



# Kenya's Progress Toward Gender Equality

IWD Theme 2022: #BreakTheBias

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# Outline

- I. Legal and Policy Background
- II. Women and the Economy
- III. Regional Comparison
- IV. Conclusion



# I. Legal and Policy Background

# Constitution of Kenya, 2010

- Chapter Four – The Bill of Rights

- Part 2: Rights and fundamental freedoms

- 27. Equality and freedom from discrimination

- (1) Every person is equal before the law and has the right to equal protection and equal benefit of the law.
      - (2) Equality includes the full and equal enjoyment of all rights and fundamental freedoms.
      - (3) Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres.

- (6) To give full effect to the realisation of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.

# Affirmative Action Policies

- National Gender and Development Policy (NGAD), 2000
- Sessional Paper No. 2 of 2006 on Gender Equality and Development
- Gender Mainstreaming Implementation Plan of Action (2007)
- Monitoring and Evaluation Framework for Gender Mainstreaming (2009)
- National Policy for Prevention and Response to Gender Based Violence (2014)
- The National Equality Policy, 2017
- Policy for the Eradication of Female Genital Mutilation, 2017

# Vision 2030

- Vision 2030 seeks to address challenges limiting inadequate gender disaggregated data for effective policy formulation
  - ✓ The Women and Men in Kenya Facts and Figures Booklet (2017)
  - ✓ Gender Data Sheet (2015)
  - ✓ The Status of Women Report (2017)
- IEA proposes for:
  - Gender disaggregated election data

# Affirmative Action Programmes

- National Government Affirmative Action Fund (NGAAF)
- Uwezo Fund
- Women Enterprise Fund
- Access to Government Procurement Opportunities (AGPO)
- Anti-Female Genital Mutilation Board
  - Prohibition of Female Genital Mutilation Act, 2011

# Selected MDAs with Gender- Related Objectives

- Ministry of Public Service and Gender
  - State Department for Gender Affairs
- National Gender Equality Commission (NGEC)
- Ministry of Education
  - Committed to provide free compulsory basic education to **every child** in the country in accordance with the Basic Education Act 2013

