

Gender Action Plan III – 2021-2025

Country Level Implementation Plan – CLIP Kenya

1. Context for EU action gender equality and women's empowerment in the country

Overview of the gender equality situation

Kenya is a multi-ethnic country with a population of 47.5 million, including 23.5 million (49.5%) men and 24 million (50.5%) women. Although the country progressed to the status of lower middle-income economy in 2018, this has not effectively led to narrowing the income gap between rich and poor, and inequality remains among the worst in the world. Despite being one of the fastest growing economies in Africa, chronic poverty is widespread in Kenya, with more than a third of the population living below international poverty line. Almost a third of households are headed by women (single, divorced, widowed, abandoned) and are among the poorest.

Kenya has a **strong policy and legal framework to entrench gender equality**. Article 27 of the 2010 Constitution guarantees equality and freedom from discrimination, stating that every person is equal before the law and has the right to equal protection and equal benefit of the law. Beyond the supreme law, the development blueprint Kenya Vision 2030 has reinforced the same. Other policy and legal frameworks have been enacted to promote, enforce and monitor equality and non-discrimination including the National Human Rights Policy and Action Plan. Still the issue remains the inadequate implementation of the legislation.

There is also a lack of gendered data, or updated data that results in not being able to fully understand the different situations and unique experiences of different genders. It also means policies and programming are less effective and risk even perpetuating gender inequalities.

A root cause of the development challenge for women and girls, in all their diversity, is the **deeply embedded rigid gender norms** that position men and boys as superior over women and girls. This does not only impact socio-economic disparities on gender, but increases women's and girls' vulnerabilities and is often used to justify violence, including sexual violence, against women and girls. This is compounded by a lack of access to justice for women and other vulnerable groups undermining their rights for protection and redress.

In 2020, Kenya scored 0.675, ranking 109 out of 153 countries, in the Global Gender Gap Index, sharply declining from its rank of 73 in 2006. Kenya's 2020 performance is fairly dismal compared to the year 2006: **women's economic participation and opportunities significantly fell** from the rank of 40 to 114 along with educational attainment, ranking from 88 to 126. Despite the guarantees on gender equality and women's rights in the 2010 Constitution and that gender mainstreaming is central to the national development agenda, **Kenya has yet to demonstrate substantive improvement** in its gender equality commitments and obligations. In Sub-Saharan Africa, Kenya ranked 16 out of the 34 countries in the 2020 index.

Despite a strong policy and legal framework, **sexual and gender-based violence** (SGBV) is pervasive and remains one of the serious human rights violations in Kenya. About 41% of women and girls aged 15 and above have experienced violence (2014 national data); 1 in 4 experience violence each year. Women, girls and boys in situations of poverty are particularly vulnerable.

Prevention and response measures remain inadequate, and survivors face increased harm due to lack of access to comprehensive care, including trauma-informed care, psychological and financial support, protection, and access to legal services. Shelters, safe houses and trained social workers and staff are

greatly limited. Furthermore, law enforcement responses are weak resulting in low reporting of cases, high levels of impunity and a lack of accountability. Mishandling of cases by law enforcement often result for survivors to abandon pursuing legal redress. The Covid-19 pandemic led to a surge in violence and sexual abuse against women and children and exacerbated their risks and vulnerabilities.

While there has been **progress in efforts in the eradication of Female Genital Mutilation (FGM)**, UNICEF reported in 2020 that more than 4 million girls and women have undergone FGM. This progress has suffered setback when in 2020, a community in southwestern Kenya paraded almost 2,800 girls who have undergone FGM in defiance of the government's criminalizing of the practice. Kenya has the most comprehensive anti-FGM legislation in East Africa, with a minimum punishment of three years imprisonment and a \$2,000 fine but despite the law and increased awareness of the harmful effects of FGM, rates remain high. The President even pledged to end FGM by 2022, a goal women's rights defenders say is unrealistic due to insecurity and high prevalence rates in some parts of the country.

Kenyan society is highly **conservative**, and a large majority of people hold negative views of LGBTI people. Despite this, public support has gradually been growing and various organisations are working to protect and improve rights of LGBTI. The Constitution of Kenya, does not expressly protect the rights of LGBT persons. Nevertheless, few argue that Kenya's statutes discriminating against LGBTI persons are unconstitutional and void because of the constitution's broad protection of civil and human rights. With the pandemic there has been a significant increase of cases of attacks on the LGBTI community, as The Gay and Lesbian Coalition of Kenya (GALCK) says it has been registering up to 10 attacks per month on the LGBTI community.

The deeply entrenched rigid gender norms that systematically discriminates women and girls are used to justify further **gender inequalities in social and economic spheres**. These have contributed to imbalances and disparities on socio-economic and political participation as well as in opportunities in education, business, access to financial services, employment and property ownership. For example, women make up 80% of farm labourers and manage 40% of the country's smallholder farms yet own only 1% of agricultural lands. The burden of poverty rests heavily on women where they make up the majority of the poor and poorest.

