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Earth4All and Gender Equity

The Place of Women's Empowerment in Building Better, Strong and Resilient Societies

Jane-Kabubo Mariara

Executive Director, PEP

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www.pep-net.org jane.mariara@pep-net.org

Global Gender Equity Issues

- ❑ Discrimination against women's rights to **equal education**, **equal pay** and **financial security** is still pervasive around the world.
- ❑ Women are **roughly half** of the world's population yet remain:
 - ❑ Disadvantaged in terms of **income and wealth**
 - ❑ disproportionately stuck in **low-paying jobs**.
 - ❑ disproportionately stuck in **unpaid** and **informal work** settings.
- ❑ Current global **labour force participation** for **women** is under **47%** while that of **men** is **72%**, an **average gap** of **25%** (ILO)
- ❑ Women's share of **total incomes from work** was only **30%** in **1990** and only grew to **less than 35%** in **2022**.



Global Gender Equity Issues

- ❑ **Education** - UNESCO estimates that almost **2/3** of illiterate adults in the world **are women** and **3/4** of **children** who are likely to miss primary school are girls.
- ❑ Inequity in **ownership of assets**: Only **<20%** of landowners in the world are women.
- ❑ **Governance**: Women are still poorly represented in **politics, finance, boardrooms** and **executive teams**.
 - ❑ In **national parliaments**, only **26%** of **parliamentarians** across the globe are women.



Earth4All and Gender Equity: the Empowerment Turnaround

- ❑ The **empowerment** turnaround is about a shift to **gender equity, women's agency, and championing families** in a changing world.
- ❑ Championing families means valuing **whatever family or household structure people want**.
- ❑ Families need **secure incomes**, access to **universal healthcare, flexible working** schedules, adequate pensions for all, and **humane parental leave** among others.



Earth4All and Gender Equity

- ❑ The Earth4All posits that empowerment turnaround improves women's access to:
 - Education, health services, and lifelong learning
 - Financial independence
 - Leadership positions
 - Economic security through a universal basic dividend and an expanded pension schemes.
 - Nevertheless, interventions for women and girls working in the **informal sector** and **domestic economy** are needed (e.g. social protection schemes)



Earth4All and Gender Equity

- ❑ **Public investment in universal education** must be seen as a top priority but should also be coupled by **rethinking the educational system**.
- ❑ This entails **equipping girls and boys** with the **cognitive tools** they will need to navigate a world undergoing deep transformation.
- ❑ **Public investment in healthcare** for everyone provides economically optimal long-term healthcare and well-being for societies.
- ❑ Also helps build trust in the role of governments to protect societies - Ref. lessons from COVID-19



Earth4All and Gender Equity

Gender equity is, therefore, essential for **resilient, healthy societies**- but:

- ❑ Empowerment of women can easily undermine itself if it leaves others behind or fails to understand the **intersectionality of discrimination**.
- ❑ A more empowered society means the specific context of all **marginalised groups e.g. women in informal business; women with disability, displaced and refugee women etc**
- ❑ Men should also not be discriminated against for reasons of **race, sexual orientation, religion, income**, etc.
- ❑ Thus, men should not be left out of the **gender empowerment** policies.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ The **Earth4All report for Kenya** acknowledges the role of **rightful empowerment** for individuals to realise their **full potential**.
- ❑ Focus is on unequal access to **education, and economic and social rights of women**, who are **historically marginalised**.
- ❑ Significant government spending on education with specific attention to **girls and women** has the potential to increase the **employment of women** and the **share of women in paid jobs and managerial positions**.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ Kenyan government has made strides in increasing access to education for girls through
 - ❑ Free Primary Education program launched in 2003
 - ❑ the *Elimu Tuitakayo* program (for improving access to secondary education).
- ❑ Thus, significant increase in female enrolment rates at both primary and secondary levels.
- ❑ Almost equal gender parity index in primary school enrolment at about 0.97 currently, compared to 0.94 in 2002.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ Organisations such as the [Forum for African Women Educationalists \(FAWE\)](#) are working to address [barriers to girls' education](#) by providing scholarships, mentorship programs and advocating for policy change.

- ❑ Another notable initiative is the [Jielimishe](#) Girls Education Challenge program implemented by Women Educational Researchers of Kenya (WERK) from 2013-2022.

