Kenya, which include: The Constitution of Kenya 2010; the Kenya Vision 2030 and the MTPs; Agriculture Sector Development Strategy (ASDS); the Agriculture Sector Transformation and Growth Strategy (ASTGS); and the “Big Four” agenda.

Agriculture was presented as the most effective way to reduce poverty. The national strategy of achieving food and nutrition security under the “Big Four” agenda includes increasing agricultural productivity and incomes, especially for smallholder farmers. Private sector-led development is also a key strategy in the sector. Emphasis is also laid on environmental sustainability and use of irrigation to reduce over-reliance on rain-fed agriculture in the face of limited high potential agricultural land. The Government also encourages diversification into non-traditional agricultural commodities and value addition, including fortification of crops to reduce vulnerability (modern agriculture).

KALRO contributes to the “Big Four” agenda through: increased food and nutrition security and improved productivity, diversification and fortification; manufacturing and agro-processing through the provision of quality raw materials; and improved healthcare by providing adequate and nutritious foods; and medicinal products among other initiatives.

Crop fortification aims to increase the content of essential micronutrients, especially vitamins and minerals to improve the nutritional quality of food supply. Fortification is achieved either through conventional fortification, or bio-fortification.

Micronutrient deficiencies are common in low and middle-income populations. Some of the common micronutrient deficiencies are: Iron deficiency; Zinc deficiency and Vitamin A deficiency. Majority of the low-income population subsist on staple food crops such as maize, rice and wheat, which are low in essential micronutrients. Diets rich in fruits, vegetable and meat products tend to provide the essential micronutrients but are not easily accessible to a large proportion of the low-income populations. Increasing the micronutrient levels of staple food crops helps to prevent micro-nutrient deficiencies in these groups.

Globally, bio-fortification has been achieved through: Iron bio-fortification of rice, beans, sweet potato, cassava and legumes; Zinc bio-fortification of wheat, rice, beans sweet potato and maize; Pro-vitamin A carotenoid bio-fortification of sweet potato, maize and cassava; and Amino acid and protein bio-fortification of sorghum and cassava.

The key challenges affecting bio-fortification is that bio-fortification achieved through genetic modification may not be easily acceptable to consumers who are opposed to Genetically Modified Organisms (GMOs). Bio-fortification increases concentration of nutrients in staple carbohydrate foods and therefore reduces diet diversity.

Fortification of crops is an important ingredient in addressing nutritional security envisaged in the “Big Four” agenda as it helps alleviate micronutrient deficiencies especially among the rural poor who are dependent on staple carbohydrates.

Ms Millicent Omukaga, Head of Operations at the Agricultural Finance Corporation (AFC) presented findings on a baseline survey on access to agricultural finance by gender. The presenter highlighted that agriculture continues to play a critical role in ensuring food and nutritional security of the country. Targeted policies and reforms in the agricultural sector have been to increase productivity of farmer’s lands, earn more incomes and indeed make Kenya more food secure.

Limited access to affordable agricultural credit has been identified as one of the major challenges leading to low agricultural productivity in the country. Poor access to credit is often attributable to: lack of collateral; inadequate savings culture of farmers; and practice of agriculture for subsistence purposes as opposed to agribusiness. This situation is aggravated by reliance on ‘traditional’ forms of collateral such as title deeds, and lack of appropriate credit packages for agriculture actors such as smallholder farmers and traders. Lack of agri-credit is worse for women, yet their role in agriculture is by far greater than that of men. Only 1 per cent of land title deeds are owned by women and 5 per cent are under joint ownership. This not only limits access to agri-credit by women but aspects access to market contracts, start-up or expansion funding. The challenges faced by women in accessing credit for agriculture led Agriculture Finance Corporation (AFC) to innovate a product dubbed, Women Affirmative Access Window (WAAW), which will enable the Corporation extend finance to women in agriculture. The Women Affirmative Access Window (WAAW) initiative is a credit delivery model that focuses on accelerating financial inclusion at all stages of agricultural value chains.

The baseline survey was thus conducted to inform the WAAW programme and to seek a deeper understanding of access to agricultural finance by women engaged in agribusiness in Kenya. From the findings, it was overserved that urban women mainly seek finance from formal prudential and formal non-prudential sources, while the popular sources of finance in the rural areas are formal non-prudential and informal sources. In terms of preference, women prefer sources that are fast/easy to access, reliable and affordable to access. The three key challenges of accessing finance among women were identified as: lack of collateral; savings being too low; and existing debts. Looking at the level of participation in the agricultural value chain, women mainly participate in primary production of pulses, horticulture, sugarcane and cereals; marketing of cereals, cassava, dairy, poultry and small livestock; value addition of fruits and poultry; and processing of millet, sorghum and cassava.

From the findings, the presenter concluded by highlighting that to tackle limited credit access, there is need for development of bundled products, training of farmers on crop and livestock production, sensitizing on different aspects of agri-finance, and providing alternative collateral forms and insurance of finance products.

A presentation on food safety policies and standards was made by Ms Margaret Kola Ouma, Manager Kenya Bureau of Standards (KEBS) NQI. The presentation began with a briefing of KEBS' mandate (Standards Act, Cap 496 and LNs) which is to provide standardization and conformity assessment services through: promotion of standardization in commerce and industry; conformity assessment; maintenance and dissemination of international system of units (SI) of measurements; and undertaking educational work in standardization and practical application of standards.

Standardization is done by technical committees that comprise of relevant key stakeholders. The members of the committee are nominated after public notice for application. The items for standardization are proposed by the public and relevant stakeholders. However, there are many innovations that are yet to be standardized.

KEBS also oversees maintenance of SI units and conformity assessment. Conformity assessment is done through product certification and system certification. Opportunities identified under conformity assessment include: group training through associations and networks and cost reduction in system certification and product certification.

In relation to food safety and standards, the presenter noted that there are now food safety schemes aimed at promoting Micro, Small and Medium Enterprises (MSMEs). Some of these are: Food Safety for Catering Establishments (FSCE); Hazard Analysis and Critical Control Points (HACCP); and Food Hygiene Certification Scheme (FHCS).

A showcase on Meru Sweet Potato Value Addition Factory was made by Mr Julius of Meru Friends SACCO, Maua Meru County. Meru Friends SACCO is a community project that packages Orange Fleshed Sweet Potatoes (OFSP). The vision of the SACCO is “to be an economic resilient society through value addition” while its mission is to empower Meru County farmers who are mostly women for the development of sweet potato, bananas, pumpkin, sorghum and millet. The SACCO goals include: increased sustainable employment for youths and women in Meru County; increased food production to reduce hunger and mitigate drought as a menace that highly affects women and children; reduce community dependency on donor funds and foods; enable more women farmers get more income from the sale of sweet potatoes; ensuring that drought does not turn to a crisis; promote consumption of vitamin A through sweet potato value added products; and help achieve good nutrition for all Kenyans.

The OFSP processing plant was established in Maua, Meru County and is funded by the European Union through the National Drought Management Authority (NDMA) and has been in operation for about one year. OFSP are rich in vitamin A. The value-added products obtained from OFSP potatoes include: bread, cakes, cookies, sweet potatoes flour, scones, doughnuts and buns. OFSP flour can also be used in soups. Value addition is done for better market placement, combatting vitamin A deficiency, and to reduce the high rates of malnutrition.

To underscore the importance of OFSP, the presenter noted that research has established that diets rich in beta-carotene, highly found in the orange fleshed sweet potatoes, reduces the risk of prostate cancer in men by 40 per cent. Also, only 50g of orange fleshed sweet potatoes can deliver a child's daily requirement of vitamins A. Research done by the World Food Programme established that there was an increase in malnutrition in most counties in Kenya, including: Baringo, Kitui, Garissa, Isiolo, Kilifi, Kwale, Tana River, and Taita Taveta. The remedy for this is to encourage people to consume more of the OFSP.

The key hindrances to nutrition security presented include supermarkets that increase the consumption of processed food at the expense of the unprocessed food. Supermarkets, however, work as transition centres for value-added repacked items. Meru Friends SACCO has come up with a strategy of placing in these supermarkets their sweet potato value added products with an intention of increasing the intake of vitamin A and combat malnutrition while earning some income.

At the end of the presentation, a short clip on the factory processes of producing OFSP value added products was played.

### **BREAK-AWAY GROUP DISCUSSIONS**

The break-away session was chaired by Dr Janet Kabeberi-Macharia of UNEP. The session had two presentations:

Nancy Laibuni, a Policy Analyst at the Kenya Institute for Public Policy Research and Analysis made a presentation on 'Implications of Drought and Floods on Households Food and Nutrition Security in ASALs in Kenya'. The study aimed at establishing the status of household food security and examine the factors that influence household food insecurity.

The presentation highlighted that Kenya is prone to frequent weather-related episodes of droughts and floods especially in the Arid and Semi-Arid Lands (ASALs). In 2017, 23 out of 47 counties in Kenya were affected by drought, with an estimated 2.7 million people receiving food aid. During this period, it is estimated that in the months of May and June alone, 26 people lost their lives, 24,803 people were displaced in 13 counties across the country, and there were huge livestock losses in some areas due to floods. The counties most affected included: Kwale, Mombasa, Taita Taveta and Garissa counties. 24 counties out of the total 47 are considered ASALs, which constitute 36 per cent of the Kenyan population. The ASALs occupy 89 per cent of the country's land surface area and herd 70 per cent of the national livestock herd. The dominant production system is pastoralism, with approximately 50 per cent of the red meat consumed in the country coming from these regions.

As conceptualized, food and nutrition security is viewed from three perspectives: availability (crop production, efficient water use, stocks and trade); access (income, prices, markets, transfer, infrastructure, food distribution within households, gender issues); and use and utilization (food and nutrition knowledge, food preparation and nutrition behaviour, cultural traditions, hygiene, knowledge/standards, health status, and care opportunities). These three factors are underpinned on stable supply, risk induction and environmental sustainability.

Kenya is prone to frequent weather-related episodes of droughts and floods especially in the Arid and Semi-Arid Lands (ASALs)



## In 2017

- 1 23 out of 47 counties in Kenya were affected by drought, with an estimated 2.7 million people receiving food aid.
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The study finds that majority of the households in ASALs have insufficient food throughout the year. Food insecurity prevalence is worst in Turkana where 60 per cent of the households face severe hunger. Households in ASALs are net buyers of food due to their reliance on rainfed agriculture and reliance on mainly livestock production systems. Therefore, it is critical to change the production systems in these regions to embrace technology such as irrigation, drought-tolerant crops, feedlots, and silage making. Regarding factors influencing household food and nutrition security, the age, gender, and education level of the household heads contributes positively to the status of households. While the presence of assets, access to credit and remittance also contribute positively to the household food and nutrition security.

Ms Lydia Muchiri of Practical Action made a presentation on 'Gender in Agriculture and the Impact of Climate Change on Food Security'. The presentation noted that women are the majority in the agriculture sector. However, their contribution is invisible and is not factored in national plans. There are perceptions that agriculture is a male-dominated sector, and this leads to the undervaluing of the women's role, which in turn leads to exclusion. This exclusion leads to them being denied access to resources that enable them to participate effectively.

The presentation further highlighted the inequalities in terms of women's engagement in the sector, stemming from culture, traditions and customs that hinder optimum production in agriculture. The inequalities further make women more vulnerable to the negative impacts and effects of climate change. These increase incidences of poverty and give poverty a female face.

In concluding, the presenter noted that climate change is real and the following question was posed: If women are less involved in productive agriculture (they are more concentrated in subsistence agriculture), what happens when their yield is low due to climate change or due to other challenges such as lack of agri-finance? These would increase incidences of poverty and give poverty a female face. To enhance women recognition as part of a productive community in agriculture, there is need to implement strategies to mainstream gender in agricultural programmes and policies. Specifically, there is need to involve women and youth when coming up with strategies for agriculture. Inclusivity should be fostered right from planning, capacity building and implementation of programmes. There is also need to challenge the patriarchy system/cultural perceptions on gender in the agricultural sector that exist. Much should be done to also promote youth appreciation and liking of agriculture for the sector to be appreciated as a viable employment choice. Gender analysis should be informed by sex disaggregated data, and there is need for a gender balanced approach in capacity building of extension service officers.

Among the key issues emerging from the discussions was that there is need to consider alternative sources of energy and reduce reliance on charcoal and sand, which are harmful to the environment. There is need for reflection on individual use and reliance on these products, whose negative effects trickle down and affect women. Practical action has been to work with women and promote use of charcoal dust to produce briquettes, retail improved cooking stoves, and embed campaigns towards behaviour change. A nexus between commercial sex workers and food insecurity was also raised, noting that in some cases girls and women are sent to highways to find food through prostitution. There is need to change behaviour and value systems.

To increase the representation of women in leadership and decision making forums where issues on food security are discussed, there are provisions within the Constitution that provide for opportunities towards sensitizing decision makers. Men and boys should be engaged in sensitization efforts for behavior change among the patriarchal societies. There is also need to empower women to be able to contribute to the processes, and thus the onus is on women for this to happen. There is need to train women role models who women can look up to and learn from.

Further, considering that female-headed households are more likely to suffer from food insecurity in ASALs, there is need to study what unique attributes cushion female-headed households that do not suffer from food insecurity (the outliers) in these areas. They could provide key lessons for the ASALs. It also emerged that there is need to carry out a vulnerability impact assessment in ASALs to find out why the same counties are hard hit by climate change and food insecurity. As the session ended, there was a call for all individuals to reflect on how gender inequalities are propagated in our day to day actions, be it through products/services we source and from where. There is need to change behaviour and value systems as individuals and be mindful of others.



## 3.2 Universal Health Coverage

The session chair was Prof. Wanjiku Chiuri, Deputy Vice Chancellor, Academic Research and Student Affairs, Laikipia University. The presenters were Dr Nancy Nafula, Principal Policy Analyst at KIPPRA; Ms Grace Wangechi of UN-Women; Ms Edna Tallam Kimaiyo, Registrar/CEO, Nursing Council of Kenya; and Mr Daniel Mulinge of National Hospital Insurance Fund (NHIF).

The session began with a video clip on the Beyond Zero Campaign Half Marathon which is a platform to aid in the health problems of mothers and children around Kenya. The clip focused on the role the initiative has played in raising funds to buy mobile clinics for all the counties in the country. Thereafter, various presentations and discussions were made on the theme of Universal Health Coverage (UHC). Dr Nafula presented on maternal health, Mr Mulinge on financing of universal health care through financial risk pooling, Ms Tallam on sexual and reproductive health, and Ms Wangechi on improving response to gender-based violence through Universal Health Coverage.

### 3.2.1 Maternal health

KIPPRA's research on the role of gender equity in promoting access to maternal health: The case of free maternity, indicated that nearly 99 per cent of maternal deaths occur in Low and Middle Income Countries (LMICs) with more than half of these deaths occurring in Sub-Saharan Africa. Maternal death remains a reality in countries such as Kenya. However, previous research showed that these deaths can actually be prevented by ensuring women have access to quality health care before, during and after childbirth. The study indicated that mothers who benefited from free maternity and child health and those with higher levels of formal education were more likely to deliver at a health facility. In addition, the cost implications of maternal delivery in health facilities could explain the high incidences of maternal deaths among poor households with no access to free maternal health care. Therefore, the role of affordable health insurance cannot be overlooked as it increases the likelihood of deliveries in health facilities reducing maternal and child health.

### 3.2.2 Financing of universal health care through financial risk pooling

Financial risk pooling, that is, collection and management of financial resources so that large, unpredictable individual financial risks become predictable and are distributed among all members of the pool is an important aspect of achieving equitable, sufficient and effective Universal Health Coverage (UHC). In Kenya, strides had been made to achieve risk pooling through different mechanisms of financing health care. These include, tax-based system for Government programmes and county health funds; social health insurance fund; community-based health insurance schemes; private insurance schemes; and direct out of pocket payments. At a national level, the National Hospital Insurance Fund (NHIF) had taken lead in risk pooling, which it best articulated in the premiums schedule and benefits utilization. Statistics show that NHIF with a membership of 7.6 million at the end of 2017/18 had been able to cover 50 per cent of the Kenyan population; that is 27.2 million Kenyans (principal contributors and dependants).

Despite the achievements made by NHIF, further interventions were still required to support the institution in realizing universal health coverage in the country. These include additional financing from the National Treasury by progressively increasing funding for health from 7 per cent to 10 per cent of the national budget by 2022; legal support to change the Public Finance Management (PFM) Act; reviewing and amending the NHIF Act; and policy change to make contributions from employers, pensioners and informal sector mandatory. Further, there was need for more participation from County Governments and more activate community health workers network.

### **3.2.3 Sexual and reproductive health**

Sexual Reproductive Health (SRH) focuses on sexuality education among adolescents, maternal health among women, equitable opportunities for people living with disabilities, contraception and infertility among men, and ensuring SRH services are accessible to marginalized groups. Given the importance of SRH, regional policies such as the African Union Agenda 2063 had attempted to show political commitment, leadership and good governance in strengthening partnerships and multi-sectorial collaboration to institute health legislation and policies for improved access to SRH services. Nationally, it was important to implement the SRH policy, with a focus on reviewing and harmonizing existing policies, creating political good-will, having regulations of health professions, enhancing soft-skills for frontline health workers and coming up with a family centred model of delivery of SRH. To collaborate these efforts, strengthening the building blocks in SHR health systems remains paramount. This can be achieved through ensuring unrestricted and universal access to health information. A strategic policy framework for empowering women exists, and there are sufficient human and financial resources and modern technologies for health care.

### **3.2.4 Improving response to gender-based violence through universal health coverage**

Gender-based Violence (GBV) is defined as any act of violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women, girls, boys and men including threats of such acts, coercion, or arbitrary deprivation of liberty whether occurring in public or private life. Women and girls aged between 15 and 49 years make up the majority of victims of GBV in Kenya. However, the number of boys and men affected by physical and sexual violence is also on the rise, with GBV among men primarily perpetrated by people in authority, such as parents, peers, police officers and teachers. Aggravating the situation is the high and prohibitive medical and psychosocial support costs for GBV victims, estimated at Ksh 13,225. This results in an estimated annual total loss of Ksh 4.6 billion, which translated to about 1.1 percent of Kenya's gross domestic product. Recognition of the health impact of GBV has led to calls to address GBV within the health sector. To alleviate the situation, Universal Health Coverage (UHC) offers an opportunity to make available quality, survivor centred, timely and affordable medical services countrywide in all health facilities. The design and implementation of UHC must ensure that the needs and priorities of women, men, boys, and girls are fully considered to address the impact of gender on their access to health care and maintaining good health. Under the 'Leave no one behind principle,' every effort should be made to ensure the most vulnerable access these benefits.

