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GENDER NEEDS ASSESSMENT FOR KISUMU CITY, KENYA

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Figure 1. Map of Kenya



Source: Oxford Cartographers

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ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CBOs	Community-Based Organizations
CPR	Contraceptive Prevalence Rate
CRC	Convention on the Rights of the Child
DHS	Demographic and Health Survey
FHOK	Family Health Options Kenya
FIDA	Federation of Women Lawyers in Kenya
FPE	Free Primary Education
FP	Family Planning
GBV	Gender-Based Violence
GDI	Gender Development Index
GER	Gross Enrollment Rate
GoK	Government of Kenya
GPI	Gender Parity Index
HIV	Human Immunodeficiency Virus
KHRC	Kenya Human Rights Commission
KIHBS	Kenya Integrated Household Budget Survey
KNCHR	Kenya National Commission on Human Rights
KURHI	Kenya Urban Reproductive Health Initiative
KKWG	Kisumu Kanyakwar Women Group
MCI	Millennium Cities Initiative
MCK	Municipal Council of Kisumu
MDGs	Millennium Development Goals
MMR	Maternal Mortality Ratio
MoGCSD	Ministry of Gender, Children and Social Development
MoH	Ministry of Health
NBS	National Bureau of Statistics
NER	Net Enrollment Rate
NGO	Non-Governmental Organization
PMTCT	Prevention of Mother-to-Child Transmission (HIV)
STI	Sexually Transmitted Infection
TFR	Total Fertility Rate
TBA	Traditional Birth Attendant
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UN-Habitat	United Nations Human Settlement Programme

EXECUTIVE SUMMARY

The city of Kisumu, Kenya's third largest, is located in the western part of the country. The Luo (also called Jalu and Jolu), a nilotic speaking ethnic group, make up the majority of Kisumu's population and are the third largest ethnic group in the country after the Kikuyu and the Luhya. The city is cosmopolitan, but traditional values and attitudes also prevail.

The women and girls of Kisumu face an array of challenges that hinder their rights to gender equality and empowerment. For instance, girls have limited access to post-primary education and do not participate in formal employment, mainly because they do not have the necessary education and experience. Approximately 57 percent of the unemployed are female. Women also have a much higher HIV prevalence rate than men (13.8 percent and 8.4 percent respectively). Adolescent girls are particularly at risk of being withdrawn from school to care for HIV-positive family members. Women in the city also experience gender-based violence and are victims of harmful traditional practices such as polygamy, wife inheritance and coerced adolescent marriages.

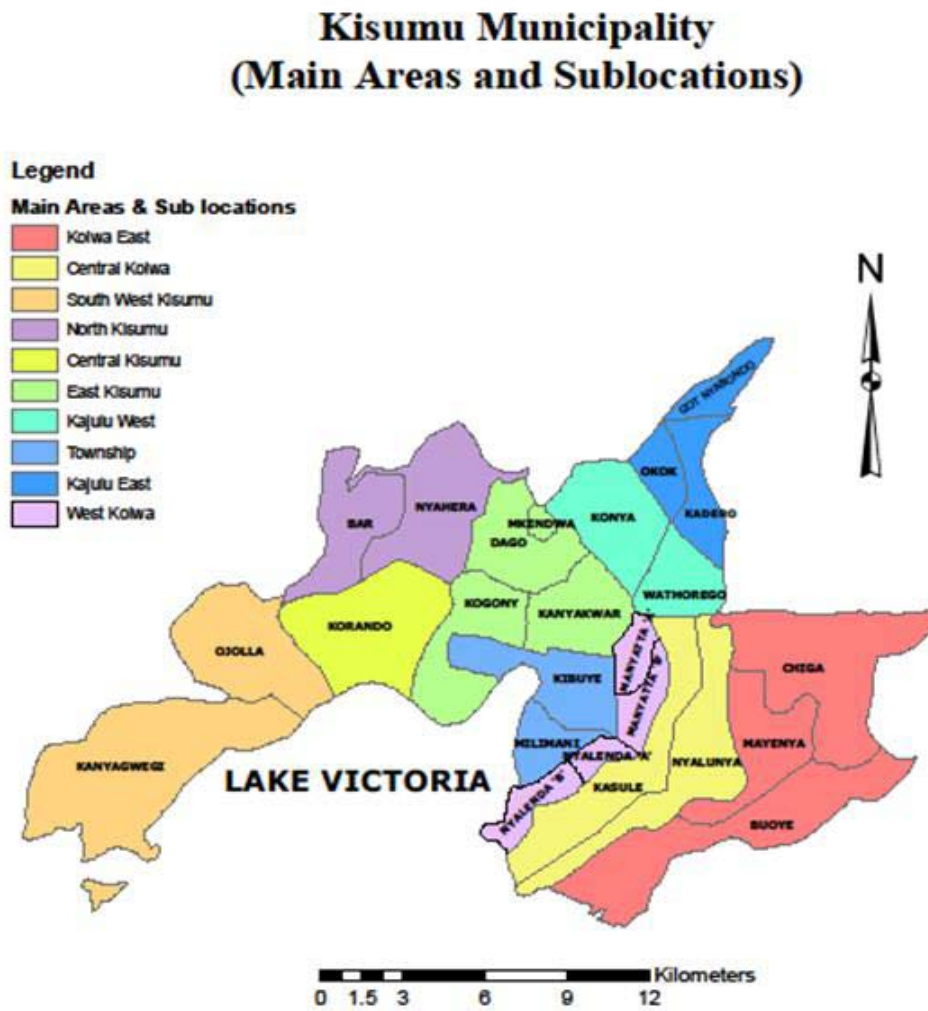
Although the challenges are daunting, this needs assessment puts forward a number of tangible interventions that can help reduce gender inequality and promote women's empowerment. These include:

- The use of popular theater as a strategy to educate the public about the importance of girls' secondary school education; Tutoring for girls in upper primary school (grades 5-8);
- Radio soap operas and school-based campaigns to raise awareness about sexual and reproductive health and rights;
- A sensitization campaign targeting HIV/AIDS widows and divorced women aiming to raise awareness about women's and girls' property and inheritance rights;
- Vocational training for young women (15-24 years old) who are out of school;
- Training workshops for women representatives and aspiring female politicians;
- Introducing community policing to deter gender-based violence and training of law enforcement officers to ensure that legislation such as the Sexual Offences Act is enforced.

MCI finds that with an average annual investment of \$4 per capita between 2011 and 2015, Kisumu can accelerate progress towards achieving Millennium Development Goal 3 (MDG 3)—promoting gender equality and empowering women.

This needs assessment has four sections. Section One offers background information on Kisumu as well as an overview of the objectives and limitations of the needs assessment and the major gender issues facing women and girls. Section Two provides a detailed data analysis, delving into some of the priority areas of MDG 3 in the Kisumu context. Section Three discusses proposed interventions and their costs, and Section Four contains the study's conclusions and recommendations.

