

REPUBLIC OF KENYA



**THE PRESIDENCY
MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER AFFAIRS**

**Country Position Paper
For the
61st Session of the Commission on the Status of Women**

**Theme: “Women’s Economic Empowerment in the Changing World of Work”
New York**

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1. Introduction

1.1 Background

This is Kenya's country position paper to the 61st session of the Commission on the Status of Women (CSW), that takes place from 13th – 24th March, 2017. It is based on the priority theme **“Women's economic empowerment in the changing world of work”**. The 61stCSW, in its draft agreed conclusions, reaffirms the Beijing Declaration and Platform for Action, (BPFA) and acknowledges that the Convention on the Elimination of All Forms of Discrimination, (CEDAW), against Women and the Optional Protocol thereto, as well as other relevant conventions and treaties provide an international legal framework and a comprehensive set of measures for realizing gender equality and the empowerment of women and girls, throughout the world. These conventions also form the basis for the full and equal enjoyment of all human rights and fundamental freedoms by all women and girls throughout their life cycle. It also confirms the importance of relevant International Labour Organization (ILO) conventions for the realization of women's right to work and rights at work.

The agreed conclusions recognize that the driving factors to women's economic empowerment including women's right to decent work and full and productive employment is a critical means of implementing Sustainable Development goal 5 (SDG 5).in achieving Gender Equality and Empowering all Women and Girls. The achievement of SDG 5 targets ; like ending all forms of discrimination against all women and girls everywhere; eliminating all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; eliminating all harmful practices, such as child, early and forced marriages and female genital mutilation; recognizing and valuing unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate; ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life; and ensuring universal access to sexual and reproductive health and reproductive rights are all vital enablers of women's economic empowerment in the changing world of work.

The Government of Kenya recognizes the importance of economic empowerment of women in achieving national development goals. Improving access to employment and providing economic opportunities is one of the avenues for economic empowerment for women in the country. Kenya is a signatory to BPFA, CEDAW and the ILO conventions. All these instruments affirm that access to decent and paid employment is a basic human right. The government has enacted laws and policies and has taken various measures aimed at promoting the empowerment of women. These are anchored in the Constitution of Kenya, the country's development blueprint, the Vision 2030

and its Medium Term Plans (2008-2012& 2013-2017), and reflects the country's commitment to international instruments on women's empowerment. This position paper details the legislative, policies, programmes, projects and other initiatives undertaken in the country for empowerment of women, which resonates well with the 61st CSW's priority theme on "economic empowerment of women in the changing world of work".

1.2 Women's economic empowerment in the changing world of work

The focus on the priority theme is founded on the recognition that despite the existence of major global, regional, and national human rights frameworks, gender inequalities in labour markets and the world of work persist worldwide. Also the pace and scale of transformation towards realizing women's economic empowerment in a changing world of work has been unacceptably slow. This has impeded the realization of women's full potential and their human rights.

There continues to be significant gender gaps in labour force participation, wages and income, pensions, as well as occupational segregation, social norms and workplace culture, leadership positions among others. In order to transform the world of work for women, it is considered essential to strengthen normative and legal frameworks for women participation in employment and decent work;; implement economic and social policies for women's economic empowerment; address the growing informality of work and mobility of women workers; manage technological and digital change for women's economic empowerment; strengthen women's collective voice, leadership and decision-making; and strengthen private sector role in women's economic empowerment.

In the changing world of work, women in Kenya are now venturing into male dominated sectors. Thanks to the labor reforms and government support. Nevertheless, women have earned less than male for equal work done. For instance, in 2015, there are wage differential between male and female in the extractive, mining, and manufacturing, and ICT sectors, to name but a few. In the overall, the wage employment by industry and sex for the period **2014-2015** stood at Kshs.**1,558,300** for men compared with their female counterpart which stood at Kshs. **919,700**. Albeit the wage for women is lagging behind that of men, this evidence demonstrates that Kenyan woman is at least participating in the male dominated sector job market, thus contributing to poverty reduction,

The World Economic Forum (2015) reveals that a Kenya woman earns Kshs. 62 for every Kshs.100 earned by a man, for similar work done. This wage gap cumulatively translates to different outcomes for both men and women, economically, politically, socially and culturally. Men become more economically empowered and thus strong bargaining power in the family.

Targeted strategies are required to increase women participation in male dominated sector, a move that will lead towards crossing the gender pay gap in Kenya.

2. Status of Women's Economic Empowerment in the Changing world of Work in Kenya

This section presents the main initiatives and actions which have been undertaken by the government towards realizing the goal of empowering women in the changing world of work. The presentation is based on the draft agreed conclusions of the 61st Session of the CSW, the key outcome document of the Session.

2.1 Strengthening the Normative and Legal Frameworks for full Employment and Decent Work for all women

Achieve universal ratification without reservations and full implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and relevant ILO conventions and recommendations.

Kenya has ratified and fully implemented the CEDAW and relevant ILO conventions. Kenya Has domesticated the same in a bid to empower women, and has consistently submitted the report to CEDAW Committee since 1990.

The principles of equality have been embodied in Kenya's Constitution 2010 under Article 27 of the Constitution which states that "Every person is equal before the law and has the right to equal protection and equal benefit of the law." The Constitution further states under Article 2(6) that any treaty or convention ratified by Kenya shall form part of the Kenyan law.

There has been realization of a progressive legal system, with a comprehensive and inclusive legal framework anchored in the constitution. This has led to gender aware legislation, while non-discriminating in governance has been entrenched in law and practice. The Government has initiated legislative, administrative and judicial measures in curbing discrimination against women in social, cultural, political and economic spheres. There are also various measures to enhance women participation and contribution to development. These include right to access and own land, the provision of basic needs, equalization fund for infrastructure development for the provision of basic services like water, electricity and health services demanded women, especially in marginalized areas and is expected to be significant in improving maternal health facilities in such areas. Other measures are the provision of non- discrimination in work by the constitution and non-discrimination against women with disabilities (Republic of Kenya 2014).

The BPfA, which reinforces the provisions of CEDAW, has been implemented in Kenya in various ways. There are both legal and policy frameworks in accordance with the BPfA. The Bill of Rights in Kenya's Constitution addresses key issues on women empowerment, with commitments to affirmative action in policies and programmes as well as enactment of laws and legal reforms in favour of women. The Government has also put in place strong institutions to promote gender equality and the empowerment of women. Key among these is Ministry of Public Service, Youth

and Gender Affairs tasked with responsibilities of coordinating domestication of International, regional and national gender related frameworks.

In terms of policy framework, the Government has launched a number of key policy documents to guide national development over the five-year periods that have laid a foundation and created an enabling environment for the economic empowerment of women in different aspects. These include the Economic, Recovery Strategy for Wealth Creation-2003 (ERSWC), the Poverty Reduction Strategy Paper (PRSP), the National Development plan 2001-2007 and the Medium Term Expenditure Framework (MTEF), all of which have incorporated gender issues in nearly all sectors of the economy. In addition, there is the National Policy on Gender and Development, whose overall objective is to facilitate the mainstreaming of the needs and concerns of men, women, boys and girls in all areas in the development process in the country. The country's Vision 2030, the main development blueprint, has gender equality as one of the key issues with gender monitoring indicators in its flagship projects.

Kenya is a signatory to the ILO Convention 100 on Equal Remuneration (1951), which stipulates the principle of equal remuneration for men and women workers for work of equal value and emphasizes remuneration based on non-discrimination on the grounds of sex. Convention 111 concerning Discrimination, (1958) calls for member states to pursue a national policy designed to promote equal opportunity and treatment for employment with a view to eliminating discrimination, based on race, religion, colour, sex and political opinion. Convention 183 concerning Maternal Protection at the workplace (2000) seeks to promote equality for all women in the workplace and the health and safety of mother and child. It applies to all women including those in atypical forms of independent work such as part-time and seasonal work.

In employment, a number of legislative measures have been implemented for protection of job security of pregnant mothers. These include the Employment Act, No. 11 of 2007 which makes provision for paid maternity leave of three months and paternity leave of two weeks. It also prohibits termination of employment on account of pregnancy. The Act prohibits discrimination in employment and requires that all men and women performing work of equal value shall be paid equal remuneration and further provides for three months maternity leave with full pay.

