

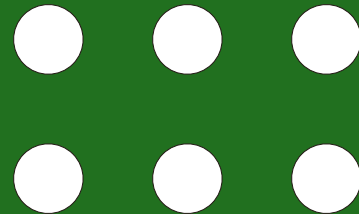
DECEMBER 2022

**TRACKING WOMEN  
ECONOMIC RESILIENCE  
INDICATORS IN MTP<sub>3</sub>  
AND PROVIDING  
RECOMMENDATIONS  
FOR MTP<sub>4</sub>**

**PAN AFRICAN CLIMATE  
JUSTICE ALLIANCE**



[www.pacja.org](http://www.pacja.org)



# TABLE OF CONTENT

Summary of the Kenyan Medium-Term Plans.....	3
The second MTP covers the period 2013 – 2017.....	4
The third MTP covers the period 2018 – 2022.....	5
Understanding the terms of reference .....	6
About the Cross-Sector Partnerships in East Africa to Advance Women’s Economic Resilience Project.....	7
Need for reviewing MTP3 and providing recommendations for the Kenyan MTP4 women's economic resilience indicators.....	8
Aim of the study&Methodology .....	9
Expected Deliverables and Timeline.....	10
Background.....	11
Women Economic Resilience (WER).....	12
The key elements of women’s economic empowerment and resilience.....	13
Figure 1: Pillars to restoring/achieving women's economic resilience. Source Women Win (Win – Win Strategies).. ..	14
Kenyan MTP 3 And Women Economic Resilience (WER).....	16
Analysis of Kenya’s Proposals for Enhancing Women's Economic Resilience and Empowerment.....	17
Triangulated Findings on Women's Economic Resilience and Empowerment in Kenya in line with the strategic areas of focus for MTP 3 (Manufacturing sector).....	19
Triangulated Findings on Women's Economic Resilience and Empowerment in Kenya in line with the strategic areas of focus for MTP 3. (Agricultural Sector: Food Security) .....	20
Constraints to Women's Effective Involvement in Agricultural Production in Rural Areas of Kenya.....	22
Summary policy analysis of women's economic resilience and empowerment in Kenya.....	23
Conclusion and recommendations .....	24
Recommendations for Improving the Measure of Women's Economic Resilience and Empowerment in MTP 4.....	25
Recommendations for Policy and Advocacy.....	26
References.....	27



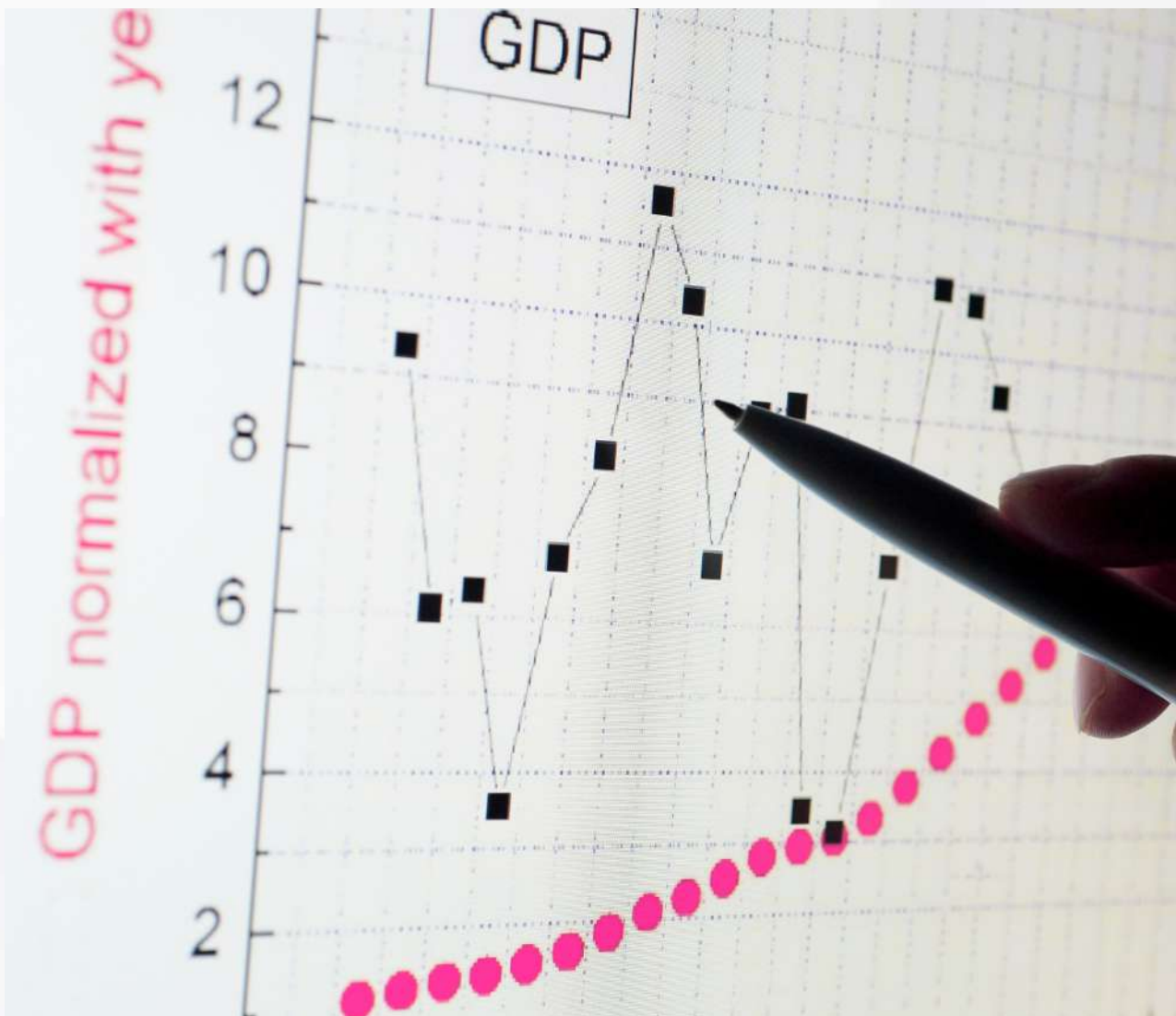
# SUMMARY OF THE KENYAN MEDIUM-TERM PLANS

The Medium-Term Plan (MTP) 2008-2012 was the first in a series of successive 5-year medium-term plans which was to implement the Kenya Vision 2030. It was to implement the Flagship Projects identified under Vision 2030 as well as other key policies and programs over the last five years. A large part of the financing and investment of the programs and projects came from the private sector through Public-Private Partnerships (PPPs). The ratio of investment to GDP was targeted to rise by 10 percentage points in five years while that of domestic savings to GDP was targeted to increase from the current 16 percent to 26 percent over the period.



