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UNIVERSITY OF NAIROBI
WOMEN'S ECONOMIC EMPOWERMENT HUB
PROGRESS REPORT
Year 2023 to 2024

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ACKNOWLEDGEMENTS

The Women's Economic Empowerment (WEE) Hub recognizes the effort of the research team that put this report together under the guidance of the Hub Leader, Prof Wanjiku Mukabi Kabira, and Director Research, Dr Mary Mbithi. This team comprises of Dr Agnes Meroka, Dr. Nkatha Kabira, Mary Wambui Kanyi, Ruth Wamuyu, Rachael Keeru, Esther Kyalo, Duncan Kichamu, Valarie Udalang, Brenda Akoth, Gideon Muendo, and Emily Owiti. The WEE Hub Management Committee greatly appreciates their relentless effort in ensuring that the report is put together.

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INTRODUCTION

The University of Nairobi, WEE Hub Program is currently in the eighth period since its establishment in September 2020. We have strived to work towards making the hub key in generating evidence necessary for policy makers and other development workers who want to influence social economic policies and programs related to WEE. Our key areas remain Government Affirmative Action Funds and Programs, Entrepreneurship, Formal and Informal Employment, Care Economy and Women's Work, and Women's Self-mobilization for WEE. In addition to these thematic areas, we have worked with other partners to address other policy issues related to WEE. This has been done mainly through invitation from partners such State Department of Gender Affairs, the National Treasury, and East African Community Department. Our rapid response strategy has also guided us to address other critical policies related to women's economic empowerment.

During this reporting period, September 2022 to February 2023, major strides have been made in the implementation of the research agenda. During the same period, some projects came to a close in terms of field work, data analysis and processing, with dissemination of technical reports, and policy advocacy continuing under various platforms.

New partnerships were established and we strengthened the existing ones. During this period, WEE Hub signed Collaborative Agreements with two partners namely: NEPAD APRM Kenya Secretariat and Sweet and Dried Limited.

Milestones achieved during this period are reported in this progress report which is categorized in six parts as follows:

1. Funded research projects
2. Policy advocacy program
3. Knowledge management and communication.
4. Partnerships and Collaborations.
5. Researcher's capacity enhancement.
6. Program Administration

PART 1: FUNDED RESEARCH PROJECTS

The reporting period September 2022 to February 2023 achieved great milestones in the four thematic areas which are: Affirmative Action Funds and Women’s Entrepreneurship; Women in Formal and Informal Employment, Child Care and Women’s Work; and Women’s Movement and Self Mobilization for WEE. Progress in this section has been reported along the four thematic areas.

Thematic Area One: Affirmative Action Funds and Women’s Entrepreneurship

This thematic area covers the four named projects:

- i. Assessing What Works for Implementation of AGPO: Making AGPO Program Work for Kenyan Women.
- ii. Evaluating the impact of affirmative action funds (WEF, YEDF, UWEZO, NGAAF) on Women’s Economic Empowerment (WEE): Lessons on What Works.
- iii. Assessing What Works for Women’s Economic Empowerment (WEE) in The Implementation of Kenya’s Credit Guarantee Scheme
- iv. Evaluating the Effectiveness of Business Incubation on Women’s Enterprises for Upscaling

The project on Affirmative Action Funds as well as Credit Guarantee Scheme were completed in terms of research work, but policy advocacy continues through various platforms. Under the Affirmative Action Funds Project, we are monitoring emerging funds such as the Hustler’s Funds, the revamped Women Enterprise Fund and the National Government Affirmative Action Funds.

The status and progress of the AGPO and Incubation Projects is covered here below:

Project 1: Assessing What Works for Implementation of AGPO: Making AGPO Program Work for Kenyan Women.

1.1 Status of the Project

The technical report and policy briefs have already been developed. The team has had one policy dialogue with the Director General Public Procurement Regulatory Authority (PPRA) and his team. The team planning to have other policy dialogues with the Principal Secretary (PS) of the National Treasury and PS for Gender and Affirmative action to share the technical report and policy brief. The team is also planning to have 2 dissemination workshops. The following outputs were realized during this period:

1.2 Outputs (September 2023 to February 2024)

The following are the outputs realized during the reporting period:

- i. AGPO policy brief
- ii. AGPO Technical report –

<https://www.dropbox.com/scl/fi/cqgv1gvncskw14vqmqvpy/AGPO-Policy-Brief-19.03.2024-1.pdf?rlkey=ktfwu2zutmjxddl35v4btcdpx&st=oajip8lj&dl=0>

iii. [Report on the policy dialogue with the Director General, PPRA.](#)

1.3 Key Outcomes

- i. i. There has been increased knowledge and awareness among the Procuring Entities on the three objectives of AGPO which include; creation of employment, promoting local industries and technology transfer.
- ii. Increased visibility and awareness. WEE Hub's work is being more recognized (increased visibility) and analytical work and data on WEE matters is being more recognized in policy making.
- iii. The implementing agencies are ready and willing to implement recommendations given by UoN AWSC WEE Hub to improve the implementation of the AGPO program.
- iv. During the policy dialogue with the Director General PPRA, he agreed that some of the recommendations given to the authority would be taken up and implemented. Below are the recommendations to be implemented by the authority.

1.4 Key Findings

- i. Although all procurement officers in the surveyed PEs knew the reservation requirement, 4.2% of the PEs did not set aside part of their annual procurement budget for AGPO target groups.
- ii. There is still low and inconsistent adherence to the reporting requirements with less than 41% of all PEs in Kenya reporting PPRA published a circular on 22nd April 2021 regarding adherence of PEs to the reporting Criteria. This inconsistency in reporting by PEs makes it difficult to determine the levels of reservation by the PEs.
- iii. It was also evident from the interviews that PEs reserved low-level contracts for the target group arguing that the high-volume contracts were more technical and required specialized procurement.
- iv. Majority of PEs have consistently failed to comply with the 30% reservation requirement, which includes reporting in the Public Procurement Information Portal (PPIP) even though a circular dated August 9, 2023, was issued requiring compliance by PEs on the submission of procurement plans and meeting the reservation of at least 30% of the procurement budget.
- v. 56.7% of the PEs set aside funds for AGPO groups compared to 47.3% that did not. Pending bills was observed as a major challenge affecting the PEs which depend on the exchequer for funds compared to income generating PEs. Further, PEs with pending bills noted that the delayed payments to AGPO suppliers arose due to budget reallocations necessitated by austerity measures from the National Treasury and spending outside the approved procurement plans.

- vi. Financing was cited as a major challenge impeding the uptake of the AGPO Programme among the PEs. Lack of finances greatly impedes the ability of the AGPO target groups to service the tenders once they are awarded fully. In extreme cases, some PEs even cancelled the tenders awarded to AGPO groups because of their inability to supply due to lack of finances. In other cases, PEs cancelled tenders because of low-quality goods supplied by the AGPO group due to a lack of finances to supply the goods according to the specifications.
- vii. Communication channels used to advertise by the entities include the PPIP (24.8%) and Institutional websites at 22.6%, newspapers (22%), notice boards (17.4%) and other channels (9.2%). Most of these channels are inaccessible to the target groups; hence, awareness levels remain low on the programme. Further, the PEs noted that the constrained budget restricted them from exploring the use of other modes of advertisement.
- viii. Although 88% of the surveyed PEs reported having conducted sensitization exercises at least once a year, it was noted that the sensitization carried out was unstructured with only a small number of people being sensitized and this did not translate to increased uptake of AGPO.
- ix. All the reports submitted by the procuring entities to PPRA through the PPIP are presented only into three categories: women, youth and PWDs and not disaggregated in terms of gender and age of the beneficiaries.
- x. Most PEs were generally unaware that the AGPO Programme was intended to achieve the three objectives of creating employment, promoting local industries, and transferring technology,
- xi. Lack of a monitoring and evaluation framework in place makes it difficult to assess the impact of the AGPO program.

1.5 Key Recommendations from the Implementing Agencies

- i. To solve the issue of pending bills, there is need for prudent financial management by the PEs by sticking to the procurement plans and developing realistic budgets. Further, ring fencing of AGPO funds would ensure that AGPO target groups are paid on time to avoid delays. To minimize delays and ensure suppliers are paid on time, there is need for capacity building on the necessary documents required to facilitate payment.
- ii. To address the financing challenges faced by AGPO target groups, it was recommended that;

- Creation of an AGPO fund would help women as well as the other target groups obtain finance needed to deliver the contracts.
 - PEs could use the LPO/LSO system which gives assurance to the financiers so that the target group can get financing.
 - PEs could get into an arrangement with commercial banks to finance AGPO target groups.
 - Government should negotiate for subsidized interest rates and more affordable loans.
 - The AGPO target groups should be encouraged to form cooperatives /companies/organizations to enable them access better opportunities as well as finances.
- iii. To address the communication challenges faced by AGPO target groups, PPRA and National treasury could intensify their marketing campaigns to the public on the AGPO programme. Carrying out of sensitization campaigns on the AGPO programme at the county and local level could be very useful. Additionally, wider communication channels could be used to reach the different target categories.
- iv. To strengthen the capacity of AGPO target groups; the PEs recommended;
- Sensitization and training of AGPO target groups on available opportunities and continuous training on compliance on what is needed as well as provisions of the regulations, filling of tender documents, contact management, procurement opportunities could increase AGPO uptake.
 - Government institutions should build the capacities of MSMEs through the value chain approach.
 - Sensitization forums should be conducted in languages that people are familiar with and can understand to eradicate the challenge of language barrier and improve AGPO uptake.
 - Partnering with relevant departments and associations that work closely with women, youth and PWDs would help strengthen their participation in the AGPO programme.
 - There is need to raise awareness among women, youth and PWDs on the available financial products.
 - The National Treasury could fund the PEs to carry out capacity sensitization forums, as well as allocate a budget line of 3% of what is reserved as AGPO.
 - Creating a standardized capacity-building curriculum that will be used in sensitization forums in all PEs is necessary.
 - PPRA should enforce strict compliance amongst PEs with Sections 157(12) and (13) by taking stringent actions against procuring entities that do not comply with the legal requirements since AGPO is also a Performance Contracting target for the state entities.

Sanctions should be enforced ranging from administrative actions to budget penalties such as an automatic reduction of 15%.

- v. The reporting template by PPRA should include age and gender of the beneficiaries to facilitate the collection of gender disaggregated data. This would be crucial for monitoring and evaluation. Further, PPRA could collaborate with other stakeholders to develop the monitoring and evaluation framework to measure progress on the implementation of the AGPO programme.
- vi. PPRA should make it mandatory for PEs to submit gender disaggregated data for the youth and the PWDs category through the enhancement of the standard reporting template that PEs are supposed to report biannually in the PPIP. PPRA could also consider partnerships with other stakeholders to develop a gender responsive monitoring and evaluation framework.

1.6 Key learnings

1. Goodwill is needed to ensure that affirmative action programs are properly implemented correctly and not just to tick a box. For instance, under AGPO, some PEs are just reporting for the sake of meeting the performance contracts targets.
2. Corruption is a major problem in the country and as a result, the contracts are given to other persons rather than the vulnerable groups whose the tenders are intended for.
3. Policy makers such as PPRA are willing to take up recommendations given to ensure effective implementation of the AGPO program.
4. Some entities intentionally fail to report and if they do, they give inadequate information to avoid visibility.
5. There is need to sensitize government officers on the importance of affirmative action programs to ensure

1.5 Expected outputs March to August 2024

- i. A report on policy dialogue with the PS Treasury
- ii. A report on policy dialogue with the PS Gender and Affirmative action
- iii. Dissemination workshop report

Project 2: Evaluating the Effectiveness of Business Incubation on Women's Enterprises for Up scaling

2.1 Status of the Project

The UoN WEE Hub continues to make significant progress in the implementation of the Incubation Project with the ongoing analysis of the data collected during the monitoring survey of the individual women entrepreneurs indicating a positive impact and growth for the women entrepreneurs. This achievement underscores the efficacy of the incubation project, the partnerships, and the impact of the tailored training being provided during incubation.