## 3.3 Infrastructure

### 3.3.1 Financing affordable housing

Mr Hunda Wamugunda from the State Department for Housing and Urban Development made a presentation on the Affordable Housing Programme (AHP). The AHP is part of the “Big Four” agenda on national development for 2018–2022.

The AHP seeks to close the gap between the supply and the demand for housing, especially for low income earners where the housing supply deficit is estimated at 200,000 houses. The main objective is to facilitate Kenyans to access descent and adequate housing, and therefore prevent mushrooming of slums and informal settlements.

Mr Hunda noted that housing is a constitutional right in Kenya. Further, the programme is in line with SDG 11, which urges states to make cities and human settlement inclusive, safe, resilient and sustainable. Target number 11.1 provides that “by 2030 member states should ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.”

The Government of Kenya plans to deliver 400,000 affordable and 100,000 social houses by 2022. The AHP targets different income groups as follows:

- Social housing designated for income earners of up to Ksh 15,000 per month who will be fully financed by the Government.
- Low cost housing designated for income earners between Ksh 15,000 to Ksh 50,000 per month.
- Mortgage cap housing designated for those who earn Ksh 50,000 to 150,000 per month.

Some of the strategies being pursued by the Government in implementing the AHP include: provision of state-owned land for free or at low cost to the developers; coordination and expedited statutory approval from authorities and utility providers; and development or subsidization of bulk infrastructure for the identified sites; use of alternative building materials and technologies; purchase aggregation; leveraging economies of scale; and establishing institutional partnerships. Mr Hunda noted that the current progress made in implementation of the AHP through launch of the *Boma Yangu* online housing platform, where 250,000 applicants had registered at the time of the conference. The beneficiaries for the AHP will be identified using a National Housing Management Information System that will aggregate demand from potential home buyers.

Mr Hunda indicated that the sites for the houses are located in Makongeni in Nairobi, Shauri Moyo Nairobi, Starehe Nairobi, Park Road Nairobi, Mavoko, Machakos, Kibra Zone B Nairobi, Kiambui Nairobi, and Mariguini Nairobi. Table 1 provides details of the proposed sites and targeted housing units.

**Table 1: Sites for AHP projects**

Project Location	County	Housing Units
Makongeni	Nairobi	20,000
Shauri Moyo	Nairobi	5,300
Starehe	Nairobi	3,500
Park Road	Nairobi	1,340 (Construction has commenced)
Mavoko	Machakos	5,500
Kibra Zone B	Nairobi	4,300
Kiambiu	Nairobi	2,700
Mariguini	Nairobi	4,000

Other housing projects include 250 housing units in Shauri Moyo, Kisumu and 1,050 police housing units in different parts of the country. He mentioned that the Government is also constructing 1,544 housing units for the police and 620 housing units for civil servants in Kiambu, Embu and Machakos. The AHP had received considerable support, with 21 County governments having signed Memoranda of Understanding (MOU) with the National Government to provide land for construction of 2,000 housing units per county.

The ‘affordability’ aspect of the project was highlighted, with budget estimates of Ksh 3 million per unit, translating to Ksh 1.2 trillion for the entire programme. The social housing component was estimated at Ksh 1 million per unit, translating to Ksh 100 billion in total.

Some of the challenges facing delivery of affordable housing are inadequate financing, landownership/litigation issues, inadequate housing supporting for social and physical infrastructure, political interference especially in upgrading slums and informal settlements, and high population growth rate compared to the GDP.

Mr Hunda noted that the Government had implemented initiatives to empower people in informal settlements. He mentioned that the youth from Technical and Vocational Education and Training (TVET) institutions will benefit from affordable housing through utilization of their skills. The youth have also been trained on how to make use of local materials. He also noted that women’s access to land needs to be addressed through implementation of existing laws. Mr Hunda also mentioned that table banking system is becoming very important and can be institutionalized and registered to ensure its efficiency in the affordable housing programme.

### **3.3.2 Gender and access to energy for urban and rural households including informal settlements**

Access to energy, especially electricity, has various has various gender implications. Ms Agnes Obara, the Chief Planning Officer and Gender Coordinator at Kenya Power and Lighting Company (KPLC) discussed issues revolving on gender and access to electricity in urban and rural households and informal settlements. Ms Obara presented findings from a study supported by the World Bank that assessed the impact of electrification projects on gender. The study was conducted in three counties: Homa Bay (Mfangano Island); Kiambu (Githunguri) county.

The key findings from the study were that access to electricity has led to economic empowerment because people could do businesses easily. It also found that this addressed the issue of time poverty and supported the strategy for a 24-hour economy. There was also improved service in public facilities such as public schools, health centres and markets. In the health centres, there was improved health services due to good refrigeration for medicines, improved laboratories services, medical equipment and services in the theatres. In schools, the impacts were increased security, increased hours of study and increased retention rates.

### Box 1

#### Impact of electrification on public health facilities (Homa Bay)

With access to electricity : 'We have been able to initiate laboratory services which has been a great challenge in the past. Previously, we used slides for tests using the sun and the exposure could terminate or compromise the results so we are now confident that treatment standards will be improved.'

"If a mother developed complications during childbirth and since we cannot rely on natural light, we would refer her to Mbita"



In terms of economic impact, the study found that electrification projects had led to improved enterprise and value addition at household and community levels. Home-based processing activities had grown into small roadside restaurants, salons, barber shops and cyber cafes. Further, electrification had enabled the establishment of beach fish storage services which created employment.

In response to time poverty, many tasks had been made easier and more affordable, such as fetching water and firewood. With electrification, boreholes were developed to provide access to clean, safe and piped water. Also, household's well-being was improved with clean air due to reduction of smoke emanating from firewood or charcoal. Households shifted to use of electric appliances and gas for food preparation. Previously there was waste of food but with electricity people were able to preserve and store food in the fridges.

## Box 2

### Impact in education

'In the school, we have been able to provide security lighting for both boys and girls in their dormitories. The girl's dormitory has been set far from the boys – this avoids indiscipline and teen pregnancies, which often result to girls dropping out of school.'

**Headmaster, Secondary School in Mfangano Island**

In supporting a 24-hour economy, Ms Obara noted that 130,482 lanterns and floodlights were installed across the 47 counties at a cost of Ksh 15.47 billion (as at April 2019), funded by the Government of Kenya. The impact of this was enhanced security, increased business hours for small traders and increased social activities for instance in lighting up stadiums and fields.

## Box 3

### Economic impacts of electrification

In Turkana County, access to solar power has enabled income generation through telephone charging services.

In Homa Bay County, electric power connections for salons and barber shops have boosted economic activity; and fish storage has increased negotiation capacity and earnings in the fishing industry.

In Githunguri in Kiambu County, cottage industries such as crisps making using traditional tubers, juice and yoghurt production have sprouted

In conclusion, Ms Obara noted that KPLC continues to increase electrification efforts. It was noted that this would require huge investments to extend the grid. The support of Government and development partners was crucial. She affirmed that KPLC will also continue to ensure gender responsive practices in policies, programmes and project development and implementation and in enhancing responsive service delivery that leverages on innovation and technology. It will also continue to dispatch more renewable energy as a strategy towards decarbonization and ensuring that electricity service is affordable, available and reliable.

### 3.3.3 Gender and safe Spaces – Rural and housing and transport

Ms Wangechi from UN-Habitat made a presentation on gender and safe spaces. The discourse on gender and safe spaces focuses on addressing gender-based violence, which is experienced in the various spheres of active life and engagements. Violence against women can exist in many forms, including abuse of power. Violence against women is a violation against human rights, a universal problem and happens in both urban and rural areas. The presentation focused on sexual harassment, which is a common day occurrence among women and girls. Sexual harassment is not always physical, as it can be mental or emotional.

Sexual harassment occurs across many sectors we engage in. Examples of these sectors are the transport industry and the agriculture sector. In the transport sector, as women go to work, or visit health care centres, or send their children to school, they face sexual harassment related challenges. The same can be witnessed in the agriculture sector as women take their produce to the market, plant tea and in flower farms.

Sexual harassment hinders productivity and performance and also career development. It is a violation of human rights. Ms Wangechi made suggestions on how sexual harassment can be addressed, such as: call for partnerships between the Government, relevant stakeholders and the private sector to combine efforts; responsible leadership and political goodwill; promoting safety in health care facilities, societies and even the judiciary; advocating for sector specific accountability; thinking of safety as we develop and design programmes/projects (e.g installing good lighting when constructing community water points); engaging specialized institutions on education and advice on gender safe issues; role of men and boys in prioritizing prevention of sexual harassment; and offering good policies of reporting and collection of evidence when dealing with sexual harassment crimes.

### 3.3.4 Gender access to water and energy

It has been projected that by 75 per cent of Kenyans will be living in urban areas by year 2050. High poverty levels and rural urban migration have led to proliferation of informal settlements, commonly known as slums. This has widened income inequalities and increased urban poverty, a major challenge for policy makers and development practitioners. Mr Robert Magori from Practical Action made a presentation highlighting the gender issues with regard to access to energy, water and sanitation.

Regarding energy, 13 per cent of an urban household's income is spent on purchasing cooking fuels. Charcoal, kerosene and Liquefied Petroleum Gas (LPG) are important energy options for the urban poor when it comes to household cooking. In rural areas, majority of households use firewood for cooking and heating and are exposed to the resultant health effects and impacts of biomass use and exposure to smoke. Women are primarily responsible for domestic cooking and fuel provision. This is a representation of the gender and energy provision, focusing on the source of energy for cooking.

Data from World Bank in 2018 showed that 3 out of 10 urban households have no access to toilets and only 3 out of 5 urban households have access to piped water. In many parts of the country, women and children still walk long distances in search for water, taking up time that would otherwise be invested in productive activities. In urban settings and

especially informal settlements, access to water remains a challenge because households have to procure in small quantities on a daily basis and pay for it at the point of purchase. The quality of water is poor, which predisposes families to a range of health challenges. Lack of cash to purchase water may mean that tasks that require water are prioritized because they greatly impact on issues such as personal hygiene.

Inadequate urban sanitation disproportionately impacts women's health, dignity, and human rights. Millions of urban poor women lack access to adequate water and sanitation even though this is a basic human right. Women and girls who rely on shared toilets, at schools or in densely populated urban settlements, lack privacy, safety and hygiene to comfortably manage their daily toilet and menstruation needs. The toilets are also at times inadequate and inaccessible. These cause safety, privacy and health concerns. Some women are also unable to pay to use the toilets.

Practical Action has come up with ingenious models that have women as key stakeholder consumers of energy, water and sanitation services. The models aim to move them from traditional positions as consumers to different positions in each value chain. Three interconnected factors are considered: accessibility, affordability and appropriateness. Examples of these models are Neighborhood Planning Associations (NPAs), Delegated Management Model (DMM), Women Economic Empowerment (WEE) and gender-segregated ablution blocks.

Key takeaway points from the presentation are: there is need to improve access to basic services such as water and sanitation. Public participation with people living in informal settlements is key. Women's participation is key to ensuring the success of slum upgrading/housing development programmes for the poor, as well as linked services (water and sanitation). Policymakers and researchers need to develop new strategies and technological innovations to scale up sanitation and water access to increase women's safety and privacy.

Initiatives to fight against women's poverty and provide economic empowerment opportunities to the poor and disadvantaged women are required. Women's economic empowerment should be supported through energy by addressing barriers to effective participation at all levels.

County and national planning should recognize women as an important resource and beneficiary. There is need for social and cultural behavioural change initiatives to address gender barriers that affect resource generation and allocation within households.

### **3.3.5 Panel Discussions: Nairobi County focus on the affordable housing project in Ngara**

Key messages from the panel discussion and session

There is need for:

- Coordination between the National and County Governments, state and non-state actors.
- Standardization of the affordable houses in terms of cost and size.



- Good gender disaggregated data
- Partnerships and need to address challenges such as financing in the housing sector.
- Ensuring youth and PWDs have access to houses.
- Practical principles of equality and inclusion.
- Good leadership and political goodwill

### 3.2.6 Panel discussions: Forgotten diseases, NHIF benefits and claims

During the panel discussions after the presentations, Dr Otieno Nyanjom chaired the session with the members being Dr Phoebe Josiah, Board Member, KIPPRA and all the presenters under Universal Health Coverage session. To guide the panel discussion, the session chair triggered the panelists to discuss strategies to improve quality and access to healthcare for both women and men. The following key issues emerged:

- The design and implementation of UHC must ensure that the needs and priorities of women, men, boys, girls are fully considered to address the impact of GBV on their access to health care and maintaining good health.
- Focus should be on health status rather than on the health care.
- Collaborative multi-sectorial approach is needed to understand the issues from the grassroots to help come up with the right policies to address issues affecting women and men.
- There is need to empower the people through advocacy to catalyze discussion and addressing of health issues universally.
- Contextualize the needs for mothers from low income families to help them address issues they are facing. This includes provision of survival kits for the new mothers and the new-borns.
- Continuous investment in capacity building service providers is an essential component of ensuring access to quality services.
- Health facilities infrastructure need to be adequate to support quality service delivery.
- The NHIF scheme needs to expand its medical cover package and be broadened to cover more people across the country.

### 3.4 Manufacturing: ICT, entrepreneurship, innovation and trade

This section delves into perspectives of gender balance in the manufacturing sector with emphasis placed on ICT, entrepreneurship, innovation and trade. Specifically, the section addresses gender balance among investors and issuers in the capital markets; tools for measuring inequality in manufacturing; affirmative actions for entrepreneurship

development; and gender and inclusive business through supplier diversity. Moreover, insights of women in business are brought out through a panel discussion. The broad objective of this section is how to harness gender balance in the manufacturing sector with an intention of ensuring inclusivity and economic growth. The resource persons in this section were drawn from the industry.

### **3.4.1 Gender balance among investors and issuers in the capital markets**

The presentation on “gender balance among investors and issuers in the capital markets” was done by Mr Luke Ombara, Director Regulatory Policy and Strategy, Capital Markets Authority (CMA). The presentation highlighted the question of gender balance in the financial, capital markets and in the corporate world. In introducing the issues, Mr Ombara notes that CMA through the capital markets plays an important role in mobilizing long term finances for funding of development projects. Essentially, there are two types of financing, short term and long term. Sources of finance include IPO, equity, banking, insurance, and securities.

In access to finance, evidence has it that men’s access is more than women in the banking sector and Savings and Credit Cooperative Societies (SACCOs). Related, uptake of insurance and pension schemes is higher in male than female counterparts. The story is, however, different in micro-finance institutions, with more access for females than males. In terms of investment analysis, Mr Ombara indicated that men invest more in equity shares and M-Akiba than women. Similarly, men hold more shares in quantity than women. Equally, globally and in Kenya, women are under-represented in the boards of management of corporate institutions. Going forward, CMA is strategically targeting women above the age of 36 with various sizes of business (particularly those in the informal sector) through various platforms such as table banking and working with development partners.

### **3.4.2 Tools for measuring inequality in manufacturing**

The presentation on “Measuring gender (in) equality in manufacturing for inclusive and evidence-based policy making” was done by Ms Ruth Pollak, from United Nations Industrial Development Organization (UNIDO), Research and Industrial Policy Advice Division. The key highlights from the presentation included: UNIDO has a methodology that guides on policy formulation specially to address gender inequality in manufacturing. With evidence indicating that gender equality boosts economic growth, industrialization can play a unique role for the former. Ms Pollak also indicated that women are often concentrated in labour-intensive export-oriented sectors characterized by low average wages and higher risk jobs with unfavourable working conditions. With a shift to developing technology-intensive production processes, women’s disadvantage will be aggravated, hence the need to measure inequality in manufacturing.

Ms Pollak contends that since women do not often benefit from development in the same way as men, policy makers have the power to improve women’s experience in and benefits from industrialization. While there is strong female participation, with sectoral segregation, there is need to understand female participation throughout the structural change trajectory of the country, and through extent, type and quality. In addition, there is need to identify female intensive sectors to assess working conditions and opportunities



Gender Affairs Principal Secretary Hon. Safina Kwekwe was the chief guest during the conference.

for growth. Moreover, there is need to identify sectors where more gender balance would be most beneficial, for further studies on key constraints. Going forward, Ms Pollak portends that it would be important to assess the mix of key factors affecting women's participation in manufacturing and carry out regular monitoring for informed decision-making.

### 3.4.3 Women and affirmative actions for entrepreneurship development

Eng. Charles Mwirigi, the CEO of Women Enterprises Fund (WEF), made a presentation on "Women and Affirmative Actions for Entrepreneurship Development". In his presentation, he noted that numerous research has been undertaken on gender disparities in entrepreneurship. Despite findings from these studies indicating that there exists gender disparities in access to funds, very little has been done to improve the situation. The WEF is a flagship project under the social pillar of the Kenya Vision 2030, focused on addressing the economic exclusion of women. WEF promotes SDGs 1 and 5, offering holistic solutions to all the hurdles women face in running successful enterprises. The focus areas of WEF

are: provision of subsidized credit; enterprise development (capacity building); support and facilitation of marketing goods and services produced by women; market linkages between women-owned enterprises and big companies; and, support and facilitation of commercial infrastructure development. Essentially, WEF targets those at the bottom of the pyramid and has various products tailored to women entrepreneurs operating micro, small, medium and large enterprises and potential women entrepreneurs.

WEF offers group loans known as *Tuinuke* or Constituency Women Enterprise Scheme (CWES); individual loans issued through financial intermediaries (SACCO lending); Bid bonds financing; and LPO (Local Purchase Order) financing. Through various awareness creation strategies and partnerships with public, private and Civil Society Organization (CSOs), WEF has been able to create positive impacts that have improved livelihoods, growth in female-owned enterprises, and increased women participation in tendering business through provision of Local Purchase Order (LPO) financing. Going forward, Eng. Mwirigi indicated that while WEF has made some great strides in promoting women's economic inclusion and participation, there are still some challenges such as fear of loans; illiteracy; weather-related factors such as droughts/floods; cultural and religious factors; and the culture of receiving free handouts from Government.