# Ratified International and Regional Treaties and Conventions

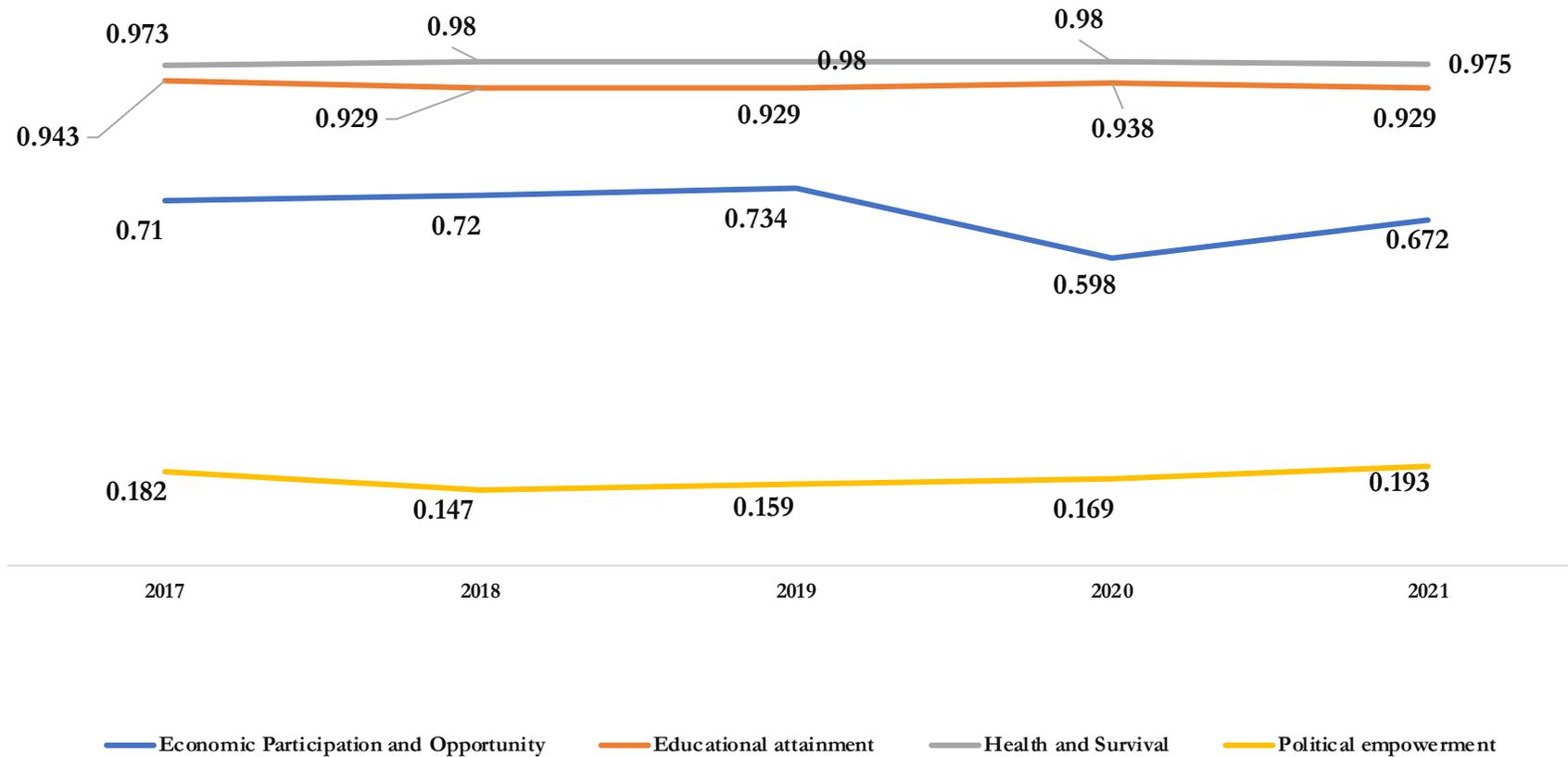
- [Convention on the Elimination of all forms of Discrimination against Women \(CEDAW\)](#)
- Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa ([Maputo Protocol](#))
- East African Community Prohibition of Female Genital Mutilation Act, 2016
- Solemn Declaration on Gender Equality in Africa, 2004
- United Nations Security Council Resolution 1325 on Women, Peace and Security and Related Resolutions
- [Beijing Declaration and Platform for Action, 1995](#)



