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**MINISTRY OF PUBLIC SERVICE, GENDER, SENIOR CITIZENS'
AFFAIRS AND SPECIAL PROGRAMMES**

**KENYA COUNTRY POSITION PAPER TO THE SIXTY-SIXTH
SESSION OF THE COMMISSION ON THE STATUS OF WOMEN
(CSW66)**

THE PRIORITY THEME
**“ACHIEVING GENDER EQUALITY AND THE EMPOWERMENT OF
ALL WOMEN AND GIRLS IN THE CONTEXT OF CLIMATE
CHANGE, ENVIRONMENTAL AND DISASTER RISK REDUCTION
POLICIES AND PROGRAMMES”**

THE REVIEW THEME
**“WOMEN’S ECONOMIC EMPOWERMENT IN THE CHANGING
WORLD OF WORK”**

14TH – 25TH MARCH, 2022

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Abbreviations and Acronyms

ACHPR	Africa Charter on Human and Peoples Rights
AfDB	African Development Bank
AGPO	Access to Government Procurement Opportunities
ASDS	Agricultural Sector Development Strategy
ASAL	Arid and Semi-arid Lands
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
COP	Conference of the Parties
CSO	Civil Society Organization
CSW	Commission on Status of Women
GBV	Gender Based Violence
GHG	Green House Gases
GoK	Government of Kenya
ICT	Information and Communications Technology
ILO	International Labour Organization
INDC	Intended Nationally Determined Contributions
KWSPs	Kenya Water Services Providers
KEPSA	Kenya Private Sector Alliance
KNBS	Kenya National Bureau of Statistics
Kshs	Kenya Shillings
MoEST	Ministry of Education Science and Technology
MTPs	Medium Term Plans
NAP	National Adaptation Plan
NCCAP	National Climate Change Action Plan
NCCC	National Climate Change Council
NCCFP	National Climate Change Focal Point
NCCP	National Climate Change Policy
NCCS	National Climate Change Strategy
NCCRS	National Climate Change Response Strategy
NCCSC	National Climate Change Steering Committee
NCCTC	National Climate Change
NDC	Nationally Determined Contribution
NEMA	National Environmental and Management Authority
NGAAF	National Government Affirmative Action Fund
NGEC	National Gender and Equality Commission
NGO	Non-Governmental Organizations
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
STEM	Science, Technology and Mathematics
UN	United Nations
UNFCCC	United Nations Framework Convention on Climate Change
WSPs	Water Services Providers
WEE	Women Economic Empowerment Strategy
WEF	Women Enterprise Fund
WEEK	Women in Energy Enterprises in Kenya
YEDF	Youth Enterprise Development Fund

1.0 BACKGROUND INFORMATION

The 66th Session of the Commission on the Status of Women which will take place from 14th – 25th March, 2022, under the priority theme “**Gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes**”. The review theme is on progress towards the implementation of the agreed conclusions of the 61st session on **Women’s economic empowerment in the changing world of work**.

This report is prepared within the context of the CSW 66 by taking into consideration, the priority and review themes and, provides information on some of the measures undertaken by the Kenyan government within that context, effects of Climate Change. This includes strengthening economic and social policies for women’s economic empowerment.

2.0 NATIONAL CONTEXT

2.1 Women, Gender Equality and Climate Change

Kenya has rich biodiversity and a unique tropical climate with varying weather patterns due to differing topographical dimensions that support the biodiversity. The country also has a wide variety of ecosystems: mountains, forests, arid and semi-arid areas (ASALs), freshwater, wetlands, coastal and marine. In addition to hosting diverse and unique landscapes and natural resources, these offer many opportunities for sustainable social and economic development for men and women.

Climate change is shifting climatic conditions in Kenya, with many areas now facing frequent and severe droughts and major flash floods. Changes in ecological conditions are affecting natural resources and environmental patterns through precipitation and temperature change. Climate change is causing significant shifts in plant and animals distributions patterns and land degradation across the country as seen in emerging patterns of soil erosions, flash floods sweeping landscapes, spreading desertification, and shifting land cover.

Climate and environmental crises and disasters threaten the full realization of human rights, especially the rights to life and dignity, development, a life free from violence and discrimination, an adequate standard of living, the highest attainable standard of physical and mental health, water and sanitation, a healthy environment and others, with disproportionate impacts on women and girls, especially those in vulnerable and marginalized situations and conflict settings.

Despite its global nature and resultant vulnerability, climate change impacts do not affect all groups of people equally. The degree to which people are affected by climate change is directly linked to their vulnerability. For women, their vulnerability is reinforced by the existing gender inequalities they face across social, economic, political, and environmental systems, and in turn, this means that women are more likely to be disproportionately affected by climate change.

In Kenya, patriarchy ascribes to women and girls the role of primary caregivers, thus the responsibility of securing water, food, and fuel for cooking and for taking care of household

members including children, the elderly, and the disabled. In addition to these activities, women also engage in livelihood production, undertaking the bulk of agricultural work and contributing to productivity for consumption and for sale, while earning only a fraction of the income generated and owning a nominal percentage of assets.

Women's high dependence on natural resources for both reproductive and productive activities which are climate-sensitive underscores their vulnerability in the face of increased climatic change. However, this same dependence also makes them critical stakeholders in mitigation, adaptation, climate change finance, technology and capacity-building efforts. Women's participation in the efforts to manage the impacts of climate change is crucial.

Despite their participation and contribution to the economy, women and girls' work is often under-rated, often unpaid, underpaid or invisible. The majority of women work in the informal sector, with only 34 per cent working in the formal sector. Those that do work in the formal labour market generally earn less than men; for every Kshs. 100 earned by a man, Kenyan women earns Kshs. 62. This wage gap cumulatively translates to different outcomes for both men and women, economically, politically, socially and culturally. For instance, poverty is prevalent among low-income earning women, rural communities and the urban poor, concentrated in increasing urban settlements. 30.2 per cent of female-headed households are poor compared to 26 per cent of their male counterparts. Barriers to information, technologies, and financial services coupled with limited participation in decision-making, markets and formal institutions contribute to and exacerbate inequalities between men and women.

Gender integration in climate change policy is important to ensure gender-appropriate responses and support to climate change impacts. Careful consideration of differentiated gender impacts should prevent the deepening of inequality in climate change policy and address the structural factors that cause or uphold the discrimination of women. The implementation of Kenya's NDC as well as efforts towards low carbon and climate-resilient development requires inclusive and gender-responsive approaches that address the factors that maintain inequalities, constrain women's opportunities and limit their ability to plan and adapt to climate change.

To address the impacts of climate change, the Government has been initiating adaptation, mitigation, and resilience efforts across the country in partnership with various partners with notable efforts in the legal frameworks and institutional reforms to address climate change better.

2.2 Gender Sensitive Responses to the Effects of Climate Change Normative and Policy Framework

Kenya has made significant progress in developing climate change legal and policies framework and strategies. The Government has put in place comprehensive legal and policy frameworks on climate change, environmental and disaster risk reduction which provide a cohesive basis for gender-responsive governance that fulfils the rights and needs of women and girls.

As part of global efforts to combat climate change, in 2016, Kenya ratified the **United Nations Framework Convention on Climate Change (UNFCCC)**, the Paris Agreement, and submitted its first ambitious **Nationally Determined Contribution (NDC)**. The NDC sought to abate its Greenhouse Gas (GHG) emissions by 30 percent by 2030, through adaptation and mitigation actions that will build resilience to climate change.

Kenya has **adopted the 2030 Agenda for Sustainable Development**, including its 17 Sustainable Development Goals (SDG) with an aim to address women's concerns and to promote gender equality and empowerment across sectors including agriculture, energy, water, forestry and others.

Kenya's NDC has been revised and updated. The updated NDC commits to abate Greenhouse Gas emissions by 32 per cent compared to the first NDC target of 30 percent by 2030. Further, unlike the first NDC that was fully conditional to support, the updated NDC commits to mobilize resources to meet 13 per cent of the estimated implementation budget of USD 62 Billion, requiring international support of 87 per cent.

In order to ensure that gender-responsive actions were identified, planned, budgeted for and implemented as part of mainstreaming gender into Kenya's NDC, Gender Analysis focusing on the key NDC sectors of Agriculture, Energy and Water have been undertaken to explore the gender-differentiated impacts of climate change by looking at existing gender inequalities in access to and use of resources, participation, and benefits between various gender groups and Analyzing the extent to which gender issues have been considered within Kenya's policy, legal, and institutional frameworks and their suitability for supporting gender-responsive climate change actions. The gender analysis provides strategic recommendations on governance, planning, and policy that will strengthen the integration of gender equality into NDC planning and implementation processes.

In 2010 the Government published **the National Climate Change Response Strategy**. Kenya has put in place the necessary national policy and regulatory framework to effectively address the adverse effects of climate change and support the implementation of its NDC. These includes the National Climate Change Framework Policy, Climate Change Act (2016) and 5-year National Climate Change Action Plans. As well as the Constitution of Kenya, which dedicates a whole Chapter to Land and Environment.

The Constitution of Kenya lays a strong foundational provision on environment and natural resources. The constitution mandates the State to ensure sustainable exploitation, utilisation, management and conservation of the environment and natural resources, and ensure the equitable sharing of the accruing benefits; work to achieve and maintain a tree cover of at least ten per cent of the land area of Kenya; protect and enhance intellectual property in, and indigenous knowledge of, biodiversity and the genetic resources of the communities; encourage public participation in the management, protection and conservation of the environment; protect genetic resources and biological diversity; establish systems of environmental impact assessment, environmental audit and monitoring of the environment; eliminate processes and activities that are likely to endanger the environment and utilise the environment and natural resources for the benefit of the people of Kenya.

The Constitution further states that Land in Kenya shall be held, used and managed in a manner that is equitable, efficient, productive and sustainable, and in accordance with principles that include equitable access to land; security of land rights; sustainable and productive management of land resources; sustainable and productive management of land resources; elimination of gender discrimination in law, customs and practices related to land and property in land.

The Constitution makes provision for ‘Every person has a duty to cooperate with State organs and other persons to protect and conserve the environment and ensure ecologically sustainable development and use of natural resources. This can be viewed as confirmation by the State on its commitment to sustainable management and expected support in the execution of these activities from its citizens. Article 70 deals with the enforcement of environmental rights, and consists of three parts. The first part states: If a person alleges that a right to a clean and healthy environment recognized and protected under Article 42 has been being or is likely to be, denied, violated, infringed or threatened, the person may apply to a court for redress in addition to any other legal remedies that are available.

The Climate Change Act 2016 No. 11 of 2016 has been put in place by the Government to **provide** a regulatory framework for enhanced response to climate change and provide for mechanisms and measures to achieve low carbon climate development. **The Climate Change Act** is the first comprehensive legal framework for climate change governance. The Act established the **National Climate Change Council**, the **Climate Change Directorate**, and the **Climate Change Fund**. The Act requires that national and county governments **mainstream intergenerational and gender equity in all aspects of climate change responses**. The guiding principles in applying the provisions of the Act include: ensuring equity and social inclusion in the allocation of effort and costs and benefits to cater for special needs, vulnerabilities, capabilities, disparities and responsibilities of vulnerable populations including women.

The Climate Change Act, (section 8), mandates the Cabinet Secretary in charge of matters related to climate change to formulate a national gender and intergenerational responsive public education and awareness strategy on climate change and implementation programmes. This is a positive gesture, further ensuring that women are heard on all fronts.

The Climate Change Act calls for the creation of a climate change unit in each ministry to be responsible for integrating the 5-year National Climate Change Action Plans in sector strategies and implementation plans, though, most ministries have a climate change focal point, not necessarily with high hierarchical influence. In the NDC priority sectors the Ministry of Agriculture, Livestock, and Fisheries, Ministry of Water, Sanitation and Irrigation, and the Ministry of Energy, all have climate change and gender focal points seconded from the Ministry of Public Service, Youth and Gender.

The National Climate Change Council (NCCC) at the highest level and is chaired by the President of the Republic of Kenya gives oversight and guidance on the integration of climate into the national development and policy-making processes. The NCCC also ensures that climate change is treated as a cross-cutting developmental and environmental issue and provide an overarching national climate change coordination mechanism and ensures the mainstreaming of climate change functions by the national and county governments and approves and oversees the implementation of the **National Climate Change Action Plan (NCCAP)**.

Inter-ministerial coordination occurs through the **Inter-ministerial National Climate Change Coordination Committee**, which consists of senior-level members from Climate Change Directorate, the various ministries including the Ministry of Gender, and representatives from the private sector and civil society. The Committee has authority to oversee "the development, management, implementation and regulation of mechanisms to enhance climate change

resilience and low carbon development for the sustainable development of Kenya", by the National and County Governments, the private sector, civil society, and others.