#### **3.4.4 Gender and inclusive business: Supplier diversity**

Ms Florence Kiburi, Champion of Women in Business in Safaricom PLC and a Senior Manager, Supply Chains Operations Safaricom PLC made a presentation on “Gender and inclusive business: Supplier diversity”. In her presentation, Ms Kiburi notes that Safaricom signed into implementing SDGs in 2015. One of the existing inequalities is how to reduce inequalities in supply chain. This gained importance in 2017 when the company discovered that out of a pool of 1000 suppliers existing, only 27 were women-owned businesses. The company deliberately targeted to increase the number of women-owned organizations from 2.7 per cent to 10.0 per cent by 2020. Equally, the company targeted to increase its spending from 2.3 per cent to 10.0 per cent by 2020.

The company came up with a phased approach, starting with recruitment of women through pre-qualification. The conditions on tendering were reduced from 12 to 7. Despite these initiatives, uptake from women was still low, prompting the company to advertise through the print media. In sustaining this noble act, the company is proactive in reporting on progress and reaching out to peer companies to give work to prequalified women. Currently, the number of prequalified women has increased from 27 to 178 while spending has risen to 3.8 per cent. The leadership of the company is committed in championing for inclusivity and diversity. Going forward, while empowerment of women is the most effective tool for development, a lot of consistency and intentionality is important.

#### **3.4.5 Panel discussion: Women in business**

A panel session on “women in business” was moderated by Mr Wondwosen Asnake from United Nations Environment Programme (UNEP). Other panel participants included: Eunice Mboga from Uwezo Fund Oversight; Mary Nyachae Chair, Women in Business Chapter – Kenya National Chamber of Commerce and Industry (KNCCI); and Florence Kiburi, Champion of Women in Business in Safaricom PLC and a Senior Manager.

Mr Asnake made opening remarks by observing that there was need to focus on data which is now considered as the new oil. For instance, he noted that during review of SGD 4, out of 93 indicators on natural resource management, only 23 per cent data is available. In addition, there is need for policy coherence in issues of gender. World statistics indicate that the world would be 160 trillion dollars richer if barriers to women empowerment were removed. In moving the discussion forward, the following was put to the panellists by Mr Asnake.

***What are we going to commit, to ensure women empowerment at the end of the conference?***

In responding, Ms Mboga observed that Uwezo Fund was looking forward to partnership and collaboration with counties to empower women; this will enhance entrepreneurship orientations in the counties. She also noted that women are passionate to improve livelihoods and do business. This will involve partners in coming up with participation models. Ms Mboga also notes that there is need to increase awareness about Uwezo Fund and the involvement of youth. Improvement of data management and partnering with stakeholders across board in business development and helping groups market their products should also be prioritized in future.

Ms Nyachae while responding highlighted accessibility to funding and markets as key priority areas for sustaining women empowerment. KNCCI has signed Memorandum of Understandings (MOUs) with 2Jiari bank and Equity Bank to enhance women empowerment. On her part, Ms Kiburi observed that Safaricom remains committed to the target of more women being prequalified in the high spend areas. This is reported in their sustainability reports every year. The company has also started conversations with the banks to do LPO financing to boost women empowerment through procurement activities.

### **3.4.6 Conclusion**

Overall, there were a few take-aways from this session. First, despite progress being registered in areas of financing generally, access to credit is still a challenge that faces women in economic participation and inclusion. Secondly, there is need to reverse the trend of low participation of women in the manufacturing sector to leverage on more opportunities for growth. Third, there is need to increase engagement of women in decision making levels such as boards, both in the public and private sectors. Lastly, there is need for the private sector to make deliberate efforts to increase participation of women, youth and persons with disabilities in procurement processes.

## Chapter Four: Gender and Disability Mainstreaming

This chapter looks at gender mainstreaming and affirmative actions for persons with disability. It further delves into disability mainstreaming and the “Big Four” agenda, inclusivity in urban transport system for Persons with Disabilities (PWDs); innovation, safe spaces and disability. The broad objective of the presentations in this section was to assess how gender mainstreaming and affirmative actions from the PWDs perspective lead to empowerment of PWDs and promotion of gender equality. The resource persons for this section comprised largely PWDs.

### 4.1 Gender Mainstreaming and Affirmative Actions from PWDs Perspective

The presentation on “Running Head: Gender Mainstreaming including Affirmative Actions from PWDs Perspective,” was done by Ms Sarah Ayiecho from the National Council for Persons with Disabilities (NCPWD). The presentation highlighted how the question of gender and affirmative action can be approached from the perspective of PWDs, specifically in accordance with the operations of the NCPWD, whose mission is to promote and protect equalization of opportunities and realization of human rights for PWDs to live decent livelihoods. In addition, the presentation outlined pertinent policy considerations that should be made to ensure the success in gender mainstreaming and affirmative actions by overcoming challenges that hinder the NCPWD from realizing its mandate.

The role of the NCPWD is to ensure that persons with disability are protected and their rights are promoted. The fulfillment of the NCPWD’s mandate is determined by the prevailing political climate and the Government’s development agenda. For instance, the NCPWD has to incorporate the “Big Four” agenda in its endeavor to realize its mandate. Ms Ayiecho pointed that NCPWD’s operations are guided by Kenya’s Constitution 2010, the Persons with Disabilities Act 2003 and the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Article 10(2) of the Constitution on national values includes equality and non-discrimination. The Persons with Disabilities Act 2003, Articles 12-16 largely protects the rights and privileges of persons with disabilities in employment. Specifically, Article 13 mandates the NCPWD to secure the reservation of 5 per cent of positions in employment in both public and private sectors for persons with disabilities. Article 27 of the CRPD protects the right to a just and favourable condition of work, including opportunities and equal remuneration for work of equal value, safe and healthy working conditions and the right to access to the general, technical and vocational training and the right to enjoy all other rights without discrimination. The NCPWD works in collaboration

with other implementers, including the Kenya National Commission of Human Rights, National Gender and Equality Commission, Commission on Administrative Justice, Parliament and the Judiciary.

The NCPWD employs a gendered approach in realizing its mandate, especially in the provision of assistive devices, appliances and other equipment to persons with disabilities and access to available information and technical assistance to organizations concerned with the welfare and rehabilitation of PWDs. Women and men require complex and different assistive technologies to perform their gender roles. It has also been observed that disabled men and women have different experiences. This means that the NCPWD and other implementing agencies need to pay attention to gender-specific realities and sensitivity in fulfilling their mandate. Since people with disability in the country is not a monolithic group, it is critical to adhere to cultural contexts and develop strategies and measures that suit the needs of various categories of PWDs.

For gender and disability mainstreaming to be effectively implemented, policy makers should work closely with the implementers to ensure successful implementation of policies targeting PWDs. Secondly, policy or legislation implemented by NCPWD should assess different implications for PWDs of different genders. Thirdly, policy makers should explicitly formulate legislation that specifically recognizes gender issues in society to enable the NCPWD to operate a clear gender agenda. Finally, there is need for PWDs to be empowered through civic education about their rights.

#### 4.2 “Big Four” Agenda and Disability Mainstreaming

Mr Michael Nzomo Mbithuka, KIPPRA Board Director, presented a paper on “The Big Four Agenda and Disability Mainstreaming.” He noted that 15 per cent of Kenyans live with disabilities, although they are hardly engaged in the country’s development agenda. The constitutional requirement of PWDs in leadership should be five per cent, meaning there should be at least 36 PWD legislators in the National Assembly, at least 184 PWDs in the county assemblies, and at least 2 PWD Governors. Currently, it is an uphill task to achieve the constitutional requirement. The supreme law stipulates that PWDs should comprise at least 5 per cent of workforce in both public and private institutions. Though the Persons with



John Nzioka Nzomo of the National Gender and Equality Commission speaks during the gender and disability session.

80 per cent of disability is acquired as people grow up. Therefore, there is need to ensure that households have food and nutrition security.



## 36 PWD

There should be at least 36 PWD legislators in the National Assembly, at least 184 PWDs in the county assemblies, and at least 2 PWD Governors.



- 1 **15 per cent** of Kenyans live with disabilities, although they are hardly engaged in the country's development agenda.
- 2 **10 constitutional** commissions in Kenya, but none has fulfilled the 5 per cent constitutional provision for PWDs.

Disabilities Act, 2003, has been enacted, the policy to implement the constitutional provisions is still in draft form and therefore there is no clear mechanism to address the challenge.

Mr. Mbithuka contends that the society should recognize the potential of exceptional skills in PWDs by incorporating them in mainstream society. Social stigmatization of people born with disabilities poses grave challenges to women-led households, hence they are unable to access social amenities including water, healthcare, sanitation and nutrition. As a result, PWDs in most cases experience poverty. It has been observed that about 80 per cent of disability is acquired as people grow up. Therefore, there is need to ensure that households have food and nutrition security.

In the context of the “Big Four” agenda, there is need to review institutional and legal frameworks to mainstream PWDs in productive sectors in order to contribute to and benefit from food security, affordable housing, affordable healthcare and manufacturing. People with disabilities suffer from food and nutrition insecurity due to rampant poverty among them. Even though the manufacturing sector is one of the largest sectors for employment,



PWDs rarely get opportunity as there are no measures in place to incorporate them. Currently, some counties are providing sunscreens for PWDs suffering from albinism to prevent them from the sun. Such measures are enabling PWDs to be incorporated in MSEs' industries.

The ability of PWDs is unquestionable. However, the public sector seems to be lagging behind private spaces/sector in mainstreaming disability. For instance, there are 10 constitutional commissions in Kenya, but none has fulfilled the 5 per cent constitutional provision for PWDs. In the private sector, Safaricom is a model example employing people with disability and envisioning a workforce comprising 25 per cent PWDs by 2020. It also aims to provide capabilities for M-Pesa to be used by the visually impaired. Through provision of space and opportunity, PWDs can unleash their full potential.

### 4.3 Inclusive Urban Transport

Dr Chomba Munyi, the Vice Chair of the National Gender and Equality Commission (NGEC) noted that NGEC has oversight role in ensuring that the mainstreaming of Persons With Disabilities (PWDs) in accordance with the Constitution, the Persons with Disabilities Act (2003), National Youth Council Act (2009), other relevant domestic laws, United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), African Disability Protocol and other regional and international instruments. Moreover, the National Council for Persons with Disabilities (NCPWD) has a disability department that is tasked with facilitating disability mainstreaming programmes in both the public and private sectors. Though Commissioner Munyi contended that there are adequate laws to safeguard the interests of PWDs in the country, the challenge lies in implementation. Moreover, various institutions have developed their PWDs' policies and regulations, yet only a few have meet the constitutional threshold of 5 per cent allocation of appointments to PWDs in the public sector.

Currently, 17 counties do not have PWDs representatives. County Governments are being urged to work towards disability mainstreaming. Nonetheless, a few counties have made modest progress in disability mainstreaming. In 2018, Uasin Gishu County not only set aside 34 positions for PWDs, but also embraced various initiatives to empower the PWDs. For instance, PWDs have been allocated business spaces at the West Gate and Kimumu market. The PWDs have also been encouraged to form groups to benefit from Government funds. In the public service, the number of employees with disabilities is less than the envisaged constitutional requirement of 5 per cent. According to the Public Service Commission, 1 per cent of the employed are PWDs in the public service, and approximately 2 per cent of teachers in the Teachers Service Commission. In the private sector, Safaricom is one of the exemplary organizations as it has over 120 of staff with PWDs.

Disability mainstreaming seems not to have been incorporated in the "Big Four" agenda. On housing, most structures are not disability compliant, hence it is a challenge for PWDs to access most buildings. The other three components of the "Big Four" agenda, namely food and nutrition security, affordable medical care and manufacturing have not explicitly integrated disability.

#### 4.4 Panel Discussion

The panel discussion session was moderated by Mr Richard Chacha, the Director of Communication, Mombasa County. The session commenced with a short video from Care International. Mr George Kakala of Cerebral Palsy Society of Kenya (CPSK) began by explaining that CPSK is a charitable organization started by parents to provide rehabilitative services for children with cerebral palsy. CPSK has clinics and special schools that provide special education to affected children. The challenge faced by Cerebral palsy people is that they tend to be severely affected, hence difficult to integrate them in the mainstream public spaces and in education. Therefore, there is need for their needs to be spelt out in the policy, especially in education and employment. Discrimination and accessibility are issues that NGEC is collaborating with CPSK for policy advocacy to find suitable solutions.

Ms Jane Ndeng'a, Action Network for the Disabled (ANDY) explained that ANDY is an inclusive national Disabled Persons Organization (DPO) working at all levels of community with the involvement of persons with disabilities to bring about positive change. The organization brings positive change to the society by including PWDs. ANDY run sports programmes that try to engage and include children with disabilities. Currently, there are plans for family level advocacy for the disabled children to be incorporated into public spaces instead of being secluded in their homes. The organization also engages in advocacy work in Nairobi and Kiambu counties by visiting six (6) schools and training the children on inclusivity. It is important for NGEC and other stakeholders to explore training and empower parents with children with disability on how to raise, identify their children's disability and create awareness for inclusiveness and collaborative interaction in their society.



**Currently, there are 3,000 blind learners** in primary and secondary schools in Kenya and 10,000 with low visual impairment. The problem of visual impairment should be a concern to policy makers as it impacts heavily on learning. The problem of visual impairment should be a concern to policy makers as it impacts heavily on learning

Care International strives to empower the vulnerable to enable them to shape their future. Care International has worked in Kenya since 1968. It employs a human-centred design from the grassroots, focusing on women and girls and contributing to national and global development agenda. CARE's work focuses on emergency and life-saving assistance; expansion of space for vulnerable people to effectively engage and influence policies; girl child education; health especially pioneering in HIV/AIDS programmes as early as 1988; water and sanitation interventions; social inclusion; financial inclusion; finding long-lasting and sustainable solutions to poverty and uplifting the lives of women while addressing structural barriers. The director of Women Empowerment and Transformational Change, CARE-International, Ms Joyce Muchena contends that Care International looks at inter-sectionality in the sense that people are not homogenous

even in the same gender. As a result, multiple threats of discrimination are faced when an individual's identities overlap with a number of minority classes such as disability, gender, race, ethnicity, age, health and other characteristics. The cost of inclusivity must always be factored in the development agenda; that is, finance, time and expertise. Collaboration with research institutions such as KIPPRA can bring out the true cost of mainstreaming disability to be included in development agenda and budgeting.

Africa Braille Centre supports education of visually impaired persons from primary to university levels. Currently, there are 3,000 blind learners in primary and secondary schools in Kenya and 10,000 with low visual impairment. The problem of visual impairment should be a concern to policy makers as it impacts heavily on learning. According to Mr Juma Kiprotich, Africa Braille Centre, only 34 counties have education centres where learners that are visually impaired can attend and learn. Some of the challenges facing people with visual impairment include high cost of education; low will from leadership to address the issues; and data problem on the issues of those that are visually impaired. A proper assessment is needed for the visually impaired to be able to assist them.

#### **4.5 Conclusion**

Though there are adequate laws for disability mainstreaming, many PWDs are yet to be mainstreamed in various sectors of the economy. PWDs still face challenges in accessing basic needs of life including food and nutrition security, health and education. This calls for concerted efforts to ensure that disability mainstreaming is realized. There is need to fast-track the implementation of the existing policies to mainstream issues of Persons with Disabilities (PWDs). Two, affirmative action for PWDs is necessary to ensure that no one is left behind. Lastly, PWDs should be included in policy formulation and implementation.

# Chapter Five: Gender Statistics, Voice, Leadership and Labour Market

## 5.1 Data and Gender Statistics

### 5.1.1 Gender statistics: Challenges and opportunities

Ms Esther Mwaura was the Chair of this session. Making her remarks, she noted that gender statistics is an important aspect in realization of the Sustainable Development Goals (SDGs). She indicated that Kenya did not make much progress on Millennium Development Goal (MDG) 3 on gender equality due to lack of data to help plan and deliver the stipulations of MDG 3 as we progressed to SDGs. Data is fundamental in planning and resourcing. In producing credible data that can inform policy making, it is important that data producers ask five key questions: What is the data for, for whom, by whom, with whom, and how it is collected?

Prof. Agwanda gave a presentation on challenges and opportunities in gender statistics. By way of introducing the audience to the concept of gender statistics, Prof. Agwanda noted that gender statistics can be defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. This implies that gender statistics have to reflect gender issues; that is, questions, problems and concerns related to all aspects of women's and men's lives, including their specific needs, opportunities and contributions to society. Also, it should adequately reflect differences and inequalities in the situation of women and men.

The methodologies for collecting gender statistics should consider stereotypes and social and cultural factors that may induce gender bias in the data. Gender statistics involves producing and disseminating statistics that reflect the realities of females and males of all ages, with a view to informing gender equality initiatives and policies.

There is, however, a challenge in defining gender. There still exists a confusion among gender statistics producers on the difference between “sex” and “gender”. The word “sex” refers to biological differences between women and men. Biological differences are fixed and unchangeable and do not vary across cultures or over time. “Gender” refers to socially constructed differences in the attributes and opportunities associated with being female or male and to social interactions and relationships between women and men.

Structural challenges affecting production of gender disaggregated data were identified to include: limited popular constituency pushing for data-driven decision-making; low literacy and capacity to access, analyze, use data; low policy-maker use of data in decision-

making; low interest and understanding in the value of data; low ability to effectively signal demand; low capacity and resources to produce quality data; high costs of generating gender disaggregated data, technologies, services; barriers to open sharing of data; and lack of trust and siloed communities and institutional frameworks. Other challenges pointed to timeliness and regularity. Only 24 per cent of available gender disaggregated data is from 2010 or later. Currently, 6 out of the 17 SDGs have no indicator to monitor progress for women and girls. In Kenya, out of the list of 52 indicators, there is no data available for 18 indicators (35%); out of these 18 indicators, 14 of them belong to the domain of economic structures, participation in productive activities and access to resources.



Prof. Alfred Agwanda from the University of Nairobi moderates a session on data and gender statistics.