# II. Women and the Economy



# Kenya's Progress towards Gender Equality



Source: Global Gender Gap Index- different publications

# Economic Participation and Opportunity

Sub indices under economic participation and opportunity

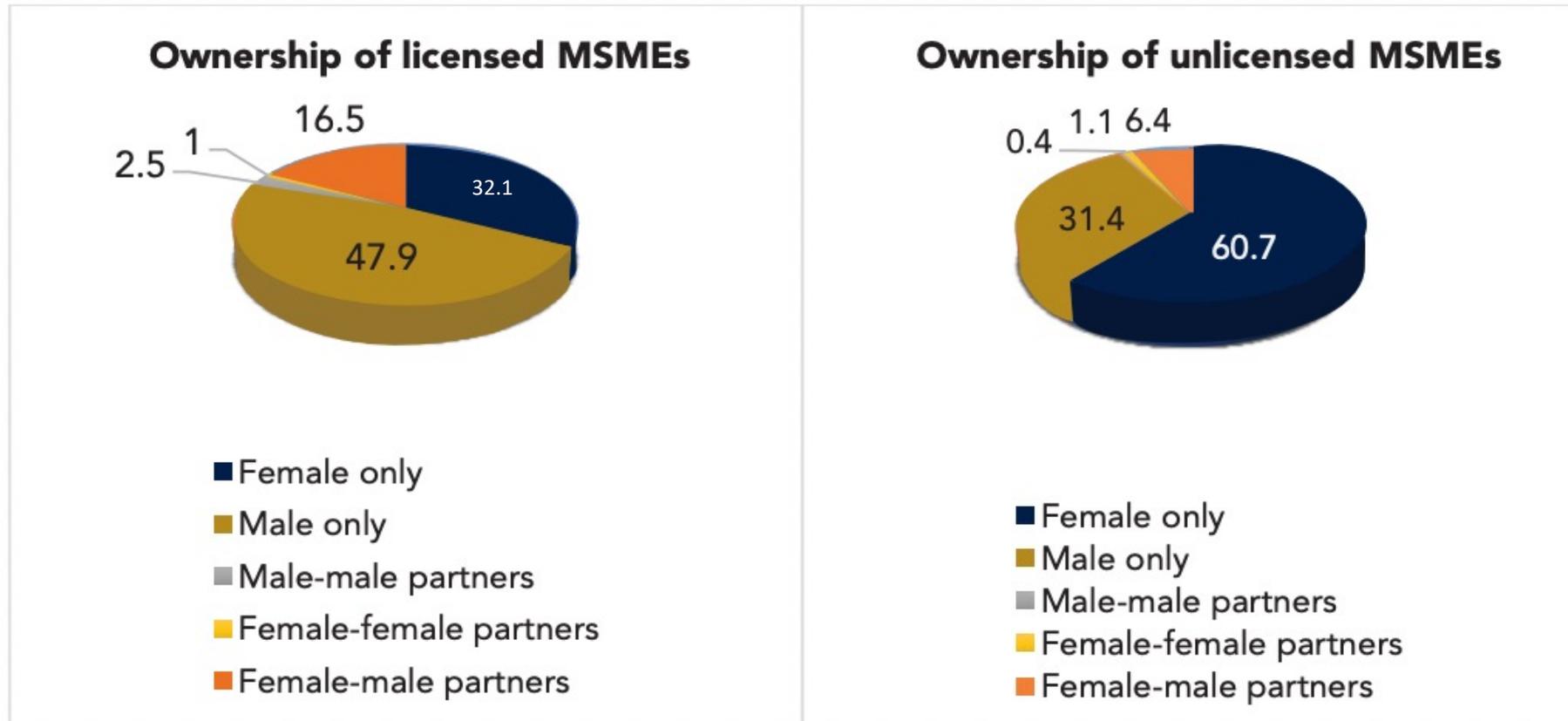
- Labour force participation rate- 94.3%
- Wage equality for similar work- 67.3%
- Estimated earned income- 71.9%
- Legislators, senior officials and managers- 32.9%
- Professional and technical workers- 55.8%

# Labour Force Participation

	(a) Employed	(b) Unemployed	(c)= (a) + (b) Labour force	(d) Inactive	(c)= (c) + (d) Total
Female	8,699.6	926.1	9,625.7	3,101.3	12,727.0
Male	9,176.0	509.7	9,685.7	2,542.8	12,228.5

