



UNIVERSITY OF NAIROBI
African Women Studies Research Centre (AWSRC)
Women's Economic Empowerment Hub




*...the thought-leader in cutting edge
research for WEE*

Women's Economic Empowerment Hub **PROGRESS REPORT**



**MARCH – AUGUST 2021
SECOND PROGRESS REPORT**



MOTTO:
Promoting women's economic
empowerment through African
women centered research,
policy change and collaboration
with women's organisations,
policy makers and other
stakeholders

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The UON WEE Hub also acknowledges the support of the Bill and Melinda Gates Foundation in the running of this program.

LIST OF ABBREVIATIONS

| | |
|-------------|--|
| AGPO | Access to Government Procurement Opportunities |
| AWSRC | African Women Studies Research Centre |
| BFMB | Breast Feeding Mothers Bill |
| BKF | Biashara Kenya Fund |
| BMGF | Bill and Melinda Gates Foundation |
| CAPI | Computer-assisted personal interviewing |
| CCGD | Collaborative Center for Gender and Development |
| CDF | Constituency Development Fund |
| CGS | Credit Guarantee Scheme |
| CRAWN Trust | Community Advocacy and Awareness Trust |
| DTB | Diamond Trust Bank |
| FGD | Focus Group Discussion |
| FKE | Federation of Kenyan Employers |
| GOK | Government of Kenya |
| KCB | Kenya Commercial Bank |
| KEWOPA | Kenya Women Parliamentarians |
| KI | Key Informant |
| KII | Interview |
| KNBS | Kenya National Bureau of Statistics |
| KPIs | Key Performance Indicators |
| MPSGSCSP | Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programs |
| MSEA | Micro and Small Enterprises Authority |
| NDA | Non-Disclosure Agreement |
| NGAAF | National Government Affirmative Action Funds |
| NT | National Treasury |
| SACCOs | Savings and Credit Cooperatives |
| TOT | Training of Trainers |
| UNEP | United Nations Environment Program |
| UON | University of Nairobi |
| UON WEE Hub | University of Nairobi Women's Economic Empowerment Hub |
| WEE | Women's Economic Empowerment |
| WEF | Women Enterprise Fund |
| WEEI | Women Economic Empowerment Indicators |
| YEDF | Youth Enterprise Development Fund |

Introduction

The University of Nairobi Women's Economic Empowerment Hub (UON WEE Hub), a five-year funded program supported by the Bill and Melinda Gates Foundation began its operations in September 2020. During the first six months, covering the period September to February 2021, the Hub established the necessary infrastructure for its operations, reviewed its research agenda and carried out literature review. This laid a strong foundation for the second half of year one, that is, March to August 2021. During this period various activities were carried out, and major progress was made in the implementation of the research agenda. As a result, investment outputs and

outcomes have been realized, and are discussed in this Progress Report. The Progress Report is divided into seven parts, namely:

- A. Funded research projects
- B. Policy advocacy
- C. Knowledge management and communication
- D. Researchers' capacity enhancement
- E. Partnerships and collaborations
- F. Other research support activities
- G. Progress in institutional framework and implementation process

PART 1: FUNDED RESEARCH PROJECTS

During the period March – August 2021, progress has been realized in both our 2021/2022 priority projects as well as in other areas. In line with the results framework, the Hub reports a number of outputs and intermediate outcomes that have been realized. Part A of the Report which is on funded research projects is sub-divided into four sections, one for each of the four clusters assigned the four thematic areas of the UON WEE Hub.

CLUSTER ONE: AFFIRMATIVE ACTION FUNDS AND ENTREPRENEURSHIP

In this cluster we have made substantive progress in three projects namely:

- Evaluating AGPO's legislation, policy, regulation, and implementation frameworks and drawing best practices for upscaling women's access to the program
- Evaluating the impact of affirmative action funds (WEF, YED, UWEZO, NGAAF & MSEA Development Fund) on WEE, and identifying best practices to inform BKF and CGS

- Assessing policy advocacy strategies that work for implementation of WEE policies and programs: A Case Study of Credit Guarantee Scheme

Project 1: Evaluating AGPO's Legislation, Policy, Regulation, and Implementation Frameworks and Drawing Best Practices for Upscaling Women's Access to the Program

1.1 Outputs

During the reporting period, the following outputs have been realized by Cluster 1 as regards Project 1:

- i. A Policy Brief on Access to Government Procurement Opportunities (AGPO) developed and shared with the Cabinet Secretary of the Ministry of National Treasury and Planning. (*Annex1*)
- ii. A Report on the AGPO dissemination meeting held with the Ministry of Public Service, Gender, Senior Citizens Affairs &

Special Programs (MPSGSCSP); the National Treasury, the Affirmative Action Funds, civil society organizations and other stakeholders. (Annex 2)

- iii. A network of key partners to drive policy regulations and implementation frameworks established (Annex 3)
- iv. Collaboration between WEE Hub and the Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programs (MPSGSCSP) established.
- v. A Report on the Partners Collaboration for AGPO Policy Advocacy and Women's organizations prepared. (Annex 4)
- vi. A summarized version of the AGPO Report for wider dissemination shared. (Annex 5)
- vii. Critical areas of further research identified by the AGPO policy advocacy network.
- viii. A final Policy Brief developed including the views and perspectives of the MPSGSCSP, the National Treasury and other stakeholders. (Annex 6)
- ix. Recognition and visibility of the Hub and the quality of research that is being carried out.
- x. A dissemination report at the Women's Rights Convention. (Annex 7)
- xi. Report on dissemination of the AGPO key recommendations during the ToT training on dissemination of policy findings on women economic empowerment organized by CRAWN Trust. (Annex 8)

1.2 Outcomes/ Impacts

Following the Hub's dissemination of the AGPO Report with the Ministry of Public Service and Gender Affairs, the National Treasury, the Affirmative Action Funds, civil society organizations and other stakeholders, the Cabinet Secretary of the Ministry of Public Service and Gender Affairs wrote a request to the UON WEE Hub to incorporate the comments made during this meeting, and to publish and disseminate the final report to various stakeholders in order to support government policy and interventions relevant to AGPO.

Project 2: Evaluating the Impact of Affirmative Action Funds (WEF, YED, UWEZO, NGAAF & MSEA Development Fund) on WEE, and Identifying Best Practices to Inform BKF and CGS

2.1 Outputs

The following outputs were realized during the reporting period:

- i. Proposal completed (Annex 9)
- ii. Research tools finalized (Annex 10)
- iii. Fieldwork report (preliminary) on qualitative data (Annex 11)
- iv. Fieldwork report on quantitative data (Annex 12)

Both qualitative and quantitative data have been collected.

2.2 Outcomes/ Impacts

Following the interactions of the Affirmative Action Funds research team with managers of the Fund, the Uwezo Fund Oversight Board wrote to the UON WEE Hub and requested that the research findings be shared with the Fund and other policy makers.

2.3 Key Learnings/Findings from the Fieldwork

In all the three counties where our research was carried out (Nairobi, Nakuru and Kitui) the beneficiaries pointed out that:

- i. There was limited access to the Fund offices, particularly at sub-county and ward levels as offices are centralized in main towns, the number of funds officers is limited, the interest in accessing funds is high.
- ii. There is a lack of sex disaggregated data and people living with disability are not well integrated into the affirmative action programs
- iii. Politicization of some of the funds e.g., UWEZO, NGAAF created challenges for women

The UON WEE Hub is currently working on a request for public participation on the Constituency Development Fund (CDF) to introduce affirmative action funds. Data processing and analysis for this project are starting.



Project 3: Assessing Policy Advocacy Strategies that Work for the Implementation of WEE Policies and Programs: A Case Study of the Credit Guarantee Scheme

3.1 Outputs

This Project has been our best experience during the 2020/2021 year. We have several outputs, intermediate outcomes and even policy change brought by our policy analysis work. The Project has also created very high-level focus on the UON WEE Hub with joint research to monitor the implementation of the CGS policy with the UON, the Treasury, the KNBS and with the support of the implementing banks.