Individual women Entrepreneurs under the capacity building training by TechnoServe have completed 8 out of the 9 developed training modules and are also receiving linkages to financial institutions (Equity Bank, Pezeshu), and government affirmative funds (Hustler Fund). Additionally, the women collectives have made commendable progress since receiving technology transfer training in value addition from the Kenya Industrial Research and Development Institute (KIRDI), the Kenya Industrial Estate (KIE), and the University of Nairobi Department of Environmental and Biosystems Engineering (UON EBE). The majority of the collectives that received training from the Kenya Industrial Research and Development Institute (KIRDI) have received Laboratory Test Reports from KIRDI for their value-added products, with two of the collectives surpassing another milestone by receiving Laboratory Test Reports from the Kenya Bureau of Standards (KEBS). Furthermore, to strengthen the collectives' technical capacity, the UON WEE Hub has signed a Service Level Agreement with Sweet and Dried Enterprises Limited (a registered company specializing in food processing) to provide mentorship to the women collectives. Through its partnership with the WEE Hub, Equity Bank paid on-site visits to the collective businesses to assess their viability for financial and non-financial support. The UoN WEE Hub has also continued to oversee and coordinate the project's implementation, as well as strengthen its existing implementing partnerships, by holding periodic progress meetings and receiving progress reports from the partners.

2.2 Key Outputs

The following outputs were realized during the reporting period:

- i. Report of the Kenya Food Event and Exhibition 2023
- ii. Report of the technology transfer training of the collectives by the Kenya Industrial Estates (KIE)
- iii. Technical training and back-stopping program progress report by Kenya Industrial Research and Development Institute (KIRDI)
- iv. Draft report of the 1st monitoring of the 320 individual women entrepreneurs
- v. Report of Equity Bank's visits to the Collectives
- vi. Equity Bank's Report of its visit to the women collectives.
- vii. Report on the workshop to monitor the implementation and coordination of the Incubation Project
- viii. Service Level Agreement between the WEE Hub and Sweet and Dried Enterprise Limited
- ix. Comprehensive training report by TechnoServe
- x. Laboratory Test Reports by KIRDI for the collectives' value-added products
- xi. Laboratory Test Reports by the Kenya Bureau of Standards (KEBS) for two collectives

2.3 Key Findings

The following findings were made from the monitoring survey conducted on the individual women entrepreneurs:

- i. The proportion of the businesses that were registered during the baseline survey increased from 53% to about 67 % during the monitoring survey.
- ii. The proportion of women entrepreneurs with training has increased from 32% during the baseline survey to 77% during the monitoring survey.
- iii. The proportion of women entrepreneurs who save in banks has increased from 30% to 50.3%, those who save in women groups/chamas/table banking has increased from 37% to 40.1%, and those who save in SACCOS/Microfinance institutions has increased from 13% to 20.9%. Furthermore, those who save in mobile money apps have increased from 17% to 20.3%, while those who save at home decreased from 3% to 2.6%.
- iv. The proportion of women entrepreneurs accessing loans from various loan lending facilities has increased. Those who borrowed from the ROSCAS/VLSA have increased from about 24% to 40%, those who borrowed from banks have increased from 14% to 22%, and those who borrowed from mobile money have increased from 15% to 17%.
- v. The majority (62%) of the women's businesses have increased in size since incubation. The results also show that the sales turnover has increased since incubation when compared to the sales turnover of the businesses prior to incubation.
- vi. 73.4% of the respondents reported being able to separate their personal finances from business finances. A clear indication of financial literacy and discipline.
- vii. The percentage of women with a monthly income of less than Kshs. 10,000 has decreased from 24% to 21% across all clusters, while the proportion of women entrepreneurs earning more than Kshs. 10,000 has increased.
- viii. The proportion of entrepreneurs who make independent decisions on how to use the loan increased from 76% to 78%, indicating an improvement in terms of women's agency as a result of incubation. Conversely, the proportion who consulted with their spouses decreased significantly from 1.9% to 1.2%.
- ix. The number of entrepreneurs who use technology to support their businesses has increased. Those who use Point of Sale (POS) machines have increased from 3.4% to 4.5%, those who use mobile money (Paybill, Till Number, MPesa, Airtel Money) have increased from 44.4% to 66.5%, and those who use smartphones have increased from 25.5% to 32.1%. However, those that use computers have decreased from 9.1% to 7.7%.

2.4 Key Learnings

Below are key findings from the monitoring study conducted on the individual women entrepreneurs:

- i. Advanced financial literacy training plays a crucial role in empowering women entrepreneurs with the knowledge and skills needed for informed financial decisions.
- ii. WhatsApp has emerged as a powerful social and networking tool for individual women entrepreneurs to seek, connect, share ideas, and seek advice. It has facilitated ongoing peer support beyond formal training sessions.
- iii. Exhibition events have promoted business-to-business mentorship and learning among groups, in addition to providing exposure for collective businesses.
- iv. Partnerships with specialists in finance and technology transfer have ensured that the women entrepreneurs have acquired tailored training for their businesses. As a result of these collaborations, collective businesses now have knowledge about and access to value-addition institutions such as KIRDI and KIE, as well as KEBS certification processes and standards for future business usage.

- v. Despite receiving technology transfer training on value addition, collective businesses require further mentorship and training to expand their technical capacity.
- vi. The knowledge of Access to Government Procurement Opportunities (AGPO) and Government tenders is still low, and the women entre

2.5 Key Recommendations

- i. Leveraging the program’s continued success and engaging in data-backed/informed policy advocacy efforts to influence policies that promote women’s economic empowerment.
- ii. Collaborating with the national and county governments, relevant government bodies, and organizations to lobby for policy changes that support women entrepreneurs.
- iii. Develop customized mentorship modules for women collectives based on their size and business type to address their specific needs and challenges.
- iv. Provide continued mentorship and support for businesses, emphasizing effective product management and marketing strategies.

2.6 Outcomes

- i. Routine monitoring exercises have unveiled unique insights into participants’ businesses, highlighting the dynamic nature of entrepreneurial endeavors.
- ii. The International Women’s Day exhibition provided business-to-business mentorship and learning platforms for the business collectives, in addition to providing them with exposure and access to markets outside their counties.
- iii. Digital platforms, particularly WhatsApp, continue to enable networking and peer learning among participants. This peer support network has resulted in the exchange of useful insights and ideas among female entrepreneurs.
- iv. Capacity building training has improved women entrepreneurs’ understanding of business management and the use of technology for their businesses.

2.7 Expected Outputs March 2024 – August 2024

- i. Report of the exhibition by collective businesses during the International Women’s Day 2024
- ii. On-site mentorship tool for the collectives by Sweet and Dried Enterprises
- iii. Online mentorship tool for the collectives by Sweet and Dried Enterprises
- iv. Report of the mentorship onsite training of the collectives by Sweet and Dried Enterprises Limited
- v. Report of the online training of the collectives by Sweet and Dried Enterprises Limited
- vi. Report of the progress made by individual women entrepreneurs within the collectives by Sweet and Dried Enterprises Limited
- vii. Comprehensive report of the phase 1 training of the women collectives by Sweet and Dried Enterprises Limited
- viii. Report of the exit monitoring of the individual women entrepreneurs
- ix. Report of the 1st monitoring of the collective businesses

Thematic Area Two: Women in Formal and Informal Employment

This thematic area covers the following three projects:

- i. Evaluating the Impact of the Government of Kenya's Economic Stimulus Packages.
- ii. Evaluating the implementation of the Employment Act 2007 and the sessional paper No. 4 of 2013 on Employment in promoting women's economic empowerment in formal and informal employment
- iii. Analytical Study of Women in the Labour Force in Kenya: A Focus on Employment and Entrepreneurship

The project on Evaluating the Impact of the Government of Kenya's Economic Stimulus Packages has now closed with research findings being disseminated through various platforms. An issue paper on how the government can address pandemics and crisis is being developed. The Analytical study of women in the labour force has also been completed.

Below are the highlights:

Project 1:

1.1 Status of the project

For the year 2022 and 2023, the project on Evaluating the Impact of the Government of Kenya's Economic Stimulus Packages focused on the dissemination of research findings through various platforms and finally resulted in a collaboration between WEE Hub and the Ministry of Labour and Social Protection from October 2023 to February 2024. All the three projects confluence around the development of a Legislative Framework for Social Protection which was finalized and submitted to the Attorney General's Office for further action by Parliament.

1.2 Key outputs (September to February 2024)

- i. The Gap analysis report.
- ii. An Issues Paper on Social Protection in Kenya.
- iii. Presentation of the Report and the Issues Paper to Stakeholders.
- iv. Draft Social Protection Bill.
- v. Draft Public Participation Report.
- vi. Consolidated Matrix for the Public Participation Comments
- vii. A report of the meeting to review the Draft Bill to include public participation comments and incorporate comments from stakeholders.
- viii. Cabinet Memo to the Ministry of Labour and Social Protection\
- ix. Finalized draft Bill submitted to the Attorney General

1.3 Key Findings

- i. Although article 43 provides for socio economic rights for all Kenyans such as the right to be free from hunger, have access to clean water and sanitation, among other rights, efforts to ensure the implementation of this constitutional provision have remained marginal.
- ii. Although there exists a number of frameworks on social protection in Kenya such as the Social Assistance Act, National Social Protection Policy 2022, among others, there is lack of a coordinated framework on social protection. As a result, integrating all the relevant frameworks and policies for the purposes of social protection interventions becomes challenging.
- iii. There lacks a legal anchoring for the work that the Ministry does in overseeing social protection in the country. As a result, the Ministry's role in overseeing social protection

- interventions appears to be an ad hoc and reactionary solution instead of being clearly vested with that responsibility.
- iv. Although the government through the Ministry of Labour and Social Protection has been funding social protection programs/interventions such as the Inua Jamii Program, there lacks clarity in terms of the funding mechanisms for these programs, whether by the government or non-state actors. As a result, the social protection interventions are not effectively and sustainably financed.
 - v. Although there are existing frameworks for social protection of vulnerable groups, there lacks legislative and institutional frameworks for addressing vulnerabilities brought about by a myriads shocks be it political, economic or even natural causes. The existing social protection interventions on shocks have been ad hoc. As a result, persons affected by unexpected shocks are at the risk of being outside the protection of the law without adequate protection.
 - vi. The existing social protection frameworks and policies in Kenya have focused on protecting those in formal employment while giving little focus to the majority working in the informal sectors with low incomes and high dependency levels. As a result, the informal-working demographic is left outside of the institutional safety nets for social protection.
 - vii. There lacks a devolution coordination mechanism for social protection. These interventions have been a preserve of the national government despite the fact that county governments are in touch with the realities of citizens; the Kenya National Social Protection Policy (2011), which suggested a framework that would lead to the formation of a National Social Protection Council (NSPC), with its own Secretariat, and similar agencies at the county level to ensure the coordination of social protection initiatives at the national, county, and sub-county level, has not been implemented.
 - viii. Women and PWDs are generally disadvantaged by contributory social protection systems linked to formal sector employment because most of them are vulnerable workers in the informal sector who either have non-standard conditions of employment and/or lower wages than men hence are disadvantaged from accessing social protection interventions.
 - ix. There is lack of coherence of the existing social assistance interventions that are brought about by targeting small groups which end up being ineffective across all sectors.

1.4 Key Recommendations

- i. There is need for clarity in terms of the funding mechanisms for these programs, whether by the government or Non-state actors for effective and sustainable financing.
- ii. There is need to anchor the enhanced single registry in the law to ensure that it is legally provided for and social protection well administered.
- iii. There is need for a radical paradigm shift that includes men and women working outside of the formal process/sectors.
- iv. There is need for a coherent social assistance mechanism that responds to the multiple social interventions needs

1.5 Key Outcomes

- i. Social Health Insurance
- ii. Social Assistance
- iii. Shock Responsive Social Protection
- iv. Fair Labour Market Interventions
- v. Complementary Programmes

1.6 Expected Outputs

- i. Draft Gap Analysis Report
- ii. Draft Issues Paper
- iii. Draft Public Participation Report
- iv. Draft Social Protection Bill
- v. Draft Social Protection Policy Brief
- vi. Income Security

Project 2: Evaluating the implementation of the Employment Act 2007 and the sessional paper No. 4 of 2013 on Employment in promoting women's economic empowerment in formal and informal employment.

