

UNIVERSITY OF NAIROBI

African Women's Studies Centre Women's Economic Empowerment Hub P.O. Box 30197-00100

Website: Weehub.org
Nairobi, Kenya.

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

THE NATIONAL BUDGET PROJECT

CONCEPT NOTE

2021

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1. PRELIMINARIES

i. About the University of Nairobi - African Women Studies Centre (AWSC)

The AWSC is a multi-disciplinary institution of the University of Nairobi that focuses on making visible the knowledges of African women on development, socio-political and socio-economic issues. This is realized through action-oriented multi-disciplinary research and academic discourse from among disciplines including Economics, Commerce, Development Studies, Agriculture, Education, Gender, Law, Population Studies, etc. AWSC also consults and engages both state and non-state organisations in the formulation and development of programmes and policies affecting African women.

ii. About the AWSC's Women's Economic Empowerment Hub (WEE Hub)

The WEE Hub, which is one of the projects undertaken by AWSC and funded by the Bill and Melinda Gates Foundation, focuses on research and analysis about the factors that impede or boost the women's economic empowerment in Kenya with special emphasis on the sectors that greatly impact on women's unpaid work (care work, domestic work and community work) and which greatly hampers their full participation in the paying labour force and entrepreneurship.

iii. WEE Hub's Interest in the National Budget Processes

The National Budget is essentially a statement of the funding priorities of the state for a particular financial year and broken down into segments and sectors as thought appropriate. The WEE Hub recently carried out an analysis of the 2021/2022 that revealed a continuation of the historical underfunding of sectors in the care economy compared to others such as national security. A comparison of the security budget and the care economy budget showed that from 2018 to 2021, the national security budget allocations are 50% of the combined budgets allocated to education, health, social protection, water and sanitation. Given the rising vulnerabilities caused by COVID-19 and a high cost of living attributed to a rise in taxation, it will be strategic for the country to build resilience and the consumption capacity of its citizens through significant investment in early child education, health, social protection, water and sanitation.

Thus, the WEE Hub's interest in understanding national budget processes clearly enough to enable it participate not only actively, but from an informed position, with respect to the interrogation and analysis of the impending 2022/2023 National Budget and subsequent National Budgets. The ultimate objective of the WEE Hub's participation is to sensitize and catalyse the National Budget making processes towards being more responsive to gender issues and the sectors in the care economy in Kenya.

2. KEY LESSONS FROM AN ANALYSIS OF THE 2021/2022 NATIONAL BUDGET ALLOCATIONS BY THE WEE HUB

The WEE Hub undertook a comprehensive analysis¹ (see Analysis attached as Annexure A of this Concept Note) of the allocation of resources in the 2021/2022 National Budget in the following specific areas of interest to the gender agenda in Kenya which references the sectors that relate to the care economy:

- i. State Department of Gender
- ii. State Department for Early Learning & Basic Education
- iii. Ministry of Health
- iv. Ministry of Water, Irrigation and Sanitation
- v. Agriculture and Food Security Initiatives
- vi. Social Protection and Affirmative Action

The above stated analysis led to the following conclusion:

The Kenya budget 2021/2022 priorities seems not to "build back better" for women and the most vulnerable members of the society who have borne a disproportionate negative impact of the COVID-19 pandemic. By historically under resourcing sectors that build resilience and consumption capacity of citizens, Kenya has missed an opportunity to spur economic growth and has further exposed women, girls and vulnerable persons to the negative ... socio-economic effects of COVID-19. The government should pay attention to the care economy and implement gender responsive budgeting practices.²

¹ See Annexure A - the 2021/2022 Budget Analysis carried out through the collaboration of the WEE Hub's Partners namely: Collaborative Centre for Gender and Development and CRAWN Trust.

² See Annexure A - the 2021/2022 Budget Analysis carried out through the collaboration of the WEE Hub's Partners namely: Collaborative Centre for Gender and Development and CRAWN Trust – P 6

As a result of the rigorous analysis undertaken above, the WEE Hub became well aware that among other things, the Kenya budget 2022/2023 priority must be to reverse the historic under-resourcing of sectors that build resilience and consumption capacity of citizens; it must be deliberate and intentional about spurring economic growth and reducing the exposure of the negative socio-economic effects of COVID 19 on women, girls and vulnerable persons; and in addition, government ought to pay attention to the care economy and implement gender responsive budgeting practices.

