

KENYA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS



STEERING COMMITTEE



SUB-SAHARAN AFRICA COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



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RESEARCH BACKGROUND AND FRAMEWORK

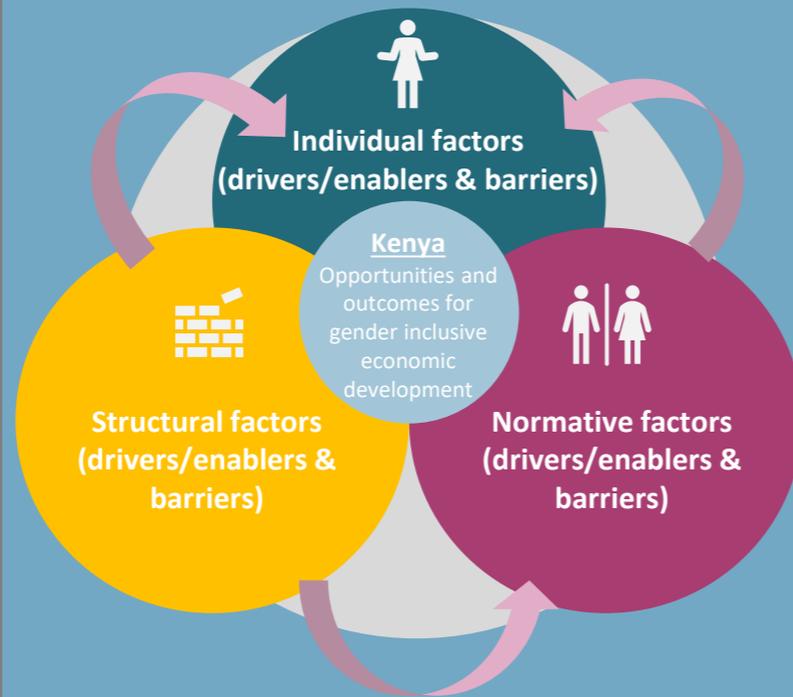


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

RESEARCH FRAMEWORK



The research framework identifies factors that influence women's economic participation at three levels

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

TARGET SECTOR SELECTION



RESEARCH PROCESS





Kenya ranks as East Africa’s largest economy with US\$1 trillion GDP in 2019, thanks to increased investments in education, agriculture and service-based sectors, with further dynamic growth expected to 2024

<p>In 2014, Kenya reached lower-middle-income status with 4.7% economic growth per year</p> 	<p>Kenya’s population is predominantly young and rural</p> 	<p>Kenya falls within the “medium human development” category</p> 
<p>Agriculture contributes 37% of GDP. Nearly 75% of Kenyans living in rural areas are actively engaged in the production, processing and marketing of crops, livestock, fish and forest products.</p>	<p>Kenya has 47.6 million inhabitants, including 4.4 million in the capital Nairobi. The population grew at 2.3% in 2021, with the majority residing in rural areas. One third of households are led by women.</p>	<p>Kenya ranked 143 out of 189 countries in the Human Development Index (HDI), 2019. The country still faces key challenges including poverty, conflicts, HIV/AIDS and climate change.</p>
<p>Employment & economic participation</p> <p>66% Of informal jobs are held by women ⁽¹⁾</p>	<p>Demographic trends</p> <p>39% Of the population aged under 15 ⁽⁴⁾</p>	<p>Human development</p> <p>53% Of the population is classified as multi-dimensionally poor ⁽⁷⁾</p>
<p>59% Of female employment is linked to the agriculture sector ⁽²⁾</p>	<p>3.3 Births per woman ⁽⁵⁾</p>	<p>78% Of women are literate ⁽⁸⁾</p>
<p>5.3% Of women are unemployed ⁽³⁾</p>	<p>28% Of the population is urban ⁽⁶⁾</p>	<p>23% Of marriages involve girls aged under 18 ⁽⁹⁾</p>

Sources and links: (1) ICRW (2020), (2) World Bank (2021c), (3) The World Bank (2022b), (4) Government of Kenya, National Council for Population and Development, & United Nations Population Fund. (2020), (5) UNFPA (2021), (6) World Bank Databank (2020b), (7) Kenya National Bureau of Statistics (KNBS) 2020, (8) [Global Gender Gap Report \(2021\)](#), (9) UNDP (2019)



COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE



Kenya ratified most international conventions on women's rights and through progressive policy, legislation and programming, the government has created a strong enabling environment for WEE

Policy environment for women's rights

- The Matrimonial Property Act (2013) safeguards women's property rights during and after marriage;
- The Marriage Act (2014) gives effect to constitutional provisions on equality between parties in marriage;
- The Land Act and Land Registration Act secures women's rights to land;
- The Counter-Trafficking in Persons Act (2010) and Prohibition of Female Genital Mutilation Act (2011) outlaw specific forms of violence against women and girls.

Spotlight:

'Vision 2030' national economic policy framework

Vision 2030 addresses inadequate gender-disaggregated data for effective policy formulation; planning, budgeting, and assessing women's contribution to the economy; implementation of the two-thirds gender rule; inadequate coordination frameworks on social protection; limited awareness of economic opportunities for women; and the under-valuing of women's contribution to the economy.⁽¹⁾

Key ratifications & commitments



(View full list of ratifications [here](#))

LEGISLATIVE DRIVERS

- 2010 Constitution guarantees gender equality and freedom from sex-based discrimination
- International Covenant on Civil and Political Rights; International Covenant on Economic, Social and Cultural Rights; International Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment
- Convention on the Rights of the Child
- Kenya has also ratified numerous regional conventions, charters, and protocols incorporating gender equality.



LEGISLATIVE BARRIERS

- Kenya has yet to ratify the 2019 Violence and Harassment Convention (No190), the first international treaty protecting workers from violence and harassment in the workplace.
- Kenya has not yet ratified ILO's Convention on Domestic Workers (C189), which would set minimum standards for paid domestic work.
- Kenya has no national childcare system, meaning there are no legal obligations or government incentives to support the provision of childcare.
- No official recognition of unpaid care impacts the overall implementation of infrastructure, economic laws, and policies. Recognition could reduce the burden of unpaid care work that falls disproportionately on women.

KEY PROGRAMME – WOMEN ENTERPRISE FUND⁽²⁾

- Launched in 2009, the Fund is the government's commitment to gender equality and has since significantly expanded women's access to financial resources and economic opportunities.
- Its mission is to 'mobilise resources for sustainable access to affordable financial and business support services, in order to economically empower Kenyan women.'
- The Fund further aims to 'reduce gender inequality in entrepreneurship, by creating opportunities and developing capacity and infrastructure to support women.'
- The Fund disburses micro-credit to marginalised women, who would normally have little (or no) access to credit, education, training, and social capital; taking into account favourable loan repayment terms and demand.
- The Fund has simplified the application process by approving loans at the local-community level.
- Loan repayment is done via easily accessible, mobile-money, transfer options.