2.1 Status of the Project

The analysis of the employment law and related laws that was carried out informed the gap analysis report and the development of the social protection law. Stakeholders' consultations have been going on and the physical meetings and virtual meetings have brought together critical stakeholders in employment together to speak about social protection and fair labour market interventions.

2.2 Key Outputs (September 2023 to February 2024)

During this reporting period, the following outputs have been realized:

- i. A publication on Analysis of labour laws
- ii. A publication on the social legal digest
- iii. Draft Policy brief on Women's Enterprise
- iv. Draft Policy brief on Analysis of labour laws

2.3 Key findings

The study team established the following:

- i. The employment act only regulates those that are in formal sector but not those in informal Sector.
- ii. On gender parity, the act provides for equal opportunity for employment. However the duty is placed on the employer to strive to eliminate discrimination
- iii. With regards to equal pay gender gaps, the act does not provide for equal pay for same work or work of equal value. The gender pay gap increased in 2021. Females are 30% less likely to have same opportunities with men in Kenya

- iv. Gender based violence can take many forms in formal and informal sectors of work. For women in formal sector the gender violence is mostly sexual harassment.
- v. The mandate of receiving complaints, investing and providing remedies on sexual harassment is left in the hand of the employer, who at times may be the perpetrator.

2.4 Key Recommendations

- i. Deculturalization of sexual abuse and harassment particularly in the informal spaces, especially through sensitization programmes.
- ii. Dissemination of information by circulating easily understandable versions of sexual offences act and other relevant laws.
- iii. The formation of a directorate to deal with issues of sexual harassment.

2.5 Expected Outputs (March to August 2024)

- i. Status of women participation in Labor force
- ii. Evaluating the Impact of the Government of Kenya's Economic Stimulus Packages
- iii. Overview of labor laws Legal digest: Chapter on legal and regulatory policies in: 'Status of women participation in Labor force.
- iv. Evaluating the Effectiveness of Business Incubation on Women's Enterprises for Upscaling.

Thematic Area Three: Care economy and Women's work

This thematic area covers two projects namely;

- i. Assessing the impact of accessing childcare services on women's businesses and child development: A Case of Women in Cross Border Trade
- ii. Evaluation of the Annual National Budget Policy Statement and Its Implications on Allocation of Resources to Sectors that Support Childcare & Women's Work
- iii. Analysis of East Africa regional policies, programs and regulations around cross-border trade and impact on Women Economic Empowerment.

Project 1: Assessing the impact of accessing childcare services on women's businesses and child development: A Case of Women in Cross Border Trade

1.1 Status of the project

Data analysis of the second monitoring exercise of the impact of accessing affordable and quality childcare in Busia County for the cohort 1 (continuing parents) and cohort 2 (new sample population which includes the comparison group) is ongoing. The next Monitoring and Evaluation Survey will be carried out in May 2024 for both cohort 1 and 2. The team has finalized on the report for the 1st Monitoring exercise and is waiting to be published. The WEE Hub has responded to calls for proposals from Bill and Melinda Gates Foundation and SAGE Fund, and submitted concept notes. As part of the Technical Working Group on the National Care Policy, UoN WEE Hub has been heavily involved in the development of the policy which awaits to be presented to the PS, Gender and Affirmative Action. The team will hold a workshop on change in gender norms in April 2024.

1.2 Key Outputs (September 2023 to February 2024)

- i. Revised Report of the first monitoring exercise on the impact of childcare on women's business.
- ii. Revised report of the baseline study on the contribution of Daycare Centre to the nutritional status and dietary practices of children aged zero to four years and well-being of caregivers in Busia County, Kenya
- iii. A Concept Paper on Transformative Care agendas in the Global Majority submitted to SAGE (Strengthening Accountability in the Global Economy) Fund.
- iv. A Concept Paper on strengthening childcare models that advance women's economic empowerment in Machakos county submitted to Bill and Melinda Gates Foundation

1.3 Key Outcomes

- i. The WEE Hub, which is part of the Technical Working Group on Women's Economic Empowerment, has actively participated in the development of the National Care Policy which is awaiting to be presented to the PS, Gender and Affirmative Action.
- ii. Continuous capacity building of the caregivers has enhanced the quality-of-service provision, resulting into an increased number of children enrolled at the center.
- iii. Fathers have been attending the monthly parent meetings and this has also seen an increase in the number of fathers who pick up and drop off their children from the facility.
- iv. Improved dietary intake among children benefiting from the day-care services. The daycare is able to cover dietary gaps in eight food groups: Pulses, vitamin A rich tubers, other vegetables (excluding vitamin A rich vegetables), milk and milk products, oils and fats, energy giving fats, spices and condiments.
- v. Establishment of the Busia daycare facility has positively contributed to the well-being of Caregivers. The level of worry over the safety of their children has gone down.

1.4 Impact

The impact of this work will be reported in the next period.

1.4 Key Learnings

- i. Establishment of daycare centers that offer subsidized and quality care is very critical towards empowerment of women. The fact that other parents including civil servants bring their children to the daycare shows that there is need for childcare.

- ii. Involvement of men in unpaid care and domestic care work is critical to help reduce the burden on women. For instance, at the Busia daycare centre, some of the parents have made arrangements with their spouses to pick the children in the evening hence giving them more time to tend to their businesses. This also gives the men time to bond with their children hence improved family relations.
- iii. There is increased economic dependency on the men by women and this has also improved their autonomy with regards to making decisions related to their businesses.
- iv. Women are now aware of the quality of care that should be offered at daycare centers. During the recent data collection exercise, the women interviewed reported that another daycare had been opened but the parents did not like the type of care offered. In addition to poor quality, it was also expensive hence the women preferred Busia Daycare centre.
- v. Daycare centers, when well-managed, provide a great platform to make positive contribution to the nutritional status of children and the well-being of caregivers. This model should be replicated in other border counties in Kenya. The women are still using the time that daycare frees on chores that are of productive nature as ascribed by gender norms yet the expectation was that the time would be mostly used on improving the performance of their businesses.

1.5 Key Findings

a. Findings from the second monitoring survey on impact of childcare on women's business

- i. The daycare's existence has enabled the women get more time to tend to their businesses as well as engage in other activities Parents whose children have transited affirmed that the daycare enabled their children acquire pre-requisite skills and knowledge that enabled them thrive in pre-primary education.
- ii. Most of the cross-border women traders (Parents) businesses have been negatively affected by the Busia County Government last year's demolitions which forced some of the parents to be out of business. As a result, some of them stopped bringing their children to the daycare centre.
- iii. Parents are content with the services provided at the day care, they are even requesting for an ECDE Centre to ensure there is a consistency on the knowledge, skills, learning environment and care imparted to their children.
- iv. The respondents felt that the centre could offer better services if it is moved to an exclusive space with more playground for children.
- v. The men had created a Whats App group to for more engagement on issue's dealing with the daycare centre and agreed champion to champion for change of gender norms to encourage more men to get involved in childcare and household responsibilities as the women concentrate on their businesses other socio-economic activates.
- vi. Parents who had not enrolled their children at the daycare centre reported that the major constraint was cost of childcare as well as distance from the daycare since a majority leave a kilometer or more from the daycare centre.

b. Key Findings from the 1st monitoring survey on contribution of day care center to the nutritional status and dietary practices of children aged 2-4 years and well-being of care givers in employment

These key findings will be reported in the next reporting period.

1.6 Key Recommendations

- i. WEE Hub can use the data from the monitoring exercise to upscale and replicate the daycare study to other border towns in Kenya and indeed to various markets.
- ii. There is need to form partnerships with like-minded organizations to replicate the project in other border towns.
- iii. There is a need for further engagement with the Women Cross Border Trade Association to explore sustainability plans for the daycare center.
- iv. WEE hub should enlist the services of a nutritionist, who will help in monitoring the growth of the children as well as identify and manage any cases of malnutrition. Further, the nutritionist would also hold nutrition sessions with both the parents and the caregivers.

1.7 Expected Outputs (March 2024 to August 2024)

- i. Second monitoring report on the impact of childcare on women's business
- ii. First monitoring report on contribution of day care center on the nutritional status of children and well-being of care givers.
- iii. Data from the 2nd data monitoring collection exercise.
- iv. A report of the workshop on change in gender norms
- v. A toolkit on change in gender norms

Project 2 - Evaluation of the Annual National Budget Policy Statement and Its Implications on Allocation of Resources to Sectors that Support Childcare & Women's Work

2.1 Status of the project

WEE Hub continues to monitor the budget process and respond to the calls for public participation through the submission of written memoranda and attending public hearings on various National and County Bills. Proposals have been shared with the Parliament, National Treasury and County governments on health, water and sanitation, social security and food security sectors. The WEE Hub's focus on these sectors is drawn from Article 43 and 53 of the Constitution which lists the rights of Kenyan Citizens to the highest attainable level of healthcare services, be free from hunger, clean and safe water, social security, and education. The following outputs have been realized between September 2022 and February 2023:

2.2 Key Outputs (September 2022 to February 2023)

a. National Level.

- i. Policy brief on Public Finance Management (Financial Inclusion Fund) Regulations, 2022 [click here](#)
- ii. Policy brief on the Medium-Term Expenditure Framework (MTEF) for the period 2023/24– 2025/26 [click here](#)
- iii. Policy brief on Supplementary budget 2022 [click here](#)
- iv. Policy brief on Budget Policy Statement 2023 (Submitted to National Treasury) [click here](#)

b. County level.

- i. Policy brief memorandum on Murang'a County Finance Bill 2022 [click here](#)
- ii. Policy brief memorandum on Murang'a County Early Child Development [click here](#)
- iii. Policy brief memorandum on Murang'a County Health Bill 2022 [click here](#)

- iv. Policy brief memorandum on Murang'a Public Finance Management Regulations 2022 (Murang'a County Mango Farm Inputs Subsidy Fund) [click here](#)
- v. Policy brief on memorandum Murang'a County Government Social Health Insurance Fund [click here](#)
- vi. Policy brief memorandum on Murang'a Public Finance Management Regulations 2022 (Murang'a County Dairy Subsidy Fund) [click here](#)
- vii. Policy brief memorandum on Murang'a county electronic voucher-based farm input subsidy policy [click here](#)
- viii. Policy brief memorandum on Nyandarua County Integrated Development Plan 3 [click here](#)

c. Reports

- i. A report on virtual training on gender-responsive budgeting [click here](#)

2.3 Outcomes

- i. There has been increased awareness on gender responsive budgeting created through dissemination of the gender aware policy brief by the WEE Hub and CCGD to stakeholders.
- ii. As a result of the sensitization training of women leaders carried out in February 2022, there has been increased awareness and improved skills of women to negotiate for budget increase and present proposals to the county government.
- iii. There has been increased awareness of women leaders from the 47 counties in Kenya as a result of the sensitization training carried out in November 2022.
- iv. The WEE Hub through our advocacy program Networking and Alliance Building Network has carried out policy dialogues with women and have submitted recommendations to Parliament.

2.4 Key Findings/Learnings

- i. A huge chunk of Kenya's budget is going into debt repayment which has significantly affected allocation of resources to various sectors.
- ii. WEE Hub is continuously building capacity of the women county network to give proposals on the budget through public participation. Our strategy of public participation and giving proposals remains the most successful and we plan to expand it.
- iii. The WhatsApp group comprising of women from all the 47 counties is a great platform where sharing of information has been made easy especially since the window for public participation is very small.

2.5 Key Recommendations

- i. WEE Hub needs to design a strategy for evaluating the impact of the work on gender-aware budgeting on the various sectors at the county level and National level.

2.6 Outputs Expected (March 2023 to August 2023)

- i. 1 Policy brief on memorandum on 2023/2024 budget
- ii. Factsheets on Health, Education, Agriculture and Food Security, water and sanitation and Gender and Affirmative Action
- iii. A report highlighting budgetary commitments by the Kenya Kwanza government on unpaid care work
- iv. A report of the webinar on impact of drought on Unpaid care and domestic work 4 policy briefs at the National level.
- v. 4 policy briefs memoranda at the National level.
- vi. 4 policy briefs memoranda at the county level

Project 3: Analysis of East Africa regional policies, programs and regulations around cross border trade and impact on Women Economic Empowerment.