As a result of the above conclusions the WEE Hub considered it necessary to develop a project around the 2022/2023 National Budget Process in order to sensitise and catalyse it and those of subsequent years towards being gender aware, responsive and intentional about improving the amount of allocations in the sectors that concern the care economy. The WEE Hub also considered it necessary to track the implementation of the 2022/2023 National Budget in order to assess its impact on the already stated sectors of interest.

3. GOAL AND OBJECTIVES OF AWSC WEE HUB'S ENGAGEMENT IN THE NATIONAL BUDGET – 2022/2023 NATIONAL CONVERSATION

i. Goal

To ensure that the 2022/2023 and subsequent Budgets at National, County and Constituency levels are fully pro-WEE through the deliberate and intentional allocation of resources to pro-WEE budget lines.

ii. Objectives

a) To analyse the extent to National, County and Constituency Budgets create an enabling framework for women to achieve the highest levels of economic empowerment through deliberate and intentional budgetary support of various parameters that impact on women's ability to achieve economic empowerment, based on the realities of the 2021/2022 National Budget. (Affirmative action programmes, early childhood education, reduction of learning disparities, food security and nutrition,

addressing water scarcity, enhancing the use of environmentally friendly energy sources, gender responsive budgeting at national and county levels, costing and remuneration of women's care work, etc.)

- Based on the above analysis, to influence the letter and spirit of the final 2022/2023
 National, County and Constituency Budgets towards being more pro-WEE than during the 2021/2022 Financial Year;
- c) As a result of No. 2 above, to catalyse the National Treasury and Planning as well as the Treasuries of County Governments and Constituency Development Fund Board to adopt pro-WEE benchmarks for use in the 2022/2023 and future National, County, and Constituency Budgets.

4. FOCUS OF AWSC WEE HUB ON THE 2022/2023 NATIONAL BUDGET BASED ON AN ANALYSIS OF THE LINE ITEMS IN THE 2021/2022 BUDGET

The WEE Hub is interested in interrogating and analysing the budgetary allocations that have been proposed to the following sectors and programmes in relation to those that had been made during the 2021/2022 National Budget:-

- Relevant Government Ministries, Departments and Agencies including: State
 Department for Gender; State Department for Early Learning and Basic Education;
 Ministry of Health; Ministry of Water, Irrigation and Sanitation; Ministry of
 Agriculture; State Department for Social Protection; National Treasury and Planning
 in relation to Affirmative Action Programmes);
- ii. Affirmative Action programmes (Access to Government Procurement Opportunities, Credit Guarantee Scheme, Uwezo Fund, Women Enterprise Fund, and Youth Fund);
- iii. Early childhood education;
- iv. Reduction of learning disparities;
- v. Food security and nutrition;
- vi. Addressing water scarcity;
- vii. Enhancing the use of environmentally friendly energy sources for Women;
- viii. Gender responsive budgeting at national and county levels;
- ix. Costing and remuneration of women's care work;

5. AWSC WEE HUB'S 15 MONTH PLAN OF ACTION TOWARDS MAKING THE 2022/2023 NATIONAL, COUNTY AND CONSTITUENCY BUDGETS PRO-WEE

Kenya's National Budget is disbursed at three levels i.e. the National, County and Constituency levels with implications for women's economic empowerment hence the importance of the National Budget being tracked at the three levels. The activities that will be undertaken by the WEE Hub in order to achieve the objectives of this project include the following:

i. Undertake a thorough analysis of the 2021/2022 National Budget resource allocations to assess the extent to which it is pro-WEE. This will provide the basis for engagement with the 2022/2023 Budget.