The Hub has realized the following outputs:

- i. Policy Brief on the Credit Guarantee Schemes under the Public Finance Management (Amendment) (No.2) Bill, 2020 (National Assembly Bill No.23 of 2020). *(see Annex 13)*
- ii. Recommendations on the Proposed Public Finance Management (Credit Guarantee Scheme) Regulations 2020. *(see Annex 14)*
- iii. Report on the Consultative meeting between the National Treasury, Absa Bank Plc, Women's organizations and women entrepreneurs. *(see Annex 14)*

“ This Project has been our best experience during the 2020/2021 year. We have several outputs, intermediate outcomes and even policy change brought by our policy analysis work. ”

- iv. Report on the Consultative Meeting Between Treasury, DTB, CRAWN Trust, UoN WEE Hub and Women Entrepreneurs. *(see Annex 15)*
- v. Report on the Consultative Meeting Between the WEE Hub and the Kenya Commercial Bank (KCB) *(see Annex 16)*

3.2 Part II: Monitoring and Evaluation of Implementation

Part II of this Project is to monitor the implementation of the findings of the study: *Assessing Policy Advocacy Strategies that Work for the Implementation of WEE Policies and Programs: A Case Study of Credit Guarantee Scheme*. This Project, whose aim it is to monitor the implementation of the CGS policies and their impact on women's businesses, is being carried out in partnership with the National Treasury and

Outputs realized during this reporting period include:

- i. Project proposal (*Annex 18*)
- ii. Data Collection Tools (FGD Guide, KII Guide and Survey Questionnaire) (*Annex 18*)
- iii. Reports on Consultative Meeting between the National Treasury, KNBS and Preparation of tools (*see Annex 19*)
- iv. An introductory letter linking the UON WEE HUB with banks by the National Treasury (*Annex 20*)
- v. An agreement on confidentiality and other protocols developed (*Annex 21*)
- vi. Establishment of a joint research Project between the National Treasury, the WEE Hub and KNBS.

3.3 Intermediate Outcomes from the CGS Project

Intermediate outcomes related to the Credit Guarantee Scheme Project are:

- i. Since March 2021 to August 2021, the AWSC UON-WEE Hub has established a collaboration with the National Treasury, the KNBS, the private sector and the banks. This has greatly expanded the Hub's sphere of learning and operating at a much higher level as researchers and as partners in the WEE journey.
- ii. Increased networks of women entrepreneurs and policy makers created. This has led to strengthening of the UON-Faculty of Business and Administration and AWSC Women Entrepreneurs Network through which dissemination of research findings has been done.
- iii. Strengthening of partnerships working on the affirmative action funds thematic area.

3.4 Impact

a. Partnership with National Treasury

The National Treasury (NT) Team responsible for CGS participated in the development of the research design of the CGS study and also shaped the study tools, with the Principal Secretary

in the Ministry giving recommendations on the survey questionnaire. Furthermore, the NT assigned two members of their staff from the CGS Department to form part of the study team both of whom were involved in the qualitative data collection. The NT also gave introductory letter of the Hub to the banks participating in the Credit Guarantee Scheme, which made it easier and faster for the Hub to access the banks and get the necessary support.

b. Partnerships with Banks Providing CGS

Partnerships with banks providing CGS have been developed, where the banks have agreed to be a part of the Key Informants (KI) and also to provide the Hub with the list of beneficiaries of CGS who will form a part of their treatment group in the Study.

At one of the meetings the research team on CGS held with the banks in October 2021 to discuss the CGS research design, the Credit Bank (one of the banks providing Credit guarantee), informed the researchers that the Treasury had informed them of the need to enhance access of the CGS to women enterprises and also to develop finance products that target women, and that the Bank is keen to do so. This shows that the Hub's efforts of creating awareness and enhancing the uptake of this programme is taking shape.

Moreover, following the meetings of the researchers with several banks, two of them, that is, Credit Bank and the Cooperative Bank, have already requested the Hub to organize meetings with women entrepreneurs so that the banks can share with them their products targeting women entrepreneurs and the conditions for accessing the credit guarantee scheme.

CLUSTER TWO: WOMEN IN FORMAL AND INFORMAL EMPLOYMENT

Cluster 2 has three projects but during the accounting period progress has been made mainly in one project.

Project 1: Evaluating the Government of Kenya's Economic Stimulus Packages and Social Protection safety nets during the Covid -19 pandemic and their implications for WEE

1.1 Outputs

This project has the following outputs since March 2021 to August 2021:

- i. Research Proposal completed (Annex 22)
- ii. Research instruments and tools completed (Annex 23)
- iii. Fieldwork debriefs workshop reports – Nakuru, Kitui and Kiambu Counties (Annex 24)
- iv. Consolidated Field Work Report (Annex 25)

1.2 Intermediate Outcomes

- i. Establishment of a network of individual policy makers at the county level and at the national level in the area of special programs and social protection programs;
- ii. Increased awareness and demand for continuation of the Kazi Mtaani program, one of the Government of Kenya Stimulus Packages;
- iii. New opportunities have been created by this demand;
- iv. Identified this as an emerging opportunity for policy change to increase women's access to informal and formal employment as well as a greater allocation of funds to the disadvantaged groups under special programs and social protection facilities. Research findings will also be used to negotiate for increased funding for women in the next budget cycle.



CLUSTER THREE: CHILDCARE AND WOMEN'S WORK

Cluster three comprises four projects, however, only the following three have made progress between March 2021 and August 2021.

- Assess what works in child care provision, policies, regulations, processes and programs in promoting women's participation in entrepreneurship for upscaling and replication: A case of Busia and Kajiado cross border child care facilities;
- Evaluating the impact of breastfeeding policies and programs on childcare and women's work;
- Evaluation of the annual national budget policy statement and its implications on allocation of resources to sectors that support child care & women's work.

Project 1: Assess what Works in Child Care Provision, Policies, Regulations, Processes and Programs in Promoting Women’s Participation in Entrepreneurship for Upscaling and Replication: A Case of Busia and Kajiado Cross Border Child Care Facilities

1.1 Outputs

This Project, where we are working with our partner, the Collaborative Center for Gender and Development (CCGD) has made great progress since March 2021. The following are the outputs that were realized during the reporting period:

- i. Revised Project Proposal (*Annex 26*)
- ii. Tools for data collection (FGD Guide, KII Guide and Survey questionnaire) (*see Annex 27*)
- iii. Pre-Test Report (*Annex 28*)
- iv. Field work debriefing reports for Namanga and Busia Counties (*Annex 29*)
- v. Report on Consultations with Women Cross Border Traders who are Implementers in Childcare and Women’s Work Projects (*Annex 30*)
- vi. Report on Consultation Meetings with the Partners i.e., CCGD, Uthabiti and WEE Hub (*Annex 31*)
- vii. A child care center has been established in Busia and a monitoring and evaluation tool to monitor the project has been designed
- viii. Quantitative data by the KNBS is available and is awaiting processing and analysis by the WEE Hub (*see Annex 32*)
- ix. Fieldwork Report (*see Annex 33*)

1.2 Outcomes/Impact

The following intermediate outcomes have been realized:

- i. A child care center negotiated by the women traders has been established from increased awareness from CCGD
- ii. Partnership between UON WEE Hub, CCGD, and the Women Cross Border Association has been established
- iii. 55 children have been registered at the Centre.
- iv. An initial consultative meeting with the parties

in relation to working on policies regulations etc. with the Ministry of East Africa Community and Regional Integration has been established.


1.3 Key Learnings

Tentative research shows that the majority of women are engaged in small-scale informal trade, especially beadwork, commonly known as Ushanga business. Others sell clothing (including ‘deras’), cereals, groceries, fruits and shoes. However, they lack knowledge and information regarding simplified trade procedures and which goods are taxable or non-taxable.

Women join SACCOs and women groups that are predominantly created for savings. The women’s businesses are quite small, lack collateral, lack market and hawk from temporary road side structures (‘vibandas’). These factors limit their businesses. In addition, they have limited access to childcare, and carry their children on their backs as they execute their business activities.

Project 2: Evaluating the Impact of Breastfeeding Policies and Programs on Childcare and Women’s Work

With regards to this project, the Team analyzed The Breastfeeding Mothers Bill, 2019 (National Assembly Bills. No. 74) and shared the findings with the Departmental Committee on Labor and Social Welfare.