## THE SECOND MTP COVERS THE PERIOD 2013 - 2017.

The second MTP will endeavor to steer the economy onto a growth path to achieve an average 10 percent Gross Domestic Product (GDP) growth rate per annum by 2017, including meeting the other goals and targets outlined under the social and political pillars of the Kenya Vision 2030. It prioritized policies, programs, and projects to reduce poverty and inequality including meeting the remaining Millennium Development Goals (MDGs) targets.



# THE THIRD MTP COVERS THE PERIOD 2018 - 2022.

The Third Medium Term Plan (MTP III) outlined the main policies, legal and institutional reforms as well as programs and projects that the Government planned to implement during the period 2018–2022. It built on the achievements of the first and second MTPs. Most importantly, it prioritized implementation of the “Big Four” agenda/initiatives including; Increasing the manufacturing share of GDP from 9.2% to 15 % and agro-processing to at least 50 % of total agricultural output.

Providing affordable housing by building 500,000 affordable houses in five years across the country.

Enhancing Food and Nutrition Security (FNS) through the construction of large-scale multi-purpose and smaller dams for irrigation projects, construction of food storage facilities, and implementation of high-impact nutritional interventions and other FNS initiatives; and Achieving 100% universal health coverage.

Like the other past MTPs, MTP 3 had 3 pillars, namely,

- Social
- Economic
- Political pillars.

The Social Pillar of the Kenyan Third Medium Term Plan 2018 – 2022 identified six sectors to drive socio-economic development namely: health; population, urbanization, and housing; education and training; environment, water, and sanitation; gender, youth, and vulnerable groups; and sports, culture, and arts.

Under this pillar and most relevant to this task, Gender equality, empowerment of women, youth, and persons living with disability and other vulnerable groups as well as the full realization of human rights were prioritized during the Plan period. The government set out that the Women Enterprise Fund would increase loan disbursement from a cumulative Ksh.10.4 billion to Ksh.25.7 billion targeting 2,157,653 beneficiaries by 2022.

In addition, the number of women trained in entrepreneurship skills would be increased from 956,493 to 1,632,806. The Uwezo Fund would be scaled up by Ksh.2.5 billion to cover additional 500,000 beneficiaries. Capacity building would be undertaken for 25,000 groups reaching 500,000 individuals. The number of Access to Government Procurement Opportunities (AGPO) registered enterprises would be increased to 210,000 to ensure full access to 30 percent of government procurement opportunities. Further, the National Equality Bill would be developed, enacted into law, and operationalized.



# T O R

## UNDERSTANDING THE TERMS OF REFERENCE

Pan African Climate Justice Alliance (PACJA) is a continental coalition that works in different countries through the national chapters formed within those countries. In Kenya, PACJA works through the Kenya Platform for Climate Governance (KPCG) which is an initiative that brings together civil societies and other non-state actors in Kenya to dialogue on climate change, advocate for low emission, green development pathways and holds nation-state accountable to the commitment to the Paris agreement and other regional and global climate change interventions.

KPCG carries out its programs and activities through Thematic Working Groups (TWG), namely;

- (1) Mitigation TWG,
- (2) Adaptation TWG,
- (3) Technology transfer, Knowledge Management, and Capacity Building TWG,
- (4) Climate Finance TWG and
- (5) Gender, Youth, and Marginalized Groups TWG.

KPCG functions as the National Designated Platform for the Pan African Climate Justice Alliance (PACJA) and is currently hosted at the PACJA secretariat in Nairobi Kenya.

# ABOUT THE CROSS-SECTOR PARTNERSHIPS IN EAST AFRICA TO ADVANCE WOMEN'S ECONOMIC RESILIENCE PROJECT

The 'Cross-Sector Partnerships in East Africa to Advance Women's Economic Resilience' is a 3-year program towards four distinct outcomes

- 1) Increased opportunities for women,
- 2) Policy recommendations at local and national levels,
- 3) Recommendations to business, and
- 4) Recommendations to funders and investors.

These outcomes are all focused on building cross-sector partnerships to advance women's economic resilience to:

1. Develop the capacity of key actors on the women-centered, building-block approach to women's economic resilience (WER), and
2. Make a case for cross-sector partnerships and the building block approach to WER

In the first two years of implementation, Women Win, in partnership with PACJA, New Faces, New Voices Kenya (NFNV) organized a series of activities aimed at enhancing cross-sector knowledge, deepening corporate sector engagement, initialized conversations for a marketplace on Women's Economic Resilience and thought leadership to drive change. These engagements continue to year 3. Further, deliberate efforts to drive advocacy conversations for policy change at the local and national levels are anticipated.

Specifically, PACJA brings together a diverse group of organizations (CBOs, NGOs, FBOs, farmers, and pastoralist groups), working closely with several government bodies and having previously worked to raise awareness on climate change impacts on women through the "Building Community Climate Resilience through Proper Land Use Planning" with a view that women are key stakeholders in paving the way to a more climate-just continent, PACJA provides the most fundamental channel through which women economic resilience can be anchored into the Kenyan Medium Term Plan 4. PACJA, therefore, envisions that she will engage with the local and national government in shaping the WER agenda to prepare the Fourth Medium Term Plan for Kenya's Vision 2030. However, for this to be effectively and efficiently undertaken, clear evidence on MTP 3 women's economic resilience review is necessary to shape the 4th MTP.

# NEED FOR REVIEWING MTP3 AND PROVIDING RECOMMENDATIONS FOR THE KENYAN MTP4 WOMEN ECONOMIC RESILIENCE INDICATORS

As per the constitution, preparation of the 4th MTP would involve stakeholder participation at Counties and National Levels. The 4th MTP would focus on achieving sustained economic growth, addressing income inequality, empowering youth, women, and persons with disabilities, and revitalizing all sectors of the economy to generate employment opportunities.

The MTP4 just like MTP3 and the rest of MTPs shall act as the principal reference policy document to realizing the Kenyan vision 2030 for a period of 5 years. By extension therefore, even the budgeting process (resource allocation by the national treasury), investment patterns and government and private sector response strategies, would be shaped through this policy document. As such, having select indicators on women economic resilience embedded in the MTP4 would not only ensure prioritization by the government but also by the businesses and private sector.

Premised on this explanation, the Pan African Climate Justice Alliance through the Kenya Platform for Climate Governance aimed to build evidence on the women economic indicators put on MT3, the status of their implementation and the gaps therein to inform;

- Proposal for new indicators on key focus areas to advance WER in addressing income inequality, Climate and generating employment opportunities
- Participation in gender working group (at national levels) and lobby adoption (into MTP 4) of proposed indicators on WER;
- Sharing updates on progress made, challenges, and needed adjustments as far as WER is concerned
- Development opinion pieces and article to profile the lobby efforts/agenda shared with the WWS Communication team; plus, social media engagement to raise awareness on the efforts towards WER.