	PROPOSED ACTIVITIES	PROPOSED TIMELINES
a)	Develop terms of reference for the study;	September, 2022
b)	Identify suitable researchers to carry out the study;	September, 2022
c)	Commission the study;	September, 2022
d)	Presentation of research findings to partners, affiliates, and researchers of the WEE Hub;	September, 2022
e)	Incorporation of feedback by the researchers from the meeting in (d);	September, 2022
f)	Publication of budget analysis on all forums available to the WEE Hub including its website; direct mail to targeted persons and institutions; and dissemination workshops; etc.	September – November, 2022

ii. Participate actively during all steps of the National Budget Calendar that call for public participation including the Public Hearings for the NINE 2022/2023 National Budget Sectors, namely: Health Sector; Social Protection; Culture and Recreation Sector; General Economic and Commercial Affairs Sector; Energy, Infrastructure and ICT Sector; Public Administration and International Relations Sector; Environmental Protection; Water and Natural Resources Sector; Agriculture, Rural and Urban Development Sector; Education Sector; and Governance, Justice, Law and Order Sector.

	PROPOSED ACTIVITIES	PROPOSED TIMELINES
a)	Schedule attendance and participation of the WEE Hub to all the forums available for public participation at all levels;	October, 2022
b)	Prepare for and attend the Sector Hearings called by the National Treasury's Directorate of Budget, Fiscal and Economic Affairs ³ ;	October, 2022
c)	Arrange for meetings with relevant officials in the National Treasury to relay findings and concerns by the WEE Hub on the content and proposals concerning women's economic empowerment.	November, 2022
d)	Invite National Treasury Official to expound on the National Budgeting Processes'	November, 2022
e)	Obtain the National Budget Process Calendar;	November, 2022
f)	Carry out a comparative study on Kenya's National Budget in relation to that of other countries in East Africa,	November- December, 2022

 $^{^3}$ Please note that these Sector Hearings took place between 10-15 October, 2021 and the WEE Hub was able to have two experienced persons attend ALL the NINE Sector Hearings. The researchers wrote concise reports capturing the WEE Hub's views on each of the NINE Sectors insofar as the extent to which they are Pro-WEE. The NINE Reports were then subjected to a review by a panel at the WEE Hub before they were submitted to the National Treasury.

the African Region, and internationally	
to establish its positioning in relation to	
being pro-WEE.	

iii. Actively engage with the two County Government Structures i.e. Executive and Legislature through the relevant arms of their apex bodies namely the Council of Governors and the County Assemblies Forum in order to discuss the agenda of pro-WEE Budgeting for their 2022/2023 allocations once they receive their entitlements from the National Treasury.

	PROPOSED ACTIVITIES	PROPOSED TIMELINES
a)	WEE Hub to formally approach the	December, 2022
	Council of Governors and the County	
	Assemblies Forum to establish a formal	
	relationship marked by the signing of a	
	memorandum of understanding;	
b)	Undertake a desk and pilot field study	Desk Study - December, 2022
	of the Budgets of select counties in	
	order to gain useful information and	Field Pilot Study – January -
	data for use during the engagement with	February 2023
	the County Executives and	
	Legislatures;	
2)	Deced on (b) manage a model are WEE	Moush 2022
c)	Based on (b) prepare a model pro-WEE	March, 2023
	budget for the County Governments;	
d)	Undertake sensitization and capacity	April - May, 2023
	building of the Council of Governors	
	and County Assemblies Forum through	
	their relevant contacts on the subject of	
	pro-WEE Budgeting;	
9)	Track the County Budgets once passed	July Sontombor 2023
e)	• •	July – September, 2023
	to ascertain the extent to which they are	
	pro-WEE and generate a ranking of the	
	Counties on this basis;	
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iv. Actively engage with the Constituency Development Fund Board to sensitize and influence Board's budgeting guidelines issued to Constituencies as they plan the expenditure of the monies allocated to each Constituency from the 2022/2023 National Budget upon allocation by the National Treasury.