Legislative environment for women's rights



Kenya has ratified six of the nine main global human rights instruments, all of which outline gender equality imperatives as a state obligation.

Sources and links: (1) Government of Kenya: National Treasury and Planning (2018), (2) SNV (2020)



NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN KENYA



Whilst unpaid care work, low mobility and gender-based violence characterise Kenya's normative environment, progressive steps at the parliamentary level herald women's greater voice and representation in society

<p>STEPS TOWARDS LEADERSHIP IN DECISION-MAKING</p> <p>Kenya Women Parliamentary Association (KEWOPA)⁽¹⁾</p> <ul style="list-style-type: none"> KEWOPA is an association of women parliamentarians (both elected and nominated) across both the Senate and the National Assembly. The association aims to strengthen its capacity (as a group), and that of individual members, to develop gender responsive legislation and advocate for gender-inclusive development effectively, especially at the constituency / grassroots level. The strategic plan 2019-2023 has five key result areas: (i) Strengthening capacities of members and the secretariat for effective delivery of their core functions; (ii) Shaping and influencing legislative agenda, retention and augmentation of women in parliament; (iii) Human capital development; (iv) Brand visibility; and (v) Effective resource mobilisation for sustainability. 	<p>Women perform a disproportionate share of unpaid care work, including collecting water and fuel in rural areas. This leads to the necessity to choose jobs that are closer to their homes, rather than sectors that fit their skillset, desires, or salary needs.</p> 	<p>In Kenya, "good wives" are described as the homemakers, responsible for taking care of the household, chores and children. Therefore, women's movement out of their residential compounds is restricted to attendance at the local market and farms.</p> 
	<p>11.1 Hours dedicated by women to domestic care and labour per day⁽²⁾</p>	<p>Social norms dictate that a married woman should not earn more than her husband, as this would undermine his authority.⁽⁴⁾</p>
	<p>While the 2010 constitution established a gender quota for political representation, but in practice, no concrete change has been enforced. Many women in Kenya also have limited influence in household decision-making.</p> 	<p>Norms around men's superiority continue to perpetuate the acceptance of GBV and the limiting of women's rights. Women are at risk of violence at home, as well as during and on their way to work, holding them back from achieving their potential.</p> 
	<p>5% Of Kenya's governors and 15% of deputy governors are women⁽³⁾</p>	<p>20% Of women have experienced physical or sexual violence in the past year⁽⁵⁾</p>

Sources and links: (1) KEWOPA (n.d.), (2) Maina, L.W., Kimani, E., Azevedo, A., Ndinda, L. & Parkes, A. (2019), (3) USAID (2020b), (4) Bergman Lodin, J., Tegbaru, A., Bullock, R., Degrande, A., Nkengla, L. W., & Gaya, H. I. (2019), (5) KDHS (2015)



INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN KENYA



Supporting women's access to training and economic capital, particularly through the simplification of the conditions for granting loans, is key to women's future participation in the Kenyan economy

<p>Women's Affirmative Access Window (WAAW)⁽¹⁾</p> <p><i>In 2019, the Agricultural Finance Corporation (AFC), in partnership with UN Women Kenya, trained over 200 farmers in Kericho County to link more women to financial services through AFC's Women Affirmative Access Window (WAAW), an innovative programme to reach out to women through training and information sharing that helps bridge the gap of financial exclusion.</i></p> <p><i>WAAW provides financial support for women across the full agricultural value chain, including production, post-harvest handling, processing, value addition and access to markets (local and foreign).</i></p>	<p>The Alliance for a Green Revolution in Africa (AGRA)⁽²⁾</p> <p><i>A number of initiatives are amplifying the voices of women and creating virtual safe spaces for women to build social capital.</i></p> <p><i>For example, the Alliance for a Green Revolution in Africa (AGRA) '#Value4Her Platform' supports women in agribusiness through the provision of online and offline support to improve market access, knowledge, skills and networks, and global advocacy.</i></p> <p><i>These steps are aimed at addressing some of the key barriers that have so far prevented women's empowerment in agriculture.</i></p>	<p>Human capital</p>  <p><i>Kenya has made significant progress in enabling girls' access to education since the early 2000s and has achieved gender parity in primary enrolment. However, girls are less likely to transition to secondary level, where girls net enrolment rate is just 47.3%.</i></p>	<p>82%</p> <p>Girls' enrolment rates in primary education in 2021⁽³⁾</p>
		<p>Social capital</p>  <p><i>Women's cooperatives are usually smaller in terms of capital, membership and volume of business. They tend to be concentrated in women-dominated and low-value sectors and are less connected to cooperative unions, federations and other support structures.</i></p>	<p>37%</p> <p>Of women use informal groups to access financial support⁽⁴⁾</p>
		<p>Economic capital</p>  <p><i>Most women have no access to traditional banks, given the large number of conditions and limited access to collateral. Women are therefore key borrowers from microfinance institutions (MFIs), which require less collateral and fewer conditions for loans.</i></p>	<p>USD2.7b</p> <p>Credit gap faced by women-owned MSMEs⁽⁵⁾</p>

Sources and links: (1) Agricultural Finance Corporation (AFC) (2019), (2) Pathways study interviewee, Researcher, (3) World Economic Forum (2021), (4) Central Bank of Kenya (CBK), KNBS & FSD Kenya (2019), (5) Kigen, E. (2022)



FOCUS SECTORS FOR WEE

Maize is Kenya's most cultivated crop with over 3.4 million smallholder farmers involved in production.⁽¹⁾ Most households grow maize for household consumption, and less than one-quarter sell it commercially. Crucially, maize production has struggled to keep pace with population increases, in part due to frequent drought.

Key challenges for the maize sector

1

High production costs and fluctuating prices

Prolonged and frequent droughts, crop diseases, pests (e.g., insects, locusts, rats), low soil fertility affecting maize yields.