## AIM OF THE STUDY

To review MTP3 and provide recommendations for the Kenyan MTP4 women economic resilience indicators.



## METHODOLOGY

The consultant was expected to focus on qualitative and quantitative analysis that can give insights on the issue in question. Equally, where possible, the consultant was expected hold semi-structured interviews with the known and reputable organizations working on women economic resilience to inform the proposal of the new indicators for MTP4 on women economic resilience.

# EXPECTED DELIVERABLES AND TIMELINE

All written documentation were to be submitted in English using Microsoft Word in soft copy. The main body of the document should be written in simple, non-technical language, with any technical material to be presented in Appendices. All primary data collected, and analysis conducted for the purpose of the study will remain the property of PACJA/KPCG and must be submitted electronically and in a clear and comprehensible format.

PACJA anticipate that the contracted work would take up to 25 working days and that the consultant would submit the deliverables outlined below;

- Inception Report: A detailed report for the consultants' proposed approach to the task. This will provide detailed description of the methodology and tools, research questions, revised budget with a breakdown of costs, and a detailed work plan for the entire exercise.
- Draft one: A draft of the review and recommendations submitted to PACJA/KPCG for approval.
- Final document: A final review and recommendations not exceeding 30 pages submitted by the end of 25 days.

# BACKGROUND

Climate change and gender are inextricably linked because the socialization of gender roles results in adaptive and mitigative capabilities that are also gendered. The global framework for action on climate change, including but not limited to the Paris Agreement and the 2030 Agenda for Sustainable Development, has recognized that to be effective and truly transformative, climate action must respect and promote gender equality and women's rights and economic development. This advancement of gender equality requires climate finance architecture and development blueprints that are gender-responsive and inclusive of the individuals and organizations that have knowledge about gender and are working toward gender equality and women economic resilience.

Sixty percent of the poorest people in the world are women. In every society, women shoulder the lion's share of responsibility for children and the household, a responsibility they manage to combine with economic activity. Women work as farmers, employees, independent entrepreneurs, and managers. The priority they give their family responsibilities is reflected in the fact that they spend a large proportion of their income on food, medical care and education for their children and other family members. Their families, in turn, make a major contribution to the local community and economy.

The Plan prioritizes policies, programmes and projects which will support the implementation of the "Big Four" initiatives namely: Raise the share of manufacturing sector to 15 per cent of GDP; Ensure that all citizens enjoy food security and improved nutrition by 2022; Achieve Universal Health Coverage; and deliver at least five hundred thousand (500,000) affordable housing units. The implementation of the "Big Four" initiatives will also contribute to broad based inclusive sustainable economic growth, faster job creation and reduction of poverty and inequality. All this will be done with close cooperation between the national and county governments as well as other stakeholders.

The MTP III has mainstreamed and will implement the 17 Global Sustainable Development Goals (SDGs) as outlined in the United Nations 2030 Agenda for Sustainable Development. The Plan is further aligned to the Africa's Agenda 2063 which constitute the strategic framework for the socio-economic transformation of the African continent by the year 2063.

# WOMEN ECONOMIC RESILIENCE (WER)

Women's economic resilience (WER), according to Women Win (Win-Win Strategies) basically means enabling women to earn a decent living. It has taken on a variety of definitions and sometimes, is even used without definition. While proponents differ in defining the how and why to achieve WER, there is a general lean and agreement that women's economic resilience deals with how to tackle the wicked problems of poverty, exclusion, exploitation, and gender inequality and 'why'. Because WER is a right irrespective of economic context or instrumental to sustained development or simply to drive business growth? Many assume these gains can go together. WER has become a pressing priority in recent years, as governments, the private sector, and donor agencies recognize its potential to simultaneously catalyze economic growth and contribute to broader human development.

Economically empowered women create healthier, more educated, and more productive societies, with advances in health, education, and security improvements in women's own status and proven 'multiplier effect' benefits for whole societies. Despite major efforts from diverse proponents and the availability of tools and resources, progress is slow and during covid-19, WEE has lost hard-fought gains.

The interests of women and business (or governments) do not always coincide, and it remains challenging to change business practices that rely on the cheap labor and unpaid care work of women. The pandemic and the deepening climate crisis highlight these fragile successes, making it clear that WER can only be sustainable if it includes a deep focus on promoting women's economic resilience to respond to these entwined crises. This presents a unique opportunity to rethink how to 'build back better', by putting grassroots women at the center.



# THE KEY ELEMENTS OF WOMEN'S ECONOMIC EMPOWERMENT AND RESILIENCE.

Win-Win Strategies/Women Win (WWS/WW) strongly believes that women's economic empowerment and resilience (WEE/R) requires a building block approach to address the underlying structural barriers that women face in their economic efforts. It identified eight building blocks that together create an enabling environment of access, voice and agency that allows women to achieve lasting economic advancement. Creating or sustaining these building blocks requires action by the private sector, public sector, and civil society notably women's organizations, in a concerted way e.g., through multi-stakeholder collaboration.

For each of the building blocks, tools and resources are available, e.g., the toolkits developed by the UN High-Level Panel on WEE/R, and IFC's support to women's entrepreneurship and employment. Covid-19 has catalyzed a new-found urgency for business to become more resilient as supply chain disruptions have rippled around the globe. As such, this is a critical moment to examine the broader role of women in value chains through gender-responsive due diligence. This process can guide companies and government to identify barriers to women's economic empowerment and resilience, which supports business continuity. Jobs with decent work conditions that are sustained by markets, while giving women voice and access to social dialogue will build women's economic resilience and business resilience.