 With regards to this project, the Team analyzed The Breastfeeding Mothers Bill, 2019 (National Assembly Bills. No. 74) and shared the findings with the Departmental Committee on Labor and Social Welfare.



The Hub awaits the deliberations and movement of the Bill within Parliament. A research project focusing on evaluating the impact of breastfeeding policies and programs on childcare and women's work will be prepared in order to build evidence on the importance of breastfeeding policies and programs and their impact on child care and women's work. This is for the purpose of identifying what works for facilities and policies and programs that exist.

2.1 Outputs

The following outputs were realized during the reporting period:

- i. A Report on the Analysis of the Breastfeeding Mothers Bill (National Assembly Bill No 74 of 2019). (*Annex 34*)
- ii. A Research Paper on A Contribution towards better Knowledge-Based Proposed Amendments to the Breastfeeding Mothers Bill 2019. (*see Annex 35*)
- iii. A Research Paper on Implementation of Policies, Programs, Regulations, and Challenges Related to Breastfeeding and Women's Work. (*Annex 36*)
- iv. Report on the Analysis and Proposed Amendments to the Breastfeeding Mothers Bill 2019. (*Annex 37*)
- v. Report on the Presentation of the Recommendations by WEE Hub presented during the stakeholders' presentation to the departmental committee on labor and social welfare on 13th February 2021 and responses given to WEE Hub team. (*Annex 38*)

2.2 Key Outcomes/Impacts

The recommendations by the WEE Hub were very well received by the Departmental Committee on Labor and Social Welfare. Members were appreciative of the general data that was. In general, it was agreed that there is clear need for a study to be undertaken to inform the legislation of this Bill so that it addresses actual issues, for instance, the idea that the Bill can give minimum prescriptions of the time and intervals that

breastfeeding mothers or mothers with babies that need to be fed can be given so as to achieve the objective and leave it to employers to ensure the same.

Project 3: Evaluation of the Annual National Budget Policy Statement and its Implications on Allocation of Resources to Sectors that Support Child Care & Women's Work

This Project is being carried out in partnership with CCGD. The analysis of the 2021/2022 budget has also been carried out and a policy brief is being prepared. The Hub is also working with CRAWN Trust, Technoserve and Oxfam in the dissemination of information on gender aware budgeting. The process of developing the budget analysis tools for the year 2022/2023 related to water and sanitation, social security, health, education and food security. These are sectors that the Hub considers closely related to childcare, unpaid labor and women's work in the African context.

3.1 Outputs

During this reporting period, the following outputs were realized:

- i. Project Proposal (*Annex 39*)
- ii. Analytical Report of the 2021/2022 National Budget (*Annex 40*)
- iii. Policy Brief on the 2021/2022 Budget Analysis (*Annex 41*)
- iv. Report on Partners Review and Input of the Report on the Budget Analysis (*Annex 42*)
- v. Report on Partners Review and Input on the Policy Brief (*Annex 43*)

3.2 Impact

The impact for this Project will be reported in the 3rd Progress Report.

CLUSTER FOUR: WOMEN'S MOVEMENT AND SELF-MOBILIZATION FOR WEE

Cluster four comprises three projects:

- Examining strategies that women's movement used to realize the gains in the Kenya Constitution 2010;
- Up-scaling best practices for women's self-mobilization for review and implementation of policies, regulations and programs for WEE;
- Evaluating the Effectiveness of Women's Movement in Self-Mobilization for WEE in Kenya from 1963 to 2010.

However, only the first two of these projects have made any significant achievements over the reporting period.



Project 1: Examining Strategies that Women's Movement Used to Realize the Gains in the Kenya Constitution 2010

1.1 Outputs

The following are the outputs realized during the reporting period:

- i. Revised Proposal (*Annex 44*)
- ii. Data Collection Tools (*Annex 45*)
- iii. Fieldwork Report in Nairobi, Kisumu and Mombasa. (*Annex 46*)
- iv. Transcription of key pathfinders' stories collected during the fieldwork. (*Annex 47*)
- v. The video recordings of the 48 pathfinders transcribed and edited in preparation for the book on *Strategies that Worked for Women Pathfinders in the Constitution Making Process* developed (*Annex 48*)
- vi. Transcription of 22 recorded pathfinders' videos. (*Annex 49*)
- vii. Three episodes of video clips on pathfinders in constitution making developed (*Annex 50*)
- viii. A Manuscript on conversations with the pathfinders: *Strategies that Worked for Women in the Constitution Making Process* (Awaiting editing and publication). (*Annex 51*)

- ix. Report on the dissemination of the videos among women's organizations and women leaders working in the area of economic empowerment and women's rights. (*Annex 52*)
- x. 70 copies of DVDs on the pathfinders. Videos disseminated (*Annex 53*)
- xi. Video on introducing the Research and Quality Assurance Panel, produced (*Annex 54*)

1.2 Outcome/Impact

The WEE Hub has started sharing the reports with national women's organizations and community-based organizations. The impact will be reported in the next Progress Report.

1.3 Key Learnings

Preliminary findings on the interviews with pathfinders identified the following strategies used by women in the making of the Kenyan Constitution 2010:

- i. Women pulled together despite the diversity in ethnicity, religion, and social status to push for the inclusion of women's agenda in the Constitution;

- ii. Women utilized each other's skills with the main agenda of ensuring women issues have been included in the constitution 2010;
 - iii. Civic education played a vital role in educating women about their rights;
 - iv. Women leaders lobbied specific Members of Parliament to support their motion/interests in parliament;
 - v. Women movements such as the League of Kenyan Women Voters mobilized women to fight for the inclusion of women issues in the Constitution 2010;
 - vi. Women's organisations lobbied political parties and sensitised women at the grassroots level.
- v. In collaboration with women's organizations developed short presentations and presented them to the commercial banks and the Treasury for discussions related to CGS, BKF, and gender budgeting;
 - vi. Report on Sharing of a Policy Brief on the National Women Rights Convention (*Annex 55*);
 - vii. Report on Sharing of Information with Women Trainers (*Annex 6*);
 - viii. Report on the Analysis of 2020-2021 Budget (*Annex 52*)

Project 2: Up-Scaling Best Practices for Women's Self-Mobilization for Review and Implementation of Policies, Regulations and Programs for WEE

2.1 Outputs

The Hub identified public participation as a key strategy for policy advocacy. This lesson was picked up from the African Women Studies Centre's experience in policy advocacy and years of working in this area. This strategy acknowledges that women are key stakeholders in changing policies that affect their lives, the lives of their families, of the communities and of the nation. To this end, from March to April 2021 the following outputs that aim at strengthening the women have been realized:

- i. Report on the Consultative Meeting between the National Treasury, Absa Bank Plc, Women's Organizations and Women Entrepreneurs. (*Annex 14*)
- ii. Report on the Consultative Meeting Between Treasury, DTB, CRAWN Trust, UoN WEE Hub and Women Entrepreneurs. (*Annex 15*)
- iii. Report on the Consultative Meeting Between WEE Hub and the Kenya Commercial Bank (KCB) (*Annex 16*)
- iv. Creation of a network of women's organizations to collectively negotiate for policy change in relation to CGS and BKF;

2.2 Outcomes/Impact

The following intermediate outcomes were achieved:

A partnership with the Department of Literature and Film Studies at the University of Nairobi has:

- i. Developed the pathfinders report videos;
- ii. Filmed the interviews in Nairobi, Kisumu and Mombasa;
- iii. Disseminated the video clips;
- iv. Created demand among women leaders and organizations for the video clips to be part of their training tools;
- v. Shared the videos during the Women Rights Conference with CRAWN Trust;
- vi. Created demand for documentary women's experiences in all spheres of their lives including in the area of their roles and experiences in the economy. This is building feminist knowledge and creating evidence for policy change, resulting in women being proud of themselves, particularly in influencing policy as they know they can change policy. This has generated discussions around the status of the women's movement today and what can be done to strengthen it.

Project 3: Evaluating the Effectiveness of Women's Movement in Self-Mobilization for WEE in Kenya From 1963 To 2010

Preliminary activities for this Project, including proposal development, research tools development, fieldwork preparations have been finalized. The research team will collect data during the month of October, 2021.