2

** Kenya's maize production generates less than 50% of the crop's genetic potential, indicating that the country could entirely meet national demand if the issues affecting yield could be resolved.⁽²⁾*

3

Competition with large imports of cheap maize

4

Inefficient maize handling and storage

** In 2017, Kenya produced 37 million bags of maize, of which 12% is estimated to have been lost due to these additional challenges.⁽³⁾*

Spotlight: Marketing systems require improvements

Marketing systems have contributed to economic stagnation and worsening levels of poverty in Kenya. In fact, they consist of thousands of small assemblers, brokers, medium-scale wholesalers, large wholesalers, transporters, and retailers. Farmers sell small quantities to small-scale traders, under-capitalised traders (assemblers), making aggregation time consuming and incurring substantial costs for assembly, handling, and grading. In 2020, the Ministry of Agriculture sought to import 4 million bags of maize to curb the shortage, rather than supporting the local smallholder farmers who could produce more than 70% of the maize.⁽⁴⁾



Maize sector profile

75%

Of maize production is generated by small-scale farmers ⁽⁵⁾

1.5 million

Hectares dedicated to maize production ⁽⁶⁾

3 million

Metric tonnes of maize are produced each year ⁽⁷⁾

4-8 tonnes

Average yield per hectare among highland maize varieties ⁽⁸⁾



Image credits: Farmers Trend

Women in the maize sector

Maize is grown widely by both male and female-headed households. Responsibilities for maize production are often shared between men and women, either in separate or jointly managed plots. There is evidence of gendered divisions of production activities when maize is jointly produced, but these vary by context.



Image credits: Alliance For Science

Weeding, processing and cooking are almost exclusively women's domain

Women typically play a central role in the preparation of maize for food consumption



Women provide major labour contributions during the planting, weeding, and harvesting stages, often with support from other household members and, occasionally, hired labourers.⁽¹⁾

In households where men are present, land preparation is typically done by men, at times with help from women, hired labourers, and/or tractor power.

On the other hand, women are solely responsible for shelling and grinding. Farming activities that women consider as contributing most heavily to their labour burden include land preparation, weeding, harvesting, transport, and post-harvest processing.

Likewise, child rearing activities and unpaid domestic work were also considered highly labour intensive.



SPOTLIGHT – Roles within pastoral communities

There are disparities in the roles that women hold in maize production between pastoralist and non-pastoralist communities.

For instance, in the pastoralist communities of the Maasai and Kalenjin, only women are involved in harvesting activities; whereas in non-pastoralist communities, both men and women are involved in this process.⁽²⁾



SPOTLIGHT – Food preparation

Women are often held responsible for activities associated with the preparation of maize for food consumption, whereas men are associated with market-related activities when maize is ready for sale.

After winnowing maize, grain is typically divided into two at the household level, with half to be sold by husbands and male family members, and half put aside for household consumption to be managed by women.



Kenya's livestock sector is worth an estimated USD 1.04 billion.⁽¹⁾ Key subsectors include beef and dairy cattle, sheep, goats, camels, pigs, and poultry. Domestic livestock supplies the local requirements of meat, milk / dairy products and other livestock commodities, accounting for 30% of all marketed agricultural products.⁽²⁾

National frameworks for the livestock sector

The government of Kenya has implemented a series of policies aimed at supporting the sustainable development of the livestock sector including:



- The framework of the Agriculture Sector Transformation and Growth Strategy (ASTGS)
- Policies and strategies to guide investments and interventions in the sector such as:
 - The 2017 National Policy on Prevention and Containment of Antimicrobial Resistance
 - The 2016 Veterinary Policy
 - The 2013 National Environmental Policy
 - The 2012 Policy for Arid and Semi-arid Areas
 - The 2008 National Livestock Policy

Key challenge faced by the livestock sector

1

Many livestock communities exist in harsh environments susceptible to climate change. In recent years, pastoralist communities in the South have been hit with increased droughts and food insecurity.

Spotlight: Pastoralist communities

- The livestock sector represents the primary source of livelihood for over 6 million pastoralists and agro-pastoralists living in arid and semi-arid lands. Livestock further accounts for 90% of employment and more than 95% of family incomes in these areas.⁽³⁾
- Kenya's annual meat consumption averages 553,200 tonnes, of which pastoral meat contributes 154,968 tonnes, or 28%.⁽¹⁾



ECONOMIC CONTRIBUTION

12%

Livestock's contribution to GDP ⁽⁴⁾

40-50%

Livestock's contribution to agriculture revenues ⁽⁵⁾

IMPACT ON LIVELIHOODS

50%

Livestock share of agriculture employment ⁽⁶⁾

6 million

Pastoralists and agro-pastoralists relying on livestock for their livelihoods ⁽⁷⁾

THE LIVESTOCK SECTOR IN KENYA

Image credits: Adobe Stock

Women in the livestock sector

Women's participation at each level of the value chain is influenced by factors including their access to capital, skills / capacities, ability to organise and constraints on mobility. Importantly, gender disparity has broad implications for the national economy as it impacts the competitiveness of Kenyan livestock value chains in the global market.



Image credits: Ypard

Women only have rights to the end products such as milk and butter

Most processing and production activities are overwhelmingly held by women

WOMEN'S OWNERSHIP

10x

Women own ten times less cattle than men (1)

4x

Women own four times fewer goats than men (2)



- Women most often lack secure rights to land, labour and capital, and they are therefore less likely than men to be served by formal financial institutions.



- Women face higher transaction costs while marketing; thus, as livestock production becomes more commercialised, women are often not able to compete with men.



- Women only have rights to the end products (milk, butter, cheese, ghee, hides and skins). Kenyan men own 10 times more cattle than women(1) and four times as many goats(2).

Spotlight: Dairy intensification

In a study of young women and young men's roles in dairy intensification in Kenya, location-specific, a key finding was that ethnic / cultural beliefs exerted great influence over the opportunities available to young women.

For instance, among the Kalenjin, gender roles and restrictions in dairy production were found to constrain young women's potential to benefit directly from dairy production, especially as they rarely inherit assets that could support the dairy production.

Besides, due to culturally grounded cattle keeping norms, Kalenjin women are also prohibited from owning cows, whether they are single / living with their parents or married.

- Most processing and production roles, specifically in the poultry and dairy markets, are held by women
- Women are more likely to be considered the owners of small livestock (e.g., chickens), compared to larger livestock (e.g., cattle), as it requires less capital.
- In small livestock markets, women can make independent decisions regarding the disposal and/or sale of their products, as well as the intended use of income accrued from these sales.

GENDER NORMS IN THE LIVESTOCK SECTOR



Gender norms have reinforced the definitions around 'men's and women's roles,' as well as the distribution of resources and benefits derived from income-generating activities in the livestock value chain.

Public transport is key to Kenyan cities and urban centres, and notably involves “matatus” (minibuses), taxis (traditional & ride hailing services), “boda-bodas” (motorcycles) and “tuk-tuks” (three-wheelers). Today, the sector comprises a number of app-based ride hailing services including Uber, An Nisa, and Littlecab.