Figure 2. Map of Kisumu City Showing Sub-Locations



(c) Mounié Maoulidi (MCI)

I. INTRODUCTION

Background

In September 2010, at the 65th session of the United Nations (UN) General Assembly, the international community took a historic step in addressing gender issues by acknowledging that gender equity and women’s empowerment were essential to achieving the Millennium Development Goals (MDGs) by 2015. There is now a broad consensus, spearheaded by UN Secretary-General Ban Ki Moon, that promoting gender equality and empowering women is vital to poverty reduction and the attainment of MDG targets in other sectors, such as education and health.¹ To assist governments in their efforts to improve women’s status, the UN General Assembly has created the UN Entity for Gender Equality and the Empowerment of Women, also known as “UN Women,” under the leadership of Ms. Michelle Bachelet.

Kisumu is the third largest city in Kenya and was designated as the first Millennium City by the Earth Institute in January 2006. It is located in the western part of the country and serves as the capital city of Nyanza Province.² It is a city where women have limited access to education and formal employment, experience high HIV prevalence rates and are subjected to harmful traditional practices such as wife inheritance and coerced early marriages.

1.1. Objectives

The objectives of this needs assessment are to highlight and analyze the social, economic and political challenges facing women in Kisumu, in an effort to achieve the third Millennium Development Goal (MDG 3)—promoting gender equality and empowering women. This report identifies some key factors hindering women’s empowerment and estimates the cost of specific interventions that will put the city on the right track to achieve its MDG 3 targets. These targets include increasing the number of girls completing secondary and tertiary education and boosting the share of women in wage employment and the proportion of seats held by women in governing institutions.

1.2. Methodology

This report relies on information and data gathered from secondary sources such as reports published by the Government of Kenya (GoK) and the Municipal Council of Kisumu (MCK), as well as international and non-governmental organizations. In addition, it uses data obtained from surveys, district and municipal education offices, the district health office and the police, as well as information gained via consultations with

¹ See United Nations General Assembly Resolution A/65/L.1

² Kisumu District is one of 19 districts in Nyanza. The district is subdivided into four administrative divisions: Winam, Kadibo, Maseno and Kombewa. In 2008, the district was split into Kisumu East and Kisumu West Districts. Winam and Kadibo are in Kisumu East District and Maseno and Kombewa are in Kisumu West. Kisumu City is located in Winam Division.

local authorities. The analysis is guided by the framework proposed by the United Nations Millennium Project Task Force on Education and Gender Equality, which focuses on the following priority areas:

- Priority 1: Strengthen opportunities for post-primary education for girls;
- Priority 2: Guarantee sexual and reproductive health and rights;
- Priority 3: Invest in infrastructure to reduce women’s and girls’ time burdens;
- Priority 4: Guarantee women’s and girls’ property and inheritance rights;
- Priority 5: Eliminate gender inequality in employment;
- Priority 6: Increase women’s share of seats in national parliaments and local governmental bodies;
- Priority 7: Combat violence against girls and women;

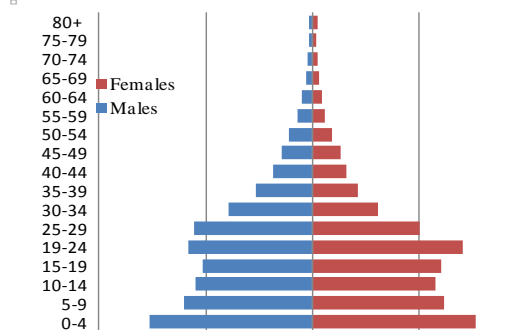
1.3 Limitations

A key challenge in conducting the gender needs assessment was the limited availability of city-level gender-disaggregated socio-economic data. Sources such as the Kenya Demographic and Health Survey (DHS) reports provide national and provincial level information on issues such as reproductive health and violence against women that is disaggregated by gender but they do not provide city-level data. Another limitation is that some data were discordant. For instance, data on abortion, rape and concealment of births retrieved from the Kenyan Police Department website did not match data in publications such as the Economic Survey report. In addition, reliable data on issues such as gender-based violence (GBV), early marriages and women’s land ownership was not readily available. Topics like GBV are not openly discussed in Kisumu, resulting in the under-estimation of the severity of such issues. Despite these challenges, it was still possible to gather sufficient data to assess the gender situation in Kisumu.

1.4 Demographics

Approximately a third of the 85,000 households in Kisumu East District are headed by a woman and according to the 2009 census, 50 percent of the city’s 390,164 inhabitants were women (GoK, 2009a). Women of reproductive age (15-49) represent 27 percent of the total population, and 23 percent of these women are under the age of 20.

Figure 3. Kisumu East District 2009 - Population Pyramid



As the population pyramid shows, Kisumu’s population in 2009 was relatively young. Female youth (15-24) made up 50 percent of the number of women of reproductive age (15-49), and young girls (10-14) made up 11 percent of the female population. This is relevant because these girls will reach childbearing age in the next decade, which will decisively impact fertility rates. Table 1 shows some population projections for Kisumu over the next four years.³

Table 1. Kisumu’s Population 2009-2015

	2009		2011		2013		2015	
	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	194,585	195,579	202,111	203,143	209,928	211,000	218,047	219,161
Women (15-49)		105,024		109,086		113,305		117,687
Youth (15-24)	43,725	52,267	45,416	54,289	47,173	56,388	48,997	58,569
Labor Force (15-64)	114,861	111,093	119,303	117,329	123,918	121,867	128,711	126,580

Source: GoK (2010b) and MCI

1.5. Overview of Key Gender Issues in Kenya and Kisumu

The Government of Kenya has introduced various legal and policy interventions to promote equal participation of women in economic, social and political activities. Major initiatives include: establishing the Ministry of Gender, Children and Social Development (MoGCSD) in 2008; the ratification of the Convention on Elimination of Discrimination Against Women (CEDAW); and the signing of the African Union (AU) Protocol on Women’s Rights and Human Rights. In 2002, the National Commission on Gender and Development Act was enacted to monitor implementation of the government’s commitments to women’s rights and, in 2004, a Gender Department was created in the then-Ministry of Gender and Children Affairs, to ensure gender mainstreaming in national development processes. The GoK has also drafted several policies and laws, including the Kenya National Gender and Development Policy, the Equity Bill, the Family Protection Act, the Gender Commission Bill and establishment of the Kenya National Commission on Human Rights Act of 2002.⁴ These laws and policies are essential to protecting and promoting women’s rights, but they do not guarantee that the government is living up to its obligations under national and international commitments with regard to the rights of women. Fortunately, Kenya has a vibrant civil society that advocates for gender equality and tries to hold the government accountable.

The enactment of the new constitution in August 2010 has also been hailed as a milestone for women because it signaled a dramatic shift in Kenya’s political discourse and could potentially be built upon in the future to improve gender equality and rights (Chimbi, 2010). Unlike the 1963 constitution, the new constitution specifically calls for gender equality and freedom from discrimination and stipulates that “women and men have the

³ MCI based the population projection on the 2009 census using an exponential growth function and a growth rate of 1.9 percent.