Strengthen laws and regulatory frameworks that prohibit discrimination against women regarding entry into the labour market and terms and conditions of employment, and provide means of redress in cases of non-compliance.

The Employment Act, No. 11 of 2007 makes provision for paid maternity leave of three months and paternity leave of two weeks. The Act prohibits discrimination in employment and requires that all men and women performing work of equal value shall be paid equal remuneration and further provides for three months maternity leave with full pay.

Strengthen and enforce laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and provide means of redress in cases of non-compliance.

The Ministry of Labour Social Security and Services has the policy on occupational safety and health of workers and safe environment which is different for men and women. The Social Protection Fund has been established with target beneficiaries. For these funds, the Ministry has reviewed the data capture tools to get both male and female beneficiaries. There is a Youth and Gender Mainstreaming Ministerial Committee to ensure that policies and plans are engendered. There are plans to have training needs disaggregated by gender for institutions like the National Industrial Training Authority (NITA). The performance contracting is also being engendered.

Kenya's devolution process and the creation of 47 counties provide an opportunity to shape and improve the role of women in leadership positions across the country. The Constitution requires that no more than two thirds of members of any county assembly or county executive committee shall be of the same gender. The constitution also provides that the national government shall support county governments to perform their functions. For instance the Ministry devolution and Planning through the State Department of Devolution is providing capacity building to both men and women at county levels to perform their functions.

The County Public service boards are also duty bound to recruit its civil service without discrimination, with fairness and in consideration with taking into consideration to women, youth, people with disabilities and the marginalized communities.

The Policy on devolved government, has been approved by the National Assembly, and it spells ways of engaging women in many spheres of policy influence. The policy provides framework of equal sharing of natural resources to communities which were marginalized, which is founded on human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized, implying that the policy will impact on women positively. Citizen participation in county affairs also ensures that gender is mainstreamed at that level while the County governments should be based on democratic principles and separation of powers. The policy provides for a framework for compliance of counties under County Government Act section 65 (e) that stipulates that candidates who are not from the dominant ethnic community in the county fill 30% of the vacant posts at entry level. The opportunities are open to both women and men.

Further, devolution provides further decentralization of services to smaller units, which are sub-counties, wards and villages. This is in a bid to to promote social and economic development and the provision proximate and easily accessible services throughout Kenya. This also provides socio-economic and political opportunities for women and youth and thus their ultimate empowerment

With respect to gender equality in leadership, the implementation of the two thirds gender principle is an important development. The two third gender rule is one of the affirmative actions enshrined in the Constitution of Kenya in Article 27(8) of the Bill of right to help enhance equality. The two

third gender rule requires that not more than two thirds of any elective or appointive position in the government of Kenya shall be of the same gender. In April 2015, the National Assembly published and read the Constitution of Kenya (Amendment) Bill 2015, and The Two-Third Gender Rule Laws (Amendment) Bill 2015. The enforcement of affirmative action policy in the recruitment and promotion of civil servants is an important initiative in addressing gender inequality.

Undertake legislative and administrative reforms to ensure women's equal access to and ownership and control over productive resources and assets, such as land and other forms of property, financial resources, inheritance, natural resources and information and communications technologies.

The promulgation of the Kenya Constitution in 2010, enshrined most of the rights with respect to access to and ownership of productive resources. The affirmative action, the basic human rights (education, health, life), one third gender rule in political and decision-making arena, land inheritance and marital property decisions have been addressed by the constitution. Affirmative action ensures that 30% of tenders are taken up by women, youth and persons with disability (PWD), while the two third gender rule requires that not more than two thirds of any elective or appointive position be of the same gender.

The Constitution of Kenya 2010 marks an important precedence in addressing women's empowerment by availing principles that guide resource allocation and equal opportunities for men and women. Emphasis on gender equality and women's empowerment in the Constitution provides a powerful framework for addressing gender equality and promotion of women's empowerment. The Constitution also establishes the National Gender and Equality Commission (NGEC), which has the goal of contributing to the reduction of gender inequalities and the discrimination against all.

The Kenya Vision 2030 outlines financial support to women as well as increase in the participation of women in all economic, social and political decision-making processes, as forms of affirmative action policy to empower women. To promote economic empowerment of women through accessible and affordable credit to women the Women Enterprise Fund was established to support women entrepreneurs.

Article 60 (f) of the Constitution on principles of land policies of the Constitution states that there should be no gender discrimination in law, customs and practices related to land and property. Two critical pieces of land legislation were enacted, which include: The National Land Commission Act 2012 and the land registration Act 2012, which all entrench principles of gender equality in access to land, and enshrine the rights of women to own land and property. This is a good boost to women access to land, which has been a preserve of men and boys, and hence ensures gender equality and financial inclusion for women.

The Public Procurement and Asset Disposal Act of 2015 provides that procurement processes reserve 30% of all government tenders to youth, women and persons with disabilities; that 40% of government procurement are locally produced products; and, that 20% of procurements are reserved for residents of the County levels, including marginalized communities, and women. The county government preference in procurement have opened opportunities for women and young women to participate in the supply chain market, thus increasing their integration into the global value chains.

Development and implementation of the National Gender and Development Policy in line with Constitution of Kenya 2010 and international and regional gender related commitments and instruments are also planned.

The policies, legal and institutional reforms to realize women empowerment include the development and Enactment of the WEF Bill, (year?) development and implementation of the National Equality Bill, development and implementation of the sexual and gender based violence policy, finalizing and implementations of the National Affirmative Action Policy, reviewing the National Gender and Development Policy, development and implementation of the Public Financial Management (*Uwezo* Fund) Regulations (2013) and implementation of Public Procurement and Disposable (Preference and Reservation) Regulations 2013 for women.

Article 72 of the constitution provides that the state shall ensure sustainable exploitation utilization, management and conservation of the environment and natural resources and ensure equitable sharing of accruing benefits. The policy on devolved government proposes an Enactment of legislation and development of regulations for the equitable sharing of accruing benefit from natural resources to benefit both men and women.

Eliminate occupational segregation by addressing discriminatory social norms and promoting women's equal participation in labour markets, education and training, and encourage women to diversify their occupational choices and enter jobs in emerging fields and growing economic sectors.

There have been efforts to address this. The Government developed the Kenya Education Sector Support Programme (KESSP) 2005-2010, to implement internationally agreed measures, specifically, affirmative action to support girls' education to remove gender disparities in education and hence access to labour markets (NCAPD 2010). Through KESSP, the government planned to undertake advocacy for girls' education through community social mobilization campaigns, use of media and role modeling, among others, to change cultural biases against girls' education (Republic of Kenya 2009).

Gender Policy in Education (2007) provides a framework for planning and implementing gender responsive education sector programmes. The policy also deals with gender equity in participation and performance of Science Mathematics and Technology (SMT) subjects and courses (National Council for Science and Technology (2010).

Since 2013, Kenya has set up a task force on FGM and provided opportunities for women in education through affirmative action in higher education. Other initiatives include the use of role models for girls to encourage them to aspire to achieve higher levels of education, re-entry programme for girls who have dropped out of school due to pregnancy, and the provision of sanitary facilities. There is also the affirmative action targeting girls during admission to form one and public universities. The Ministry also applies affirmative action of 5% in favour of girls in the allocation of bursaries.

The government has also put in place measures to improve maternal health in the county. These include the introduction of free maternal health services in all public health facilities since 2013, and the implementation of Community Health Strategy Approach aimed at strengthening community level services, building capacity of households to progressively realize their rights to good quality healthcare (Republic of Kenya 2013).

At the county level, county governments have undertaken specific initiatives to improve the provision of health care services. The main initiatives in improving health services delivery by counties have been the recruitment of healthcare workers, improvements, renovation and equipping of facilities, expansion and construction of new facilities and upgrading of facilities to provide higher quality services. Increased health facilities have also led to improved quality of antenatal care and skilled delivery services, which is important for maternal and child health. In some of the marginalized counties, like Isiolo and Turkana, the health departments have partnered with NGOs and mission health providers to provide phones in the M-health initiative in order to improve the referral system, especially for the maternal and child health. All these enhance women's capabilities and potential to participate in the labour market.