Kenya’s Vision 2030 relies on rail transport

- The movement of goods and people relies on road (80% of traffic, 76% of freight), rail, air and water.⁽⁵⁾
- The new standard gauge railway connecting Mombasa to Naivasha (592 km) will shift over 40% of freight load away from road to rail transport and connect different parts of the country.⁽⁶⁾



Informal employment opportunities

- Informal employment opportunities exist, specifically within the public transport section and especially in the ‘matatu’ and ‘boda boda’ sub-sectors;
- Roles include vehicle owners, drivers, controllers and fleet managers.
- Likewise, vehicle imports, sales and repairs generate vacancies. These vacancies, coupled with recent road and rail network expansions and income growth across key cities (especially Nairobi), are strongly linked to transport.



The maritime sector is key to Kenya’s economy

- The Port of Mombasa serves as the entry and exit point for cargo, both for Kenya and neighbouring countries. The annual handling capacity of the port is 2.65 million twenty-foot equivalent units (TEU).⁽⁷⁾
- The port’s international shipping lines include Western Europe, Asia, the Americas and to the East.



ECONOMIC CONTRIBUTION

8.3%

Transport share of GDP ⁽¹⁾

1.8 million

Air passengers in 2018 ⁽²⁾

48%

Share of public transport in daily trips in Nairobi ⁽³⁾

5%

Share of private cars in daily trips in Nairobi ⁽⁴⁾



Image credits: Reach The World

Sources and links: (1) Kenya Civil Aviation Authority (2018), cited in Ministry of Transport, Infrastructure, Housing, Urban Development and Public Works & GIZ (2021), (2) World Bank Databank (2018), (3) (4) Salon, D., & Gulyani, S. (2019), (5) Kenya Roads Board: Kenya Transport Sector Details, cited in Ministry of Transport, Infrastructure, Housing, Urban Development and Public Works & GIZ (2021), (6) Ministry of Transport, Infrastructure, Housing, Urban Development and Public Works & GIZ (2021), (7) Kaushik, M. (2021)

Women in the transport sector

Women have been historically underrepresented in the transport sector in Kenya, as most bus and minibus drivers are men. Given their roles as conductors, women often work informally, and their positions are more precarious with wages lower than on-board roles (e.g., as drivers).



Image credits: Zenger News

Women remain under-represented in leadership positions

The majority of women are employed as matatu conductors

WOMEN'S PARTICIPATION IN THE TRANSPORT SECTOR



10%

Of public transport sector roles were held by women in 2020 (1)

of which

85%

Of employed women were matatu conductors in the Nairobi Metropolitan Area (2)

- The transport sector has historically been male dominated
- In 2020, women made up 37.1% of non-managerial roles, compared to 29.7% at the management level



Working conditions and remuneration of women

- Most women are employed as matatu conductors
- These women work more than 12 hours a day
- They typically take home approximately USD 10 a day

“Stereotypes about women’s place—or lack of it—in the urban transport sector remain, although these may reflect broader gender stereotypes in the country, rather than being rooted in the sector alone. These may take the form of assumptions that technical jobs are for men and administrative roles are for women or stereotypes that women should not be in the sector at all.”

– Pathways Study Interview, Staff of Government Body



CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE



At a structural level, greater focus on providing access to land and financial support through gender-sensitive policies, whilst facilitating women's flexible employment contracts can positively impact WEE

Progress is underway notably in the maize and livestock sectors in connection with the implementation of gender-sensitive targets to drive sectoral growth. This includes via a new subsidy programme that could extend support to women farmers. Meanwhile, strengthening and enhancing gender-equality strategies could further secure women's empowerment across sectors in the future.

Key drivers

Sector-level success cases

1 IMPROVED ENFORCEMENT AND MONITORING OF EXISTING LABOUR LAWS AND LEGISLATION

2 GENDER-RESPONSIVE LAND TITLING SCHEMES

3 THE ASTGS INCLUDES OBJECTIVES TO INCREASE EMPLOYMENT OF WOMEN IN AGRICULTURE

4 TARGETING WOMEN IN AGRICULTURE SUBSIDIES

AGRICULTURE SECTOR GROWTH STRATEGY



The Agricultural Sector Transformation and Growth Strategy (ASTGS) aims to increase employment of women. Activities include training to ensure extension services are sensitive to gender inclusion and targets the contracting of 33% women-led SMEs through youth agri-business centres. The new subsidy programme could also help women access subsidised agricultural inputs for poultry farming, and the government may introduce targeting for women farmers.⁽¹⁾

VISION 2030 & LIVESTOCK GENDER GROWTH



Vision 2030 paves the way for enabling policy environment with its focus on gender-responsive growth of the livestock sector. The Vision identifies the livestock sector as one of the eight priority sectors that drive economic growth. In recognition of the huge cost of gender inequalities on food security, sector performance and overall economic growth, the Vision aims to increase the equal participation of women and men in all spheres.⁽²⁾

Key barriers

- 1** LABOUR LAWS DO NOT GENERALLY COVER INFORMAL JOBS
- 2** INFLEXIBLE WORK ARRANGEMENTS AND GENDER DISCRIMINATION IN TRANSPORT
- 3** TRANSPORT POLICIES LACK GENDER-SPECIFIC ANALYSIS
- 4** CUSTOMARY LAW DISCRIMINATES AGAINST WOMEN IN OWNERSHIP, LAND DISPUTES AND INHERITANCE MATTERS
- 5** GENDER DISCRIMINATION IN FORMAL LAND REGISTRATION PROCESSES HINDER WOMEN'S ACCESS TO LAND

In the maize and livestock sectors, women remain impacted by unfavourable labour laws and legislation, including on their access to land ownership. Work arrangements in the transport sector hinder women's ability to balance employment with domestic and childcare responsibilities. Furthermore, pregnant women face heightened job insecurity directly stemming from maternity leave.

Sector-level examples of barriers

CUSTOMARY PRACTICES HINDER WOMEN'S ACCESS TO LAND



Outside of court systems, customary laws often insist women have no entitlement to matrimonial property, potentially leaving them with only their personal belongings. Besides, women's lack of awareness of their legal rights is also a barrier.⁽³⁾

INFLEXIBLE ARRANGEMENTS IN TRANSPORT SECTOR



Informal agreements between bus owners and operators (drivers/conductors) means employers remunerate staff daily based on targets resulting in drivers/conductors working numerous lengthy shifts (12-14 hours daily). Pregnant women are also forced to stop working early.⁽⁴⁾

Sources and links: (1) Ministry of Agriculture, Livestock, Fisheries and Irrigation (2019), (2) Society for International Development (Ed.). (2009), (3) USAID. (2015), (4) Muhoza, C., Wikman, A. & Chavez, R.C. (2021)



Targeted initiatives aimed at supporting women with the burden of childcare, whilst addressing harmful norms and perceptions of gender-based violence on public transport, are key strategies towards achieving WEE

Communities could play a key role in enhancing women's economic opportunities by providing support with childcare, notably through the provision of flexible and home-based roles. Meanwhile, acting to permanently shift norms and perceptions of gender-based violence on public transport could significantly drive women's long-term economic empowerment in the sector.