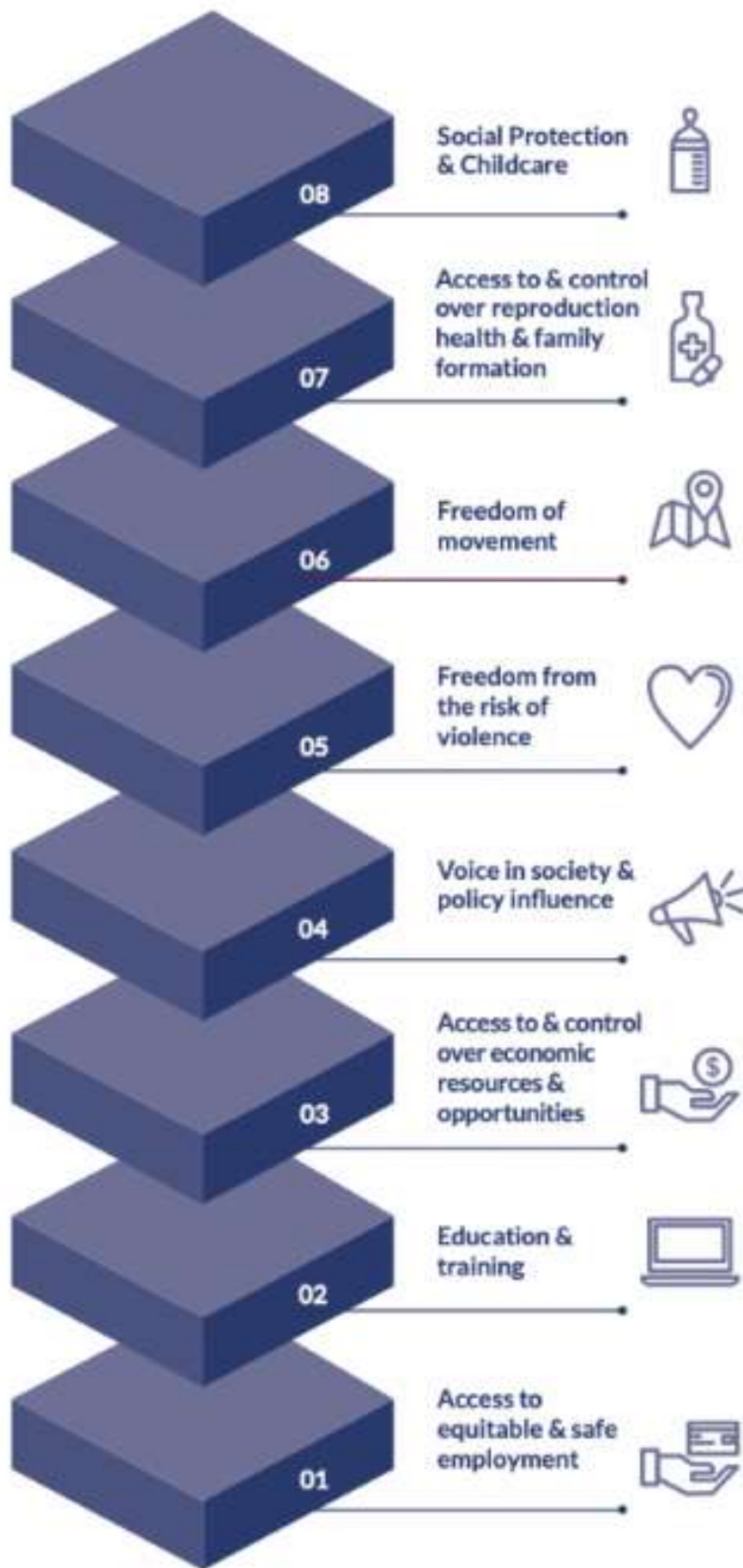


Figure 1: Pillars to restoring/achieving women's economic resilience. Source Women Win (Win – Win Strategies)



Globally, most poor women do not have access to formal jobs, whether in global value chains or in the local private or public sector. These women rely on informal jobs and entrepreneurship to earn their living. International actors advocate for access to credit and access to markets as the key intervention strategies through Market system development and Support to women-owned enterprises. The public sector is leading in enacting and enforcing supportive legislation, (notably in the areas of family law, inheritance law, land law, and labor laws), providing access to education and market-responsive vocational training, and access to basic services including (sexual and reproductive) health care, and social protection. However, a crucial role is under-appreciated – that of women’s organizations who lobby and advocate for binding standards and gender-responsive due diligence and enforcement. They drive action for WER by supporting companies and harnessing grassroots women’s voices and their power as consumers. By enhancing women’s economic literacy and employability, offering tools, expertise, and facilitation, multi-stakeholder partnerships can regain the progress made toward women’s economic empowerment, and more importantly advance women’s economic resilience, in increasingly uncertain times.



# Kenyan MTP 3 And Women Economic Resilience (WER).

The topic of women's empowerment gained its first momentum in the mid-1970s with the adoption of resolution 31/136 of the United Nations Decade for Women (United Nations, 1976). The resolution called upon governments to ensure equal and effective participation of women in political, economic, social, and cultural life. Its adoption paved way for other resolutions and international declarations, including the United Nations (UN) Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1979, and the 1995 Beijing Platform for Action (BPfA). In 2000, the United Nations Millennium Declaration set the basis for incorporating women's empowerment into the global development agenda. Under the Millennium Development Goal (MDG) 3, Kenya is committed to promoting gender equality and empowering women. Even though this was a step forward, the goal and its targets were restricted to a few areas including education, paid employment in the non-agricultural sector, and women's political representation, and did not treat women's empowerment comprehensively. An improvement was achieved with the Sustainable Development Goals (SDGs), particularly 1 SDG 5: "Achieve gender equality and empower all women and girls," which covers a broad set of themes and indicators to measure gender equality and women's empowerment in a comprehensive manner (UN, 2015).

In Kenya, the legal framework safeguarding women's empowerment and economic resilience is embedded in the 2010 Constitution 3 through several articles, including Article 21 on Implementation of rights and fundamental freedoms, Article 27 4 5 on Equality and freedom from discrimination, Article 81 on General principles of the electoral system, and 6 Article 100 on Promotion of representation of marginalized groups (Republic of Kenya, 2010). Vision 2030, implemented through five-year medium-term plans (MTPs), is one of the key policy frameworks promoting gender equality and women's empowerment. Its MTP III (2018-2022) emphasizes the promotion of gender equality through equal access, economic opportunities, prevention, and response to Gender-Based Violence (GBV), elimination of female genital mutilation (FGM), gender mainstreaming and the sanitary towels program (Republic of Kenya, 2018). Other related policies and legislative acts include the Sexual Offences Act 2006, the Prohibition of FGM Act 2011, the Matrimonial Property Act 2013, the Marriage Act 2014, the Prevention Against Domestic Violence Act 2015, the National Policy on Prevention and Response to GBV 2014, Policy on Eradication of FGM 2019 and the National Policy on Gender and Development 2019.





# Analysis of Kenya's Proposals for Enhancing Women's Economic Resilience and Empowerment

While progress in the policy and legislative frameworks has been remarkable, implementation and enforcement have faced a myriad of challenges resulting in slow progress in closing the gender gap and enhancing women's empowerment in the social, economic, and political spheres. Kenya ranks 109 out of 153 countries in the 2020 7 Global Gender Gap rankings of the World Economic Forum. In the rankings of the United Nations Development 8th Programme (UNDP), using the Gender Inequality Index (GII), Kenya ranks 137 out of 189 countries ranked from best to poorest performers. It fares better than Malawi, Eswatini, and Mozambique in the Eastern and 9 Southern African regions. According to the 2019 Kenya Population and Housing Census (KPHC), women comprise 50.5 percent of the total 10 population in the country. Nevertheless, their representation across well-being indicators is not equal to men. To begin with, women are more likely to be poor than men. Findings of the latest Kenya National Bureau of Statistics (KNBS) & United Nations Children's Fund (UNICEF) 2020 Comprehensive Poverty Analysis report show that 65 percent of women aged 35–59 years are multidimensionally poor compared to 56 percent of their male 11 counterparts. The incidence of monetary poverty among women aged 35–59 years is 34 percent, while that of men is 23 percent. Similarly, 30 percent of women-headed households live below the monetary poverty line compared to 26 percent of those headed by men (KNBS, 2018: 64).