*Data Source: 2015/16 KIHBS*

# Ownership of MSMEs



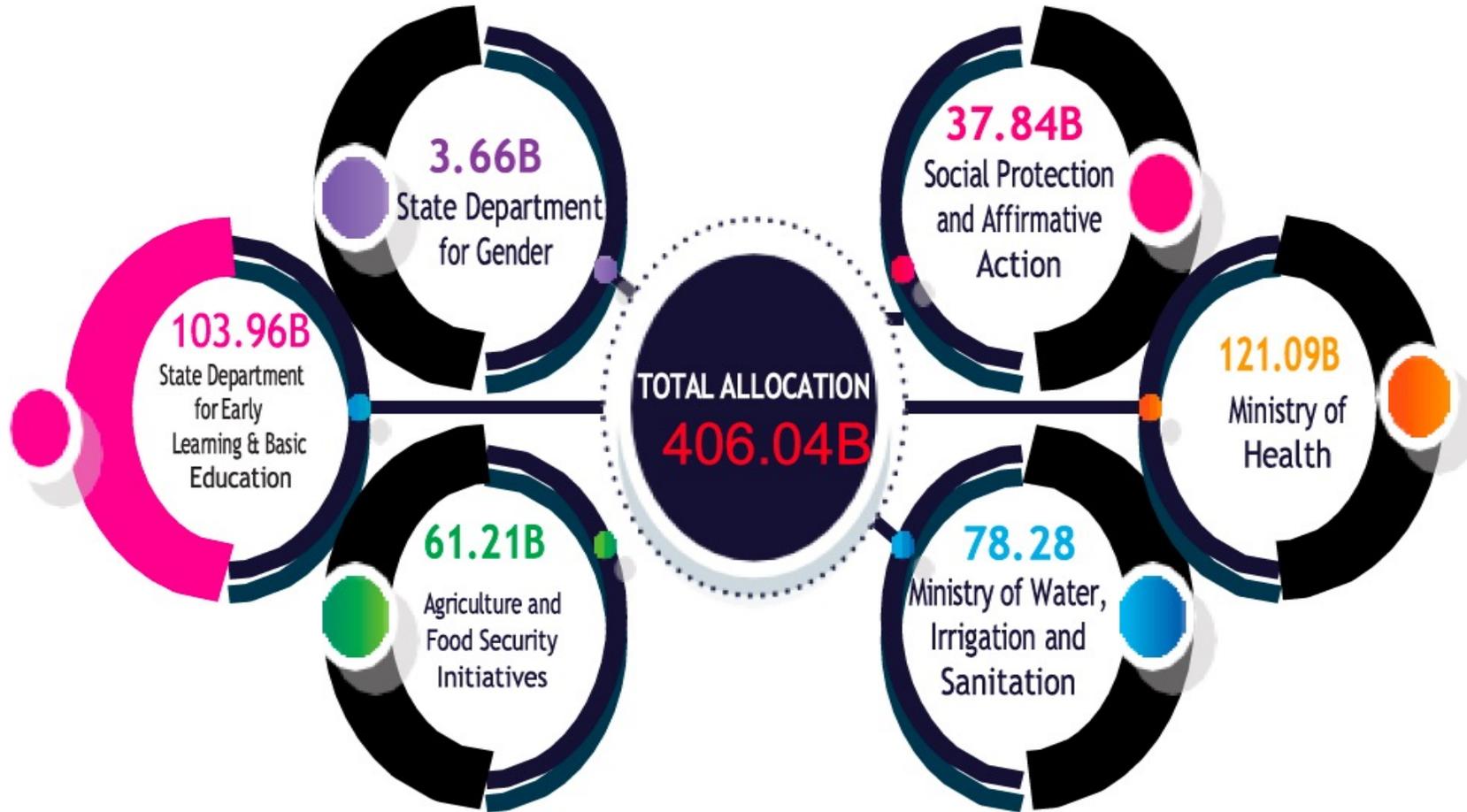
Note: N= 7M MSMEs  
Source: CRAWN Trust

# Women's Contribution to the Economy (GDP)

Sector	Women Compensation at 61.17%			Women and Men Compensation Equivalent (50:50)		
	Compensation of employees	Operating Surplus	Total	Compensation of Employees	Operating Surplus	Total
Agriculture	50.43	1,447.37	1,497.80	1,497.80	1,447.37	1,580.25
Industrial	36.23	459.21	495.44	95.46	459.21	554.67
Services	282.66	1,121.14	1,403.8	744.83	1,121.14	1,865.98
Total	369.32	3,027.72	3,397.04	973.18	3,027.72	4,000.90
% of GDP	3.8	31.1	34.88	10.0	31.1	41.1