⁴ The Equity Bill calls on elimination of all forms of social and economic discrimination, while the Family Protection Act aims to protect victims of domestic violence.

right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres” (GoK, 2010a). It also clarifies confusing laws and policies on abortion by clearly stating that women can terminate a pregnancy whenever their health, their lives or the survival of the fetus is in jeopardy.⁵

Despite these legal and policy interventions, gender inequalities in Kisumu persist. Women tend to be less educated and poorer than men and 57 percent of the unemployed in the city are female (NCAPD, 2005a; GoK, 2010b). Women also have significantly higher HIV prevalence rates than men (13.8 percent versus 8.4 percent respectively) and are victims of harmful traditional practices such as wife inheritance and coerced adolescent marriages (GoK, 2009b). Other major issues include gender-based violence and unsafe abortions. Many women are still afraid of reporting such events or feel that doing so would make matters worse for them.

Overall, women in Kisumu and Kenya have limited capacity to influence legislation that would protect themselves against domestic violence and end discriminatory laws and harmful traditional practices related to marriage and inheritance (USAID, 2008).

II. DATA ANALYSIS

Priority Area 1: Strengthen opportunities for post-primary education for girls

Since the introduction of free primary education (FPE) in 2003, gender parity at the primary school level has been achieved in Kisumu. However, many girls are not transitioning to secondary school or dropout before completing their studies. Table 2 shows the secondary school gross enrollment rates (GER) and gender parity index (GPI) in Kenya and Kisumu during the 2006-2009 period. It can be seen that the GER for boys in Kisumu in 2009 was 33.3 percent, while for girls it was 22.1 percent.⁶ Moreover, although Kenya is close to achieving gender parity at the secondary level, Kisumu still needs to significantly reduce gender disparities in secondary education.

Table 2. Secondary School GERs and Gender Parity Index [GPI], (2006-2009)

Year	Kenya			Kisumu		
	Boys GER	Girls GER	GPI	Boys GER	Girls GER	GPI
2006	34.6%	29.9%	0.86	20.5%	12.6%	0.61
2007	40.4%	33.3%	0.82	21.1%	13.7%	0.65
2008	46.3%	38.8%	0.84	23.0%	14.7%	0.64
2009	49.0%	41.8%	0.85	33.3%	22.1%	0.67

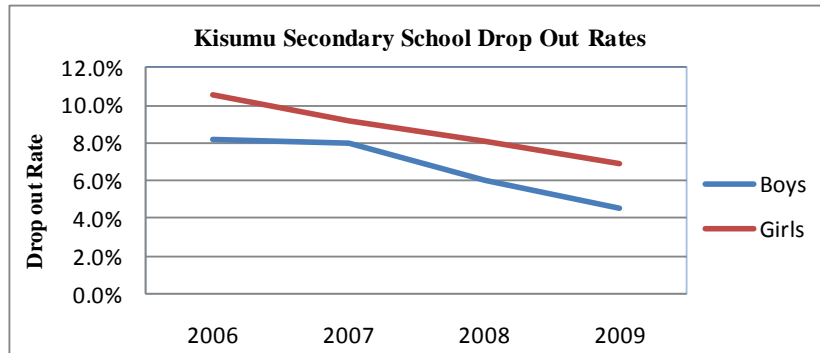
Source: EMIS and Kisumu District Education Office

⁵ See Annex 1 for a list of provisions within the new constitution that pertain to gender.

⁶ These GER are discordant with information provided by the District Education Office (DEO) because the latter relied on student population projections compiled before the 2009 census. MCI used the 1999-2009 inter-census growth rate of 0.5 percent for Kisumu East District.

One effective intervention is reducing dropout rates. In 2009 almost seven percent of girls in the city dropped out of secondary education compared to 4.5 percent of boys.⁷ Figure 4 shows girls' and boys' dropout rates during the 2006-2009 period. It can be seen that although dropout rates are declining, girls' dropout rates are still higher than boys'. The MCK would like to decrease the dropout rate for girls to two percent by 2012 (GoK, 2009a).

Figure 4. Girls Dropout Rates in Kisumu (2006-2009)

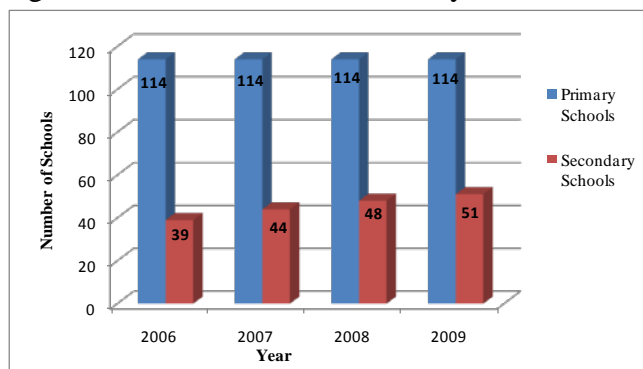


Source: Kisumu District Education Office (2010)

Retrogressive traditional attitudes still prevent many girls from attending secondary school. Many families still believe that a girl's role is to cook, attend to siblings and perform household domestic duties/chores. High HIV prevalence rates in Kisumu are also threatening girls' secondary schooling because adolescent girls are often taken out of school to care for relatives with HIV/AIDS (NCAPD, 2006; UN, 2003).

Girls' participation in secondary education is further constrained by an insufficient number of secondary schools to absorb the increasing number of primary school graduates. As Figure 5 shows, the number of primary schools is more than double the number of secondary schools.

Figure 5. Number of Public Primary and Secondary Schools in Kisumu Municipality



Source: Kisumu District Education Office, Kisumu Municipal Education Office, GoK (2009)

⁷ Data provided by Kisumu District Education Office.

Given the limited number of secondary schools, families tend to prefer sending boys rather than girls to school. Research suggests that households tend to invest less in girls' education because there is an expectation that when young women get married and move in with their husband's family, the investments made towards educating the young women end up benefitting the husband's family (Al-Samarrai and Peasgood, 1998).

In 2008, the GoK introduced free secondary tuition as a strategy to improve transition rates to secondary school (MoE, 2010). When schooling is free, parents do not have to make schooling decisions based on gender. Therefore, the abolition of direct schooling costs is a strong incentive for families to send girls to school and can potentially increase attendance rates (Sachs and Pangestu, 2004). However, given that other factors, such as early marriage and teen pregnancy, also play a role in preventing girls from attaining secondary education, efforts must also be directed towards reducing the prevalence of these issues in girls' lives.

Improving girls' secondary school participation is critical because research shows that completing secondary school delays marriage, helps young women protect themselves against HIV infection and domestic abuse and contributes to fewer child deaths (Schultz, 2002; Lloyd and Mensch, 1999). For instance, data from recent surveys conducted in Kisumu indicate that most under-five deaths occur in households where mothers have only attained primary education (Oindo et al., 2009). Women with secondary school education also tend to have fewer children than those with only primary education (NCAPD, 2005).

Priority Area 2: Guarantee sexual and reproductive health and rights

In 2009, women of reproductive age (15-49) accounted for 27 percent of Kisumu's population. The main challenges facing these women include: limited access to family planning; high fertility rates; coerced early marriages; mistreatment of women during child birth; unsafe abortions; and high HIV prevalence rates. In addition, men still play a dominant role in decisions about contraceptive usage and the circumstances under which sex takes place.

Limited Access to Family Planning

During the last decade, Kenya has made some progress in reducing fertility rates. In 1999, Kenya's total fertility rate (TFR) was five children per woman but by 2008 it had dropped to 4.6 (KDHS, 2008). However, fertility rates in Kisumu and Nyanza Province have remained high. For instance, in 2008 the TFR in Nyanza Province was 5.4 children per woman, and estimates show that it was 5.8 in Kisumu District (KDHS, 2008; NCAPD, 2005a). Such elevated rates can be attributed to the low usage of contraceptives. In 2008, the contraceptive acceptance rate in Kisumu was only 27.1 percent, much lower than the 46 percent contraceptive rate for Kenya (GoK, 2009a; UNDP, 2010). To reverse this trend, organizations such as the Urban Reproductive Health Initiative in Kenya (KURHI) have initiated an integrated family planning project

(2010-2015) whose goal is to increase significantly the contraceptive prevalence rate (CPR) in these selected urban centers of Kenya by 2015.⁸

Many young women in Kisumu remain uninformed about sexual health. Sex education has been banned in schools, and some families and teachers believe that it promotes promiscuity. An unintended consequence of these beliefs is that many teenage girls end up pregnant without knowing the risks and consequences of pregnancy. The GoK has attempted to mitigate this through its 2005-2015 Adolescent Reproductive Health and Development Policy (ARH&D) and National School Health Policy, which incorporate reproductive health education into the school curriculum. The ARH&D hopes to bring adolescent health issues to the mainstream, improve the well being of Kenya's adolescents and help achieve MDG 3 (NACPD, 2005b). The National School Health Policy focuses on strengthening children's ability to demand their rights to education and health. This policy advocates the education of sexual and reproductive health rights among students including the prevention of unwanted pregnancies, sexually transmitted disease and sexual violence. This is a positive step; however the implementation of this policy still faces barriers. Teachers and headmasters still suspend pregnant girls, even though it is prohibited (GTZ Health Sector in Kenya, 2009).

Adolescent Marriages

In Kisumu, it is not uncommon for girls to be married in their teens (Auvert, Buvé et al., 2001). This is partly because Luo society defines femininity in relation to marriage, and girls have been socialized to accept this understanding of femininity. The social construction relating femininity to marriage lowers girls' aspirations for secondary and higher education. Poor families in Kisumu mainly engage in the practice to obtain the bride price (dowry).⁹ The 2002 Children's Act bans forced early marriages, but such marriages still take place. Adolescent marriages undermine reproductive health because young wives are more likely than older women to experience childbirth complications. According to UNFPA, girls between 15 and 19 years old are twice as likely to die of obstructed labor, leading to obstetric fistula, than women aged 20-24 (UNFPA, 2005).

Early marriages are also detrimental to young girls' sexual health by exposing them to the risk of HIV infection (NACPD, 2005b). Empirical evidence suggests that teenage wives in Kisumu have a much higher risk of becoming infected with HIV and other sexually transmitted diseases than other women, because they typically marry much older men.¹⁰ Studies have also found that married teens have a higher risk of contracting HIV than unmarried sexually active teens (Mbirimtengerenji, 2007; Auvert, Buvé et al., 2001). A study conducted in the late 1990s found that married girls in Kisumu had a 48 percent

⁸ KURHI focuses on six urban centers in Kenya: Nairobi, Mombasa, Nakuru, Kisumu, Machakos and Kakamega.

⁹ A "bride price" is money or property paid by the groom or his family to the parents of a woman upon the marriage of their daughter to the groom.

¹⁰ Studies such as Buvé et al (2002) have shown that married adolescent girls in Kisumu have higher rates of HIV infection than their unmarried, sexually active counterparts. Thirty-three percent of married girls were HIV-positive, compared to 22.3 percent of sexually active unmarried girls.

higher chance of being infected with HIV than sexually active unmarried girls (Clark, 2006).

Mistreatment of women while giving birth

Women in Kisumu are often mistreated during childbirth. Medical staff who are supposed to aid expectant women do not always follow delivery procedures and have even been abusive during delivery. At the Kisumu District Hospital (KDH), women have reported being physically and/or verbally abused (FIDA, 2007). Some pregnant women have also reported that they were either denied anesthesia or saw birth attendants refusing to give women medication to control pain during childbirth (FIDA, 2007). This is partly because pregnant women are often attended by poorly trained nurses or trainees, and there is little accountability or medical oversight. Doctors are usually unable to assist in the procedures because they are overwhelmed with other patients due to understaffing.

Unsafe Abortions

The number of unsafe abortions has been increasing in Kenya in recent years (KNBS, 2009). According to a recent study, unsafe abortions accounted for 35 percent of Kenya's maternal deaths in 2009 (Center for Reproductive Rights, 2010). The Penal Code of Kenya states that abortion is only legal when the lives of the mother or the child are at stake but it is otherwise a felony. According to the police departments of both Kenya and Kisumu, procuring an abortion is considered an act of homicide (Kenya and Kisumu Police Departments, 2009). Doctors are usually afraid to perform abortions because the law does not clearly define medical conditions that could be considered life threatening. As a result, many women resort to unsafe abortions performed in unsanitary backstreet rooms, putting their lives in jeopardy.

HIV and Polygamy

In 2008, Nyanza Province and Kisumu Municipality had the highest HIV prevalence rates in Kenya, 13.9 percent and 15 percent, respectively. Moreover, the prevalence rate among women [13.8 percent] was much higher than among men [8.4 percent] (GoK, 2009a). Polygamous behavior, which promotes the spread of HIV and jeopardizes a woman's reproductive health rights (UNECA, 2008),¹¹ is one of the factors contributing to these high rates. In other African countries, the link between HIV and polygamy has led women's groups and organizations involved in the fight against HIV/AIDS, such as the National Alliance Against AIDS, to call upon lawmakers to make prenuptial HIV testing mandatory (Faye, 2003). Lawmakers and HIV/AIDS activists in Kenya might consider similar measures as a means to protect women's lives.

Priority Area 3: Invest in infrastructure to reduce women's and girls' time burdens

Women in Kisumu spend a disproportionate amount of time on household tasks, leaving them with limited time to engage in income-generating activities. Chores such as the

¹¹ According to KDHS (2008), Nyanza has the highest distribution of polygamy, with 15.4 percent of currently married men admitting to have two or more wives.

collection of water and caring for the sick are regarded as women's and girls' responsibilities.

The average distance to the nearest water point in Kisumu is one kilometer, while the average distance to a health facility is almost six kilometers (GoK, 2009a). If young girls have to spend significant portions of their days collecting water or taking sick siblings to a distant health facility, those girls will not have adequate time to study and will consequently not perform well in school. In poor urban areas, establishing water points near homes is immensely beneficial because it not only provides safe water for the whole community, it also alleviates girls' and women's workloads. Community-Based Organizations (CBOs) such as the Kisumu Kanyakwar Women's Group (KKWG) have established water kiosks as a means to ease women's burdens and empower women by making them economically self-sufficient.¹² Moreover, the KKWG is constructing a day-care center that will also be used as a literacy center for women in the evening.

Priority Area 4: Guarantee women's and girls' property and inheritance rights

Violations of women's land and inheritance rights are escalating in Kisumu and Kenya as an increasing number of women are widowed by HIV/AIDS. The pandemic has made widowhood a common reality, and many women have lost land and property after their husbands die. Studies like HRW (2003) and Wambui et al (2002) observe that men are typically the registered landowners holding title deeds. As a result, many women have been dispossessed of land after their husbands die of HIV/AIDS. The culprits, generally the relatives of deceased husbands, evict widows from their homes and lands and confiscate property such as household goods.

According to the NGO ActionAid, national governments have not seriously addressed the problem of land grabbing from women as a human rights violation (ActionAid, 2008). Okuro et al. (2003) further note that even provincial authorities in Nyanza have been unable to safeguard women's land rights, partly because the officials themselves are not informed when land is usurped. Judiciary and law enforcement officials often turn away women who report violations of their property rights because they consider such violations to be family matters not worthy of their attention (HRW, 2003). As a result, traditional authorities such as the Luo Council of Elders have been called on to investigate violations of widows' land and property rights.¹³ In 2005, USAID's POLICY project and the Kenya National Commission for Human Rights (KNCHR) sponsored a workshop to address the problem of women's inheritance and rights to property in Nyanza Province. The workshop, which explored ways to ensure that women have legal redress when their rights are violated, was so successful that less than a year later, the

¹² For more information visit the Kisumu Kanyakwar website:
<http://homepage.swissonline.ch/Kanyakwar/index.htm>

¹³ The Luo Council of Elders, an advisory body whose decisions highly influence the community's beliefs and practices, is regarded as the custodian of traditions.

Luo Council of Elders reported that they have resettled over 20 women and their children back on their family lands.¹⁴

Women in Kisumu also face restrictions on inheritance of family property (GoK, 2009a). For instance, the Law of Succession Act provides that a widow's inheritance rights are terminated upon remarriage; however, widowers' inheritance rights do not terminate upon remarriage. Moreover, women and girls seldom inherit from their parents on an equal basis with their brothers (HRW, 2003). Kenya also lacks clear statutory guidelines regarding the division of matrimonial property at divorce. Case law establishes that family property may be evenly divided upon separation or divorce, but in practice women rarely get their fair share.

A particularly harmful tradition that is still being practiced in Kisumu, particularly among poor communities, is wife inheritance or levirate (NCAPD, 2005a).¹⁵ Under this Luo traditional practice, women are "inherited" as property by the kin of their deceased husbands. Such practices not only degrade widows; they violate women's human rights and increase the likelihood of HIV infection because the widows are often forced to have unprotected sex.

Part of the problem is that Kenya's 1963 constitution tolerated discrimination in customary and personal-status laws, which are so central to property rights.¹⁶ For instance, customary law allows for polygamy, and if a man marries a second wife or divorces the first wife, the latter loses part or all of the shared property she may have spent years building with her husband. The new constitution calls for the elimination of gender discrimination in "law, customs and practices related to land and property," but the government needs to ensure enforcement by training of government officials and traditional leaders on women's property rights.

Priority Area 5: Eliminate gender inequality in employment

In 2009, the labor force (15-64) in Kisumu East District was estimated at 227,821 people, half of whom were women (GoK, 2010b). Table 3 shows recent employment data for individuals five years old and above in Kisumu.¹⁷ More males than females were employed in 2009, and 57 percent of the unemployed were female.

¹⁴ Jaramogi Oginga Odinga Foundation [JOOF] (2006). "Women's rights to own and inherit property" http://www.jaramogifoundation.org/html/womens_right.html

¹⁵ "Wife inheritance" refers to a situation where a widow is "inherited" as a wife by a male relative of her deceased husband.

¹⁶ Personal-status laws pertain to familial relations, including marriage, divorce, child custody and inheritance. Customary law refers to unwritten social rules and structures of a community that are based on tradition.

¹⁷ Child labor is illegal in Kenya, but police rarely target business owners for hiring children. It is unclear why the census included employment data for individuals between 5 and 14 years old, instead of focusing on people 15-64 years old (i.e. the labor force).

Table 3. Population Aged Five Years and Above, by Sex and Activity Status

Sex	Employed	Unemployed	Unclassified
Male	80,562	72,900	5,395
Female	61,504	96,092	5,990
Total	142,066	168,992	11,385

Source: GoK (2010b)

Publications like the Economic Survey (2009) and data from the Ministry of Labor and Human Resource Development show that the minimum monthly income in Kisumu ranges between \$117 and \$138 [Ksh. 8171-9641]. Data on gender disparities in wages in the city were not available but Annex 4 shows wages by gender in Kenya. It is estimated that the average monthly income of women is about two-thirds that of men.¹⁸ Data collected in 2005 show that many people in informal settlements worked in the informal sector and earned between \$42 and \$57 [Kshs 3,000-4,000] (UN Habitat, 2005).

Table 4. Minimum Monthly Wages in Nairobi, Mombasa and Kisumu (2008 & 2009)

Occupation	2008	2009
General Laborer (cleaner, gardener, house servant)	5,195	6,130
Waiter, Cook, Miner, Stone Cutter, Logger, Turnboy	5,611	6,621
Night Watchman	5,796	6,839
Machine attendant, Bakery worker, Tailor's assistant	5,888	6,948
Machinist, Laundry operator, Junior clerk	6,721	7,931
Plywood Machine Operator	7,012	8,274
Pattern Designer (draughtsman, garment and dress cutter, telephone operator, receptionist, storekeeper)	8,002	9,442
Tailor, Driver	8,818	10,405
Salesman, Crane Operator (Crawler)	9,735	11,487
Saw Doctor (solid wood processor), Caretaker	10,774	12,713
Cashier, Heavy commercial vehicle driver	11,723	13,833
Artisan	7,012	8,274
Artisan Grade III	8,818	10,405
Artisan Grade II	9,735	11,487
Artisan	11,723	13,833
Average Income (Kshs)	8,171	9,641
Average Income (\$)	117	138

Source: Economic Survey (2009); Ministry of Labor Regulation of Wages [Amendment] Order (2009)

Women find it difficult to obtain formal sector employment because they lack education and often have little previous work experience. As discussed earlier, most girls do not have secondary education or a university degree. Consequently, women in Kisumu are mostly confined to lower-paying and lower status jobs such as food service and

¹⁸ <http://www.iwin.wc.vt.edu/kenya.htm>

secretarial work. They are also deeply involved in the informal sector and mostly engage in the sale of commodities, processed and prepared foods and drinks.

A key challenge facing poor women is that they do not have the funds to establish and sustain businesses. In 2009 the GoK established the Women Enterprise Fund (WEF) as a means to reduce poverty through the socio-economic empowerment of women. The Fund provides loans to women’s enterprises and assists them by marketing their products (Ministry of Gender, Children and Social Development, 2009). In 2007/08 the Government set aside Ksh. 1 billion (\$14.5 million) for Women Enterprise Fund. As of 2008, Kisumu had not received any funds from the WEF, but the Kisumu East District Development Report noted that 40 groups expected funding from WEF (GoK, 2009).

Priority Area 6: Increase women’s share of seats in national parliaments and local governmental bodies

Kisumu District has three parliamentary constituencies, namely Kisumu East, Kisumu West and Kisumu Rural. Only eight percent of parliamentarians in Kenya are women and all the members representing Kisumu in the national Parliament are men.¹⁹ In local government, 20 percent of the members serving on the Municipal Council of Kisumu are women.²⁰ Table 5 shows the proportion of seats held by women in local and national politics.

Table 5. Proportion of Seats Held by Women in Politics

	2010
Kisumu Municipal Council	
Percentage of women in the Council	20
Total number of seats in the Council	30
Seats held by men in the Council	24
Seats held by women in the Council	6
Kenya National Parliament	
Percentage of women in National Parliament	8
Total number of seats in National Parliament	213
Seats held by men in National Parliament	196
Seats held by women in National Parliament	17

Source: Kenya National Parliament and Kisumu Municipal Council

Kisumu has the unique distinction of being the first city in Kenya and in Africa to be headed by a woman mayor. Former Mayor Grace Onyango was elected as Kisumu’s first female mayor in 1965 and served until 1969 when she began a successful campaign for parliament. According to Madam Onyango, “as a politician, I wanted to prove to the ‘just government of men’ that women can do as well if given the chance... which I think I did.”

¹⁹ http://www.bunge.go.ke/index.php?option=com_content&view=article&id=88&Itemid=87

²⁰ <http://kisumumunicipal.or.ke/councillors>

Madam Onyango's successful political career has paved the way for many women. Yet, more than four decades after Madam Onyango was first elected, Kisumu women's representation in the national parliament and local governmental is still low. The new constitution provides a quota system that endows women with 47 reserved seats in Parliament and 16 seats in the Senate (Chimbi, 2010). Many civil society groups, including the Federation of Women Lawyers (FIDA), have hailed the constitution as a new way forward for gender equity in the political domain.

Women in Kisumu represent a substantial voting bloc, with 51 percent of the total eligible voting population (GoK, 2009a). There are also 271 active women's groups working on behalf of women's issues (GoK, 2009a). Despite the high number of female voters and women's organizations, current female participation in politics needs to increase. This is because empirical evidence indicates that women decision makers make different choices than men do. For instance, some studies suggest that women tend to invest in infrastructure relevant to them, such as water and roads, and are less likely to engage in corruption (Dollar, Fisman and Gatti, 1999).

Kisumu has nine magistrates in both Kisumu Court and Winam, but only one is female.²¹ With respect to the High Courts, the city has two judges: one female, one male. There are a total of 45 High Court Judges in Kenya --17 (38 percent) of them are female (GoK Judiciary, 2009c). On a national-level these are promising numbers, albeit the fact that the majority of these women are based in Nairobi. Kisumu will need to invest in training women lawyers and to encourage them to have high aspirations regarding the judiciary (Godia, 2010).

In 2007, a record 269 female candidates ran for the national parliament. This is a major achievement for a country with one of the lowest levels of women's political participation in the world (Suich, 2007).

Priority Area 7: Combat violence against girls and women

Gender-based violence (GBV) has been a significant problem in Kenya for many years. In 2008, the Federation of Women Lawyers in Kenya (FIDA) conducted a study analyzing trends related to gender-based domestic violence in Kenya and found it had been on the rise since 2002. Interestingly, the results indicated that cases of GBV were under-reported in Nyanza Province, mainly because such issues are considered "home matters," discussable only in the privacy of the household (FIDA, 2008).

In Kisumu, under Luo tradition, a man can discipline his wife by physical means. The Domestic Violence (Family Protection) Bill aims to protect victims of domestic violence by giving courts power to remove abusive partners from family homes. Laws to protect women from violence at the work place have also been formulated. However, the police are given wide discriminatory powers in bringing charges against perpetrators. In

²¹ A magistrate is a minor judicial officer, also known as the judge of a police court.

addition, while rape is considered an offence against morality in Kenya, to date no law specifically prohibits spousal rape.

The post-election violence that gripped Kenya in 2007 and early 2008 highlighted the vulnerability of women in Kisumu. For instance, available police records indicate that violent acts against women increased exponentially in the aftermath of the elections. Many unemployed and marginalized young men vented their frustrations by attacking and raping women. Table 6 shows available data on cases of rape in Kenya and Kisumu during 2007-2009. The low number of reported rape cases in Kisumu in 2008 suggests that many cases were unreported to the police. This is because the majority of the women in Kisumu typically report rape and GBV incidents to communal and traditional elders instead of to the police.

Table 6. Cases of Rape in Kenya and Kisumu

	2007	2008	2009
Kisumu	N/A	6	12
Kenya	1151	1034	N/A

Source: Kisumu Divisional Police; Economic Survey (2009)

Systemic Issues

Gender is a crosscutting focus area that should be mainstreamed in the activities of all local and national government institutions. The Municipal Council of Kisumu and the Government of Kenya have taken several steps to improve the status of women, including efforts to integrate and mainstream gender into development plans.

The MoGCSD is responsible for gender mainstreaming at the national-level. To date, efforts have focused on establishing and strengthening Gender Desks in line ministries. A key problem facing non-sectoral ministries such as MoGCSD is that they often have meager budgets and limited capacities (Ellis, 2007).

Moreover, to effectively incorporate gender perspectives into policies and projects aimed at achieving the MDGs, the collection and management of gender-disaggregated data needs to improve. This is important for effective planning and policy formulation, because gender-disaggregated data provide relevant insights that can influence the design and implementation of policies/projects aiming to enhance women's status. UN agencies such as the United Nations Statistics Division and the Gender Working Group of the United Nations Commission on Science and Technology for Development and publications like the UNDP Human Development Report (1995) have consistently called for the collection of gender-disaggregated data. Except for education statistics, though, there have been few efforts to collect or disseminate such data in other sectors. This has led to a limited understanding of challenges facing women in employment, health and personal security. Gender-disaggregated socio-economic data have the potential to improve policy on wages, access to credit, family planning and gender-based violence.

III. INTERVENTIONS

To promote gender equality and empower women in Kisumu, this analysis proposes interventions for six of the seven priority areas and systemic issues outlined above and their associated costs. It should be noted, however, that gender equality and women empowerment also require cultural transformation and behavior change, but it is not easy to quantify the costs for behavior change.

Priority Area 1: Strengthen opportunities for post-primary education for girls

Encouraging girls to pursue post-primary education is important because numerous studies have found that secondary education is associated with declines in fertility, fewer early marriages and teen pregnancies, better child health and increases in social productivity and success. Young women with secondary education are also less likely to be HIV-positive than their less educated peers (World Bank, 2004). On the other hand, when the formal schooling of female students aged 14 to 20 years old is cut short, they often resort to survival strategies that include sexual transactions, which expose them to higher risks of HIV transmission.

Given the high secondary school dropout rates for girls in Kisumu, this needs assessment proposes using popular theater to educate the public about the importance of girls' education. In the 1980s, for instance, Ngugi wa Mirii, an adult educator from the University of Nairobi, and Ngugi Wa Thiongo, the world renowned playwright and novelist, used theater to promote literacy programs. They worked with the community to design and build an open-air theater and to develop a play called, "*Ngahiika Ndeenda*" ("I'll Marry When I Want"). A similar strategy was used in Zambia in the late 1990s to prevent young girls in Luapula Province from dropping out of school and marrying early. A community-based organization (CBO) called Kawele Theatre Group for Development organized a theater group to sensitize communities about girls' education (Maimbolwa-Sinyangwe, 1999). In their skits, girls stay in school, marry later, have fewer and healthier children and have the potential to earn more income. The theater group consisted of three women and four men who performed in schools, market places and bus stations. At every performance, they distributed advocacy materials promoting girls' education. After watching a performance by the theater group, many girls who had dropped out of school and married asked to be allowed to return and were granted their re-admission.

Providing educational support (tutoring) for girls in grades seven and eight will enable them to perform better on tests and to transition more readily to secondary school. There will be 23 tutorial classes a week, and with an average of 25 students per class. Tutors will teach four 90-minute sessions per week (Mondays through Thursdays), 16 sessions per month and 160 sessions per year.

Target population: Entire city population and primary school girls.

Average annual cost: \$214,753

Priority Area 2: Guarantee sexual and reproductive health and rights

Kisumu women's sexual and reproductive health and rights can be improved by radio soap operas and school-based campaigns to raise awareness about sexual and reproductive health rights. This is because there is evidence that such knowledge improves women's ability to take control of their destinies (UN Millennium Project, 2005).

Radio soap operas (serialized melodramas) are recognized by development experts as a form of entertainment that can also effectively educate the public. For instance, in Brazil, economists credit television "novelas" for helping to lower fertility rates dramatically, and in Tanzania, a popular radio soap opera known as, "*Twende na Wakati*" has convinced numerous listeners to use contraceptives and to marry at a later age (Rodgers et al., 1999). This assessment proposes weekly, 30-minute radio soap operas.

The school-based campaign should focus on heightening awareness about the new constitutional provisions on issues such as gender-based discrimination and reproductive rights. As President Mwai Kibaki declared, the implementation of a constitution is a process, and, since children are the country's future, it is essential to teach them their sexual and reproductive rights as enshrined in the Constitution.

Target population: Adult men and women and school-aged children.

Average annual cost: \$240,737

Priority Area 4: Guarantee women's and girls' property and inheritance rights

Barazas (public meetings or places where such meetings are held) have been used to sensitize people about various issues, such as family planning, but the problem is that few women attend *barazas*. Those women who attend *barazas* typically do so because they are invited to discuss a particular case.

A sensitization campaign targeting HIV/AIDS widows and divorced women and focusing on heightening awareness about women's and girls' property and inheritance rights is a proven intervention that can promote respect for women's rights. The campaign will focus on teaching widows and divorced women their rights and strategies that can safeguard them.

Target population: HIV/AIDS widows, divorced women and the general public.

Average annual cost: \$83,508

Priority Area 5: Eliminate gender inequality in employment

Vocational training is critical to empower women economically (United Nations General Assembly Resolution A/65/L.1). As a result, this needs assessment proposes vocational

training for young women aged 15-24 who are not in school. For instance, sessions can be conducted to train young women as to how to start a business.

Target population: Young women, 15-24 years old.

Average annual cost: \$247,986

Priority Area 6: Increase women's share of seats in national parliaments and local governmental bodies

It is important to build the capacities of women representatives, as well as those running for election. As the Millennium Project Taskforce on Education and Gender Equality has proposed, enhancing women's participation in political life ensures that policies will promote gender equality (UN Millennium Project, 2005).

Hence, workshops for women representatives and aspiring female politicians need to be conducted. The trainings for women representatives will focus on leadership skills. The workshops for aspiring female politicians will involve 269 participants, and the objective will be to teach them campaigning, lobbying and public-speaking skills. In addition, a sensitization campaign for members of Parliament will be conducted each year to lobby for more female representation in government.

Target population: Women aged 15-59 and members of Parliament.

Average annual cost: \$660,560

Priority Area 7: Combat violence against girls and women

Despite the enactment of a Domestic Violence Bill, there is tacit social acceptance of violence against women in Kisumu. One strategy that can deter gender-based violence is community policing. This consists of encouraging community members who witness any act of GBV to report the incident to the police.

Law enforcement officers also need to be trained to ensure that legislation such as the Sexual Offences Act is adequately disseminated to male and female police staff and relevant justice system agents. For instance, the city can organize 10 sessions per year, with each session lasting three days and involving 30 participants.

Target population: General public and law enforcement officials.

Average annual cost: \$220,640

Systemic Issues

Collection of gender-disaggregated data should be actively promoted, to provide a more accurate picture of women's positions and conditions.

Target population: District and municipal offices.

Average annual cost: \$223,246

Table 7 summarizes the proposed interventions and their associated costs.

Table 7. Summary of Intervention Costs (in \$)

SUMMARY OF INTERVENTION COSTS							Average
		2011	2012	2013	2014	2015	
PRIORITY AREA 1: Strengthen opportunities for postprimary education for girls.							
Popular theater to raise awareness about girls' secondary school education. Tutoring for girls in upper primary school (5-8)							
TOTAL	USD	204,712	207,570	213,041	220,335	228,107	214,753
PRIORITY AREA 2: Guarantee sexual and reproductive health and rights.							
Radio soap operas on sexual and reproductive health rights & School-based awareness campaign							
TOTAL	USD	192,077	212,182	235,711	264,116	299,598	240,737
PRIORITY AREA 4: Guarantee women's and girls' property and inheritance rights.							
Land and Property Rights Sensitisation Campaign							
TOTAL	USD	83,508	83,508	83,508	83,508	83,508	83,508
PRIORITY AREA 5: Eliminate gender inequality in employment.							
Vocational training for Out of School Young Women (15-24)							
TOTAL	USD	190,444	218,207	246,964	276,743	307,573	247,986
PRIORITY AREA 6: Increase women's share of seats in national parliaments and local governmental bodies.							
Pre-adoption Members of Parliament sensitisation campaign & Workshops for women representatives and aspiring female politicians							
TOTAL	USD	472,260	606,760	674,010	741,260	808,510	660,560
PRIORITY AREA 7: Combat violence against girls and women.							
Train judicial/police officers to handle gender-based violence & Awareness programmes (school, community, country-wide)							
TOTAL	USD	196,640	208,640	220,640	232,640	244,640	220,640
SYSTEMIC ISSUES							
Production of Gender-Disaggregated Socio-Economic Data							
TOTAL	USD	208,573	215,665	222,997	230,579	238,419	223,246
TOTAL GENDER NEEDS ASSESSMENT							
YEAR		2011	2012	2013	2014	2015	
TOTAL	USD	1,493,849	1,718,781	1,878,849	2,048,959	2,228,296	1,873,747
Per capita	USD	3.7	4.2	4.5	4.8	5.1	4.4

IV. CONCLUSIONS AND RECOMMENDATIONS

During the past two decades, the United Nations has used various global conferences to highlight women's central role in development. The 1992 Rio United Nations Conference on Environment and Development (UNCED) underscored that women's full participation in socio-economic and political affairs is essential to achieving sustainable development. The 1994 Cairo International Conference on Population and Development declared that empowering women and improving their social status is critical for national economic, political and social development. Finally, the 1995 Beijing Fourth UN World Conference on Women noted that women's empowerment and their full social participation are prerequisites for the achievement of equality, development and peace.

Progress in promoting gender equality and empowering women in Kisumu has been slow. Although women in Kisumu make up half the population, their representation in post-primary education, wage employment and decision-making processes is limited. They are also more vulnerable to HIV infection and are victims of retrogressive traditional and cultural practices such as wife inheritance and early marriages. With less than five years left until 2015, accelerating progress towards the attainment of MDG 3 is of paramount importance if the city is to achieve the MDG targets. Ultimately, success in achieving MDG 3 will depend on the extent to which the seven priorities identified by the UN Millennium Project Task Force on Education and Gender Equality are addressed.

MCI estimates that at an annual cost of approximately \$4 per capita, the interventions proposed in this needs assessment can have a decisive and positive impact on gender equality and women's empowerment. The most urgent priority is ensuring that girls have access to quality education. Girls' secondary education is critical because research shows that it empowers women and is negatively correlated with child mortality—the higher the educational level of the mother, the lower the risk of child death. Moreover, girls in secondary school are less likely to become mothers and to contract HIV.

Strategies the Municipal Council of Kisumu (MCK) and the District Gender and Social Development Office might consider include:

- Focusing on groups such as poor women and adolescent girls because interventions designed to help such sub-populations can accelerate progress toward attaining the MDGs. For instance, providing such women with education and economic opportunities could reduce GBV incidents. Education and economic security will not guarantee women's protection from violence, but they can improve women's capacity to insist on safe sex and to leave abusive and violent relationships.
- Investing in public theater and soap operas to heighten awareness of girls' education, sexual and reproductive health and rights.
- Putting in place an efficient legal system that protects women from gender-based violence and any violations of their land and property rights;

- Strengthening trainings for police officers at the gender desks in police stations. MCK can also develop anti-GBV messages and disseminate them through radio and print media.

Women of Kisumu also need fora for public debate and discussion about sensitive issues such as land rights, family planning, wife inheritance and early marriage. The Luo Council of Elders is one option; however, some of its members are handpicked by political leaders who represent the Orange Democratic Movement (ODM), which contributes to the perception that it is not a neutral organization. *Barazas* are also not ideal because they tend to be dominated by men. Finally, collection of gender-disaggregated data also needs to improve, given that such data can lead to the design and implementation of policies that are gender-appropriate.

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ANNEXES

Annex 1: Provisions of the new Kenyan Constitution pertaining to gender

Chapter Four- The Bill of Rights

Right to life

- 26.** (1) Every person has the right to life.
(2) The life of a person begins at conception.
(3) A person shall not be deprived of life intentionally, except to the extent authorised by this Constitution or other written law.
(4) Abortion is not permitted unless, in the opinion of a trained health professional, there is need for emergency treatment, or the life or health of the mother is in danger, or if permitted by any other written law.

Economic and social rights

- 43.** (1) Every person has the right—
(a) To the highest attainable standard of health, which includes the right to health care services, including reproductive health care.

Chapter Five - Land and Environment

Principles of land policy

- 60.** (1) Land in Kenya shall be held, used and managed in a manner that is equitable, efficient, productive and sustainable, and in accordance with the following principles—
(f) Elimination of gender discrimination in law, customs and practices related to land and property in land.

Chapter Seven - Representation of the People

General principles for the electoral system

- 81.** The electoral system shall comply with the following principles—
(b) Not more than two-thirds of the members of elective public bodies shall be of the same gender.

Chapter Eleven - Devolved Government

Principles of devolved government

- 175.** County governments established under this Constitution shall reflect the following principles—
(c) No more than two-thirds of the members of representative.

Membership of county assembly

- 177.** (1) A county assembly consists of—
(b) The number of special seat members necessary to ensure that no more than two-thirds of the membership of the assembly are of the same gender.

Annex 2: List of Some Women's Organizations in Kisumu²²

- Migosi Orphanage
- Winam Community Health Volunteers (WICOHEV)
- Society of Women and AIDS in Kenya
- Women Fighting AIDS in Kenya (WOFAK)
- Ojino Okew Women Group
- Plan International – Kisumu
- Teenage Mothers Association of Kenya (TEMAK)
- Nyanza Reproductive Health Society
- Joodon Development Group
- Kisumu Town Fish Youth Group
- Kenya Muslim Youth Alliance Kisumu
- Kisumu Initiative for Positive Empowerment
- Mwanzo Mpya Manyatta Arab Youth Group
- Atekere Nyanza Development Group
- St Gabriels Youth Group
- Makaa Women Group
- Dunga Amuka Self Help Group
- Decta Environmental and Conservation Team
- Perpetual Women Group
- Thenashar Youth Group
- Dunga One Team Dream Youth Group
- Ondu Water And Sanitation Women Group
- Nyi Malo Women Against Poverty and AIDS
- Usafi Women Group
- FR Tom's Kids Programme
- Bala Youth Group
- Interdoceasian Christian Community Services (IDCCS)

²² For a list of other women's organizations in Kenya see:
<http://www.ncapdke.org/UserFiles/File/NGOs%20Database/Gender%20issues.pdf>

Annex 3: Indicators for Tracking Progress Towards Gender Equality

Priority 1: Strengthen opportunities for post-primary education for girls

- The ratio of female-to-male gross enrollment rates in primary, secondary and tertiary education.
- The ratio of female-to-male completion rates in primary, secondary and tertiary education

Priority 2: Guarantee sexual and reproductive health and rights

- Adolescent fertility rate
- Contraceptive prevalence rate
- HIV Prevalence among women

Priority 3: Invest in infrastructure to reduce women's and girls' time burdens

- Hours per day (or year) women and men spend fetching water and collecting fuel.

Priority 4: Guarantee women's and girls' property and inheritance rights

- Land ownership by male, female or jointly held
- Housing title, disaggregated into categories including male, female and jointly held

Priority 5: Eliminating gender inequality in employment

- Share of women employed, both by wage and self-employed.
- Gender gaps in earnings in wages and self-employment

Priority 6: Increase women's share of seats in national parliaments and local governmental bodies

- Percentage of seats held by women in national parliament
- Percentage of seats held by women in local government bodies

Priority 7: Combat violence against girls and women

- Prevalence of domestic violence
- May include instances and reporting of rape cases

Source: UN Millennium Project Task Force, 2005

Annex 4: Total Wage Employment by Sex in Kenya (2006-2008)



Source: Economic Survey (2009)