In his closing remarks, Prof. Agwanda gave suggestions and recommendations to overcome challenges of gender statistics in the country. These included: stimulate collaboration between public-private actors in support and tracking of the SDGs; ensure visibility and understanding of data for filling gaps and decision making; ensure access to data in public domains, including open data; support the establishment of fair use of data; and foster mechanisms to improve access and interoperability that enables widespread usage of SDG data

### 5.1.2 Making every woman and girl count

Making Every Woman and Girl Count is a UN Women's flagship programme that seeks to bring about a fundamental change on production, utilization and promotion of gender statistics. The programme aims to address the need to increase the availability of accurate information on gender equality and women's rights to inform policy and decision-making. During her presentation, Ms Maureen Gitonga (UN Women) indicated that this programme

is implemented in three core pillars, namely: creating an enabling environment; increasing data production; and improving data accessibility and use.

On creating an enabling environment, Ms Gitonga notes that a key challenge in data and information is lack of adequate coordination framework for data producers at both national and county level. The programme seeks to disentangle significant political and structural disablers of an enabling environment towards data generation and usage. Some of the initiatives towards this include: provision of technical assistance to Ministries, Departments, Agencies (MDAs) and selected counties to ensure systematic integration of gender statistics into national and county planning documents, including the agriculture sector strategic plans; provision of technical assistance to integrate gender statistics in the monitoring and evaluation (M&E) framework of the agriculture sector strategic plan and the Statistics Act; and support policy dialogue forums to enhance budgetary allocations for statistical production and use at all level.

The programme's component of increasing data production was necessitated by the lack of timely data on gender, particularly for monitoring progress of the SDGs. As it stands, Kenya fundamentally relies on surveys to generate data, which are conducted at different points in time. For instance, most of the indicators selected for monitoring progress of SDGs are based on surveys such as the Kenya Demographic and Health Survey (KDHS) conducted every four years, which means that expectations of periodic monitoring of key indicators of SDGs cannot be met. Through the Making Every Woman and Girl Count programme, various steps have been taken to improve the situation. These include training of data producers at national and select counties on gender statistics, re-processing existing data to produce Tier I and II gender-related indicators, review of routine existing data collection tools in the agricultural sector, development of county gender data sheets, technical assistance to KNBS – gender advisor and time use survey, development of metadata/indicator information sheets for the 34 SDG indicators and other measures set out as in CEDAW and BPFA, development of a women empowerment index and updating SCOA for National Treasury in partnership with UNICEF, and technical assistance to produce gender dimensions monograph from the 2019 census in partnership with UNFPA.

Ms Gitonga through her presentation also indicated some of the initiatives the programme is putting in place to champion usage and accessibility of gender disaggregated data. These initiatives include: support dissemination of men and women booklet, gender data sheets, women empowerment index and other gender statistics at national and select counties; support south to south learning opportunities targeting the state and non-state actors; support annual research grants to academic institutions and civil society organizations (CSOs) to conduct research and analysis relevant to gender and the SDGs; support civil society organizations to engage in gender statistics dialogue; and provide training for data users at national level and to selected counties on gender statistics.

The following are highlights of key milestones that the programme has achieved in collaboration with various stakeholders:

- KNBS 2018/20: 60% of programme document and host of IAGTC
- COG 2018/19: County gender data sheets

- SDGA 2018/19: Dissemination of gender statistics publications and training of data users
- UNICEF MOU: Update of standard chart of accounts, by National Treasury and Child and Women Poverty
- Agricultural Finance Corporation, FAO and KIPPRA: Baseline survey on access to agricultural finance
- State Department of Planning (Monitoring and Evaluation Directorate): Gender indicators in the MTP III M&E framework
- University of Nairobi: Students grant initiative

### 5.1.3 Enabling environment for gender and data processing

Rosemary Kongáni of the Kenya National Bureau of Statistics (KNBS) gave a presentation on enabling environment for gender and data processing. She started her presentation by briefly highlighting the mandate of KNBS. She emphasized that KNBS is the principal agency of the Government for collecting, analysing and disseminating statistical data in Kenya. It is the custodian of official statistics mandated to conduct population and housing survey, maintaining comprehensive and reliable national socio-economic data base; establishing standards and promoting the use of best practices and methods in the production and dissemination of statistical information; and plan, authorize, coordinate and supervise all official statistical programmes undertaken within the national statistical system.

In her presentation, Mrs Kongáni noted that creating an enabling environment for gender statistics must start with creating an enabling environment for the entire national statistical system. Highlighting KNBS's efforts towards gender statistics, she informed the audience that the 2018-2022 KNBS Strategic Plan provides a clear road map for developing the National Strategy for Development of Statistics (NSDS), which is expected to cover all sectors focusing on production of gender statistics. KNBS provides linkage between sector plans for statistics and strategic plans for MDAs at all levels.

Over the years, the Bureau has made strides towards producing gender statistics. Some of the products to this end include Gender Dimensions Monograph (1999, 2009) Gender Data Sheet, and Women and Men in Kenya Booklet. UN Women has collaborated with KNBS and supported the Bureau in updating the data and preparing templates for providing gender statistics to measure progress of SDGs. This has, however, not been without hindrances. Some of the challenges that affects disaggregation of data by gender include: lack of understanding of gender related concepts; general compilation of data disregarding disaggregation by sex, age and residence (rural/urban); general management of administrative data; and inadequate funds for further analysis of existing data.

On data processing, she noted that two aspects are critical: assembling the data and disseminating it. On data assembly, she highlighted areas of importance to include: using available statistics to identify data gaps; determine data sources; reviewing data source quality; reviewing concepts, methods, classifications, etc; and collect new data - to get

all the new indicators required. Dissemination of the collected data involves a myriad of activities that should be taken into account to ensure that the data reaches the desired audience and is used in prompt decision making. The data must be analyzed to bring out key messages and ensure the data produced fits all the users so that they can give feedback on whether it is good or not. The data must be presented in a format that is friendly to the users and finally distributed through various channels to reach the data users.

#### 5.1.4 Gender students grant programme

The gender students grant programme is a sub-component of the UN Making Every Woman and Girl Count. The presentation was made by Dr Joy Kiiru Mueni from the University of Nairobi. Dr Kiiru started off her presentation by giving a brief account of how the University got involved in the project by noting that the University of Nairobi (UoN) was invited into the programme through the State Department of Gender Affairs to officially join the UN Making Every Woman and Girl Count (MEWGC) implementing team in December 2017. Several meetings were held while at the same time a country assessment on the status of gender statistics was ongoing. The University was later involved in a workshop that focused on the preparation of the MEWGC Prodoc, a key document in the implementation of the programme. The workshop provided a platform to interpret and streamline some key aspects on MEWGC programme. It is through this that the student grant emerged as a relevant area to not only link data users and producers but to also produce research that can be used for the purposes of informing policy. Since then, the University has collaborated with UN Women and KNBS to prepare the project concept note; and has signed an MOU with KNBS to implement the programme.

The student grant programme is implemented by University of Nairobi, UN Women and KNBS. It has three critical sub-components: Access to gender disaggregated data from KNBS; Capacity building for gender statistics analysis and reporting; and Dissemination of gender research at national, regional and global levels. The specific objectives of this programme are: 1) Build a pool of gender statisticians through research grants and expert coaching; 2) Avail gender statistics data sets that are largely under exploited and sensitise faculty on their use in depth analytical research; and 3) Raise awareness and stimulate discussion on gender statistics through different forums including conferences, workshops and seminars.

The student grants programme involves Masters degree students in various schools and institutes within the University, namely: African Women Studies Centre (Hosting); School of Economics; Institute of Anthropology, Gender and African Studies; and Population Studies Research Institute (PSRI). The programme runs on various research themes biased towards gender. Some of the themes include:

- Adolescent reproductive health and empowerment
- Access to healthcare and the financial implications of universal health coverage: Challenges and opportunities for Kenya.
- Access to finance, SMEs and gender



- Poverty and inequality: The gender perspectives
- Intimate partner violence
- Unemployment and underemployment from a gender perspective
- Land and housing ownership from a gender perspective
- Industrial production and gender

Selection of students in the programme follows a systematic approach where a call is made for qualified students to apply. A selection panel comprising all expected supervisors from University, representatives from KNBS, SDGA and UN Women then hold a forum to train panels, conduct shortlisting and make final selection. It has been noted that only very few men apply, hence indicating that men are less interested in areas of gender. Research areas on poverty and inequality, and manufacturing and gender were not selected by men at all.

### 5.1.5 Panel discussions

Dr Rose Oluoch – SDG Kenya Forum – guided a panel discussion on the gender and statistics. The panelists included Prof. Agwanda (UoN – Institute of Development Studies); Dr Joy Kiiru (UoN – School of Economics); Ms Maureen Gitonga (UN-Women); Henry Odhiambo (Development Initiatives); Ms Rosemary Kongáni (KNBS); and Ms Milkah Righa (Representing Taita Taveta County Government).

The Session chair began the plenary by giving remarks highlighting the importance of data. She mentioned that data is the new oil for the economy. There exists myriad of data collected by civil societies and other Non-Governmental Organizations that are key in policy decision making, but there is need to synchronize all that data with the official KNBS data.

Panelists were tasked to give their views on various issues. To start off, the Chair directed a question to Prof. Agwanda, asking whose responsibility it is to collect gender data. In his response, Prof. Agwanda indicated that KNBS is responsible for ensuring anonymity and privacy in public data. There is need to integrate private, administrative and public data to have a data ecosystem. Indeed, Kenya has data scientists who can help integrate data in different ecosystems. Training is required for data scientists, which is the new focus. KNBS is responsible for citizens data and there is need to work out mechanisms for integrating official, citizen and private data. The integrated data will help as it will be subjected to deeper analysis.

Ms Maureen Gitonga of UN-Women was tasked to highlight some of the barriers and challenges in collecting gender data, to which she responded that the challenges include lack of comprehensive gender data to enhance the women empowerment index, little understanding of gender issues and increasing cases of gender violence and femicide. The indicators being used currently are inadequate.

Third question was directed to Ms Milkah Rihga. The chair asked – What challenges do you face when collecting data from the counties and how can this data be made available to the stakeholders and other researchers? In response Ms Milkah informed the audience

that uptake of gender statistics is poor at the county level. In fact, counties collect data to inform policy but a lot of policies, legislations are being made without data. Lack of linkage between institutions generating data on gender and counties is also another challenge. The concept of gender is not straightforward and because of misunderstanding, negative attitudes have been meted on issues of gender as the public think it involves women. There is, therefore, need for public awareness. Additionally, there is need to lobby with policy makers and the community at large to sensitize all on essence of using data in decision making.

On what needs to be done to enable organizations to use data, Mr Henry Odhiambo responded by saying that organizations should have data management systems to prevent missing or scattered data to enhance reporting. Most ministries do not have systems to enable them collate data on administration and the people they serve. Some, such as the Ministry of Education, have information systems that enable them to collate data on students, while the Ministry of Health has health information management system which needs improvement by training on proper data management to make it a viable source of health data. He indicated that there is endemic misunderstanding of the concept of gender, and the fact that most think it is about women hinders concentration in the area. He indicated the need to research on all areas of SDG 5 to enable review of trends and appropriate reporting. He highlighted that there is need to improve coordination of data collection. KNBS and KIPPRA should encourage public and private sector collaboration to improve data collection and data use processes.

## **5.2 Gender-based Violence, FGM, Early and Forced Marriages**

### **5.2.1 Child protection: Child pregnancy, early marriages, violence against children and rescue centres**

Child protection is enshrined in the Constitution of Kenya, Article 53. Hon. Zeinab Ahmed, a child protection specialist at UNICEF highlighted the rights of children. This include the right to: a name and nationality from birth; free and compulsory basic education; shelter and health care; protection from abuse, neglect, harmful cultural practices, all forms of violence, inhuman treatment and punishment, and hazardous or exploitative labour among, others.

Data shows that children are exposed to early pregnancy. The Kenya Demographic and Health Survey (KDHS) 2014 indicates that childbearing begins early in Kenya, with almost one-quarter of women giving birth by age 18 and nearly half by age 20. About 18 per cent of adolescent girls aged 15-19 are already mothers or are pregnant with their first child.

Early child pregnancies are tied to child marriages. In Kenyan legislation, the Marriage Act in 2013 prohibits child marriage. Despite a strong legal framework which puts minimum age of marriage at 18, for both boys and girls, child marriage persists in Kenya. The proportion of females aged 20-24 married by age of 18 decreased from 26.4 per cent (KDHS 2008-2009) to 22.9 per cent (KDHS 2014) as national average. The KDHS 2014 shows that girls were disproportionately affected by child marriage than boys: 11 per cent of young women aged 15-19 were married, compared with just 1 per cent of young men aged 15-19. A review of regional child marriage prevalence shows that North Eastern region had the

About 18 per cent of adolescent girls aged 15-19 are already mothers or are pregnant with their first child.



## 47 per cent

Of women and girls aged 15-49 had experienced either physical or sexual violence, while 30 per cent of women in Nyanza region faced GBV.



FGM prevalence rates such as: **Somali 94 per cent**, Samburu **86 per cent**, Kisii **84 per cent**, and Maasai **78 per cent**.



Marriage prevalence shows that North Eastern region had the highest prevalence at **56 per cent**, followed by Coast at **41 per cent**, Nyanza at **32 per cent**, Rift Valley at **30 per cent**, Western at **27 per cent**, Eastern at **18 per cent**, Central at **17 per cent**, and Nairobi at **7 per cent**.

highest prevalence at 56 per cent, followed by Coast at 41 per cent, Nyanza at 32 per cent, Rift Valley at 30 per cent, Western at 27 per cent, Eastern at 18 per cent, Central at 17 per cent, and Nairobi at 7 per cent. The analysis shows that the median age at first marriage increases with increasing education.

Children are still exposed to Female Genital Mutilation (FGM), despite the Prohibition of FGM Act 2011 outlawing the practice. Hon. Zeinab presented statistics indicating that Kenya's FGM national prevalence rate was 21 per cent in 2014 and declined from 27 per cent in 2008/9 for age 15-49. It is expected that 337,708 girls aged 0 to 15 years will be at risk of FGM by 2030. Some communities have high FGM prevalence rates such as: Somali 94 per cent, Samburu 86 per cent, Kisii 84 per cent, and Maasai 78 per cent. She highlighted some of the strategies used to accelerate abandonment of FGM, such as: multisectoral, human rights-based and culturally sensitive approaches; advocacy at national and county level; mainstreaming into education and livelihoods programmes; and use of core groups that influence change in communities, e.g. elders, religious leaders and morans/youth.

Besides FGM and early marriages, Violence Against Children (VAC) is a serious problem in Kenya. According to the Violence Against Children (VAC) Survey 2010, 32 per cent of females and 18 per cent of males experienced sexual violence. While 66 per cent of females and 73 per cent of males experienced physical violence. About 26 per cent of females and

32 per cent of males experienced some form of violence as a child. The survey also revealed that 13 per cent of females and 9 per cent of males experienced three types of violence (sexual, emotional and physical) during childhood. The most common perpetrators of sexual violence for females and males were boyfriends/girlfriends/ partners, followed by neighbours. Mothers and fathers were most common perpetrators of physical violence by family members. For males, teachers, followed by police were the most common perpetrators of physical violence by an authority figure. Emotional violence for both females and males was most often inflicted by parents. VAC in all its forms is a serious issue needing policy attention because it is detrimental and has adverse consequences on the victims. Exposure of children to violence at an early age can impair brain development. It can lead to acute and long-term problems for children's physical, sexual and reproductive health as well as their psychological well-being. Violence can negatively impact children's educational performance and achievement, which can have long-term economic consequences, including poverty.

Hon. Zeinab shared that safe spaces for children at risk of violence can be created by advocacy with Government to allocate more resources to meet basic the needs of children and build and furnish dormitories in schools to serve as safe havens for children at risk of abuse and violence. Further, this can also be achieved by strengthening community-based protection mechanisms for supporting girls at risk of FGM and child marriage. Other measures include strengthening referral and support for children, including temporary shelter, psychosocial, education, medical and legal services. There is also need for Government and stakeholder investment in programmes that address factors that give rise to violence against children. Ultimately, it is always important to be watchful of children since child perpetrators are often the most trusted persons, such as mothers, fathers and neighbours.

### **5.2.2 Assessment of the burden of GBV on health and implications for attainment of sustainable development in Kenya**

Gender-Based Violence (GBV) bears a burden on health and has adverse implications for attainment of sustainable development in Kenya. Dr Leah Wanjama from Kenyatta University made a presentation exploring the effects of GBV along the themes of health and development. The presentation was based on research conducted to generate a comprehensive status of the magnitude/ prevalence rate of GBV and critically expound on the root causes of GBV based on anthropological/sociological, psychological, cultural, religious and economic gender dimensions. The research also documented the cost burden of GBV on health care and productivity, and discussed implications for the attainment of universal health care and sustainable development in Kenya.

It is noted that GBV takes different forms, such as: bodily harm (battering or murder); verbal abuse; sexual violence (marital and non-marital rape, defilement); psychological harm (humiliation, frustration); economic deprivation; human trafficking; harmful traditional practices (forceful and early marriages, forceful circumcision/initiation); and restricted association and movement of women and girls. According to the KDHS 2014, women and girls make up most victims of GBV in Kenya. About 47 per cent of women and girls aged 15-49 had experienced either physical or sexual violence, while 30 per cent of women in Nyanza region faced GBV.

Understanding the root causes of GBV is important in designing re-dress measures. The ecological framework initially described by Dr Urie Bronfenbrenner stipulates that gender-based violence is caused by factors at three levels: individual; household/relationship; community/societal. The root causes are: poverty, education level, childhood exposure to violence; alcohol and substance abuse; and mental health issues.

GBV has both direct and indirect costs on health care and productivity. The direct costs related to GBV include expenses incurred on services, and costs incurred for preventing and responding to GBV. While indirect costs include psychological and physical trauma and other intangible effects of GBV. People who experience GBV are more likely to experience serious health problems than those who have not encountered it. The individual cost burden of GBV includes: medical costs for GBV victims and perpetrators; costs related to the criminal justice system; and range of loss of productivity including loss of productivity from premature mortality caused by GBV. These costs have significant implications on the public health system, because GBV victims rely heavily on the public health system as the first place they will visit after an incident. Health service professionals in the health system are usually unable to provide adequate services to GBV victims due to limited resources, inadequate training, and the perception that GBV may not be considered a serious health concern.