Key drivers

<p>1</p> <p>HOME-BASED ROLES ALLOWING FLEXIBILITY AROUND CHILDCARE</p>	<p>2</p> <p>COMMUNITY-BASED CHILDCARE SOLUTIONS</p>	<p>3</p> <p>GENDER-SENSITIVE, CLIMATE SMART INTERVENTIONS</p>	<p>4</p> <p>PROMOTING MORE GENDER-EQUITABLE INTRA-HOUSEHOLD DECISION MAKING</p>	<p>5</p> <p>SHIFTING NORMS AROUND ACCEPTABILITY OF GBV ON PUBLIC TRANSPORT</p>
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Sector-level success cases

HOME-BASED ROLES AND COMMUNITY-BASED CHILDCARE TO SUPPORT WOMEN



Women's total work burden results in time poverty, which constrains opportunities outside of the house and farm. For example, women are less likely to have free time for acquiring new knowledge and skill or building social capital. Since some of women's maize-related activities are home-based (e.g., shelling, grinding), there is opportunity in providing / supporting childcare solutions including community-based options.⁽¹⁾

NORMS AROUND GBV ON PUBLIC TRANSPORT



88% of surveyed commuters have heard of or witnessed violence against women on minibuses (matatus), buses and/or motorcycle taxis. Raising awareness of zero tolerance for GBVH through behaviour-change communication will support women's employment in the sector.⁽²⁾

Key barriers

<p>1</p> <p>NORMS CONFINE WOMEN TO GROWING MAIZE AS FOOD CROP</p>	<p>2</p> <p>NORMS SHAPE THE ADOPTION AND USE OF LABOUR-SAVING TECH</p>	<p>3</p> <p>VARIOUS FORMS OF GBV EXIST IN THE LIVESTOCK SECTOR</p>	<p>4</p> <p>NORMS RESTRICTING WOMEN TO LOW-VALUE LIVESTOCK</p>	<p>5</p> <p>NEGATIVE HARMFUL PERCEPTION OF WOMEN IN TRANSPORT</p>
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Women remain widely hindered by gender-based discrimination, negative perceptions and gender-based violence, leading to their restricted place in both society and the workplace. Gender norms are powerful at local level and must be challenged in order to unleash women's future economic empowerment.

Sector-level examples of barriers

GBV AND HARMFUL PRACTICES IN THE LIVESTOCK SECTOR

Gender-based violence (GBV) exists in the livestock sector and takes multiple forms across pastoralist communities (e.g., when women don't execute their expected livestock-related responsibilities). Furthermore, the economic pressures from climate change can contribute to increase rates of child marriage, as fathers marry off their underage daughters in exchange for cows and/or money as bride price.⁽³⁾



NEGATIVE AND HARMFUL PERCEPTION OF WOMEN IN TRANSPORT

Women's employment in the public transport sector is hindered by gender-based discrimination and negative harmful perceptions. The sector has long been perceived as male-dominated, leading to negative perceptions of women drivers and conductors. They face discrimination including verbal abuse, criticism and social stigma – in public / society and at home – with their actions being associated with waywardness.⁽⁴⁾



CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Gender-focused initiatives enabling vital access to sectoral information across the value chain, combined with new digital platforms facilitating work for the self-employed, form key pathways towards achieving WEE

Targeted initiatives to provide crucial sectoral information have proved successful in supporting women narrow the gender gap in the workplace and run faster-expanding businesses. Additionally, new online portals form key economic gateways for the self-employed and towards women's future empowerment.

Key drivers

- 1 WORKING WITH COOPERATIVES TO EXPAND WOMEN'S SOCIAL AND ECONOMIC CAPITAL
- 2 E-HUBS AND INITIATIVES TO IMPROVE WOMEN'S ACCESS TO INFORMATION ACROSS THE VALUE CHAIN
- 3 IMPROVING WOMEN'S ACCESS TO EXTENSION SERVICES AND TRAINING
- 4 HOLISTIC INTERVENTIONS TACKLING WOMEN'S EDUCATION AND SKILLS
- 5 EXISTENCE OF WOMEN CONDUCTORS ALREADY WORKING IN THE TRANSPORT SECTOR
- 6 DIGITAL PLATFORMS REDUCING BARRIERS TO ENTRY FOR SELF-EMPLOYED WOMEN DRIVERS

Key barriers

- 1 WOMEN HAVE LIMITED ACCESS TO FINANCIAL CAPITAL COMPARED TO MEN
- 2 SKILLS GAPS AND LACK OF TRAINING OPPORTUNITIES, ESPECIALLY FOR WOMEN
- 3 LIMITED CONTROL OVER INCOME FROM LIVESTOCK
- 4 LIMITED PRESENCE OF WOMEN-LED COOPERATIVES
- 5 LIMITED ACCESS TO EXTENSION SERVICES AND FEW WOMEN ARE EXTENSION WORKERS
- 6 INEQUALITIES IN EDUCATION LEVELS DUE TO LIMITED ACCESS TO MENTORS

In the agriculture sector, women face challenges accessing financial capital, skills and training opportunities. Besides, their limited control over sales revenues further prevents them from investing and growing their own businesses. Women also typically lack support from other women due to their scarce presence across extension services and cooperatives.

Sector-level examples of barriers

LIMITED TRAINING OPPORTUNITIES HINDER WOMEN



Generally, a lack of specialised training for farmers and agriculture sector workers remains a concern, especially for women. Women lack the opportunity to acquire the technical skills to scale up their production or processing, thereby limiting their earning potential.⁽²⁾

LIMITED CONTROL OVER INCOME FROM LIVESTOCK



Men are generally more likely to be the owners of most animals except for lower value chickens. Therefore, women are less likely to receive income generated by higher value livestock. Men tend to also control all income from livestock sales and related activities, apart from poultry or milk sales.⁽³⁾



THE AFRICAN WOMEN IN AGRICULTURAL RESEARCH & DEVELOPMENT (AWARD)

In order to strengthen women's access to information, the African Women in Agricultural Research and Development (AWARD) program provides women with an e-hub containing agriculture-related information across the entire value chain. The network comprises different membership, such as producers, processors, aggregators, and input suppliers, and it helps women who own agribusinesses to narrow the gender-gap.⁽¹⁾

Sources and links: (1) Pathways Study Interview, Staff of Government Body, (2) Federation of Kenya Employers & International Labor Organisation. (2021), (3) Dumas, S. E., Maranga, A., Mbullo, P., Collins, S., Wekesa, P., Onono, M., & Young, S. L. (2018)

IMPLICATIONS & PROPOSED RECOMMENDATIONS

Improving the implementation of existing gender-based commitments, legislation and programmes is critical to achieving Kenya's economic goals, whilst delivering key employment opportunities for women in the future.