- ❑ The project was funded by DfID with the objective of:
 - ❑ encouraging [teenage mothers from marginalised communities](#) to return to school after childbirth;
 - ❑ [changing cultural attitudes](#) and [practices](#) towards girls' education in [marginalised communities](#),
 - ❑ [inspiring girls](#) to stay in school and [complete the basic education](#) cycle.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ Also, Government efforts over the years to improve the **health outcomes** of women.

- ❑ Under MPT III **2018- 2022**, the govt. focused on:
 - ❑ **capacity building of healthcare workers**
 - ❑ **Linda Mama** initiative & **Beyond Zero** campaigns to reduce maternal and infant mortality rates.

- ❑ These initiatives resulted in a slow but steady **reduction in infant mortality** rates per 1000 live births in Kenya.

- ❑ Data shows that **under-5 mortality** rate per 1000 live births reduced from **52** in 2019 to **41** in 2022.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ Under the newly launched [MTP IV](#) 2023-2027, the government's role in [promoting inclusive health outcomes](#) is even more pronounced.
- ❑ The government is implementing a [universal healthcare \(UHC\)](#) program to ensure that healthcare is [more affordable](#), especially among [indigenous households](#), to minimise out-of-pocket spending.
- ❑ Important as only [25](#) per cent of the Kenyan population has a form of [health insurance](#) whether [private, public or community-based](#).
- ❑ Thus, conscious Govt efforts to reduce the [high inequalities](#) in [access to healthcare](#)



Earth4All, Kenya context and Empowerment Turnaround

- ❑ National Health Insurance Scheme (NHIF) replaced with Social Health Insurance Fund (SHIF) to ensure inclusive, effective, and accessible healthcare to all Kenyans.
 - ❑ SHIF will guide the implementation of the country's health plan which includes:
 - ❑ improved infrastructure,
 - ❑ adequate and timely financing,
 - ❑ adequate human capital,
 - ❑ technological advancement,
 - ❑ effective governance,
 - ❑ enabling legislative environment.
- ❑ Government has also prioritised preventive health care by deploying more community health workers to counties to promote positive primary health care practices including growth monitoring, nutrition education, family planning and expanded immunisation coverage.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ The place of women in **jobs** has attracted the country's attention.
- ❑ **Kenya constitution (2010)** provides that no gender should take **>two-thirds** of positions in government and leadership in elective positions.
- ❑ Progressive provisions in the law have not delivered gender equality in practice.
 - ❑ In elective positions, out of **47** county governors elected in 2022, only **7** are women
 - ❑ But this is an improvement from the 3 elected in 2017.
- ❑ Out of **1450** MCAs elected in 2022, only **115** are women, however, the political parties made good efforts in bridging the gap by **nominating 612** women MCAs out of the **772** total nominations.



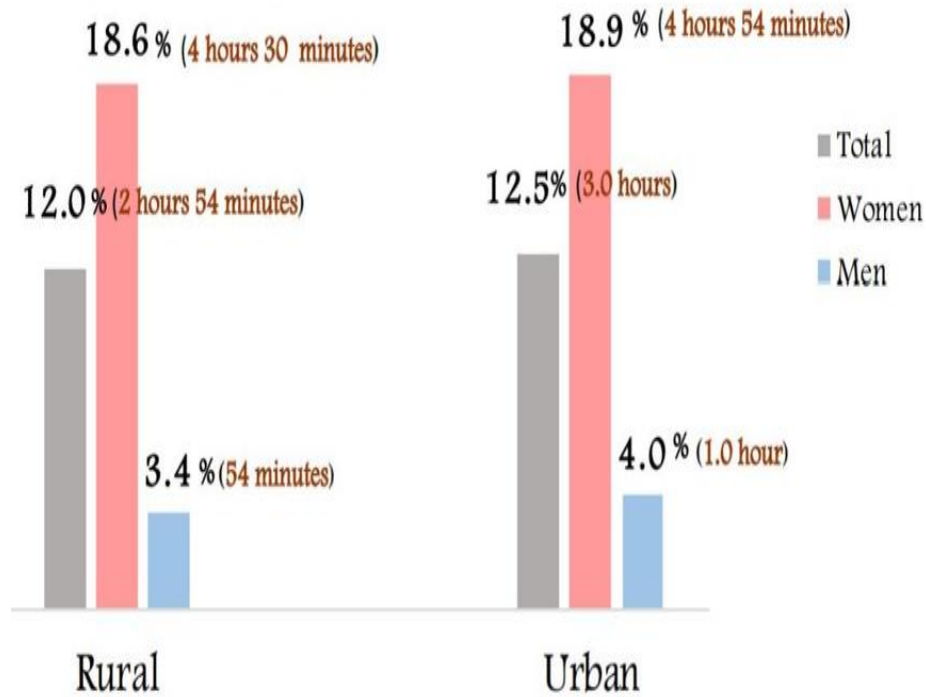
Earth4All, Kenya context and Empowerment Turnaround