The Government in 2015, put in place **the National Adaptation Plan (NAP)** to improve climate resilience. The NAP contains the Adaptation Technical Analysis Report (ATAR), which examines sectoral economic vulnerabilities, identifies adaptation needs, and suggests potential adaptation actions in different counties. The NAP supports the development of local County Integrated Development Plans (CIPDs), which includes the establishment of County Climate Change Funds (CCCFs). **NAP** recommends that the adaptation actions be implemented with gender considerations such that all data collected for monitoring and evaluation purposes are gender-disaggregated and analysed accordingly.

The Government has put in place The National Adaptation Plan II (NAP II) builds on the learnings made in the implementation of NAP. **The National Climate Change Action Plan II** identifies gender equality as a critical component of the plan. It recognizes that the adverse effects of climate change will exacerbate existing gender inequalities in the country and commits to advancing gender equality and equity. NAP II proposes budget allocation for gender, vulnerable groups and youth.

The National Climate Change Action Plan (NCCAP 2018–2022) put in place by the government follows the National Climate Change Action Plan 2013–2017. The plan focuses on adaptation and mitigation measures the country can take, with the aim of "low carbon climate resilient development". The National Climate Change Action Plan incorporates and addresses gender and women's issues. The importance of women in leadership can be seen at the implementation level. For example, in 2016, Kenya's Cabinet Secretary, in charge of matters related to climate change and the environment, was a woman. It is during her tenure that the Climate Change Act, of 2016 was enacted. The Act has solid provisions that ensure that women's contribution to climate change adaptation and mitigation are adequately considered.

The Climate Change Directorate has been established by the Government to deliver operational coordination and provide technical assistance on climate change actions and responses to county governments. The **Climate Change Directorate** is housed within the Ministry of Environment and Forestry, and is the lead government agency on national climate change actions and delivery of operational coordination, mandated with supporting different sectors and ministries on climate change.

The Directorate position, created under the Act, indicates the extent to which the Kenyan state has prioritized women's needs albeit as a vulnerable group. The Directorate also coordinates the implementation of gender and intergenerational climate change education, consultation and learning at the national and county government levels. This position is further strengthened by the inclusion of procedures to ensure gender and intergenerational equity in access to monies from the fund (Climate Change Act, No. 11 of 2016).

The Climate Change Act (Section 21, 24 and 30) requires that the Cabinet Secretary responsible for climate change affairs lead the formulation of a **Gender and Intergenerational Climate Change Education and Awareness Strategy** and the Directorate to coordinate its implementation. The Act integrates climate change into various disciplines and subjects of the national education curricula at all levels. It also provides for general public participation, requiring involvement by the public (Women and men) in all instances where public entities

develop strategies, laws and policies related to climate change. This is in addition to the provision of a public engagement strategy provided, which requires the consultation of citizens when identifying actions that contribute to the achievement of the objects and purposes set out in Section 3.

A Climate Fund has been established by the Government to provide a financing mechanism for priority climate change actions and interventions approved by the council. During the COP26 Climate Conference in Glasgow, Kenya announced its plan to work with African countries that form the 'Giants Club' conservation group (a group of African nations consisting of Kenya, Uganda, Gabon, Rwanda, Botswana and Mozambique) to raise resources for investment in the continent's climate change mitigation programmes. Kenya also announced an ambitious plan to plant an additional two billion trees and to set up a US\$5 billion Tree Growing Fund towards reforestation measures.

The National Environmental Management Authority (NEMA) in the Ministry of Environment and Mineral Resources (MEMR), the National Climate Change Activities Coordinating Committee, and the Kenya Meteorological Department in the Ministry of Transport are the major components of the government's institutional framework tasked with the day to day building of climate resilience.

The National Climate Change Response Strategy was published by the Kenyan government in 2010. The Climate Change Act 2016 establishes a National Climate Change Council, which is chaired by Kenya's President, with the authority to oversee "the development, management, implementation and regulation of mechanisms to enhance climate change resilience and low carbon development for the sustainable development of Kenya", by the National and County Governments, the private sector, civil society, and others.

The **National Climate Change Framework Policy** was developed by the Government in 2016 to facilitate a coordinated, coherent and effective response to the local, national and global challenges and opportunities presented by climate change. An overarching mainstreaming approach has been adopted to ensure the integration of climate change considerations and support the goal of low carbon climate-resilient development. The framework integrates gender through gender-sensitive and inclusive approaches, the responsiveness of actions and measures, and inclusive decision making and implementation. Importantly, the National Climate Change Framework Policy sets the foundation for all other climate change policies, strategies and plans including for the implementation of gender-responsive NDCs.

The NCCAP expects the public sector to play a role in the planning, implementation and monitoring of climate change interventions, with an emphasis on enhancing adaptive capacity and improving the ability to withstand climate shocks. The private sector is also expected to take measures towards reducing GHG emissions from business operations.

The Environment and Land Court Act, 2011 has been enacted and **the Environment and Land Court (ELC)**, has been established in various Counties, following the promulgation of the Constitution. The establishment of this court, with the same status as the High Court, brought in new light and confidence to the public in the resolution of land and environmental disputes. The court started its operations in 2013 with a total of twenty judges in 16 counties across the country as of November 2014. There is general optimism from the public on service delivery by the Environment and Land Court. In areas where the courts are established, they are fairly

accessible to the public. There is need to increase the number of courts to cover all counties as a way to reduce the cost of travelling incurred by service seekers going to other counties.

The country's Vision 2030 has makes specific strategies to protect the environment, and they include: promoting environmental conservation; improving pollution and waste management through the design and application of economic incentives; commissioning of public-private partnerships (PPPs) for improved efficiency in water and sanitation delivery; enhancing disaster preparedness in all disaster-prone areas; and improving the capacity for adaptation to global climate change. By stating in Article 69 (g) of the new constitution that '*The State shall eliminate processes and activities that are likely to endanger the environment*' a commitment is made to ensure that Kenya's continuing development does not compromise the foundation on which it is based.

Private Sector

The private sector plays a key role in environmental governance, providing capital, expertise, and market access, support re-use, and recycling solid waste and information dissemination. Many private sector players benefit directly or indirectly from ecosystem services. Such private sector players, including water service providers, tourism sector players, saw millers, and others. Many participate in natural resource restoration through payment for ecosystem services (PES) schemes or their Corporate Social Responsibility (CSR) agendas. Several private sectors contribute to environmental protection and conservation by restoring degraded areas. Some of these institutions include manufacturers, energy producers and Financial Institutions.

Community-Based Organizations (CBOs) and Associations

Diverse community-based organizations have been formed to address specific natural resources management issues. The formation of these CBOs has largely been initiated and facilitated by relevant Government agencies.

The main challenge is that although the policymakers and decision-makers are cognisant of the different needs of women and men, they have limited information or capacity to transfer this information into action. Often, there is inadequate resources (financial, human, technical, time, research) allocated to ensure gender mainstreaming in climate change programming.

2.3 Women, gender equality and Agriculture, Energy, and Water, in the context of climate change

Kenya developed a National Climate Change Response Strategy referred to as Nationally Determined Contributions (NDC) aligned with the Constitution 2010, the Kenya Vision 2030, and Sustainable Development Goals (SDGs). The NDC lists down adaptations and mitigation against the adverse effects of Climate Change. Kenya prioritizes the sectors of **Agriculture, Energy, and Water**, in the NDC. These sectors contribute to GDP, employment generation particularly to women's employment and much more. Agriculture for example, also contribute significantly to climate change and biodiversity loss and thus sustainable agricultural and food systems and practices is crucial. **Gender-responsive climate-resilient agriculture Energy, and Water. Legal, policies and strategic frameworks financing and implementation for climate, environment, and disaster risk reduction** in these sectors must address different

constraints faced by women and men in a changing climate and to reduce gender inequalities while ensuring equal benefits from interventions and practices.

Gender equality commitment has been made in the constitution but gender equality commitments in, and gender-responsive implementation and financing of, laws and policies on climate, environment and disaster risk management; institutional barriers that prevent cross-sectoral integration between gender equality, disaster risk reduction, climate action and environmental management and development planning, all hinder gender equality and women's empowerment. Similarly, Agriculture, Energy, and Water sector plans also consider gender to some extent, though there is still a gap in recognizing **and integrating women's and girls' needs systematically** and there is slow and limited implementation and monitoring at programme and project levels and this contributes to the gender gaps that still persist in these sectors.

2.4 Women, Agriculture and Food Security in The Context of Climate Change

Agriculture is the backbone of the Kenyan economy and a key economic and social driver of development. Agriculture is also the largest source of income for rural households supporting over 80 per cent of the rural population and providing about 75 per cent of total employment. Kenyan households that solely engaged in agriculture contributed 31.4 per cent to the reduction of rural poverty. **Women account for approximately 75 per cent of the agricultural labour force in small-scale agriculture in Kenya as compared to 51 percent of men.** Agriculture contributes 21.9 percent of GDP and 65 percent of exports, with industrial crops contributing 55 percent of agricultural exports.

The majority of farming in Kenya is primarily small-scale, with about 75 per cent of total agricultural output produced on rain-fed agricultural lands averaging 0.3 to 3 hectares in size. Key cash crops include tea, coffee and horticultural crops, which comprise over 90 per cent of foreign exchange earnings from agricultural products. Within this context, **the agriculture sector plays a clear role in both economic development and poverty reduction by supporting livelihoods for a large population, especially for rural women.**

Despite being the backbone of the Kenyan economy and a key economic and social driver of development, the agriculture sector has become more vulnerable due to unpredictable weather patterns and the increased frequency and intensity of floods and droughts. These have led to decreased agricultural productivity, crop failures, livestock deaths, land degradation, and in some cases, conflict. These impacts, in turn, result in reduced yields and loss of income in the agriculture sector, food shortage and malnutrition, reduced quality of produce and earnings as well as increased postharvest losses. Furthermore, climate uncertainties pose high risks to agro-based enterprises and can result in low agro-based investments and low technology uptake for production and value addition. It is estimated that the economic cost of climate change on the sector is 3 percent of GDP per year by 2030 and reaching as high as 5 per cent by 2050.

Agriculture is highly “gendered” in Kenya as in other developing economies. Women make up a large percentage of the agricultural labour force, however, women are disadvantaged in productive asset ownership (land, livestock), and control of productive inputs (including access to credit, etc.). There are major dimensions to gender inequality in agriculture including **land rights, productive resources, unpaid work, employment and decision making.** First, women are less likely to hold statutory land rights, and, when they do own land, their plots are often relatively small.

In agriculture, gender inequalities have been identified as one of the major factors holding back agricultural productivity and perpetuating poverty and hunger. Gender norms that dictate roles in agriculture underpin the disparities that men and women face in production systems. Women have less access to the means of production including land, finance, inputs, modern technologies, extension services, and marketing facilities while also having less say in decision making surrounding production and marketing. Despite women's central role in agriculture production, only around 10% of land titles are issued to women. When the hectare size of titles is considered, this translates into only 1.62 percent of agricultural land being owned by women. In Kenya, where land title deeds are the most common form of collateral required for agricultural credit by financial institutions, low land ownership is a constraint to accessing credit. From 2014-2018, it is estimated that only around 10 percent of agricultural credit went to women. These disparities result in yield gaps of up to 20-30 percent between male and female managed agricultural enterprises.

Within the context of a changing climate, these barriers further constrain women's ability to adapt, and the gender gap in agriculture will continue to widen. Moreover, as women are responsible for overall security and wellbeing of the family, when food availability is threatened by extreme weather events such as droughts and floods, the burden of sustaining the family falls disproportionately on women (and girls). Women's inequality in agriculture makes them and their families more vulnerable to climate change and therefore, women must be a priority in both adaptation and mitigation strategies in the agriculture sector.

The Government is has taken legislative and Policy measures to address women's disadvantages resulting from gender inequality in agriculture including **land rights, productive resources, unpaid work, employment and decision making**.

The Community Land Act No. 27 of 2016 gives effect to Article 63 (5) of the Constitution that provides for the recognition, protection and registration of Community land rights.

The Government has developed the Agriculture Gender Policy, was launched in March 2021. The Policy aims to systematically and structurally address the gender inequalities and their causes and thus enable the realization of the human potential in the agricultural sector.

Climate-Smart Agriculture Strategy (CSAS 2017) was put in place by the Government as an approach to developing an enabling environment, including the technical, policy, and investment conditions, to support actions aimed at achieving sustainable agricultural development for food and nutrition security under a changing climate. The agricultural sector plays is important in both economic development and poverty reduction is the largest source of income for rural households, supporting over 80 per cent of the rural population and providing about 75 per cent of total employment. More specifically, women account for approximately 75 per cent of the agricultural labour force in small-scale agriculture in Kenya as compared to 51 per cent of men. The Climate Smart Agriculture Strategy is intended to contribute to increasing productivity and commercialization of agricultural-related value chains with nutrition and gender considerations Adoption of value chain integration approach which is a result area that provides an enabling framework for integrating gender, nutrition (mostly through education and awareness creation) and the needs of the women and youth in value chain businesses.