The economic burden of GBV includes: productivity loss due to injury (32%); productivity loss due to mortality (23%); medical and related expenses paid by GBV survivors (21%); productivity loss due to minor injuries (17%); cases reported to the police (4%); and cost to the community (3%).

In cognizance of the burden that GBV places on the healthcare system and sustainable development, the Government is continuously formulating policy to address the problem. Some of the public health policies that have been implemented to reduce the prevalence of GBV in Kenya include: National Guidelines on the Management of Sexual Violence, National Plan for the Elimination of Female Genital Mutilation, and improved training of health care workers to handle cases of GBV better. In addition, the National Gender and Equality Commission (NGEC) has prepared a policy framework on sexual and gender-based violence for use by County Governments in developing county legislation to counter GBV. The Ministry of Health is in the process of formulating a policy framework to deal with GBV in partnership with government agencies, county governments, non-governmental organizations and other stakeholders in the public health arena. Further, the Government of Kenya is scaling up the National Health Insurance Fund (NHIF) to increase insurance coverage to 100%, especially for the poor and vulnerable groups.

In conclusion, it was noted that data on the prevalence of GBV in Kenya reveals that the levels are high and are on an upward trend. GBV is a significant contributor to health problems, limiting the productivity of both women and men, creating a heavy burden on the resources for health systems and impacting negatively on the well-being of families and communities. There is need to intensify research on the prevalence of GBV especially on the root causes and costs. Additional research is needed to establish the estimated costs of GBV specifically on healthcare and productivity. There is need to map out a pathway to mitigate the issue in line with the attainment of the objectives set out in Universal Health Care, the Kenya Vision 2030 and the SDGs. Further, there is need for re-socialization of

young men and women on personal and economic relationships given the current changing social and technological dynamics.

### 5.2.3 Strides made towards eradicating female genital mutilation

Female Genital Mutilation (FGM) is one of the most complex injustices to girls and women, owing to its intertwined nature with cultural practices norms and values. Dr Linah Kilimo made a presentation on FGM and the strides Kenya has made towards its eradication. FGM, which refers to several different harmful practices involving the cutting of the female genitals, is recognized as a violation of the human rights of girls and women. In the 1970s and 1980s, FGM gained international attention as a critical health issue for women and girls and there was need to include gendered considerations aimed at improving the status of women. The United Nations General Assembly (UNGA) Resolution of December 2012 sought to address FGM as a central issue to the promotion of gender equality and sustainable development by passing the first resolution calling on states to intensify efforts to eliminate FGM.

The current discourse on ending FGM focuses on the social norm approach without fully recognizing the gender dimension and the development context of this human rights violation. There is need to shift focus and scrutinize the gaps that exist in the three approaches, that is:

- The social norm
- The development approach
- Human rights violation

There is need for policy makers to reconcile the three perspectives. Dr Kilimo noted that there is need to understand the social functions that FGM serves within the practicing communities and the social expectations of the community. Further, to transit successfully from social norms to development approach, key actors and interested groups should understand the reasons behind the perpetuation of FGM. She observed that most FGM practicing communities perform poorly in socio-economic dimensions with a strong correlation between discriminatory social institutions. FGM is a common practice in communities that have high levels of gender discrimination in social institutions.

In eradicating FGM, policy actors should establish the nexus between FGM and economic development. Policies are required to enforce the 'freeze' on the demand side of the FGM practice. Towards this end, it is important to develop FGM metrics (economic, social, and health) and evaluation tools to monitor progress for appropriate remedial action. It is also crucial to incorporate FGM in development programmes such as access to health, education, sanitation, agriculture and other priority projects among the practicing communities. Dr Kilimo observed that reduction and elimination of gender gaps in social institutions will enable women and girls to benefit from socio-economic opportunities.

### 5.2.4 An exploratory frame analysis of the portrayal of femicide in Kenyan media

Societal perceptions of femicide are often shaped and influenced by the media, this could have the unintended consequence of bias against women who are the victims. Ms Nicole Wasuna from the University of Nairobi made a presentation based on a study on the subject of media portrayal of femicide in Kenya. The objectives of the study were to examine the representation of femicide cases in national crime statistics, to establish the framing components—sources, language, and context—that are used by Kenyan news media in reporting cases of femicide, and to establish the implications of these media frames on the societal perception of femicide.

Intimate partner femicide is defined as the killing of women by an intimate partner (including current or former husbands, boyfriends, domestic partners). Statistics on the subject indicate that one out of every five homicides are perpetrated by intimate partners, and 69 per cent of killings in Africa are attributed to an intimate partner. The ratio of male to female victims of intimate partner homicide is 18 per cent male versus 82 per cent female victims. Kenya has one of the highest rates of femicide, with 31 cases of femicide reported in the media between January and May 2019.

The study found that 2 out of 3 cases reported are serious crimes (violent crime, sexual offences, dangerous drug offences or violent robbery), with 4 in 5 crimes committed by men. Urban areas report more sexual offences than rural areas, with Nairobi having the highest homicide rates (averaging 70 cases per quarter).

Lack of disaggregated data on femicide in Kenyan reports is a challenge in monitoring and tackling the vice. This is an urgent gap to fill in national reporting on femicide and crimes against women in general. Further, society is still largely biased against women's agency in romantic relationships and domestic/intimate partner violence is barely recognized as a socio-cultural issue and instead relegated to individual pathology. Regarding media portrayal, the study found that femicide news coverage varied depending on journalistic tone, the sources cited, and the way femicide is contextualized.

### 5.2.5 Panel discussions

A panel discussion on the GBV topic was guided by Dr Joy Kiiru from the University of Nairobi. The panelists included Hon. Linah Jebii Kilimo; Ms Caroline Kioko; Ms Eva Gitonga from Equality Now; Ms Catherine from Akili Dada; and Erick Kidivai from the Kenya Policy Service.

The panelists begun by highlighting key initiatives their organizations had undertaken to address GBV. Hon. Kilimo mentioned that the Anti-FGM Board works with the provincial administration and other duty bearers in addressing GBV. She noted that there was increased engagement with men to help speak against FGM. Many men, especially the youthful ones, are being recruited as champions against FGM.

Caroline Kioko mentioned that her organization undertakes work on gender democracy. She mentioned that some of the issues that hinder gender democracy were socially constructed, and her organization aims to deconstruct what is in place, in collaboration with stakeholders that speak to communities. She mentioned that they work with policy makers to make policies that address GBV.

Eva Gitonga mentioned that Equality Now had three focus areas, namely: ending harmful practices; ending domestic violence; and ending harmful sexual practices (e.g. sex trafficking). Equality Now works with policy makers by training them to ensure no girls undergo violence.

Ms Catherine Kiama noted that Akili Dada gives scholarships to girls who have undergone violence. The organization is part of a coalition of 52 organizations that address the plight of girls. They work with parents and teachers.

Erick Kidivai mentioned that the Kenya Police Service makes investigations regarding GBV incidents. The Kenya Police Service works closely with the office of the Director of Public Prosecutions (DPP); the Judiciary; leaders; and the provincial administration to end GBV. Community policing efforts involving members of the community towards ending GBV have also been implemented, for example with in in Lamu (pilot project).

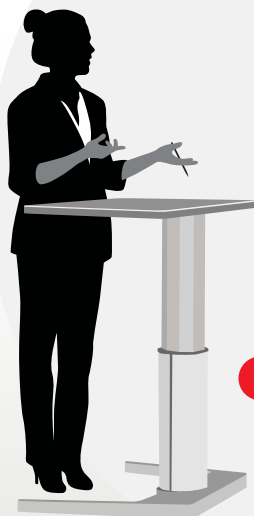
In summary, the panel discussion observed that organizations are providing short term measures in offering safe spaces for girls under threat. In the long-term, solutions to GBV should focus on resocialization of boys and girls. Organizations are lobbying for effective laws to be adopted to offer justice to those affected. Finally, it was observed that community policing is important. However, there is need for mindset change to ensure that the right of everyone is not violated.

**47 women into the National Assembly (Article 97 (1) (b)), nomination of sixteen (16) women by political parties (Article 98 (1) (b)) and one woman representing the youth and persons with disabilities (Article 98 (1) (c) and (d)) into the Senate and County Governments, respectively.**



## 2010 Constitution

Provide for the membership of the National Assembly and the Senate to ensure no more than two-thirds of the membership of the Assembly are of the same gender.



- 1 Nairobi, Hon. Esther Passaris oversees 17 constituencies while receiving **Ksh 6 million** in allocations.
- 2 Male Member of Parliament, who oversees one constituency receives a constituency allocation of **Ksh 100 million**.



## 5.3 Gender Leadership and Decision Making

### 5.3.1 Leadership in the corporate sector

Concerning barriers to female entry and retention in corporate leadership positions, attempts are necessary to increase female motivation for leadership positions; overcome forms of discriminations such as stereotyping, sexism and the pressures of motherhood. Further, corporations need to develop gender diversity policies and safe spaces to facilitate female participation in leadership and decision-making. Some of the key actors highlighted in resolving challenges linked to leadership include corporate organizations who are tasked with developing appropriate workplace policies and cultures.

### 5.3.2 Gender and political leadership

A key issue raised was the nexus between gender discrimination and insufficient funding for gender-responsive leadership. The Constitution 2010 made significant strides in attempting to eliminate gender discrimination in political leadership through the “two-thirds gender rule”. Given their underrepresentation in the legislature and other state decision-making organs, women have previously not been included in political participation, and their interests have not been articulated. Articles 97 and 98 of the Constitution provide for the membership of the National Assembly and the Senate to ensure no more than two-thirds of the membership of the Assembly are of the same gender. Notably, the Constitution of Kenya readily recognizes women by way of creation of special seats for women that resulted in the election of forty-seven (47) women into the National Assembly (Article 97 (1) (b)), nomination of sixteen (16) women by political parties (Article 98 (1) (b)) and one woman representing the youth and persons with disabilities (Article 98 (1) (c) and (d)) into the Senate and County Governments, respectively. These provisions sought to guarantee women representation in elective positions. However, concerns were raised over the significant resistance and limited support encountered in actualizing these provisions. Paradoxically, it emerged that due to the limited number of women in political positions, this has resulted in lack of goodwill to advocate for implementation of the two-thirds gender principle. In addition, the absence of a high number of women in decision-making positions is one of the causes of lack of action on women’s representation in political leadership.

The key challenges are that women in political leadership are deemed as a threat to the current status quo and political order. Inadequate and discriminatory practices in allocation of funding was highlighted as another challenge facing women in political leadership positions. For instance, it was noted that as women representative for Nairobi, Hon. Esther Passaris oversees 17 constituencies while receiving Ksh 6 million in allocations. On the other hand, it was raised that a male Member of Parliament, who oversees one constituency receives a constituency allocation of Ksh 100 million. Further, it was emphasized that inadequate knowledge of representatives hampers civic participation and citizen oversight. Discrimination was highlighted as another issue affecting gender and leadership, in particular what may be perceived as undue focus on tangential and immaterial assessments related to female attire, an assessment which male elected representatives are largely spared of. This is in turn perpetuated by negative, cultural stereotypes, expectations and attitudes towards women regarding their mode of dress, speech and appearance.



Anti-FGM advocate Mrs Linah Jebii Kilimo explains the harmful physical, psychological and economic effects of FGM.

As a way forward, it is essential that the Government ensures that women in political positions receive fair, equal, adequate funding to enable them carry out their responsibilities and perform their legally mandated duties. Finally, women themselves should play a key role in ensuring that they support fellow women and do not become their own worst enemies.

### 5.3.3 Decision making at household level

The session highlighted the exclusion of women from decision-making roles both in general and in the household. In this regard, it was underscored that Kenya is a large and diversified economy with a population of nearly 50 million people, with over 50 per cent being female. In many African countries, women are important economic providers for the family, giving considerable economic support to their children and spouses. However, their capacity to do this is significantly affected by inequalities at the household and specifically in unequal decision making on household resource, unequal division of household resources, and unequal access to earning opportunities. This is largely attributable to the fact that gender inequality mainly occurs in and emanates from the household level, where culture plays a very important role in perpetuating the decision-making and resource allocation at the household level. A key point raised was that without significant shifts in this distribution of power at the household level, women are unable to move into positions of income empowerment, employment or entrepreneurship.

The key factors that hamper women's representation in major decision-making positions including in households include: early socialization practices that emphasize the primary role of women as mothers and wives and influence girls' total expectations for future participation in the labour force, and the choice of career paths; types of curricula used in schools that emphasize stereotypical roles for women, thereby creating further barriers, even where women in Kenya have access to education it may not always lead to their empowerment because in patriarchal societies, customary conventions play a major role in determining the socio-economic status for women; and women do not only suffer from income poverty but also human poverty because they are denied choices and opportunities most basic to human development, including the choice to make decisions.

It is important that women have equal decision-making opportunities to eliminate the risks associated with unequal decision-making power. Of note is that unequal bargaining and decision-making power predisposes women and girls to vulnerability as tradition usually provides them less opportunity to engage in decision-making over decisions that are traditionally made by men, including over assets, income, allocation, education and savings. Further, at the household level, women remain an untapped resource whose contribution to the family's decision making can lead to advancement and achievement of the family goals and improve the socio-economic situation within families.

The role of husbands was emphasized as essential to facilitating greater participation of their wives in decision-making at the household level. A study carried out by Practical Action on "Spousal views on Impact and Changes in the Household Decision Making" found that 33 per cent of women entrepreneurs reported that their spouses started supporting them in the business once they realized that they were bringing additional income to the family. The study found that the spouses recognized that the interventions had transformed the women, enabling them to contribute to family income, decide where

children go to school, contribute to paying school fees for the children, make decisions on how to spend family income and make decisions on purchase of household assets, thus leading to mutually beneficial outcomes for the women and their spouses.

As recommendations on the way forward to enhance women's decision-making power and participation in the household, reforms are required in the societal socialization practices. This can be supported through proactive change within each individual in society. As was aptly articulated, "Change must start with me, us and with you". Further, the education system should be transformed towards education that is responsive to the needs of women and girls. This could include head starters programmes to increase the literacy of women and girls, and increased access to information and technology. There is also need to design and implement gender integrated programming across all sectors to address the limited understanding of gender perspectives among the population, and to increase community buy-in, especially that of men and boys. A key proposition was for women to empower themselves with knowledge and engage more actively in businesses. Concerning decision-making, efforts need to be made to increase appropriately socialized children to accommodate women and girls in decision-making. It was exemplified that women showed a propensity to manage household expenditure more studiously than men.

Other strategic policy interventions proposed to empower women to advance to decision-making positions include lobbying for successful implementation of gender sensitive laws, policies and strategies. Moreover, use of household level gender disaggregated data for policy and planning should be tapped into and leveraged upon to ensure targeted resource allocation and policy interventions. This is because much gender inequality occurs in and emanates from the household level where culture influences allocation of resources and decision-making.

Conclusively, targeted programmes should be implemented to address the cultural barriers and to empower women economically, increase their self-worth, confidence and bargaining power in the household and changing gender relations.

# Chapter Six: Conclusion and way forward

## 6.1 Conclusion

*Closing remarks by Dr Agnes Zani on behalf of Rt Hon. Kenneth Lusaka, EGH, MP, Speaker of the Senate at the Second KIPPRA Annual Regional Conference, 13th June 2019, at Sarova Whitesands, Mombasa County*

“Women account for half the world’s population, yet many face discrimination or suffer physical and sexual violence. They are under-represented on most decision-making bodies and in positions of economic power. They continue to earn systematically less than men for the same work and are more prone to occupy precarious, low-paid jobs. In many parts of the world including this region, girls are still more likely than boys to stay out of school.”

“The scourge of violence against women is also a key issue in every country and internationally. No nation is immune. Figures published by the World Health Organization in 2016 estimate that one out of every three women worldwide has experienced violence at the hands of a partner, or sexual violence by someone other than a partner. Discrimination and violence against women are rooted in gender stereotypes, harmful cultural norms and discriminatory legislation. Unequal social and legal statuses prevent women and girls from enjoying their human rights in all areas of life, from maternal and health services to education, equal opportunities and fair pay.”

## 6.2 Communique

### Preamble

We, the participants at the 2<sup>ND</sup> **KIPPRA Annual Regional Conference**, have met in Mombasa, Kenya, from 11-13 June 2019 at Whitesands Hotel for the conference themed: “**A Gendered Approach to Unlocking the Potential For Sustainable Development**”.

We express our gratitude and appreciation to all the partners who have supported KIPPRA in organizing a successful conference.

We acknowledge the importance of adopting a gendered approach to unlocking the potential for sustainable development as a strategy for the promotion of gender equality. We note that gender mainstreaming was established as a major global strategy for the promotion of gender equality in 1995 during the Fourth World Conference on Women, which adopted the Beijing Declaration and Platform for Action in Beijing, China.

In addition to the Beijing Declaration and Platform for Action, Kenya has ratified other gender-related global and regional normative frameworks that call for the advancement of the status of women in all spheres of life.

The Sustainable Development Goals call for urgent actions and collaborative efforts of all stakeholders in elimination of the root causes of discrimination that curtail women and girls' rights in private and public spheres.

We call for continued support of the global normative efforts to accelerate progress towards gender equality and the empowerment of women and girls, which advocate for systematic integration of gender perspectives into sectoral norms and standards.

We appreciate that in Kenya, the State Department for Gender Affairs is mandated, through Executive Order No. 1 of January 2018, to coordinate gender mainstreaming efforts within Ministries, Departments and Agencies, and within counties to advance gender equality and women's empowerment, through formulation and coordination of policies and programmes.

The Intergovernmental Framework for Gender Sector Coordination adopted by both the National and County Governments in January 2019 provides a mechanism for consultation and cooperation between the National and County governments on issues of gender equality and women's empowerment. This coordination framework is designed to facilitate the realization of the objects and principles of devolution provided for under Articles 174 and 175 of the Constitution of Kenya.

However, although there are a plethora of policies, laws, regulations and administrative practices addressing gender issues, this conference underscores the need to integrate a gender perspective in policies, legislative frameworks and institutional mechanisms that support the design, implementation, monitoring and evaluation of the "Big Four" agenda of food security, affordable housing, manufacturing, and universal health coverage.

While the Constitution of Kenya provides strong guarantees for equality and non-discrimination, lack of political will towards implementation and/or operationalizing of gender-related laws impedes the protection of the rights of women in Kenya and, subsequently, the realization of gender equality in Kenya.