3.1 Outputs

Outputs for this project include:

- i. Proposal developed (Annex 59)
- ii. Data collection tools developed (Annex 60)

UON WEE Hub Research Project Initiatives

The UON WEE Hub developed an analytical report on economic status of women in formal and informal economies in Kenya. This project is being carried out in collaboration with KNBS. The project involves reprocessing of data already collected by the KNBS. A concept note and work plan have been developed.

Status of other Funded Research Projects

The following projects are still at a proposal stage:

- i. Evaluate the Impact of Public Procurement Opportunities on Women-Owned Enterprises and Women's Economic Empowerment.
- ii. Evaluating the Effectiveness of Incubation to Women's Enterprises. A collaboration agreement has now been signed.
- iii. Evaluating the Implementation of the Employment Act 2007 and the Sessional Paper No. 4 of 2013 on Employment in Promoting WEE in Formal and Informal Employment.
- iv. Evaluating the Legal and Operational Environment for Social Security and Contracts on Women's Participation in the Gig Economy and Developing a Database as a Technological Pathway for Women in the Gig Economy.
- v. What Works for the Success of Maternity Protection Policies and Sustaining Women's Income and Job Security at Work in Africa: The Case of Maternity Leave Policy Priorities, Implementation Practices and Lessons in Kenya?

PART 2: POLICY ADVOCACY

INTRODUCTION

The policy advocacy strategy has been innovative and flexible, allowing for contexts where policy advocacy informs the process of research and vice-versa, which is different from our earlier linear thinking when we would inform policy only after the research was completed. The Credit Guarantee Scheme (CGS) is a very good example of this flexibility. Our engagement with CGS was based on our technical skills in policy analysis and our experience with policy engagement with the relevant policy makers.

During this period, the following policies were targeted and policy briefs prepared as follows:

1.0 POLICY ADVOCACY TOWARDS IMPLEMENTATION OF THE CGS

1.1 The Context

The Credit Guarantee Scheme under the Public Finance Management (Amendment) (No.2) Bill, 2020 (National Assembly Bill No.23 of 2020) created the opportunity for the UON WEE Hub to engage with the Treasury and parliamentarians on the importance of the Bill for WEE. As reported in the first Progress Report, the Hub had the opportunity to look at the Bill and give recommendations which included:

- The inclusion of gender in the definitions/interpretation;
- Second, the extent to which conditions that a borrower must fulfill in order to be eligible

for extension of credit guarantee may exclude women from the scheme;

- Third, the need to have gender sensitive regulations for the operation of a scheme established by the Cabinet Secretary (CS) for the partial mitigation of default risks for credit extended to micro, small or medium enterprises;
- Fourth, the need to provide gender disaggregated data, and the provisions for the Cabinet Secretary's statement and report on the credit guarantees.



The UON WEE Hub prepared a policy brief that included a gender analysis of the Bill and recommendations for ensuring that the Bill is more responsive to the needs of women entrepreneurs among other recommendations.



The UON WEE Hub prepared a policy brief that included a gender analysis of the Bill and recommendations for ensuring that the Bill is more responsive to the needs of women entrepreneurs among other recommendations. The Bill was passed. In addition to the Bill, the regulations governing the CGS Bill 2020 were put in place. In response to our submission for the amendment of the Bill to Parliament, which was submitted to the Treasury to be included in the regulations, the Treasury requested the AWSRC UON WEE Hub to review the regulations with view to ensure that what was recommended by our research team was properly captured by the regulations. We reviewed the regulations and once again gave our recommendations to the Treasury. The Regulations came into force and have been the basis for the

operationalization of the credit guarantee scheme since December 2020. The details of this report are reported in the first Progress Report.

1.2 Outputs/Outcomes March to August 2021

- a) A tripartite collaboration between the Treasury; the UON WEE Hub; women's organizations; and implementing banks** was established in February 2021 where the UON WEE Hub facilitated a panel discussion between the Treasury, the KNBS, and the Ministry in charge of Gender Affairs during the Women and the Economy in Kenya Conference organized in partnership with CRAWN Trust. Since then, the team has been working together. This has led to joint research on CGS where the three partners are playing different roles, with a fourth partner, the banks, providing the information.
- b) Joint tools of research, list of guidelines for the research and collaboration with the banks**, list of participants submitted by the banks for interview, and a non-disclosure agreement (NDA) with the Kenya Commercial Bank (KCB) and are in process of signing one with the Credit Bank. *(see Annex 61)*
- c) An introductory letter to the banks** has been sent by the Treasury to the banks to facilitate our research on *Assessing what Works for WEE in Policy Advocacy and the Implementation Process of Affirmative Action Policies: Case Study of Kenya's Credit Guarantee Scheme*. *(see Annex 20)*
- d) The information we have from the Treasury indicates that as of May 2021, women's access to the 30% credit facility for affirmative action groups was 16%. The Treasury has attributed this to the work of the WEE Hub. However, the joint research will give us the evidence we require and we will share
- e) Joint research on the uptake of CGS between the Treasury and WEE Hub** is currently going on.



Discussions on the linking of WEE Hub with the office responsible for businesses registration where they can cascade the offices to bring them closer to the women's businesses is on course,

- f) **Discussions on the linking of WEE Hub** with the office responsible for businesses registration where they can cascade the offices to bring them closer to the women's businesses is on course,
- g) **Reports on various consultations** with the implementing banks

1.3 Impact

In terms of impact, the WEE Hub has established itself through the activities of CGS as a major technical back up team for policy makers in the Treasury as well as with Parliamentarians. This collaboration has also created an early opportunity for the Hub to work with women's organizations, and strengthen their capacity to mobilize the community for policy change with reference to WEE and implementation of the same policies. This led to a joint meeting with the CRAWN Trust during the Annual Women's Rights Convention held on 11th to 12th August, 2021.

2.0 RESPONSE TO THE GOVERNMENT OF KENYA COVID-19 PROTOCOLS

As the country emerged from the COVID 19 pandemic era, one of the packages that we responded to is the CGS which we have discussed extensively above. CGS deals with small and micro enterprise operators and they are being facilitated to help them back on course through support from government in collaboration with banks. The Economic stimulus packages is related to the project Evaluating the Government of Kenya's Economic Stimulus Packages and Social Protection safety nets during the Covid -19 pandemic and their implications for WEE which has been discussed in Part A above. The research has been carried out and policy and program issues are going to be distilled from the research.

2.1 Outputs

- i. Report on preliminary field research recommendations in relation to Kazi mtaani (*Annex 62*);
- ii. A list of individual policy makers that we can work with at the county level;
- iii. A list of networks created through the implementation of the Government of Kenya (GOK) stimulus package;
- iv. A list of community leaders involved in this process and that can influence policies at the county level;
- v. Leadership in at least 3 Counties that are willing to work with the WEE Hub.

2.2 Impact

- i. We now have the opportunity to work with the Ministry of Public Service, Gender, Senior Citizens Affairs and Special Programs.
- ii. The UON WEE Hub has established a network of individual policy makers at both the county and the national levels in the areas of special programs and social protection programs.
- iii. There is now an increased awareness and demand for the continuation of the Kazi Mtaani program, which is one of the Government of Kenya Stimulus Packages.
- iv. The Hub has identified this as an emerging opportunity for policy change to increase women's access to informal and formal employment as well as to allocate more funds to the disadvantaged groups under special programs and social protection facilities. Research findings will also be used to negotiate for increased funding for women in the next budget cycle

3.0 ANALYSIS OF THE 2021/2022 BUDGET

The WEE Hub research team agreed on taking up gender budgeting because of the interest shown and its relationship with child care work. We have analyzed the National Budget 2020/2021 in relation to child care and women's work.

3.1 Partnerships and Consultative Meetings

We have also created a partnership with the Kenya Women Parliamentary Association (KEWOPA), CCGD, CRAWN Trust, the Ministry in charge of Gender Affairs, Gender Budget Network and Oxfam among other stakeholders to collaborate in terms of women's economic empowerment. This led to a consultative meeting with various organizations on 16th September, 2021 where recommendations on Gender Responsive Budgeting and Access to Government Procurement Opportunities (AGPO) were shared.