- ❑ On a positive note, the last decade has seen [greater participation and representation](#) of women and [persons with disabilities](#) in the National Assembly and the Senate.
- ❑ In the National Assembly, a [guaranteed](#) 47 slots for women representatives are filled each election year and more are nominated by political parties.
- ❑ Concerning [employment](#), recent data from the 2021 Kenya Time Use Survey shows that women in Kenya are discriminated against in unpaid labour.
- ❑ Women spend approximately [7](#) times more time on unpaid work (2.4%) compared to men (0.4%) and about [5](#) times more (16.3%) on unpaid domestic work compared to men (3.2%).



Earth4All, Kenya context and Empowerment Turnaround

Time use in Unpaid care by gender



□ Concerning employment, recent data from the 2021 Kenya Time Use Survey shows that women in Kenya are discriminated against in unpaid labour.

- As can be seen in the figure presented, women spend more time on unpaid care compared to men.
- This happens in both urban and rural areas.



Earth4All, Kenya context and Empowerment Turnaround

- ❑ Women participating in the formal economy earn less than men, despite working for longer hours (12.9 hours) than men (8.2 hours).
- ❑ Thus, despite spirited agitation to increase women's employment and incomes by organisations such as the Kenya Association of Women Business Owners (KAWBO) and the Federation of Women Lawyers in Kenya (FIDA Kenya), a lot needs to be done to attain gender equity.
- ❑ The government is also making efforts to boost women's participation in entrepreneurial activities through the Women Enterprise Fund and the Affirmative Action Fund which provide financial support and capacity-building programs for women-owned businesses.

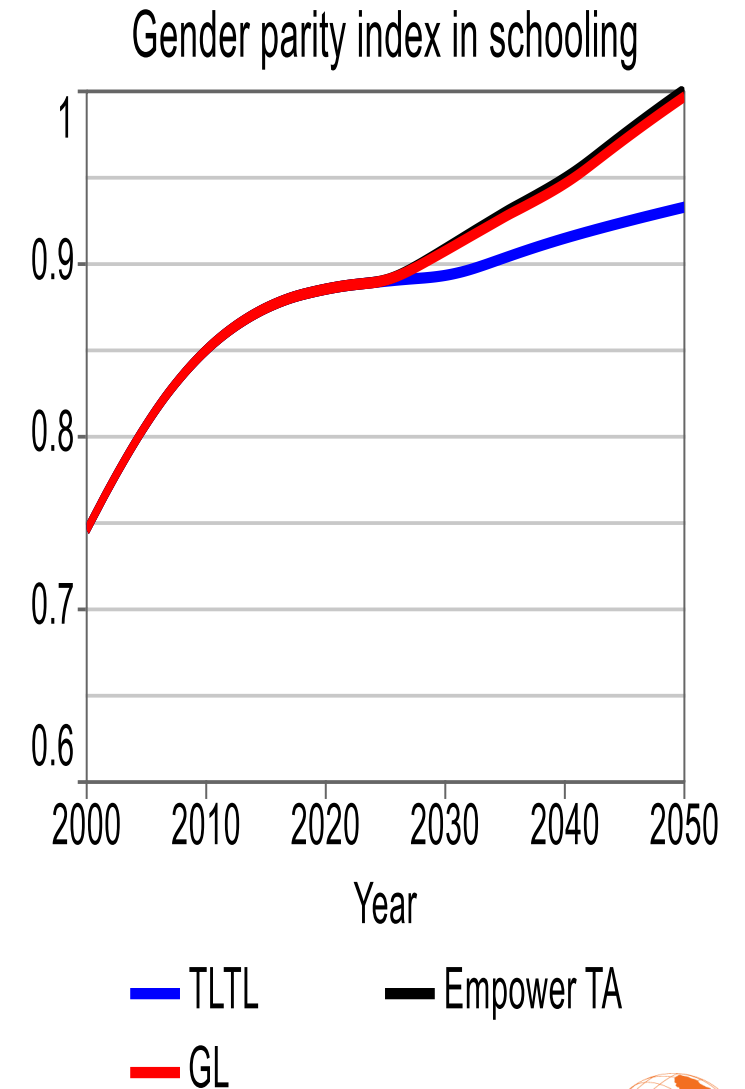


What the Empowerment Turnaround implies for 2050

❑ Projections for **gender parity index** for Kenya using Giant Leap scenario and the Too Late Too Little scenarios.