We note that most gender-related interventions and programmes are under-resourced and are not supported by evidence, due to lack of coordinated mechanisms for production and utilization of gender statistics.

Therefore, the Conference makes the following resolutions:

### Implementation and Enforcement of Gender-related Laws

- 1 The law enforcement agencies and justice system, including the Director of Criminal Investigations (DCI) and Director of Public Prosecutions (DPP), shall ensure that the law is enforced and the rights of women and girls are protected.
- 2 Private and public sector institutions shall comply with legal provisions that ensure that women are free from all forms of violence, including sexual violence, within the workplace.
- 3 Private and public sector institutions shall put in place mechanisms to protect the rights of women in the workplace including the formulation and implementation of workplace policies that guard against sexual harassment.
- 4 Both levels of Government shall enhance technical, financial and administrative capacity of law enforcement agencies to handle gender-based offences to ensure rule of law is maintained.
- 5 Parliament shall within one year fast-track the enactment of the Constitution of Kenya (Amendment) Bill 2018 which seeks to amend Articles 97 and 98 of the Constitution to ensure the two-thirds gender rule is realized.

*Action: National Police Service, Director of Criminal Investigations (DCI), Office of the Director of Public Prosecution (ODPP), the Judiciary, Parliament, National Government, County Governments, The National Treasury*

### Enhancing Capacity Building for Enforcement of Gender Laws

- 6 We acknowledge that while law enforcement agencies are tasked with enforcement of the law, capacity and resource challenges may prevent them from effectively carrying out their duties and functions. This undermines the efficacy of investigations and prosecutions against offenders.
- 7 We call upon both levels of Government to address the issue of inadequate technical and administrative capacity of law enforcement agencies to handle gender-based offences to ensure rule of law is maintained.

*Action: National and County Governments*

## Promoting Civic Education

- 8 There is need to empower women through civic education, awareness creation and access to information on their rights as this is critical to alleviating gender inequality. This would also ensure that women are able to participate effectively in decision making.
- 9 We urge the National and County governments to collaborate extensively with non-state actors and establish programmes to create awareness and build the capacity of women and girls as rights' holders.

*Action: National Government, County Governments, Non-State Actors*

## Family as the Foundation for Promoting Gender Equality

- 10 Noting that equality is not a concept that is entrenched in the society which then informs value systems, emphasis shall be placed on informal education where the benefits of equality are advocated for as beneficial to all members of the society - men, women, boys and girls.
- 11 We recognize that the family is an important space for creating gender equality awareness and for promoting gender equality and women empowerment conversation.
- 12 Engaging men and boys as advocates for gender equality is integral to the effective implementation and achievement of the Agenda 2030 for sustainable development. Men and boys' engagement for positive masculinity will maintain the momentum on addressing gender inequalities, strengthen human rights, and promote women's empowerment.
- 13 We urge the two levels of Government and other actors engaged in promotion of gender equality to target the family as the place for civic education on programmes that aim at advancing inclusion of men, women, boys and girl in the development process.
- 14 The State Department for Gender Affairs shall work closely with County governments and non-state actors in rolling out a programme that targets family as the space for promoting gender equality awareness within the 2020/2021 financial year. The programme shall include awareness on family, societal and national values that promote gender parity.

*Action: State Department for Gender Affairs, NGECC, County Governments and Non-State Actors*

## Gender-responsive Budgeting

- 15 We observe that most gender-based interventions suffer from inadequate allocation of resources.
- 16 We urge the National Government, County Governments, and development partners to integrate gender-sensitive planning and budgeting to ensure the needs of all Kenyans are considered in development programmes towards the achievement of the "Big Four" agenda and the Vision 2030.
- 17 Gender dimensions shall be analyzed and defined within the "Big Four" agenda to ensure programmes are designed with gender quotas in mind.



- 18 To monitor and evaluate implementation and impact of sector-based initiatives from a gender perspective, there is need to institute an audit of the gender expenditure within the "Big Four" agenda.

*Action: National and County Governments, The National Treasury, Office of the Auditor General, Office of the Controller of Budget, Development Partners, and other Non-State Actors*

### Allocation of Adequate Resources for Gender Mainstreaming

- 19 Gender mainstreaming has been identified as a strategy for promoting gender equality in Kenya. We note the various milestones by the State Department for Gender Affairs and National Gender and Equality Commission (NGEC) in taking lead in implementation of gender mainstreaming at both levels of government.

- 20 Currently, gender mainstreaming is facing challenges including inadequate human and financial resources and resistance from various actors across the country. It is critical that the role of promoting and entrenching gender mainstreaming is broadened to more state departments and agencies so that State Department for Gender Affairs and NGEC mainly perform supervisory and oversight roles across board to ensure that gender mainstreaming is implemented.

- 21 The State Department for Gender Affairs and NGEC should be effectively funded to efficiently discharge their role with regards to promoting gender mainstreaming in the country. Gender mainstreaming shall be given prominence in the National Gender Policy (currently at Cabinet approval level) so that ministries, departments and agencies of both National and County governments incorporate gender mainstreaming in their development plans.

*Action: NGEC, State Department for Gender Affairs*

### FOOD SECURITY

#### Promoting Gender-balanced Participatory Approaches in Agriculture

- 22 Noting that women are majorly involved in the agricultural sector, their contribution is invisible and therefore not considered in national plans.
- 23 Women and the youth shall be involved in agricultural sector planning and development of strategies/programmes, and capacity building initiatives.
- 24 The National and County Governments shall develop awareness raising programmes that promote agriculture to the youth as a viable employment choice while contributing to food security concerns within the country.

*Action: Ministry of Agriculture, Livestock, Fisheries and Irrigation, County Governments, National Government, Development Partners, Non-State Actors*

## Challenging the Patriarchy System and its Effects on Food Security

**25** Gender inequalities in agriculture hinder optimum production and effective participation in the sector due to patriarchal systems which perpetuate stereotypes, cultural norms and gender roles. Lack of financial resources, inadequate transport systems and lack of access to markets and information, predisposes women to the negative impacts and effects of climate change. These gaps reduce women and men's resilience to cope with environmental shocks and perpetuate the incidence and severity of poverty.

**26** We need to challenge the patriarchy system/cultural perceptions on gender right from our families and at the individual level. As individuals, we need to reflect on how we could be propagating gender inequalities in our day to day actions, be it through products/services we source and from where. There is need to change behaviour and value systems as individuals and be mindful of others.

*Action: National Government, County Governments, Universities and Research Institutions, Private Sector, Civil Society, Non-State Actors*

## Mitigating the Effects of Droughts and Floods on Food Security in ASALs

**27** Kenya is prone to frequent weather-related episodes of droughts and floods. The most affected counties are in the arid and semi-arid lands (ASALs) particularly Kwale, Mombasa, Taita Taveta and Garissa.

**28** Female-headed households are more likely to suffer from food insecurity in ASALs. It is critical for County governments in ASALs to change the production system to embrace appropriate technology to mitigate the effects of droughts and floods on food security. Such technologies include irrigation, drought tolerant crops, feedlots, silage making and adoption of fortified foods.

**29** Research institutes need to identify the unique attributes cushioning households that do not suffer from food insecurity (the outliers) in the ASALs. These could provide key lessons and replicated in other ASALs households.

*Action: County Governments, Ministry of Agriculture, Livestock, Fisheries and Irrigation, Universities and Research Institutions*

## AFFORDABLE HOUSING

### Effective Inclusion and Participation of the Poor and Vulnerable Groups in Infrastructure and the Affordable Housing Programme

**30** It is important to ensure that housing and infrastructure projects in energy, transport, water and sanitation are affordable, accessible and appropriate for the targeted beneficiaries.

**31** The quality and nature of infrastructure provided also affects the safety and security of rural and urban dwellers, especially the vulnerable groups. The housing and infrastructure needs of the low income households in informal settlements, and other vulnerable groups such as women, youth and persons living with disabilities are unique and distinct.

**32** Implementation of the Affordable Housing Programme shall ensure that the needs, priorities and interests of the poor and vulnerable groups are internalized. There is need to track allocation of houses through sex disaggregated data and consider PWDs.

- 33 The implementation of the housing programmes and projects shall be reviewed to ensure inclusion, participation and access to opportunities equitably for all during design, construction, operation and ownership. This shall include an analysis of quotas for allocation of opportunities to women, men, youth, persons living with disability and marginalized groups. The quota system shall reflect the 2/3 rule and other affirmative action mechanisms in place.
- 34 Innovative financing mechanisms shall be pursued using formal and informal instruments to enhance access to housing especially for the vulnerable and marginalized groups.
- 35 The NGECE and KIPPRA together with strategic partners shall provide support and capacity building to National and County Governments on mechanisms to ensure equality across gender, vulnerable and marginalized groups in the housing and infrastructure projects.
- 36 NGECE and KIPPRA shall initiate capacity building on gender and equality standards to be applied in the Affordable Housing Programme. Gender and equality standards and indicators for the Affordable Housing Programme shall be put in place within the first quarter of 2019/2020.
- 37 Further, the allocation of the houses shall be done through participatory processes.

*Action: NGECE, KIPPRA*

### Data and Transparency in Design and Implementation of the Affordable Housing Programme

- 38 Adequate access to housing, energy, water and sanitation has a positive impact on health, education and economic situation of women, men, youth and people living with disabilities.
- 39 There is need for effective data collection on the housing and infrastructure situation of the intended beneficiaries across the different demographic and socio-economic groups. This data is imperative for evidence-based policy formulation and programme design and implementation.
- 40 There is need for enhanced transparency in implementation of the housing programme. The poor and vulnerable groups in urban and rural areas will be actively engaged in capturing relevant data to inform policy, programmes and projects on affordable housing. Mechanisms for data collection across targeted beneficiaries for the Affordable Housing Programme shall be put in place in 2019/20.
- 41 KIPPRA in partnership with strategic partners shall undertake to collect and analyze data relevant to housing, energy, water and sanitation policy in the financial year 2019/20. Data and information on the affordable housing programme shall be made accessible to the public to enhance transparency.
- 42 The National and County Governments shall make public all information related to the design and implementation of the Affordable Housing Programme in the financial year 2019/20.

*Action: KIPPRA, National Government, County Governments, KNBS, Development Partners*

## Enhancing Women's and Girls' Safety in Rural Public Spaces

**43** Women and girls' safety is increasingly being violated in public spaces. These public spaces include on way to and from schools, health facilities, markets, water points and while in their productive lives. Sexual harassment is one common form of violence that women in Kenya face, especially in their workspaces, which largely are in agricultural settings, hospitality industry and others.

**44** There is need for enforcement of anti-sexual harassment policies and building the capacity of different service providers to ensure protection of women and girls from violence. These include the transport industry (especially the Matatu and boda boda transport sector); agriculture sector that includes the tea, coffee, flower and other commodities; schools, places of worship and health facilities; markets and on way to and from each of these spaces.

**45** Reporting of violence in these spaces shall be encouraged to inform policy and design of better interventions. Partnerships with the private sector shall be encouraged if we are to enhance prevention and response of GBV in public spaces.

*Action: National Government, County Governments, Private sector, Non-State actors, Development Partners*

## Collaboration and Partnerships for Affordable Housing in Kenya

**46** There are numerous actors involved in provision of housing, and water, energy and other infrastructure services. They range from public and private sector and non-state actors.

**47** There is need for better coordination and partnerships among these actors. This includes inter-governmental coordination between County and National governments.

**48** Collaboration and partnership opportunities identified during the conference among stakeholders in housing and infrastructure provision shall be formalized within three months of this conference.

**49** The National and County Governments shall take lead towards realization of accessible, affordable and appropriate housing and infrastructure.

**50** The Intergovernmental Relations Technical Committee (IGRTC) will work with the National and County Governments through established structures to ensure effective cooperation, coordination and inter-relations in implementation of the Affordable Housing Programme.

**51** The local, regional and global non-state actors, private sector and grassroots community actors shall participate in the formulation and implementation of the housing and infrastructure projects in collaboration with the National and County Governments.

*Action: National Government, County Governments, IGRTC, Non-State Actors*

## MANUFACTURING

### Women and Affirmative Actions for Entrepreneurship Development

**52** Access to credit is still a challenge that faces women in economic participation and inclusion. There is need to reverse the trend of low participation of women in the manufacturing sector to leverage on more opportunities for growth.

**53** There is need to increase engagement of women in decision making levels such as boards, both in the public and private sectors.

**54** There is need for the private sector to make deliberate efforts to increase participation of women, youth and people living with disability in procurement processes.

*Action: WEF, YEDF, Uwezo, NGAAF, AFC, Development Partners, Non-State Actors, Private Sector, National and County Governments, Universities and Research Institutions*

## UNIVERSAL HEALTH COVERAGE

### Improve Response to Gender-based Violence through Universal Health Coverage

**55** Increased cases of gender-based violence (GBV) negate the realization of health for all and violates the rights enshrined in the Constitution. The survivors of violence are not necessarily guaranteed equal, easy and timely access to health, legal or other related services when they experience GBV.

**56** Universal Health Coverage (UHC) offers an opportunity to make available quality, survivor-centred, timely and affordable medical services countrywide in all health facilities.

**57** The design and implementation of UHC shall ensure that the needs and priorities of women, men, boys and girls are fully considered to ensure their access to health care and maintaining good health.

**58** Continuous investment and capacity building by service providers will be an essential component of ensuring access to quality services. In addition, investments to prevent GBV from happening shall be upscaled to ensure GBV does not occur in the first place.

*Action: Ministry of Health, County Governments, NHIF, National Assembly and the Senate, The National Treasury and Planning*

### Improving Sexual and Reproductive Health (SRH) for All

**59** Sexual and reproductive health is very crucial in the achievement of UHC as envisaged in the African Union Agenda 2063 and Kenya's "Big Four" agenda. To achieve this, Kenya will require to review and harmonize policies scattered across various institutions dealing with health care by adopting a multi-sectoral approach with line ministries and non-state actors.

**60** There is also need for political goodwill from policy makers in ensuring a family-centred model of SRH delivery. This effort will ensure increased access to unrestricted and universal access to sexual and reproductive health information and services and creation of awareness to all in the period of coverage of the "Big Four" agenda.

### Financing Universal Health Care through Financial Risk Pooling

**61** Financing of health care for all has been a challenge. While NHIF has in the recent past upscaled the coverage to all, the scope of coverage for diseases and illnesses is limited and people have not been able to benefit fully from the scheme.

**62** Universal Health Coverage (UHC) is envisaged to ensure that all people and communities can access and use the preventive, curative and rehabilitative health services they need, of sufficient quality while ensuring that the use of these services does not expose the user to financial hardship.

**63** Financial risk pooling ensures predictability of financial risks and avails means of distributing the risks equitably and efficiently across high and low-income pool members. As such, financial risk pooling offers an opportunity to ensure UHC a success under the "Big Four". This will require progressively increasing funding from the National Treasury, legal support to change the PFM Act 2012, review and amendment of NHIF Act, inclusion of informal sector mandatory contribution and more participation from County Governments within the period of implementation of the "Big Four" agenda.

*Action: Ministry of Health, County Government, NHIF, National Assembly and the Senate, The National Treasury and Planning*

## GENDER STATISTICS, VOICE, LEADERSHIP AND LABOUR MARKET

### Creation of Awareness on the Concept of Gender and Gender Equality

**64** It has been observed that on the mention of Gender bill, most people have the perspective that it is a women bill. Gender bill is not a women bill but a gender bill for men and women. It is meant to address issues of marginalization based on gender. In this regard, it is important that all State Officers, Public Officers and law makers and the general public are sensitized on the concept of gender and gender equality to change the perception that gender is all about women. This will also include creating awareness on the two-thirds gender rule bill and its importance to the Kenyan community.

*Action: State Department for Gender Affairs, National Gender Equality Commission, Kenya Women Parliamentarians Association (KEWOPA)*

### Need for Extensive Gender Research to Build case for Gender Equality

**65** Government think tanks and research institutions shall enhance their research in gender-related topical issues to highlight legal and policy gaps, inform generation of gender statistics and provide pertinent information to the design and conduct of gender-responsive budgeting and modalities for developing gender policy in Kenya.

**66** The Kenya National Bureau of Statistics (KNBS) shall work in collaboration with data producers at National and County levels to ensure tracking of SDGs related indicators, including unpaid care work, labour market indicators, housing, agricultural asset ownership, among others.

**67** All county statistics shall be disaggregated by gender. The KNBS in partnership with other data producers shall produce demand-driven data while strengthening the capacity of various stakeholders to improve the collection, analysis and use of gender-disaggregated data for sound policy formulation, programme planning, national budgeting and accounting.

**68** KNBS in consultation with stakeholders shall develop a methodology to standardize collection and dissemination of administrative data to produce real time statistics to be used in evidence-based decision making and policy formulation

*Action: KNBS, Universities and Research Institutions, Private Sector, National and County governments, Development Partners*

## MOVING FORWARD

69

The Kenya Institute for Public Policy Research and Analysis commits to ensure that these issues raised are communicated with the relevant agencies identified in this communique. The Institute also commits to follow up on these actions proposed during the conference and annually reports on progress made towards implementation of these recommendations.