The KNBS Economic Survey 2019 figures show that women are underrepresented in wage employment comprising slightly above a third (37%). Similarly, they are underrepresented in most sectors of formal employment requiring high education or specialized skills, including information and communication (36%), financial and insurance activities (39%), real estate (23%), manufacturing (20%), administration and support services (10%), and professional, scientific, and technical activities (29%). In addition, they are 13 overrepresented in vulnerable employment (68% compared to 39% of men) and in sectors that highlight women's traditional roles in society, namely human health, and social work activities (58%), and activities of households as employers or domestic work services (61%).

The gender gap in lower levels of education is narrower than in the labor market. The transition rate from primary to secondary education is nearly equal, 91 percent among girls and 90.8 percent among boys, and the Gender Parity Index (GPI) is above 1 for primary school education. For Vocational Education Training (VET) and tertiary education, the GPI is 0.82 and 0.74, respectively. In addition, twice as many young women as young men (18% and 9%, respectively) are Not in Employment, Education, or Training (NEET). Women comprise 42 percent of 14 students enrolled in VET

.Women are also more disadvantaged than men in access to Information and Communication Technology (ICT) which enhances their empowerment through improved access to information, financial services, and products, and a higher degree of independence and autonomy including for professional purposes. According to Kenya Integrated Household Budget Survey (KIHBS) 2015/16 data, nearly 69 percent of women aged 15 years or over 15 have a mobile phone compared to nearly 73 percent of men.

# Analysis of Kenya's Proposals for Enhancing Women's Economic Resilience and Empowerment

Other indicators of well-being point to additional drivers of gender inequality. The Maternal Mortality Ratio (MMR) 167 of 342 deaths per 100,000 live births in 2017 is nearly 5 times the SDG 3.1 target of 70/100,000 live births. In addition, women are more likely to experience Sexual and Gender-Based Violence (SGBV) from their intimate partner compared to men. In 2014, 45 percent of women aged 15–49 years had experienced physical violence since age 15 compared to 44 percent of men. The main perpetrators of physical violence among women are the current husband/partner (45%) and former husband/partner (18.9%); while among men, current and former wife/partner/girlfriend comprise 20 percent of physical violence perpetrators. The rate of women of reproductive age who ever experienced sexual violence is more than double that of men, 14 and 8 percent, respectively (KNBS, 2015: 298–299).

Further, the Female Genital Mutilation/Cutting (FGM/C) incidence shows that nearly a quarter of women (21%) face health and other risks from the practice despite notable progress. The rate of FGM/C among adolescent girls (aged 15–19 years) in 2014 is nearly 4 times smaller (11%) compared to older women (45–49 years) which is 41 percent (KDHS, 2015, p. 333). Improvements have also been made in child marriage, yet nearly 11 percent of girls aged 15–19 years reported being married in 2014. The median age at first marriage among women is 20.2 years compared to 25.3 years among men (KDHS, 2015, 56–59). Nearly 59 percent of women of reproductive age (15–49 years) use a modern contraception method. Progress in enhancing women's representation in line with Article 27 of the Constitution of Kenya (2010) has been notable across most key decision-making positions of public service. Women represented nearly or a third of a few appointive decision-making positions in 2019, including Chief Administrative Secretaries, Assistant County Commissioners, and County Executive Committee Members. In the judiciary, nearly 54 percent of the Magistrates were women. In contrast, across elective positions, the threshold of a one-third gender rule was fulfilled only in the County Assembly where women represented nearly 34 percent of members in 2019. At the national level, 31 percent of the Senators were women. Representation at the county level remains particularly low; only 2 out of the 47 County Governors (4%) are women, and 17 percent of them are Deputy County Governors.

# Triangulated Findings on Women's Economic Resilience and Empowerment in Kenya in line with the strategic areas of focus for MTP 3

## Manufacturing sector

The Manufacturing sector in Kenya is the largest revenue contributor to the country and the largest provider of productive jobs directly and indirectly through its impact on other sectors. Due to its ties to the global market, the sector was severely affected especially at the onset of the pandemic's entry into our borders. And though it is still reeling from these effects, manufacturers have also found opportunities for localized solutions in critical aspects, for instance, component manufacturing and development of agro-industry value chains. These identified opportunities should mean more space and latitude given to small and medium businesses to enable them to affect steady and immediate recalibrations as those mentioned above. Recently, the government made noteworthy steps to make this happen by rolling out the Credit Guarantee Scheme for SMEs. Funding is a key aspect in enabling these small businesses and is even more effective when coupled with a nurturing regulatory and policy framework to give them the space to do business. In the first-ever Women in Manufacturing study (in the country) by Kenya Association of Manufacturers and ICRW titled 'Women in Manufacturing: Mainstreaming Gender and Inclusion', 93% of women-owned businesses are in the informal sector and there are 61 thousand women employed in the informal economy. Additionally, manufacturing firms in the informal economy account for 23% of their total. Prior to the pandemic, there was persistent reciprocal action between an increasingly informal economy due to high and rigid taxation, multiple levies, and fees; and the over-taxation of a narrowing base of formal businesses. This situation has most definitely been augmented by the shocks of the pandemic.

One of the women interviewed in this study cited the duplication, and overlap of government agencies' roles and mandates as a huge deterrent to business growth due to the resulting unpredictability of policies and excessive levies and fees demanded by each one of them. Her sentiments were that "These overlapping agencies create more costs because people look at cost in terms of money and time spent moving between all of them." Because 48% of SMEs in Kenya are owned by women, it is high time that we look at leveraging them for our short-term economic rebound measures and even more importantly, medium, and long-term sustainability. This is especially critical at a time when the manufacturing sector has identified significant potential in the health, packaging, and agro-processing value and supply chains. Kenyan manufacturers quickly responded to the pandemic by repurposing their operations and began to make PPEs. The very first locally made and assembled ICU ventilator was just certified by the government just a week ago. Imagine how many job opportunities we would create if we nurtured these nascent innovations toward export. Imagine how many small and medium businesses would be incorporated into value chains, and how many would be subcontracted. And seeing as how women have the tenacity to quickly organize, mobilize and strategize, imagine how much this would boost them and their communities out of poverty.