The female literacy rate is 78.2 % and their labour participation rate has increased to 64.1% (WEF Global Gender Gap Report 2020) however, women continue to face disadvantages on pay and income gaps and disproportionate share of unpaid care and domestic work hampering their prospects in education, the job market and better earning power and their upward socio-economic mobility.

Although there is near gender parity in elementary education, **gender disparities persist in educational attainment** across regions, including in higher education, especially in science, technology, engineering and mathematics (STEM). Lower skills and educational attainment of women compared to men limit work and income options for women and widen the gender gap in career development.

In 2007, the Ministry of Education, Science and Technology developed a **Gender in Education Policy**. The policy acknowledges initiatives in bridging gender gaps in the provision of education, and identifies special measures that the Government and stakeholders should take to redress the identified gender inequalities and inequities. Still there remain fundamental issues on the reasons for gender disparities, including cultural norms, gender bias in the curriculum and classrooms, failure to support enrolment of women in TVET and bias in the recruitment of women for traditionally male dominated professions such as engineers or at construction sites.

Men participate more in the labour force, earn more than women, and have greater opportunities to participate in the lower economy. **Women are concentrated in low-skilled, low-wage and low-status occupations**, with many engaged in agricultural work for the family's subsistence. Notably though,

almost 40% of working-age Kenyans are unemployed, most of them under 35 years old. Of the women that do work, 75% are in the low productivity agricultural sector as compared to 51% of male workers. Only 22% of female workers are employed in the services and 3% in the industry sector; for men the figures are 35% and 14% respectively¹. Overall, Kenyan women earn on average half than men, though the pay gap is much smaller in the formal sector than the informal sector.

On the supply side, **women's employment opportunities** are limited by greater household responsibilities and lower educational attainment relative to men, while on the demand-side, they are disproportionately affected by limited credit access, barriers to business registration and discrimination in the formal sector protection, including not gaining access to opportunities to participate and benefit from the fast-growing digital economy. Unequal access to inheritance, land and property ownership are also important barriers. The challenges facing youth in the labour market include their relative lack of skills, a weak culture of entrepreneurship, unfair recruitment practices (including nepotism), poor labour rights protection, bribery and sexual harassment.

There is currently a lack of adequate data of gendered experiences and needs of women, men and youth in sustainable **infrastructure** development in Kenya. Whilst there is legislation pertaining to the inclusion of all in society and defining enabling measures, such as Article 201 of the constitution provides that the public finance system shall promote an equitable society, including making special provision for marginalised groups and areas. The planning and design of infrastructure development has still not systematically engaged women and youth and traditionally excluded groups such as the larger population of urban and rural poor, as well as children and adults living with disabilities. Ensuring a gender-responsive and inclusive approach to the sector would contribute to removing barriers that women and other marginalised groups face for them to effectively participate, contribute and benefit from infrastructure growth including the digital infrastructure. Decision-making both in the public and private sectors has also yet to address the issue on gender parity at different levels of management, technical positions and staff. Private sector gender equality and inclusive strategies have an important role in ensuring commitments on responsible business conduct and labour rights.

In the renewable **energy** sector, the burden of lack of access to clean cooking fuels falls heavily on women. However, gender-disaggregated data on the sector value-chain are limited. There is therefore lack of analysis of the gender-differentiated needs and priorities in energy services that will enable integrating gender considerations in renewable energy planning and development. What is known however is that women are under-represented both in the technical, planning and policy-making processes and structures in the energy sector at all levels.

Kenya has recently formulated the Second National Action Plan for UNSCR 1325 on **Women Peace and Security** (2020 -2024). There have been some significant gains on the first Action Plan such as the Defence Ministry's gender policy, the first in the history of Kenya's military. The District Peace Committees (now County Peace Committees) had an average annual percentage increase of 5% in the number of women in the committees from 14% in 2014 to 29% in 2017. However the implementation of this Action Plan remains underfunded and weak.

Over the last two decades, terrorism has been on the rise with Al Shabaab increasing their attacks and radicalising the youth, including women and girls. In addition to women and girls being victims of attacks by Al Shabaab, there is also growing concern that there is an increase in female perpetrators. While some efforts were made, conflict-related sexual and gender-based violence as part of the

¹ World Development Indicators: World Bank Data Bank (2018)

continuum of addressing gender-based vulnerabilities in fragile and conflict situations in Kenya has yet to be systematically addressed within the framework of the UNSCR WPS Resolution 2467.

There are many community-based efforts though that are initiated by CSOs working on peacebuilding and conflict prevention and are engaging and building capacity of women and youth in diverse groups to participate and lead in conflict prevention, mediation, community policing and confidence building among divided groups and communities. Many of these conflicts are driven by land, water and natural resources degradation created by climate disturbances and land possession and fragmentation.