3.1 Status of the Project

A Memoranda on the EAC Refugees Management policy 2022 and Constitutive Act of the African Union relating to the Pan-African Parliament were submitted to the Ministry of EAC for onwards transmission to the EAC Secretariat and the Kenya National Assembly respectively. WEE Hub held a consultative meeting with the EAC Secretariat and EAC Partner States where we presented the concept note for development of the EAC Gender barometer and project implementation road map for concurrence. The Partner States gave input which is being incorporated in the literature review and situation analysis and will inform the identification of gender development index. The Meeting raised concern over the delay by the EAC Partner States to assent the EAC Gender Equality and Development Bill (2017). The bill formed a strong basis for the development of the EAC Gender Barometer since it proposed to harmonize the regional laws on gender inclusivity. So far, three policy regional frameworks have been presented to a technical committee for peer review with two incorporating comments from the technical committee. One policy framework is ready for publication after undergoing the required processes. The following outputs have been realized between September 2023 and February 2024:

3.2 Key Outputs (September 2023 to February 2024)

- i. Memorandum – Constitutive Act of the AU relating to the Pan-African Parliament
- ii. EAC Gender Barometer Concept note and Road Map
- iii. Memorandum – EAC Refugee Management Policy
- iv. Revised Gender Analysis Report of the EAC 6th Development Strategy and The East African Community Investment policy (2019 – 2024)
- v. Revised Gender Analysis Report – EAC Treaty
- vi. Report on consultative meeting between WEE Hub and EAC Secretariat and Partner States
- vii. Report of the consultative meeting between WEE Hub, CCDG and State Department for EAC Affairs.

3.3 Key Outcomes

- i. Busia County Government allocated budget for Busia Gender Policy development work in the 2024/25 financial year (Ksh. 1.5M)
- ii. CCDG has allocated budget for the development of Busia Gender Policy.
- iii. EAC Partner States endorsed the Gender Barometer development concept note

3.4 Key Learnings

- i. County government needs capacity development to develop and implement gender responsive development programmes.
- ii. There is opportunity for WEE Hub to drive development of gender responsive policies and programmes both at National, EAC regional and African continental level, including capacity building of policy makers and technical teams to enhance inclusive socio-economic development
- iii. Achievement of WEE requires concerted efforts from stakeholders across all sectors.

3.5 Key Findings

- i. EAC treaty gender explicit provisions are few and therefore very weak in their gender responsiveness. They don't represent the diversity of women in the various professional areas of cooperation e.g. political matters, health, transport, communication, legal and judicial affairs, education and training, infrastructure, environment and tourism.
- ii. Gender dimensions of the 17 areas of cooperation are not articulated hence their basis for gender mainstreaming is not taken into consideration.
- iii. In the EAC region, women bear the burden of unpaid care work limiting their access and participation in economic activities.
- iv. Women are in a disadvantaged position compared to their male counterparts with respect to time-use on economic activities.
- v. The concerns of PWDs are not articulated in the EAC Treaty which makes it very difficult to address their needs and concern in the EAC integration agenda.

3.6 Key Recommendations

- i. Existing EAC legal and regulatory frameworks including the EAC Treaty should be reviewed to be in sync with the EAC Common vision of "A globally competitive upper-middle income region with a high quality of life for its population based on the principles of inclusiveness and accountability".
- ii. Development of regional frameworks should ensure gender mainstreaming is factored in their implementation frameworks.
- iii. Effective and favorable policies should be enacted to improve the participation of women in the market place
- iv. The EAC partner states should move with speed in the implementation of the EAC gender policy, which calls for working collaboratively with Partner States' governments, the private sector, the civil society, religious institutions, development partners, and other actors to achieve gender equality and women's empowerment (socioeconomic, political).
- v. The EAC does not have a common mechanism of assessing and comparing the status of implementation of gender equality commitments over time.

3.7 Outputs expected (March 2024 to August 2024)

- i. Draft Busia County Gender Policy

3.8 Impact

i. The knowledge sharing has created more trust between WEE Hub and EAC Partner States and the EAC Secretariat. The WEE Hub beside, providing technical supports to finalize the EAC Gender Barometer will explore mechanisms of reviewing the EAC Gender Equality and Development Bill (2017) which is yet to be assented by Partner States 5 year down the line.

ii. The policy dialogues meetings have provided an avenue for knowledge sharing and initiatives that resonate with the aspirations of promoting inclusivity in development programmes.

Thematic Area Four: Women’s Movement and Self-Mobilization for WEE

This thematic covers the following Projects:

- i. Examining Strategies that Women’s movement used to realize the gains in the Kenya Constitution 2010
- ii. Evaluating the Women’s Movement, Self-Mobilization and collective action to Women’s Economic Empowerment in Kenya Between 1963 & 2010
- iii. Feminist Epistemology for African Women’s Economic Empowerment

The project on Strategies that worked for Women’s Movement has been completed.

Dissemination of the research findings continues under the various platforms.

Project 1: Evaluating the Women’s Movement, Self-Mobilization and collective action to Women’s Economic Empowerment in Kenya Between 1963 & 2010

1.1 Status of the Project

Review and technical editing of the report as well as the policy brief was done. The next step for this project is publication of two books. The call for abstract has been sent out. Key outcomes, findings and impact was reported in the previous period. Strategies identified have been picked up by the NABWEE Platform for upscaling

1.2 Key Outputs (September 2022 to February 2023)

- i Final Technical Report [click here](#)
- ii Concept paper for Publication One: Self-mobilization and movements: Emerging pathways for women’s economic empowerment since 1963’ [click here](#)
- iii Guidelines for writing book chapters [click here](#)

1.3. Outputs Expected (March 2023 to August 2023)

- i. Writer’s workshop report
- ii. A publication (book) on *Conversations with Selected Women Leaders on WEE: A Historical Perspective*
- iii. A publication (book) on: *Self-mobilization and movements: Emerging pathways for women’s economic empowerment since 1963’*
- iv. 12 Videos of women pathfinders on WEE archived
- v. 1 Journal Article documenting the research findings
- vi. A booklet on *Strategies that Worked for WEE*

Project 2: African Feminist Epistemology for Women's Economic Empowerment

1.1 Status of the Project

In collaboration with the African women studies centre, we were able to host the Nairobi Research week where authors presented papers in line with the thematic areas, we are writing about to provide an opportunity for authors to publish in the journal. We were able to receive 43 articles from authors from Cape Town, India, Kenya, Nigeria, Switzerland, Zambia and Zimbabwe. So far, Chapters have been submitted for a book titled African Feminist Epistemology for WEE. They have been reviewed by the Technical committee and comments shared with the authors. The chapters are at the third stage of review. The authors are now preparing to submit and present their chapters at the second writers workshop scheduled to take place end of this month. However, a lot of reflections have been made during this writing process and it was evident that more needs to be done. Therefore, a revised concept paper and workplan shall be developed to capture the changes that will take place with regards to this project. The new Project shall be known as African Women Knowledge Making and Publication. The envisioned project will be all encompassing and will take into consideration creation and publication of books, journals, documentaries, and other publications.

1.2 Key Outputs (September 2023 – February 2024)

- i. Draft Chapters
- ii. A Technical Review Report of the chapters
- iii. Journal Issue

1.3 Key Findings

- i Changing the mainstream with regard to feminist thinking is challenging and therefore it is important to build capacity for feminist research and writing through scholarly interventions especially in Africa
- ii Academic writing needs to be highlighted more with regards to feminist writing if conscious awareness on women as sources of knowledge is to be done
- iii Women have a voice and therefore, it is important to capture their experiences and voices to reflect their true lived realities. As a result, we shall begin to challenge traditional methods of knowledge creation that do not take into account women as sources of knowledge

1.4 Key Learnings

- i. Women's voices need to be amplified and this can be done through use of feminist methodologies and approaches in research.
- ii. Women are sources of knowledge. It is important to document women's experiences and lived realities as African scholars. If you want to learn about women, ask women.
- iii. There is need to challenge traditional methods of research that do not take into consideration women's voices as valid sources of knowledge through methodologies that capture women's voices and experiences
- iv. We need more avenues for knowledge creation and publication.

1.5 Key Recommendations

There is need for:

- i. More scholarly interventions with regard to knowledge creation for Africans by Africans to continue consciousness raising on women as sources of knowledge
- ii. Constant training on feminist research methods, theories and approaches is needed
- iii. Opportunities and spaces where writers can brainstorm, share knowledge and support each other with an aim of capacity building and deepening their understanding on African Feminist Epistemology

1.6 Expected Outputs (March 2024 – August 2024)

- i. Final Revised Chapters
- ii. A Report on the Second Writers' workshop
- iii. A Draft Manuscript
- iv. Revised Concept paper
- v. Revised Workplan

PART 2: POLICY ADVOCACY PROGRAM

1.1 Status of Policy Advocacy

During the reporting period, the WEE Hub has continued to use its three main mechanisms for policy advocacy, namely: Rapid Response in response to calls for public participation advertised by the executive and legislative arms of government; the second being Networking and Alliance Building for Women’s Economic Empowerment, which is the pathway through which the WEE Hub promotes self-advocacy for WEE by women through replication of the strategies that worked during the constitution making process; and the third one is through other strategies for policy advocacy as identified by the WEE Hub.

1.1.1 Strategies Used for Policy Advocacy

Policy advocacy was carried out through the strategies outlined below:

1.1.1.1 Rapid Response

Rapid Response is one of the pathways through which the WEE Hub has implemented its policy advocacy strategy. It is the mechanism through which the WEE Hub has instigated the specific strategy of public participation, which often requires quick turn-around in the submission of memoranda. Through the Rapid Response strategy, the WEE Hub has influenced budget policies and regulations on revenue collection and expenditure at the national and county level, aimed at the realization of the Constitution Article 43. The key areas selected include the following:

- a. National Budgets
- b. County Budgets
- c. Medium Term Expenditure Frameworks
- d. County Annual Development Plans
- e. Childcare and women’s work
- f. Social Security
- g. Land Reforms
- h. Water sector
- i. Health sector
- j. Food security
- k. Agriculture, and
- l. Climate change

For best results, the AWSC devised a systematic approach to policy influence comprising the following strategic activities.

- i. Monitoring notifications in newspapers and government websites for public participation in policy reviews at both the national level and selected County Governments, among them Nairobi, Busia, Siaya, Murang’a, Mombasa, Machakos, Kajiado, Kiambu and Kisumu.
- ii. Selection of critical policies or regulation priority under review that are related the AWSC WEE Hub priority areas
- iii. Technical gender analysis of the identified policy or regulation to identify any gaps and come up with recommendations for addressing them. This is done using the following standard public participation framework:

Section	Proposal	New or proposed amendment	Justification for the new/proposed amendment

- iv. *Technical meeting to review and give inputs on the selected policy/regulations:* the AWSC WEE Hub organizes a technical meeting with the team of experts consisting of gender, legal, and economic experts as well as experts in the particular area and the county women’s network from the specific county reviewing the policy/regulation. The technical analyst presents their findings and the recommendations and the rationale for the recommendations. The team considers recommendation and gives their inputs on the same. The members of the county women’s network are also able to critique and give their inputs based on their experiences and perceptions as residents of the particular county.
- v. *Finalization of the memorandum:* The technical analyst incorporates the comments from the technical meeting into the memorandum which she/he submits to the AWSC WEE Hub for final editing and formatting.
- vi. *Submission of the memorandum:* The policy influence exercise is brought to a closure by the submission of the finalized memorandum to the particular institution that had called for public participation and the nature of public participation. At the county level the AWSC WEE Hub shares the final memorandum to the County Women network, for them to adopt it through the incorporation of their organization’s logos and names of the officials. They then submit the Memorandum either through email or oral presentations and submission of a hard copy. In this later case, the AWSC WEE Hub facilitates the

members of the County Women’s Network, travelling to the venue for the public hearing with transport and lunch.