*Action: KIPPRA*

Thank you all

*Presented on 13 June 2019 in Mombasa, Kenya*

**SIGNED BY:**

**Dr Rose Ngugi**

**Executive Director, KIPPRA**

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**SIGNED BY:**

**Dr Linda Musumba**

**Chairperson, KIPPRA Board**

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# ANNEX

## Annex 1: Detailed Conference Programme

### 2ND KIPPRA ANNUAL REGIONAL CONFERENCE ON A GENDERED APPROACH TO UNLOCKING THE POTENTIAL FOR SUSTAINABLE DEVELOPMENT

11 JUNE 2019, Morning Session and Session 1.1		
TIME		<b>Day 1: 11<sup>th</sup> June 2019</b> <b>Preliminaries, Overview of Developments and Emerging Issues Related to Gendered Approaches to Sustainable Development</b>
		<b>Setting the Stage</b> <i>Chair: Prof. Gituro Wainaina - Kenya School of Government</i> <b>Rapporteurs: KIPPRA</b>
9.00	P1.1_1	<b>Interlude with short video clip (3 minutes)</b> <i>Conference Overview: Setting Stage for a Gendered Approach to Sustainable development (10 minutes)</i> <b>Dr Rose Ngugi, Executive Director, KIPPRA</b> Gender, Law and the Constitution: What we Need to Know (15 minutes) <b>Dr Linda Musumba, Chairperson, KIPPRA Board</b> <i>Setting the stage: An Overview of Gender, Environment and Sustainable Development (15 minutes)</i> <b>Ms Janet Macharia, UNEP</b> <i>Gender Equality at the Grassroots (15 minutes)</i> <b>Hon. Dr Agnes Zani (Nominated Senator)</b> <i>Gendering the Big Four Agenda (15 minutes)</i> <b>Ms Eva Muraya, KEPSA</b> <i>Taking Stock of the Implementation of Gender Equality and Women Empowerment (15 minutes)</i> <b>Hon. Safina Kwekwe, Principal Secretary, State Department for Gender Affairs</b>



10.30-11.00	<b>Interlude</b>
	<b>Refreshment Break</b>
	<b>11th June 2019, Morning Session and Session 1.1</b>
	<b>Theme 1: Policies, Laws, Regulations and Administrative Practices</b>
	<b>Plenary Session 1.1: Gender-Related Policies and Laws</b>
	<b>Chair: Dr Linda Musumba</b>
	<b>Rapporteurs: Dennis Kyalo; Purity Kagendo; Felix Murithi</b>
	<p><b>Review of gender-related policies, regulations, laws and affirmative action</b> (National Gender Equality Commission (NGEC) Commissioner Hon. Priscilla Nyokabi)</p> <p>Presentation (10 minutes) <b>Gaps in Implementation of Gender-related Policies</b> (Ms Naitore Nyamu-Equality Now) Presentation (10 minutes)</p> <p><b>Coordination of Gender Related Policies and Laws</b> (Ms Nyambura Ngugi, UN Women)</p> <p>Presentation (10 minutes)</p> <p><b>Enforcement of Gender-related Laws</b> (Justice Njoki Ndung'u, Supreme High Court Judge) Presentation (10 minutes)</p> <p><b>Gender Responsive Budgeting at County Level</b> (Ms Jacqueline Mogeni, Council of Governors. Presentation (10 minutes)</p> <p><b>Coordination of Gender Mainstreaming</b> (Mr Protus Onyango, State Department for Gender Affairs) Presentation (10 minutes)</p> <p><b>A short clip relevant to the subject</b> (3 minutes)</p> <p><b>Panellists (30 minutes)</b></p> <p>Ms Teresa Njoroge, Clean Start Solutions</p> <p>Ms Naitore Nyamu, Equality Now</p> <p>Ms Rachel Muthoga, Kenya Private Sector Alliance (KEPSA)</p> <p>Ms Martha Karua, Advocate of the High Court of Kenya (former Member of Parliament), Development Initiatives</p> <p>Ms Winnie Lichuma, SDG Forum Kenya (former Chair NGEC)</p> <p>Ms Grace Maingi, Uraia</p> <p>Ms Sophie Odupoy, Vision Delivery Secretariat (VDS)</p> <p><b>Plenary Session (30 minutes)</b></p> <p><b>Moderator: Caroline Kamende, LSK Gender Committee Convener</b></p>
	<b>Lunch Break</b>
	<b>11<sup>th</sup> June 2019, Session 1.2</b>

	<p><b>14.00 Theme 2: The “Big Four” Agenda</b></p> <p><b>Plenary Session 1.2: Food Production, Food Security and Nutrition</b></p> <p><b>Chair: Ms Veronica Okoth, Vision Delivery Secretariat</b></p> <p><b>Rapporteurs: Brian Nyaware; Florine Mwiti; Dennis Kyalo</b></p>
	<p><b>Gender and Agriculture and its Role in Attaining Food Nutrition and Security</b> (<i>Mr Benson Mutuku-Care Kenya</i>), Presentation (10 minutes)</p>
	<p><b>Fortification of Crops for Nutrition Security in Light of the “Big Four” Agenda</b> (<i>Dr. Chrispine Omondi, KALRO</i>) Presentation (10 minutes)</p> <p><b>Food Safety and Standards</b> (Margret Kola KEBS)</p> <p><b>Access to Agricultural Finance by Gender</b> (<i>Ms Millicent A. Omukaga, AFC</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Child Nutrition from a Gender Perspective</b> (<i>Mr Patrick Codjia, UNICEF</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Showcase: Meru Sweet Potato Value Addition Factory</b> (<i>Mr Patrick Mbaabu Ntongai</i>) Presentation (10 minutes)</p> <p><b>A short clip on the subject</b></p> <p><b>Panellists (30 minutes)</b></p> <p>Ms Hellen Mwarey, KEPHIS</p> <p>Ms Nancy Laibuni, KIPPRA</p> <p><b>Plenary Session (30 minutes)</b></p> <p><b>Moderator: KEPHIS</b></p>
	<p><b>Entertainment</b> (<i>Photo Gallery of Day’s Photos, Screen shots of day’s tweets and Instrumental Music/ Announcing BAG locations</i>)</p>
	<p><b>12<sup>th</sup> June 2019, Plenary Session 2.1, 08h30</b></p>
	<p><b>Plenary Session 2.1 – Universal Health Coverage</b></p> <p><b>Chair: Ms Susan Mochache, Principal Secretary, Ministry of Health</b></p> <p><b>Rapporteurs: Kenneth Malot; Purity Kagendo; Joshua Laichena</b></p>

	<p><b>Maternal Health – KIPPRA</b> (10 minutes)</p> <p><b>Financing of Universal Health Care through Financial Risk Pooling</b> (<i>Mr Charles Gathii, NHIF</i>) Presentation (10 minutes)</p> <p><b>Counties’ based Health Care Schemes</b> (<i>CEC, County Government of Laikipia</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Beyond Zero Campaign</b></p> <p>Video Presentation (10 minutes)</p> <p><b>Experience: Ms Chantel Wacheke Githinji</b></p> <p><b>Communicable and Non-communicable Diseases from a Gender Perspective</b> (<i>KEMRI</i>) TBC</p> <p>Presentation (10 minutes)</p> <p><b>Sexual and Reproductive Health</b> (<i>Kelly NCK</i>) Presentation (10 minutes)</p> <p><b>A short clip on the subject</b></p> <p><b>Panellists (30 minutes)</b></p> <p><i>Dr Phoebe Josiah, KIPPRA Director (Focus on the Forgotten Diseases)</i></p> <p><i>Mr Charles Gathii - NHIF (focus on Benefits and Claims)</i></p> <p><i>Mr Stephen Odhiambo, SDG Kenya Forum</i></p> <p><b>Panel Discussion (30 minutes)</b></p> <p><b>Moderator: Mrs Nazi Kivutha, First Lady, County Government of Makueni</b></p>
	<p><b>12<sup>th</sup> June 2019, Plenary Session 2.2, 12h15</b></p>
	<p><b>Plenary Session 2.2: Infrastructure: Housing and Transport</b></p> <p><b>Chair: Ms Esther Mwaura - Groots</b></p> <p><b>Rapporteurs: Brian Nyaware; Florine Mwiti; Joshua Laichena</b></p>

	<p><b>Financing Affordable Housing</b> (Mr Wamugunda Hunda, Chief Economist, State Department for Housing and Urban Development) Presentation (10 minutes)</p> <p><b>Gender and Access to Energy for Urban and Rural Households including Informal Settlements</b> (<i>Ms Agnes Obara, Kenya Power and Lighting Company</i>) Presentation (10 minutes)</p> <p><b>Gender and Safe Spaces – Rural</b> (<i>Ms Grace Wangeci- UN Women</i>) Presentation (10 minutes)</p> <p><b>Gender Access to Water and Energy</b> (Robert – Practical Action) Presentation (10 minutes) – <i>including a short video</i></p> <p><b>Gender and Safe Spaces: Housing and Transport</b> (<i>UN Habitat/ Action Aid</i>) Presentation (10 minutes)</p> <p><b>Panel Discussion</b> (30 Minutes)</p> <p><b>Panel Moderator: Ms Nyambura Ngugi, UN Women</b></p> <p><b>Panellists:</b> <i>Hon. Mwaura Chege, County Government of Nairobi County (Focus on the Affordable Housing Project in Ngara)</i></p> <p><b>Practical Action</b> <i>Ms Tabitha Nyambura - NGEN</i> <i>Prof Shanyiwa Khasiani - IGRTC</i></p>
	<b>1.30 Pm Lunch Break</b>
	<b>12<sup>th</sup> June 2019, Plenary Session 2.3, 14h30</b>
	<p><b>Plenary Session 2.3 – Gender and Disability Mainstreaming</b> <b>Chair: Ms Ashura Michael</b> <b>Rapporteurs: Protus Shigoli; Mercy Matwere; Evelyne Njuguna</b></p>

	<p><b>Gender Mainstreaming including Affirmative Actions from PWDs Perspective (State Department of Gender (Ms, Sarah Ayiecho, NCPWD)</b></p> <p>Presentation (10 minutes)</p> <p><b>Big Four Agenda and Disability Mainstreaming (Mr Michael Nzomo Mbithuka, KIPPRA Board) Talk (10 minutes)</b></p> <p><b>Inclusive Urban Transport (Commissioner Dr Chomba Munyi, Vice Chair, NGEC)</b></p> <p>Presentation (10 minutes)</p> <p><b>Innovation Safe Spaces and Disability (Mr, Juma Asiego, UN Habitat)</b></p> <p>Presentation (10 minutes)</p> <p><b>Panellists: (30 minutes)</b></p> <p>Cerebral Palsy- Mr George Kakala;  ANDY-Jane Ndenga;  Care International-Ms Joyce Muchena;  Africa Braille Centre-Mr Juma Kiprotich;  Kenyan Paraplegic Organization-Ms Elsie Makungu</p> <p><b>Panel Discussions (20 minutes)</b></p> <p><b>Moderator: Richard Chacha</b></p>
	<p><b>13<sup>TH</sup> June 2019, Plenary Session 2.4</b></p>
	<p><b>Plenary Session 2.4 – Manufacturing: ICT, Entrepreneurship, Innovation and Trade</b></p> <p><b>Chair: Dr Moses Njenga</b></p> <p><b>Rapporteurs: KIPPRA</b></p>

	<p><b>Gender Balance among Investors and Issuers in the Capital Markets</b> (<i>Mr Luke Ombara, Director Regulatory Policy and Strategy - Capital Markets Authority (CMA)</i>) Presentation (10 minutes)</p> <p><b>Tools for Measuring Inequality in Manufacturing</b> (<i>Ms Ruth Pol-lak - Industrial Policy Expert; Gender United Nations Industrial Development Organization UNIDO</i>) Presentation (10 minutes)</p> <p><b>Women and Affirmative Actions for Entrepreneurship Development</b> (<i>Eng. Charles Mwirigi, CEO-Women Enterprise Fund</i>) Presentation (10 minutes)</p> <p><b>Gender and Inclusive Business: Supplier Diversity</b> (<i>Ms Florence Kiburi - Champion of Women in Business in Safaricom PLC and Senior Manager Supply Chains Operations Safaricom PLC</i>) Presentation 10 minutes)</p> <p><b>Panellists (30 minutes)</b></p> <p><b>Ms Mary Nyachae - Chair Women in Business - Kenya National Chamber of Commerce and Industry</b></p> <p><b>Ms Eunice M'Mboga – UWEZO Fund Oversight</b></p> <p><b>Panel Discussions (30 minutes)</b></p> <p><b>Panel Moderator:</b> Mr Wondwosen Asnake Kibret - UNEP</p>
	<p><b>Day 3: 13<sup>th</sup> June 2018</b></p> <p><b>Theme 3: Gender Statistics, Voice, Leadership and Labour Market</b></p>
	<p><b>Launch of Kenya Economic Report 2018 - Jamshed Ali</b></p> <p><b>Chair: Prof. Marangu Marete</b></p>
	<p><b>Recap of Day Two: Key Highlights</b></p>
	<p><b>Plenary Session 3.1: Data and Gender Statistics</b></p> <p><b>Chair: Esther Mwaura, Groots Kenya</b></p> <p><b>Rapporteurs: KIPPRA</b></p>

08:30	P3.2_14	<p><b>Gender Statistics: Challenges and Opportunities</b> (Prof. Agwan-da- IDS, UoN) Presentation (10 minutes)</p> <p><b>Making Every Woman and Girl Count</b> (Ms Maureen Gitonga, UN Women) Presentation (10 minutes)</p> <p><b>Enabling Environment for Gender and Data Processing</b> (Ms Rose Mary Kong'ani - KNBS) Presentation (10 minutes)</p> <p><b>Gender Students Grant Programme</b> (Dr. Joy Kiiru Mueni, UoN) Presentation (10 minutes)</p> <p><b>A short clip on the subject</b></p> <p><b>Panellists (30 minutes)</b></p> <p>Mr Protus Onyango, State Department for Gender; Mr Henry Odhiambo, Development Initiatives; Ms Milkah Righa, Taita Taveta County Government; Ms Maureen Gitonga-UN Women; Dr. Joy Kiiru, UoN</p> <p>Panel Discussions (30 minutes)</p> <p><b>Moderator: Dr Rose Oluoch, SDG Kenya Forum</b></p>
10:30		<b>Refreshment Break</b>
		13 <sup>th</sup> June 2019, Plenary Session 3.2
		<p><b>Plenary Session 3.2 – Gender-Based Violence, FGM, Early and Forced Marriages</b></p> <p><b>Chair: Ms Joyce Kathambi -Care International</b></p> <p><b>Rapporteurs: Kenneth Malot; Isaac Waithaka; Evelyne Njuguna</b></p>

	<p><b>Child Protection: Child Pregnancy, Early Marriages, Violence against Children and Rescue Centres</b> (Ms Zeinab Ahmed - UNICEF)</p> <p>Presentation (10 minutes)</p> <p><b>Strides Made Towards Eradicating Female Genital Mutilation</b> (Hon. Dr Linah Jebii Kilimo)</p> <p>Presentation (10 minutes)</p> <p><b>Short clip on the subject</b></p> <p><b>Panellists (30 minutes)</b></p> <p><i>Ms Catherine Kiama, Akili Dada</i></p> <p><i>Hon. Linah Chebii</i></p> <p><i>Ms Zeinab Ahmed, UNICEF</i></p> <p><i>Caroline- HBS</i></p> <p><i>Ms Felister Gitonga, Equality Now</i></p> <p><i>Mr Isaac Kegode- Representing Inspector General</i></p> <p><i>Mr Nzomo-NGEC</i></p> <p><b>Panel Discussion (30 minutes)</b></p> <p><b>Moderator: Tabitha Nyambura, NGEC</b></p>
	<p><b>13<sup>th</sup> June 2019, Plenary Session 3.3, 14H00</b></p>
	<p><b>Plenary Session 3.3: Gender Leadership and Decision Making</b></p> <p><b>Chair:</b> <i>Hon. Edith Nyenze</i></p> <p><b>Rapporteurs:</b> <b>KIPPRA</b></p>
	<p><b>Leadership in the Public Sector</b> (<i>Ms Rachael Shebesh</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Leadership in Corporate Sector</b> (<i>Ms Queenter Mbori-Saina- Standard Media Group</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Gender and Political leadership</b> Presentation (10 minutes)</p> <p><b>Leadership and Disability</b> (<i>Ms Ashura Michael - NCPWD Board</i>)</p> <p>Presentation (10 minutes)</p> <p><b>Decision Making at Household Level</b> (<i>Practical Action</i>) Presentation (10 Minutes)</p> <p><b>A short clip on the subject</b></p> <p><b>Panelists (30 minutes)</b></p> <p><b>KEWOPA</b></p> <p><b>Hon. Commissioner Priscilla Nyokabi, NGEC</b></p> <p><b>Ms Milicent Omukaga, AFC</b></p> <p><b>Panel Discussion (20 minutes)</b></p> <p><b>Moderator: Prof. Ludeki Chweya, Director General, KSG</b></p>



## **Annex 2: Papers Prepared for the Conference**

Gender and policy, legal, regulatory and administrative practices – Dr Othieno Nyanjom

Gender-based leadership inequality and economic outcomes in Kenya – Dr Edna

Gender leadership and decision making – Dr Dalmas Otieno

An assessment of the burden of gender-based violence (GBV) on health and implications for attainment of sustainable development in Kenya – Full

Gender policies and assessment of the quality of healthcare under the devolved system in Kenya – Lucy

Gender and maternal health – Dr Nancy Nafula

Gender and food security – Dr Evelyne Kihiu

Gender, entrepreneurship and access to affirmative funds – Rodgers Musamali

The influence of entrepreneurship education pedagogy on self efficacy of university students in Kenya across gender – Isaac Gachanja

Gender wage gap in Kenya - Extent and explanations – John and Peris

Assessment of gender wage gap in Kenya – Daniel Omanyo

Poor remuneration and welfare of house helps in Nairobi – Dr Musonye

Gendered access to water and energy and its implications on household well-being – James Gachanja

Gender-based violence and education – Andrew Olando

Gender and trade – Paul Odhiambo

## Annex 3: Participants

Name	Institution
1. Juma Kiprotich	Africa Braille Centre
2. Marjorie Okora	African Capacity Building Consultant
3. Edward Mchoki	Agricultural Finance Corporation
4. Edward Mwachu	Agricultural Finance Corporation
5. Florence Mutuku	Agricultural Finance Corporation
6. Harun Njago	Agricultural Finance Corporation
7. John N. Mungai	Agricultural Finance Corporation
8. Pauline Kathamabana	Agricultural Finance Corporation
9. Samuel Ochieng'	Agricultural Finance Corporation
10. Catheline Kiama	Akili Dada
11. Jane Ndenga	Andy
12. Stanley Kipchumba	Baringo County Assembly
13. Halkano Amos	Capital Markets Authority
14. Halrano H. Duga	Capital Markets Authority
15. Luke Ombara	Capital Markets Authority
16. Phyliss Kariuki	CARE
17. Benson Mutuku	Care International
18. Jocye Muchena	Care International
19. Joyce Muchena	Care International
20. Phylis Kariuki	Care International
21. William Njenga	Centre for Rights Education and Awareness
22. George Kakala	Cerebral Palsy
23. Addah K Omedi	COK
24. Janet Sayo	County First Ladies Association
25. Isabella Mwangi	CREAW
26. Karwitha Kirimi	Daystar University
27. Rebecca Kedolwa	Daystar University
28. Sandra Karwitha	Daystar University
29. Felister Gitonga	Equality Now
30. Violet Muthiga	Equality Now
31. Ilham Said	FIDA Kenya
32. Liz Kingi	First lady - Kilifi county
33. Teresia Nduta	Forever Living
34. Jeremiah Sato	Freedom Guardians
35. Isabella Muriera	Friedrich-Ebert-Stiftung Kenya Feminism Working Group
36. Anne Nelima	Garissa University