Gender role disparities in Kenya's **agriculture and natural resources** management and **climate change** adaptation and mitigation are largely attributed to social norms that often view this kind of work as men's work. Women's responsibility for environmental management hinges on a gendered division of labour, in which women are mainly responsible for providing subsistence such as food, water and fuel. They are the primary managers of their local environment and the mains users of natural resources which is why their specialised knowledge could be of great benefit to prevent and mitigate climate change on a local level.

In the last couple of decades, prolonged droughts and floods in vulnerable regions in Kenya have led to losses of key resources for farming households and livestock pastures and compromised the livelihoods of agricultural cropping and pastoral communities. Community and household responses to climate and livelihood disturbances occur within the context of gender relations and inequalities. More needs to be done to understand how women and men respond differently to climate variability and uncertainties, the socio-economic changes that go with it and their coping strategies. Despite women's key role and contributions to agriculture and food security, their participation in rural environment sustainability actions and resilience building has been found to be fairly limited.

The National Treasury and Planning plays a pivotal role in integrating gender and climate change into the national Medium-Term Plans and is responsible for making regulations that set out procedures and powers to identify sources of climate finance, monitoring its use and promote climate change initiatives. At local levels, county governments are responsible for integrating and mainstreaming climate change and gender into County Integrated Development Plans while County Climate Change Units oversee the implementation of the climate change actions stipulated in the county plans. Implementation of plans and policies and climate gender awareness are key factors that clearly need to be up scaled.

Gender equality in Kenya's political system has been slow in progress and notably lags behind its East African neighbours despite its economic development edge and progressive Constitution which provides a 2/3 threshold for gender parity in political representation. Of the 349 seats in Parliament, 76 are women (about 1/5). There are only 3 female County Governors out of the total 47, and 3 female Senators. There was some improvement in 2017 when 29% more women ran for office. Women now hold 172 out 1,883 elective seats up from 145 in the 2013 elections. Devolution has become a strategic point for women in politics as women are increasingly holding key positions in county and local government, an important springboard for women to enter in the national political arena. However, as most women in politics are still appointed or selected by their male peers, it would be important to ensure that more women are elected rather than appointed in order for them to operate more independently and build constituency relations.

Women competing for elective positions, however, continue to face systematic threats of violence, verbal insults, intimidation and harassment during the campaign period both on line and off line. They are subjected to negative gender-based propaganda and have their sexual morality questioned. Other factors discouraging women to seek elective positions are as follows: inadequate support from male-dominated political parties and there is often a reluctance to nominate or support female candidates; lack

of financial resources; and gender stereotyping and patriarchal structures across the Kenyan society. A sign of Kenyan deeply entrenched gender norms, many Kenyan female voters do not vote for women candidates. At the same time, female voter intimidation, notably through GBV, remains a challenge to women's political participation.

Notably, other sectors fared much better such as in the legal sector, with women accounting for 57% of all practising lawyers, 49% of magistrates, 41% of High Court judges, 36% of county commissioners and 33% of Members of County Assemblies and Kenya has appointed the first female Chief Justice in 2021, herself a strong proponent of gender equality and social justice.

State of play of the national gender policies and links with the MIP

Kenya has adopted a rights-based and a gender-responsive Constitution in 2010 and in the Kenya Vision 2030. Gender equality is integrated in legislative and policy reforms across all sectors. Gender mainstreaming is central to the development agenda of Kenya. The National Policy on Gender and Development (2019) provides a framework for the state to reduce gender disparities in inequality across agencies and sectors.

Devolution has enabled a gender-responsive community development and opened opportunities for women's participation and leadership in county-level decision-making. County governments have departments responsible for gender mainstreaming. Several County governments and regional blocs have launched their sector-specific gender policies and have assigned a dedicated Gender lead in ensuring the implementation of the gender policies and gender mainstreaming strategies.

The Cabinet Secretary for Gender, under the Ministry of Public Service, Gender, Senior Citizen Affairs and Special Programmes, has outlined the overarching goals to attain gender empowerment through enforcing: women's economic empowerment; women in leadership; ending violence against women and girls; and access to affordable quality health care as a cardinal pillar in the Presidents Big Four Agenda in relation to universal health care. The Multiannual Indicative Programme for Kenya 2021-2027 reflects on these priorities, while the CLIP's three objectives aim to align with Kenya's gender equality policy objectives.

Analytical and operational basis for the CLIP

The overview presented above is based on the initial finding of a country gender analysis currently carried out jointly by the EU and UNWOMEN, due to be completed by end of 2021. This combined effort ensures complementarity of work, alignment of Gender priorities between Team Europe and UN agencies, and allows for a broader set of priority sectors to be examined. The analysis is informed by recent similar studies, in particular the recent USAID Gender country profile, and aims to be an up-to-date reference document for all development partners working on Gender. The Ministry of Gender is part of the steering committee for this analysis, to ensure that it reflects government priorities and that there is acceptance from all stakeholders to the findings and recommendations. In addition to an overall country assessment, the analysis will include specific sector analyses of four sub-sectors of the MIP where a knowledge gap has been identified (digitalisation, green transition, infrastructure, women, peace and security). In addition, this CLIP fully integrates the Gender priorities foreseen in the Human Rights and Democracy Country Strategy (2021-2024) and the CSO Roadmap (2022-2025).