CROSS-SECTORAL PROPOSED RECOMMENDATIONS



Proposed recommendations for consideration by policymakers, financial institutions, community leaders, programmers and researchers seeking to support gender-inclusive economic development

Proposed Policy/Advocacy Recommendations

Address key policy gaps – at both the national and county level – to improve protection of the informal workforce and improve the implementation of existing WEE-related commitments, legislation and programmes



Recommended strategies

- Work with government to extend labour rights to informal workers
- Government should prioritise ratification of the ILO Conventions on Domestic Workers (No189) and Violence and Harassment (No 190)
- Create a comprehensive policy framework informed by women’s experience in care work
- Invest in gender-responsive public services (piped water, sanitation, electricity, transport) to reduce burden of women’s unpaid care work

Proposed research, monitoring and evaluation recommendations

 Ensure WEE monitoring and evaluation is mainstreamed in the programs / projects. Without establishing firm baselines, realistic targets cannot be set.

Undertake county level sensitisation, capacity-building, and advocacy around existing legislation to strengthen women’s rights



- Training and capacity-building of key duty bearers, including traditional customary structures, local government and law enforcement, on key legislation on women’s right to land ownership
- Prioritise female-headed households and facilitate community-level conversations and peer-to-peer training
- Enhance synergies between judicial and customary laws to promote accessibility to legal support by rural communities.

 Collect more (and robust) national data on unpaid care time use and childcare, specifically related to the impact of COVID-19 on childcare, in order to develop evidence-informed programmes and policies, and to evaluate the impact of existing response and recovery efforts.

Proposed programming recommendations

Advocate to remove gender-based barriers to finance and promote women-friendly financial services and products



Recommended strategies

- Assess the opportunity for partnership between microfinance institutions and NGOs to support women-led SMEs to become bankable
- Engage women meaningfully in the design of financial products and services

 At a minimum, disaggregate results by sex and age, and include disaggregated targets. Wherever possible, programmes and research should further disaggregate by other socio-economic characteristics including income, age, race, ethnicity, disability, migratory status, geographic location.

Work with communities to shift social norms and to improve women and girls’ wellbeing



- Strengthen behaviour-change communication focused on gender equitable attitudes
- Identify role models to act as champions for behaviour change toward gender equality within communities

 Commission mixed-method evaluations on these issues (unpaid care time use and childcare including impact of COVID-19 on them), to understand how and why change happens, and to better understand women’s lived realities through participatory qualitative research and theory-based evaluations.

Work with and grow women’s collectives to build social, human, and economic capital, and tackle normative barriers



- Cooperatives, VSLAs and other socio-economic interventions should consider adopting household approaches to promote gender-equitable attitudes and norms, and stakeholders should implement livelihoods and empowerment initiatives.

 Commission participatory and action research with the most marginalised groups of women, including women with disabilities, migrants, widows and young women, to understand different barriers women face and to design inclusive programmes.

 Monitor, track and mitigate against any signs of potential backlash during programme implementation, including increased rates of violence against women.



SECTOR-LEVEL PROPOSED RECOMMENDATIONS*

Work with the government to strengthen gender-responsive policies, whilst addressing sectoral gender inequalities and research gaps forms the foundation towards achieving WEE

Recommendations for the maize sector

- 1 Work to support gender-responsive post-pandemic efforts and build better resilience to future shocks
- 2 Address gender inequalities in maize farming communities through gender-transformative interventions
- 3 Improve women’s human, social and economic capital through leveraging collectives and cooperatives
- 4 Implement holistic skills-building and vocational training to improve women’s opportunities in the maize sector
- 5 Address research gaps and build evidence of what works

Recommendations for the transport sector

- 1 Work with government and related bodies to strengthen gender-responsiveness of transport policies
- 2 Support multi-sectoral initiatives to address GBVH in the transport sector
- 3 Empower women in the transport sector
- 4 Address research gaps and build evidence of what works

Recommendations for the livestock sector

- 1 Strengthen the livestock sector’s commitment to gender equality
- 2 Address gender inequalities in livestock keeping communities through gender-transformative interventions
- 3 Increase women’s social and economic capital through cooperatives
- 4 Support improved livestock practices
- 5 Facilitate women’s access to finance through better products and services
- 6 Focus on research to fill evidence gaps and build on evidence of what works

* **NOTE:** Please see Appendix for detailed, sector-level recommendations.



APPENDIX

Detailed sector-level strategies for proposed recommendations – Maize sector (1/2)

1. Work with the government to support gender-responsive, post-pandemic recovery efforts targeted at the maize sector to build better resilience to future shocks and to support women to scale their maize activities to become commercially viable

- Work with the government to improve implementation of policies and laws in relation to labour rights and decent work within the maize sector, including extending labour rights and regulations to the sector's largely informal employment base.
- Promote gender-responsive approaches to help seed companies, agro-dealers and other actors to ensure that information about new improved seed varieties reach both women and men farmers.
- Link women to agricultural value chains, from production all the way to processing and marketing, to help make traditional farming more productive and commercially viable.
- Expand women's access to land and production inputs, as this is critical in closing the productivity gap between men and women.
- Improve women farmers' access to finance, including use of mobile money platforms for improved agricultural practices and climate resilience, and emergency finance products.
- Tailor financial product terms, timing and collateral requirements, and develop alternative products suited to women. Microfinance institutions and other financial service providers with presence in rural areas can play a key role in supporting women farmers.
- Interventions to build communities resilience to shocks such as climate change through sustainable livelihoods interventions and improving access to water, firewood and other natural resources through sustainable resource interventions.
- Gender-sensitive climate-smart innovations including the planting of trees and shrubs, drought-tolerant or weather-resilient crops including new varieties of maize (e.g., H624 that withstands heavy winds compared to H614D that has good yield but falls easily due to winds) that have been developed to thrive in dry and water stress conditions, land and herd management to reduce overgrazing all to help small-holder farmers manage the impacts of climate change.

2. Address gender inequalities in maize farming communities through gender transformative interventions

- Carry out household dialogues that address income negotiation, including supporting women's involvement in decision making around how to spend income and manage maize farming activities and yield from jointly-owned plots or plots that are solely owned by women.
- Support holistic interventions that address individual, household and community level change in gender relations and outcomes.
- Use a Social Norms Diagnostic Tool (created by Oxfam) to identify the gender norms (e.g., labour roles of men and women, control over incomes, use of labour-saving agricultural technologies, etc.) that may serve as barriers or will impact project implementation.
- Ensure that interventions monitor, track and mitigate against any sign of backlash, including GBV.