The analysis of the 2021/2022 budget has also been carried out and a policy brief has been prepared. The Hub is also working with CRAWN

Trust, Technoserve and Oxfam in the dissemination of information on gender aware budgeting. The process of developing the budget analysis tools for the year 2022/2023 related to water and sanitation, social security, health, education and food security is ongoing. These are sectors that the Hub considers to be closely related to childcare, unpaid labor and women's work in the African context.

3.2 Outputs

During this reporting period, the following outputs were realized:

- i. Policy Brief on the 2021/2022 Budget Analysis (Annex 41)
- ii. Report on partners review and input on the Policy Brief (Annex 42)
- iii. Report on sharing of the policy brief with the women's organizations for capacity enhancement to support the gender budgeting advocacy work (Annex 63)
- iv. Sharing of the policy brief by CRAWN Trust with women from the counties during the Annual Women's Rights Convention.
- v. Sharing of the policy brief by CCGD in Busia and Kajiado Counties

4.0 CONTRIBUTIONS TO THE BREAST-FEEDING MOTHERS' BILL 2019

Kenya has a breast-feeding policy that promotes exclusive breastfeeding of babies for the first six months of life, either directly from the breast or using a cup. Bottle feeding is discouraged under the policy. Currently, Kenya's maternity leave policy does not support working mothers to breast feed exclusively for the recommended six months because the Employment Act 2019 provides for only three months paid maternity leave. Mothers may also take their one-month annual leave in addition to the maternity leave during the year that they give birth. However, this is still not sufficient to allow working mothers to breast-feed exclusively for six months. It is in light of this that the Breastfeeding Mothers' Bill is proposed, so as to make provisions that support mothers to breast-feed exclusively for six months, particularly during the period when they are no longer on maternity

leave and have gone back to work.

On 5th July 2021, through an advertisement in the local newspapers, the National Assembly sent out an invitation for public participation on the Breastfeeding Mothers' Bill, 2019. The Call for Public Participation invited the public to submit written memoranda on the Bill. The UON WEE Hub decided to look at the Bill and respond to the Call for Public Participation and subsequently, prepared written submissions which were sent to the Clerk of the National Assembly on 16th July 2021.

4.1 Highlights Made by the WEE Hub

Highlights of the analysis and recommendations of the written submission made by the UON WEE Hub include:

- i. The need to consider both the mother and the child perspective simultaneously in order to avoid discrimination of some mothers and some babies since not all mothers can produce sufficient milk, while not all babies can breastfeed competently for various reasons. Adoptive mothers may not all succeed in producing breast milk and, therefore, the importance of inclusivity based on the diversity of mothers and children;
- ii. Changing Definitions – it was pointed out that today the term breastfeeding has changed to include the access of breastmilk through cup or bottle feeding as well as the use of a wet nurse or milk obtained from a milk bank whereas the Bill defined breastfeeding as the action of direct extraction of milk by a baby from the breast. Other terminologies highlighted included employment, which the Breast-Feeding Mothers Bill (BFMB) suggests as being in formal employment even though in the clauses the Bill attempts to be inclusive. New terminologies were also proposed i.e., protected time, mother's assistants, to name but some.
- iii. Employment Data – 2019 statistics from Statista, an international organization indicated that Kenya had a workforce of 18 Million out of which 15 Million was to be found in the informal sector and 3 Million in the formal sector, including government and private sector. Further, 2021 data shows that

the employees in Kenya's public sector are about. 865,200. This, therefore, means that the BFMB must aim to make provisions with utility for the majority of mothers rather than the minority alone.

- iv. Reasonable Adjustments: In light of the above data regarding the employment arena and the information from the Federation of Kenyan Employers (FKE) it is important that the idea of reasonable adjustments be given great premium where no employer is exempted from implementation of the Bill but that employers be free to take a range of actions that will ensure that mothers with children who require to be breastfed are enabled to do so whether through the establishment of lactation stations; creches; reduced working hours; working from home, etc.

4.2 Recommendations by the Hub

Recommendations expressed in written submission made by the UON WEE Hub include:

- i. Review the exclusive breast-feeding policy so as to take into account mothers who are not able to breast-feed. This means also taking cognizance of the use of breast milk substitutes and regulating their use in a manner that promotes access to the same. Currently, Kenya bans the marketing of breast milk substitutes and they are also expensively priced in order to discourage their use. However, for many mothers who are not able to exclusively breast-feed, and especially in the months they resume work after delivery, these products need to be made more accessible and affordable.
- ii. Review the focus on mother work within the formal sector that gives the impression that it is only the employers within the formal sector who are required to have in place the provisions proposed in the Bill, key among them being lactation stations.
- iii. The Hub seeks to expand the definition of work place to include informal work spaces and to ensure the protections availed under the Bill are also enjoyed by women who work in the informal sector.
- iv. The Hub also sought the inclusion of additional protections that will allow women to feed their children while at work without fear or

victimization. These include provisions that recognize the time women spend feeding their babies or expressing milk while at work as ‘protected time’ so that they are not penalized for not being at their work station during that time.

- v. There is need to define and make provision for mothers’ assistants, as persons who support mothers to feed their babies while at work and the provision for baby care rooms in addition to lactation stations, which are rooms that may be used by mothers’ assistants.

4.3 Outputs

- i. A Report on submission sent to clerk of the National Assembly on 16th July 2021(Annex 64 a)
- ii. A Report on further presentations made at a retreat in Mombasa on 13th August 2021organized by the Departmental Committee on Labor and Social Welfare and comments made by the Committee and other stakeholders. (Annex 64)

4.4 Outcome/Impact

This BFM Bill is still pending in Parliament, but the WEE Hub continues to engage key stakeholders on the need to ensure that the country adopts a breast-feeding policy that will promote women’s work.

“ ...there is need for a study to be undertaken to inform the legislation of this Bill so that it addresses actual issues.

4.5 Response from the Stakeholders Meeting on WEE Hub’s Recommendations

Members of the Committee were quite appreciative of the general data that was provided by the Hub and noted that there is need for a study to be undertaken to inform the legislation of this Bill so that it addresses actual issues. For instance, the Bill can give prescribe the minimum amount of time and the time intervals breastfeeding mothers or mothers with babies need to feed their babies. This provision in the Bill will ensure that the employers will make the necessary adjustments for breast-feeding mothers. Whether to take this approach or to insist on lactation rooms is a question of data that is required to inform the choice.

5.0 POLICY ADVOCACY IN RELATION TO ACCESS TO GOVERNMENT PROCUREMENT OPPORTUNITIES (AGPO)

The study of the AGPO program as requested by the Cabinet Secretary for Ministry of Public Service and Gender Affairs has created opportunities for the UON WEE Hub to engage at high level meetings with various stakeholders in dissemination of our research findings.

5.1 Sharing the Draft AGPO Report with Stakeholders

On 10th August 2021, the draft AGPO Report was shared with stakeholders at a high-level meeting convened by Prof Margaret Kobia, the Cabinet Secretary of the Ministry of Public Service, Gender, Senior Citizens Affairs & Special Programs and attended by representatives of her Ministry such as the Permanent Secretary and the Chief Administrative Secretaries, as well as representatives of the National Treasury, the Women Enterprise Fund (WEF), Women’s organizations and the UONWEE Hub, among others. As a result, a network of key partners to drive policy regulations and implementation frameworks was established which included representatives from the Gender Affairs Department, CRAWN Trust, CCGD, Technoserve, and KNBS.

Other forums where AGPO findings have been shared include a meeting organized by CRAWN Trust on training of trainers on the dissemination of policy findings on women economic empowerment. This meeting was attended by members of the National Women's Steering Committee from both the national and county levels, CCGD and the Institute of Economic Affairs. The presentation highlighted the key findings, challenges facing the AGPO program and key recommendations on how to address them. During the plenary session, the participants shared their personal experiences with AGPO at the counties.