Extensive consultations were conducted as part of the programming exercise and in the context of the still ongoing gender analysis. In particular, all workshops organised with civil society on various areas of the MIP included the participation of women's organisations. Additional bilateral consultations with key stakeholders, such as EU Member States, key EU implementing partners, ministries, UN agencies,

the National Gender Equality Commission (NGEC), CSOs and the private sector, women's and gender equality CSOs, EIB and other EU and international actors. The Delegation operational staff was also regularly consulted and informed about GAP III and the CLIP process.

Special consideration was made towards the inclusion of Member States in this CLIP, as they were informed at all stages of the process, and invited to contribute to the drafting of this CLIP. Given the strong level of engagement of several Member States on gender equality in Kenya, the Delegation is proposing to ground this CLIP in a Team Europe approach, as a mean to improve coordination, increase impact and step up strategic communication on the Gender Action Plan. The gender landscape provides vast opportunities for better, more coordinated actions to support initiatives by development partners. With the Team Europe approach, the Delegation will promote joint actions with Member States that will combine financial and technical resources.

The EU Delegation will continue chairing the Development Partners Group on Gender, including in its mandate the advancement of the Gender Ministry's leadership role in implementing its gender priorities and commitments. The EU Delegation has therefore a responsibility in engaging with all stakeholders for better harmonization, including providing recommendations to government on challenges and emerging issues from the perspective of Development Partners.

2. Selected thematic areas of engagement and objectives

Gender mainstreaming in the MIP

In relation to the programming 2021-27, to reach GAP III targets, the EUD will ensure that at least 85% of all new actions will have gender equality as a significant or principal objective in each priority area of the MIP. GAP III puts forward 6 “key thematic areas of engagement” and possible objectives:

1. Freedom from all forms of gender-based violence against women, girls, men and boys
2. Universal access to sexual and reproductive health and rights
3. Economic and social rights and the empowerment of girls and women
4. Women's participation and leadership in politics and public life
5. Implementing the Women, Peace and Security agenda
6. Including women and girls in the green transition and digital transformation

These areas were mainstreamed in the design of the MIP 2021-2027, which is built on 3 priority areas, with 3 sectors each, including one dedicated to women empowerment (cf. 2.2). The table below highlights how each MIP sector will contribute to the objectives of GAP III:

<i>MIP 2021-2027 priority</i>	<i>GAP III priority</i>
1. Green Transition: Environmental Sustainability and Resilience	
1.1. Natural capital and resilience	3, 6
1.2. Green economy and sustainable business	3, 6
1.3. Sustainable energy	6
2. Leave no one behind: Human Development and Digital Inclusion	
2.1. Education and skills for employment	3, 6
2.2. Empowering women and youth	1, 2, 4
2.3. Inclusive and resilient urbanisation	3
3. Democratic governance, peace and stability	
3.1. Democratic and Economic Governance	4, 6
3.2. Conflict, peace and security	5
3.3. Migration and forced displacement	1, 3, 5

The first priority on **Green Transition** will seek to harness the opportunity of the green economy to support women entrepreneurship and women-led businesses, notably in the green, blue and circular economy. It will promote girls' and women's role as societal and behaviour change makers, including their active participation and leadership, in order to ensure gender-responsive strategies to climate mitigation and adaptation, disaster risk reduction, and the gender-inclusive and sustainable management of natural resources.

The second priority on **human development and digital inclusion** aims at the economic and social empowerment of women and girls, with a strong focus on reducing the digital divide, by improving access of girls and women to affordable, accessible, safe and secure digital connectivity, reaching out to the rural and remote areas. It will promote digital literacy for girls and women, notably in the TVET sector, as well as digital skills for women's employment and entrepreneurship. Through a Team Europe approach, the EU will seek to improve access to quality youth-friendly sexual and reproductive health services and information and improved gender-responsive measures for women and youth participation in politics and decision-making processes. Further, a strengthened response to eliminate Gender Based Violence (GBV) and other harmful practices, and to promote and protect the rights of children, at national and county levels will be supported.

The third priority on **democratic governance, peace and stability** aims at strengthening the rule of law and democratic governance, built on accountable and transparent public institutions and processes responsive to citizens' rights. Improved women's access to justice and legal aid, land resources, political and decision-making processes, both at national and county-level, will be at the heart of this priority. The Women, Peace and Security agenda will be integrated as a crosscutting element of the security cooperation in the framework of a potential EU-Kenya security compact, highlighting in particular the links between gender inequality, violence and conflict, as well as the leadership role of women in conflict prevention and peacebuilding. Recognising that women refugees and asylum seekers are amongst the most marginalised and vulnerable, these will be specifically targeted in the EU action to improve access to services and protection for communities affected by forced displacement.