- vii. Review of revised policies/regulations, including the budgets, for any issues adopted by the AWSC WEE Hub and/or County Women Economic Empowerment Networks

Outputs

Based on the findings, the following bills/legislations were analyzed, policy recommendation prepared and submitted to the relevant body:

National Level

Date	Output	Outcome
5 th January 2024	Memorandum on the Draft 2024 Budget Policy Statement for the MTEF FY 2024/25-2026/2027 BUDGET	E-mailed to PSC on finance and planning
1 st November, 2023	Memorandum Public Finance Management Bill, 2023	E-mailed to PSC on finance and planning
6 th November, 2023	Memorandum to review the Public Participation Bill, 2023 (national assembly bill no. 52 of 2023)	Emailed to the clerk of the National Assembly
9 th November, 2023	Memorandum on the tax policy measures for consideration in the preparation of the finance bill, 2024	E-mailed to PSC on finance and planning
26 th November, 2023	Memorandum on Land Laws (Amendment) Bill 2023 and Land Control Bill 2023	Emailed to the clerk of the National Assembly
30 th November,2023	Memorandum on Kenya's Ratification Of The Protocol To The Constitutive Act Of The Au - Relating to the Pan African Parliament	Emailed to the clerk of the National Assembly
9 th October, 2023	Memorandum on the Food And Feed Safety Control And Coordination Bill 2023	Emailed to the clerk of the National Assembly

3 rd October, 2023	Memorandum on the Community Health Services Bill, 2023	Emailed to the clerk of the National Assembly
1 st October, 2023	Memorandum on the Public Finance Management Bill, 2023	E-mailed to PSC on finance and planning

County Level

Date	Output	Outcome
23 rd November, 2023	Memorandum on Busia County Health Facilities Improvement Financing Bill, 2023	Emailed to the clerk of the County Assembly
10 th October, 2023	Memorandum on the Kajiado County - Disability Mainstreaming Bill, 2023	Emailed to the clerk of the County Assembly
12 th October, 2023	Memorandum on the Nairobi County Climate Change Bill, 2023	Emailed to the clerk of the County Assembly
6 th October, 2023	Memorandum on the Women Economic Empowerment (Amendment) Bill, 2023 for Kajiado County	Emailed to the clerk of the County Assembly
27 September, 2023	Memorandum on the the County Annual Development Plan Fy2024-2025	Oral and written Submissions
28 September, 2023	Memorandum on the Busia Finance Bill, 2023	Emailed to the clerk of the County Assembly
29 September, 2023	Memorandum on the Nairobi City County Finance Bill, 2023	Emailed to the clerk of the County Assembly

Key Lessons Learnt

- i. Women continue to be marginalized in the policy public hearings on the various policies/regulations
- ii. Most policy makers are gender insensitive as evidenced by the policies that are either gender neutral or gender insensitive produced by the policy making institutions at both national and county levels
- iii. Women leaders are passionate to influence policies and when equipped with information, knowledge and skills on policy issues, they are willing to take many risks to ensure they represent women's agenda in the public hearings
- iv. The National and County Governments, in Kenya, have a long way to go to adopt gender responsive budgeting (GRB) as a tool for promoting women's empowerment and overall development

- v. Given the highly technical nature of policy analysis, the WEE Hub will require a pool of highly committed gender, legal and economic analysts who are readily available when called upon to analyze selected policies and give recommendations to the relevant institution
- vi. Some counties advertise the public participation without availing the policy documents in their website which makes informed public participation almost impossible

Key Recommendations

- i. The WEE Hub should train as well as recruit more gender, legal and economic analysts to its pool of experts
- ii. Organize awareness creation sessions on gender responsive budgeting for National and County Governments policy makers
- iii. Organize training and capacity building sessions on gender responsive budgeting for National and County Governments policy makers
- iv. WEE Hub should recruit more women leaders to the CWEEN

Expected Outputs for the Period March 2023 – August 2023

- i. Three National Level memorandums on critical policies/regulations for WEE prepared and submitted to the relevant institution
- ii. Six County Level memorandums on critical policies/regulations for WEE prepared and submitted to the relevant institution.
- iii. A report on capacity building on policy advocacy for twenty members of women’s economic empowerment county network.

1.1.1.2 Targeting Policy makers directly for negotiations using the evidence that we have generated

Targeting policy makers directly for negotiations using the evidence that we have generated- During the reporting period, the WEE Hub supported the State Department for Social Protection to develop the draft Social Protection Bill. Using research conducted under cluster two and building on the work the WEE Hub had done in the last reporting period on social protection and inclusion, the WEE Hub research team worked closely with the State Department in the preparation of the Bill. Further, the WEE Hub team participated in the process of public participation and was part of the team that collected views from the public. The WEE Hub team also supported the review of the Bill based on the views that had been submitted by the public.

Outputs

- i. Report of the meetings held in Hill Part Hotel in October 2023 on the development of the Social Protection Bill.
- ii. Draft Social Protection Bill.

1.1.1.3 Creating and building relationships between specific policy makers and the WEE Hub

The WEE Hub continued to build the relationships it has with policy makers at the various state departments and agencies. In particular, the WEE Hub supported the State Department for Gender during the preparations for the 2024 International Women’s Day celebrations, and has been part of the planning team for this event. Further, the WEE Hub held consultative meetings with a team from the World Bank for purposes of exploring possible areas of collaboration.

Outputs

- i. Planning report for the 2024 International Women’s Day celebrations.
- ii. Invitation letter from World Bank team to participate in World Bank Mission.
- iii. Report of meeting with the World Bank held on 27th September 2023.

1.1.1.4 Facilitating high level meetings/consultations/conferences in collaboration with our partners, with official opening done by senior government officials, during which research findings and recommendations were presented by PIs

Through the Policy Advocacy Coordination team, which was working collaboratively with NABWEE, and Knowledge Management Committee, the WEE Hub collaboratively organized and participated in the 2024 Women’s Economic Forum. This is an annual forum which brings together women leaders, women entrepreneurs and policy makers to discuss issues of women’s economic empowerment. During this year’s forum, the WEE Hub leader delivered a powerful speech on the place of women in the Kenyan economy. Further, the WEE Hub team delivered two specific sessions to train and equip women with knowledge on running a successful start-up and pitching one’s business for funding and investor interest.

Outputs

- i. Report of the 2024 Women’s Economic Forum Kenya.

1.1.1.5 Working with mainstream media to disseminate research findings and create awareness on the importance of WEE

WEE Hub researchers and partners have continued to appear in local TV stations to promote issues of WEE. The specific outputs are provided under the section on knowledge management and communication.

1.1.2 Outcomes

- i. Increased visibility of the WEE Hub which has attracted new possible partners and areas of collaboration, such as that presented by the World Bank.
- ii. WEE Hub has maintained a good working relationship with various policy implementers, the State Department for Gender and the State Department for Social Protection, which in turn means that the WEE Hub’s technical expertise in relation matters of WEE is now greatly recognized.
- iii. The capacity of the CWEEN team has been enhanced so that they can continue to champion WEE at the county level and at the national level.
- iv. The NABWEE network’s potential for growth has been enhanced through the development of the consolidated and detailed data base.

1.1.3 Key Learnings

- i. Working with CWEEN at the research level is an important means of promoting the growth and sustainability of the network. Equipping the grassroots women with research skills enable them to conduct research as integral members of the research teams and this gives the research greater credibility at the grassroots level. Further, the women are better able to articulate issues of WEE, because they already have knowledge acquired through their participation in the research process.

- ii. The consolidated data base is an integral part of the WEE Hub’s policy advocacy strategy as it provides a mechanism for linkages and networking, and must continually be updated in order to continue adding value.
- iii. There is a need for continued integration of the overall policy advocacy mechanism into the WEE Hub’s specific research projects. This will ensure that all the policy advocacy activities conducted by the various research teams at the WEE Hub are picked and include in the WEE Hub’s overall reporting on policy advocacy.

1.1.4 Impact

- i. Key issues which the NABWEE team presented during before the Technical Working Group on the Not More than Two Thirds Gender Principle were taken on board. In particular, the formula which was proposed by the WEE Hub was adopted by the Technical Working Group.
- ii. The CWEEN team has been greatly empowered and they are more confident to address issues of WEE at their various counties, and some have gained an interest to participate in policy advocacy at the national level.
- iii. The research conducted by the WEE Hub directly influenced the preparation of the Social Protection Bill.

2.0 NETWORKING AND ALLIANCE BUILDING FOR WOMEN’S ECONOMIC EMPOWERMENT (NABWEE)

Evaluating what Works in Networking and Alliance Building for WEE: Utilizing Best Practices for Women’s Self-mobilization in Influencing Policies, Programs and Regulations for WEE

2.1 Status of the Project

During the reporting period, the project continued to promote women’s self-mobilization for policy advocacy. Further, the project baseline survey was initiated. A total of 374 women across the country were interviewed virtually using a quantitative tool by a team of researchers from the Hub and 9 County Women’s Economic Empowerment Network (CWEEN). This was followed by Key Informant Interviews (KII) that targeted National Women Leaders. Senior researchers at the Hub administered the qualitative tool to assess women leaders’ experiences in policy advocacy, interviewing a total of 26 respondents some with their own community-based organizations, others from nongovernmental organizations, faith based organizations and from academia. Alongside KII, NABWEE conducted 6 Focused Group Discussions (FGD) to assess county women’s participation in policy advocacy interviewing a total of 78 participants again with the help of 6 County Women researchers. The quantitative data analysis has been completed, while the analysis for the qualitative data is currently under way.

As part of the baseline survey, the following key milestones were achieved:

- i) Training of a core team from the County Women’s Economic Empowerment Network (CWEEN), where they were equipped with research skills in quantitative and qualitative data collection. This was an important achievement, because the CWEEN team not only collected data during the baseline survey, thereby providing greater social legitimacy for the process, but they were also able to sensitize and create awareness about specific WEE issues to the research participants whom they interviewed.
- ii) Development of a consolidated and detailed data base of women who can be mobilized to participate in policy advocacy activities and therefore join the network for WEE.

Further, NABWEE members have also actively responded to call for public participation to ensure women’s views are in cooperated for gender responsive policies. In particular, the NABWEE team

made submissions before the Technical Working Group on the Not More than Two Thirds Gender Rule in October 2023. Additionally, the CWEEN team made submissions on the Social Protection Bill and the Draft Regulations on the Social Health Insurance Fund when the calls were made in February 2024.

2.2 Key Outputs (September 2023 to February 2024)

The following are the key outputs realized during the reporting period:

- i. 1 Report for NABWEE baseline survey researchers training to equip them with necessary knowledge and tools to successfully conduct credible telephone interviews.
- ii. Data collection instruments (quantitative, qualitative & FGD guide) for the baseline data collection exercise.
- iii. 1 NABWEE Network Database
- iv. 26 Recording for KII interviews for transcription.
- v. 1 Report for NABWEE technical committee joint meeting with women from county women economic empowerment network coordinators.
- vi. 1 Report for NABWEE members' participation during stakeholders' engagement on the realization of the not more than two - thirds gender principle.
- vii. 1 Report for the NABWEE National Caucus public participation on Social Protection Bill, 2023.
- viii. 1 Report for the NABWEE Steering Committee meeting to review the draft Regulation for the Social Health Insurance Act.
- ix. Memoranda on the Social Health Insurance (General) Regulations, 2024
- x. 1 Report for NABWEE members' participation during the Annual Women's Economic Forum 2024.

2.3 Outcomes

- i. Increased visibility and recognition of the WEE Hub as a leading academic institution that generates cutting edge research that is useful in informing and shaping policy.
- ii. Increased participation of women under NABWEE umbrella during call for public participation. This ensures their views and perspectives are captured in the Bills.
- iii. Members of NABWEE networking and collaborating in advocating for WEE Agenda in their respective counties and organizations.
- iv. Increased awareness and capacity enhancement for gender responsive policies for women leaders who participate in the WEE Hub policy review technical meetings.

2.4 Key Lessons Learnt

- i. Women are keen to find networking strategies that would contribute to their wellbeing and economic empowerment.
- ii. Continuous collaboration with various networks including the county organs, GOK organs, Private sector and NGOs in order to strengthen Policy advocacy.
- iii. Continuous engagement with policymakers, community leaders and other stakeholders is crucial to ensure that research findings are used to promote gender equality and address women's issues.
- iv. Collaboration with stakeholders can enhance the relevance and impact of the research as well as ensure that the research findings are translated into policy and practice.
- v. To influence county level policies, the WEE Hub must have a close network of women leaders who are committed to WEE.
- vi. To continuously engage County Women's Network in research to build their capacity for policy advocacy for WEE.
- vii. Through the public participation meetings, NABWEE members are made aware of policies that need reforms and they are able to speak in one voice while negotiating for WEE policy reforms.

