In Kenya, many efforts are being made to protect people’s basic human rights. Yet inequalities exist, especially for women and girls.

The Situation

Today

- 45% of women face intimate partner violence
- 1% of land is owned by women
- 9% of elected government seats are held by women
- 89% of farmers are women

The Goal for Tomorrow

- Increased empowerment of women and girls
- Strengthened leadership for women and men
- Enhanced collaboration
- Improved efforts of women’s organizations to engage with decision-makers

County Focus

Nakuru

Bomet

How to Get There

The Project adopts a participatory approach to advance gender equality that includes:

- Knowledge and capacity-building
- Collaboration
- Engagement with decision-makers

Advancing Equality through Human Rights Education is funded by the Government of Canada through Global Affairs Canada.
Understanding Gender Equality Issues

Preparing the study
June – September 2019

Planning
1. Partners meetings
2. Research on the legal, policy and institutional context
3. Identifying community members, organisations and decision-makers to provide local context

Developing
4. Creating questions and tools to identify gender equality issues

Training
• Orienting local community members to lead the study

Carrying out the study
September – October 2019

Where?
- Nakuru County
  - Nakuru West
  - Nakuru East
- Bomet County
  - Bomet Central
  - Sotik

Who? 114 participants
- 56 men
- 56 women

How?
- 12 interviews
- 16 focus group discussions

Processing the information
November 2019 – March 2020

Analysing
• Reviewing all participant responses
• Identifying most common gender equality issues

Sharing
• Presenting the results in communities
• Validating results with community members
Gender Equality Issues

“Our society has given men the upper hand in all aspects of life: from leadership to inheritance of land and property”

Woman from Nakuru

Main gender equality issues

Access to financial opportunities and resources
Division of household tasks and responsibilities
Opportunities for education
Stereotypes and certain cultural practices
Security and safety
Participation in decision-making

Impact of women’s participation in decision-making
Women’s Participation In Decision-Making

To participate in decision-making means that people have

1. Access
2. A voice

in places where decisions are made.

Beyond just physical presence, participation means that people are actively influencing the decisions taken.

Where decisions are made and the level of participation of women and men

<table>
<thead>
<tr>
<th>LOW participation</th>
<th>MEDIUM participation</th>
<th>HIGH participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget processes</td>
<td>Public participation forums</td>
<td>Schools</td>
</tr>
<tr>
<td>Council of Elders</td>
<td>Chief baraza</td>
<td>Religious institutions</td>
</tr>
<tr>
<td>Elections and politics</td>
<td>Nyumba kumi</td>
<td>Chamas</td>
</tr>
</tbody>
</table>

Common roles assigned to women and men in these places

**Women**
- Witnesses
- Welcoming guests
- Cooks and cleaners
- Treasurers
- Secretaries

**Men**
- Final decision-makers
- Leaders
- Chairmen
- Organizers
- Enforcing rules
Why Are Women Participating Less In Decision-Making?

“In our culture, women are supposed to be seen but not heard. In several ways, we have despised them to a level that diminishes their voices.”

Man from Nakuru

Stigma against women from marginalized groups

Violence and fear of violence

Low self-esteem

Barriers to access

- Unequal division of household tasks
- Timing and location of meetings
- Lack of awareness of right to participate
- Restricted and controlled movements by family members
- Inaccessible facilities

Barriers to voice

- Level of education
- Economic status
- Marital status
- Lack of representation and support
- Stereotypes and discrimination
- Past experiences of violence, and fear of future violence

Stereotypes and certain cultural norms

Certain interpretations of religious texts

Lack of representation and support

Stereotypes and certain cultural norms

Certain interpretations of religious texts

Past experiences of violence, and fear of future violence
What Can Be Done To Change This?

Community recommendations:

1. Educating women and men on human rights and the importance of women participating in decision-making

2. Creating space for women in leadership positions and educating men on their roles in supporting this

3. Building women's motivation and capacities to take on leadership roles

4. Reinforcing laws and developing policies to make women's participation and voices stronger

5. Eradicating gender-based violence

6. Supporting conditions for the economic empowerment

Taking these into account, the project will focus on:

Knowledge and capacity building:
- Trainings for community leaders on human-rights based approaches and gender equality
- Community forums
- Coaching

Collaboration:
- Joint awareness raising activities
- Community actions that advance gender equality

Engagement with decision-makers:
- Trainings for certain women's and human rights organizations
- Policy dialogues
- Action plans

Community recommendations:
1 2 3
4 5 6