# Triangulated Findings on Women's Economic Resilience and Empowerment in Kenya in line with the strategic areas of focus for MTP 3

## Agricultural Sector: (Food Security)

In Kenya, Agriculture remains the backbone of the Kenyan economy and it is considered the most important sector in the economy, contributing approximately 25% of the GDP, and employing 75% of the total national labor force (Republic of Kenya, 2005). Similarly, it is a key sector whose functions have been devolved by the Constitution of Kenya, 2010. Women play a pivotal role in agricultural production, and they make up between 42% and 65% of the agricultural labor force in Kenya (World Bank, 2014) in addition to their traditional domestic role. Furthermore, women produce between 60 and 80 percent of food in most developing countries and are responsible for half of the food production in the world (Chinery, 2011). Women's roles in agricultural production are not the same as it varies considerably among and within regions and is changing rapidly in many parts of the world where economic and social forces are transforming the agriculture sector. However, despite women being a critical force in agriculture and rural development in sub-Saharan, their central role in agricultural production has been largely ignored, particularly in policy (FAO, 2011).

For a developing country like Kenya, the agricultural sector has direct implications on at least two critical areas that the country must address, namely food security and employment creation. This directly impacts the poverty incidence levels, the health of Kenyans, and their general quality of life (Republic of Kenya, 2005). As such, sound agricultural sector governance is critical in ensuring its success in addressing the aforementioned. Therefore, it is paramount for the government of Kenya to involve and recognize the key stakeholder in the sector, such as the women in the policy process by encouraging their active participation in agricultural-related issues to accurately respond to their needs in terms of the constraints they face and how best to address them. This paper will therefore critically examine three main issues in an attempt to highlight the role of women in agricultural production in rural International Journal of Humanities, Art and Social Studies (IJHAS), Vol. 4, No.4, November 2019 2 areas to answer to the question why their contribution in agricultural production should be recognized by extensively looking at their contribution to rural agricultural production, constraints they face and prospect for improved involvement in agricultural production in Kenya.

# Triangulated Findings on Women's Economic Resilience and Empowerment in Kenya in line with the strategic areas of focus for MTP 3

## Agricultural Sector: (Food Security)

World Bank estimates that women make up between 42% and 65% of the agricultural labor force in the world (World Bank, 2014). Similarly, in many parts of the world today, including Kenya, there is an increasing trend towards what has been called the feminization of agriculture. One of the main reasons behind this phenomenon is the rural-urban migration of men in search of paid employment in towns and cities, either in their own country or abroad. As men leave their rural homes, the role of women in agricultural production becomes increasingly dominant (Adenugba, 2013). In Sub-Saharan Africa, women make up almost 50 percent of the agricultural labor force, an increase from about 45 percent in 1980. However, the averages in Africa range from just over 40 percent in Southern Africa to just over 50 percent in Eastern Africa. These subregional averages have fairly been maintained particularly when compared to the 1980s, except for Northern Africa, where the female share appears to have risen from 30 percent to almost 45 percent. The sub-regional data for Africa conceal wide differences between countries both in the share of female labor in agriculture and the trend (Sofa and Cheryl, 2011). Women in rural areas of Africa must bear the responsibility of taking care of children and the elderly. They also constitute most of the agricultural labor force in small-scale and subsistence farming in rural areas (FAO, 2011).

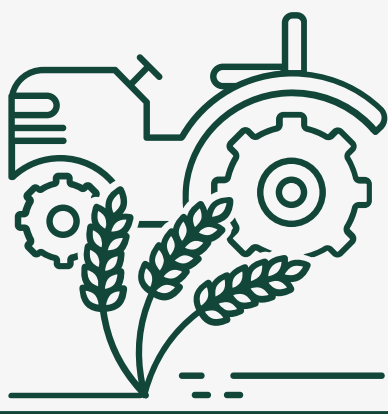
The role women play in agriculture and rural society in Sub-Saharan Africa is fundamental to agricultural and rural development. The Technical Centre for Agriculture and rural cooperation (CTA, 1993) reported that women in Africa make up more than one-third of the workforce, within pastoralist and mixed farming systems, livestock play an important role in supporting women and in improving their financial situation, and women are heavily engaged in the sector. Approximately two-thirds of poor livestock keepers, totaling approximately 400 million people, are women (Thornton et al, 2002). According to Food and Agricultural Organization (2011), women represent a considerable share of the agricultural labor force, either as individual food producers or as agricultural workers. This is estimated to be around two-thirds of the total agricultural labor force in developing economies (FAO, 2011).



# Constraints to Women's Effective Involvement in Agricultural Production in Rural Areas of Kenya

Despite women's important role in the agricultural sector, however, empirical evidence shows that they face several constraints and lag behind men with regard to agricultural productivity in Sub-Saharan Africa due to the gender inequalities that persist in respect of access to, control over, and utilization of productive resources such as land, livestock, labor, education, extension, and financial services, and technology (Slavchevska, 2015). For instance, Land is considered the most important household asset for households that depend on agriculture for their livelihoods (FAO, 2011). However, across all developing regions of the world, women are consistently less likely to own or operate land; they are less likely to have access to rented land, and the land they do have access to usually be of poorer quality and in smaller plots (FAO, 2010). Furthermore, a study by the African Women's Studies Centre (2014) in Kenya found that only 20.7 percent of women own land compared to 43.8 percent of men. Additionally, legal regulations and customary laws in Kenya often restrict women's access to and control over assets that can be accepted as collateral such as land. Biased land inheritance rights often favor male relatives, leaving both widows and daughters at a disadvantage (Agarwal, 2003).

Notably, Kenya is an agriculturally based economy where land is the primary form of collateral through which there can be economic empowerment, this essential requirement is unavailable for women. Thus, they cannot benefit from credit facilities in contexts where land can be used as collateral to secure loans. This inhibits women's access to credit thus a serious obstacle to improving their agricultural productivity, as without credit women farmers are unable to buy inputs such as seeds, fertilizers and improved technologies or they are unable to hire labor (Daman, 2003). Furthermore, agricultural extension services are in favor of males in Kenya. It should be noted that Agricultural Extension Services play an important role in the dissemination of agricultural information on new technologies and research aimed at improving agricultural productivity as it is important in promoting household food security, improving incomes, and reducing rural poverty. (IFPRI, 2009). However, women farmer in rural areas faces numerous challenges in their quest to access Agricultural Extension Services (GOK Report, 2002). This situation results from women's lower influence over resources due to a range of institutional- and norm-based constraints. Similarly, women's inputs are always not taken into consideration in policymaking because, the Policymakers, managers, agents, and participants in agricultural support services are mostly dominated by males who are not always sufficiently informed of the specific problems and needs of women farmers (Udry & Hoddinott, 1995). Their triple gender roles also constrained their time and mobility with a higher proportion of them being illiterate and engaging in subsistence agriculture without being up to date with current technologies.