Enact and enforce laws and regulations that uphold the principle of equal pay for work of equal value, in compliance with international labour standards, such as ILO Equal Remuneration Convention, 1951, (No. 100), and provide means of redress.

Kenya is committed to taking appropriate measures, including legislation and temporary special measures, to ensure the gender pay gaps are reduced and women's contribution in the labour sector equally valued.

Kenya is a signatory to the ILO Convention 100 on Equal Remuneration (1951), which stipulates the principle of equal remuneration for men and women workers for work of equal value. It emphasises remuneration based on non-discrimination on the grounds of sex. Convention 111 on Discrimination, (1958), calls for member states to pursue a national policy designed to promote equal opportunity and treatment for employment in order to eliminate discrimination, based on race, religion, colour, sex and political opinion.

Article 27 of the Constitution provides for equality and freedom from discrimination. It states that everybody is equal before the law and women and men have the right to equal treatment, including

the right to equal opportunities in political, economic, cultural and social spheres. It recognizes the right to equal remunerations.

The Employment Act, 2007 requires every employer to ensure that men and women are paid equally for work of equal value. It prohibits discrimination in the process of recruitment, training, promotion, terms and conditions of employment among others. The Act prohibits discrimination in employment and requires that all men and women performing work of equal value shall be paid equal remuneration and further provides for three months maternity leave with full pay.

The country's economic blueprint Vision 2030 envisages a society where there is equity in power and resource distribution between the sexes, improved livelihoods for all vulnerable groups, and responsible, globally competitive and prosperous youth.

The Salaries and Remuneration Commission has a mandate of ensuring that the public service grading structure would ensure the principle of equal pay for work of equal value. This is important to stabilize public institutions and ensure that they play their role of service delivery effectively and break the cycle of public servants moving from one government department to another due to pay. This applies to all men and women in the public service. The Commission is in the process of harmonizing the wages earned by public servants to merge to those of private sector also. This is in a bid to boost morale of public servants, boost their morale and reduce the wage the disparity across the two divides.

Ratify and implement ILO Domestic Workers Convention, 2011 (No. 189), and enact and enforce laws and regulations that give effect to ILO Maternity Protection Convention, 2000 (No. 183) and Workers with Family Responsibilities Convention, 1981 (No. 156), and other relevant ILO Conventions for the realization of women's right to work and women's right at work.

The principle of the elimination of discrimination in respect of employment and occupation is recognized in Kenya through the implementation of various laws and policies. They include: Chapter V of the Constitution of Kenya, Ratification of international covenants, like the Charter of the United Nations (Art. 55) and Universal Declaration of Human Rights, among others.

Kenya is a signatory to Convention 183, concerning Maternal Protection at the Workplace (2000), which seeks to promote equality for all women in the workplace, and the health and safety of mother and child. It applies to all women, including those in typical forms of independent work, such as part-time and seasonal work. It states that women are entitled to maternity leave of not less than 14 weeks, including 6 weeks of compulsory leave after childbirth.

Strengthen and enforce laws and policies to eliminate violence and harassment against women in the workplace and support the development of an ILO instrument that provides an international standard to address violence and harassment against women in the world of work.

Sexual offences Act makes provision about sexual offences, their definition, prevention and the protection of all persons from harm from unlawful sexual acts and provides for minimum sentence

for offenders. Another initiative undertaken in this respect include the development of Gender Mainstreaming Policy and Workplace Policy to prevent and respond to gender based violence.

Take special measures to ensure that women who experience multiple and intersecting forms of inequalities, discrimination and marginalization have equal opportunities for decent, good quality work in the public and private sectors.

The National Gender and Equality Commission promotes gender equality and freedom from discrimination among all Kenyans with special focus to women, children, elderly, persons with disabilities, youth and minority and marginalized groups and communities in all spheres of life. This is at national and county level governments, as well as in private sectors, and there are laws, rules and regulations and administrative guidelines.

Access to Government Procurement Opportunities is a major initiative aimed at ensuring equal opportunity for women experiencing multiple and intersecting forms of inequalities. This was established in 2013 by the president, where he amended the procurement rules to allow 30% of procurement contracts from government to go to women without competition from established firms. This greatly addressed the challenge women face of competition from established firms in getting government tenders. The target groups for this amendment were the small enterprises, micro enterprises, citizen contractors, local contractors and disadvantaged groups like women and the youth as well as PWDs.

There has been the formulation of the AGPO program where women, youth and PWDs enjoy preferential access to government procurement opportunities and the Micro and Small Enterprises Act 2012. The SACCO Societies Act was enacted in 2009 and Counties have supported establishment and/strengthened the SACCOs for women to empower them economically so as to access government public opportunities.

3.2 Implementing economic and social policies for women's economic empowerment

Implement and monitor the impact of macroeconomic policies and reforms for job creation and the promotion of women's full, equal and productive employment and decent work.

Macro-economic policies are important in determining the inequalities in opportunities, wealth and power between regions, men and women as well as various categories of the population like the youth, the elderly and PWDs, and their effect in reducing such inequalities is therefore critical. This is because economic growth does not automatically translate into tangible gains for women and girls and all the categories of the population when the policy environment does not recognize the gendered barriers and obstacles that hinder women from participating fully within economic spheres. Such is evidenced through gendered barriers and politics of access that prevent women and girls from owning and controlling factors of production such as land, credit facilities and technology.

The Government of Kenya adopted Gender Responsive Budgeting (GRB), which seeks to mainstream gender into budgetary process from planning to implementation, monitoring and evaluation. GRB has been increasingly used as an effective tool, both to hold government accountable to its commitment to gender equality and to achieve gender equality. The Government of Kenya has embraced budget reforms, which includes the public's participation in the budget making process to allow transparency and negotiations. Public sector hearings of the budget preparation are announced through the local media, which gives women the opportunity to make their contribution in the budget development process. The other positive development is the shift to programme based budgeting, which provides for the financing of specific programmes/projects. This shift has enabled the government to track budgetary allocations that target gender responsive budgeting targeting programmes that benefits women, and hence lead to their empowerment. Resources are also being allocated and utilized based on sex-disaggregated data. The GBR demonstrates the government's commitment to the reduction of discrimination against women especially in economic participation through the allocation of resources to activities which promote the empowerment of women.

An analysis of the budget by National Gender and Equality Commission (NGEC) (2016) indicates changes in the budget which address gender concerns. The total allocation to education sector stood at kshs.339.32 billion for 2016/17, an increase of kshs.3.1 billion, from kshs.336.2 billion for 2015/16. Sanitary towels for girls was allocated kshs.400 million. This will keep many girls in school, enabling them to compete equitably with the boys.

In the last decade education sector has had major changes that include free primary and free day secondary education that has made it possible for the less privileged in the society to access education. This coupled with the lowering of the intake grade levels for girls in higher institutions of learning and increased allocation for HELB will benefit more girls when combined with

affirmative action. There is also the allocation for enrolment for special need learners in primary and post primary school where 92,680 and 51,000 learners are targeted in 2016/17 budget period.

In health, the overall allocation for health sector during the 2016/17 budget period was kshs.60.3 billion, an increase from kshs.59.2 billion for 2015/16. Maternal health care allocation stood at kshs.4.3 billion. This is expected to lead to a reduction in infant mortality and maternal deaths. Family planning services allocation was kshs.466.4 million. Conditional county government grant allocation for free maternal health care stood at kshs. 4.1 billion.

Allocations for agriculture, rural and urban development was kshs.69.64 billion, which included kshs. 111 million for gender responsive extension services and kshs. 40 million for youth and women empowerment in modern agriculture. The money would be disbursed as subsidies to small businesses, cooperative and self-employed that will address the gender needs as well as promote the youth and women who mainly have limited access to collateral required for loans.

SMEs development as a strategy for achieving the targets has been highlighted as a high priority agenda in addressing some of negative impacts of macroeconomic policies like unemployment. Women targeted initiatives have yielded positive outcomes, with increase in women entrepreneurs in formal employment from 30% to 50% in the last 10 years. The Women Enterprise Fund is a semi-autonomous government agency in the Ministry of Public Service, Youth and Gender Affairs established in 2007. Its main aim is to provide accessible and affordable credit to support women start or expand business for wealth and employment creation. This fund also grants trainings to women on how to manage finances, which has greatly helped to address the high business literacy levels. The Uwezo Fund is a flagship programme of the vision 2030. The Fund seeks to expand access to finances and promote women, youth and persons living with disability led enterprises in the constituency level. It also provides mentorship opportunities to enable the beneficiaries take advantage of the 30% government procurement preferences through its capacity building programme. Uwezo Fund is therefore a platform for incubating enterprises, catalyzing innovation, promoting industry, creating employment and growing the economy.