- viii. Policies, regulations and programmes on WEE are better implemented when there are more women in decision making spaces.
- ix. NABWEE is a strong women's movement capable of bringing change that women desire.

2.5 Key Recommendations

- i. There is need for capacity building for women leaders at the National and County levels to make them aware of gender responsive policies and enhance their advocacy skills.
- ii. There is need for a strong women's network both at the National and County levels that will advocate for WEE policy reforms.
- iii. More research and documentation of women's challenges, achievements and milestones to bring women's concerns to the mainstream for policy dialogue and policy change.
- iv. There is need to institute women based structures (i.e., Radio station for communication in order to enhance grassroots engagement.
- v. NABWEE to embrace intergenerational engagement for young women to learn from the older women involved in the women's movement.

2.6 Expected Outputs (March 2024 – August 2024)

- i. NABWEE Baseline Fieldwork report documenting the experiences of women with self-mobilization, policy advocacy and their successes, opportunities and challenges.
- ii. Report for women's organizations, women's groups, women's enterprises, policy makers and implementers at a national meeting.
- iii. A strategic plan for further activities under the NABWEE Platform

2.7 Impact

- i. Increased visibility and recognition of WEE Hub as a leading centre in conducting cutting edge research in matters WEE.
- ii. Solid partnership with policy makers, women's organizations championing for WEE as well as County Women's Economic Empowerment Network (CWEEN)

PART 3: KNOWLEDGE MANAGEMENT AND COMMUNICATION (KMC)

3.1 Status of Knowledge Management and Communication: September 2023 –February 2024

The KMC continued to build its knowledge base from the research findings, synthesizing and packaging the findings for different audiences to share across its various channels. KMC also established a strong media partnerships that enabled wide coverage and visibility of the Hub’s work in multiple channels.

3.1.1 Knowledge Management Outputs

Digital repository

The KMC continued to disseminate research findings and knowledge products of the WEE Hub through the e-repository <http://erepository.uonbi.ac.ke/> under the African Women Studies Centre (AWSC) publications, thematic areas and videos collections.

3.1.1.1 Outputs

The following publications were uploaded to the e-repository during the period

- i. Evaluating the Effectiveness of Business Incubation on Women’s Enterprises for Upscaling - <http://erepository.uonbi.ac.ke/handle/11295/163872>
- ii. Field Marshal Muthoni Kirima's tribute to the late Prof. Micere Mugo - <http://erepository.uonbi.ac.ke/handle/11295/163801>
- iii. WEE Hub Newsletter (Vol.1, Issue 03, Aug 2023) - <http://erepository.uonbi.ac.ke/handle/11295/163795>
- iv. Social Protection for Women’s Economic Empowerment - Lessons From Kazi Mtaani & Inua Jamii - <http://erepository.uonbi.ac.ke/handle/11295/163760>
- v. Assessing What Works for Women’s Economic Empowerment (WEE) in the Implementation of Kenya’s Credit Guarantee Scheme - <http://erepository.uonbi.ac.ke/handle/11295/163759>
- vi. Assessing the Contributions of the Women’s Movements & Women’s Self-Mobilization, to Women’s Economic Empowerment in Kenya Between 1963 and 2010 - <http://erepository.uonbi.ac.ke/handle/11295/163758>
- vii. Examining Strategies that Women’s Movement Used to Realize Gains in the Kenya Constitution 2010 - <http://erepository.uonbi.ac.ke/handle/11295/163757>
- viii. WEE Hub Newsletter (Vol.1, Issue 02, Jun 2023) - <http://erepository.uonbi.ac.ke/handle/11295/163716>

3.1.1.2 Outcome

Enhanced local and international visibility of the Hub’s work through the AWSC WEE Hub community on the e-repository. The community had a total of 18,456 visits up from 15,840 previously reported. Out of these China topped with 15,312 up from 11, 879 views, Kenya 1201 up from 951, US 711 up from 529, Netherlands 308 up from 225 and Sweden 90 up from 89.

- i. **Publications collection** had a total of 438 visits up from 370 with the top five countries lead by Kenya at 250 up from 187, US 93 up from 70, France remained at 20, China 15 up from 8.
- ii. **Thematic areas collection** received 382 views up from 323 with top five country-views in order of rank and average; Kenya 197 up from 170, US 91 up from 68, France 20, China dropped from 20 to 12 and Germany maintained 7 visits.
- iii. **Videos collection** over the period the section had 306 views up from 250 views with its top country views being from Kenya 142 up from 134, US 89 up from 65, France 21 up from 20 and China 13 up from 8.

3.1.1.3 Key lessons learnt

- i. In the comparison of the AWSC WEE Hub-traffic and other UoN digital repository, while China continues to rank higher in the general views to the WEE Hub community on the e-repository for the publications, thematic areas and videos collections specifically Kenya ranked highest in number of views. This is the contrary for the other Faculties where Kenya ranks highest in overall views followed by the United States.
- ii. Comparison of the traffic is a good pointer to the scholars who access publications and knowledge products of the AWSC WEE Hub.
- iii. While the Kenyan scholar's interest in knowledge from WEE Hub has increased, there remains a significant margin in the scholars from China accessing the knowledge products.

3.1.1.4 Recommendations

- i. The Hub should invest in a software that provides more refined analytics that can provide detailed information about those accessing the publications.
- ii. The Hub should set a budget to promote the web url and the AWCS community and collections to increase the number of viewers.
- iii. The Hub should promote the social media pages and specific research findings shared therein to reach more of the target audience.
- iv. Encouraging all WEE Hub researchers to recommend the resources available to their networks.
- v. Work with the faculty to ensure ease of access and visibility of the knowledge products

3.1.2 Communication

The KMC boosted engagement with stakeholders through the communication strategies below:

- a. Dissemination of research findings through digital media channels
 - i. Dissemination of information and research findings through owned media and the WEE Hub website, and social media channels, emails and other direct and group communication channels such as WhatsApp forums.
 - ii. Dissemination through external/earned media and TV and digital news channels.
- b. Dissemination of research findings through print media
 - i. WEE Hub Publications
 - ii. Print Media coverage (earned/external media) Newspapers and Magazines
- c. Dissemination and sharing of information through in person meetings, seminars and workshops.
- d. Branding and events

3.1.2.1 Dissemination of research findings through digital media channels: website, Social Media Channels, email and earned digital media TV Media coverage.

Sharing information with stakeholders through earned media , the WEE Hub owned media, website, social media and through emails.

Status of implementation

Website

The website has been improved and regularly updated with multi-media elements and fresh content about the Hub's projects, activities and resources. The website's slideshow has been regularly updated and made more interactive, viewers can click the caption when they click the link. Its current domain under the University of Nairobi has improved its accessibility and recorded increased reach and usage. The site continues to leverage the University's backlinks with other institutional websites and reach. The website has been a source of WEE research information for researchers and other scholars as well as other WEE stakeholders. The visitors' statistics has increased to 90,698 up from 53,910, 65% increase visitors with unique visitors increasing from 4410 from 9,209 a 130% increase.

During the period, the website had 1834 users up from 253 and 1743 new users up from 250. Kenya topped consistently over the six months with an average of 262 users monthly followed by Netherlands at 10 users and the United States with an average of 8 users.

Thirteen new uploads were done on the website during this period; 5 technical reports 1 newsletter, 1 video and five employee profiles updated

Outputs

Publications

- i. Making Women's Participation Count in Innovative and Resourced Climate Action - AWSC paper for the Africa Climate Summit 2023.
<https://weehub.uonbi.ac.ke/uon-awcs-and-partners-africa-climate-week-sept-4th-2023>
- ii. Technical Report Cluster 4 Project 1:-Examining Strategies Women's movement used to realize gains in Kenya Constitution 2010
<https://weehub.uonbi.ac.ke/examining-strategies-womens-movement-used-realize-gains-kenya-constitution-2010-2023>
- iii. Technical report Cluster 4 Project 2: Assessing the contributions of women's movement and women's self-mobilization to women's economic empowerment in Kenya between 1963 and 2010
<https://weehub.uonbi.ac.ke/assessing-contributions-womens-movements-and-womens-self-mobilization-womens-economic-empowerment>
- iv. Evaluating the impact of affirmative action funds on women's economic empowerment; Lessons learnt from Credit Guarantee Scheme.
<https://weehub.uonbi.ac.ke/evaluating-impact-affirmative-action-funds-womens-economic-empowerment-lessons-learnt-these-funds>
- v. Social Protection for Women's Economic Empowerment: Lessons from Kazi Mtaani and Inua Jamii
<https://weehub.uonbi.ac.ke/node/346>

1 Newsletter upload

WEE HUB Newsletter Vol 1 Issue 03 August

<https://weehub.uonbi.ac.ke/fresh-release-wee-hub-q3-newsletter-august-2023>

Videos

1 YouTube Video on the website

<https://weehub.uonbi.ac.ke/youtubevideos>

5 employee profiles: WEE Hub team

<https://weehub.uonbi.ac.ke/leadership>

<https://weehub.uonbi.ac.ke/Quality%20Assurance%20Panel>

<https://weehub.uonbi.ac.ke/researchers>

<https://weehub.uonbi.ac.ke/Secretariat>

<https://weehub.uonbi.ac.ke/communication>

Latest News section uploads

1. [Africa Climate Summit Intergenerational Dialogue](#)
2. [AFRICAN LEADERS NAIROBI DECLARATION ON CLIMATE CHANGE AND CALL TO ACTION](#)

3. [WEE Hub at the Kenya Food Event Expo 5th - 7th September 2023](#)
4. [UoN AWCS and Partners at the Africa Climate Week - Sept 4th 2023](#)
5. [AWSC Side Event at the Africa Climate Summit 2023 - 9th September 2023](#)
6. [Climate Change, Environment and Biodiversity Technical Meeting](#)
7. [WEE Hub Meeting with Equity Foundation Team](#)
8. [FRESH RELEASE: WEE HUB Q3 NEWSLETTER - AUGUST 2023](#)
9. [WEE Hub Meeting with Cooperative Bank on Financial Inclusion for WBI Entrepreneurs](#)
10. [WEE Hub Technical Working Meeting on Social Protection Bill - 3rd November 2023](#)
11. [WEE Hub meeting with BMGF Team - 8th November 2023](#)
12. [WEE Hub's Contribution to BCRUP Strategic Plan - 13th Nov 2023](#)
13. [WEE Hub's Recommendations to Two-thirds Gender Principle Strategy - 14th Nov 2023](#)
14. [Social Protection Stakeholders' Engagement Forum - 22nd Nov 2023](#)
15. [Presentation of AGPO Technical Report - 28th November 2023](#)
16. [Cherie Blair Foundation Survey](#)
17. [UoN AWSC at COP 28 - Dubai, Dec 2023](#)
18. [WEE Hub End of Year Luncheon - 20th Dec 2023](#)
19. [WEE Hub visit to Sweet and Dried Ent, Tharaka Nithi County - 11th Jan 2024](#)
20. [WEE Hub visit to Ntharene Women's Group - Tharaka Nithi County - 12th January 2024](#)
21. [Call for Public Participation on Social Protection Bill, 2024](#)
22. [NABWEE National Caucus Presents Memorandum on Social Protection Bill 2024 - 26th January 2024](#)
23. [Presentation of the AGPO study Technical Report and Policy Brief to the Public Procurement Regulatory Authority \(PPRA\) Director General - 6th Feb 2024](#)
24. [AWSC Reflections and Strategic Planning Workshop - Lake Naivasha Resort January 31-February 2nd, 2024](#)
25. [Social Protection Working Session - 13th Feb 2024](#)
26. [Incubation Project Monitoring Workshop - 20th Feb 2024](#)
27. [Social Protection Workshop to Review Comments from Public Participation - Naivasha - 14th and 15th Feb 2024](#)