5.2 Outputs towards Policy Advocacy

During the reporting period March 2021 to August 2021, the following outputs were realized:

- i. A policy brief on AGPO was developed and shared with the Cabinet Secretary (*Annex 1*)
- ii. A report on AGPO dissemination meeting held with the Ministry of Public Service and Gender Affairs, the National Treasury, the Affirmative Action Funds, the civil society organizations and other stakeholders (*Annex 2*)
- iii. A network of key partners to drive policy regulations and implementation frameworks was established. (*Annex 7*)
- iv. A summarized version of the AGPO Report for wider dissemination completed (*Annex 4*)
- v. A final Policy Brief was developed, including the views and perspectives of gender affairs, the National Treasury and other stakeholders.
- vi. A dissemination Report at the Women's Rights Convention (*Annex 63*)
- vii. Report on dissemination of the AGPO key recommendations during the TOT training on dissemination of policy findings on women economic empowerment organized by CRAWN Trust. (*Annex 7*)

5.3 Outcome/Impact

This has led to recognition and visibility of the Hub and the quality of research that is being carried out. Among the recommendations made from the high-level meeting organized by the Cabinet Secretary was the need to publish and disseminate the findings widely to various stakeholders,



“ ... women and men have the right to equal treatment including the right to equal opportunities in political, economic, cultural and social spheres. Further, Article 27 (6)



including the Ministry and the National Treasury, among others, in order to support the relevant Government policy and interventions relevant to AGPO.

The affirmative action funds programs are anchored in the Kenya Constitution 2010. Article 27 (3) of the Kenya Constitution states that,

.... women and men have the right to equal treatment including the right to equal opportunities in political, economic, cultural and social spheres. Further, Article 27 (6) states that ...to give full effect to the realization of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.

In addition, sub article (8) states that “... the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender”. This has created awareness to the target groups demanding implementation of these provisions as evidenced during the dissemination meetings with stakeholders, particularly women’s organizations.

6.0 STRENGTHENING WOMEN'S CAPACITY TO MOBILIZE POLICY ADVOCACY FOR WEE

The Hub identified public participation as a key strategy for policy advocacy. This lesson is picked from the African Women Studies Centre’s experience in policy advocacy and years of working in this area.

6.1 Outputs

This strategy acknowledges that women are key stakeholders in changing policies that affect their lives, that of their families, the communities and the nation. To this end from March to April 2021 the following outputs that aim at strengthening the women have been realized:

- i. Creation of a network of women’s organizations to collectively negotiate for policy change in

relation to CGS;

- ii. A Report on sharing of policy briefs at the National Women Rights Convention (*Annex 67*);
- iii. A Report on sharing of videos on women pathfinders (*Annex 52*);
- iv. A Report on the dissemination of the videos among women’s organizations and women leaders working in the area of economic empowerment and women’s rights (*Annex 7*);
- v. Three episodes of video clips on women pathfinders in the constitution making process developed (*Annex 50*);
- vi. Seventy copies of DVDs on the pathfinders’ videos disseminated among women’s organizations (*Annex 53*);
- vii. Created demand for documentary women’s experiences in all spheres of their lives, including in the area of their roles and experiences in the economy. This is building feminist knowledge and creating evidence for policy change, resulting in women being proud of themselves, particularly in influencing policy as they know they can change policy. This has generated discussions around the status of the women’s movement today and what can be done to strengthen it.

6.2 Outcomes/Impacts

The main intermediate outcome of this activity is that sharing of these videos created demand for documentary women’s experiences in all spheres of their lives, including in the area of their roles and experiences in the economy. This is building feminist knowledge and creating evidence for policy change, resulting in women being proud of themselves, particularly in influencing policy as they have come to know they can change policy. This has generated discussions around the status of the women’s movement today and what can be done to strengthen it.

6.3 Key Learnings

Videos form a powerful way of feminist research methodology, are highly appreciated by various categories of women, and can easily communicate, inspire and create awareness on women’s empowerment.

PART 3: KNOWLEDGE MANAGEMENT AND COMMUNICATION

The UON WEE Hub has an active twitter handle (WEE_HUB) and a Facebook page (WEE HUB). The official website is weeHub.org. The social media pages have grown steadily, allowing relevant followers to be informed about the Hub's vision and mission as well as various activities. The pages have thrived on purely organic traffic. Our Key Performance Indicators (KPIs) are new followers, reach, engagement, clicks, posts traffic and conversations. During the period of March to August 2021, the Hub's website received up to 1304 site sessions with 629 new visitors. The website also has traffic from all over the world. Top viewing continents include Africa, Asia, America and Europe. Our traffic comes from several sources, including direct links, google.com, bing.com as well as twitter and Facebook. Our daily posts are also widely read, attracting more than 50 reads per day.

Our social media handles have also been increasing in popularity. During the March-August 2021 period Our Facebook page increased its viewership by 25%. In terms of gender, 58% of page visitors were female while 42 % were male. On average, the page audience reach during the period was 38,400. Our Facebook page receives audience from Kenya, South Africa, Tanzania, Sudan United Kingdom and Zambia. Our twitter page which is updated almost every day has gained followers from relevant organizations such as the Collaborative Centre for Gender and Development, CRAWN Trust, Uzalendo Africa Initiative, Empower Girls, WoMandla Foundation, Women Agenda, Young African Women Initiatives, the University of Nairobi, CARE Kenya and the Women Excel Trust. Such kind of followers are an indication that our posts reach their followers and hence, are trumpeting the message of women empowerment further afield.

PART 4: RESEARCHERS CAPACITY ENHANCEMENT

During the reporting period of March to August 2021, the WEE Hub researchers' capacity was enhanced through various forums as listed below:

1.0 TRAINING ON GROUNDED THEORY AND QUALITATIVE RESEARCH METHODS.

This was a joint workshop held from 19th to 21st May 2021, between the Kenyatta University WEE Hub and the University of Nairobi WEE Hub. The workshop focused on multidisciplinary, women centered research methods. The following were the outputs realized:

- i. A joint communique between the KU WEE Hub and UON WEE Hub (Annex 68);

- ii. Report on the workshop deliberations and outcomes (*Annex 69*);
- iii. Draft WEE focused tools and WEE indicators integrated in the questions (*Annex 70*).

2.0 WEBINAR ON WOMEN'S ECONOMIC EMPOWERMENT INDICATORS

A webinar on Women's Economic Empowerment Indicators (WEEI) was held on 26th March 2021 to train researchers from the WEE Hub about women empowerment indicators that had been developed by the Kenya National Bureau of Statistics (KNBS) and the UNWOMEN. The facilitators were from the KNBS.

2.1 Outputs

A Report on the training webinar is available (*see Annex 71*).

2.2 Impact

The WEEI indicators are being integrated into the Hub's research. The presentation by KNBS strengthened the partnership between the Hub and the KNBS.

2.3 Key Learnings

The current WEEI indicators used by the KNBS take into account five dimensions of empowerment, all with an equal weighting. The Hub suggested that it is important to consider a different weighting system, based on indicators/dimensions women consider as important to them.

3.0 TRAINING ON RESEARCH DESIGN

The recommendation from this training was that qualitative and quantitative data collection should be done at the same time.

3.1 Output

A report on the training is available. (*Annex 72*)

3.2 Outcome/Impact

The training inculcated in the participants skills in formulating research design for both qualitative

and quantitative research that is being carried out at the Hub, with researchers taking into account the issues discussed to ensure the quality of their research. Moreover, the facilitators were the UON WEE Hub research partners, further strengthening the Hub's partnerships.

4.0 TRAINING OF A TEAM OF FOUR LEVEL TWO RESEARCHERS

This training was organized by the International Finance Corporation/World Bank, in partnership with the Stanbic Bank between 17th and 25th August 2021, under the acronym 'DADA' (Dare to Aspire, Dare to Achieve), which is a flagship project started in 2019 aimed at enhancing the researchers' capacity in research and exposure to issues related to entrepreneurship.

4.1 Output

A Report on the DADA training is available (*Annex 73*)

4.2 Outcome/Impact

The training equipped the level two researchers with different aspects of running successful enterprises and which can be shared with women entrepreneurs for greater impact.



The recommendation from this training was that qualitative and quantitative data collection should be done at the same time.