At the county level, agriculture is a key sector for most counties, being the basis for food security, employment and income generation and is therefore ranked as a priority sector by a number of counties. This is important for providing productive employment to women since majority of women are employed in and earn their income from the agricultural sector. In most counties, poverty reduction initiatives have taken the form of increasing agricultural production, development of commodity value chains focusing on value addition to increase incomes, and the development of rural infrastructure. Counties have undertaken to improve agricultural production by promoting investments in agriculture and agro-based industries to increase employment and income generation activities by the sector. Advocating for efficient rural finances and credit supply system for small scale farmers, as well as improving the governance of farmers' cooperatives are some of the measures aimed at financially empowering farmers. The maintenance, improvement and expansion of infrastructure are other measures essential for the sector to thrive (CIC 2015).

Among the flagship projects, the provision of subsidized fertilizer has been key in a number of counties.

There are other interventions in service delivery initiated by county governments targeting resource poor farmers, most of whom are resource poor. These include the procurement of tractors by certain counties to improve farming. Kwale, Makueni, Homabay and Machakos counties are among those that have acquired tractors. In Kwale, the county government has procured 42 tractors used to plough one acre per farmer targeting resource poor farmers. Resource poor farmers are also provided with maize and pulse seeds on a rotating basis. The initiative is aimed as an incentive for such farmers to adopt improved agricultural practices and sustain them. The county has started micro irrigation project targeting resource poor farmers. The farmer groups are supplied with water tanks at incubation centers to facilitate the irrigation. The farmer groups are encouraged to market their products as a group while production is staggered to capture the market through different periods of the year. This ensures stability in production and incomes throughout the year. This initiative has increased farm margins for the targeted farmers, majority of whom are women. There has also been the revival and expansion of extension services to facilitate the transfer of modern technologies in agriculture and livestock in some counties like Makueni.

In Makueni county, the government has bought seedlings for improved mango varieties to be distributed to farmers since Makueni is a mango growing area. The most vulnerable members of the community are identified to benefit from subsidized seeds. The number of seedlings increased from 10million in 2013/14 financial year to 12 million in 2015/2016 financial year.

Counties have identified specific commodities for development of value chains depending on their comparative advantage. The introduction of value addition activities like processing of agricultural products are the main initiatives aimed at increasing farmers' incomes from agriculture. Makueni County has identified commodities for value chain development, which include dairy, fruit, grain and poultry value chains. For all these value chains, the county government has registered cooperatives to address the marketing of the products and enable farmers receive better prices and hence incomes. The value chain starts from the input stockists, the agricultural good practices, and post harvesting to ensure that the farmers maximize the benefits. As a result of the interventions, the quality of dairy cows has improved and hence incomes through increased milk production.

In Kwale county, the government is promoting value chains in horticulture through farmers groups. The priority sectors identified for this intervention are passion fruit, cashew nuts and other vegetables. The farmers are supported through micro irrigation and inputs and encouraged to market their produce as a group. As a result of these interventions, agricultural production has increased, with reported improvement in food security and increased incomes for farmers.

The National Capacity Building Framework (NCBF) developed by the State Department of Devolution provides a framework for every actor involved in building capacity of men and women, investors, county and national officials for effective service delivery. Capacity building initiatives targeting at women will be of great importance to sharpen their skills and knowledge to enable

them participate in various job opportunities, SMEs and in other informal work where majority of them are working in. This framework is premised on five pillars which include:

Training and Induction, Technical Assistance to Counties, Inter-governmental sectoral forums, Civic Education and Public Awareness, and Institutional Support and Strengthening.

Civic education programmes are being rolled out country wide to create awareness to both men and women about their role in the development process, and their right to demand and hold accountable the government at both levels to deliver services that they deserve. County Civic education units will be established at all counties and they provide opportunities for both women and men to manage them and voice the electorate's demands as right holders.

Public participation guidelines and programmes have been launched nationwide. They also provide procedure on how to engage all people including men and women, the youth, marginalized communities and people living with disabilities to participate in matters that affect their destiny. Among them is how women can participate in the budget process and projects which seek to empower them.

Create decent, good quality jobs for women in the care economy in the public and private sectors.

The Government is targeting the creation of 500,000 decent jobs annually. To attain the long-term goal of making Kenya a middle-income country by 2030 several policies, incentives, programs and institutions have been put in place with a significant degree of success. There have been measures taken by government to stimulate public provision of full and productive employment and decent work for all women and men.

At the policy level, the Government is committed to drive processes and development programs that aim at providing full and productive employment for all the citizens. One strategy is the multi-sectoral approach which recognizes that development is sustainable when sectors like manufacturing, agriculture, private sector, trade sector operate in a structured and coordinated manner. Women led and targeted programs and projects have been designed with forward and backward linkages to strengthen the value chains. Some of the programs that have been implemented with a high degree of success are;

- The Business Sector Programme Support (BSPS) was designed to support creation of enabling business environment and pilot value-addition projects to address employment creation as a means to reduce poverty. The value addition pilot projects have been implemented in rural areas across the country and address product development and market diversification for commercial crafts; sanitary standards for handling and packaging horticultural products; production technology for local arc welding machines; fish leather processing technologies and commercialization; promotion of enterprises on water hyacinth products; technology transfer and capacity building in honey processing; efficient production of bricks and clay products; fruit processing; cotton and textile; leather tanning;

enhancing competitiveness of SMEs through cleaner production; development of fisheries and beef clusters; and piloting on bio-gas. The 15 pilot projects were implemented mainly by youth and women groups. Out of the 15 groups of projects, nine progressed to completion while the rest are at various stages of completion.

- **National agricultural input access program (NAAIAP program)**

High cost of agricultural inputs like seeds, pesticides and fertilizers are key constraint in agricultural production and realisation of decent work for women across the value chains. The program proposes three tier fertilizer cost reduction strategy comprising of: bulk procurement of fertilizer, domestic fertilizer blending and packaging; and Support establishment of a manufacturing plant for national/regional fertilizer requirements.

- Strengthening of Co-operatives and scaling up of informal groups (Chamas) through programs that require them to register as formal entities. They are crucial vehicles for mobilization of domestic resources for investment in productive economic activities - improved access to affordable credit and other financial services, improved productivity, processing, and marketing of value added/manufactured goods and services, that will benefit both women and men.
- **Wholesale/Retail Trade Hubs:** Development of wholesale hubs is one of the key mandates of the Ministry of Trade Tourism and East African affairs and under Vision 2030 in which the Ministry is charged with the construction of 10 ultra-modern model Wholesale Hubs which are meant to be replicated country wide. The target is also to organize 1,000-1,500 Produce Business Groups, and women stand to participate in the flagship project.
- **The revised Cooperative Development Policy:** It provides a policy framework for (i) deepening the ongoing co-operative governance reforms geared to ensure efficiency in resource application and significant increase in the value of output by co-operatives, (ii) improving capitalization of co-operative societies by getting more Kenyans to participate in co-operatives, and, exploring new horizons for savings/resource mobilization, (iii) increasing regional and global competitiveness of Kenya's co-operative products/services and enhancing market penetration by co-operative entities. Women are progressively participating in the cooperative movement both as managers, contributing to savings and securing credit from them, or from other sources. All these are strengthening their empowerment, and hence translating into better welfare for them and their households.
- **The SACCO Societies Act:** was enacted in 2009 and Counties have supported establishment and/strengthened the SACCOs for women to empower them economically so as to access government public opportunities.
- **Public-Private Partnerships (PPP)**
PPP has been identified as one of the strategies for development of job creation. The Government has enacted the PPP legislation which is expected to strengthen the legal framework for public and private sector in investment. This is likely to spur development

and realize decent work for women as the partnership will lead to: inclusive private-public dialogues; support the establishment of stronger business associations at the at international regional national and county level; in the spirit of devolution, PPP enables formulation of specific county led SMEs policies aligned with the overall national SMEs policy framework; establish tailored training institutes for SMEs at the county level; develop SMEs oriented financial institutions in counties; establish an import and export bank for SMEs; need for the central government to coordinate the SMEs issues in the country and establish a SMEs development organization, with a gender lens.