A significant part of the MIP will be implemented through two Team Europe Initiatives. The TEI on the **Green Deal** will focus on circular economy, climate-smart and sustainable agricultural value chains, renewable and accessible energy, natural capital and biodiversity, and sustainable urbanisation and infrastructure. The TEI on **Human-Centred Digitalisation** will promote digital connectivity, jobs, skills and digital business, and digital government. The Team Europe approach allows the EU and the Member States to create a more transformative development impact, and a stronger positioning of the EU in the relation to Kenya. EU values, including on gender equality, will be key in the design and implementation of both TEIs.

The CSO Roadmap (2022-2025) specifically highlights gender as a key priority for EUD engagement and includes women empowerment as a stand-alone and crosscutting measure. GAP III areas for engagement are included as well as concrete actions on gender listed. The structured dialogue with civil society will dedicate a working group on gender. Under the Human Rights and Democracy country strategy (2021-2024), enhancing women's political empowerment and the surge of gender-based violence cases during the pandemic are specifically listed as areas for intervention.

Integrating Member States' Gender priorities in the CLIP

GAP III being a joint commitment of EU and its Member States, the CLIP also acknowledges that several Member States are particularly strong in their Gender equality agenda in Kenya and will seek to mobilise their expertise and resources under a Team Europe approach.

Promoting gender equality and the rights of all women and girls is a key goal in **Finland**'s foreign and development policy. Finland's bilateral programme for development cooperation with Kenya 2021-2024 aims to enhance opportunities for women to participate in leadership and decision-making, enhance implementation of the Women, Peace and Security Kenya National Action Plan II and improve the prevention and response to gender-based violence. Budget allocation is approximately 4 million EUR per year for this impact area. Programmes include support to UN Women, a bilateral GBV prevention and response programme with SDfG/GoK and three focus counties (Bungoma, Kilifi, Samburu) and a GBV prevention and awareness raising programme in the same counties (CSO partner to be announced in Jan 2022), CSO support on localisation of the WPS KNAPII and support to a gender-sensitive devolution process through the UN joint programme. In addition, the country programme's planned interventions in TVET and job creation for youth will have a strong element of gender mainstreaming.

The Kingdom of **Denmark** makes a particular effort to advance gender equality in Kenya, with priorities on 1) maternal and child health along with sexual and reproductive health and rights, and 2) political and economic rights for women. Current interventions in this sector include 1) support to delivery of primary health care services, incl. RMNCAH, in all counties in Kenya through a government-to-government collaboration, 2) support to the programme Accelerate that advances prevention of and response to GBV and also promotes access to SRHR services, 3) support to civic education and capacity building programmes that e.g. focus on female political and economic empowerment, 4) support to Agribiz (co-financed by the EU) that aims to support decent jobs for youth and women in agriculture value chains in Kenya, 5) support to MESPT that aims to advance green and inclusive employment in agriculture with a focus on female employment, 6) support to work on involvement of women in CVE and politics, 7) support to IDLO to contribute to the development of a gender mainstreaming policy in six counties in Kenya, and 8) support to the implementation of (World Bank-led) Financing Locally Led Climate Action (FLLoCA) in 45 Counties with at least 30% of funds dedicated to climate actions affecting specifically women and youth.

Italy has been supporting the Government of Kenya to end GBV, especially during election periods. Since 2019, Italy has funded UN Women and OHCHR to implement a project titled "Let It Not Happen Again" (for a total amount of EUR 900,000), with a third phase to start in 2022. The main objective of the project is to guarantee access to justice for gender-based violence survivors and to strengthen preventive and response mechanisms through the improvement of the capacities of the competent institutional authorities, CSOs and other human rights organisations. In the next years, Italy is committed to step up the support given to UN Women in this area. It is also in the pipeline to launch a call for proposal for CSOs in Kenya to end GBV (tbd). Furthermore, Italy is planning to support the EU-funded UNDP basket fund "Consolidating Democratic Dividends for Sustainable Transformation in Kenya" for 300,000 EUR, focusing especially on women's participation and protection during election time. Finally, the Italian Cooperation in Kenya is planning further programmes, which will greatly contribute to the Green Transition: Environmental Sustainability and Resilience and Leave no one behind: Human Development and Digital Inclusion sectors. These programmes will not only be aligned with MIP and TEI, but they will also take into account GAP III targets.

Germany currently implements one flagship G2 project on the improvement of sexual and reproductive health and socioeconomic wellbeing, the VIVA Youth programme, currently implemented by KfW, together with the Ministry of Health and the DSW, for a total budget of EUR 9.7 million. In addition, gender is systematically mainstreamed in the bilateral development cooperation portfolio, aligned with GIZ's own Gender strategy, which includes five objectives on political will and accountability, corporate culture, gender competence, process adjustment and gender equality within the company.