PART 5: PARTNERSHIPS AND COLLABORATIONS

Since March 2021, the UON WEE Hub has finalized a number of partnerships with various organizations in research. These include: CRAWN Trust/NWSC; CCGD/Uthabiti; the Kenya National Bureau of Statistics; Technoserve and the National Treasury

1.0 COLLABORATION WITH CRAWN TRUST

The following outputs were realized during the reporting period:

1.1 WEE Hub Reports

- i. UON WEE Hub and CRAWN Trust Collaboration Agreement has been signed and is in effect. (*Annex 74*)
- ii. Work plan for 2021/2022 developed (*Annex 75*)
- iii. Budget for Y1 was agreed and a sub-grant transferred to CRAWN Trust to implement the activities of Y1
- iv. A Joint Report on UON WEE Hub, CRAWN TRUST and other partners on the Women's Rights Convention which was held on 11th and 12th August 2021. (*Annex 76*)
- v. Reports on CGS consultative meetings with ABSA Bank, DTB, and KCB (*Annex 14*)

1.2 Reports from CRAWN Trust

- i. Report on the Annual Women's Rights Convention (*Annex 76*)
- ii. Policy Brief on the Women and the Economy in Kenya (*Annex 77*)
- iii. Report on the Women and the Economy in Kenya (*Annex 78*)
- iv. Annual Report of the Activities undertaken by CRAWN Trust (*Annex 80*).

2.0 COLLABORATION WITH TECHNOSERVE

The following outputs were realized:

- i. A Report on Fieldwork Visits by UON WEE Hub researchers to understand Technoserve's scope of work;

- ii. Report on Consultations and Discussions on the nature of collaboration (*Annex 81*);
- iii. Memorandum of Understanding (MOU) signed (*Annex 82*);
- iv. Research Design and Methods, counties of operation and study budget have been agreed upon;
- v. Technoserve has developed workplan for Y1 of collaboration (*Annex 83*);
- vi. A Brief Report the collaborative work of Technoserve and the Hub (*Annex 84*).

3.0 COLLABORATION WITH COLLABORATIVE CENTRE FOR GENDER AND DEVELOPMENT AND UTHABITI AFRICA

3.1 Outputs from WEE Hub

Outputs realized during the period include:

- i. A Report from consultations with women cross border associations meetings (*Annex 42*);
- ii. A Report on mobilization on of women who are bringing the children to the child care centers (*Annex 85*);
- iii. Women entrepreneurs mobilized to participate in the research interviews in Namanga and Busia (*Annex 86*);
- iv. Simplified Policy Brief for the gender budgeting for dissemination by partners (*Annex 7*);
- v. Report on a Policy Brief presented during the women's rights convention on behalf of the partners;
- vi. Report on mobilization of field visits for the exploration and assessment of the steps towards development of a child care facility and mobilization of women entrepreneurs and key informants for qualitative study (*Annex 87*);

- vii. Vital partnerships established towards the implementation of:
- Gender budgeting initiative;
 - UON/CCGD/EAC collaboration;
 - UON/CCGD/Women in cross border trade association;
 - Affirmative action funds research and policy advocacy collaboration team.

3.2 Outputs from CCGD

- A progress report on UON WEE Hub/CCGD/Uthabiti Child Care Collaboration (*Annex 88*);
- A Report on Busia Child Care Centre (*Annex 89*);
- Curriculum for the Day Care Centre (*Annex 90*);
- A report on Namanga Child Care Survey Report (*Annex 91*);
- Guidelines and recommendations for activities to be carried out in a child care Centre. (*Annex 92*);
- A Report on Collaborations in Year One (*Annex 93*)

3.3 Outcomes/Impacts

Through the Hub's collaboration with CCGD, mobilization of respondents for the Study in the study sites on the Busia and Namanga borders was made easy, which enabled more efficient qualitative data collection. On the other hand, through the Childcare Centre, established and managed with the help of CCGD and a sub-grant from the UON WEE Hub, the Hub was able to collect data and study the effect of access to a child care facility on women's businesses.

The CCGS is also in the process of linking the Hub with the MEAC, which is an important implementing partner for the outcomes of the study on: 'Enhancing Participation of Women in Cross Border Trade through Access to Childcare'.

3.4 Key Learning

Working in partnership and in collaboration with institutions/organizations involved in similar work made our research work easier and more efficient. Moreover, this assisted us in getting in touch with more networks which are critical in the dissemination of our research findings.

4.0 COLLABORATION WITH THE KENYA NATIONAL BUREAU OF STATISTICS

Outputs realized during this period include:

- A Collaboration Agreement between the UON WEE Hub and the Kenya National Bureau of Statistics, prepared and awaiting signing by the KNBS. (*Annex93*);
- A Report on exploring possible areas of collaboration between the WEE Hub and KNBS (*Annex 94*);
- A Report on the selection of study counties between WEE Hub and KNBS (*Annex 95*);
- Paper questionnaires, and digitized questionnaires prepared (*Annex 96*);
- CAPI devices (Tablets, chargers and power banks) availed to the Hub by KNBS;
- Surveys carried out, using the CAPI system in Nairobi, Mombasa, Kirinyaga, Kitui, Nakuru, Kiambu, Mombasa, Nakuru, Kajiado and Busia Counties for 4 priority projects of the Hub (*Annex 97*);
- Quantitative data collection carried out by enumerators/research assistants, field data collection supervisors and survey coordinators for the CAPI and submitted to the UON team for processing and analysis;
- Provision of a server by KNBS where the survey data is uploaded in real time.

5.0 COLLABORATION WITH THE NATIONAL TREASURY

The UON WEE Hub has been working in partnership with the National Treasury on the CGS Project to organize consultative forums with CGS implementing banks, women's organizations and UON Women's Network of entrepreneurs. These forums serve as sensitization forums on the CGS facility. In addition, the Hub is partnering with the Treasury in data collection on the project: Assessing Policy Advocacy Strategies that Work for Implementation of WEE Policies and Programs: Case Studies of Biashara Kenya Fund & Credit Guarantee Scheme.

The following outputs were realized during the reporting period:

- Reports on consultative meetings on CGS with ABSA, Kenya Commercial Bank, and

- Diamond Trust Banks, which are some of the implementing banks (*Annex 14*);
- ii. Report on a joint review meeting of the CGS data collection instruments (*Annex 100*);
 - iii. A joint research team of Treasury, UON WEE Hub and KNBS planned for provision of necessary information for the research team availed by the National Treasury. This has helped identify which counties to work on.
 - iv. Vital and strong partnership with regards to generation of data, policy change and implementation to CGS funds and other funds and advocacy for programs to enhance access to affirmative action funds by women entrepreneurs.

PART 6: OTHER RESEARCH SUPPORT ACTIVITIES

1. Workshop on the selection of the Hub's Projects study counties, sampling frames and selection of respondents, held on 25th and 28th June, 2021. In this workshop 15 Counties were selected for the UON WEE Hub's study. The criteria for the county selection and the selected Counties for the work of the Hub are elaborated in *Annex 98*.
2. Preparation of introductory letters to County governments, county commissioners and partners where the Hub is undertaking data collection. The purpose was to inform the Counties of the UON WEE Hub data collection activities and request for facilitation in the interviewing of key informants in the respective Counties. Letters were also written to Hub's partners requesting for their facilitation, including in mobilization of Key informants and for Focused Group Discussions (*Annex 99*).

PART 7: PROGRESS SINCE MARCH TO AUGUST 2021 IN THE WEE HUB INSTITUTIONAL FRAMEWORK AND IMPLEMENTATION PROCESS

The University of Nairobi WEE Hub is housed at the African Women Studies Research Centre (AWSRC) and was officially launched on the 16th of December 2020. The AWSRC is a unit which is now an independent research unit. While the African Women Studies is now in the Faculty of Social Sciences which focuses on teaching while the research center focuses on research. The AWSRC reports directly to the Associate Vice Chancellor, Research, Innovation and Enterprises. The WEE Hub offices are at the Kenya Science Campus of the University of Nairobi.

The following has taken place in the Hub during the reporting period March to August 2021.