- **Creation of Institutions and Partnerships Led by the Private Sector**

The Kenya Private Sector Alliance (KEPSA), Kenya Association of Manufacturers (KAM), The Kenya National Chamber Of Commerce And Industry several associations like KNCCI Women In Business platform (WIB); the Association Of Women In Agribusiness, (AWAN), Kenya Women In Business (KAWBO), all are championing women targeted initiatives seeking to empower women and enhance their participation in all spheres of life in society.

The scaling up of the following projects have been used by the government to encourage women entrepreneurship in the context of decent work;

- **Development of SME Parks**

From the current (five) Small and Medium-Enterprise (SME) Industrial parks were to be developed in key urban centres in Nairobi, Nakuru, Mombasa, Eldoret and Kisumu by creating SME Parks in the 47 counties.

- **Increase in Special Economic Zones (SEZs)**

They play an important role in catalysing economic and social development and increasing competitiveness. The plan was to increase from the current three (3) SEZs planned to be implemented in Mombasa, Lamu and Kisumu to all the 47 counties.

- Increase Industrial Parks, Industrial and Manufacturing clusters, inputs cost reduction, value addition and market access development, financial services deepening and development of livestock Disease Free Zones for production of premium quality beef and other livestock products.
- Continuously construct and equip Constituency Industrial Development Centres (CIDCs) in the 210 constituencies to provide worksites and tools for the youth to pursue gainful employment.
- Strengthen institutional frameworks and coordination mechanisms to make The 4K MSE 2030 programme sustainable with KIRDI, KEBS, KIPI and KNFJKA as partners.

- Scale up One Village One Product (OVOP) programme in all villages. This is a community development model aimed at bringing together all stakeholders at local level in identification and commercialization of the local resources, promoting value addition and marketing of processed products for both local and international markets.
- Through the Kenya Private Sector Alliance (KEPSA), increase consultation at the ground-level during policy making processes.
- Strengthen sector-specific associations of SMEs at the local level as Some of the existing associations are weak and lack funding to participate in dialogue
- Create a databank and other real-time information on SMEs and Co-operatives for timely decision making.

Expand and reprioritize fiscal expenditures for social protection and care infrastructure, such as early childhood education and health care, as a means of addressing the motherhood pay penalty

There has been an upward trend in enrolment in early childhood development centers in Kenya for the last seven years for both boys and girls. The total number of pupils enrolled in Early Child Development Centres (ECD) increased from 1.72 million in 2008 to 3.1 million in 2015. The ratio of boys to girls decreased from 1.03 in 2008 to 0.96 in 2014, showing that there is gender parity in early childhood education. At this level, there appears to be significant progress towards achieving gender parity in enrolment. The trend in gross and net enrolment in ECD by gender reflects increases in enrolment at this level. The number of ECD teachers, both trained and untrained rose by 3.7 percent from 101,062 in 2013 to 104,784 in 2014 and increasing to 107,187 in 2015. The highest increase was in the number of trained ECD teachers which increased by 5.2 percent from 83,814 in 2013 to 92,906 in 2015.

At the county level, county governments have invested in ECD through a number of ways. Counties have developed policies, laws and structures for service delivery in education sector. These include the early child development (ECD) policies, youth and women empowerment policies, vocational training policies and recruitment policies in addition to the Education and Bursaries Acts. In a number of counties, the ECD facilities and polytechnics have been equipped, with increased provisioning of tools. More care givers and instructors have been recruited to improve the quality of services while counties have undertaken the expansion and renovation of ECD centers and polytechnics. Counties have reported improved infrastructure in the form of renovation of institutions, construction of new buildings and upgrading of others.

Counties have taken initiatives to improve technical training through the upgrading of youth polytechnics and vocational training centers mainly through rebranding and modernization. The youth polytechnics have been redesigned and branded as county technical institutes with improved caliber of training to enable career progression.

In health, counties have undertaken specific initiatives to improve the provision of health care services. The main initiatives in improving health services delivery by counties have been the recruitment of healthcare workers, improvements, renovation and equipping of facilities, expansion and construction of new facilities and upgrading of facilities to provide higher quality services.

Health budgetary allocation by counties has increased, accounting for over 21% of the total counties' budgets. Reproductive Health departments have been set up in all level 4 facilities. Priority reporting line for SGBV in all County facilities has been established, with dedicated staff where SGBV is treated as an emergency. There are Medico-legal departments in all facilities set up to support the access to legal justice. Infrastructure for ANC, Maternity and Postnatal services has been increased to ensure access.

Establish universal social protection floors, in line with ILO Social Protection Floors recommendation, 2012 (No. 202), as part of national social protection systems to ensure access to social protection for all, including workers outside the formal economy, and progressively achieve higher levels of protection in line with ILO social security standards.

The country has the policy on occupational safety and health of workers and safe environment which is different for men and women. The Social Protection Fund has been established with target beneficiaries. For these funds, the Ministry has reviewed the data capture tools to get both male and female beneficiaries. There is a Youth and Gender Mainstreaming Ministerial Committee to ensure that policies and plans are engendered. There are plans to have training needs disaggregated by gender for institutions like the National Industrial Training Authority (NITA). The performance contracting is also being engendered.

Ensure that both women and men have access to maternity or parental leave allowances and are not discriminated against when availing themselves of such benefits.

Kenya is a signatory to the ILO Convention 183, concerning Maternal Protection at the Workplace (2000), seeks to promote equality for all women in the workplace and the health and safety of mother and child. It applies to all women, including those in atypical forms of independent work, such as part-time and seasonal work. It states that women are entitled to maternity leave of not less than 14 weeks, including six weeks of compulsory leave after childbirth.

In employment, a number of legislative measures have been implemented for protection of employment security of pregnant mothers. These include the Employment Act, No. 11 of 2007 which makes provision for paid maternity leave of three months and paternity leave of two weeks. It also prohibits termination of employment on account of pregnancy. The Act prohibits discrimination in employment and requires that all men and women performing work of equal value shall be paid equal remuneration and further provides for three months maternity leave with full pay.

Undertake targeted measures to recognize, reduce and redistribute women's disproportionate burden of unpaid care and domestic work, through flexibility in working arrangements without reductions in labour and social protections, and the provision of infrastructure, technology and public services, such as accessible and quality childcare and care facilities for children and other dependents.

The government, including the county governments has taken initiatives in this area. These include:

- Infrastructure for ANC, Maternity and Postnatal services has been increased to ensure access
- Establishment of Institutes of Technology in every ward to empower youth with effective and relevant skills to service a modern economy and changing world of work. The acquisition of basic vocational skills are offered free of charge at these institutions so as to empower the women with knowledge and skills to provide alternative source of income.
- Supported women, youth and persons with disability to access government public opportunities through the 30% public procurement preservation and reservation scheme
- Establishment of the Biashara Centres; The first one stop shop offering business development services to women, youth and people with disabilities.
- Have developed ICT Incubation hubs at county level with the plan of extending these to constituency levels to empower our youth with the necessary training and work experience to develop market ready ICT services and products, and
- Have created employment for the women through ICT related jobs in the county and the corporate world supported by education and professional development programmers as well as granting them the necessary work experience.

With the view of empowering women in agriculture, counties have also developed and operationalised social protection packages and agro-entrepreneurship programs through farmer capacity building programme. County governments successfully covers over two million farmers annually through their outreach and extension services.

Prioritize the entry into and advancement in labour markets of young women by ensuring access to education and technical and vocational skills training and eliminating the barriers girls and women face in the transition from school to work

Education facilitates the attainment of overall social economic advancement of the people, improvement of their literacy levels, and enhancement of their earning capacity and lowers their incidence of poverty. For women, it provides empowerment to determine their reproductive life and fertility. The Government developed the Kenya Education Sector Support Programme (KESSP) 2005-2010, to implement internationally agreed measures, specifically, affirmative action to support girls' education to remove gender disparities in education (NCAPD 2010). Further, there is the Gender Policy in Education (2007) to provide a framework for planning and implementing gender responsive education sector programmes. The policy also deals with gender

equity in participation and performance of Science Mathematics and Technology (SMT) subjects and courses (National Council for science and Technology (2010).