Within the context of a changing climate, **Climate Smart Agriculture Strategy addresses some of the barriers which constrain women's ability to adapt, and the gender gap in agriculture.** Since women are responsible for the overall security and wellbeing of the family, when food availability is threatened by extreme weather events such as droughts and floods, the burden of sustaining the family falls disproportionately on women (and girls). Addressing women's inequality in agriculture and prioritizing women in both adaptation and mitigation strategies in the agriculture sector makes them and their families less vulnerable to climate change.

The National Spatial Plan 2015 – 2045 has been developed. This plan intended to address various matters including unequal access to resources by women in the rural areas. The Plan acknowledges that rural women make up almost half of the developing world's farmers. The plan makes provisions for the emerging women land rights advocates, women claiming their land rights and partnerships with CSO on women's land rights.

The government has been put in place a **Comprehensive Land Policy** - a policy redirection of land sector issues and dispute resolution. However, the number of disputes over land continued to increase with population and economic growth, climate change and the resultant scarcity of natural resources. The government repealed previous Legislation to mitigate land disputes like the Land Disputes Tribunal Act which were found wanting and instead established **the Environment and Land Court (ELC).**

The Ministry of Land and Environment has developed the first-ever Kenya land sector gender policy to monitor the progress of women's land rights in Kenya -Training Manual for Rural Women Land Rights that seeks to provide a framework for training rural women on their rights to land and natural resources as anchored in the laws and policies

On **Land, Housing and Agriculture**, through the **National Policy on Gender and Development 2019**, the Government commits to implementing measures to overcome barriers inhibiting women's access to and control of productive resources through the following Policy Actions:

- Implement existing Constitutional reforms and a relevant legal framework that ensures equitable access to land and other natural resources, particularly for women for agricultural use, housing and other productivity ventures;
- Enhance extension services and avail agricultural information and appropriate technologies to particularly benefit vulnerable women in agricultural practices;
- Facilitate and enhance adoption of engendered climate processes, smart inputs and out markets, to ensure that agricultural and other livelihood practices are climate resilient; and,
- Enhance women's participation in the fisheries sector and the blue economy.

The Ministry of Land and Physical Planning together with other stakeholders with support from Food and Agricultural Organization of the United Nations, (FAO) embarked **on the Kilimanjaro initiative giving life and effect to the provisions of the Kilimanjaro Charter.** The main objective of this initiative is to ensure that rural women have access to land and natural resources and to provide a framework for its implementation. A series of consultative meetings were convened which led to the adoption of an action plan to give effect to the provisions of the Charter. The National Land Commission (NLC), with the support of development partners, Civil Society undertakes Continuous engagement with women. An

increasing number of women continue to be sensitized on women's land rights and women and men champions established to accelerate land right sensitization.

The Government has created Gender Units in Ministries Departments and Agencies. This has contributed to increased awareness on the need to support women to achieve their land rights. The Ministry of Land and National Land Commission in conjunction with the FAO has trained the staff to engender land administration and to support women on their quest for their land rights. There are continuous staff trainings including on Gender mainstreaming and governance on land rights.

The government has been championing gender and climate change programming. The National Gender and Equality Commission (NGEC) collaborated with UNDP and other partners to conduct a rapid assessment on the impact of climate change of Special Interest Groups. An outstanding intervention is an assessment of the gender inequalities in the lives and livelihoods of populations including women living within forest areas in preparation for the design and execution of the REDD+ initiative in Kenya: Efforts to reduce emissions from deforestation and forest degradation.

With regard to **Forest Conservation and Management** Kenya has a forest cover of 7.4%, 3.6% short of the constitutionally accepted 10% forest cover. The decreasing forest cover is aggravated by an abated environmental destruction of trees for charcoal burning.

Kenya has committed to the REDD+ mechanism aims to reduce greenhouse gas (GHG) emissions arising from deforestation and forest degradation and to support country efforts that promote conservation and sustainable management of forests and enhancement of forest carbon sinks.

In collaboration with UNDP, the Ministry of Environment and Forestry has put in place engendered mechanisms that will enable the country to reach its overall REDD+ objectives of: Improving livelihoods and wellbeing, conserving biodiversity, increasing forest cover, and mitigating climate change. These outputs include:

- An operational national REDD+ strategy and investment plan;
- An operational safeguards information system for REDD+;
- Functional multi-stakeholder engagement and capacity building for REDD+; and
- Technical support provided for improvement to the National Forest Monitoring System and Forest Reference Level.

In collaboration with key stakeholder, the National Gender and Equality Commission spearhead conduct of a gender inclusion assessment of forest dependent communities in Kenya. The assessment findings lead to the development of a National Gender REDD+ Action Plan that will ensure integration of equality and inclusion during implementation.

2.5 Women, Gender Equality and Water Resources in The Context of Climate Change

Water is fundamental to life and livelihoods and vital for sustainable development and adaptation actions in the water sector will be integral to Kenya's response to climate change. Currently, clean water coverage in Kenya stands at 60 per cent leaving approximately 40 per

cent of Kenyans without access to clean and safe drinking water. **In rural areas, 86 per cent of people fetch water from springs, wells, boreholes** and streams while only 14 per cent have access to tap water. Climate change is altering the spatial and temporal availability of water resources in Kenya and has led to an increased scarcity of water resources. This makes resource management more difficult, affecting **energy production and agricultural systems** and increasing the **likelihood of conflict**. Moreover, reduced water quality and quantity for domestic and industrial use can lead to **high water pricing** and increases in water-borne **diseases**.

In times of water scarcity, it is women and girls who have to travel long distances in search of water, and have less water for their hygiene. Droughts, therefore, mean that women work harder to feed and take care of their families, as well as take up roles that used to be the preserve of men, who often migrate to take up paid work in urban areas increasing the burden on women. This has a negative effect on women's time management in the household and means they have less time than men for learning and social and cultural activities. Women's inequality in access to resources such as land, education, credit and control over the household income limits their ability to adapt to climate change water-related impacts.

Negative climate change impacts are especially felt in Kenya's arid and semi-arid lands, which make up 80 per cent of the country. During the 2017/18 drought, Kenya's dominant rain-fed agriculture system left 3.4 million people severely food insecure and an estimated 500,000 people without access to water. Prolonged droughts reduce food security and increase malnutrition, with impacts, particularly for pregnant women, lactating mothers, children and the elderly.

Kenya has taken steps to secure water rights in the Constitution. The Constitution explicitly recognises the human right to water and emphasises the important and fundamental dimension of water resources. The Constitution additionally requires the government to take affirmative action to ensure that minorities and marginalised groups have reasonable access to water. The responsibility for 'progressively' realising this lies with the national government however Counties are, however, very critical in this regard as they are responsible for water service provision.

The Government has put in place the Water Act 2016 to provide for the regulation and management of water supply and sewerage services. A primary objective of the Water Act (2016) is to align the water law to the Constitution's recognition of water as a human right. The Water Act (2016), in alignment with the Constitution, explicitly recognises the fundamental right of every person in Kenya to clean and safe water in adequate quantities and to reasonable standards of sanitation. Further, the Act clearly stipulates that the role of regulating the management and use of water resources lies with the national government through its agent, the Water Resources Authority.

The Water Act (2016) brings out normative content constituting the government's obligation relating to the progressive realisation of the right. For instance, the Act requires the Cabinet Secretary responsible for water to prepare a five-year National Water Services Strategy which will include the plans in place for the progressive realisation of the right to water and sanitation to all. **The Water Services Regulatory Board (WASREB) is also obliged to make regulations, which should among other issues, address the progressive realisation of the right to water services.** In addition, the Act requires that Water Service Providers (WSPs) that hold county or national public assets, to refrain from paying dividends or making any other

payments as long as the universal rights of access to safe and clean water have not been achieved in the designated service areas.

The Water Act (2016 establishes the Water Sector Trust Fund to assist in financing the provision of water services to areas of Kenya without adequate water services with a wide mandate which includes provisions allowing for funding of counties through conditional and unconditional grants, to assist in financing their development and management of water services in marginalised or underserved areas. Such financing extends beyond direct service provision activities to include community-level initiatives for sustainable management of water resources and research activities in the areas of water resource management. The Water Sector Trust Fund is critical for successful implementation of devolved water governance. The Act provides for the various sources of money for the Fund, which include an allocation from the national budget and from the Equalization Fund, and proceeds from any levies imposed on consumers of piped water from licensed water service providers.

The Ministry of Water and Irrigation (MWI) is the key institution responsible for the water sector in Kenya. The Ministry is divided into five departments: Administration and Support Services, Water Services, Water Resources Management, Irrigation, Drainage and Water Storage, and Land Reclamation. The Constitution declares water supply and sanitation services a basic right.

The Ministry of Water and Irrigation and the International Development Association (IDA)-financed Water and Sanitation Service Improvement Project formed a partnership to strengthen gender mainstreaming capacities among Gender Desk Officers in institutions across the country. The objective of the initiative is to promote equal access to resources and participation of women in water governance structures. With incentives and penalties for Ministry staff to address gender inequality in their work, important steps are being taken to ensure the women of Kenya are given equal opportunities to participate in decision-making processes that directly affect their daily lives. In addition to address the challenge of capacity gap, the World Bank's Gender Action Plan has provided funding for trainings for Gender Desk Officers to strengthen their capacities to mainstream gender into their daily work.

Women in Water Leadership Mentoring Program for Kenyan women working in utilities. To help women working in Kenyan Water Services Providers (WSPs) attain their full potential, **the World Bank-financed Kenya Water and Sanitation Development Project (WSDP) launched the Women in Water (WIW) Leadership Circle, a leadership training program for female decision makers.** The participants were drawn from the WSDP implementing agencies – seven WSPs and one Water Works Development Agency from coastal and north-eastern regions of Kenya. Currently entrenched social norms, biased hiring processes and limited training and networking opportunities. Currently women occupy middle or senior management positions in these utilities. For instance, of the 88 licensed Water Service Providers (WSPs) in Kenya, only four (4.5%) are headed by women. As a result, women in these utilities have had no role models, lack voice and representation despite being employed in the sector for decades. The women who participated in the Circle are poised to bring change not only in their respective workplaces but also in their surrounding communities as well.

The management of WSPs have initiated initiatives to enhance the roles of women in their utilities inspired by the positive outcome of the Leadership Circle. In Kilifi County, for instance, the WSP has allocated a budget for training women, the Mombasa County's WSP and Coast Water Works Development Agency (CWWDA) participants formed a book

club. The book club discussions have deepened the discussions and bonding between Mombasa and CWWDA to now include informal mentoring between the finance specialists of both teams. Exposing women in utilities to innovative programs like the WIW Leadership Circle unlocks their leadership potential. This will enhance their current roles as they implement World Bank operations through their respective institution. The Circle demonstrates that water institutions can implement these improvements gradually and thus, achieve greater female representation in leadership positions in the sector.

The National Water Policy (2018) broadly mainstreams both climate change and gender issues however, the policy is silent on gender integration in the specific interventions it proposes, despite women being central to their success. These include the promotion of agroforestry and low maintenance water technologies like water harvesting, and in the education and training on environmental conservation and management.

The National Policy on Disaster Management institutionalize mechanisms for addressing disasters. Kenya's disaster profile includes droughts, fire, floods, terrorism, technological accidents, diseases epidemics and now pandemic that disrupt people's livelihoods, destroy the infrastructure, divert planned use of resources, interrupt economic activities and retard development. The policy emphasizes preparedness on the part of the Government, communities and other stakeholders in Disaster Risk Reduction activities. In this regard, the policy aims at the establishment and strengthening of Disaster Management institutions, partnerships, networking and main streaming Disaster Risk Reduction in the development process so as to strengthen the resilience of vulnerable groups to cope with potential disasters. The Policy aims to increase and sustain resilience of vulnerable communities to hazards through diversification of their livelihoods and coping mechanisms which entails a shift from the short-term relief responses to development. The Policy is also intended to preserve life and minimising suffering by providing sufficient and timely early warning information on potential hazards that may result to disasters. It will also aim at alleviating suffering by providing timely and appropriate response mechanisms for disaster victims.

The National Policy on Gender and Development (2019) has been put in place. It underscores the importance of gender mainstreaming across sectors including in matters related to the environment and natural resources. It clearly outlines policy actions towards ensuring a clean, secure and sustainable environment for all from a gender perspective.

Kenya's overarching **national development policy, Vision 2030**, acknowledges the equal rights of men and women to enjoy a high quality of life and to benefit from equal opportunities, while the **Medium-Term Plan III (2018-2022)** emphasizes the promotion of gender equality in all sectors. Kenya's Third Medium-Term Plan to implement Vision 2030, is driven by the Big Four Agenda: Food security, affordable housing, manufacturing, and affordable healthcare.

The challenge is entrenched social norms, biased hiring processes and limited training and networking opportunities which deny women middle and senior management positions in these utilities.