3. Improve women's human, social and economic capital through leveraging collectives and cooperatives

- Support women to expand economic opportunities in the maize sector through collectivisation, leveraging existing women's cooperatives, and supporting the formation of new women-led cooperatives.
- Support women's cooperatives in activities such as collective storage and processing, collective transport, and collective marketing and selling.
- Cooperatives can support members to access 'livelihood bridge funds' during periods of low harvest, or funds targeted at women.
- Leverage women's cooperatives and collectives for human capital interventions, including efforts to improve soft skills around leadership, negotiation, and conflict management, as well as efforts to improve business capabilities.
- Leverage cooperatives and places where women meet collectively to share information on markets and opportunities.
- Support cooperative's access to input distribution networks, post-harvest facilities, and markets, as well as to time saving innovations and technologies.
- Targeted interventions to improve women's voice, decision-making, and self-efficacy; more equitable norms around leadership and land rights; and opportunities for women to move into new or upgraded roles.

Detailed sector-level strategies for proposed recommendations – Maize sector (2/2)

4. Implement holistic skills-building and vocational training to improve women's opportunities in the maize sector

- Undertake a gender review of seedling and other agricultural input distribution schemes, and advocate for better targeting of women considering women's limited access to land and roles within value chain, to target them more effectively with agricultural inputs.
- Build partnerships with input supply companies on capacity building for collectives, for increased access to quality inputs, and information dissemination of good agricultural practices.
- Improve the reach of extension and training services in rural areas, considering what skills / knowledge would be most useful for women, and design training (including timing and locations) to ensure accessibility for women around domestic responsibilities. Recruit women extension agents and train all agents and trainers (men and women) to provide inclusive services.
- Address women's transport-specific mobility constraints by supporting collective transport options for women to sell at markets.
- Enhance digital market information systems to increase bargaining power of female maize farmers, who currently receive most of their information from other farmers and radio shows.
- Support holistic training programmes focusing on both hard and soft skills development for women entrepreneurs in the sector.
- Implement training or other initiatives to support women workers' agency and awareness of labour rights. This can be done in partnership with unions and collective actors.

5. Address research gaps and build evidence of what works

- Conduct research on the gendered norms that govern the use of climate-smart agriculture and the use of productivity enhancing tools in the maize sector.
- Gather data, disaggregated by sex and age, from women working (both formally and informally) in the maize sector.
- Commission and undertake action research with marginalised groups (such as women with disabilities) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment, as well as related outcomes linked to experiences of GBV and sexual and reproductive health, providing an accurate picture of the impact on any intervention on women's lives.
- Ensure meaningful participation of women in the design of all WEE interventions, including through participatory methods.

Detailed sector-level strategies for proposed recommendations – Livestock sector (1/2)

1. Strengthen the livestock sector's commitment to gender equality

- Work with governance actors, such as communal pasture management institutions, to improve women's participation and leadership across communities including ownership and control that enables women's economic empowerment.
- Link women to agricultural value chains, from production all the way to processing and marketing, to increase the productivity and commercial viability of traditional livestock rearing.
- Expand women's access to land and rural finance; as providing women with greater access to land, finance, and production inputs is critical to closing the productivity gap between men and women. Microfinance institutions and other financial service providers with presence in rural areas can play a key role in supporting women farmers.
- Improve women farmers' access to finance, including use of mobile money platforms for improved agricultural practices and climate resilience and emergency finance. Tailor financial product terms, timing and collateral requirements, and develop alternative products suited to women.
- Support initiatives to build capacity and skills on gender and livestock at national, regional, local, and community levels.
- Ensure that both men and women are heard in research and policy processes through meaningful representation in decision-making and policy bodies, in management positions and in research and development.
- Improve women's representation within key government stakeholders to promote integration of women's perspectives in policy and initiatives design and implementation

2. Address gender inequalities in livestock keeping communities through gender transformative interventions

- Carry out household dialogues that address income negotiation; support women's involvement in and informed capacity for decision making around how to spend income and manage livestock that is jointly owned or solely owned by women. This could be through household and community-level sensitisation about the contribution of women's economic activities to household livelihoods, and financial training sessions for women to re-invest profit and increase their revenue.
- Implement interventions to build communities' resilience to shocks such as climate change through sustainable livelihoods interventions and improving access to water, firewood and other natural resources through sustainable resources and renewable energy.
- Leverage climate-smart innovations including the planting of trees and shrubs, protection and propagation of drought-tolerant and disease-resistant native crop species, the introduction of new crop varieties that have been developed to thrive in dry and water stressed conditions, as well as land and herd management to reduce overgrazing. These efforts will help livestock farmers manage the impacts of climate change. Periodic subsidisation of hay production could also be considered to help mitigate nomadism and its impact on households' and communities' wellbeing and financial stability including alleviating women's unpaid care and domestic work.
- Support holistic interventions that address individual, household and community level change in gender relations and outcomes.
- Use a Social Norms Diagnostic Tool (created by Oxfam) to identify the gender norms (e.g., labour roles, control over incomes, intra-household allocation of animal source foods) that may serve as barriers or will impact project implementation.
- Conduct a gender analysis to understand the specific constraints and opportunities that exist for men and women in the livestock sector, in different contexts, to inform program design.
- Ensure that interventions monitor, track and mitigate against any sign of backlash, including GBV.

3. Increase women's social and economic capital through cooperatives

- Promote women's participation in cooperatives, through the promotion of inclusive organisational cultures, as well as explicit and intentional strategies. This could promote women's participation in leadership, women's voice and participation in decision making, and address discrimination and barriers along the value chain. Furthermore, extend membership within mixed-sex cooperatives to household members who are not the head of household.
- Support women to organise and access livestock markets that are further away through collective ownership or collective transport.
- Support investment in local cold chain storage, processing and transportation.
- Support investment in local abattoirs, including slaughter and dressing facilities for small livestock. This ensures food safety, and high-quality products certified for premium markets. Women should be included in managerial / supervisory roles, as advocates of change for fellow women farmers.
- Leverage cooperatives and places where women meet collectively to share information on markets and new opportunities, as well as receive training and capacity building.
- Ensure that support to sectors dominated by women (i.e., poultry and small cattle), is complemented by household interventions, ensuring that control and decision-making power is shared equally between men and women.

Detailed sector-level strategies for proposed recommendations – Livestock sector (2/2)

4. Support improved livestock practices

- Partner with gender transformative development programs that enable women to benefit from agricultural time-saving technologies and innovations.
- Invest in skills building programmes for better livestock management practices and improved occupational safety (in particular, regarding prevention of zoonotic diseases and food safety).
- Improve the reach of extension and training services in rural areas, considering what skills / knowledge would be most useful for women, and design training (incl. timing and locations) to ensure accessibility for women around domestic responsibilities. Recruit women extension agents and train all agents and trainers (men and women) to provide inclusive services.