The Government launched the national schools sanitary towels programme for public schools in 2011. The programme is expected to enhance the participation of girls in education especially retention and transition through the provision of sanitary towels. Funds have therefore been set aside to provide sanitary towels to girls in poor and marginalised areas. By 2014, the total number of girls who had benefitted was 824,752 (Republic of Kenya 2014c).

The Government has integrated gender mainstreaming in its education system, which is intended to start from the ECD level. In terms of policy, the Kenya Education Sector Support Plan and the current National Education Sector Plan (NESP) both have a gender component. In terms of activities to increase women's empowerment, there is the programme of low cost boarding schools for girls in the ASALs, to discourage early marriages. There are also scholarships for girls from the Arid and Semi-Arid Lands (ASALs) by UNICEF complimented with the provision of all basic necessities.

Some actions the government has taken to address the issue include:

- Increased bursaries to well performing girls in education is the bedrock of economic growth and empowerment;
- Created business and economic as compulsory subject in the curriculum, and
- Awarding of Small Enterprises and Micro Enterprises that have shown consistency.

3.3. Addressing the Growing Informality of work and mobility of women workers

Make women's informal employment in domestic work, home-based work and small and medium-sized enterprises, as well as other own-account and part-time work more economically viable by extending social protection and minimum living wages, and promoting the transition to formal employment in line with ILO Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

The Ministry of Devolution and Planning with support of UNDP has launched Business Development Centers, also called Biashara. Four of them have been recently launched in four counties namely, Turkana, Kilifi, Kwale and Marsabit. The role of these centers is to train women and youth on skills development, market linkages, and one stop center for business services, entrepreneurial growth leadership and ICT hub. Women and youth are the first beneficiaries to maximize on the advantage of research, innovation and business undertakings. These centers will be rolled to the rest of the remaining counties in future.

The business centers are innovative business models that are targeting women and youth who are a majority in the population, and who are unemployed. The centers have been implemented in communities that have been marginalized in the past, with women bearing the greatest blunt of

exclusion. This is a good move to bridge the gap between men and women in access to opportunities and resources, thus enhancing women economic empowerment and contributing to gender equality.

The Kenyan government has crafted and enacted policies to address women in informal enterprise. In some areas the Government has partnered with private entities to implement their policies in realization of women economic empowerment to overcome the impediments they face.

Access to Government Procurement Opportunities; this was established in 2013 by His Excellency the President, to allow 30% of procurement contracts from government to go to women without competition from established firms. This is greatly addressing the challenge women face of competition from established firms in getting government tenders. The target groups for this amendment were the small enterprises, micro enterprises, citizen contractors, local contractors and disadvantaged groups like women and the youth.

Women Enterprise Fund; This is a semi-autonomous government agency in the Ministry of Public Service, Youth and Gender Affairs established in 2007. Its main aim was to provide accessible and affordable credit to support women start or expand business for wealth and employment creation. This fund also grants trainings to women on how to manage finances. This has greatly helped to address the high business literacy levels.

Uwezo Fund; The Uwezo Fund is a flagship programme for vision 2020. The Fund seeks to expand access to finances and promote women, youth and persons living with disability led enterprises in the constituency level. It also provides mentorship opportunities to enable the beneficiaries take advantage of the 30% government procurement preferences through its capacity building programme. Uwezo Fund is therefore a platform for incubating enterprises, catalyzing innovation, promoting industry, creating employment and growing the economy.

Other actions that the government has taken:

- Government has increased bursaries to well performed girls for education is the bedrock of economic growth and empowerment.
- Government has created business and economic as compulsory subject in the curriculum.
- Government awards Small Enterprises and Micro Enterprises that have shown consistency.

Adopt national migration policies that are gender responsive, protect labour rights and promote safe and secure working environments for women migrant workers, regulate the role of private intermediaries and labour brokers in migration, and enforce laws against trafficking;

Among the actions taken by the government towards elimination of discrimination against women in a number of sectors, is the Counter-Trafficking in Persons Act No. 8 of 2010, and was revised in 2012. This act is geared to implement Kenya's obligations under the United Nations convention Against Transnational Organized Crime particularly its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children; to provide for the offences relating to trafficking in persons and for connected purposes.

3.4 Managing technological and digital change for women's economic empowerment

Support women's, particularly young women's, access to skills and training in new and emerging fields, especially science, technology, engineering and mathematical education and digital fluency, by expanding the scope of education and training opportunities;

The Ministry of Devolution and Planning with support of UNDP has launched some business Centers in four counties of Turkana, Kilifi, Kale and Marsabit. The role of these centers is to train women and youth on skills development, market linkages, and one stop center for business services, entrepreneurial growth leadership and ICT hub. Women and youth are the first beneficiaries to maximize on the advantage of research, innovation and business undertakings. These centers will be rolled to the rest of the remaining counties.

Since 2014, annual Scientific Camps of Excellence have been mentoring Girls in Science, Technology, Engineering, and Mathematics (STEM) which have been organized by UNESCO Nairobi Office, together with the Government of Kenya, the National Commission for Science, Technology and Innovation, and the University of Nairobi. By mid-2015, more than 400 high school girls, from all over the country had the opportunity to participate in the project. In this context, 40 Kenyan STEM teachers were also trained in gender-responsive teaching, and new partnerships for enhancing women's participation in STEM were established at national level with relevant ministries, government institutions, the private sector and science-focused industries. This project is meant to address the challenge of girls' enrollment in science and engineering studies, in the country.

Counties have supported women through increased budgetary allocation for the last three years accounting to over 8% of the total county budgets. County Governments through County polytechnics and specific women empowerment projects have been able to empower and uplift large numbers of women in the counties through imparting of skills in the changing world of work. These projects include: Target beneficiaries that include standard eight drop-outs, who would have otherwise entered into the job market without any requisite skills and locked out of the employment circle increasing the burden of women and more so young women regarding the unemployment in the country. Through these initiatives the county governments have been able to empower these women, so that they are better able to find employment and reduce the number of women engaged in immoral activities.

The county governments have established Institutes of Technology in every ward to empower youth with effective and relevant skills to service a modern economy and changing world of work. The acquisition of basic vocational skills are offered free of charge at these institutions so as to empower the women with knowledge and skills to provide alternative source of income. The skills the women acquire open doors to many opportunities that these older and young women were not privy to before. They have the opportunity and the skill set that will propel them into self-employment or into employment opportunities around the globe. Counties have also invested in talent academies in an effort to unleash the potential of the women.

At the national level, there is the Gender Policy in Education (2007) to provide a framework for planning and implementing gender responsive education sector programmes. The policy also deals with gender equity in participation and performance of Science Mathematics and Technology (SMT) subjects and courses (National Council for science and Technology (2010).

Ensure universal access to skills, knowledge, information and communications technologies that are economically, geographically, linguistically and virtually accessible to women workers, as well as increased broadband and mobile phone access for women.

There is the Gender Policy in Education (2007) to provide a framework for planning and implementing gender responsive education sector programmes. The policy also deals with gender equity in participation and performance of Science Mathematics and Technology (SMT) subjects and courses (National Council for science and Technology (2010). Government has increased bursaries to well performed girls as a means of enhancing economic empowerment.

Institutional policy and programmatic frameworks have led to a vibrant ICT sector that has led to creation of digital platforms for trade and industry necessary for creation of decent work for women.

Access to ICTs by women is a step in the right direction for their empowerment. Women are disproportionately underrepresented in use of ICT devices across the world, compared with their male counterparts. To shorten the gap between men and women in use of ICTS, the development partners have supplemented government efforts in empowering women through ICTs. For in instance, Swedish Program for ICT in Developing Regions and the Swedish International Development Cooperation Agency) (Sida) implemented an ICT project at the coastal region of Kenya among a self help group dominated by women. Women in these areas were illiterate, and were of low income group. At the end of the project, they learnt how to write their names, and the learning activities also exposed them to alternative livelihoods, such as poultry and bee keeping, tree nurseries, ecotourism, farming and other small businesses. Such initiatives are being implemented by other private sector in collaboration with other actors such as development communities, thus empowering women and increasing their participation in the job market.