Austria sees gender equality as a major entry point for promoting development. The priorities of the Austrian Development Cooperation (ADC) explicitly address the situation of women and girls. ADC has laid down minimum standards for the empowerment of women which must be adhered to when promoting educational initiatives in family planning and the reproductive rights of women, the resolution of conflicts, peacebuilding and peacekeeping. In Kenya, Austria supports gender equality, the eradication of genital mutilation and the empowerment of women and girls through various projects.

Slovakia promotes equal opportunities as one of cross-cutting themes in SlovakAid projects, supporting equality of men and women, elimination of all forms of discrimination against women and girls as well as gender-based violence, including harmful practices and habits, and securing equal opportunities in public life. At the same time, Slovakia implements projects dedicated to gender, including in West Pokot, focusing on health of mothers and children and on the elimination of FGM. In Samburu, SlovakAid supports a girls rescue centre and provides clean cooking energy by biogas. In Nairobi, SlovakAid recently supported the RefuShe organization with IT vocational training for refugee girls and purchase of new computers to IT lab. Slovakia will continue implementing projects in line with all GAP III key thematic areas.

Through its international policy on women's rights and gender equality, the **Netherlands** in Kenya contributes to achieving SDG 5, with a focus on four sub-goals: Increasing women's leadership and participation in political decision-making; Giving women a greater say in the economy and improving the economic environment for women; Preventing and stopping violence against women and girls; and Strengthening women's role in conflict resolution and peacebuilding. In 2021-2025 under the policy on women's rights and gender equality and the 'Strengthening Civil Society' policy framework, the Netherlands will provide financial support to 65 civil society organizations, women-led organizations and women's rights defenders in Kenya to promote gender equality through gender specific programmes. Through its SDG5 fund, the Power of Women consortium aims to accelerate action to strengthen the capacity of women's rights organizations in the area of lobbying and advocacy, SRHR partnerships, advocating for bodily autonomy and SRHR and to the Power of Voices. Gender and equal rights are also crosscutting in all areas of the Kenya Multi Annual Country Strategy (MACS).

Sweden has a feminist foreign policy which prioritises gender equality in all actions, ensuring that women and girls enjoy fundamental human rights, as an obligation within their international commitments and prerequisite to achieving Sweden's border policy goals- peace, security and sustainable development. The current country strategy has three results areas a) Democracy and human rights including SRHR b) Environment and Climate including biodiversity and c) Inclusive Economic development. In all this areas gender is mainstreamed through targeted support and enhanced dialogue.

Gender equality is one the five main priorities of **France**'s development aid, with growing multilateral or multi-country commitments for women empowerment, the fight against GBV and the promotion of SRHR, notably through UNFPA, UN Women, the Global Partnership for Education, and three NGOs based in Nairobi: the Forum of African Women Educationalists (FAWE), the African Office of the International Planned Parenthood Federation (IPPF) and AMREF. New French commitments were announced at the 2021 Generation Equality Forum in Paris, including the launch of a global 5-years action to accelerate gender equality. The FGE also launched a Compact on Women, Peace and security and humanitarian action, and announced new gender equality initiatives focused on health, sport, culture and education. One of these projects is the Feminist Opportunities Now project against GBV, supported by the AFD (14 M€), led by IPPF, and including Kenya among the 10 targeted countries. France (AFD/PROPARCO/French Treasury) is also a major supporter of the African Development Bank for the « Affirmative Finance Action for Women in Africa » (AFAWA) launched in 2016 to support women entrepreneurs on the continent. Its current commitment is 95 M\$ out of a total of 287 M\$, notably though

a participation in the guarantee mechanism implemented by the African Guarantee Fund based in Nairobi. Kenya is one the main beneficiaries of the program, which involves several financial institutions active in the country. AFAWA also involves other EU partners, such as the Netherlands, Germany, Italy, Sweden and the EU. Gender equality is mainstreamed in the majority of French bilateral projects with Kenya, and women empowerment is the main objective of small grants for Kenyan CSOs, funded by the embassy (PISCCA fund with yearly calls for a total of 200 to 300 k€, and a current stress on girls/young women education, including digital skills) and AFD (sport and development small grants). In 2022, AFD will start funding a project for a scientific complex of the University of Nairobi, includes a 500k€ grant for women in STEMs, and scholarships for women. In the creative sector, the AFD support to HEVA Fund (800 k€) is devoted to women entrepreneurs.

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With the aim to embed gender equality across all its activity, since 2016 the **European Investment Bank** Group applies its Strategy on Gender Equality and Women’s Economic Empowerment: *Protect, Impact, Invest* across its portfolio. Coupled with its global *Climate Bank Roadmap* commitments, in Kenya the EIB will seek to advance gender responsive climate investments by (i) lending to women entrepreneurs and fund managers active in the climate and environment space to scale-up their businesses and funds; (ii) financing projects that can tackle deep-rooted gender inequalities as well as strengthen the resilience and adaptive capacity of women and girls worldwide and ensuring that women and girls have access to and benefit from the low-carbon and climate resilient infrastructure/services generated by our investments, (iii) supporting EIB clients to set targets for women’s employment and leadership opportunities, through advisory and technical assistance, as available. Kenya also stands to benefit from the second phase of its *SheInvest* initiative launched in 2021, which commits to mobilise €2 billion of gender-responsive investment across Africa, focusing on innovative digital solutions, climate financing and empowering female-led businesses. Finally, an EIB Technical Assistance Programme, the *African Women Rising Initiative (AWRI)*, is complementing the financing provided through *SheInvest*. AWRI provides a useful blueprint of gender-lens investing in the financial sector by providing capacity building and mentoring to women entrepreneurs and supporting financial intermediaries in designing financial and non-financial services tailored to their women customers’ needs. Replication of these actions in Kenya may well be achieved through blending grants with EIB’s financial intermediaries operations as well as the eventual roll out of AWRI in the country.