Photo gallery

1. [Africa Climate Summit Intergenerational Dialogue](#)
2. [WEE Hub at the Kenya Food Event Expo 5th - 7th September 2023](#)
3. [AWSC Side Event at the Africa Climate Summit 2023 - 9th September 2023](#)
4. [Climate Change, Environment and Biodiversity Technical Meeting](#)
5. [WEE Hub Meeting with Equity Foundation Team](#)
6. [WEE Hub Meeting with Cooperative Bank on Financial Inclusion for WBI Entrepreneurs](#)
7. [Technical Working Meeting - Social Protection Bill 3rd and 6th November 2023](#)
8. [WEE Hub meeting with BMGF Team - 8th November 2023](#)
9. [WEE Hub's Contribution to BCRUP Strategic Plan - 13th Nov 2023](#)
10. [WEE Hub's Recommendations to Two-thirds Gender Principle Strategy - 14th Nov 2023](#)
11. [Social Protection Stakeholders' Engagement Forum - 22nd Nov 2023](#)
12. [Presentation of AGPO Technical Report - 28th November 2023](#)
13. [UoN AWSC and CRAWN Trust at COP 28 - Dubai, UAE - 4th Dec 2023](#)
14. [WEE Hub End of Year Luncheon - 20th Dec 2023](#)
15. [WEE Hub visit to Sweet and Dried Ent, Tharaka Nithi County - 11th Jan 2024](#)
16. [WEE Hub visit to Ntharene Women's Group - Tharaka Nithi County - 12th January 2024](#)
17. [NABWEE National Caucus Presents Memorandum on Social Protection Bill 2024 - 26th January 2024](#)
18. [AWSC Reflections and Strategic Planning Workshop - Lake Naivasha Resort January 31-February 2nd, 2024](#)

19. [Presentation of the AGPO study Technical Report and Policy Brief to the Public Procurement Regulatory Authority \(PPRA\) Director General - 6th Feb 2024](#)
20. [Social Protection Working Session - 13th Feb 2024](#)
21. [SOCIAL PROTECTION WORKSHOP TO REVIEW COMMENTS FROM PUBLIC PARTICIPATION - NAIVASHA - 14TH AND 15TH FEB 2024](#)
22. [Incubation Project Monitoring Workshop - 20th Feb 2024](#)

TV and digital media

Outputs

- i. Prof Kabira speaking on access to Affirmative Action Funds at the Women Economic Forum 2024
<https://youtu.be/89hTcRcnHJM>
- ii. Women’s Business Incubation Project entrepreneurs at Sarit Centre Expo
- iii. Google group writers of the book on “Feminist Epistemology for Women’s Economic Empowerment” for collaboration <https://groups.google.com/g/uon-wee-hub-book-writers/c/3TivMbDgwtU>
- iv. Impact stories of women entrepreneurs under the women-focused business incubation project on YouTube
- v. Women providing solutions to the effect of climate change
<https://youtu.be/k7o4CQhaqDM?si=NkeLQO7A8Ri57E5F>

Social Media Strategy

The Hub’s engagement with stakeholders through social media was enhanced, particularly through X (formerly Twitter), YouTube and facebook. The account IDs ; YouTube channel and @WEE_Hub X(Twitter) handle; @wee_hub: https://twitter.com/wee_hub.

X (formerly Twitter)

The WEE Hub X (Twitter) account has gained momentum and continues to grow its organic subscription exponentially helping the Hub to engage stakeholders globally sharing research findings and updates on the activities and progress.

Outputs

The posts on the handle has received 21, 058 organic impressions and 20 new followers.

https://analytics.twitter.com/user/wee_hub/home

YouTube

Edited and uploaded seven new videos onto the UoN WEE Hub YouTube channel

Outputs

- i. WEE Hub Empowering Women; Training on cassava and cashew nuts value addition
<https://youtu.be/gVW2Uu6etck?si=ot8nvvkVPdoHtcEj>
- ii. WEE Hub women’s testimonials on value addition training;
<https://youtu.be/8r-aiwLMFuo?si=FVVIwRDDc8jZPFMo>
- iii. Value addition training at KIRDI: Kwale and Kilifi women entrepreneurs’ testimonials;
https://youtu.be/bNum_4IbFec?si=VziK3mpBwHahPcFz
- iv. Field Marshal Muthoni Kirima’s Tribute to the late Prof. Micere Mugo
<https://youtu.be/FHVyt48sfYE?si=v9JmAaXpSARMOyET>
- v. Contributing to building a system that works better for women
<https://youtu.be/UxmkznUdPwk?si=qNGfAGIbHH7XgzNh>
- vi. Women providing solutions to the effect of climate change
<https://youtu.be/k7o4CQhaqDM?si=NkeLQO7A8Ri57E5F>
- vii. Networking and Alliance Building for Women’s Economic Empowerment (NABWEE), national women caucus’ submission of memorandum on the Zero Draft Social Protection Bill 2024
<https://youtu.be/LpFWQCrGMoA?si=6AjMsmJFeini0IIV>

b) Outcomes

- i. Increased awareness about the Hub's work and activities.
- ii. Increased engagement with stakeholders interacting with the Hub' research reports.
- iii. Documenting and amplifying the voices and efforts of the women by sharing on digital platforms.

c) Lessons learnt

- i. Professional interaction on digital platforms drop towards the end of the year, a decline in engagement on the website and Twitter was observed from October.
- ii. Improved design of the landing page, regular updates and interactivity increased traffic.
- iii. Consistent engagement of stakeholders on digital space particularly Twitter increased visibility of the Hub's work and engagement; increased impressions and engagement.
- iv. Enhanced media partnership has the potential to increase visibility of the Hub's work through tactics such as media field visits to project site, luncheons as advocacy efforts.

d) Recommendations

- i. Invest in media launches of critical research reports for an enhanced uptake
- ii. Utilize public education and sensitization/dissemination of research findings for targeted dissemination and visibility of research reports.
- iii. Joining community of practice relevant to each of the thematic areas for dissemination and advocacy.

3.1.2.3 Dissemination of research findings through print media

Print Media

Outputs

- i. 1 article published in external/earned mainstream print media- newspapers (link to be provided)
- ii. 1 UoN WEE Hub Newsletter Vol 1, Issue 4
(link to be provided upon completion ad upload)

3.1.2.4 Dissemination through in person meetings, seminars, workshops/event and branding

Developed various IEC materials with information about the WEE Hub research on different thematic areas;

Events

- i. Africa Climate Summit (ACS) 2023 forum. Information also shared during the summit with the global stakeholders about the Hub's work with links to research reports.
- ii. ACS 2023 side event on Intergenerational Dialogue on Climate Action attended by global leaders and enthusiasts in the climate action space.
- iii. Business Expo for Women entrepreneurs under the business incubation project; utilizing the event to share information about the Hub and its research work.
- iv. Annual Rights Conference, emphasizing the role of the WEE Hub and its work on Social protection, supporting Article 43 on socio-economic rights in relation to WEE
- v. COP 28 in United Arab Emirates on climate action.
- vi. Social protection Policy drafting, public participation and incorporation of comments

Outputs

- i. Event photos, Tweets and website posts (links available in the different sections)
- ii. Articles for publication in Volume 1, Issue 4 of the Newsletter.
- iii. Videos 3 videos produced and uploaded on YouTube

Outcomes

- i. Strengthened dissemination efforts by repackaging material into easily accessible outputs.
- ii. Enhanced networks with partners, increased Twitter impressions and new followers.
- iii. County Government of Muranga requested to partner with WEE Hub in projects aligned to its WEE strategy as a result of interacting with the WEE Hub newsletter shared with them.

Key Learnings

- i. Using the newsletter to engage stakeholders' harnesses and documents knowledge generated by the Hub and reaches more stakeholders.
- ii. Media relations boosts visibility, heightened awareness and visibility of the Hub's work, this is evident in the requests for partnership.
- iii. There's need to invest resources in the digital platforms, promoting posts to widen reach of stakeholders.
- iv. The Hub should invest in KMC particularly on documentation through alternative channels.
- v. Replicate the investment on print publications to other digital platforms such as such as video documentaries, short video clips to reach the wider stakeholder target especially the grassroots women.

d) Impact

- i. The media coverage from star newspapers led to the collaboration with the Kenya Food Event organizers who invited the Hub to provide a space for the Women in Business Incubation Project to exhibit their products. In return the women made business networks and gained marketing skills.
- ii. Investment in KMC has contributed to enhanced visibility, more investment has the potential to leapfrog the progress.
- iii. Documenting and sharing impact stories is powerful.

e) Expected Outputs March 2024-August 2024

- i. Two newsletters
- ii. One dissemination report on Radio dissemination of study findings
- iii. One video documentary for the Hub's work
- iv. 6 short clips of impact stories
- v. 4 articles highlighting key projects and outcomes; 2 in owned media and two pitched to external media.
- vi. 4 Project fact sheets
- vii. 2 Targeted capacity building workshops

PART 4: PARTNERSHIPS AND COLLABORATIONS

During this reporting period, implementation of WEE Hub’s research agenda was carried out in partnership with CCGD, CRAWN Trust, Techno Serve, Ministry of East Africa Community and Regional Development. Other partners WEE Hub worked with include Sweet and Dried Enterprise Ltd., Kenya Industrial Research and Development Institute (KIRDI), Kenya Industrial Estate (KIE) to train women incubation collectives on value chain and technology transfer.

4.1 Collaboration with CCGD

The WEE Hub collaborates with CCGD on the Childcare Facility and Gender Responsive Budgeting project. CCGD is involved in the management of the childcare facility which has reported immense success. During this reporting period, the CCGD has been engaged in a boardroom advocacy to lobby for the registration of the Busia Childcare facility under Busia County Department of Education and Vocational Training – ECDE Directorate. At the national level, they have participated in the development and validation of the National Care Policy 2023. In addition, CCGD supported KGBN to host virtual webinars to discuss the role of GRB in addressing GBV and promoting gender equality in budget allocations. They have also continued to provide support to Busia Childcare facility staff through the provision of quarterly refresher trainings to ensure quality and unswerving service provision at the daycare with the last training held on the 11th October 2023.

4.1.1 Outputs from CCGD

- i. Progress Report from CCGD – September 2023 – February 2024
- ii. Report on National Care Policy 2023 Validation Workshop Report
- iii. A report for the Virtual Webinar on Rising Strong: Kenya Roadmap to 2026- Tackling GBV Head On
- iv. Weekly admission Register
- v. Busia Childcare Centre Register 2023
- vi. Busia Childcare Centre Register 2024
- vii. Letter from the Malaba Cross-border Women

4.1.2 Outcomes

- i. Increased advocacy and engagement towards influencing policy change and prioritization of GBV interventions as a result of empowered stakeholders to advocate for the integration of GRB principles into government budgets and programs aimed at combating GBV.
- ii. Increased body of knowledge on GRB implementation best practices enhancing collective learning and collaboration among stakeholders
- iii. Improved staff knowledge and skills on new and suitable child care giving duties and responsibilities due to continued provision of staff refresher trainings.
- iv. As a result of continuous advocacy for affordable childcare services, Malaba Cross-border women traders requested for the establishment of a childcare facility at the Malaba border.

4.1.3 Key Learnings

- i. Care work is one of the pillars of the socio-economic system. Paid and unpaid care work is crucial for future decent work therefore reducing UCDW will strengthen WEE.
- ii. The National Care Policy 2023 aligns with SDG 5 focusing on gender inequality and leveraging the ILO's "5R (Recognize, Reduce, Redistribute, Reward and Represent) Framework for Decent Care Work.
- iii. Harmonizing childcare standards and all models is essential for developing informed strategies to devolve the childcare curriculum, including non-center-based care in the National Care Policy, 2023.
- iv. Despite commitments to gender-responsive budgeting, actual expenditure on GBV initiatives remains inadequate, with the absence of a multi-sectoral approach and insufficient budget allocation limiting progress.
- v. Despite Kenya's robust GBV laws, challenges in establishing protocols for service providers hinder enforcement. This calls for prioritizing funding for capacity-building to implement gender-sensitive protocols effectively.