Encourage productive technological change in support of decent, good quality public and private sector jobs for women in the green economy, especially in the area of climate change mitigation and adaptation

Counties have developed ICT Incubation hubs at county level with the plan of extending these to constituency levels to empower our youth with the necessary training and work experience to develop market ready ICT services and products.

Kenya will strengthen her overall STI capacity. This will focus on creation of better production processes, with strong emphasis on technological learning. The capacities of STI institutions will be enhanced through advanced training of personnel, improved infrastructure, equipment, and

strengthening linkages with actors in the productive sectors. This will increase the capacity of local firms to identify and assimilate existing knowledge in order to increase competitiveness.

High skilled human resources: Though better than that of many countries in the region, Vision 2030 has in mind Kenya's pool of talent is small and inadequately trained for integration into the job market. Measures will therefore be taken to improve the national pool of skills and talent through training that is relevant to the needs of the economy. The current transition rate from secondary level education to university will be increased and the postgraduate training strengthened, particularly in science and technology.

Intensification of innovation in priority sectors: To intensify innovation, there will be increased funding for basic and applied research at higher institutions of learning and for research and development in collaboration with industries. Furthermore, measures will be taken to coordinate research activities among the various institutions to ensure synergy and to avoid duplication. Proven technical knowledge produced in industries and tertiary institutions, including universities, will be transformed into technologies and protected as intellectual property rights. Indigenous technology, which is part of our national heritage, remains unmapped and has exposed our national heritage to misuse by external interest groups. Measures will be taken to identify and protect this heritage. In order to encourage innovation and scientific endeavors, a system of national recognition will be established to honour innovators.

STI awareness: In view of the importance of STI in society, efforts will be made to promote awareness of new ideas and discoveries to the general public. The Vision will create and deepen STI awareness, particularly in the social sphere and to support initiatives.

Women in rural areas of Kenya are most often the managers of local on-the-ground natural resources. This is especially true for Kenya's women farmers because of their reliance on nature and nature-based income sources. Women farmers in rural Kenya often hold the key to food security in the region. However, the adverse climatic conditions have affected them and their livestock, which depend on grass and water. These resources dry up due to drought which leads to death of the livestock, their only source of livelihood. Thus mitigation measures have been initiated to address this challenge through use of irrigation and early yielding agricultural crops. Also, women have received training and have been capacity build on how to use innovative water harvesting technologies, which is used for domestic use and for livestock, thus saving the animals. Women in Arid and Semi Arid areas in Kenya, have also been taught dry farming technologies thus improving their food security for their households. The proceeds obtained from these activities have been used to pay for schools of the children, thus improving the education outcome of the children, and the family in general

3.5 Strengthening women's collective voice, leadership and decision-making

Enact policies and special measures to ensure equal representation and leadership of women in economic decision-making structures and institutions, as well as in enterprises and on corporate boards

There are institutional structures that are championing women affairs and representation in Kenya. **There is the Ministry of Public Service, Youth and Gender Affairs, (MPSYGA)** with the mandate of the State Department of Gender Affairs being to advance gender equality and the empowerment of women.

The National Gender and Equality Commission: The Constitution provided for the creation of this institution whose core mandate is to promote gender equality and freedom from discrimination among all Kenyans with special focus to women, children, elderly, persons with disabilities, youth and minority and marginalized groups and communities in all spheres of life, at national and county governments, and in private sector laws, rules and regulations and administrative guidelines.

The Constitution of Kenya 2010 has been widely acknowledged as progressive, comprehensive and all-encompassing law. It sets an important precedence of addressing gender inequality by availing principles that will guide resource allocation and equal opportunities for men, women, boys and girls. Chapter Four Article 27 of the Constitution of Kenya states that both women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. It reiterates that the state shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

The reservation of 47 seats for women in the National Assembly is a key gain in promoting gender equality in the constitution. At the Senate level, there is a provision for 16 women who are nominated through the political parties. There is also a provision for an additional two women to represent the youth and persons living with disabilities, respectively. In the National Assembly, the number of women members of parliament increased from 19 (9%) in 2008 to 69 (20%) in 2013 Election. Articles 81 (e) and 91 (f) protect women from acts of inequalities that tend to limit their participation in running for elective posts. Most of government institutions have put measures to implement these provisions.

With respect to gender equality in leadership, the implementation of the two thirds gender principle is an important development. The two third gender rule is one of the affirmative actions enshrined in the Constitution of Kenya in Article 27(8) of the Bill of right to help enhance equality. It requires that not more than two thirds of any elective or appointive position in the government of Kenya shall be of the same gender. In April 2015, the National Assembly published and read the Constitution of Kenya (Amendment) Bill 2015, and The Two-Third Gender Rule Laws (Amendment) Bill 2015.

At the county level, there is women representation in county allocation of resources through legislation passed at county level on public participation. Women are represented in county public service boards, and the County executive committees.

Kenya, the best economic and political powerhouse in the EAC economic bloc has about 19.5% women parliamentarians as at 2015. Though this has shown an upward trend from a mere 9.8%

in 2007, still this is a small number compared to her peers in the EAC region, where Rwanda leads with 64% of parliamentary seats held by women. Uganda and Tanzania have more than 35% women MPs in their parliaments.

Kenya's share of female Cabinet Secretaries declined from 33.3per cent in 2014 to 25.5per cent in 2015. However, one third constitutional threshold was met for categories of Principal Secretaries, County Commissioners, Judges, Magistrates, Lawyers and Members of County Assembly. The third gender principle should be applied to boost the CS's share in the political landscape, and representation at corporate boards. More women in political leadership influence policies at the top level decision making organs which promote women and girl's equality at all aspects of life.

3.6 Strengthening private sector role in women's economic empowerment

Establish and strengthen compliance mechanisms that hold the private sector accountable for advancing gender equality and women's economic empowerment as articulated in the Women's Empowerment Principles established by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Global Compact

The private sector has been involved in advancing gender equality in a number of ways. These include:

- Through the Kenya Private Sector Alliance (KEPSA), there has been an increase in consultation at the ground-level during policy making processes to encourage entrepreneurship.
- Special Economic Zones (SEZs) play an important role in catalysing economic and social development and increasing competitiveness.
- Investment in ICT infrastructure. Institutional policy and programmatic frameworks have led to a vibrant ICT sector that has led to creation of digital platforms for trade and industry necessary for creation of decent employment opportunities for women.
- Creation of institutions and Partnerships that are led by the private sector. These include the Kenya Private Sector Alliance (KEPSA),Kenya Association of Manufacturers(KAM) ,The Kenya National Chamber Of Commerce And Industry several associations like KNCCI Women In Business platform (WIB); the Association of Women In Agribusiness,(AWAN)Kenya Women In Business (KAWBO).

Incentives and Regulations that Have Encouraged the Private Sector to Create Decent Work for Women include:

Public Private Partnerships (PPP): This has been identified as one of the strategies for development. The Government has enacted the PPP legislation which is expected to strengthen the legal framework for public and private sector in investment. This is likely to spur development and realise decent work for women as the partnership is expected to lead to: inclusive private-public dialogues; support the establishment of stronger business associations at the at international regional national and county level; in the spirit of devolution ,PPP enables formulation of specific county led SMEs policies aligned with the overall national SMEs policy framework; establish tailored training institutes for SMEs at the county level; develop SMEs oriented financial

institutions in counties; establish an import and export bank for SMEs; need for the central government to coordinate the SMEs issues in the country and establish a SMEs development organisation.

Existence of a Developed Financial System in the Country

There exists a well-developed system in Kenya which offers access to a wide range of credit facilities to the manufacturing, enterprise development and Co-operative Societies. Such financial systems include *M-pesa*, Front Office Savings Accounts (FOSAs).

Investment in ICT infrastructure

Institutional policy and programmatic frameworks have led to a vibrant ICT sector that has led to creation of digital platforms for trade and industry necessary for creation of decent work for women. ICT is currently driving the economy of this country. Wide local area network, interactive web-sites email communication.

Establishment of Intellectual/Industrial Property Rights Statute and Office

The institution is instrumental in the formulation, coordination and implementation of Industrial Property Rights Policy for the protection and use of industrial property rights.

Increase the share of trade and procurement from women's enterprises, cooperatives and self-help groups in both the public and private sectors.