2.6 Women, Gender Equality and Energy, In the Context of Climate Change

Kenya is endowed with diverse forms of energy resources, including fossils fuels, geothermal, hydro, coal, biomass, solar and wind. Energy is a critical enabler in reaching several sustainable

development goals like reducing poverty, inequalities and exposure, household pollution, improving the quality of education, security and climate protection. Women and men differ in their level of access to energy and energy services, as well as in the use of and control over these sources. Unequal gender norms and traditions limit women's participation in energy planning, hinder their opportunities to benefit from energy interventions and voice their needs. Kenya's national development blueprint, Vision 2030, recognizes energy as a core enabler to fight poverty and a catalyst for the Sustainable Development Goals.

The Government has put in place a vital energy sector which plays an important role as the infrastructure enabler for sustained economic growth, development and poverty reduction. The main sources of energy in Kenya are renewable energy and fossil fuels. As of 2018, renewable energy, in the form of hydropower, geothermal, and wind, accounted for 35.12 per cent, 26.84 per cent, and 1.09 per cent, respectively, of Kenya's electricity production. The remaining electricity capacity comes from fossil fuels at 34.93 per cent, biomass at 1.12 per cent, and off-grid sources at .81 per cent. In urban areas, 78 per cent of the urban population has access to electricity while only 39 per cent of the rural population does.²⁴ 52.4 per cent of male-headed households use electricity for lighting compared to 48.8 per cent of female-headed households. Over 80 per cent of Kenyans rely on the traditional use of biomass as their primary source of energy for cooking and heating – with firewood contributing 68.7 per cent and charcoal 13.3 per cent. About 87 per cent of the rural population uses firewood for cooking and 82% per cent of the urban population uses charcoal for cooking. In addition, Kenya's reliance on hydropower as a renewable energy source leaves the country's energy supply sensitive to climate change impacts.

Energy plays a key role in meeting practical gender needs of women (cooking, food processing and water hauling) as well as their strategic gender needs (lighting to enable evening study, street lighting for safety, and power for enterprise development). Production and use of biomass fuels is the responsibility of women and children, especially in rural areas. It is most often women who spend considerable time and effort to supply fuel for households and productive needs, using their labour to carry heavy loads over increasingly long distances, at great risk to their health and safety. The use of biomass also means that women and children are exposed to large amounts of smoke from indoor fires which increases risk for respiratory diseases. Insufficient access to modern energy and existing patterns of energy use, processing, and collection increase the burden of work on women.

At the household level, women are the primary energy providers yet they are often not recognized for this crucial role and they lack formal engagement in policy processes and decision making on sustainable energy for households and development more broadly. Women are active agents in this sector and their skills and knowledge need to be formalized and their leadership encouraged in energy policy making and strategy development. Furthermore, women's limited ability to make decisions within the household and community restricts their ability to influence processes and resource allocations on issues, including energy.

The Government of Kenya recognizes that access to modern energy is an enabler for women's empowerment as it plays a key role in meeting practical gender needs of women such as cooking, food processing and water hauling as well as strategic gender needs like street lighting for safety and power for enterprise development. While access to energy services helps in relieving women and girls of the drudgery associated with their daily tasks and provides them time for income-generating opportunities and education which in turn closes the gender gap.

Access to modern energy is an enabler for women's empowerment as it plays a key role in meeting practical gender needs of women such as cooking, food processing and water hauling as well as strategic gender needs like street lighting for safety and power for enterprise development. While access to energy services would not necessarily guarantee gender equality, it helps in relieving women and girls of the drudgery associated with their daily tasks and provides them time for income-generating opportunities and education.

The Government's strategic objective in mainstreaming gender in public institutions, policies and programs demonstrates commitments to advance gender equality and empowerment of women as envisaged in the Constitution of Kenya and the Sustainable Development Goals (SDGs).

Gender is recognised in Kenya's energy sector policy, and the Ministry of Energy has a specific gender policy. Based on the gender analysis, and in consultation with key stakeholders, the following considerations have been formulated to help realise gender goals in the country: Commit to gender mainstreaming in energy Key elements of such commitment include:

- i. Full implementation of existing policies.
- ii. Extension of the Kenya Off-grid Solar Access Program to the entire country, especially the clean cooking and water pumping components.
- iii. Facilitate electricity connectivity, especially for poor and single-headed families including widows who are unable to meet costs despite government subsidies

The **Gender Policy** aims to raise the level of gender awareness, change attitudes and inculcate an engendered work culture among staff in the energy sector and sets an important milestone in the process towards ensuring affordable, reliable, sustainable and modern energy for all by 2030. The development of the policy is also a fulfilment of the constitutional requirements on gender as well as the Sustainable Development Goals (SDGs) Sustainable Development Goals (SDGs). Goal 7 on access to affordable, reliable, sustainable and modern energy for all; and goal 13 on climate change and its impacts recognize energy as a key driver to achieving Goal 1, which aims to end poverty and hunger and Vision 2030. It aims to raise the level of gender awareness, change attitudes and inculcate an engendered work culture among staff in the energy sector.

The government has made great strides in connecting Kenyan households, public and community facilities to electricity through interventions such as the **Last Mile Connectivity and rural electrification programs**. These efforts have seen the access level rise from 32% in 2013 to the current 75% and the country is progressing to achieve universal access by 2022. **The Country is investing more in renewable energy and clean cooking technologies**. This will see universal access to energy services by all Kenyans, ultimately contributing towards climate change mitigation.

Gender Policy addresses the development gaps and aims at applying gender-lens to the energy sector, in the context of leaving no one behind. "The gender policy provides a framework to deal with issues day to day in the planning and execution of energy development plans. It also demonstrates the Country's commitment to providing all individuals with equal opportunities of using energy services, without any gender-based discrimination. The implementation of the policy will promote gender-sensitive energy institutions and enhance inclusivity and participation of women, men and all the marginalized groups in the realization of sustainable energy for all in the country. The Policy aims to ensure women do not just

participate as beneficiaries but play an active role as entrepreneurs in the entire energy value chain.

The Government through the Ministry of Energy in 2008 developed the Feed-in-Tariff (FIT) policy as a guideline on the government's commitment to incentivise the generation and use of renewable energy through preferential tariffs. Section 91 of the Energy Act establishes a renewable energy Feed-in-Tariff (FIT) system with the objectives of catalysing the generation of electricity through renewable energy sources and reducing GHG emissions by lessening reliance on non-renewable energy resources, among other objectives.

FIT has significantly reduced the utility bills for women through energy-efficient appliances that consume less energy and are an excellent way to save on energy expenditures.

Women have insulated themselves from the rising electricity prices, a trend that is likely to continue into the future.

The Energy Act of 2019 consolidate the laws relating to energy, to provide for National and County Government functions in relation to energy, to provide for the establishment, powers and functions of the energy sector entities; promotion of renewable energy; exploration, recovery and commercial utilization of geothermal energy; regulation of midstream and downstream petroleum and coal activities; regulation, production, supply and use of electricity and other energy forms. The Act has also adopted the provisions relating to the creation of an inventory and resource map for renewable energy resources by the government through the Ministry of Energy & Petroleum. This inventory and map once created will reduce the burden on prospective investors of conducting exploratory and feasibility studies. The Energy Act **modernizes and refocuses the Department of Energy's research and development programs on the most pressing technology challenges** — scaling up clean energy technologies like advanced nuclear, long-duration energy storage, carbon capture, and enhanced.

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The National Energy Policy (2019) addresses gender imbalances among personnel in energy institutions, stresses the need to undertake measures to make clean and modern energy services affordable and accessible to all, and indicates that gender should be mainstreamed in energy policy formulation, planning, production, distribution and use. The Gender Policy in Energy launched in November 2020 aims to guide the mainstreaming of gender in institutions, policies and programs in the Ministry of Energy, county governments and amongst stakeholders ensuring gender equality and equity is achieved within the energy sector in Kenya.

The Ministry of Energy has put in place a Gender Unit in place and a Gender Ministerial Committee who are responsible for coordinating gender actions and ensuring mainstreaming of gender into activities in the ministry and its Semi-Autonomous Government Agencies. While there is good will from management to support gender activities and regular reporting by the Gender Ministerial Committee, the Gender Unit has a limited budget restricting its ability to fully discharge its mandate.

Kenya's National Electrification Strategy has been put in place by the Government as the roadmap to achieving universal access to electricity and as a key plank of powering the Country's development agenda. Its principal objective is to achieve electricity access for all households and businesses in Kenya over the shortest timetable and at an acceptable quality of service. With the help of a geospatial planning tool, KNES identified the least-cost technology options (grid extension, grid intensification, mini-grids, and standalone systems) and the associated investments required for reaching the remaining population with affordable and reliable electricity by 2022. It focuses on identifying off-grid solutions that can meet the energy needs of lower-income remote population centres and housing clusters at reasonable costs and within the government's timeframe.

Kenya's Vision 2030 is the country's development blueprint that aims to transform Kenya into a newly industrializing, middle-income country providing a high quality of life to all its citizens by 2030 in a clean and secure environment. The Kenya Vision 2030 identifies energy as one of the infrastructure enablers of its social and economic pillars. Thus sustainable, affordable and clean energy for all citizens is a key factor in the realization of Vision 2030. Access to competitively priced, reliable, quality, safe and sustainable energy is therefore essential for the achievement of the Kenya Vision 2030.

The Government has undertaken various programs and initiatives in a bid to increase access to modern energy services, reduce carbon emissions, reduce indoor air pollution, provide clean cooking solutions, and increase industrial output. The ministry has made deliberate efforts to put in place programs that respond to the needs of the poor in the rural and urban areas these include: **Last Mile Connectivity Project, Rural Electrification, K-OSAP, GBOPA, Clean Cook Stoves and Biogas promotion.** These programs continue to increase access, inclusivity and benefit to the poor in the rural areas, poor urban settlements and the underserved communities. However, most programs in the energy sector are gender-neutral therefore fail to address the special needs of the poor especially female-headed households, widows, widowers and the elderly without a pension.

According to the Kenya Population and Housing Census the population is 47.5 million with 50.1% being women compared to 49.9% men and rural/urban share of 67.7% and 32.3% respectively. Among these estimates are special interests groups including **women, youth, children, persons with disabilities, elderly, minority and marginalized groups and communities.** Energy interventions impact women and men differently e.g. access to affordable modern energy services can reduce both time and effort spent in reproductive and productive labour.

The Government has put in place the **Kenya National Domestic Biogas Program-** as part of the clean energy interventions the program aims to harmonize the integration of agriculture and energy to reduce the burden of collecting firewood on women mitigating against unpaid care work, offer an opportunity for employment creation in the biogas construction sector for women in rural areas.

The Sustainable Energy for All Initiative (SE4All) launched in 2011 by the then UN Secretary General Ban Ki-Moon aim to ensure universal access to modern energy services, double the global rate of improvement in energy efficiency and double the share of renewable energy in the global energy mix, within the UN timeframe of 2030.

The National Petroleum Policy (2019) - The overall objective of the petroleum policy is to enhance commercialization of discoveries, develop the requisite skills and infrastructure for exploration, development and production of oil and gas and improve access to competitive, reliable and secure supply of petroleum products while protecting and conserving the environment. A challenge that exists is the lack of a clear and engendered framework for the sharing of benefits of energy resources payable to a trust fund managed by a board of trustees established by the country government.

LPG Uptake Promotion - Initiated under the socioeconomic program within the Ministry of Energy, National Oil Cooperation Kenya (NOCK) with a view to distributing LPG gas cylinders to rural households at a discounted rate.

The Development and dissemination of women friendly technologies such as energy and water saving initiatives to save time when women source them has increased efficiency for women in the rural homes and improved the cost of living.

Kenya's national development blueprint, Vision 2030, recognizes energy as a core enabler to fight poverty and a catalyst for the Sustainable Development Goals. To achieve this, deliberate efforts have been made to ensure inclusivity and responsiveness in all programmes and policies.

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In terms of data on representation, employment and decision-making in the sector, 35% of the total staff and 15% of the technical leadership positions in the Ministry of Energy's headquarters are filled by women (MoE, 2019). Kenya showcases inspiring examples of women's involvement in senior leadership roles. In all state corporations in energy, there is a good representation of women at the levels of heads of department and managers, and a woman heads the Kenya Electricity Generating Company (KenGen), serving as Managing Director and CEO.

The Gender Policy in Energy (2019) provides a framework for mainstreaming gender in policies, programmes and projects in energy.

A gender assessment component has been included in the monitoring and evaluation tools of electricity connections by the Ministry of Energy

To achieve this, deliberate efforts have been made to ensure inclusivity and responsiveness in all programmes and policies.

The government through the Ministry of Energy endeavours to promote alternative energy solutions namely; biogas, clean cookstoves, fireless cookers, bioethanol, briquettes and pellets. Evidence shows, for instance, that those who adopted biogas felt they had a more reliable cooking experience while also generating some heat to warm the house and saving two to three trees per household annually. Eye and respiratory problems were reportedly reduced. Women saved time because feeding the biogas system with manure and water took less time than collecting firewood. There is however a challenge of affordability and there is a need for price reductions through subsidies, further tax breaks or import duty reductions. Also, women's engagement in biogas is low, with men playing leading roles as both suppliers and buyers, and women farmers less likely to own sufficient cattle or be able to access credit.