Name	Institution
37. Awadh Omar Maka	Garissa University
38. Dickson T. Onyango	Garissa University
39. Emmanuel Mulimi	Garissa University
40. Hassan Abdillai Abdi	Garissa University
41. James Warutere Mbogo	Garissa University
42. Maureen Waithera Kagochi	Garissa University
43. Mulimi Emmanuel Vitilu	Garissa University
44. Vincent Ombisi	Garissa University
45. Margaret Ratemu	Gender
46. Maureen Gitau	Global Communities
47. Maureen Wanjiru	Global Communities
48. Tindi Sitati	Global Communities
49. Esther Mwaura	Groots Kenya
50. Caroline Kioko	Heinrich Boll Stiftung
51. Billow Khalid (Dr)	Inter-Governmental Relations Technical Committee
52. Njambi Muchare	Inter-Governmental Relations Technical Committee
53. Francis Kalama Fondo (Dr)	Inter-Governmental Technical Relations Committee
54. Jane Ndenga	Inter-Governmental Technical Relations Committee
55. Raymond (Dr)	Inter-Governmental Technical Relations Committee
56. Shanyigha Khasiani (Prof.)	Inter-Governmental Technical Relations Committee
57. Justin Nyakundi	International Technical Volunteers Organization
58. Byron Abuli	Sign Language Interpreter
59. Emmanuel Kinyua	Inuka Afrika Properties Limited
60. Anabel Kache	Jomo Kenyatta University of Science and Technology
61. Brian Lenguro	Jomo Kenyatta University of Science and Technology
62. Edna Jemtai	Jomo Kenyatta University of Science and Technology
63. Getrude Suri Mwangeka	Jomo Kenyatta University of Science and Technology
64. Jack Lolchoki	Jomo Kenyatta University of Science and Technology
65. Marycomfort Kinoti	Jomo Kenyatta University of Science and Technology
66. Michelle Nyambura Karanja	Jomo Kenyatta University of Science and Technology
67. Patrick Mwashighadi	Jomo Kenyatta University of Science and Technology
68. Sharon Twagira	Jomo Kenyatta University of Science and Technology
69. Zuhra Shariff Idarus	Jomo Kenyatta University of Science and Technology
70. Jeremiah Nzaka Hare	Kabianga University
71. Kennedy Oduo Ouma	Karatina University
72. Loise Wangui Kuria	Karatina University
73. Ouma Kennedy Oduo	Karatina University

Name	Institution
74. Millicent Kabara	KASNEB
75. Chrisphine Omondi (Dr)	Kenya Agriculture and Livestock Research Organization
76. Margaret Kola	Kenya Bureau of Statistics
77. Dorcas Mwamburi	Kenya Ferry Services Limited
78. Hidaya Saidi	Kenya Ferry Services Limited
79. Paskal Opiyo	Kenya Film Classification Board
80. Janet Kisio	Kenya Industrial Property Institute
81. Albert Kosgei	Kenya Maritime Authority
82. Hellen Mwarey	Kenya Plant Health Inspectorate Service
83. Eduta Niyo	Kenya Ports Authority
84. Mary Munyi	Kenya Ports Authority
85. Agnes Obara	Kenya Power and Lighting Company
86. Duncan Ndung'u	Kenya Power and Lighting Company
87. Grace Omwenga	Kenya Power and Lighting Company
88. Alphonse Odera (Eng.)	Kenya Roads Board
89. Tom Omai (Eng.)	Kenya Roads Board
90. Hilda Mugendi	Kenya School of Government
91. Ludeki Chweya (Prof.)	Kenya School of Government
92. Teddy Wasonga	Kenya Utalii College
93. Idi Massoud	Kenya Vision 2030 Delivery Secretariat
94. Sophie Odupoy	Kenya Vision 2030 Delivery Secretariat
95. Elsie Makungu	Kenyan Paraplegic Organization
96. Abd Nassir	Kenyatta University
97. Abdurasul Nassir	Kenyatta University
98. Diana Musumba	Kenyatta University
99. Doris J. Kandagor	Kenyatta University
100. Doris Jepkemei Kandagor	Kenyatta University
101. Fatma Shaaban	Kenyatta University
102. Kerryn Magak	Kenyatta University
103. Leah Wangeci	Kenyatta University
104. Nelly Chelangat Cheruiyot	Kenyatta University
105. Richard Mwangale Wafula	Kenyatta University
106. Rogers Wesonga	Kenyatta University
107. Stanley Sugut	Kenyatta University
108. Leah Wanjama (Dr)	Kenyatta University
109. Florence Koskey (Hon.)	Kericho County
110. Mwangi Nyutu	KIPPRA
111. Koitamet Olekina	KIPPRA Board

Name	Institution
112. Linda Musumba (Dr)	KIPPRA Board
113. Phoebe Ayugi Josiah (Dr)	KIPPRA Board
114. Otieno K. O. (Dr)	Kisumu
115. Wanjiku Chiuri (Prof.)	Laikipia University
116. Jasper Mutwiri	LCA
117. Caroline Kamende	LSK Gender Committee Convener
118. Mercy Adhiambo	Lurambi Constituency NG-CDF
119. Aron Kipkoech Chepkwony	Maasai Mara University
120. Chepkwony Kipkoech Aron	Maasai Mara University
121. Catherine Ohola	Mabati Rolling Mills
122. Edith Onguti	Mabati Rolling Mills
123. Joyce Kazungu	Mabati Rolling Mills
124. Martin Njogu	Mabati Rolling Mills
125. Sam Ogolla	Mabati Rolling Mills
126. Ben M. Akala (Dr)	Maseno University
127. Verahlyne A. William	Maseno University
128. Teresa Okoth Oluoch (Dr)	Masinde Muliro University
129. Dixon Ndereba Ntwiga	Masinde Muliro University of Science and Technology
130. Faith Wambui Waweru	Masinde Muliro University of Science and Technology
131. Hadad Murira	Masinde Muliro University of Science and Technology
132. Joel Okinyi Limonya	Masinde Muliro University of Science and Technology
133. Kennedy Otieno Agaya	Masinde Muliro University of Science and Technology
134. Linet Ooko	Masinde Muliro University of Science and Technology
135. Mark Simiyu Murum	Masinde Muliro University of Science and Technology
136. Mercy Akoth Juma	Masinde Muliro University of Science and Technology
137. Moses Githina Kanyora	Masinde Muliro University of Science and Technology
138. Owen Mulinya Kizito	Masinde Muliro University of Science and Technology
139. Simon Githuka Nyambura	Masinde Muliro University of Science and Technology
140. Vincent Lumala	Masinde Muliro University of Science and Technology
141. Bonface Otieno Nyalwal	Masinde Murilo University of Science and Technology
142. Nelson Mandela Ochondo	Masinde Murilo University of Science and Technology
143. Patrick Owuonda Odhi- ambo	Masinde Murilo University of Science and Technology
144. Peter Macharia	Masinde Murilo University of Science and Technology
145. Samuel Okoth Ogalo	Masinde Murilo University of Science and Technology
146. Stephen Ndung'u Ndirangu	Masinde Murilo University of Science and Technology
147. Teresa Okoth Oluoch (Dr)	Masinde Murilo University of Science and Technology
148. Timothy Owuor Ouma	Masinde Murilo University of Science and Technology

Name	Institution
149. Vincent Kipkuri	Masinde Murilo University of Science and Technology
150. Waweru Hadad Murira	Masinde Murilo University of Science and Technology
151. Edith Nyenze (Hon.)	Member of National Assembly Kitui West
152. Patrick Ntongai	Meru Friends SACCO
153. Simom Kachapin (Hon.)	Ministry of Energy
154. Mohamed Elmi	Ministry of Environment and Forestry
155. Shaban Warioba	Mombasa
156. Teddy Mwambire (Hon.)	MP for Ganze
157. Douglas Mwati	Murang'a County Assembly
158. Evelyne Macharia	Murang'a County Assembly
159. Opiyo Sophia (Dr)	MWS
160. Collins Ogunda	Nairobi
161. Chege Mwaura (Hon.)	Nairobi County Assembly
162. Patrick Kunini	Nairobi Disabled Empowerment Program
163. Halima Mucheke (Hon.)	National Assembly
164. Mishi Mboko (Hon.)	National Assembly
165. Rehema Hassan (Hon.)	National Assembly
166. Nancy Kamula	National Cohesion and Integration Commission
167. Sarah Ayiecho	National Council for Persons with Disability
168. Samuel Njuguna	National Council for Science, Technology and Innovation
169. Joseph Sakunati (Dr)	National Disaster Management Authority
170. Beatrice Zighe	National Gender and Equality Commission
171. Gideon Ndeti	National Gender and Equality Commission
172. John Nzioka Nzomo	National Gender and Equality Commission
173. Lee Karisa	National Gender Equality Commission
174. Anthony Mwai	National Youth Service
175. Mary Jepkore	National Youth Service
176. Prime Rose Obala	National Youth Service
177. Adam Kibwana	NCCA
178. Moses Ogeto	NCCA
179. Peter Wahuya Njau	NCCA
180. Wilfred Odalo	NCCA
181. Betina Muttane	NCK
182. Edna Tallam Kimanto	NCK
183. Taubman Olang	NEPAD/ARM Kenya
184. Ann Mulea	NG-CDF Board
185. Charles Mari Gathii	NHIF

Name	Institution
186. Nancy Theita	NHIF
187. Agnes Zani (Hon.) Dr	Nominated Senator
188. Seneta Mary (Senator)	Nominated Senator
189. Kegode Isaak Kegode	NPS
190. Margaret Gichinu	Office of the Controller of Budget
191. Bonnie Mathooko	Parliament of Kenya
192. Jane Babiwemba	Platnum
193. Emily Achieng	Powerspot Kenya
194. Beryl Opiyo	Practical Action
195. Farida Aliwa	Practical action
196. Lydia Muchiri	Practical action
197. Robert Magori	Practical Action
198. Roselyne Akello	Practical Action
199. Rachael Shebesh (Hon.)	Public Service, Youth Gender Affairs Chief Administrative Secretary
200. Alice Mwanza	Pwani University
201. Alice Wanza	Pwani University
202. Maryline Mwanyalo	Pwani University
203. Matilda Wanjohi	Pwani University
204. Silvana Wandoe	Pwani University
205. Onia Chitsiki	RBZ
206. Venanzio Kibuti	REC
207. Getrude Machangira	Reserve Bank of Zimbabwe
208. Hilda Shilwatse	Retirement Benefits Authority
209. Rose Oluoch	SDGs Kenya Forum
210. Rose Oluoch (Dr)	SDGs Kenya Forum
211. Ahmed Odhawa	Senate
212. Edith Mugo	Senate
213. Linah Jebii Kilimo (Hon.)	SFRTF
214. Ernest Wandere	Signs TV
215. Jared Getanda	Signs TV
216. Luke Muleka	Signs TV
217. Maureen Maitha	Signs TV
218. Clifford Ngwalla	Sonara Business Consulting
219. Gloria Aradi	Standard Media Group
220. Safina Achieng Okumu	Standard Media Group
221. Protus Onyango	State Department for Gender Affairs
222. Alice Githu	State Department for Transport

Name	Institution
223. Mohammed Higair	Sudan Embassy
224. Milkah Arigha	Taita Taveta
225. Olive Mwendu	Technical University of Kenya
226. Abel Nyakwarwa	Technical University of Mombasa
227. Alice Otieno	Technical University of Mombasa
228. Anthony Mwanzia	Technical University of Mombasa
229. Antony Mwanzia	Technical University of Mombasa
230. Caroline Kamusi	Technical University of Mombasa
231. Clinton Masasi	Technical University of Mombasa
232. Dennis Otieno	Technical University of Mombasa
233. Dorice Achieng'	Technical University of Mombasa
234. Elizabeth Achieng'	Technical University of Mombasa
235. Elizabeth Moragwa	Technical University of Mombasa
236. Eugene Musungu	Technical University of Mombasa
237. Fatuma Hassan	Technical University of Mombasa
238. Gideon Kirwa	Technical University of Mombasa
239. Harry Sululu	Technical University of Mombasa
240. Ismael Sirya	Technical University of Mombasa
241. Judy Wanjiku	Technical University of Mombasa
242. Kenneth Githua	Technical University of Mombasa
243. Maryanne Chepkemoi	Technical University of Mombasa
244. Nyardo Sospeter Anyona	Technical University of Mombasa
245. Omweri Moses	Technical University of Mombasa
246. Robert Mwakumbaku	Technical University of Mombasa
247. Nicholas Otieno	Terp Service Agency
248. Eric Nthumbi	Tharaka Nithi County Assembly
249. Catherine Wanjiku Gachihi	Toto Care
250. Chris Columbus Wanyiu	Toto Care
251. Hellen Kariuki	Toto Care
252. Jacky Gachihi	Toto Care
253. Lucy Kaiguta	Toto Care
254. Noel Wambua	UCESSO-CRE
255. Janet Kabeberi Macharia (Dr)	UN Environment
256. Abdi Aziz Ahmed	UN Women
257. Angela Gicholi	UN Women
258. Diana Lutta	UN Women
259. Elizabeth Obundi	UN Women



Name	Institution
260. Grace Wangechi	UN Women
261. Maureen Gitonga	UN Women
262. Nyambura Ngugi	UN Women
263. Janet Macharia	UNEP
264. Wonderson Asnare	UNEP
265. Zeinab Ahmed	UNICEF
266. Ruth Polag	UNIDO
267. Racheal Muli	Unilever
268. Anette Wambui	University of Nairobi
269. Asa Kinairo	University of Nairobi
270. Martha Koech	University of Nairobi
271. Lucy Christine Waitira	University of Nairobi and Plan Africa Limited
272. Abdiaziz Abdikadir Ahmed	University of Nairobi Graduate Student
273. Annette Warero	University of Nairobi Graduate Student
274. Cynthia Atieno Oliech	University of Nairobi Graduate Student
275. Edna Lenku	University of Nairobi Graduate Student
276. Edward O. Owino	University of Nairobi Graduate Student
277. Gero Anyango Christabel	University of Nairobi Graduate Student
278. Maureen Wanyonyi	University of Nairobi Graduate Student
279. Nicole Wasuna	University of Nairobi Graduate Student
280. Noel Wanjia Hazel	University of Nairobi Graduate Student
281. Otindu Beatrice Mbeti	University of Nairobi Graduate Student
282. Patricia Waigwe Kamau	University of Nairobi Graduate Student
283. Philip Kivati Mutunga	University of Nairobi Graduate Student
284. Racheal Nyambura Njenga	University of Nairobi Graduate Student
285. Wanjia Noel Hazel	University of Nairobi Graduate Student
286. Christabel Gero	University of Nairobi -PSRI
287. Otindu Beatrice	University of Nairobi -PSRI
288. Anne Mwangi Mvurya	UNSA
289. Faith Karimi	Uraia
290. Tom Garama	Uraia
291. Eunice Mmboga	Uwezo Fund
292. Evelyn Nyandika	Vision 2030 Delivery Secretariat
293. Veronica Okoth	Vision 2030 Delivery Secretariat
294. Alibina Wali Mwandime	Volcan
295. Yasin Ugas	Wajir County Assembly
296. Charles Mwirigi (Eng.)	Women Enterprise Fund
297. Collins Okoth	Women Enterprise Fund

Name	Institution
298. Edith Chepkwony	Women Enterprise Fund
299. Isaac O. Morrey	Women Enterprise Fund
300. Solomon Cheboi	Women Enterprise Fund
301. Kagure Wakaba	World University Services of Canada
302. Morris Murimi Gichunge	Youth Development Fund
303. Alvis Mukangala	
304. Ashura Micheal	
305. Carolyne Daudi	
306. Collins Babu	
307. Dalmis Ochieng (Dr)	
308. Evans Opiyo	
309. Francis Keya	
310. Francis Ngome (Dr)	
311. Hillary Busisa	
312. Ibrahim Omar	
313. James Karuiki	
314. Jonathan Rotino	
315. Joy Wathagi	
316. Julius Kiario Inyingi	
317. Kelly Roy Gatobu	
318. Millicent Omukaga	
319. Moses Githina Kanyora	
320. Nancy Kamaru	
321. Sammy Pande	
322. Wamugunda E. Wahanda	



2017/2018 cohort of KIPPRRA Young Professionals pose with KIPPRRA Board Chairperson Dr Linda Musumba (2nd from left, front) and Board Directors Dr Dinah Samikwo (left, front) and Mr Koitamet Ole Kina (centre, back) during their graduation ceremony.



Nominated Senator Hon. Dr Agenes Zani and Nairobi County Women Representative Hon. Esther Passaris at the conference.



A celebration of Quality Management Systems (ISO 9001:2015) certification. From left: Board Directors Mr Koitamet Ole Kina, Mr Mr Nzomo Mbithuka, Prof. Marangu Marete, Board Chairperson Dr Linda Musumba, Dr Dinah Samikwo, Dr Rose Rono, Dr Nahashon Lang'at Moitaleel, Mr Jamshed Ali, Executive Director Dr Rose Ngugi and Prof. Michael Chege.



Likoni MP Mishi Mboko speaks at the conference.



National Council for Persons with Disabilities Board Member and Signs TV presenter Ms Ashura Michael chairs the session on gender and disability.



Gender Affairs Principal Secretary Hon. Safina Kwekwe, Economic Planning Secretary Mr Joseph Mukui and KIPRA Board Chairperson Dr Linda Musumba during the opening session of the conference.



Five university students who won the 2nd KIPPRA Annual Regional Conference essay competition display their certificates.



Chief Administrative Secretary in the Ministry of Public Service, Youth & Gender Affairs, Hon. Rachel Shebesh, gives her remarks at the closing ceremony.



Wondwosen Asnake Kibret from UNEP moderates a session on manufacturing and the private sector.



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