As other Member States may join, the **Team Europe approach** proposed for improved coordination and joint implementation entails the following:

1. Definition of a **common results framework** to report on EU+MS implementation of GAP III

2. **Joint programming EU+MS on Gender.** The MIP allocation earmarked for G2 intervention will be programmed to complement MS actions in line with these priorities;
3. **Policy dialogue** with government and civil society, supported by EU chair of DPGG, and upcoming structured dialogue with civil society;
4. **Strategic communication** under a Team Europe approach

Synergies will also be sought with other likeminded partners, such as UNWOMEN, US, Canada, Norway, Switzerland, etc. Civil society will also remain a key implementing partner. There is a broad range of active CSOs working in this sector (more than 650). As highlighted in the CSO Roadmap, a structured dialogue with civil society will be established, including a dedicated working group on Gender. With the funding programmed for Kenya under the NDICI thematic country allocations, dedicated support to CSOs will also aim at strengthening their capacities, at promoting civil society's role as an actor of governance and voice of rights-holders, and at improving their role as key service providers, in particular towards the most vulnerable, especially at grassroots and community level.

Main thematic areas of engagement and objectives

In line with the priorities of the Government of Kenya, the needs identified through stakeholders consultations, and in agreement with the EU Member States, the following 3 main areas of engagement will be prioritised for gender equality and women's empowerment in Kenya:

1. Ensuring freedom from all forms of **gender-based violence and promoting universal access to **sexual and reproductive health and rights**;**

- Improved capacity of law enforcement (Gender Desks of Police Stations) and judiciary on women and children's protective approach in investigation and access to justice including improved skills on collecting and preserving and presenting forensic / digital forensic evidence in court processes
- Empower communities and civil society in engaging men and boys, traditional leaders, and local governance councils on promoting positive masculinity and support for gender equality including challenging harmful gender norms.
- Strengthened women's rights organisations and CSOs in their work against sexual and gender-based violence, including providing prevention, protection, care services and reintegration for survivors.
- Empower communities in identification, reporting and monitoring of SGBV and sexual exploitation cases in coordination with law enforcement and social services

2. Promoting **social and economic empowerment of women and girls, including through the opportunities of the **greening** and **digitalisation** of the economy;**

- Increased access for women, girls and youth in opportunities for education and skills development and employment in the green industries and digital economy
- Increased access for women and youth entrepreneurs and start-ups, and women-led businesses to green finance and market including increased participation and benefits in the digitalised economy.
- Decent work, labour rights and working conditions for women and youth in the green and digital economy ensured.

- Strengthened women's leadership and gender parity in decision-making at all levels of the value chain of the green and digital economies.

3. Improving **equal participation** and **women's leadership**, especially in the context of elections and conflict prevention.

- Political parties improved implementation of the mandated gender policies and support resources, campaign and protection of their women candidates.
- Strengthened women's rights and youth organisations and CSOs in their work to promote women's political empowerment and prevention of election related SGBV.
- Strengthened women's political caucus or CSO coalitions to empower women with political aspirations through capacity building in political dynamics of Kenya, on leadership and public speaking.
- Promote women's political empowerment by enabling young women to start early in political leadership and learn the development and political landscape of the country, and promoting female and male champions.
- Strengthened women's and youth political participation through voters' education programme and improved knowledge on democratic electoral processes.

3. Targeted actions supporting gender equality and women's empowerment

GAP III aims at increasing the number and effectiveness of actions having gender equality as principal objective² with a target of a least one G2 action implemented in each country by 2025. During the first implementation period of the MIP, AAP 2021 to 2024 will focus on integrating strong Gender elements as significant objectives in all programmes. MIP support measures and thematic programmes will specifically aim at delivering support to targeted, community-based actions to address most urgent challenges around GBV and SRHR, including the promotion and protection of rights of children.