Best practice - case study: A study on the factors that contribute to the empowerment of women through different forms of electricity supply carried out on a solar project in Homabay County (University of Oslo et al., 2019) shows that taking a gender approach not only contributes to sales but can also have a positive effect on broader gender equality. The research showed that women's active involvement in energy supply increased their self-esteem and helped overcome traditional social barriers as well as changing men's perceptions. The "*Solar Mama*" project in Homabay actively recruited and trained women as technicians. Some community members and men were originally sceptical about giving opportunities only to women. However, the women performed well that this positively affected men's beliefs as to what a woman could do. Existing gender norms were challenged and mindsets changed.

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COVID

The ongoing COVID-19 global pandemic is influencing the lives of women and men around the world. Energy access has become even more crucial part of the immediate response and recovery of COVID-19. With people spending more time at home, energy is needed to ensure that people have clean cooking energy, refrigeration to keep food longer, water for sanitation, cooling for vaccination, electrification for health centres and lighting to support studying and leisure activities.

The COVID-19 upbreak has exacerbated long-standing gender disparities, where the gender gap is high in the social, economic empowerment and representation dimensions. The pandemic has amplified the existing inequalities in accessing modern and clean energy services, highlighting once again the urgency of long-sighted strategies to build an equal and inclusive energy sector.

Apart from measures that the Government has put in place regarding Women, gender equality in Agriculture, Energy, and Water, in the context of climate change, the Government has also

put measures in other sectors like health, education, economy as well as women's leadership. All these directly and indirectly impact on women and girls' lives in the context of climate

2.7 Women, Gender Equality and Health in the Context of Climate Change

Article 43 (a) Constitution protects the right of every person to the highest attainable standard of health, including the right to health care services, and reproductive health care. In line with the Constitution, the Health Act, 2017, establishes a national health system that is intended to facilitate in a progressive and equitable manner, the highest attainable standard of health services, protects and promotes the health rights of all persons in Kenya including rights of women to basic nutrition and health care services, and rights of vulnerable groups. The Government has taken several measures to implement the Health Act and put in place several policies and programmes.

The Government introduced the Universal Health Coverage in 2018 in order to enhance access to safe, effective, quality essential health care services, including affordable essential medicines and vaccines for all without going into poverty,

The government continues to develop and support the health infrastructure. In 2020, the number of health facilities increased from 13,700 in 2019 to 14,600. Level 2 facilities account for 77.9 per cent of the total health facilities. This level comprised of dispensaries (51.4%), medical clinics (45.5%) and stand-alone facilities (3.0%). During the year under review, the Government-owned 82.4 per cent of the dispensaries, however, 94.4 per cent of the medical clinics are owned by the private sector. The number of hospital beds also increased by 9.6 per cent to 82,091 while hospital cots increased by 7.7 per cent to 8,946. The majority (45.0%) of these hospital beds and cots were in public health facilities that are accessible to women and girls across the country.

In regard to access to health services, **the Government has put in place the community health policy and Sessional Paper No.2 of 2017 of the Kenya Health Policy of 2014 to 2030.** This Policy is intended to ensure free maternity services. The government developed Reproductive Health Policy 2015. The goal of this policy is to improve the reproductive health state of all people in Kenya by increasing equitable access and improving the quality, efficiency and effectiveness of service delivery at all levels.

Health outcomes for women continue to be improved through *Linda Mama* Maternity Programme - formerly Free Maternity Services programme which provides a package of basic health services accessed by all in the targeted population on the basis of need and not ability to pay, positioning Kenya on the pathway to UHC. *Linda Mama* Program covers all the forty-seven (47) counties, 2400 public health facilities serving approximately 400,000 pregnant women. The Introduction of the Free Maternity Programme, "*Linda Mama*" has seen a significant increase in the number of expectant mothers seeking maternal and neonatal health services. The *Linda Mama* Programme was aimed at addressing challenges of high maternal mortality an increase access to skilled delivery services thereby improving maternal and child health.

The Government has made provision of two Disability friendly beds in all public facilities for mothers with disability. This has enhanced access to maternal health and maternal services for the mothers with disability and thus decreases in maternal death due to lack of access of the health services.

Deliveries in health facilities increased by 1.8 per cent to 1.2 million in 2020, with normal deliveries accounting for 82.8 per cent. However, there was a general decline in the uptake of modern contraceptive methods except for pills in 2020. Family Planning (FP) Injections was the most popular method of contraception with 2.3 million clients followed by Pills Combined Oral Contraceptive, which had 681.6 thousand clients in 2020. Permanent family planning methods recorded low uptake with the number of females undergoing Sterilization Tubal Ligation decreasing to 4,435 while male Sterilization Vasectomy recorded 334 clients during the review period.

The government has extended the free maternity care policy to cover antenatal and postnatal care with the aim of improving universal health coverage, especially for women and young children. The free maternal services have increased utilization of the skilled birth attendant among the women who dwell close to the hospitals and who could not afford the services initially. However, there still exists a challenge to the utilization of free maternal services among poor women in remote areas.

The “Tujulishane Campaign” meaning ‘Let’s Educate Each Other’ has been initiated with the aim of empowering individuals and communities to be agents of change. The campaign deals with mother, adolescent and children programs to promote health and improve living conditions of vulnerable populations, especially among adolescents and people living with disabilities and supports individuals and communities in delivering high-quality, gender-equitable programs and services.

The National Government expenditure on health services has increased by 34.5 per cent to Kshs 103.1 billion in 2019/20 and is expected to grow by 6.5 per cent. The ratio of Government expenditure on health to total expenditure in 2019/20 stood at 6.2 per cent which is still below the Abuja and WHO recommendations.

The Government has put in place **the Kenya Environmental Sanitation and Hygiene Strategic Framework (KESFF) 2016-2020** which is informed by the need to provide universal access to improved sanitation leading to improved quality of life of the people of Kenya as envisaged in the Constitution of Kenya 2010, and the Kenya Vision 2030. WASH and gender equality are represented in Sustainable Development Goals (SDGs) 6 and 5, respectively, and also contribute to the achievement of other sectoral goals across the development agenda.

Under the National Policy on Gender and Development, regarding **Access to Health Care Facilitate affordable, accessible, acceptable and quality health care services including reproductive health care, emergency services, family planning, HIV and AIDS service for women and men, girls and boys.** The Government has committed itself to the following Policy Actions

- Strengthen the universal healthcare insurance scheme and enhance its coverage to provide comprehensive and integrated preventive, curative and rehabilitative health services for all;
- Dedicate additional funds of the budgetary allocation of the national budget to gender equality to enhance the service delivery of health care;
- Enforce the implementation of school health programmes in all schools;
- Enforce targeted implementation of existing health and nutrition programmes to benefit vulnerable women and girls;

- Strengthen efforts to reduce maternal mortality and new HIV and AIDs infections among women and girls;

Coronavirus disease (COVID-19) pandemic has caused a huge strain in health systems and economic disruptions and the measures aimed at containing the spread of the virus. These measures included the banning of international flights, temporary closure of restaurants and bars, night-to dawn curfew, suspension of learning in all educational institutions, restrictions of movement in some counties among other measures. These had adverse effects on the economy and health sector with a reported drop in healthcare services utilization in the country.

3.0 WOMEN’S ECONOMIC EMPOWERMENT

3.1 Strengthening the legal and policy framework for women’s economic empowerment in the context of Climate Change

Kenya has ratified **the Convention on the Elimination of All Forms of Discrimination against Women** and **the Convention on the Rights of the Child** among major international human rights conventions. Article 2 (5) and 2 (6) of the Constitution domesticates International Treaties ratified by Kenya including the Convention on Elimination of Discrimination against Women (CEDAW Convention). This has the effect of making the provisions as spelt out in the Conventions part of the Kenyan law and the principles in the Convention are directly applicable before the courts of Law. In addition, the government is open to considering ratifying the ILO Convention No. 189 (2011) on decent work for domestic workers.

The government continues to strengthen and enforce laws and regulatory frameworks that ensure equality and prohibit discrimination against women in line with the Constitution of Kenya (CoK) which prohibits discrimination on various grounds including discrimination **on the basis of gender marital status or pregnancy**. Implementation of the Constitution seeks to ensure that women, throughout the life cycle, have equal opportunities for decent work in the public and private sectors while recognizing that temporary special measures aimed at accelerating de facto equality between men and women should not be considered discrimination; For example, the constitution enshrines gender equality in the values and principles of public service. It provides that public service must have representation of Kenya’s diverse communities; and afford adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women; the members of all ethnic groups; and persons with disabilities.

In order to ensure that women have equal opportunities for decent work in the public and private sectors, the constitution enshrines gender equality in the values and principles of public service. It provides that public service must have representation of Kenya’s diverse communities, and afford adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women; the members of all ethnic groups; and persons with disabilities. **The Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes** is headed by a woman who has also served as the first woman Chairperson at Public Service Commission (2013 to 2017).

The Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programmes in collaboration with stakeholders championing girls and women agenda has established the *Trailblazer Programme* to identify, recognise, reward and celebrate women leaders who

have made significant contributions to Kenya's political and socio-economic transformation. This is in line with the Government's commitment to promoting gender equality and women empowerment programmes as set out in the Beijing Platform for Action and the 2030 Agenda for Sustainable Development. The steady progress made in implementing these global commitments is visible in the increased numbers of women in employment.

All-State Agencies and Departments are required to have Workplace Policies on gender-based violence including sexual harassment while the Sexual Offences Act prohibits sexual harassment.

The Government, in giving effect to international obligations and the Constitutional provisions on special measures to enhance the achievement of equality between men and women, has instituted various overarching reform measures. Special measures have been introduced through legislative and policy measures and are being implemented in various areas including education, political representation, employment and the economy. These measures have seen the mandatory inclusion of women, youth, marginalized groups, and persons with disabilities in the country's political processes, the institutionalization of political parties and public participation in the legislative processes.

As a result of measures taken by the Government, there has been an increase in women in employment. The KNBS National Census shows that the population of women in employment stands at 9.89 million working women, which is about 100,000 more than the 9.79 million men employed. The number of women in employment also increased among people in rural Kenya, where there are 600,000 more women than men that are engaged in economic activities. Females accounted for 50.2 per cent of the total working population.

In the Private Sector, the Kenya Private Sector Alliance (KEPSA) has developed a **Private Sector Gender Mainstreaming Policy** with an aim to provide practical guidelines for the adoption and implementation of gender mainstreaming in the private sector. It is guided by the principles of gender diversity and inclusion and recognizes that the private sector's policies, programs, and initiatives ought to contribute to the realization of gender equality in the workplace in Kenya.

On 14th October this 2021, KEPSA launched the Board Diversity and Inclusion Study Report in collaboration with the Kenya Institute of Management, Nairobi Securities Exchange, and "*New Faces New Voices*". This study report sought to enhance the business case for championing gender equality, inclusion and empowerment of the special interest groups to play a more active role in the country's social-economic development.

The Government continues to take action to address the root causes of gender inequality, gender stereotypes and unequal power relations between men and women; and provide, as appropriate, effective means of redress and access to justice in cases of non-compliance and accountability for violations and abuses of human rights; The Employment Act has been amended to grant employees 1 month's pre-adoptive leave with full pay if a child is to be placed in the continuous care and control of an applicant who is an employee under the Employment Act.

The government has put in place the **National Policy on Gender and Development** (2019). The Policy provides a framework that is intended to ensure that there is gender equality and women empowerment in the social, economic, political and cultural spheres as envisaged in

the Constitution and to establish and strengthen Affirmative Action efforts aimed at reducing gender inequalities among other areas including access to productive resources such as land, labour, finances, information and technology. The Policy emphasizes the environment and natural resources where the objective is to ensure a clean, secure and sustainable environment.

The government has developed the **National Strategy on Women's Economic Empowerment (WEE)** (2021) to guide and give strategic direction to the State Department for Gender to effectively support women's economic empowerment. WEE will encourage and facilitate women's entrepreneurship, including by improving access to financing and investment opportunities, tools of trade, business development and training, in order to increase the share of trade and procurement from women's enterprises, including micro-, small and medium-sized enterprises, cooperatives and self-help groups in both the public and private sectors.

The WEE strategy takes a transformative approach and aims at economic empowerment that transforms women's lives from limited power, due to gender barriers, to power that is equal to that of men. the strategy focuses on women's ability to gain access and control over productive resources and recognition as full economic actors. The strategy also addresses the challenges of poverty, inequality, governance and inadequate skills to ensure that women and girls achieve rapid and sustained growth to transform women's lives. The strategy provides interventions on which women will be empowered to participate fully in the economy and allow equal access to key resources and services including; capital, credit, land, production inputs, and knowledge on financial management and formal banking.