# Summary policy analysis of women's economic resilience and empowerment in Kenya

A study using a first-of-its-kind measure of women's empowerment, the Kenya Women's Empowerment Index (WEI), shows that only 29 percent of Kenyan women can participate equally and effectively in political, economic, and cultural life — and that their involvement is largely dependent on household circumstances. Developed by the Kenya National Bureau of Statistics (KNBS) in partnership with the State Department for Gender, UN Women, and UNICEF, the Index provides the first comprehensive and systematic measure for women and girls' empowerment in Kenya.

According to the study, on average, 40 percent of women living in Kenya's urban areas are empowered, nearly double the rate for women in rural areas. Where household heads have attained secondary education, women are more than four times more empowered than in households where the head — whether male or female — has no education. This rate climbs quite drastically in households where the head has attained post-secondary education; women here are more than six times more empowered than those in households where the head has no education. Women in Kenya's poorest households have a very limited ability to exercise choice. According to the study, only about 7 percent of women in these households are likely to be empowered — a stark contrast with 53 percent of women in the richest households. Other socio-economic factors such as marital status also come into play with single and married women found to be much more empowered than divorcees and widows.

Based on data collected from 14,000 women aged between 15 and 49 years during the 2014 Kenya Demographic and Health Survey, the Kenya Women's Empowerment Index is strongly rooted in existing legislation and policies. The first study using the Index provides a valuable starting point for future assessments of women's empowerment and resilience in Kenya based on access to education, paid employment, contraception, and household decision-making power, among other economic and socio-cultural factors. "When women and girls have the same opportunities as men and boys, they are formidable actors in economic development, prosperity, and social transformation. Kenya has made commendable steps to increase women's equality through policies and legislative frameworks including the Sexual Offences Act 2006, the Prevention Against Domestic Violence Act 2015, the Policy on Eradication of FGM 2019, and the National Policy on Gender and Development 2019. However, assessments such as The Global Gender Gap Report 2020 show that the country is still lagging in progress towards achieving gender parity, scoring lower than some of its peers in the region.



---

# CONCLUSION AND RECOMMENDATIONS

Whether driven by women's rights concerns or by alternative/sustainable economic development concerns, WEE/R is about enhancing women's access, voice, and agency in the economic domain, leading to sustained increased incomes for women. Women must have sustained empowerment to protect fair wages or incomes, decent work conditions, and manageable care loads. Poor women with insecure incomes are the least resilient to crisis. Governments can support social protection and the provision of basic services, and the private sector through insurance, decent work conditions, and sustainable business models. Women's organizations can combat negative coping mechanisms such as taking girls out of school, forcing girls to marry early, or trafficking women. As the pandemic has highlighted, economic resilience in the face of change and crisis is fundamental for companies and women as well as their families, communities, and governments. Kenya has demonstrated its firm commitment to enhancing gender equality and women's economic resilience and empowerment through the ratification of various international and regional commitments including the SDGs, CEDAW, Maputo Protocol, and Agenda 2063 among others. At the national level, Kenya has highlighted gender equality and women's empowerment as fundamental rights and one of the core agendas to ensure sustainable development, including in the Constitution of Kenya's (2010) Chapter 4 on Bill of Rights, Vision 2030 and MTP III's gender, youth, and vulnerable groups sector among others.

In addition, at the county level, the second generation of the County Integrated Development Plans (CIDPs) has invariably prioritized gender equality and women's economic resilience and empowerment. The development of the WEI is a significant step towards demonstrating the commitment of the Government of Kenya to these aspirations. In terms of the development of WEI, the Kenya National Bureau of Statistics (KNBS) in collaboration with its partners has thoroughly explored the relevant literature review and conceptual frameworks at the global and national levels. The methodology used was adopted from the conceptual framework for women's empowerment (Kabeer, 1999).

The analysis used data from KDHS 2014 which contains significantly more relevant variables and indicators compared to any other dataset available, collecting information at the individual level. Despite the limitations, the analysis yielded a relatively robust measure of women's empowerment that is contextualized and approved through an extensive participatory process and can serve as a baseline in Kenya.



# RECOMMENDATIONS FOR IMPROVING THE MEASURE OF WOMEN'S ECONOMIC RESILIENCE AND EMPOWERMENT IN MTP 4

The Women's Empowerment Index represents a major milestone in Kenya's evidence-based policymaking for setting the baseline and monitoring the country's progress in achieving SDG 5. Given the limitations discussed in the methodology, the following recommendations should be considered to build a more robust and comprehensive measure:

Changing the sampling methodology to allow measurement of women's economic resilience and empowerment at the county level.

-Expanding the range of indicators measured for different age groups to reflect the lifecycle needs and rights of women, and measure empowerment comprehensively for all. Even though such variables and indicators should be identified through a dedicated follow-up activity, the following should also be considered when revising the survey questionnaires:

Ø Including questions on the agency or decision-making power of adolescent girls and young women (aged 15–24 years), and women not in a union (single, divorced, separated, and widowed). Household decision-making dynamics should be captured by including questions about different members including father, mother, brother, grandparents of girls and (young) women, in-laws of women previously or currently in the union, and other kin.

Ø Collecting data on women's access to ICT at the individual level, including ownership, usage, and purpose of usage of mobile phones, computers, and the internet.

- Collecting information on women's knowledge of their legal rights and mechanisms, and institutions through which they can seek recourse and through which their rights are reinforced.
- Collecting data on women's access, ownership, and usage of productive resources such as land, house, enterprises, and other capital.
- Collecting data on women's participation and ability to engage in public speaking.
- Collecting data on women's psychological empowerment, including feelings of self-confidence, self-esteem, and self-empowerment, as well as perceived psychological well-being.
- Collecting data on women's perceptions of power and empowerment in the community.
- Collecting data on women's perceptions of empowerment of their spouses, parents, siblings, and children.
- Collecting data on women's perceptions of power, and of their husbands', families', and communities' attitudes and expectations.
- Expanding the consultations process to include a wide range of related stakeholders, particularly women in the design of the measure of women's empowerment.

[www.pacja.org](http://www.pacja.org)

# RECOMMENDATIONS FOR POLICY AND ADVOCACY

The following recommendations should be considered for policy and advocacy:

- Improve advocacy on the use of WEI to inform legislative, policy, and resources allocation toward gender equality and women's empowerment
- Enhance coordination of all relevant stakeholders and partners to increase demand and utilization of gender statistics including the WEI.
- Strengthen the timeliness of the production of WEI and its integration in reporting mechanisms for gender equality and women's empowerment such as Vision 2030, BPFA, CEDAW, and SDGs.
- Establishment of a stand-alone pillar on women's economic resilience and empowerment in the social pillar of MTP4



[www.pacja.org](http://www.pacja.org)

# REFERENCES

Aberman, N.L., Behrman, J., & Birner, R. (2017). "Gendered Perceptions of Power and Decision-Making in Rural Kenya". *Development Policy Review*, Vol. 36:4, pp.389-407, DOI: 10.1111/dpr.12257.