PROPOSED ACTIVITIES	PROPOSED TIMELINES
a) WEE Hub to formally approach the	December, 2022
Constituency Development Fund Board	
to establish a formal relationship	
marked by the signing of a	
memorandum of understanding;	
b) Undertake a desk and pilot field study	Desk Study - December, 2022
of the Budgets of select constituencies	
in order to gain useful information and	Field Pilot Study – January -
data for use during the engagement with	February 2023
the Constituency Development Fund	
Board;	
c) Based on (b), prepare a model pro-WEE	March, 2023
budget for the Constituencies;	
d) Undertake sensitization and capacity	April - May, 2023
building of the Constituency	
Committees on pro-WEE Budgeting;	
e) Track the Constituency Budgets once	July – September, 2023
passed to ascertain the extent to which	
they are pro-WEE and generate a	
ranking of the Constituencies on this	
basis;	

v. Actively build intentional collaborations and alliances with like-minded persons, government and non-government organizations (academic institutions, civil society organizations, parliament, etc.) in order to achieve the objective of a pro-WEE Budget at the three levels of National, County and Constituency levels through the work done by the collaborating persons and institutions and thus catalyse the rooting of pro-WEE Budgeting

PROPOSED ACTIVITIES	PROPOSED TIMELINES
a) Map out the WEE Hub Stakeholders	December, 2022
and the proposed areas for joint	
collaboration;	
b) Formally approach the stakeholders	December, 2022
with the intention to establish formal	
relations sealed through a memorandum	
of understanding;	
c) Undertake joint activities including	Continuous throughout Project
sensitization and capacity building	
meetings; researches; field work,	
attendance of partner/affiliates	
meetings, etc.	

vii. **Promote pro-WEE Budgeting as an area of focus for research and writing among** internal WEE Hub Researchers, PhD and Masters Students AND external researchers from collaborating Universities in Kenya and abroad.

PROPOSED ACTIVITIES	PROPOSED TIMELINES
a) Develop terms of reference for a	February, 2023
national conference compendium of	
articles and chapters on pro-WEE	
Budgeting;	
b) Carry out a national conference on	April, 2023
pro-WEE Budgeting;	

c) Hold writing workshops for University	May, 2023
researchers and students on pro-WEE	
Budgeting;	
d) Initiate a writing competition on	June, 2023
pro-WEE Budgeting for University	
Researchers and Students with	
appropriate prizes;	

vii. Write and Publish and an End of Term WEE Hub 'Pro-WEE Budgeting Project Book' that outlines the lessons learnt in the National Budget Project and ensuing recommendations viewed through the allocations made for pro-WEE activities at the three levels to which the National Budget is disbursed i.e. National, County and Constituency.

PROPOSED ACTIVITIES	PROPOSED TIMELINES
a) Decide on the thematic areas for the Chapters for the Book;	April, 2023
b) Select and commission an editorial team to guide the process of book writing;	• /
c) The editorial team to prepare the editorial policy and writing guidelines for the Book;	May, 2023
d) Identify the authors of the various thematic areas from the WEE Hub;	June, 2023
e) Commission the writing of the Book;	June, 2023
f) Submission of Book Chapters to Editors for review;	July, 2023
g) Feedback from Editors on Book Chapters;	August, 2023
h) Revision of Book Chapters by Authors based on review by Peers	September, 2023

i)	Arrangement, Artwork and Publishing	September, 2023
	and Publication of the Book.	
j)	Dissemination of Book through	October – December, 2023
	Seminars, Webinars and Book Tours	

6. GANTT CHART OF ACTIVITIES FROM SEPTEMBER, 2022 – DECEMBER, 2023

ACTIVITY	Sep 2022	Oct, 2022	Nov, 2022	Dec, 2022	Jan, 2023	Feb, 2023	Mar, 2023	Apr, 2023	May, 2023	Jun, 2023	Jul, 2023	Aug, 2023	Sep, 2023	Oct, 2023	Nov, 2023	Dec, 2023	Implementing Body/Persons
(i) Undertake a thorough analysis of the 2021/2022 National Budget resource allocations.																	V
a) Develop terms of reference for the study;																	Project Leadership
b) Identify suitable researchers to carry out the study;																	Project Leadership
c) Commission the study;																	Project Leadership
d) Presentation of research findings to partners, affiliates, and researchers of the WEE Hub;																	Researchers Rapporteurs
e) Incorporation of feedback by the researchers from the meeting in (d);																	Researchers
f) Publication of budget analysis on all forums available to the WEE Hub including its website; direct mail to targeted persons and institutions; and dissemination workshops; etc.																	Project Leadership Project Administrator