A flagship Gender action will be programmed in 2025, with an estimated amount of 29 million EUR. Given the strong alignment sought with the Government's Gender equality policy, the challenges identified in the analysis, and the need for multi, a dedicated Gender Sector Budget Support will be explored as an implementation modality. While a strong focus can be foreseen on priority 1 (SGBV and SRHR), dedicated components to support the two other priorities will also be explored, as a means to continue and scale up some of the Gender-specific activities already implemented under other individual programmes. In June 2021, the Government of Kenya committed to end Gender-Based Violence, including sexual violence, by 2026. One of the key commitments under this pledge was the full implementation of GBV laws and policies by adopting a GBV indicator in the government Performance contracting framework to track duty-bearers accountability on enforcement and implementation of GBV laws and policies. The lack of funding towards this cause is already identified by CSOs as a key stumbling block, so the EU will propose to build on the work already begun by Member States (such as Finland) to achieve this renewed commitment.

The flagship action will also promote the protection of sexual and reproductive health rights (SRHR), an area where funding challenges had resulted in a weak health system thus resulting in inaccessible, unaffordable and poor quality services. Yet there are international, regional and national instruments

² Defined as G2 actions in line with OECD gender maker [G2](#). These actions should aim at achieving a long-lasting change tackling harmful gender norms and stereotypes, by implementing a comprehensive and gender-transformative approach.

(including Article 43 and 35 of the Constitution) that place an obligation on Kenya to respect, protect, and fulfil SRHR rights of all Kenyans by ensuring that essential services are available, accessible, acceptable and of good quality.

The flagship action will also build on ongoing and planned programmes in support of the 2022 general elections, and will focus on the preparation of the 2027 general elections, where the implementation of the 2/3 Gender rule and the overall inclusion women in political processes and leadership is likely to remain a challenge. It may also build on the individual devolution programmes for increased gender inclusion and equality at the county-level.

4. Engage in dialogue for gender equality and women empowerment

The EU currently chairs the Development Partners Group on Gender (DPGG), and co-chairs of Gender Sector Working Group (GSWG), together with the Gender Ministry. The GSWG is part of the national aid coordination architecture, aiming at conducting policy dialogue on strategic sectoral issues, as well as prioritization, implementation, and evaluation of programmes among the national government, the Council of Governors, development partners, the private sector, civil society, foundations and other key stakeholders.

The EU therefore holds a strategic role to coordinate policy dialogue between development partners and the two levels of government, at national and county level, in the context of the DPGG and the GSWG. With the support of the Dialogue facility, the EU Delegation will further elaborate its policy dialogue for the remaining period of its chair of the DPGG, and integrate a structural (rights-based) gender perspective in the upcoming EU-Kenya strategic dialogue. The emphasis on the Team Europe approach will also set the framework for a broader EU+MS partnership with Kenya on Gender issues.

5. Outreach and other communication / public diplomacy activities

Outreach and communication on GAP III will seek to follow a Team Europe approach, with coordinated and joint messaging, events and public diplomacy activities, rhythmed by the most relevant international days:

- International Day of Zero Tolerance for Female Genital Mutilation on 6 February
- International Women's Day on 8 March
- Europe Day on 9 May
- 16 Days of Activism against Gender-Based Violence from 25 November to 10 December
- International Day for the Elimination of Violence against Women on 25 November
- Human Rights Day on 10 December

Strategic communication on Gender will be an integral part of the EU Delegation's communication strategy currently under development. As the EU Delegation and Member States define together a joint results framework for this CLIP, they will also identify key communication priorities to be supported by specific public diplomacy activities.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

With a view to support gender mainstreaming efforts and meet the 85% of G1 actions target, dedicated gender expertise will be mobilised under all future studies, analyses and evaluations of individual programmes. The EU Delegation will aim to make the best use of available resources in Headquarters

to support gender mainstreaming efforts, including via training of EUD staff. In addition, the following resources will be mobilised by the EU Delegation to support the implementation of GAP III in Kenya:

- Gender country analysis + sector analysis for the first part of the MIP, budget 70.000 EUR from EDF 11 Cooperation facility. Ongoing until end of 2021.
- A conflict analysis, to be conducted during the first semester 2022, will include a dedicated gender analysis. Amount/budget line TBC (awaiting HQ guidance)
- In support of ongoing PFM budget support operations, a PEFA will be conducted during the first semester of 2022, with the inclusion of the supplementary framework for assessing Gender Responsive Public Finance Management. Indicative budget 150.000 EUR from the Cooperation Facility.
- Dialogue facility, with dedicated work stream to support policy dialogue on Gender (additional events to be planned around EU chair of DPGG in 2022)
- Structured dialogue with civil society, to include a dedicated working group on Gender. (Indicative budget 2 million EUR). A call is planned in 2022 for implementation to start in 2023.
- Under the 2021-22 thematic country allocation on civil society, an amount reserved for targeted support to civil society action on Gender-based violence and SRHR. Indicative budget of 2 million EUR. A call is planned in 2022 for implementation to start in 2023.
- MIP support measures allocation under AAP 2023 for partnership with CSOs/grassroots organisations promoting gender equality and women/youth empowerment at community level, women's participation in decision making and representation at political level, and protecting women's equal access to decent work. Indicative budget 3 million EUR.
- TAIEX/SOCIEUX

Date:

Signature by Head of Delegation: