

KENYA

FOCUS ON THE RESULTS OF THE SURVEY IN KENYA

**«CITIZENS CALL FOR A GENERAL-EQUAL WORLD : A
ROADMAP FOR ACTION»**



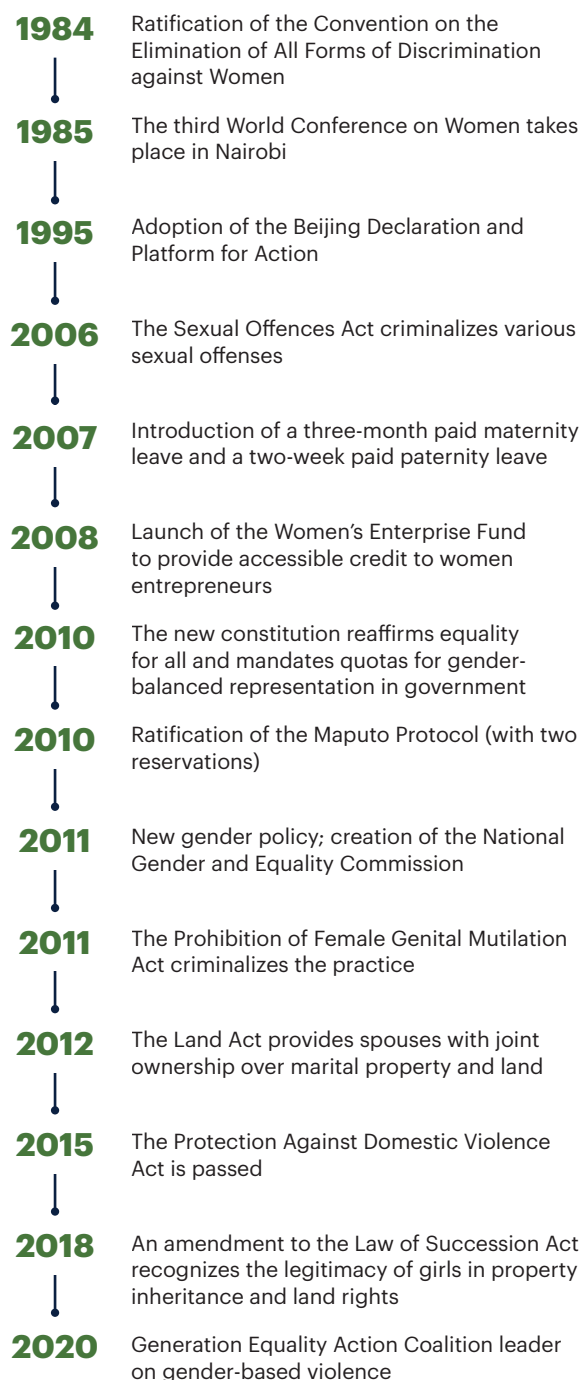
Gender equality, or having equal rights and opportunities regardless of gender, is a fundamental human right. It is also the foundation for a healthier, more productive, and more peaceful world.¹ Yet, with just 10 years left to fulfill the 2030 Agenda for Sustainable Development, 2.8 billion girls and women live in countries failing or barely passing on gender equality-related Sustainable Development Goals (SDGs).²

The [Generation Equality Forum](#) presents a key moment to accelerate progress on gender equality before 2030. In the lead up to the Forum, a set of six “Action Coalitions” — multi-stakeholder partnerships — are being developed to deliver tangible results on (1) gender-based violence (GBV), (2) economic justice and rights, (3) bodily autonomy and sexual and reproductive health and rights (SRHR), (4) feminist action for climate justice, (5) technology and innovation for gender equality, and (6) feminist movements and leadership.

Achieving the objectives of the Forum will not be possible without the right information and data. Evidence drives policy, public opinion, and people to action. Without it, citizens and development actors cannot make informed decisions about policies and programs. To improve data and accountability for girls and women, [Women Deliver](#) partnered with [Focus 2030](#) and the [Development Engagement Lab](#) to survey citizens’ attitudes and expectations on the six Action Coalitions in 17 countries.ⁱ

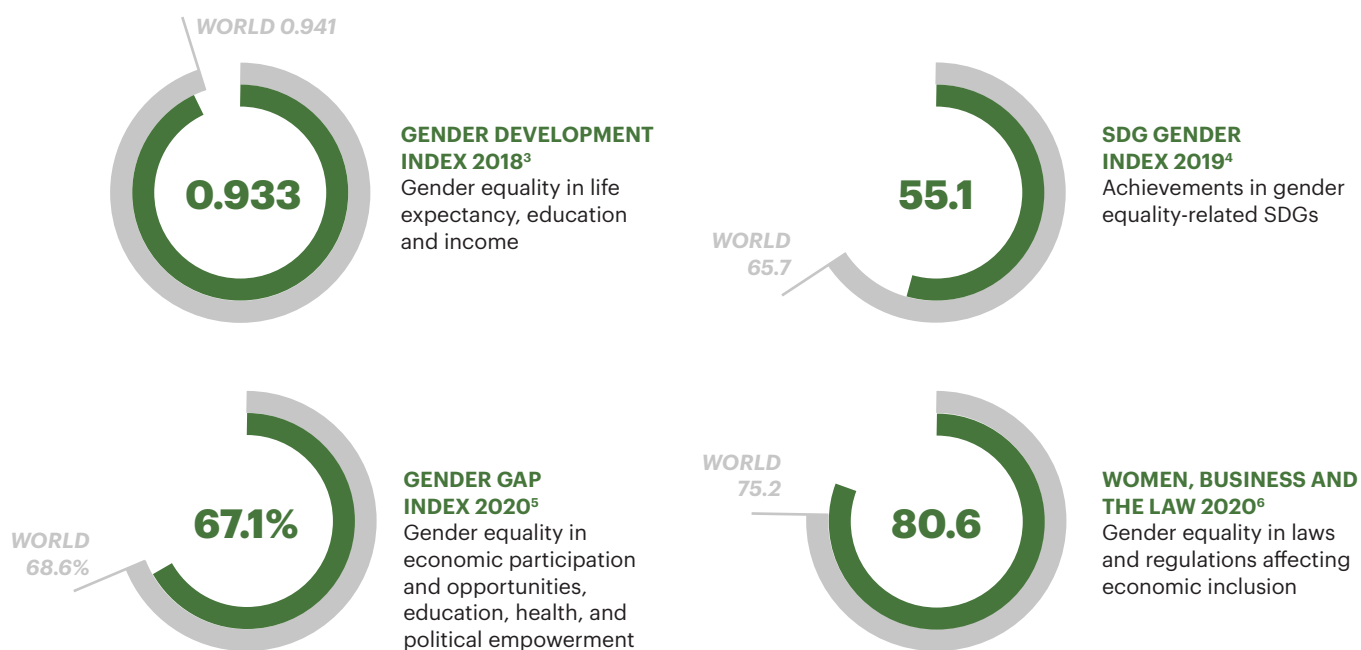
This document presents key results of the survey in Kenya. It is intended to inform civil society’s actions and orient decision-makers towards gender equality topics that their citizens would like to see more engagement and investments in by governments.

FIGURE 1 MILESTONES FOR GENDER EQUALITY IN KENYA



ⁱ This note captures findings of a public perception survey on gender equality for Kenya. This work is co-led by Women Deliver and Focus 2030. The survey was carried out in 17 countries: Argentina, Australia, Canada, China, Colombia, France, Germany, Great Britain, India, Japan, Kenya, Mexico, New Zealand, South Africa, Switzerland, Tunisia, and the United States of America. It focuses on public perceptions on gender equality and the Generation Equality Forum Action Coalitions. Approximately 1,000 respondents in each country were surveyed in July/August 2020. Demographic data collected included: gender, age, income level, education level, last vote in national elections, and region of residency. In Kenya, 1,080 respondents were surveyed, including 489 females, 585 males, and 6 respondents who identified “in another way.” Of the 1,080 respondents, 394 were aged 18 to 24, 639 were aged 25 to 44, 46 were aged 45 to 59, and 1 was aged 60 and older. To access additional findings for the 17 surveyed countries, including the full report and survey questionnaire, please visit: <http://womendeliver.org/citizens-call-for-a-gender-equal-world/> and www.focus2030.org

FIGURE 2 RESULTS IN KEY GENDER INDICES



TOPLINE SURVEY FINDINGS

Gender equality is a prominent topic in Kenya: 96 percent of surveyed respondents declare that it is “important” to them personally. More than nine in 10 respondents of all genders, age groups, places of residence, income, and education levels share this sentiment.

Over the past few decades, Kenya has taken important steps to promote equal rights and opportunities between women and men (Figure 1). This is reflected in the experiences of respondents: 72 percent of respondents declare that gender equality is “better” in the country today than it was 25 years ago, compared to 19 percent who express it is “more or less the same” and nine percent who report that it “worsened.” This feeling of deterioration is particularly prevalent among female respondents aged 45 and older (35 percent). The country’s performance in international measures of progress toward gender equality shows that more investments are needed (Figure 2). This view is shared by **92 percent**

of respondents who believe the government should do “more” to promote gender equality.

The COVID-19 pandemic reinforced this feeling of urgency. Indeed, **40 percent of respondents think the government’s response to support people through the pandemic has not met the needs of women and men equally, and 44 percent believe inequality between women and men will rise as a consequence of COVID-19.** However, the pandemic might represent an opportunity to accelerate progress toward gender equality: 96 percent of respondents consider that women should be involved in all aspects of the COVID-19 response and recovery efforts.

When asked about the main reasons why women may not be equal to men in their country, male and female respondents agree: “because of religion and culture that do not treat women and men as equals” (55 percent), “because women and men are not equally represented in politics” (45 percent), and “because boys and girls are treated differently growing up” (41 percent).

To advance gender equality in Kenya, **57 percent of respondents would like the government to “reform laws to promote equality between women and men and end discrimination against women.”** Support for this measure is particularly low among male respondents with formal education but who did not attend university (29 percent, compared to 56 percent of their college-educated peers). The second most cited measures (45 percent of respondents) are to “implement mass media campaigns to raise awareness of the importance of gender equality issues” and “focus efforts on marginalized women to leave no one behind (for example, ethnic minorities, LGBTQIA+ people, women living with disabilities, refugees, and

migrants).” Support for mass media campaigns is especially strong among the youngest respondents and decreases with age. Female and male respondents living in rural areas, and female respondents who migrated for a job or better economic opportunities, are particularly likely to call for an increased attention to marginalized women.

In its [Beijing+25 National Review Report](#), the Government of Kenya highlights four themes as priority areas for the coming five years: poverty eradication, access to basic services and infrastructure, eliminating violence against girls and women, and gender-responsive social protection.⁷

FINDINGS RELATED TO THE GENERATION EQUALITY ACTION COALITION THEMES

When asked to select the three most important areas, out of a list of pre-identified options, that the Kenyan government should focus on to improve equality, **78 percent of respondents identify ending gender-based violence, 71 percent cite promoting feminist movements and participation, and 53 percent choose enhancing economic justice and rights.** Related to the other Action Coalition themes, 44 percent of respondents consider investments in technology and innovation for gender equality as a priority area, 35 percent mention bodily autonomy and sexual and reproductive health and rights, and 10 percent cite the promotion of feminist actions for climate justice. Female and male respondents agree in general on the order of importance of each theme, although males prioritize technology and innovation for gender equality (49 percent) over economic justice and rights (46 percent).

GENDER-BASED VIOLENCE

Ending GBV was identified as the top priority to improve gender equality in the

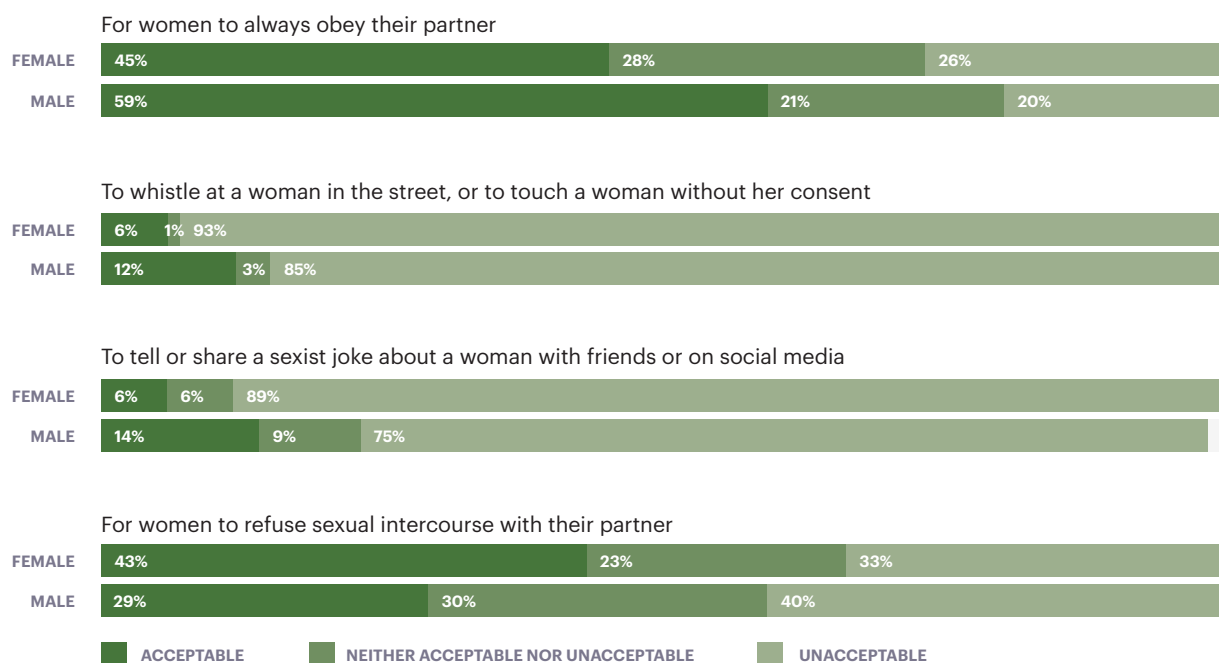
country. Regardless of their socioeconomic characteristics, **more than seven in 10 respondents think this is the most important area the government should focus on.** They also universally agree on the first action the government should take to address this issue: **“end traditional practices that are harmful to women and girls,” such as child marriage and female genital mutilation (FGM) (78 percent).** Support for this measure is more common among female (84 percent) than male respondents (72 percent), college-educated respondents (80 percent) than those who did not attend university (69 percent), and it increases with age (69 percent of respondents aged 18 to 24, compared to 81 percent of those aged 25 and older).

The second most commonly cited action regarding GBV is the **“funding of programs to support women who have experienced violence” (58 percent of respondents, 66 percent of females, and 51 percent of males).** Respondents living in urban areas are more likely to cite this measure than their rural counterparts (63 percent and 48

FIGURE 3 NORMS AROUND GENDER-BASED VIOLENCE



HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,080 adults in Kenya. Weighted data - Margin of error: ± 3%. For more information on the methodology: [Focus2030.org](https://focus2030.org).

percent, respectively). Finally, **“increasing accountability for physical and sexual crimes against women” is important to 54 percent of respondents.** Those belonging to the two highest-income quintiles of the population also stress the importance of *“addressing the unequal balance of power between women and men at home within families, marriages, and relationships”* (53 percent, compared to 34 percent of those belonging to the two lowest quintiles).

Although seven in 10 male respondents declare ending GBV is one of the three most important areas the government should focus on to improve gender equality, they continue to express opinions linked with the persistence of GBV. For example, **most men believe it is “unacceptable” for a woman to refuse sexual**

intercourse with her partner, while most women believe it is “acceptable” (Figure 3). The younger the respondent (male and female), the more likely they are to reject this idea of intercourse as “marital duty.”

In Kenya, 45 percent of girls and women aged 15 to 49 have experienced either physical or sexual violence, 21 percent experienced genital mutilation, and 23 percent of women aged 20 to 24 were first married or in a union before age 18.⁸ COVID-19 has further exacerbated the prevalence of gender-based violence in Kenya, with organizations such as the Centre for Rights Education and Awareness (CREAW) reporting a 64 percent increase in incidences of sexual and gender-based violence towards girls and women between March and May 2020.⁹ However, accountability for acts of GBV is low

due to the limited capacity and resources of the health, security, and justice sectors; the lack of coordination between stakeholders working on GBV prevention and response; and the weak chain of custody of forensic evidence, resulting in acquittals.¹⁰

The government is committed to tackling GBV, as demonstrated by its engagement in the Generation Equality Forum as a leader on the Action Coalition on GBV. It took several legislative steps in that respect in the last decade: [The Prohibition of FGM Act](#) (2011),¹¹ [The Marriage Act](#) (2014), setting the legal age of consent at 18 years,¹² and [The Protection Against Domestic Violence Act](#) (2015).¹³ The government also launched a gender-based violence free hotline in 2017 and committed to eliminate FGM by 2022.¹⁴

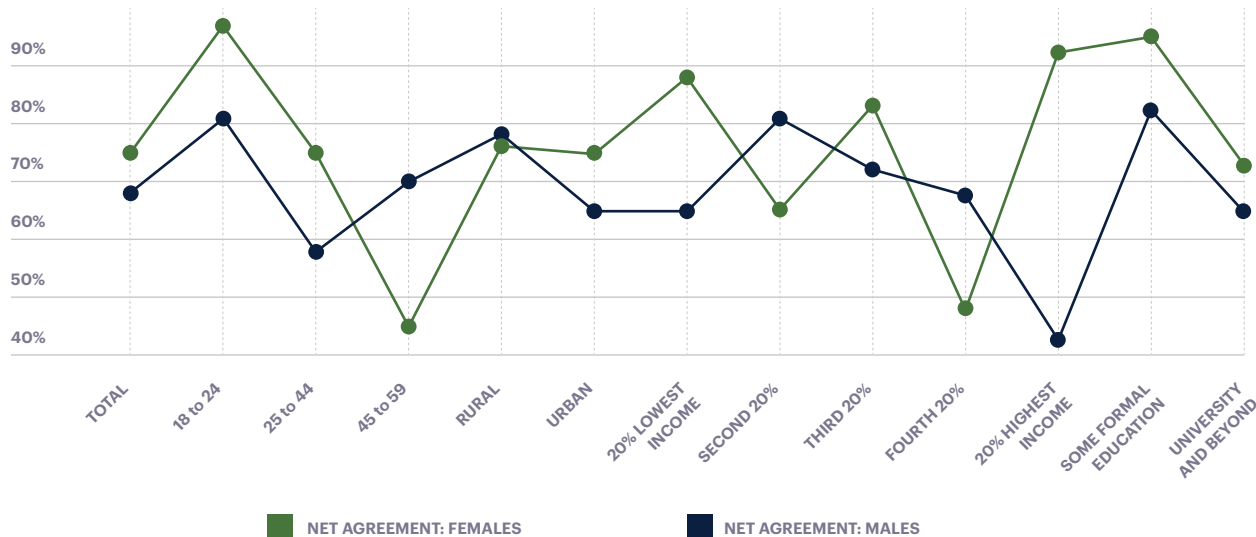
FEMINIST MOVEMENTS AND LEADERSHIP

Increasing women's participation and leadership in politics and cultural and social movements is paramount for the majority of respondents. For 45 percent of them, one of the main reasons why women and men are not equal in the country is *"because they are not equally represented in politics."* Improving women's participation and leadership in politics, and cultural and social movements is the second most important area to improve gender equality in the country, cited by 71 percent of respondents. To achieve this, **61 percent of respondents would like the government to "achieve equal representation of women in politics."** This appears more important to female respondents (72 percent, compared to 50 percent of male) and especially to those

FIGURE 4 OPINIONS ON GENDER QUOTAS



Imposing gender quotas, that is, having a proportion of seats for women in all political decision-making bodies is a good way to advance gender equality in Kenya



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,080 adults in Kenya. Weighted data - Margin of error: $\pm 3\%$. For more information on the methodology: [Focus2030.org](https://focus2030.org).

aged 45 to 59 (93 percent, compared to 67 percent of males aged 18 to 44). **Half of the respondents would also like their government to “support women’s participation in peace processes and as human rights defenders.”**

While 45 percent of male respondents of all education levels highlight this point, female respondents who attended university are more likely to do so than those who received formal schooling but did not attend university (58 percent and 29 percent, respectively). Finally, 48 percent of respondents, and up to 52 percent of males, cite governmental “support to women’s political leadership and participation.”

One in three respondents would also like their government to “ensure the safety of feminist activists and women involved in politics.”

Indeed, women human rights defenders in Kenya are disproportionately at risk of GBV, including sexual abuse and rape.¹⁵ During the 2017 election cycle, GBV targeting candidates and voters was a serious issue.¹⁶

An overwhelming majority of respondents (80 percent) across all socioeconomic categories believe that **imposing gender quotas in all political decision-making bodies is a good way to advance gender equality in Kenya** (Figure 4). Among both male and female respondents, support for this measure is higher in the youngest age groups and decreases with education level. The 2010 Constitution requires the state to take steps to ensure any elected or appointed body should have no more than two-thirds of its members from one gender.¹⁷ Yet, only 26 percent of ministers and 22 percent of members of parliament are women,¹⁸ and the two-thirds constitutional measure has yet to be realized.

ECONOMIC JUSTICE AND RIGHTS

According to 53 percent of respondents (61 percent of female and 46 percent of male), their government should focus on realizing economic justice and rights to advance gender equality in Kenya. In order to improve

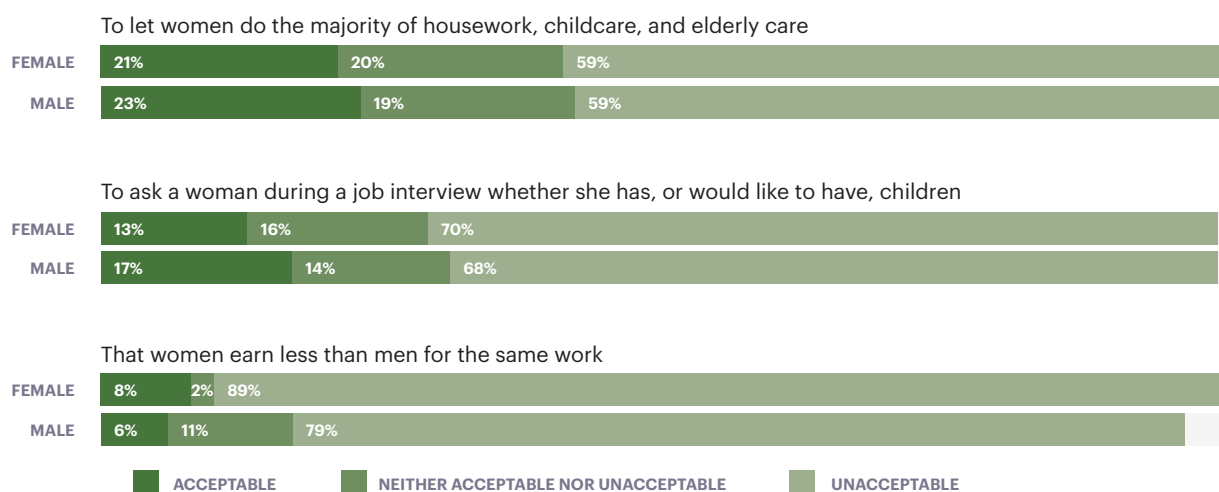
women’s broader economic opportunities and decision-making powers, respondents equally prioritize four domains as governmental responsibilities. The first one, **“increasing the number of women in leadership roles, such as in business or politics” (cited by 54 percent of respondents)**, appears more important to female (60 percent) than male respondents (47 percent), and especially to those aged 25 to 44 (63 percent, compared to 38 percent of males of the same age group) and females living in rural areas (70 percent compared to 54 percent of rural males and 58 percent of urban females). The second most cited action is **“guaranteeing social protection and decent working conditions for women in low paying jobs” (53 percent)**, especially by female and male respondents aged 25 to 44 (60 percent), as well as by female respondents who migrated for a job or better economic opportunities (70 percent, compared to 46 percent of females who did not). College-educated female respondents are twice as likely as those who did not attend university to cite it (58 percent and 26 percent, respectively). **“Achieving equal access to education and professional training for women and men” is identified by 51 percent of respondents.** It appears particularly important to respondents who did not attend university (67 percent compared to 50 percent of those who did) and especially males (76 percent, compared to 47 percent of college-educated male respondents). Finally, **51 percent of respondents, and up to 95 percent of female respondents aged 45 to 59, think the government should “prevent violence and sexual harassment in the workplace”** in order to improve women’s broader economic opportunities.

The survey reveals that many female respondents have experienced discrimination that impaired their economic opportunities: 46 percent “have not or will not receive the same inheritance as [their] male relatives,” 31 percent “did not have the same access to promotion opportunities as [their] male counterparts” where they work, 29 percent are “not paid as

FIGURE 5 OPINIONS ON WOMEN'S ECONOMIC EMPOWERMENT



HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,080 adults in Kenya. Weighted data - Margin of error: \pm 3%. For more information on the methodology: [Focus2030.org](https://focus2030.org).

much as male counterparts," and 17 percent have had "difficulty accessing education and professional training compared to [their] male peers/relatives." The probability of women experiencing those events increases with age.

The COVID-19 crisis seems to have reinforced traditional gender roles: 71 percent of female respondents, compared to 42 percent of males, declare their "time doing household work has increased" during the pandemic. In addition, 63 percent of female respondents aged 18 to 24 declare time spent "pursuing education or training has decreased," compared to 43 of males of the same age group.

Yet, female respondents are as likely as males to express discriminatory opinions around gender inequalities in economic opportunities (Figure 5). Perhaps even more surprisingly, among males and females, the younger the respondent, the less likely they are to question those harmful norms. For example, only 61 percent of female respondents and 64 percent

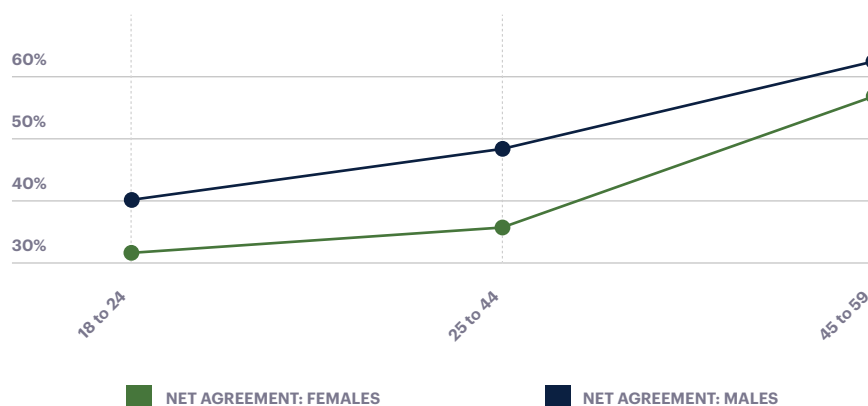
of male respondents aged 18 to 24 believe it is "unacceptable" to ask a woman about children during a job interview, compared to 78 percent of female and 74 percent of male respondents aged 45 to 59.

The International Labour Organization estimates that 60 percent of employed women in Kenya work in agriculture, 38 percent in services, and two percent in the industrial sector.¹⁹ The majority of women work in the informal sector, with only about 30 percent working in the formal sector.²⁰ The government has implemented several projects for the promotion of women's economic empowerment, such as the [Public Procurement and Asset Disposal Act](#) (2015), which ensures that 30 percent of public procurement in every financial year is allocated to women, youth, and persons with disabilities,²¹ and the [Biashara Kenya Fund](#) (2019), which offers low-interest business loans to women, youth, and people with disabilities.²²

FIGURE 6 SUPPORT FOR GENDER-SENSITIVE TECHNOLOGY AND INNOVATION



Promote the use of technology and innovation for gender equality is one of the top 3 priorities



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TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY

For 44 percent of respondents, to advance equality between men and women, the government should invest in technology and innovation for gender equality. This Action Coalition theme appears more important to male (49 percent) than female respondents (38 percent), and support increases with age (from 36 percent of respondents aged 18 to 24 to 61 percent of those aged 45 to 59) (Figure 6). Respondents of all socioeconomic backgrounds are unanimous on the solutions to promote the use of technology and innovation for gender equality: **69 percent would like the government to “provide equal opportunities for girls and women to study and work in science, technology, engineering, and mathematics (STEM)”** and 58 percent to “address the barriers preventing girls and women from accessing, designing, and developing technology.” Another 52 percent of respondents stress the importance

of “improving the use of innovative data collection methods to understand girls’ and women’s needs and experiences,” while 50 percent would like the government to “invest in technology that helps deliver healthcare and other services virtually for girls and women.”

Kenya is increasingly turning to technological innovations to meet the every day needs of the population. In 2019, 79 percent of the population (76 percent of women and 83 percent of men) held a mobile money account, compared to 28 percent in 2009.²³ Yet, women are underrepresented as producers of technology: in 2016, 22.5 percent of Kenyan students enrolled in information and communication technologies programs in tertiary education and 19 percent of those in engineering, manufacturing, and construction programs were women.²⁴

BODILY AUTONOMY AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

For 35 percent of respondents, and the same proportion of females and males, securing women's SRHR should be one of the country's priorities to improve equality between women and men. This proportion is stable across socioeconomic groups, with 38 percent of urban respondents prioritizing this area compared to 26 percent of their rural counterparts. To achieve this, **56 percent of respondents would like the government to "increase access to sexual health services**

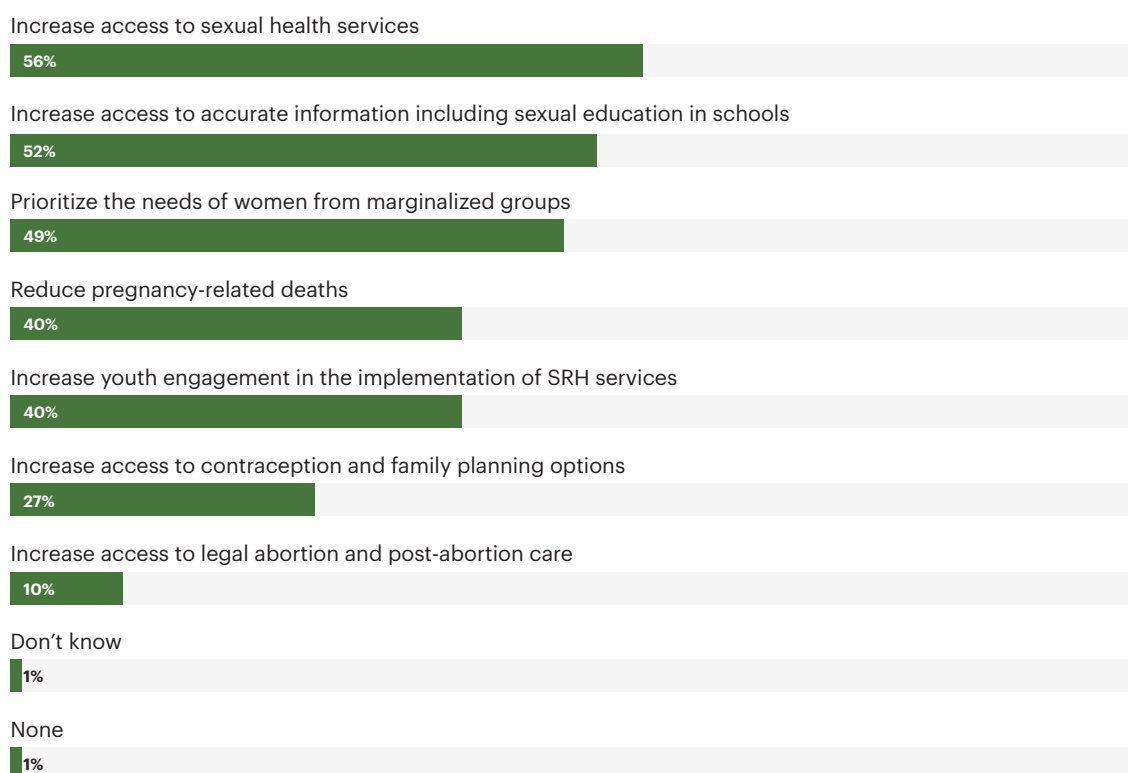
(for example, prevention, testing, and treatment options for sexually transmitted infections, including HIV/AIDS)" (Figure 7). This level of perceived importance is especially high for male and female respondents aged 45 to 59 (68 percent and 70 percent, respectively) and for male respondents who received some formal education but did not attend university (74 percent, compared to 54 percent of their college-educated peers).

The second most cited action is **"increasing access to accurate information, including comprehensive sexual education in school" (52 percent)**. It is the top priority for respondents belonging to the lowest

FIGURE 7 OPINIONS ON SRHR



WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE IN ORDER TO IMPROVE WOMEN'S SRHR IN KENYA?



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income quintile (55 percent) and for female respondents of all age groups (61 percent), while only 11 percent of male respondents aged 45 to 59 mention it. **Nearly half of respondents would also like the government to “prioritize the needs of women from marginalized groups (for example, women with disabilities, ethnic minorities, LGBTQIA+ people, refugees, and migrants)”** (49 percent). This proportion is stable across socioeconomic categories, with respondents aged 45 to 59 citing particular interest (62 percent). Just 40 percent of respondents, but up to 50 percent of female respondents, mention the importance of reducing the number of women dying during or after pregnancies and from childbirth. And while the 2015 [National Adolescent Sexual and Reproductive Health Policy](#) specifically aims to reduce early and unintended pregnancies,²⁵ 37 percent of female respondents aged 18 to 24 would like their government to “increase access to family planning and contraception options.”