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,	Apr,	May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
(ii) Participate actively																	
during all steps of the																	
National Budget Calendar																	
that call for public																	
participation.																	
a) Schedule																	Project
attendance and participation																	Administrator
of the WEE Hub to all the																	
forums available for public																	
participation at all levels;																	
b) Prepare for and																	Researchers
attend the Sector Hearings																	
called by the National																	
Treasury's Directorate of																	
Budget, Fiscal, and																	
Economic Affairs.																	
c) Arrange for																	Project
meetings with relevant																	Leadership
officials in the National																	
Treasury to relay findings																	
and concerns by the WEE																	Project
Hub on the content and																	Administrator
proposals concerning																	
women's economic																	
empowerment.																	
d) Invite National																	Project
Treasury Official to																	Leadership
expound on the National																	
Budgeting Processes'																	Project
																	Administrator
e) Obtain the National																	Project
Budget Process Calendar;																	Administrator

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,	Apr,	May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
f) Carry out a																	
comparative study on																	Researchers
Kenya's National Budget in																	
relation to that of other																	
countries in East Africa, the																	
African Region, and																	
internationally to establish																	
its positioning in relation to																	
being pro-WEE.																	
(iii) Actively engage with																	
the two County																	
Government Structures																	
i.e. Executive and																	
Legislature																	
a) WEE Hub to																	Project
formally approach the																	Leadership
Council of Governors and																	
the County Assemblies																	Project
Forum to establish a formal																	Administrator
relationship marked by the																	
signing of a memorandum																	
of understanding;																	
b) Undertake a desk																	
and pilot field study of the																	Researchers
Budgets of select counties																	
in order to gain useful																	
information and data for																	
use during the engagement																	
with the County Executives																	
and Legislatures; (DESK																	
STUDY)																	

ACTIVITY	Sep 2022	Oct, 2022	Nov, 2022	Dec, 2022	Jan, 2023	Feb, 2023	Mar, 2023	Apr, 2023	May, 2023	Jun, 2023	Jul, 2023	Aug, 2023	Sep, 2023	Oct, 2023	Nov, 2023	Dec, 2023	Implementing Body/Persons
b) Undertake a desk and pilot field study of the Budgets of select counties in order to gain useful information and data for use during the engagement with the County Executives and Legislatures; (FIELD PILOT STUDY)			2022									2020	2020	2020			Researchers
c) Based on (b) prepare a model pro-WEE budget for the County Governments;																	Researchers
d) Undertake sensitization and capacity building of the Council of Governors and County Assemblies Forum through their relevant contacts on the subject of pro-WEE Budgeting;																	Trainers/ Researchers
e) Track the County Budgets once passed to ascertain the extent to which they are pro-WEE and generate a ranking of the Counties on this basis;																	Researchers

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,	Apr,	May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
(iv) Actively engage with																	
the Constituency																	
Development Fund Board																	
a) WEE Hub to																	Project
formally approach the																	Leadership
Constituency Development																	
Fund Board to establish a																	
formal relationship marked																	Project
by the signing of a																	Administrator
memorandum of																	
understanding;																	
b) Undertake a desk																	Researchers
and pilot field study of the																	
Budgets of select																	
constituencies in order to																	
gain useful information and																	
data for use during the																	
engagement with the																	
Constituency Development																	
Fund Board; (DESK																	
STUDY)																	
b) Undertake a desk																	Researchers
and pilot field study of the																	
Budgets of select																	
constituencies in order to																	
gain useful information and																	
data for use during the																	
engagement with the																	
Constituency Development																	
Fund Board; (FIELD																	
PILOT STUDY)																	

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,		May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
c) Based on (b),																	Researchers
prepare a model pro-WEE																	
budget for the																	
Constituencies;																	
d) Undertake																	Trainers/
sensitization and capacity																	Researchers
building of the																	
Constituency Committees																	
on pro-WEE Budgeting;																	
e) Track the																	Researchers
Constituency Budgets once																	
passed to ascertain the																	
extent to which they are																	
pro-WEE and generate a																	
ranking of the																	
Constituencies on this																	
basis;																	
(v) Actively build																	
intentional collaborations																	
and alliances with like-																	
minded persons,																	
government and non-																	
government organizations																	
a) Map out the WEE																	Project
Hub Stakeholders and the																	Leadership
proposed areas for joint																	
collaboration;																	Project
	1																Administrator