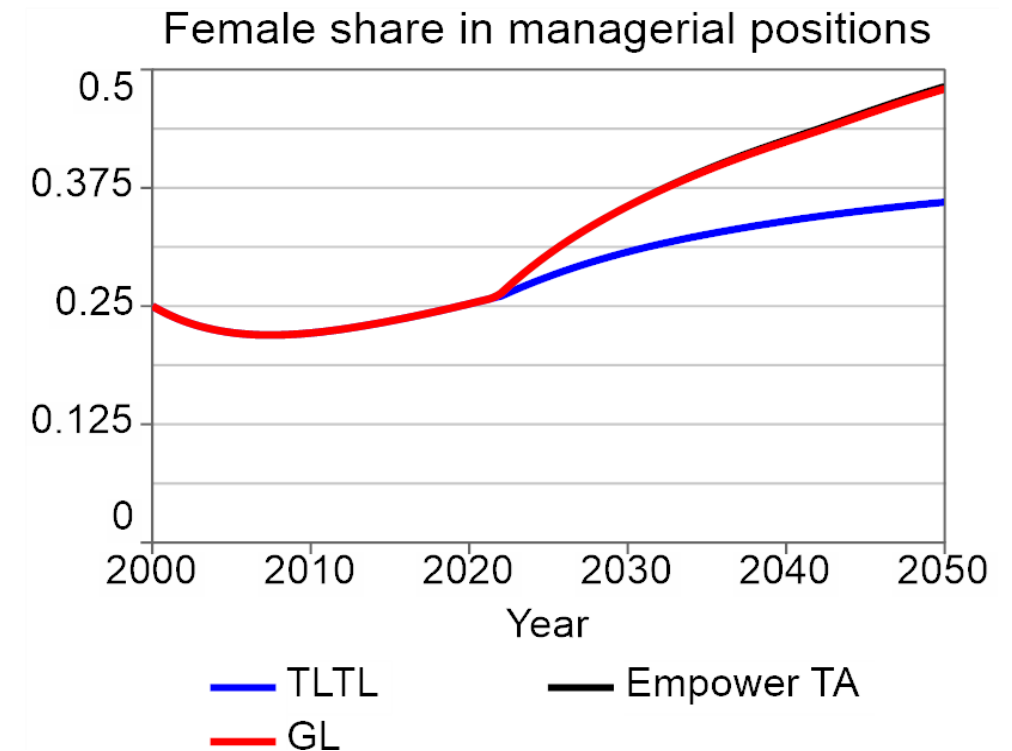
❑ **Full** gender parity in schooling will be achieved by 2050 in the **Giant Leap** scenario.

❑ In the Too Late Too Little scenario, **disparities in schooling** across gender will still exist albeit with a slight improvement.



What the Empowerment Turnaround implies for 2050

- ❑ Implementing the empowerment turnaround will nearly bring an **equal share in managerial positions** across gender in the Giant Leap scenario.
- ❑ In the Too Late Too Little scenario, the female share in managerial positions will remain **below 38%** albeit a slight improvement by 2050.



Policy Recommendations

To enhance **Gender equality and empower women** at the Global level, Earth4All advocates for the following:

- ❑ Ensure the **right to education** for women and girls
- ❑ Achieve gender equality in **leadership positions**
- ❑ **Guarantee** universal social protection



Policy Recommendations

To enhance **Gender equality and empower women** in Kenya, several policy recommendations:

- ❑ 1. Implementation of **affirmative action** (Kenya Vision 2030)
 - ❑ **Women** and people **living with disabilities** to have equal chances of securing employment;
 - ❑ Support **equal employment** opportunities for both **men** and **women**
 - ❑ **Equal pay** if they men and women **perform the same duties**.



Policy Recommendations

❑2. Supply women-owned businesses through government catalytic funds to increase their productivity and enhance their presence in the economic arena

❑3. Education

- ❑ Increase investments towards scholarships for girls from marginalised communities
- ❑ Increase awareness and interest in STEM by girls from a very early age.



Thank you!



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