At the regional level, the **Regional Harmonization of Labour Migration Policies in East and Horn of Africa (2019) (RMFM)** requires countries to cooperate towards establishing a common platform for engagement between countries of origin, transit and destination on labour migration, and to enhance inter-state, intra and inter-regional cooperation for strengthening the protection of the labour, social and human rights of African migrant workers in destination countries. Ministers from Kenya, Uganda, South Sudan, Sudan, Ethiopia, Somalia, Djibouti, Rwanda and Burundi have made commitments to make labour migration safe, orderly and humane by establishing a common platform for engagement with the Gulf states and other countries that are major employers of African migrant workers.

Implementation of the **Two-Thirds Gender Rule**: The constitution provides for equality between men and women in general and also lays the ground for protecting equality between men and women by making a provision that elective and appointive bodies should be composed of "not more than two-thirds of either gender". The two-third-gender principle is applicable to all appointive and elective positions in public bodies but the private sector is also progressively implementing this principle. The partial implementation of this principle has significantly increased the number of women in elective and appointive positions. However, the gender quota has not been attained in any public institution whether elective or appointive.

The POLICARE: the overall objective of POLICARE is to strengthen the capacity of the National Police Service (NPS) to prevent and respond to SGBV cases through the establishment of a ONE STOP victim support centre incorporating the synergy of multi agencies in Kenya. The term POLICARE has been coined from the words: "POLICE" and "CARES". POLICARE is a National Police Service (NPS) integrated response to Sexual and Gender-Based Violence (SGBV). The service providers will include and not limited to Police, Forensic investigators, Health providers, Psychologists, DPP representatives, a Magistrate on

call, Medical-legal, Gender experts, Correctional personnel among others under all under one roof.

The challenge however, is that although the Constitution is explicit about gender equality, the operationalizing law has not been enacted, making the achievement of substantive gender equality elusive.

3.2 Strengthening Education, Training and Skills Development in the Context of Climate Change

The Government of Kenya that closing gender gaps in access to education, information and skills is key for increasing women's and girls' resilience in the context of climate change, environmental and disaster risk reduction. The government thus places great emphasis on education, training and skills development. The Government has taken various measures to ensure universal access to quality education, equal access to career development, training, scholarships and fellowships, and the mainstreaming of a gender perspective into education and training programmes. Additionally, the government has focused on the areas of science, technology, engineering and mathematics, communications and technology education has received greater emphasis.

The following are measures put in place by the Government in the area of education, training and skills development which have both direct and potential impact on climate change mitigation and adaptation:

The Government has increased expenditure on education through the years. In 2015, budget allocation was 16.65%, which subsequently increased to 26% (KSH 473B) and 29.4% (KSH 497B) in 2019-2020 and 2020-2021 financial years, respectively.

The Government introduced **the National Education Management Information System (NEMIS)**, a web-based data management solution that collects data and information from educational institutions for effective management to ensure that every Learner count. The objective of NEMIS is to help streamline the data management for informed decision-making and planning of the education sector by hosting student/pupil data, linked to a Unique Identifier. In this regard, NEMIS has increased enrolment and retention and completion transition thus improving learning outcomes (which currently show that girls are leading).

Increased and accessible TVET colleges in Kenya: these comprise Technical Training Institutes (TTIs), Polytechnics, Vocational Training Centers (VCTs), Technical Training Colleges, and any other approved learning institution. These centres are accessible and are located in different sections of the country. The number of servicewomen and men engaged in the national service and Technical Vocational Training dropped by 1.1 per cent and 17.2 per cent, respectively, from 2019 to 2020. The proportion of women recruited in national service went up by 12.1 per cent while that of men dropped by 5.9 per cent during the same period. There was a decline of 28.2 per cent of women compared to 12.4 per cent for men who joined Technical and Vocational Training (TVT) from 2019 to 2020. TVET continues to increase the opportunity for women to access learning institutions at this level of education and to acquire relevant and marketable skills which are applicable in both blue and green economies.

Enhancement of the education policy in Kenya: Through the Ministry of Education, Science and Technology, the Government has developed **Policy Framework for Education and**

Training: Reforming Education and Training in Kenya. This Policy operationalizes **the right to education guaranteed in the Bill of Rights in the Constitution.** The Policy aims to effectively provide the foundation necessary to develop the skills and competencies that Kenya Vision 2030 require for its realisation. The policy also seeks to enable Kenya to meet its international commitments, in particular, the goals and objectives of Education for All which obligate States to spread the benefits of an all-inclusive education to every citizen of the country. Additionally, the policy is intended to enable Kenya to effectively address changing socio-economic and political needs and expectations of women and men, girls and boys and to equip the country to respond to the globalisation and modernization of the world economy including climate change mitigation and adaptation.

Change of Kenya's Education curriculum which will enhance uptake of skills: The policy on education and training establishes a new curriculum that successively develops the knowledge, skills, competencies, as well as lifelong learning dispositions of its citizens to meet the human capital needs of the country. The goal is to develop a repertoire of skills and competencies necessary to achieve the objectives and goals embodied in the Constitution, and Kenya Vision 2030. The Government provides free and compulsory basic education that is equitable, qualitative and relevant to Kenya's development goals guided by the principle of universal access to education for every child under 18, as enshrined in Article 53 of the Constitution. Every child is entitled to free and quality education, regardless of their social condition, gender, regional background, and disabilities.

School re-entry Policy for Girls who have dropped out of school and 100% transition program: The Ministry of Education, in collaboration with UNESCO, UNFPA, Population Council and Sexual Reproductive Health and Rights Alliance (SRHR), has developed the **National Guidelines for School Re-Entry in Basic Education** through a participatory process. The guidelines are also a prevention and response resource for addressing school dropout for various reasons including ensuring that pregnant adolescents, young mothers, and single mothers can continue and complete their education. The guidelines provide a framework of enhancing re-entry for learners who drop out of school, including those with special needs and disabilities, in order to improve retention, transition and completion rates at all levels of basic education. They also provide an opportunity for all learners to progress and access quality education in Basic Education institutions.

The Government has rolled out of 100 per cent transition policy to complement Free Day Secondary School, primary to secondary transition rates have increased from 83.3 per cent in 2018 to 95 per cent by the first quarter (Q1) of 2020.

Provision of Scholarships: The government and other stakeholders have partnered to enhance access to education for the girls through the provision of various scholarships including *Elimu* (Education) Scholarship; *Wezesha* (Empowerment) Scholarship; NDFPWD fund; NEMI; KPC; Jomo Kenyatta Foundation; *Elimu* scholarships Bursaries; County Bursaries; NGCDF; Affirmative Action Funds. The scholarships have ensured that more girls from vulnerable families can now access education. 55% of scholarship go to girls. In 2020, 4,811 out of 9,000 scholarships were awarded to girls.

Measures taken to strengthen inclusion of women and girls in education, training and skills development include:

- i. Empowering women, youth and PWDs through entrepreneurship skills and financial support
- ii. Implementing Leadership development programs for Women
- iii. Implementing girls' empowerment programs
 - a. Supply of sanitary towels to school girls
 - b. Provision and enforcement of re-entry policy for girls:
 - c. Scientific Camps of Excellence STEM Mentorship programme.
- iv. Implementing a Program on 'Making every woman and girl count'. The aim of the Program is to stimulate the sustained production and dissemination of quality gender statistics for monitoring the 54 gender-related SDG indicators.

At the Private Sector level, the Kenya Private Sector Alliance (KEPSA) has strong representation at the Education COVID 19 committee: KEPSA Partnered with the Ministry of Education and Ministry of Health to develop COVID 19 Protocols towards re-opening of the education institutions. **Facilitation of e-learning for education continuity:** KEPSA facilitated the continuity of learning through the launching of an e-learning program called '*Masomo Iendelee, Linda Mwalimu*' (learning to continue, protect teachers) program to help 2.4 million students in basic education and an increase in content producers amidst the COVID 19 pandemic.

3.3 Strengthening and Implementing Economic and Social Policies for Women Economic Empowerment in the Context of Climate Change

The Government of Kenya recognizes that the negative impacts of climate change disproportionately affect women and girls, not due to inherent vulnerability but the result of gender inequalities in the political, social and economic realms that intersect with other axes of social disadvantage. The Government has therefore put in place measures to address gender inequality in the social and economic areas. These measures address various needs including the negative impacts of climate crisis. The following are some of the measures.

The Women Economic Empowerment Strategy (WEE) 2019 has also been developed and is being implemented to provide a roadmap for the realization of sustainable socio-economic empowerment for women through better business services, access to finance, improvement of markets and technology and increasing productivity and competitiveness among women. The policy aims to help women achieve gender equality through women economic empowerment initiatives in national development by identifying initiatives to accelerate women economic empowerment.

The common free trade agreement ratified by Kenya has given women greater opportunity to trade within the continent and increase their market share and revenues which in turn improve the overall quality of life for their households. The efficient ecosystem created by the Ministry of Industrialization and Enterprise for innovators and entrepreneurs to aid the channelling of ideas for the value addition and market linkages. Various government agencies have been tasked with the responsibility of supporting enterprises and innovations to become viable successful businesses.

The Government has operationalized the National Gender Policy 2019. Aims to achieve gender equality and women's empowerment in national development so as to enhance participation of women and men, boys and girls, vulnerable and marginalized groups for the attainment of sustainable development. The policy sets, legislative and administrative measures to address the existing gaps in the realization of gender equality and women's empowerment. To ensure that gender equality and women's empowerment are integrated into sectoral policies, planning and programmes, the policy identifies key thematic areas, namely: labour and employment, education, health, land, housing, agriculture, environment and natural resources, peace and security, governance, power and decision making, information and communications technologies, respect for the human rights, Sexual and Gender-Based Violence; the girl child and the boy child, intersectional discrimination, media and access to justice. The policy recognizes that the achievement of gender equality and women's empowerment requires the concerted effort of all actors. In this respect, the policy calls upon the National and County Governments, Constitutional Commissions and Independent Offices, Faith-Based Organizations (FBOs) and Civil Society Organizations (CSOs) and the private sector to work together in ensuring its implementation.

The Government has developed **the Agriculture Gender Policy**, to systematically and structurally address the gender inequalities and their causes and thus enable the realization of human potential in the agricultural sector.

Further, **the Gender and Social Inclusion Strategies** have been put in place to ensure purposeful inclusion of women, youth and vulnerable groups in economic activities. In addition to the above, the government has been undertaking sensitization to farmers on the need for women accessing land as a factor of production in addition to sharing benefits accrued from farming.

National Government Affirmative Action Fund (NGAAF): The National Government Affirmative Action Fund (NGAAF) is a flagship project for Vision 2030 under the Social Pillar. The Fund is meant to address the plight of vulnerable groups through enhanced access to financial facilities for socio-economic empowerment among women, youth, PWDs, needy children and the elderly in Kenya. Additionally, the Fund provides an avenue for the promotion of enterprise and value addition. The Fund supports a number of programmes including socio-economic empowerment, bursary/scholarships to vulnerable students, table banking activities, civic education, value addition initiatives, nurturing of talent among others.

The Government has developed and comprehensive database of all beneficiaries of the WEF, YEDF, and Uwezo funds, as well as public procurement recipients, with a view to reaching out to women in rural areas and women with disabilities; Comprehensive data is maintained and is classified according to the different economic sectors that the beneficiaries are engaged in the Service, for example Industry, Food Security and Nutrition, Table Banking, Manufacturing and Affordable and Adequate Housing.

The Government has put in place measures to ensure that these initiatives are accessible for all women, including rural women, through awareness-raising and the introduction of clear criteria for, and facilitation of, applications. The Government has continued to enhance Women's economic empowerment through Affirmative Funds: Since its inception in 2007, **Women Enterprise Fund** has disbursed Kshs. 19.2 Billion to 111,840 groups (1,780,000)

individuals, SACCO funding Kshs. 116,500,000 to 17 SACCOs and LPO financing Kshs.74, 276,050 to 117 individuals. The Group loan repayment stands at 96%. Other initiatives include:

- i. Entrepreneurial training: Over 1.45 million beneficiaries have been trained on business management skills
- ii. Market support and Linkages: 21,000 women have been facilitated to market their products and services locally and internationally through collaborations with partners and other government institutions as well as develop linkages with larger enterprises.
- iii. Embraced technology as demonstrated through the following: M-Pesa for loan repayments, Virtual training and E-marketing of products by beneficiaries through WEFSOKO (on Facebook & Instagram)

UWEZO Fund is a flagship programme under Vision 2030 aimed at enabling women, youth and Persons with Disability (PWD) to gain access to finances to promote their businesses at the constituency level, thereby enhancing economic growth towards the promotion of gender equality and economic empowerment. Loan disbursements by Women Enterprise Fund, *Uwezo* Fund and Youth Enterprise Development Fund increased by 1.4, 26.0 and 21.5 per cent, respectively in 2020/21. The total amount of grants disbursed by the National Government Affirmative Action Fund in three of their programmes (Social Economic Empowerment, Value Addition Initiatives and Bursaries Scholarships for vulnerable students), increased by 3.8 per cent from Kshs 758.9 million in 2019/20 to Kshs 788.0 million in 2020/21.