5. Facilitate women's access to finance through better products and services

- Work with financial institutions to tailor products and services to women's needs, including via mobile money platforms. Tailor communication and marketing strategies to reach women livestock owners and keepers.
- Provide access to financing and support, particularly for time saving technologies, livestock ownership, and livestock-specific credit schemes.

6. Focus on research to fill evidence gaps and build on evidence of what works

- Commission and undertake research to understand the gendered roles of livestock farming.
- Commission and undertake research to understand the gendered impacts of COVID-19 on livestock farming households including nomadic communities that may have been impacted by restrictions on movement. This research should extend to the planning and design of potential interventions to encourage the production of fodder by households including the use of behaviour change communication (BCC).
- Commission and undertake research to further understand intra-household asset ownership, labour contributions, and involvement in management and control of different animals.
- Commission and undertake research on the gendered impacts of milk commercialisation.
- Commission and undertake research to understand gender issues in livestock industrial processing.
- Commission and undertake research with diverse groups of marginalised women, to understand and address the different barriers women face in the livestock sector.

Detailed sector-level strategies for proposed recommendations – Transport sector (1/2)

1. Work with the government and related bodies to strengthen the gender-responsiveness of transport policies to help address gender-differentiated transport patterns and needs related to both female users and workers

- Support initiatives to build capacity and skills on gender and transport at national, regional, local, and community levels. For example, train government bodies to address gender-related barriers within transport related urban planning, and include women (women staff, women community leaders and members, women transport facility users, etc.) in such planning initiatives and design development.
- Enhance the mainstreaming of gender into the revised national transport policies and regulations, with specific targets to reduce gender inequalities regarding employment in the transport system.
- Work with relevant bodies to establish a framework for prevention and response to GBVH within the public transport system.
- Strengthen the gender capacity of key government and private sector stakeholders to commit to policies, regulations, and actions that further gender equality, and monitor gender equality commitments.
- Improve women's representation among key government stakeholders to promote integration of women's perspectives in policy and initiatives design and implementation
- Advocate with government for improved gender-responsive policies in the sector, including upholding women's labour rights and occupational health and safety.
- Improve working conditions for women transport workers including formal and long-term engagement and improved pay packages commensurate with working hours, as well as family-friendly human resource policy and procedures.
- Work with sector stakeholders (including employers) to challenge attitudes towards gender roles and stereotypes in the sector.
- Engage women and women's groups in the design of gender-responsive policies.
- Strengthen sector wide safeguarding standards, such as promotion of International Finance Corporation (IFC)'s social and environmental performance standards.

2. Support multi-sectoral initiatives to address GBVH in the transport sector

- Adopt a multi-pronged collaborative approach to tackling GBVH embracing all stakeholders in the transport services sector including drivers, conductors, stage attendants, union representatives, and commuters. Transport provider staff and management, governments, city planners and concerned citizens should also be included.
- Work with the government and related bodies as well as transport sector investors to integrate gender and GBVH risk mitigation and response within procurement and due diligence processes. This should include assessment and minimum requirements for companies' capacity to assess and address GBVH related risks of transport projects (i.e., whether they have the capacity and resources to prevent GBVH from happening, to encourage GBVH to be reported when it occurs and to respond to reports when they are made).
- Work with transport companies to identify GBVH risks and assess companies' capacity to address and respond to risks. For example, this should include working with leadership to create a gender-responsive and supportive organisational culture, ensuring sufficient policies and codes of conduct are operational and efficient, establishing grievance and investigation mechanisms, ensuring transparent recruitment and adequate HR processes, engaging in training and awareness raising activities, and putting in place appropriate measures to ensure gender-responsive and safe working environments.
- Establish functioning GBVH reporting mechanisms including anonymous reporting options and promote widely through signage on public transport.
- Undertake behaviour change communication to raise awareness of zero tolerance for GBVH on public transport among the public.
- Facilitate community policing and bystander interventions to provide mechanisms and strategies on how to intervene in a confrontational way without putting oneself at risk. Support the establishment and management of hotline reporting systems
- Provide targeted training for police officers and relevant service providers to enable an appropriate response to violence against women.
- Implement safety infrastructure such as better lighting, CCTV cameras, alarms, and signage. Using stickers and signage inside vehicles, clearly indicating that sexual harassment of any kind is unacceptable and that all reports of harassment will be investigated with action taken immediately against those found guilty.
- Monitor effectiveness of reporting mechanisms to ensure survivor-centred approaches in the event of GBVH that are safe and confidential.
- Collaborate with relevant initiatives and programs, such as the Flone Initiative that has created a database based on mobile phone technology to collect data related to gender-based violence especially for women (and girls) in the public transport system.

Detailed sector-level strategies for proposed recommendations – Transport sector (2/2)

3. Empower women in the transport sector

- Work with employers to promote gender-responsive workplaces incentivised through a benchmarking initiative that promotes employees who meet minimum standards.
- Reduce and address financial barriers to training through internship schemes and grant programmes that target young women.
- Facilitate sector dialogues (with employers, workers, unions etc.) to address the stereotyping of women's roles in the transport sector, while also supporting women in the transport sector to join and actively participate in transport SACCOs.
- Work with women working in the sector to improve leadership skills and career development opportunities, linking young women with women leaders for mentorship. Promote women leaders as role models.
- Targeted recruitment of women into traditionally male-dominated roles through recruitment quotas and supporting education to employment transitions for young women in STEM subjects.
- Work with academic institutions and higher education bodies to integrate gender and GBVH issues within transport related training and academic qualifications.
- Increase female representation in technical and management roles in transport and to enhance women's participation in planning and decision-making processes to ensure their voices are heard and their needs are understood.
- Facilitate women's strengthened participation through enhanced skills, e.g., certified mechanical training, certified first aid training, self-defence skills etc. This could be through partnership with the Traffic Police department, leading driving schools and leading motor-vehicle assembly companies.

4. Address research gaps and build evidence of what works

- Commission and undertake participatory research to contribute to the evidence base on GBVH and health and safety in the transport sector, including understanding the barriers and challenges faced by different marginalised groups of women.
- Commission and undertake participatory research to further explore normative challenges and opportunities in transport, including regional differences.
- Ensure rigorous monitoring of interventions to strengthen the evidence base on what works for achieving increased women's economic empowerment in the transport sector.
- Ensure meaningful participation of women workers and customers in design of all interventions, including through participatory methods.
- Commission and undertake research to understand the gendered impacts of COVID-19 on women working in transport.

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