The country has developed laws and policies that have successfully removed barriers and enabled women to access finance, technology markets and procurement opportunities and social protection. Kenya's long term development agenda is set in its economic blueprint Vision 2030, which has provisions for economic empowerment of women. To promote women economic empowerment and entrepreneurship, the Ministry of Industry Trade and Cooperatives has championed the implementation of new policies and also a review of previous policies that have significantly contributed to the improvement of the business environment. Notable policies among this are:

- The *Micro and Small Enterprises Act 2012*.
- National Business and Technology Incubation Policy;

The laws and policies have enabled the following:

- Implementation of Access to government Procurement Opportunities (AGPO) program where women youth and Persons with disability (PWDs) enjoy preferential access to government procurement opportunities, of 30% of annual budget is reserved for the group.
- Facilitating the simplification and decentralization of the registration, licensing and taxation regimes;
- Facilitation and coordination of the development and implementation of programmes and initiatives for business incubation and start-ups.
- Creation of new incentives for rural industrialization.

- Facilitation of subcontracting arrangement between MSMEs and large industrial enterprises
- Collaboration with stakeholders to promote women and youth-owned industrial enterprises
- Creation of Business Development Centres and Business clinics
- Government Funds disbursed through various financial institutions
- Training of youth and women on value addition and BDS. For instance the 4K MSE 2030 programme is a flagship programme under the Ministry of Trade, Industry and Cooperatives which is meant to build capacity of women entrepreneurs in value addition in textile sector.

• ***Systematically undertake gender-sensitive value chain analyses to inform the design and implementation of policies that promote and protect women's rights and decent work in global value chains.***

Through strengthening of inclusive public-private partnerships, County Governments have greatly empowered women through establishment of 147 priority commodity value addition centers with strong linkages to smallholder agriculture. Strengthening of agriculture value chains has significantly increased women engagement and empowerment in agriculture and improved the value of agricultural produce and products. The establishment of 163 market linkages by counties has also harnessed markets and ensured equal access to opportunities for women and other socially disadvantaged groups.

With increasing unemployment affecting mostly women and the youth, SMEs development as a strategy for achieving the target of creating employment has been highlighted as a high priority agenda. Women targeted initiatives have yielded positive incomes; there has been an increase in women entrepreneurs in formal employment from 30% to 50% in the last 10 years.

The Ministry of Devolution and Planning in collaboration with Other relevant ministries, private sector agencies, relevant Semi Autonomous Agencies and County governments), are receiving support from United Nations Development Assistance Framework, (UNDAF) to implement the Economic Empowerment Programme (EEP) in Kenya. UNDAF under her Delivery as One strategy has realized good results in the support of women and youth under her four year strategic plan which started in 2014 to 2018.

Under the outcome on economic empowerment for women and youth, the programme has supported the establishment of four (4) County Business Development centres, in Taita Taveta, Kwale, Marsabit and Turkana. The Business Centers are commonly referred to as Biashara Centres act as one-stop-shop facilities for enterprise development and SMEs. The centres are enhancing productivity, technology transfer, business incubation, and provision of business development services for the youth and women.

The Instrument for Devolution Advise and Support Programme (IDEAS) is being implemented by the Ministry of Devolution and planning with support of the European Union. One of the ingredients of the project is mapping of various value chains in all aspects of the economy for local economic development where youth and women are the targeted as agents of change in this development process.

Under the EPP programme, over 2000 youth (male and female) also have been trained on Access to Government Procurement Opportunities (AGPO), and through the programme, it has distributed new technology water barrels to women in rural communities in Turkana County, of 300 and in Marsabit County, 150 respectively; and through support from UNDAF and Roll Out the Barrel (ROTB), a UK based company, has specifically targeted women in arid and semi-arid areas (ASAL) and has distributed 800 new technology water barrels to women in rural communities in Kenya.

National agricultural input access program (NAAIAP program)

High cost of agricultural inputs like seeds, pesticides and fertilizers are key constraint in agricultural production and realisation of decent work for women across the value chains. The program proposes three tier fertilizer cost reduction strategy comprising of: bulk procurement of fertilizer, domestic fertilizer blending and packaging; and Support establishment of a manufacturing plant for national/regional fertilizer requirements.

Strengthening of Co-operatives and scaling up of informal groups (Chamas) through programs that require them to register as formal entities. This is through building of capacity of women and youth on economic empowerment and poverty reduction, and helping women in low-income chamas access funds for income generating activities, from government programmes such as the Youth, the Women Enterprise and the Uwezo Funds.

Number of women groups have increased from 143,792 to 154,425 in 2011 and 2015 respectively; membership into the women groups has also increased from a low of 150,857 in 2014 to 6,177,492, translating into a rise of 3.3%; the group contributions also grew from Kshs. 623,000,000, from a low figure of Kshs. 603,300,000, in 2014. Uwezo Fund has disbursed loans to girls and women worth of Kshs. 4,240,000,000, from a low of Kshs. 80,000,000 in 2011. Women Enterprise Fund also disbursed Kshs. 440,000,000 and Kshs. 524,000,000 in 2011 and 2015 respectively.

There are crucial vehicles for mobilization of domestic resources for investment in productive economic activities - improved access to affordable credit and other financial services, improved productivity, processing, and marketing of value added/manufactured goods and services.

Wholesale/Retail Trade Hubs: Development of wholesale hubs is one of the key mandates of the Ministry of Trade Tourism and East African affairs and under Vision 2030 in which the Ministry is charged with the construction of 10 ultra-modern model Wholesale Hubs which are meant to be replicated country wide. The target is also to organize 1,000-1,500 Produce Business Groups.

The revised Cooperative Development Policy provides a policy framework for (i) deepening the ongoing co-operative governance reforms geared to ensure efficiency in resource application and significant increase in the value of output by co-operatives, (ii) improving capitalization of co-operative societies by getting more Kenyans to participate in co-operatives, and, exploring new

horizons for savings/resource mobilization, (iii) increasing regional and global competitiveness of Kenya's co-operative products/services and enhancing market penetration by co-operative entities.

The SACCO Societies Act was enacted in 2009 and Counties have supported establishment and/strengthened the SACCOs for women to empower them economically so as to access government public opportunities.

3. Conclusions

The presentation on the initiatives and actions taken by the government towards achieving the empowerment of women in the changing world of work shows that much progress has been made towards achieving this goal. The Government of Kenya has taken a number of legislative, policy, administrative, and programmatic actions towards empowering of women in the country.

Kenya has signed and domesticated the relevant international conventions on women's empowerment, like the Beijing Declaration and Programme of Action, the CEDAW, the ILO conventions, agenda 2030 for sustainable development goals, agenda 2063, Addis Ababa Action Agenda for financing for development and the Cop 21 on climate change. The New Urban Agenda is at the center of putting women and youth in the development agenda. At the national level, there are laws, policies, regulations and robust institutional frameworks in place that are facilitating implementation of policies promoting gender equality. All MDAs have mainstreamed gender issues in their development programmes and projects aimed at women's empowerment.

The Constitution of Kenya 2010 has been widely acknowledged as progressive, comprehensive and all-encompassing law, and sets an important precedence of addressing gender inequality by availing principles that will guide resource allocation and equal opportunities for men, women, boys and girls and PWDs. There has been realisation of a progressive legal system, with a comprehensive and inclusive legal framework anchored in the constitution. This has led to gender aware legislation, while non-discriminating in governance has been entrenched in law and practice. This has also seen women ascend to political leadership positions. For instance the share of female Members of Parliament in the National Assembly stands at 19.5 per cent. This number is relatively smaller compared with her peers in the EAC region such as Rwanda, with 64% Tanzania and Uganda respectively having share of over 35% of women representation in parliament.

Despite the progress the government of Kenya has made, in promoting gender equality and advancing women economic empowerment, in the changing world of work, there are still pervasive gaps existing in promoting gender equality at all levels in the country. These include women's unequal access to economic and environmental resources; social and legal discrimination against women and girls; their disproportionate burden of unpaid work; and violence against women, which is not only a violation of basic rights but also hinders women's economic and political empowerment. These challenges hold back progress for women, their families and countries. Gender stereotypes and machismo retrogressive traditional practices have equally impacted negatively on women empowerment.

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