ACTIVITY	Sep 2022	Oct, 2022	Nov, 2022	Dec, 2022	Jan, 2023	Feb, 2023	Mar, 2023	Apr, 2023	May, 2023	Jun, 2023	Jul, 2023	Aug, 2023	Sep, 2023	Oct, 2023	Nov, 2023	Dec, 2023	Implementing Body/Persons
b) Formally approach the stakeholders with the																	Project Leadership
intention to establish formal relations sealed through a memorandum of understanding;																	Project Administrator
c) Undertake joint activities including sensitization and capacity																	Project Leadership
building meetings; researches; field work, attendance of partner/affiliates meetings,																	WEE Hub Members, Partners, Affiliates
etc.																	Project Administrator
(vi) Promote pro-WEE Budgeting as an area of focus for research and writing																	
a) Develop terms of reference for a national conference compendium of																	Project Leadership
articles and chapters on pro-WEE Budgeting;																	Lead Researcher
															_	_	

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,	Apr,	May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
b) Carry out a national																	Project
conference on																	Leadership
pro-WEE Budgeting;																	
																	Lead
																	Researcher
																	Researchers
																	Project
																	Administrator
c) Hold writing																	Project
workshops for University																	Leadership
researchers and students on																	
pro-WEE Budgeting;																	Lead
																	Researcher
																	Researchers
																	WEE Hub
																	Members/
																	Partners/
																	Affiliates
																	Project
																	Administrator

ACTIVITY	Sep 2022	Oct, 2022	Nov, 2022	Dec, 2022	Jan, 2023	Feb, 2023	Mar, 2023	Apr, 2023	May, 2023	Jun, 2023	Jul, 2023	Aug, 2023	Sep, 2023	Oct, 2023	Nov, 2023	Dec, 2023	Implementing Body/Persons
d) Initiate a writing competition on			-	-													Project Leadership
pro-WEE Budgeting for University Researchers and Students with appropriate																	Lead Researcher
prizes;																	WEE Hub Members/ Partners/ Affiliates
																	Project Administrator
(vii) Write and Publish and an End of Term WEE Hub 'Pro-WEE Budgeting Project Book'																	
a) Decide on the thematic areas for the																	Project Leadership
Chapters for the Book;																	Lead Researcher
																	WEE Hub Members/ Partners/ Affiliates
																	Project Administrator

ACTIVITY	Sep	Oct,	Nov,	Dec,	Jan,	Feb,	Mar,	Apr,	May,	Jun,	Jul,	Aug,	Sep,	Oct,	Nov,	Dec,	Implementing
	2022	2022	2022	2022	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	Body/Persons
b) Select and																	Project
commission an editorial																	Leadership
team to guide the process of																	
book writing;																	Project
-																	Administrator
c) The editorial team																	Editorial
to prepare the editorial																	Team
policy and writing																	
guidelines for the Book;																	
d) Identify the authors																	Editorial
of the various thematic																	Team
areas from the WEE Hub;																	
e) Commission the																	Project
writing of the Book;																	Leadership
wining of the 2001,																	Zoudoromp
																	Editorial
																	Team
f) Submission of																	Authors
Book Chapters to Editors																	7 tutilo15
for review;																	
g) Feedback from																	Editorial
Editors on Book Chapters;																	Team
-																	Team
h) Revision of Book																	Authors
Chapters by Authors based																	
on review by Peers																	
i) Arrangement,		_												_	_		Publishing
Artwork and Publishing																	House
and Publication of the																	
Book.																	
j) Dissemination of																	WEE Hub
Book through Seminars,																	Leadership
Webinars and Book Tours																	1
Treemans and Dook Tours			l			l											

7. PROJECT BUDGET

8. PROJECT TOOLS OF ANALYSIS