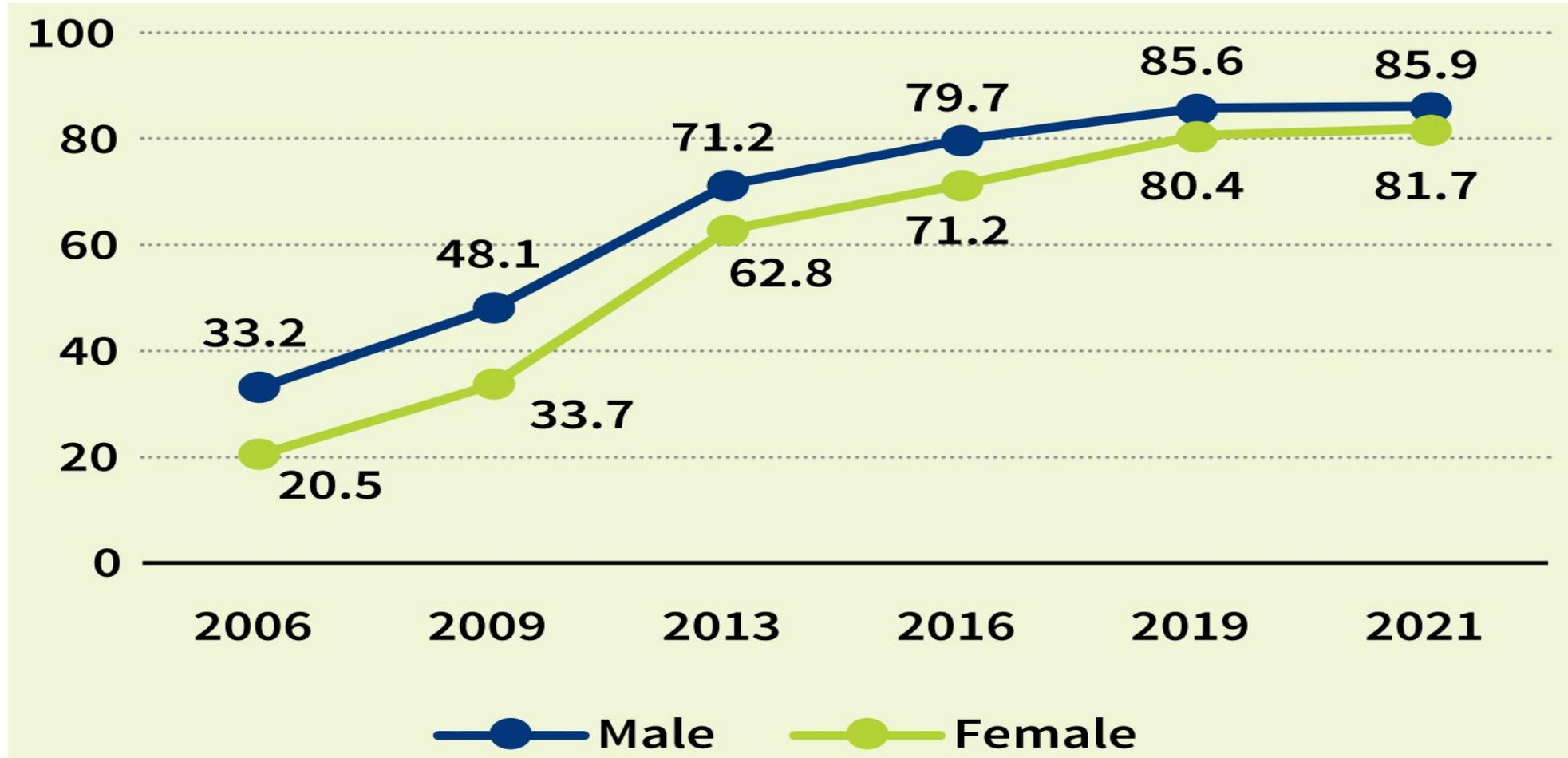
Source: CRAWN Trust

# State of Play - Budget FY 2021/22



Source: Collaborative Centre for Gender Development

# State of Play - Financial Inclusion



Source: Fin Access Household Survey 2021



# III. Regional Comparison

# Global Progress Towards Gender Equality

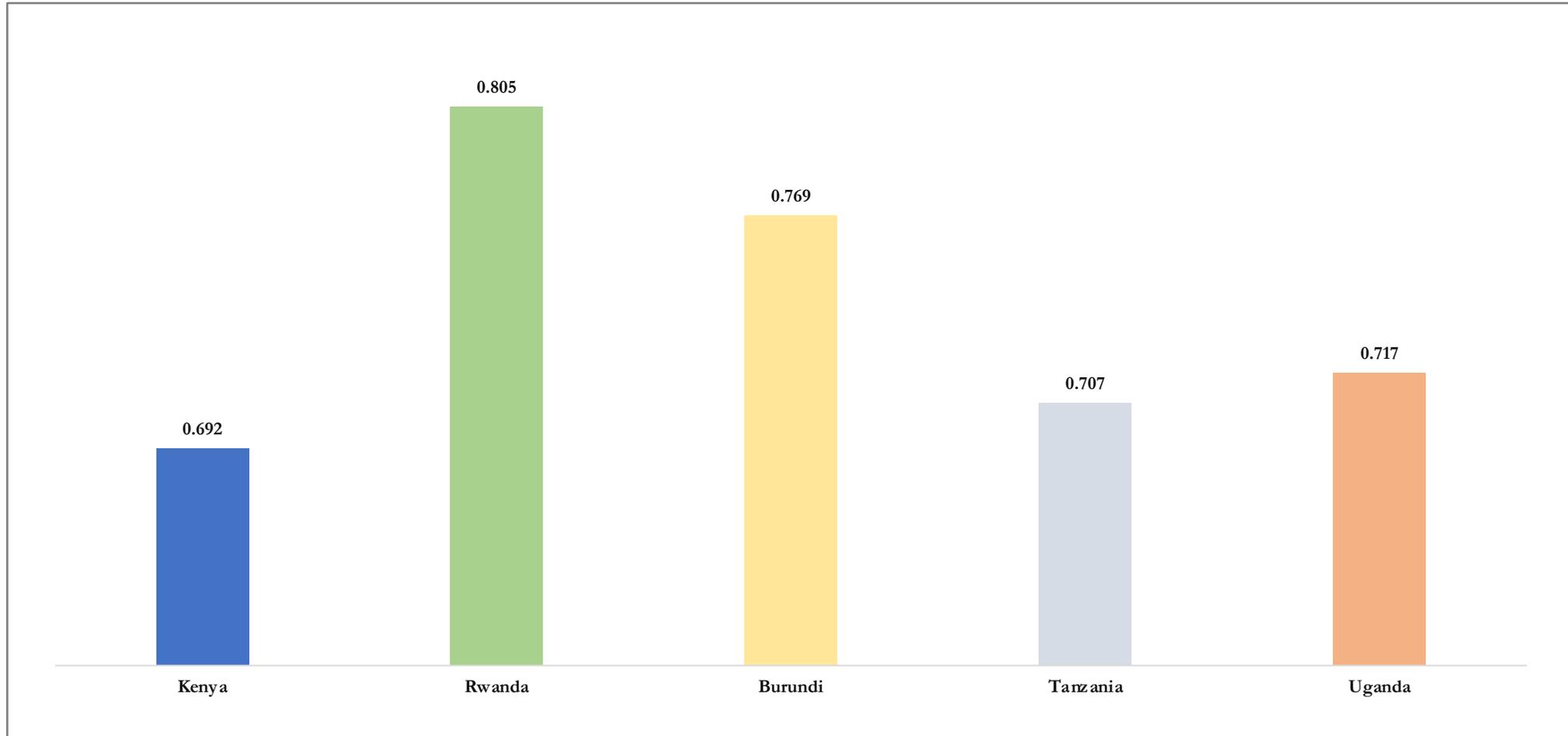
	2019		2020		2021	
	Global	Kenya	Global	Kenya	Global	Kenya
<b>Educational Attainment</b>	95.6	92.9	96.1	93.8	95	92.9
<b>Health and Survival</b>	95.4	98	95.7	98	96	97.5
<b>Economic Participation</b>	58.1	73.4	57.8	59.8	58	67.2
<b>Political Participation</b>	22.9	15.9	24.7	16.9	22	19.3
<b>Global Gender Gap Index</b>	68	70	68.6	67.1	68	69.2

Source: Global Gender Gap Index- different publications

- Globally, the average distance completed to gender parity is 68%, which in comparison to 2020 is a decline of 0.6%- 68.6% in 2020
- Progress made in health (96%) and educational attainment (95%)
- A lot needs to be done to improve performance in economic performance (58%) and political participation (22%)
- It will take 135.6 years at the same rate to achieve gender equality
- It will take Kenya **137.9 years** to achieve gender equality- the target should be to shrink the number of years so that Kenya can achieve gender parity sooner



# Kenya's Performance against other East African Countries 2021



Source: Global Gender Gap Index- different publications

# Conclusion

- Data gaps limit efforts to track progress and quantify contribution of women to the economy- lack of gender disaggregated statistics
- Lack of gender aspect in recovery and building back better strategies
- Affirmative action funds are not accompanied by appropriate training (procurement, financing)
- Women initiatives are limited to specific sectors- they should cut across all MDAs

# Thank You

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