To improve access to bank loans, mortgages and other forms of financial credit, the Government has continually reviewed existing policies on Affirmative Funding to ensure they remain relevant to the economic and social demands of society. This has led to enhanced Credit facilities for women as well as longer repayment periods for beneficiaries of Affirmative Funding. The Reviewed Credit Policy and Procedures Manual by Women Enterprise Fund has taken cognizance of the fact that the demand for individual loans can no longer be ignored, women groups that have grown through the Women Enterprise Fund funding chain are still not able to access funding from conventional banks due to lack of collateral, and the individuality of the woman within the group.

The improved policy has introduced the following: Increased Group Lending strategies where joint liability ensures strong incentives to members to help their peers succeed to Kshs. 1Million loan cycle from Kshs.750,000; Enhanced loan repayment for different loan cycles as follows: Kshs.100,000 - 12 months, Kshs.200,000 - 12 months, Kshs. 350,000 - 12 months, Kshs.500,000 - 18 months, Kshs.750,000 - 24 months, Kshs.1,000,000 - 24 months, this is an improvement from the earlier policy which pegged all loan cycles repayment rates at 12 months; further, the improvement includes the introduction of the *Chama (club)* plus loan where an individual within a group can apply for an individual loan with the only collateral being co-guaranteeship by other group members. Similarly, the policy introduced the loan products such as the *Kilimo* (Farming) Loan for women in agribusiness and Asset financing and Business loans for economic empowerment of women.

In addition, **WEF also re-introduced SACCO funding.** This is a product that had been withdrawn. The WEF Board reintroduced the product with improved conditions to ensure proper administration: So far, a total of 23 SACCO have partnered with WEF and a total of Kshs.171.5 million disbursed to the SACCOs.

The Government is implementing the **Access to Government Procurement Opportunities Program** to facilitate the youth, women and persons with disability-owned enterprises to be able to participate in government procurement. Under this initiative, 30 per cent of all government procurement opportunities are reserved for Women, Youth and Persons with disabilities through the Access to Government Procurement Opportunity (AGPO) initiative. WEF has been offering Local Purchase Orders and Local Service Orders financing at a rate of 1% administration fee and zero interest respectively. However, the total amount of public procurement reserved for these groups decreased by 34.0 per cent from Kshs 61.7 billion in 2019/20 to Kshs 40.7 billion in 2020/21. However, the reported total number of tenders awarded decreased by 3.0 per cent from 26,051 in 2019/20 to 25,278 in 2020/21.

The time-use survey is currently underway and will inform policies to address unpaid care and domestic work. The government through the Kenya National Bureau of Statistics is considering ways and means of quantification of unremunerated domestic activities of women and the gross national product.

The Government has also undertaken a **National Country Assessment on Gender Statistics** to establish the production, access and utilization of gender data. This is being used for evidence-based policy formulation, planning and budgeting.

In order to protect business and in response to the COVID 19 Pandemic, the Government through the Ministry of Industrialization and Enterprise there underscored the need for putting in place a mechanism for gradual re-opening of the economy and developed “**The Guidelines for Living with COVID-19.**” These are aimed at allowing businesses to reopen while strictly observing the social distancing and other containment measures. The guidelines, provide a framework within which individual operations can be safely run and were developed in consultation with various sector associations and business member associations. Individual businesses, companies, office premises, etc., are expected to derive Standard Operating Procedures from the guidelines for the smooth operation of their enterprises. Each actor is expected to strictly observe the implementation of the SOPs for which they will take responsibility.

Other policy frameworks geared towards promoting the principle of inclusion include **the Public Service Commission Diversity Policy** which provides modalities for diversity and inclusion of different special interest groups in public service. **The public participation Act** (2018) ensures that all stakeholders have fair and equal access to the public participation process and the opportunity to influence the intended decision. The responsible authority must also undertake necessary measures to ensure that information is accessible to all in the appropriate language and format.

50 Million Women Speak Project (50MAWSP) is a digital platform with an aim to facilitate a dynamic and engaging exchange of ideas among women entrepreneurs. The platform uses in-built social media functionality to connect women entrepreneurs with one another in ways that will foster peer-to-peer learning, mentoring and the sharing of information and knowledge within communities. The platform provides access to financial services and market opportunities between urban and rural areas, across borders and between countries. The Government of Kenya in collaboration with the East African Community (EAC) and the African Development Bank (AfDB) launched the platform in Kenya on the 8th of March 2021.

3.4 Addressing the Growing Informality of Work and Mobility of Women Workers in the Context of Climate Change

The informal sector is an important part of the economy and plays a major role in employment creation, production and income generation. The informal sector is broadly engaged in the production of goods or services with the primary objective of generating employment and incomes. The informal sector typically operates at a low level of organization and on a small scale. Labour relations are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees. In 2020, the number of persons estimated to have been engaged in the informal sector reduced to 14.5 million from 15.1 million persons in 2019. **Women** regularly work in the informal sector **for lower wages and in unsafe conditions**, including the risk of sexual harassment while lack of social protections has a long-term impact on women in that fewer women receive pensions resulting to more elderly women are now living in poverty. The Government is progressively putting in place a range of policy options to tackle discrimination and women's overrepresentation in the informal economy, such as investing in the physical and human capital needed for quality education, removing discriminatory barriers from the legal framework, providing family planning to women and families that desire it, providing funds for businesses and improving infrastructure.

Unpaid care and domestic work: A survey on Socio-economic Impact of Covid-19 on Households done by Kenya National Bureau of Statistics found glaring disparities between women and men regarding unpaid care and domestic work in homes. For cleaning and maintaining their own dwelling surroundings, women accounted for 64.5 per cent compared to men at 45.3 per cent. When it comes to caring and instructing children aged 6-17 years women command 52.7 per cent compared to men's 39.2 per cent. On food and meals management and preparation, women again lead at 44.2 per cent compared to men at 24.2 per cent. Regarding caring and instructing children aged 0-5 years, women take the lion's share accounting for 40.5 per cent to men's 32 per cent. On caring for dependent adults aged 18-59 years, women are at 34.7 against men's 30.5 per cent. Women also lead at 18 per cent with men being put at 16 per cent on shopping for household and family members. They also spent the most time caring for dependent adults aged 60 years and older at 11.7 per cent while men spent 10.1 per cent. unpaid care work remains unquantified, unrecognised and unpaid, and thus gender insensitive as far as gender equality is concerned. In order to effectively implement the principle of equity, a gender lens must be used in arriving at decisions. Currently Kenya is grappling with quantifying and attaching value to care work largely contributed by women, thus undervalue and overburden women.

3.5 Strengthening Managing Technological and Digital Change for Women Economic Empowerment in the Context of Climate Change

Women are under-represented in ICT jobs, top management and academic careers and men are four times more likely than women, to be ICT specialists. At 15 years of age, on average, only 0.5 per cent of girls, wish to become ICT professionals, compared to five per cent of boys. Women-owned start-ups, receive 23 per cent less funding and are 30 per cent less likely to have a positive exit, compared to male-owned businesses.

The Government has put several programs in place to empower women entrepreneurs and women led businesses. These include the Access to Government Procurement Opportunities (AGPO), which implements the legal requirement under the Constitution of Kenya, for women, youth and persons with disabilities to access 30 per cent of government procurement opportunities.

The Government has put place programs that facilitate access to finance, such as the Women Enterprise Fund that seeks to offer accessible and affordable financial and innovative business support services to Kenyan women, for transformed livelihoods through resources mobilization, collaborations and partnerships.

The Government through the Ministry together with partners, has the *Ajira* Digital Program, that seeks to empower youth of Kenya, to explore the world of online work through providing free training, on the gig economy,” said the CS.

He explained that within the *Ajira* program, together with another partner EMobilis, have a women digital work series, specifically aimed at enabling young girls and women, to up-skilling opportunities for them in the gig and freelance economy.

The Ministry of ICT Innovation and Youth Affairs reaches out to young women and girls all over the country, on the benefits of the program. The program actively monitors the number of women and girls going through the program and aims to have 70 per cent of the youth in the program being girls, currently the initiative is at 50 per cent.

The Ministry of ICT Innovation and Youth Affairs champion ICT innovation program partners such as **Konza** and **Huawei**, and have in place the girls in ICT initiative, which, through various programs such as **hackathons**, blogging challenges, mentorship, aim to encourage more girls and young women, to actively pursue careers related to **ICTs and Science Technology Engineering and Mathematics (STEM)**.

Kenya Youth Development Policy 2019 the Policy document is a basis for developing opportunities for all youth in Kenya. In addressing the needs of the youth, special attention is paid to certain groups, such as young women, because of their specific needs. In each of the targeted youth groups, the Government and organisations working with the youth are required to give special attention to affirmative action. The addresses mainstreaming programmes for disadvantaged male and female youth. The Policy recognises that there are both disadvantaged male and female youth. This includes: persons forced into early marriages and premature economic activities. The government commits to (i) Support disadvantaged and marginalized youth through skills training and empowerment; (ii) Support and encourage disadvantaged and marginalized youth to access gainful economic activities; and, (iii) Involve disadvantaged and marginalized youth in community service activities.

3.6 Strengthening Private Sector Participation in Socio-Economic Empowerment in the Context of Climate Change

Kenya Private Sector Alliance (KEPSA) is the voice of the private sector in Kenya giving its members access to economic development professionals to facilitate relationships and support for private sector members. By pooling together its membership, Private sector members have

access to a network of professionals who are the institutional backbone to business development policy.

KEPSA partnered with MasterCard Foundation to implement a Covid-19 Recovery and Resilience program that has been offering short term interest free loans to SMEs along with weekly training, mentorship and coaching session. KEPSA with support from the European Union and the Foreign, Commonwealth and Development Office (FCDO) through *TradeMark East Africa* has trained over 2,600 SMEs on e-commerce and digital marketing under an E-Commerce Booster Program and on-boarded them onto various online platforms through which they are now trading. This was in addition to *Ajira Digital Project* in partnership with the Ministry of ICT, and *eMobilis* with support from MasterCard Foundation which aims to train and link 1million Kenyan youth to digital and digitally-enabled work. Currently, 1.2 million Kenyans are estimated to be working digitally (5% of the adult population) and part of the program seeks to empower businesses to increase the creation of digital work.

KEPSA mobilized its members to contribute resources towards combating the Covid-19 pandemic in response to the call by the government. Significant contributions made include the provision of water, soap and disinfectants, water tanks and hand washing stations, thermal guns, ventilators, sanitisers, PPEs, mattresses, umbrellas to the Police, e-learning platforms and training, digital resources, telecommunication support, advertising and communications. Over 30 companies collaborated under a Safe Hands Initiative to distribute the free soap, sanitizer, and face masks to vulnerable communities. KEPSA, in conjunction with KHF, mobilized the private sector to deploy resources to combat COVID-19, providing a suite of donations worth of KES 16 Million.

KEPSA established an online information portal <http://covid-19.ke> and a 24-hour Call Centre accessible to all through #1196 during the Covid-19, to facilitate access to information and linkages for business has been crucial to ensure business continuity. Towards this end, Tele Medical Services: In a bid to ensure continuity for the provision of other healthcare services, over 40 telehealth providers have been registered, mobile platforms have also been developed to enable patients to access medical services while limiting a person to person contact as per the protocols.

Ministry of Health in partnership with KHF Launched “the Wheels of Life initiative” in April 2020 to provide transport for pregnancy-related emergencies during curfew hours. The Call Centre was linked with Ministry of Ministry of Health (MoH) Hotline #719. This initiative has been expanded over time to offer other free services such as reporting of Non-compliance to Government directives where over 10,852 have been assisted by doctors and reports have been received so far and directed to NPS, “Men in Silence” for male mental & gender-based violence issues where over 2,099 consultations have been received thus far. The program has been expanded to *Uasin Gishu, Kiambu, Machakos, Nyeri, and Nakuru* Counties.

Training of Health Care Workers: The private sector has trained over 3000 healthcare workers to enhance their capacity of healthcare workers in handling and management of COVID19 cases and patients. KEPSA partnered with MOH through an MOU in a bid to support Government in shouldering the burden of vaccination efforts to accelerate the pace of vaccinations and get us closer to herd immunity by the end of the year. Under this initiative, the private sector in Kenya through KEPSA committed to taking on the costs of vaccinating free of charge those in their immediate purview and a portion of members in the community.

Individual Corporations too have programs for empowering women in business. For instance, the **Safaricom Women in Business**: Safaricom targets ensuring that women-owned companies account for at least 10 per cent of its procurement spend in its Financial Year 2020 through the ‘**Women in Business (WIB)**’ initiative. WIB is designed to grow the number of women-owned and led enterprises supporting them to provide services in high-value areas such as infrastructure equipment and energy while creating opportunities through mentorship which allows women to scale up ready take up bigger, more challenging businesses. In its financial year 2019, it had 113 active suppliers’ women-owned businesses although most fulfilled relatively low spend needs such as stationery supplies, cleaning and cafeteria services. To create more visibility for women-led businesses, it put out a call for application from women-owned businesses specializing in technology. By the end of the same financial year, the telco had grown its list of active WIB suppliers to 178 while the spend with them increased from Kshs 1.9 billion to Kshs 2.4 billion representing 3.2 per cent of Safaricom’s total amount of goods and services purchase expenditures.