The survey reveals that **23 percent of female respondents have experienced “difficulty accessing [their] chosen method of contraception.”** This proportion is relatively stable across age groups and places of residence. In addition, six percent of surveyed female respondents declare having had “difficulty accessing abortion and post-abortion care,” a proportion that rises to 11 percent of female respondents aged 18 to 24.

During the COVID-19 pandemic, one in three respondents (36 percent of females and 30 percent of males) had “difficulties accessing medical treatments, medicines, and health and hygiene supplies.”

In Kenya, abortion is illegal unless there is need for emergency treatment or it endangers a woman’s health or life, despite illegal abortions being one of the leading causes of maternal mortality in the country.²⁶ More investments are needed to secure women’s SRHR. Fifteen percent of married or in-union women have an unmet need for family planning (11 percent at the world level), and only 62 percent of

births are assisted by skilled health personnel (81 percent at the world level).²⁷ In 2017, there were 342 maternal deaths per 100,000 live births (211 at the world level).²⁸ In 2018, there were 74 births per 1,000 girls aged 15 to 19, compared to 42 at the world level.²⁹ The Government of Kenya has taken steps to improve access to contraception, including releasing a ministerial circular in 2018 requiring all public health facilities to provide free and timely emergency contraception to survivors of sexual violence.³⁰ Progress against these measures is still to be determined.

FEMINIST ACTION FOR CLIMATE JUSTICE

With agriculture being the backbone of its economy, Kenya is particularly exposed to the consequences of climate change.³¹ Women, especially those living in rural areas, often depend on land to generate income. Yet, women only own one percent of agricultural land,³² hindering their decision-making powers, their ability to provide collateral guarantees to obtain loans and credit facilities, and putting them at increased risk to the impacts of climate change.

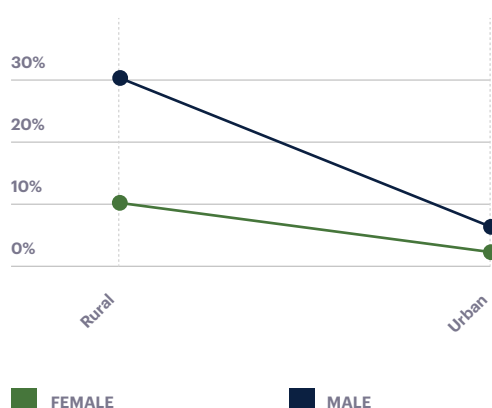
However, when asked about the most important areas the government should focus on to advance gender equality in the country, only 10 percent of surveyed respondents mention the “promotion of women’s participation in climate change action.” The level of perceived importance is higher among male respondents (15 percent, compared to four percent of females), especially among males who live in rural areas (31 percent, compared to 10 percent of rural females) (Figure 8). Respondents are rather unanimous regarding the actions the government should take to promote women’s efforts to respond to climate change. Those actions emphasize the importance of girls’ and women’s participation in climate change mitigation and adaptation: **“promote the training and hiring of women in jobs related**

to climate change (for example, clean energy and technology)" (72 percent), "increase girls' and women's participation in the development of solutions to tackle climate change" (71 percent), and "increase funding for women-led organizations that are working to fight climate change" (70 percent). While instead, measures related to alleviating the consequences of climate change receive less attention: "addressing girls' and women's needs in climate change and natural disaster response" (32 percent) and "protect girls and women forced to migrate due to climate change" (20 percent). However, female respondents who migrated for economic reasons are more than twice as likely as those who did not to cite this last measure (36 percent and 15 percent, respectively).

FIGURE 8 SUPPORT FOR FEMINIST CLIMATE JUSTICE



Promote women's participation in climate change action is one of the top 3 priorities



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Over the past decade, the government took several steps towards gender responsive climate change action. [Kenya's National Adaptation Plan 2015–2030](#) aims to strengthen the adaptive capacity of vulnerable groups to climate change, including women.³³ The [Climate Change Act](#) (2016) aims to mainstream gender equity in all aspects of climate change responses and requires compliance with the constitutional two-thirds gender principle when appointing members to the National Climate Change Council.³⁴ The Act informed the development of the [National Climate Change Action Plan 2018–2022](#), which foresees the engagement of women through planning, implementation, and monitoring of climate change interventions.³⁵ Although the constitution requires consultation and involvement of stakeholders when planning and implementing climate action,³⁶ the government recognized more efforts are needed, in particular, to make these engagements meaningful.³⁷

Kenya ratified the [United Nations Framework Convention on Climate Change](#) in 1994, the [Kyoto Protocol](#) in 2005, and the [Paris Agreement](#) in 2016. In 2019, 41 percent of Kenyan delegates to the Convention of Parties in Madrid were women.³⁸ Prior to international meetings, the Climate Change Directorate organizes preparation retreats and takes gender balance into consideration when selecting experts.³⁹

FINANCING FOR GENDER EQUALITY

Support for more governmental investments for gender equality is high. When asked about the most important issues facing their country at the present time, only eight percent of respondents identify "inequality between men and women," after "corruption" (76 percent), "global diseases and pandemics" (66 percent), "the economy" (54 percent), or "health" (37 percent). However, the survey reveals that **93 percent of respondents**