1.0 STRENGTHENING OF THE RESEARCH CAPACITY AND QUALITY CONTROL

The Hub launched the Research Quality Assurance Panel on 22nd July 2021. This Committee which is chaired by Prof Agnes Mwang'ombe, Professor of Plant Pathology, Department of Plant Science and Crop Protection, University of Nairobi, was launched by the Vice Chancellor Prof Kiama Gitahi where he gave a key note address.

1.1 Outputs

- i. Two Reports of the meetings held (*Annex 100*);
- ii. Speeches by the Vice Chancellor, the Chairperson of the Panel Prof Agnes Mwang'ombe, and the WEE Hub Leader, Prof Wanjiku Kabira (*Annex 101*);
- iii. Presentation on the work of the Hub, by the Director of Research, Dr. Mary Mbithi (*Annex 102*);
- iv. Video on the launch (*Annex 103*);
- v. List of the members of the panel (*Annex 105*);
- vi. Committees constituted and their conveners (*Annex 106*);
- vii. Reports on review of tools of the research tools by a committee of the panel (*Annex 107*);
- viii. Report on review of the manuscripts by a committee of the panel (*Annex 108*);
- ix. A public lecture by Prof Weldon held on June 3, 2021 (*Annex 109*);
- x. Review of the proposed special issue of the Journal on Pathways to African Feminism and Development by a Committee of the panel of experts (*Annex 110*).

1.2 Appointment of the Director of the African Women Research Centre

During the ongoing restructuring at the University of Nairobi, the teaching units were separated from the research units, the Vice Chancellor appointed Prof Wanjiku Mukabi Kabira to be the Director of the Research Center within which the WEE Hub is located. She took on the new position from July 2021. Her responsibilities, therefore, include building and managing all the research work at the AWRC. The AWRC Director reports directly to the Associate VC Research, Innovation and Enterprises.



1.3 Appointment of Dr Samwel Wakibi

Given the challenges experienced during the preparation of the proposals, the WEE Hub appointed Dr Wakibi for one year to:

- i. Provide guidance on the research project proposals;
- ii. Provide guidance on research design, including sampling and criteria (both quantitative and qualitative data);
- iii. Provide guidance and ensure that the data capturing instruments/tools are sound and capture key indicators for each project;
- iv. Ensure that quantitative data collected by KNBS research assistants and captured in KNBS servers is complete and of quality;
- v. Provide guidance for data processing and analysis;
- vi. Provide guidance on capacity building of NVivo training of the researchers and monitor the utilization of the skillset.



The Hub launched the Research Quality Assurance Panel on 22nd July 2021.



1.4 Establishment of Level Two Researchers' Team

Given the experience of year one research work, the Hub has identified a team of eight (8) level two researchers most of whom are research fellows from PhD and Masters level and who will spend most of their time at the Hub and who are taking serious responsibilities. A series of capacity building sessions are in place to ensure that the team can keep the Hub vibrant with its research activities and that at all times there are people who can respond to any queries related to research in the WEE Hub.

1.5 Establishment of the Office

The WEE Hub office is now fully established and functional. A team of researchers are working regularly at the Kenya Science office.

1.6 Prof Kameri-Mbote Goes on an Unpaid Leave

Prof Patricia Kameri-Mbote, who was playing an oversight role at the WEE Hub was appointed as Director of the Law Division at United Nations Environment Program (UNEP). She, therefore, left the University of Nairobi on an unpaid leave.

1.7 Advisory Committee

This Committee was to be chaired by the Principal, College of Humanities and Social Sciences and had representatives from different units of the University of Nairobi. The restructuring at the UON removed some of the key administrative units, including colleges, and merged many faculties and programs. For the first year, we have worked very well with the panel of experts. We need to review the Advisory Board because we have used the panel for advice in certain areas. Its roles and composition will be reviewed in the next quarter.

1.8 Retention of Level 2 and 3 Research Assistants

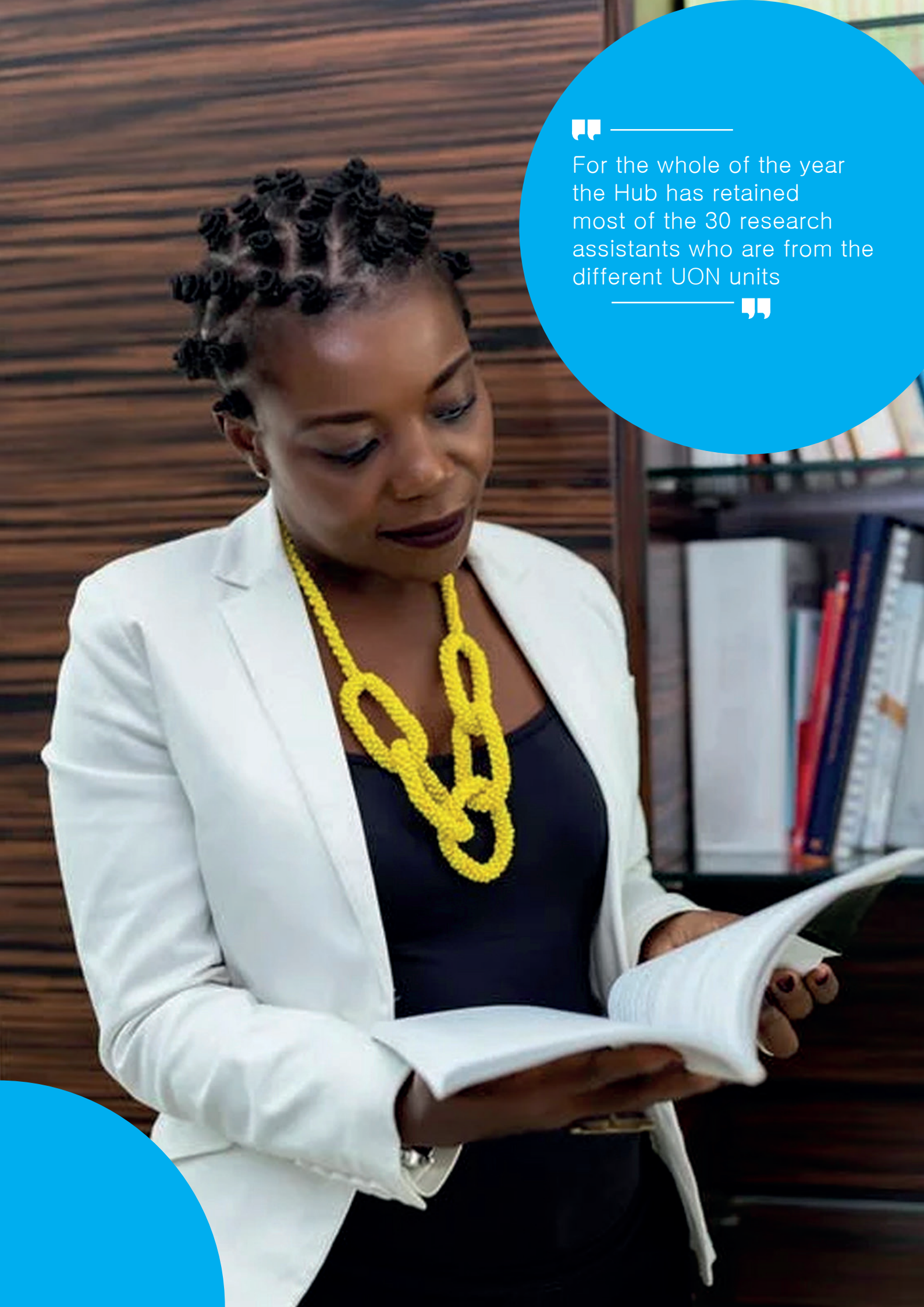
For the whole of the year the Hub has retained most of the 30 research assistants who are from the different UON units, including the Department of Sociology, Social Work and African Women Studies; Department of Economics, Population and Development Studies; Department of Library and Information Science; Faculty of Business and Management Sciences; and Faculty of Law. Most of the researchers we started with are still with us.

1.9 Tracking System

We are working on a project implementation and finance tracking system and are in communication with Busara Centre.

1.10 UON WEE Hub Organogram

The UPN WEE Hub organogram will now be revised to reflect the new changes.



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UNIVERSITY OF NAIROBI

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