African Union (2010). *The African Women's Decade. Theme: Grassroots Approach to Gender Equality and Women's Empowerment (GEWE)*. Available at:

<https://www.un.org/en/africa/osaa/pdf/events/2018/20180315/TheAfricanWomen.pdf>.

African Union (n.d.). *Agenda 2063*. Available at: <https://au.int/agenda2063/goals>.

Cornwall, A. (2016). "Women's Empowerment: What Works?" *Journal of International Development*, vol. 28, issue 3, pp.342-359. DOI: 10.1002/jid.321.

Alkire, S., & Ibrahim, S. (2007). "Agency and Empowerment: A Proposal for Internationally Comparable Indicators." *Oxford Development Studies*, Vol. 35, Issue 4, pp.379-403. Available at SSRN: <https://ssrn.com/abstract=2118589>.

Brunson, E.K., Shell-Duncan, B., & Steele, M. (2009). "Women's Autonomy and Its Relationship to Children's Nutrition among the Rendille of Northern Kenya". *Am J Hum Biol.*, 21 (1), pp.55-64. DOI: 10.1002/ajhb.20815.

East African Community (August 2015). *East African Community Vision for 2050: Regional Vision for Socio-economic Transformation and Development*. Available at:

<http://repository.eac.int/bitstream/handle/11671/567/EAC%20Vision%202050%20FINAL%20DRAFT%20OCT-%202015.pdf?sequence=1&isAllowed=y>

*Global Food Security*, Vol. 21, pp. 13-17. DOI: 10.1016/j.gfs.2019.07.001. Hooper, D., Coughlan, J., & Mullen, M.

(2018). *Structural Equation Modelling: Guidelines for determining the goodness of fit*. *Electronic Journal of Business Research Methods*, 6(1), pp.53-60. Kabeer, N. (2005). *Gender Equality and Women's Empowerment: A Critical Analysis of the Third Millennium Development Goal 1*. *Gender & Development*, 13:1, 13-24, DOI:

10.1080/13552070512331332273.

Kabeer, N. (1999). *Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment*. *Development and Change*, 30(3), 435-464. DOI: 10.1111/1467- 7660.00125.

Kenya National Bureau of Statistics (KNBS) and United Nations Children's Fund (UNICEF). (2020).

*Comprehensive poverty analysis in Kenya: Children, youths, and women in focus*. Publication forthcoming.

Heckert, J., & Fabric, M. S. (September 2013). *Improving Data Concerning Women's Empowerment in Sub-Saharan Africa*, *Studies in Family Planning*, Vol. 44, No. 3, pp. 319-344.

Republic of Kenya. (2014). *The Marriage Act, 2014*. Available at: [http://kenyalaw.org/kl/leadadmin/pdfdownloads/Acts/TheMarriage\\_Act2014.pdf](http://kenyalaw.org/kl/leadadmin/pdfdownloads/Acts/TheMarriage_Act2014.pdf).

Republic of Kenya. (2014). *National Policy for Prevention and Response to Gender-Based Violence*. Available at:

<http://psyg.go.ke/docs/National%20Policy%20on%20prevention%20and%20Response%20to%20Gender%20Based%20Violence.pdf>.

# REFERENCES

The RePulerwitz, J., Gortmaker, S., & DeJong, W. (2000). "Measuring Sexual Relationship Power in HIV/STD Research." *Sex Roles* 42 (7–8):637–60. DOI: 10.1023/A:1007051506972.

The Republic of Kenya. (2019). National Policy on Gender and Development. Available at: <http://psyg.go.ke/wp-content/uploads/2019/12/NATIONAL-POLICY-ON-GENDER-ANDDEVELOPMENT.pdf>.

The Republic of Kenya. (2019). National Policy for the Eradication of Female Genital Mutilation (Sessional Paper No. 3 of 2019). Available at: <https://gender.go.ke/wp-content/uploads/2019/10/NATIONAL-POLICYFOR-THE-ERADICATION-OF-FEMALE-GENITAL-MUTILATION-.pdf.22>

United Nations. (n.d.) Millennium Development Goals. Available at: <https://www.un.org/millenniumgoals/>.

The Republic of Kenya. (2013). Matrimonial Property Act, No. 49 of 2013. Available at: <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/97351/115471/F-540095358/KEN97351.pdf>.

the public of Kenya. (2010). Constitution of Kenya, 2010. Available at: [http://kenyalaw.org:8181/exist/kenyalex/actview.xql?actid=Const2010#KE/CON/Const2010/chap\\_8](http://kenyalaw.org:8181/exist/kenyalex/actview.xql?actid=Const2010#KE/CON/Const2010/chap_8).

The Republic of Kenya. (2006). The Sexual Offenses Act, No. 3 of 2006. Available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---ilo\\_aids/documents/legaldocument/wcms\\_127528.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/legaldocument/wcms_127528.pdf).

Rowlands, J. (1997). Questioning Empowerment: Working with Women in Honduras. Sen, A. K. (1985). "Well-Being, Agency and Freedom". *The Journal of Philosophy* 132(4): 169–221.

Shimamoto, K., & Gipson, J. D. (2017). "Examining the Mechanisms by Which Women's Status and Empowerment Affect Skill Birth Attendant Use in Senegal: A Structural Equation Modelling Approach". *BMC Pregnancy and Childbirth*, 17 (Suppl2): 341. Sen, A.K. (1985). *Commodities and Capabilities*. Amsterdam: North Holland.

Tadesse, M., Teklie, H., Yazew, G., & Gebreselassie, T. (2013). Women's Empowerment as a Determinant of Contraceptive Use in Ethiopia. Further Analysis of the 2011 Demographic and Health Survey. Retrieved from: [https://www.unicef.org/ethiopia/Women\\_Empowerment\\_Contraceptive\\_use\\_in\\_Ethiopia.pdf](https://www.unicef.org/ethiopia/Women_Empowerment_Contraceptive_use_in_Ethiopia.pdf).

United Nations. (2015). Sustainable Development Goals. Available at: <https://www.un.org/sustainabledevelopment/>.

United Nations. (2000). United Nations Millennium Declaration. Available at: <https://www.ohchr.org/EN/ProfessionalInterest/Pages/Millennium.aspx>.

United Nations. (1976). UN General Assembly Resolution 36/136, United Nations Decade for Women: Equality, Development, and Peace. Available at: <https://undocs.org/en/A/RES/36/126>

United Nations Development Programme. (n.d). Human Development Reports: Gender Inequality Index (GII). <http://hdr.undp.org/en/content/gender-inequality-index>.



---

# TRACKING WOMEN ECONOMIC RESILIENCE INDICATORS IN MTP3 AND PROVIDING RECOMMENDATIONS FOR MTP4

PAN AFRICAN CLIMATE JUSTICE ALLIANCE



[WWW.PACJA.ORG](http://WWW.PACJA.ORG)