4.1.4 Recommendations

- i. The Care policy should factor in a Detailed Implementation Plan (DIP). Cost-benefit analysis framework and specific impact measurement indicators.
- ii. Need to structure a multi-sectoral gender-responsive budgeting approach to ensure equitable resource allocation for GBV prevention and response initiatives, bridging the gap between commitments and actual expenditure.
- iii. A gender-responsive budgeting approach should be developed as part of GBV preventive and response initiatives to bridge commitment and expenditure gaps.
- iv. Need to allocate resources for address service provision gaps for equal support for all GBV survivors hence promoting gender equality and social justice

4.2 Collaboration with TechnoServe

The UON WEE Hub and TechnoServe are in a collaboration to establish an incubation program with the aim of promoting the growth of women's businesses, monitoring of the development of the incubation process and documenting what works in the process of incubation to upscale best practices for greater growth of women's entrepreneurship. During this reporting period, TechnoServe continued to offer comprehensive training and mentorship leveraging a diverse ray of digital platforms. They introduced physical trainings and interventions to three counties i.e. Kisumu, Busia and Bomet comprising of full day group training sessions and on-site visits to different businesses. This provided an opportunity to engage with participants in their local environments, gaining insights into the specific challenges and opportunities they face. In addition, Techno Serve switched to monthly monitoring exercises from September 2023 and managed to conduct five (5) monitoring routines between September 2023 and February 2024 to track the progress of the incubates.

4.2.1 Outputs

- i. Progress Report from TechnoServe – September 2023 – February 2024
- ii. WBI Training Report Mid-Year 3
- iii. Monitoring and Evaluation Report
- iv. WEE Promising Intervention – Successful Model Documentation

- v. Western Circuit Work Plan

4.2.2 Outcomes

- i. Program participants have reported a noticeable improvement in their business competence demonstrating enhanced financial management, marketing strategy implementation and overall business efficiency.
- ii. Increased income levels through the establishment of 72 new businesses and introduction of 115 new product lines.
- iii. Increased women businesses monthly average revenue across the project implementation period from Ksh. 128,659 in December 2022 to Ksh. 162,323 in February 2024
- iv. Increased job creation and gender-inclusive economic opportunities with 92 new jobs created, 61% of which are held by female employees.
- v. Enhanced competitiveness and adaptability of 60% of the businesses in the rapidly evolving business landscape due to the integration of digital tools in their operations.
- vi. 55% of the women businesses have adopted digital payment systems.

4.2.3 Key Learnings

- i. Face-face interactions with incubates fostered a deeper connection enabling a better understanding of their contexts and facilitating more personalized support.
- ii. The WEE module emerged as a cornerstone of the training initiatives offering a holistic approach to capacity building in various aspects from financial management to marketing strategies enhancing their overall business competence.
- iii. The shift from quarterly to monthly monitoring evaluations allowed for more adaptive and responsive management approach addressing the dynamic needs and challenges faced by women entrepreneurs.
- iv. The projects' emphasis on adaptive strategies and insights enabled effective incorporation of lesson learned contributing to sustained impact and empowerment of women entrepreneurs.
- v. The training and mentorship initiatives led to tangible improvements in business performance including increased revenues, profitability, and operations efficiency.
- vi. The WEE module lays a robust foundation for evidence-based policy advocacy – contributing to informed understanding of policies and affirmative action.
- vii. The ongoing knowledge sharing initiatives like the WEE Communities of Practice (CoP) extended project impact beyond its duration fostering continuous learning and dissemination.

4.2.4 Key Recommendations

- i. Continuous mentorship and support beyond the initial training period is needed for sustainability and long-term success
- ii. Establishment of knowledge hub with a curated and summarized project content will serve as a valuable resource for incubates beyond WBI project completion.
- iii. On-site visits have provided valuable insights into the local business environment, allowing for more comprehensive understanding of challenges and opportunities.
- iv. Provision of a comprehensive digital literacy training will help bridge the digital divide and encourage adoption of digital technologies for enhanced business operations.
- v. There is need to sustain the monthly routine monitoring cycle to ensure ongoing adaptability to the evolving business landscapes.
- vi. More emphasis should be made on the creation of new jobs within women-led enterprises to promote gender equality in employment.
- vii. The program needs to offer a continued mentorship and support for the newly established businesses emphasizing effective product management and marketing strategies

- viii. There is need to offer advanced financial literacy training to empower the incubatees in making informed financial decisions.
- ix. The program should further offer guidance and support for effective asset management and maintenance to maximize their impact on business growth.
- x. The program should actively participate in knowledge-sharing platforms to contribute to the collective understanding of effective strategies and interventions in WEE. This will not only enhance visibility and credibility but also contribute to the broader discourse on WEE through sharing successful models and promising interventions.

4.3 Collaboration with CRAWN TRUST

During this reporting period, CRAWN Trust has been involved in sensitization and capacity building of women on policy advocacy as well as building the capacity of women in business at the county level.

4.3.1 Outputs from CRAWN Trust

- i. Progress Report from CRAWN Trust – September 2022 – February 2023 [click here](#)
- ii. Women Economic Forum concept note [click here](#)
- iii. Facilitator’s guide, participants reading materials and report of the national mentors training on the Faidika Curriculum [click here](#)
- iv. Report on TOT training on dissemination of policy findings on WEE [click here](#)
- v. Presentation for TOT training on dissemination of policy findings on WEE [click here](#)
- vi. Report for policy advocacy capacity building forums for county level WROs and duty bearers. [Click here](#)

4.3.2 Outcome

- i. WEE Hub research findings on social protection and financial inclusion programs disseminated to the NWSC County and Sub-County coordinators and women entrepreneurs
- ii. Enhanced capacity of 233 women on policy processes, power mapping and messaging, advocacy approaches, strategies and tools
- iii. Enhanced participation of project focal point persons - NWSC coordinators, and women entrepreneurs in budgeting and planning processes as well as development CIDP processes
- iv. Enhanced capacity of 5 national mentors to cascade training on Faidika program to TOTs at the county level

4.3.3 Key Learnings

- i. A gap exists in information sharing on opportunities for economic growth such as on grants for WEE and budgeting processes
- ii. There is need to follow up on potential partnerships for women’s and girls’ economic advancement as there are many opportunities for the same
- iii. There is need to cascade sensitization on public budget and planning process

4.3.4 Recommendations

- i. It’s vital to enhance the capacity of newly elected and appointed leaders on policy, with and in-depth focus on the processes prior and during the policy process.
- ii. Continuous sensitization of women, women leaders on WEE issues such as property rights and policy advocacy

4.4 Collaboration with Ministry of East Africa Community and Regional Development

This partnership has been reported under EAC Project

4.5 Collaboration with Kenya Industrial Research and Development Institute

4.5.1 Outputs

4.6 Collaboration with Kenya Industrial Estates

4.6.1 Outputs

4.8 Collaboration with Sweet and Dried Enterprises

A grant agreement was signed between the UoN WEE Hub and Sweet and Dried Enterprises on February, 2024 aimed at providing mentorship/capacity enhancement of the women's collectives under the women's incubation program.

The outputs and outcomes of this collaboration will be reported in the next period.

4.9 Collaboration with NEPAD/APRM Kenya Secretariat

An MOU was signed between the UoN WEE Hub and NEPAD/APRM Kenya Secretariat on January, 2023. The two institutions will work together to implement programmes and projects geared towards women's economic empowerment.

The outputs and outcomes of this collaboration will be reported in the next period.

PART 5: RESEARCHERS' CAPACITY ENHANCEMENT

5.1 Status

During this reporting period, WEE Hub carried out an internal evaluation on research assistants and research fellows who have been engaged regularly at the WEE Hub from the onset, on areas of interest including research and project administration as follows:

- i The Appraisal:** This captured individual Job Description Performance Assessment Results whereby they were required to state the extent to which they achieved set responsibilities and tasks as described in their job description or terms of reference.
- ii Performance Improvement Plan and Career Development:** This entailed Strengths/Potential and RAs were expected to state how they can be assisted to build on their strengths and areas needing improvement. It also involved stating their weakness identified and how they intended to correct them.
- iii Career Development:** This entailed individual advancement objectives and action plan and means of attaining objectives

The results indicated that eight (8) of the research assistants were capable of taking on more complex and technical functions at the WEE Hub. To this end, they were promoted to the level of Research Fellows. The 8 RFs work under the mentorship and guidance of the Hub Leader, Director Research and other individual researchers. Besides research work, a team of four (4) Research Fellows also carry out Program Implementation, Administration and Partnership Management.

The team of research fellows are involved in progress report writing, preparation of policy briefs, development of concept papers, technical report writing, among other activities, bridging the gap occasioned by the fact that most of the senior researchers are also engaged in their primary role which is teaching at the University.

5.2 Key Outputs

A team of Research Fellows participated in preparing the following reports/policies:

- i. A report on progress report writing workshop held in Machakos [click here](#)
- ii. A policy brief on Gender Responsive Budgeting: Recommendations to County Government of Busia [click here](#)
- iii. A policy brief on Participation of Women in Cross Border Trade: A study on Busia County; Recommendations to Busia County Government and National Government of Kenya [click here](#)
- iv. A policy brief on Participation of Women in Cross Border Trade: A study on Busia County; Recommendations: Recommendations to non-state stakeholders [click here](#)
- v. Concept paper on African Feminist Epistemology for Women's Economic Empowerment [click here](#)

5.3 Key Outcomes

- i Increased capacity for research fellows and research assistants to engage in research work, policy advocacy and program administration.
- ii Two of the Research Fellows have been recruited to take up other roles within the government (Office of the First Lady as Director Research; and National Treasury)

PART 6: PROGRAM ADMINISTRATION AND FINANCE

6.1 Internal Midterm Review

During this reporting period, WEE Hub carried out an internal midterm review of the Program, Finance and Administrative Management of the Project with the aim of making the program run more efficiently to deliver the intended results. Among issues identified were that a majority of the senior researchers are busy in both teaching and other consultancies leading to most of the work at the Hub being undertaken by members of the management committee, who equally have to oversee the many diverse projects, partners, policy requests as well as carrying out the research. As a result, an internal evaluation was carried out on all research assistants and research fellows including their interest in research and project administration. WEE Hub recognized the need to build, mentor and guide this team to play a greater role in the research projects and administration. Other decisions made include:

- i Establishment of a Finance Management Committee. This committee was established with the aim of assisting the Management Committee in addressing any financial related queries, and ensure strict adherence to donor financial guidelines and those of the University.
- ii Strengthening the Management Committee. Two members were incorporated into the committee representing Finance Management Committee, and Project Leaders.
- iii Identification of Key Research Fellows who will focus more on research and project implementation. As a result, the position of the Program Manager was rendered

redundant. The team continues to work under the guidance of the Hub Leader and the Director Research.

- iv Creation of a project implementation, partnership and coordination unit.
- v Promotion and Strengthening capacity of research fellows including allocating them to individual senior researchers for mentorship and guidance.

6.2 WEE Hub Audit Exercise

Even though this exercise was carried out during the fourth reporting period, WEE Hub drew some key lessons such as:

- i Lack of a centralized financial documentation system domiciled at the WEE Hub to address issues related to access to financial information of the hub such as requests and payments.
- ii Need to improve coordination between grants office and Hub Secretariat.

In order to make the program more efficient, the following was agreed upon:

- i Recruitment of a full-time accountant based at the WEE Hub office
- ii Formation of a Finance management committee that would meet at least once a month. The committee is to address any problems or queries relating to finance.
- iii For purposes of coordination between Grants and Hub an accountant from the University administration, who understands the operations of grants office and entire finance management at the university was coopted to support in addressing financial queries.
- iv Development of Financial Reporting Guidelines for partners
- v Financial and program monitoring mission to partners by Finance Management Committee

6.3 Budgetary Implications

The proposed changes will have no significant impact on the total personnel budget. With a budget of USD 1,800 per month allocated to the position of the Program Manager, the newly established unit on Project Management and Partnership Coordination will lead to a cost of USD 1,350 per month which is lower than the budgetary allocation previously made to the office of the project manager.

6.4 Research Quality Assurance Panel

Research Quality Assurance Panel remains an integral aspect in ensuring that research conducted by WEE Hub is of high quality. During this period WEE Hub mainly worked with subcommittees of the Panel. In particular the following technical meetings were held to review various reports as highlighted below:

- i. Technical meeting held on 24th February 2023 to review the final technical report for the project: *Analytical Study of Women in the Labour Force in Kenya: A Focus on Employment and Entrepreneurship*
- ii. Technical meeting held on 3rd February 2023 to review the EAC Investment Policy as well as the 6th EAC Gender Development Strategy [click here](#)