The Standard Chartered Women in Technology Incubator aligns with calls for more diversity in technology, entrepreneurship and for more opportunities for women to develop entrepreneurial and leadership excellence. The incubator theme for the year 2021 was ‘Accelerating the digital economy through women-owned businesses and was geared toward businesses that were tech-enabled or those that leveraged on emerging technologies such as *IoT*, Robotics, Augmented and Virtual Reality, Cloud Computing, Drone Technology and Biometrics among others. Qualifying companies go through training, coaching and mentorship offered by the @iBizAfrica- Strathmore University network of key industry experts, faculty, business leaders, experienced mentors, and professionals.

Stanbic Dada Initiative for Women in Business which loosely translates to Dare to Aspire, Dare to Achieve, *dada* (sister). The platform provides financial and non-financial services to enable women to start and grow a business while also supporting personal growth. The initiative is in response to the challenges that some women faced in accessing credit including fear of debt and lacking proper financials, the intention of the initiative is in giving credit is for it to be a catalytic fund/capital which is essential tool that supports impact-driven enterprises and organizations. The investment capital is risk-tolerant, concessionary, and flexible. It targets women in businesses and self-help groups commonly knowns as *chamas*.

These initiatives are in line with CEDAW issued General Recommendation 37, on gender-related dimensions of disaster risk reduction in the context of climate change, which explicitly calls for State Parties to encourage women’s entrepreneurship and create incentives for women to engage in businesses involved in sustainable development and climate-resilient livelihood activities in areas such as the clean energy sector and agro-ecological food systems. Businesses working in these areas should also be encouraged to increase the numbers of women they employ, particularly in leadership positions...Ensure that women have access to technology for preventing and mitigating the adverse effects of disasters and climate change on crops, livestock, homes and businesses and that they can use and economically benefit from climate change adaptation and mitigation technologies.

3.7 Strengthening Women’s Collective Voice, Leadership and Decision-Making in the Context of Climate Change

The Constitution of Kenya provides for gender equality in all elective and appointive positions. Article 81 (b) of the Constitution promotes gender equality and inclusion in political leadership.

Article 177 (1) of the Constitution has contributed greatly to the increased women leadership in County Assemblies. (Special Elective Seats). Further, Article 100 of the Constitution of Kenya 2010 requires parliament to enact a law to promote the representation in parliament of women, PWDs, youth; ethnic and other minorities; and marginalized communities. A significant number of women are in political leadership courtesy of the two-third gender rule. History has documented the gains women have made through political representation at County, Senate and National Assembly levels. Overall, the performance of women candidates in the 2017 general elections was an improvement from 2013 as more women were elected to office than previously.

The affirmative action principle protected by the Constitution, enabled more women to hold office in 2013, particularly at the county level, leading them to be more experienced candidates and thus more successful in later campaigns. More women enter politics and government, whether, through open constituency seats or appointed office, the benefits of their experience to long-term political advancement will lead to longer-term gains in representation and success in running for office.

The Government of Kenya realizes that power imbalances drive gender inequalities that make women more vulnerable to climate change, and has employed various strategies to increase women's representation in leadership and decision making. These include the development of a **National Strategy for Supporting Greater Participation of Women in Elective Politics**; a training curriculum on women's leadership that has been institutionalised in the Government's training institutions; launch of a democracy fund for women; media engagement on women's leadership; as well as, **mentorship programmes at the higher learning institutions**. Similarly, the Women's Executive Leadership and transformative Program was launched through a joint initiative between the Council of Governors and the Ministry of Public Service and Gender.

The Government enacted legislation on a number of issues to advance gender equality and women's empowerment. Sessional Paper No. 02 of 2019 on the **National Policy on Gender and Development (NPGAD)** and Sessional Paper No. 03 on the **National Policy for the Eradication of Female Genital Mutilation (FGM)** were adopted in December 2020. Furthermore, the second generation of **Kenya National Action Plan (KNAP) on Women, Peace and Security (2020-2024)** was launched in September 2020 and Women Economic Empowerment Strategy (2020-2025) has been put in place to increase women's access to economic resources and opportunities. Additionally, **the first generation of Gender Statistics Sector Plan (GSSP) 2019-2023**, was launched in December 2020. This is a part of the Kenya Strategy for the Development of Statistics (KSDS). The KSDS forms a robust, comprehensive and coherent framework that is meant to strengthen statistical capacity across the entire National Statistical System (NSS). The GSSP on the other hand is a basis for strengthening statistical capacity in the gender statistics sector in Kenya.

The Government has developed a National Strategy and Action Plan to enhance women's representation in public and political life. Consequently, the County Assemblies and the National Gender and equality commission (NGEC) have developed and disseminated throughout the 47 Counties, a training curriculum for women members of County Assemblies to enhance their capacity to carry out their functions of representation, oversight, budgeting and legislative. Similarly, the County Assemblies Forum (CAF) in partnership with UN Women and Council of Governors (COG) in May, 2021 conducted a localized CSW Forum dubbed "*CSW Mashinani*" (*CSW in the Rural*) aimed at providing County women leaders with

a platform to deliberate on how to promote women’s participation and leadership. CAF has instituted capacity building programmes for the women Members of County Assembly (MCAs) on how to carry out their roles effectively and to prepare for 2022 General Elections.

To address gender-based violence in elections, the Election Offences Act, 2016 provides firm penalties for violence against women during the election period. The political parties bear great responsibilities to protect and empower women through the Political Party Act 2019, which assign firm penalties for violence against women and political violence in general. The Independent Electoral and Boundaries Commission (IEBC) plays a role in preventing political violence through electoral procedures as well other Constitutional Commissions such as NGECS which ensures oversight on the same. Also, security officers have been trained on the management of election-related violence and the mapping of GBV service providers in the country undertaken.

The Ministry of public service, Gender, Senior Citizen’s Affairs and Special Programmes, in collaboration with women’s rights organizations, support the *Common Women’s Agenda Forum*. The objective of the Forum is to advocate and devise a strategy for safeguarding gender gains to the Constitution, particularly the realization of the two-thirds gender principle.

Women’s participation in leadership has increased progressively as evidenced by the steady increase in numbers. The National Assembly still did not meet the minimum not more than two-third gender rule requirement in 2020. The proportion of women in the positions of Cabinet Secretaries, Principal Secretaries, Heads of Constitution Commissions and Independent Offices, Regional Commissioners and County Commissioners has remained the same between 2019 and 2020 at, 33.3, 18.6, 53.3, 12.5 and 12.8 per cent, respectively. Women Representation for the positions of Chief Administrative Secretaries, Diplomatic Corps, Deputy County Commissioners, Chiefs and Assistant Chiefs increased slightly by 2.5, 4.0, 1.2, 0.3 and 1.0 per cent respectively, during the same period.

Nationally, “not more than two-third gender rule requirement for members of the County Assemblies was met. However, eight County Assemblies did not meet the minimum one-third gender rule requirement. During the period under review, the proportion of women in the positions of Supreme Court Judges and High Court Judges increased to 33.3 per cent and 48.8 per cent, respectively from 28.6 per cent and 47.1 per cent, respectively in 2019. The number of County Executive Committee Members (CECMs) declined from 434 in 2019 to 431 in 2020. Nationally, the proportion of women in CECMs positions declined marginally from 31.8 per cent to 31.3 per cent during the same period.

The number of women governors increased from 2 to 3 following the confirmation of a women governor for Nairobi, also **the number of women Deputy Governors increased by one in 2020.** The number of women County Secretaries remained constant for 2019 and 2020, accounting for 10.6 per cent of the total County Secretaries. The total number of CECMs declined from 434 in 2019 to 431 in 2020. Nationally, the proportion of women in CECMs positions declined marginally from 31.8 per cent to 31.3 per cent during the period under review.

In the Legislature, the number of women in both the Senate and the National Assembly did not change between 2019 and 2020. The National Assembly did not meet the minimum one-third gender rule requirement in both 2019 and 2020. The positions held by women in the County Assemblies, 2019 - Women - 737 Total (Male and Female) – 2193, in 2020 and 2021

Women - 738 Total (Male and Female) - 2191. The minimum one third gender rule has been achieved in the County Assemblies with 737 women out of a total of 2193 members in 2021.

There was no change in the number of clerks at the county level. However, the proportion of women speakers at the County Assemblies reduced from 10.6 per cent in 2019 to 8.5 per cent in 2020. In the Judiciary, the proportion of women judges in the Supreme Court and High Court increased from 28.6 per cent and 47.1 per cent in 2019 to 33.3 per cent and 48.8 per cent in 2020, respectively.

Other sectors of leadership positions recording a steady increase in the number of women include Public Universities Boards, county commissioners and practising lawyers.

4.0 CHALLENGES AND LESSONS LEARNED

4.1 Challenges

- i. Implementation of the two-thirds gender rule
- ii. GBV attributed to heavily patriarchal society and impact of COVID-19 pandemic
- iii. Harmful cultural practices that hinder women and girls from engaging in the economy
- iv. Wage-gap resulting in women earning less than their male counterparts – reproductive roles of women and girls –
- v. Women are overrepresented in low-cadre and informal jobs
- vi. Working Virtual
- vii. Education system – low transition rates particularly from secondary school to tertiary learning institutions limiting women’s participation in the labour market and the economy
- viii. Low access to reproductive health services
- ix. Kenya is still a highly patriarchal society which promotes culture and socialization: challenges in overcoming existing cultural barriers to women expressing themselves
- x. Skills development of women

4.2 Lessons Learned and Best Practices

- i. Government performance target on Gender Mainstreaming across all Ministries, Departments, Agencies and Counties
- ii. Government progressively putting in place gender responsive norms and policies
- iii. Gender Responsive Budgeting
- iv. Progressive policies that encourages more women to engage in the workforce/businesses
- v. KEPSA Private Sector Gender Mainstreaming Policy

5.0 Conclusion

The effects of climate change manifest through natural disasters, like landslides, floods, severe draught and hurricanes; as well as through more gradual degradation of the environment. The adverse effects of these events are already felt in many areas, including in relation to, inter alia,

agriculture, and food security; biodiversity and ecosystems, water resources, human health, human settlements and migration patterns as well as energy, transport and industry.

In many of these contexts, women and girls are disproportionately affected by the effects of climate change because women and girls constitute the majority of the poor and are more dependent for their livelihood on natural resources that are threatened by climate change. Also, women and girls face social, economic and political barriers that limit their coping capacity. Women and girls in rural areas are especially vulnerable due to high dependence on local natural resources for their livelihood, while they are generally charged with the responsibility to secure water, food and fuel for cooking and heating thus they face the greatest challenges. These are compounded by unequal access to resources and to decision-making processes, limited mobility, which place women and girls in rural areas in a position where they are disproportionately affected by climate change. It is thus important to identify gender-sensitive strategies to respond to the environmental and humanitarian crises caused by climate change.

It is important to note, however, that women and girls are not only vulnerable to climate change but they are also effective actors or agents of change in relation to both mitigation and adaptation. Women often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation strategies. Additionally, women and girls' responsibilities in households and communities, as stewards of natural and household resources, positions them well to contribute to livelihood strategies adapted to changing environmental realities.

In recognition of the foregoing, Kenya has put in place normative and policy measures intended to build the resilience of women, their communities and societies to climate change and environmental and systematic risk. These are aimed at transforming unsustainable patterns of production and consumption across economies- in agriculture, fisheries, forestry, energy, and infrastructure among others. In terms of redistributing care and domestic burden for women and girls, investment in various infrastructure projects is deemed critical. For instance, the provision of water to close proximity to households saves women, and girls' time from walking long distances in search of the commodity. Through effective legislative, administrative, and policy frameworks that govern various infrastructure sectors, the National and County Governments continue to play their respective roles in providing sustainable infrastructure, water, energy and agriculture as well as in removing barriers to women's full participation in all spheres of life include leadership and decision making. Also, public-private participation in investment and provision of infrastructure plays a key role in the provision of infrastructure for use by all populations, including women and girls.

However, more need to be done to counteract the climate and environmental impacts of unsustainable agricultural and food systems and their consequences for women and girls in their roles as farmers, producers and cooperatives to increasingly take up sustainable practices such as agroecology, agroforestry, the diversification of production systems, conservation agriculture and ecosystem-based approaches to agriculture. Of significance is the promoting women's participation through the law of Public Participation and equally important the full implementation of quotas for women in employment and decision-making positions which are enshrined in the Constitution. This should progressively move to areas such as forest management, gender-responsive sustainable fisheries, access to green economy jobs. Affirmative action and efforts at bridging the gap in access to education information and skills in climate change as well as promoting access to social protection public services should be sustained.

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