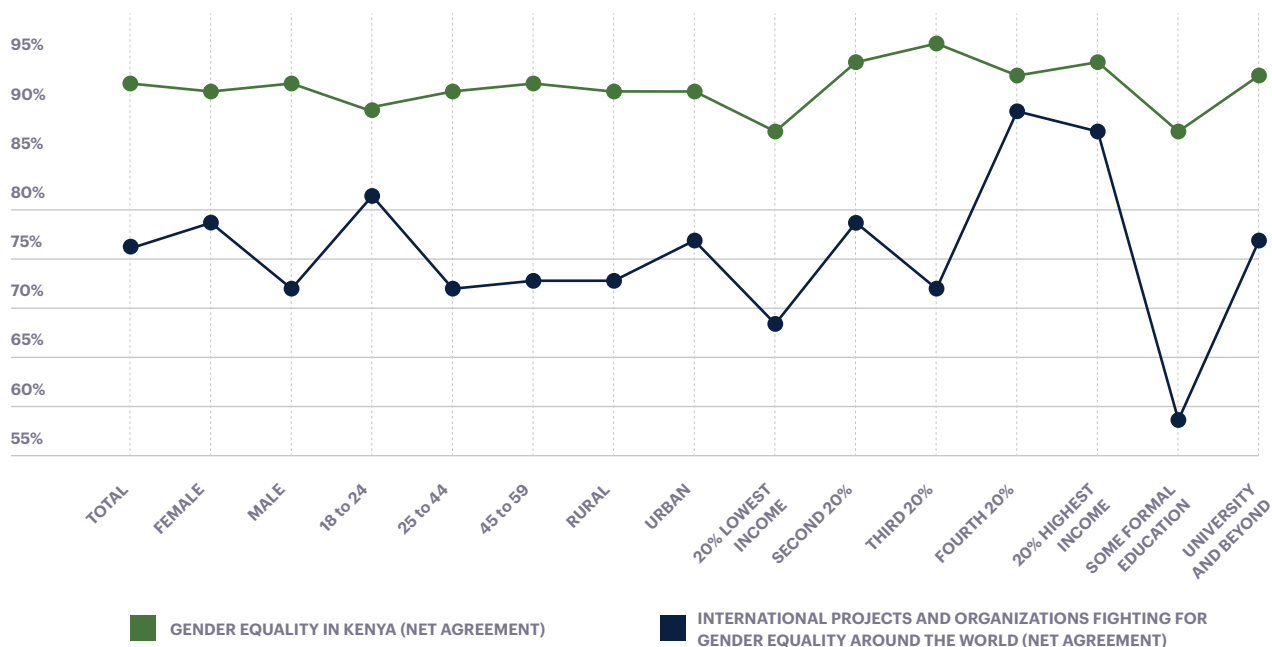
believe the government should increase its funding for gender equality in Kenya, and 82 percent support an increase in funding for international projects and organizations fighting for gender equality around the world. These proportions are stable across all socioeconomic groups (Figure 9). In addition, 40 percent of respondents think that the government should “consider the needs and

interests of girls and women when developing government spending budgets.” Female respondents aged 45 to 59 are particularly supportive of this measure (74 percent), compared to younger female respondents (37 percent of those aged 18 to 24 and 33 percent of those aged 25 to 44). Although Kenya took some gender-responsive budgeting initiatives, it has yet to be institutionalized.⁴⁰

FIGURE 9 NET SUPPORT FOR INCREASED GENDER EQUALITY FUNDING



ON THE OCCASION OF THE GENDER EQUALITY FORUM, MY GOVERNMENT SHOULD INCREASE ITS FUNDING FOR...



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,080 adults in Kenya. Weighted data - Margin of error: ± 3%. For more information on the methodology: [Focus2030.org](https://focus2030.org).

RECOMMENDATIONS

- ➔ **Prioritize and financially and politically invest in programs and policies related to gender equality.** In light of COVID-19, social protection/safety nets for the most vulnerable should be prioritized by the Government of Kenya.
- ➔ **Capitalize on the widespread interest in gender equality issues, and implement mass media campaigns to challenge persisting harmful gender norms and practices.** Work with religious and community leaders to address these norms and practices.
- ➔ **Address gender-based violence in all its manifestations, with a special focus on traditional practices that are harmful to girls and women, such as child marriage and female genital mutilation.** Ensure perpetrators are held accountable by strengthening capacities and increasing resources of the health, security, and justice sectors. To this end, the justice system must be strengthened, especially with regard to reporting and evidence collection. In addition, the [Sexual Offences Act](#) should be amended to address issues of sexual harassment in all forms. Fund programs to support girls and women who have experienced violence.
- ➔ **Enhance women’s participation and leadership in politics through parliamentary implementation of the constitutional two-thirds gender principle at both the national and county levels, as stipulated by the Constitution of Kenya.** Introduce redressal mechanisms for non-compliance, with gender quotas, in addition to financial incentives for compliance. Work with political parties to raise awareness and challenge the acceptability of violence against women in politics. In addition, strengthen key electoral institutions, including the Kenyan Independent Electoral and Boundaries Commission (IEBC) and Office of Registrar of Political Parties (ORPP), to guarantee participation of women.
- ➔ **Ensure access to quality and affordable contraception and other sexual health services in the implementation of universal health coverage.** In addition, drive the implementation of the National Adolescent Sexual Reproductive Health Policy at the sub-national level as it relates to establishing comprehensive health services using the policy’s implementation framework.
- ➔ **Invest in social transformation programs that are critical to change social norms around education and career.** In particular, a focus on encouraging **girls’ and women’s participation in STEM fields of work and study** is needed.
- ➔ **Reform discriminatory legal provisions, in particular, grant women and men equal land and property ownership rights,** and ensure customary law does not infringe upon those rights in practice, in accordance with the [Constitution of Kenya](#) (2010) and the [National Land Policy](#) (2009).
- ➔ **Guarantee social protection and decent working conditions — free from harassment — for women in low paying jobs,** given 70 percent of women in Kenya work in the informal economy and considering the economic impacts of COVID-19 on women. Ratify the International Labour Organization’s Convention Violence and Harassment Convention (No. 190), and amend national laws, such as the [Employment Act](#) (2012), to expand, recognize, and protect women’s workplace conditions, including in the informal sector.

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